

Langney Shopping Centre – Section 106 Local Labour Agreement Summary Report

Development Description

An extension of the existing shopping centre to provide additional retail units, reconfiguration of the car park and internal access road, amended service facilities and landscaping.

Local Labour Obligations

A S106 Local Labour Agreement in respect of the Langney Shopping Centre development was signed on 26 September 2014. The agreement specified:

- **25% of the work during the construction phase should be for small and medium enterprises unless otherwise agreed with the Council;**
- **Guaranteed job interviews for unemployed persons who have undertaken specific pre-employment training related to the development;**
- **A commitment of advertising new vacancies locally;**
- **sing reasonable endeavours to work with the Council in the development and implementation of an Employment and Training Plan (ETP) to deliver a recruitment and training campaign linked directly to the construction and operational jobs within the Development to prepare the labour market and match suitable candidates to job specifications;**
- **Measures to seek the recruitment of apprentices, the provision of work experience placements for unemployed persons, the provision of work experience placements for those aged 14 – 18 years in education and NVQ training for sub-contractors associated with the construction of the Development.**



For the construction phase Local Business and Regional People was defined in the Section 106 as those whose principal place of business was in Sussex and Kent. For the operational phase Local People was counted at two levels, within the Borough of Eastbourne and East Sussex - the obligation was for East Sussex.

The development had an estimated build programme of 12 months. Building commenced in September 2018 and completed in October 2019.

Engagement

The main contractor, Marbank Construction Ltd engaged in July 2018 to agree the construction Employment and Training Plan (ETP). A further meeting with Marbank Construction took place in October 2018 to discuss progression of the local labour obligations. Regular contact with the on site team continued until completion of the construction of the development.

Local Construction Employment and Training

Area of Focus	S106 Obligation	Development Achieved	Overall Outcome
Regional People <ul style="list-style-type: none"> Eastbourne Sussex and Kent 	25%	21% 51%	
Local Business	25%	33%	
Apprenticeship Starts	1	1	*
NVQ Starts for Sub-contractors	1	0	
NVQ Completions for Sub-contractors	1	1	
Work Experience - unemployed	3	0	**
Work Experience - 14 to 18 years	1	3	
Extra Curricula Activities	1	6	

Including the main contractor, a total of 18 sub-contractors were on site, six of whom were based in Sussex and Kent, achieving 33%, in excess of the 25% target for local small and medium enterprises (SMEs). Of the six local SMEs, two were based in Eastbourne, one was on site for 12 months and another for three months. Employment of Regional People (Sussex and Kent) ranged from 38% to 100% during the 14 month build.

The site advertised and recruited a local Apprentice via Training and Apprentices in Construction (TrAC). However, the Apprentice decided not to continue; further advertising did not attract a suitable applicant so it was agreed a local TrAC Apprentice who had completed with an Eastbourne based contractor would be appointed. The obligation for the development was one Apprentice Start. As Marbank had made every effort to appoint an Apprentice without success, it was agreed the Apprentice Completion would be taken in lieu of an Apprentice Start*. The appointment ensured the Apprentice gained valuable construction experience and remained in the industry.

During the build there were no new NVQ starts and one NVQ completion on the site. The NVQ Start target was not met mainly because the sub-contracting employees on site were low in numbers and already had the required industry specific qualifications. Other sub-contractors had NVQ Starts but the staff were not on the Langney Shopping Centre site. The target was one NVQ start and one NVQ completion for sub-contractors.

Three work experience placements for those aged 14 – 18 years were accommodated during the build phase enabling a valuable insight to the construction sector. Work experience for the unemployed was difficult to achieve in the current climate as those seeking employment in the sector attend short construction training programmes and are offered agency work on completion. The work experience target for the unemployed** was three and for those aged 16-18 years was one. The non-achievement of the work experience target for the unemployed was compensated by additional work experience for those aged 14 – 18 years and extra curricula activities, as detailed below. The target for extra curricula activities was one.

Year 11 Mock Interview Day, Causeway School
Year 11 Mock Interview Day, Ratton School
Year 9 What's My Line, Ratton School
Year 9 and 10 Careers Fair, Ratton School
Construction Careers Talk, West Rise Primary School
Site Visit, West Rise Primary School



Following the visit to West Rise Primary School the pupils produced artwork which was displayed on the site's hoarding. An article relating to the artwork and school's site visit featured in the local press.

S106 Operational Obligations

Area of Focus	S106 Obligation	Development Achieved	Overall Outcome
Local People <ul style="list-style-type: none"> • Eastbourne • East Sussex 	25%	84% 100%	

The obligations for operational employment were with the Principal Tenant, Home Bargains (T J Morris). Telephone discussion with Home Bargains commenced in April 2019 continuing until the opening of the new store on 25 January 2020.

The new store employed 56 new staff, 47 of whom were residents in the Borough of Eastbourne. Twenty-two of the new staff were previously unemployed with seven of the twenty-two being in education (students). Home Bargains will continue to submit operational monitoring data each quarter until December 2020.

In Autumn 2019, in conjunction with the Jobcentre and Sussex Skills Solutions, discussions commenced regarding operational recruitment. In November, following release of store vacancies on the Home Bargains website, the Jobcentre promoted vacancies to local jobseekers. Sussex Skills Solutions organised a three week Sector Based Work Academy for ten jobseekers which completed in mid-December. Two regional management staff from Home Bargains attended the training programme to provide further information on the store vacancies and working with Home Bargains. On completion of the training, eight jobseekers were interviewed by Home Bargains and all were offered employment ranging from eight to 20 hours in the first instance. One successful candidate had learning disabilities and had been long term unemployed. Two remaining candidates were not interviewed as one had secured employment at a local supermarket and the other progressed to an English Foreign Language course.



Community Engagement

The visit to West Rise Primary School by Marbank, artwork project and school site visit generated local interest and captured the imagination of the school pupils by combining the world of work with the school curriculum.

Participation in the secondary school career programmes was welcomed by the Causeway and Ratton Schools and received positive feedback by all involved.

One of the work experience placements continued on a one day per week placement for the Summer term enabling the pupil to benefit from a practical work environment.

Local Economic Benefits

- Approximately, two thirds of the workforce based outside Sussex and Kent stayed at B&Bs/hotels generating around £79,000 to the local economy
- Supply chain spend was estimated at £25,000+per quarter
- Unexpected spend was estimated between £5,000 to £10,000 per quarter
- Plant and materials were sourced locally.

Observations

The NVQ Start target was not met because the sub-contracting employees on site had the required industry specific qualifications. Some sub-contractors had NVQ Starts, however, the staff were on other developments.

The Apprentice Completion proved extremely beneficial for both the Main Contractor and individual. Marbank were pleased with the appointment and offered a position on another scheme in Billingshurst.

Participation in the extra-curricula activities and work experience programmes was appreciated by the local schools.

Summary

The development enabled local SMEs to tender for contracts, contributed to the local community and economy, as well as, provided operational employment to those who were previously unemployed.

Recommendations

- To negotiate alternative solutions when obligations cannot be achieved
- Maintain regular communication during all phases of development.

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