

# **Local Plan**

## **Supplementary Planning Document:**

### **Delivering Skills, Employment, Enterprise and Training from Development through S106**

**October 2014**



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This document has been produced by  (Regional Enterprise, a new joint venture between Capita and LB Barnet established in October 2013) on behalf of London Borough of Barnet.

## Executive summary

Barnet is a growing and changing borough. Regeneration and development proposals principally in the west of the borough as well as opportunities for infill growth in Barnet's town centres will help change the borough. Regeneration at Brent Cross-Cricklewood will create a new metropolitan town centre in an area which will attract significant retail and office growth. Through the Local Plan this growth and change is being managed.

This Supplementary Planning Document (SPD) sits below Barnet's Local Plan Core Strategy and Development Management Policies documents. The SPD sets out the Council's approach to delivering skills, employment, enterprise and training initiatives from development

In ensuring that residents benefit from the job opportunities created by new development across Barnet the SPD introduces Local Employment Agreements as a legal mechanism for managing development related job opportunities.

In ensuring that appropriate employment space is available to support successful small to medium sized enterprises the SPD sets out measures to mitigate any loss of space capable of addressing modern business needs.

This SPD will be taken into account as a material planning consideration when planning applications are being considered.

# 1. Introduction and policy context

## Introduction

- 1.1 Barnet is a vibrant diverse and successful London suburb. The popularity of Barnet as a place means it continues to grow. Over the next two decades around 28,000 new homes will be built and areas of concentrated deprivation will be regenerated. Housing and employment growth will be largely focused on the regeneration and development areas of Brent Cross – Cricklewood, Colindale and Mill Hill East with contributions across Barnet from smaller sites such as those in town centres. These areas are expected to generate 21,000 new jobs over the same time period and it is a priority that Barnet's residents are able to access these new employment opportunities.
- 1.2 Barnet's housing and economic growth will provide new opportunities for local people to secure jobs and training. Residents can develop new skills through construction, infrastructure and commercial development as well as through the activities of the new employment generating development.
- 1.3 Barnet's population is well qualified. However a significant number of residents have no qualifications and the numbers of young people not in education, employment or training remains a concern. Some parts of Barnet experience a disproportionately high level of deprivation, and do not have the opportunity to share in the borough's success. Overall deprivation is substantially higher in Burnt Oak and Colindale than the rest of the borough. Barnet's economy is fairly self-contained with nearly 75% of the 112,000 jobs in the borough held by Barnet residents, one of the highest figures in London. To establish Barnet's status as a truly successful London suburb we must ensure that all our residents benefit from our success.
- 1.4 This SPD applies to development that generates new jobs through construction and / or end use as well as developments that involve the loss of employment space and require planning permission. The SPD sets out the mechanisms and benchmarks for ensuring that development positively contributes to Barnet's economy (Table 1 sets out requirements for delivering Skills, Employment, Enterprise and Training (SEET)).
- 1.5 The SPD sets out the role of S106 Agreements in delivering skills, employment, enterprise and training contributions for development. Barnet's Economic Strategy (Entrepreneurial Barnet) provides the framework for ensuring contributions are transformed into support for Barnet's economy. A Planning Obligation (S106 Agreement) is a legally binding agreement made usually between a developer and the Council in order to make an application acceptable in planning terms ie.addressing prescriptive, compensatory and site specific mitigation impacts of development.
- 1.6 S106 contributions to skills, employment, enterprise and training arising from this SPD will be independent from, and additional to, contributions towards community infrastructure through Community Infrastructure Levy (CIL). CIL is a flat rate charge for development which broadly contributes to off-site impacts generated by development. Barnet now applies CIL as set out in the CIL Charging Schedule adopted in April 2013.

## Council's objectives

- 1.7 The Corporate Plan sets out the Council's commitment to creating an environment for growth in the local economy; improving skills and employment opportunities; and engaging with businesses to understand and best meet their needs.
- 1.8 The Council is working with Middlesex University to analyse opportunities for growth and to improve the environment within which businesses, existing and new, can thrive. The Corporate Plan highlights that the future success of the Borough and its residents will be based on having a skilled workforce.
- 1.9 A Local Plan core objective is to promote Barnet as a place of economic growth and prosperity. Ensuring :
- that in the borough's main commercial areas, including safeguarded employment locations and town centres, there are sufficient opportunities available to help business grow and prosper;
  - that residents are equipped with the skills to access the projected 21,000 jobs that the regeneration of the major growth areas will deliver.
- 1.10 The Economic Strategy (Entrepreneurial Barnet) sets out the Council's commitments to supporting the economy to grow. The Economic Strategy's objectives and outcomes include :
- A great place to do business
    - *Thriving town centres that people want to live, work and spend time in*
    - *Excellence in regeneration and growth*
    - *Fit for purpose infrastructure and transport networks*
    - *Healthier workplaces*
  - Skilled employees and entrepreneurs
    - *Working with employers to develop a skilled workforce*
    - *Supporting residents to develop the skills they need to succeed*
    - *Encouraging a culture of entrepreneurship*
  - Improving Access to Markets
    - *Local and small businesses can access Council contracts*
    - *Facilitating business growth*
    - *Businesses enabled to grow and thrive*
    - *Businesses connected to university expertise*
- 1.11 The initiatives to support Barnet's economy as outlined in the Economic Strategy (Entrepreneurial Barnet) underpin the delivery of S106 Agreements arising from this SPD.

## Barnet's Planning Obligations SPD and Community Infrastructure Levy

- 1.12 The Planning Act 2008 introduced CIL as a new method of raising money for infrastructure from development. However Planning Obligations continue to play an important role in making individual developments acceptable.
- 1.13 The Council's Planning Obligations SPD (April 2013) helps clarify the relationship between S106 Agreements and CIL. It focuses on the circumstances when S106 Agreements are required and highlights the procedure for delivering a legal S106. This is also set out at Appendix A.
- 1.14 Where specific developments may require more comprehensive off site mitigation measures to be addressed through S106 the relationship to CIL will be considered carefully to avoid double charging. This will be in accordance with CIL Regulation 122 which sets out policy tests on the use of Planning Obligations.

### Viability

- 1.15 In addition to the requirements highlighted in this SPD, there may be other site-specific requirements such as Affordable Housing to be addressed in the S106 Agreement. In considering all these requirements, including CIL, due regard will be made to economic viability.
- 1.16 Appendix A sets out how a viability assessment fits into the S106 process. The onus is on the developer to provide justification as to why it may not be possible to deliver the requirements highlighted in the SEET SPD. This should be done through a development industry standard development appraisal.

### Policy context

- 1.17 This SPD has been prepared to supplement policies of the Core Strategy, Development Management Policies and the London Plan. These documents form the development plan for Barnet.
- 1.18 Section 38(6) of Planning & Compulsory Purchase Act 2004 requires that in making any decision under the Planning Acts it shall be made in accordance with the development plan unless material considerations indicate otherwise.
- 1.19 The National Planning Policy Framework (NPPF) is an example of a material consideration. The most up to date policy (where there is a conflict) takes precedence.

## Local Plan policies

- 1.20 The Core Strategy (2012) sets out a policy framework for promoting a strong and prosperous Barnet. It supports residents in accessing work as well as supporting businesses and provision of further and higher education. The Development Management Policies document (2012) sets out borough-wide planning policies that implement the Core Strategy and is used for day to day decision making.
- 1.21 The following Core Strategy policies are important in relation to this SPD:
- CSNPPF - National Planning Policy Framework – Presumption in Favour of Sustainable Development
  - CS06 – Promoting Barnet’s town centres
  - CS08 – Promoting a strong and prosperous Barnet
  - CS15 – Delivering the Core Strategy
- 1.22 Core Strategy (para 20.8.3) highlights considerations that may require S106 Agreements. This includes small business accommodation and training programmes to promote local employment and economic prosperity.
- 1.23 Core Strategy policies are supported by the Development Management Policies (DMP). The following of which are important in relation to this SPD.
- DM11 - Development principles for Barnet’s town centres
  - DM14 – New and existing employment space

## London Plan policies

- 1.24 In the London Plan (2011) the Mayor highlights the need to improve London’s skills base, improve employment opportunities and remove barriers to employment. The Mayor identifies learning and skills as two key priorities for Planning Obligations
- 1.25 The following London Plan policies are important in relation to this SPD:
- Policy 4.6: Support for and Enhancement of Arts, Culture, Sport and Entertainment Provision
  - Policy 4.8: Supporting a Successful and Diverse Retail Sector
  - Policy 4.9: Small Shops
  - Policy 4.10: New and Emerging Economic Sectors
  - Policy 4.12: Improving Opportunities for All
  - Policy 8.2: Planning Obligations

## National Planning Policy Framework (NPPF)

- 1.26 A NPPF core principle (para 17) is to proactively drive and support sustainable economic development with every effort to be objectively made to identify and then meet the



housing, business and other development needs of an area and respond positively to wider opportunities for growth.

1.27 S106 Agreements related to this SPD will be used in accordance with the NPPF (paras 203 to 205) to influence the nature of a development or mitigate or compensate for its potential impacts.

## Barnet’s Economic Strategy (Entrepreneurial Barnet)

1.28 The Council is committed to supporting the economy to grow, and to improving living standards by boosting incomes, opportunities, and wellbeing for people in Barnet. Barnet’s Economic Strategy (Entrepreneurial Barnet) sets out in more detail what we aim to achieve, and how we will go about doing it. The pyramid diagram below sets out the objectives of the Economic Strategy (Entrepreneurial Barnet).

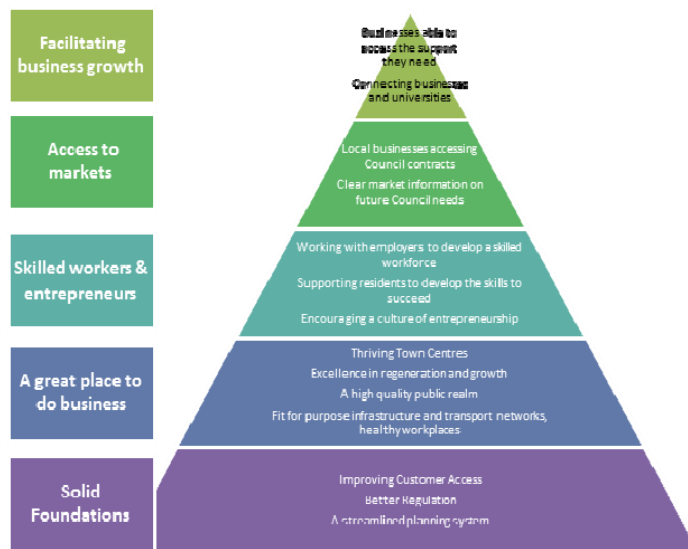


Diagram 1: The objectives of the Economic Strategy (Entrepreneurial Barnet)

## 2. Mechanisms for delivering Skills, Employment, Enterprise and Training through Planning Obligations (S106 Agreements)

### Local Employment Agreements (LEAs)

- 2.1 In order to manage development related job opportunities the Council will use a Local Employment Agreement (LEA). A LEA sets out the skills, employment and training opportunities to be delivered from development and must include all employment opportunities generated by construction as well as the end use where the development creates more than 20 FTE (full time employee) jobs. The LEA will cover end use jobs. These are the jobs created within one year of the completion of the development.
- 2.2 Subject to Council approval of a S106 Agreement linked to the planning consent the LEA is a legal obligation which is expected to cover :
- Forecasting of job opportunities
  - Local labour target
  - Apprenticeships and work experience
  - Delivery of specific LEA targets
  - Notification of job vacancies
  - Jobs brokerage and skills training
  - Use of local suppliers
- 2.3 Table 1 highlights developments where a LEA is required. Following negotiation with the Council the LEA is formally agreed and clearly sets out requirements to ensure regular information sharing from the date when development starts. The developer is ultimately responsible for the delivery of the LEA and is obliged to ensure that their contractors and sub-contractors also comply with these obligations.

### Components of Local Employment Agreements

- 2.4 In the LEA the developer is expected to set out its approach to:
- **Forecasting of job opportunities:** in order to maximise local employment provision the developer and contractor will provide construction phasing / end-use jobs information and labour forecasting data in advance of each phase to the Council. For end-use jobs we will expect this information as soon as an occupier is identified for each phase. For construction jobs forecasting we will expect this information as early as possible with a minimum of at least one month in advance. This enables appropriate, job ready local candidates to be matched to job opportunities as they arise. Details of local contractors/suppliers/new employers working or locating on site should also be provided.
  - **Notification of job vacancies:** in notifying the Council (or nominated agency) of job vacancies there should be a minimum period (no less than 10 working days) of such

jobs being exclusively available to Barnet residents before being advertised more widely. In those instances when this period is not practical for specific recruitment needs then prior approval is required from the Council for exemption. The Council and nominated agencies shall identify and support local job seekers in applying for these jobs. Where applicants are unsuccessful, the developer is required to provide feedback. The developer will also advertise all vacancies through a notice board at the development site. The developer will ensure that their contractors and sub-contractors within the supply chain comply with this obligation and will provide the Council with a list of all sub-contracted firms appointed.

**Local labour target:** developer should agree that 30% of construction vacancies are filled by local residents. As part of this contribution the Council expects the developer to demonstrate how it is supporting the skills development and progression of local residents who already have construction industry experience. This is inclusive of targets as calculated through benchmarks for development schemes as set out in Appendix B. Local labour targets for end-use jobs will be agreed on a case-by-case basis dependent on the type of employment. Where there are skills gaps or a lack of work ready candidates we will accept other forms of support. This may include a lower number of local jobs in return for a higher level of support for candidates to access the jobs market.

- **Jobs brokerage and skills training:** Developers are expected to provide a skills forecast for their development and highlight current skills shortages. A developer should set out an approach for linking with Jobs Brokerage Programmes as initiated and developed by the Council, Re Ltd and that of their partners and other key employment and training stakeholders. Developer should also co-ordinate with Council and partners in relation to plans for skills training / employment initiatives. In order to ensure co-ordination and efficient use of resources it is necessary that such plans are approved in advance by the Council. We will work closely with developers to ensure such plans are approved expeditiously. Jobs Brokerage Programmes focus on finding / matching local skills to candidates and vacancies and supporting registered unemployed Barnet residents.
- **Apprenticeships and work experience:** developer or sub-contractor is required to deliver fully funded apprenticeships; work experience; and site visits and workshops for Schools / Colleges / Universities as defined in Table 2 and Appendix B.
- **Use of local suppliers:** developer to consider use of local suppliers and ensure that at least two local firms (within Barnet) are represented on each subcontract or component supply tender / pricing list. Larger<sup>1</sup> developments will be asked to make local firms aware of contract and other business opportunities, and to support arrangements to enable local businesses to access opportunities arising from their development.
- **Delivery of specific LEA targets:** developer is expected to set out approach to how they will fulfil the LEA obligations and maintain a labour and apprenticeship register. Included within this will be specific targets as detailed in Table 2 (Appendix B sets out a benchmark multiplier for calculating numbers of individuals for each of these employment and skills areas). The Developer is required to agree a monitoring

<sup>1</sup> Large residential development defined in Sustainable Design and Construction SPD as development of 200+ units or site of 4+ ha. Large non residential development defined as 10,000+m2.

framework with the Council as part of the LEA and to report back to the Council on a quarterly basis on progress against these targets.

Table 1 - Requirements for delivering Skills, Employment, Enterprise and Training from Development

| Stages of Development |   |   |  |
|-----------------------|---|---|--|
|                       | Construction Phase  | Proposed End Use (Operational Phase)  | Loss of Employment Space                   |
| Requirement           | Support wider range of Barnet residents to access construction jobs | Support wider range of Barnet residents to access jobs generated by end use | Mitigate for loss of employment floorspace |
|                       |   | Supporting Barnet businesses in accessing affordable and flexible workspace |  |
| Objective             | Creating environment for growth in local economy                    |   | Address impact of development              |
| Threshold             | Subject to viability  |   |  |
|                       | Residential or mixed use dev. of 25+ units                          | Any non-residential use dev. generating 20 FTE jobs+ for its end use        | All development                            |
| Process               | <b>Local Employment Agreement</b>                                   |   | <b>Calculation for loss</b>                |

2.5 Developers are required to identify a contact responsible for LEA implementation. For large scale employment generating development, the developer is obliged to provide a dedicated Workplace Coordinator (WPC) during the development phase, based within the development company to coordinate and deliver all LEA activities. The need for a WPC will relate to the scale of opportunities. If the developer is unable to provide a dedicated WPC

the Council will require payment of an equivalent cost (to be agreed with Council) to support alternative employment and training activities.

Table 2 - Local Employment Agreement (LEA) definitions

| Employment and Skills Area                   | Definition   |
|--|--|
| <b>Jobs Brokerage</b>                        |  |
| Progression into employment (under 6 months) | <i>Barnet resident who has been registered unemployed for up to six months being offered work lasting at least 13 weeks. This does not include apprenticeships.</i>  |
| Progression into employment (over 6 months)  | <i>Barnet resident who has been registered unemployed for more than six months being offered work lasting at least 13 weeks. This does not include apprenticeships.</i>  |
| <b>Apprenticeships and work experience</b>   |  |
| Apprenticeships                              | <i>Barnet resident who is employed on (and completes) apprenticeship programme recognised by the relevant sector skills council (or other such training in line with government policy at the time and determined by the council). The developer or its sub contractor is required to pay the apprentice wages and training costs and is expected to employ apprentices on at least the living wage and support training/college release arrangements until attainment of their qualification at a minimum of NVQ Level 2.</i><br><br><i>Developer expected to provide details of trades or occupational areas offering apprenticeship opportunities and must give early notice of all Apprenticeship vacancies to council and nominated partners. Candidates should be sourced from local schools, colleges, job centres, work programme, jobs brokerage, the council and other partners.</i> |
| Work experience                              | <i>Work experience placements, minimum of 10 days, for Barnet residents. Can also include Entry to Employment and University Student Placements</i>  |
| School / College / University site visits    | <i>For example, visit by students from a Barnet school, college or University to the site to support their learning</i>  |
| School / College workshops                   | <i>For example, Educational workshops delivered by the developer or their supply chain within schools, colleges, or on site. This must be by a suitably trained guest speaker.</i>   |

2.6 A pro-forma for projected construction recruitment and training requirements is set out at Appendix C. For larger developments this will be negotiated on a case-by-case basis. It is acknowledged that some uses such as a new supermarket will generate more jobs than others such as a warehouse. We therefore expect the LEA to be proportional to the scale and type of development. In assessing expected levels of employment generation the Council will have regard to evidence on employment densities of end uses<sup>2</sup>. Larger developments are expected to deliver a more mixed provision of skills, employment, enterprise, and training measures.

2.7 In order to equip residents with the skills to access local employment opportunities generated by development we will assess development schemes as a whole. This ensures that where a site is divided between a number of different applicants, or is proposed to be developed in a number of phases, the needs generated across the whole development site

<sup>2</sup> Homes and Communities Agency Employment Densities Guide 2010

are assessed. This ensures that contributions are assessed in a comprehensive, rather than piecemeal fashion therefore enabling more efficient and beneficial delivery of skills, employment, enterprise and training initiatives.

## Commuted Sums in lieu of Local Employment Agreements

- 2.8 In exceptional circumstances (such as where specialised technical expertise is required by the end use and the developer is unable to deliver local access to jobs through a LEA or where there are large numbers of similar unfilled vacancies and a shortage of suitable local candidates) the Council will require a commuted sum in order to generate alternative employment opportunities. Tables 3 and 4 set out formulae for calculating contributions for alternative employment opportunities with regard to non construction and construction jobs.
- 2.9 Where there is an issue with viability then further clarifications, submissions and verifications may be required and used to adjust the final contribution.

**Table 3 – Calculating Commuted Sums for alternative employment opportunities (non construction) in lieu of LEAs**

|   |
|---|
| Persons requiring support to access jobs market (1)         |
| X   |
| Approximate cost of supporting a person into work £7,731.51 |
| (2) =   |
| Required financial contribution                             |

Notes: (1) Based on Homes & Communities Agency benchmarks for development schemes. See Appendix B. Number of persons requiring support to access jobs market equal rows 1 to 4 multiplied by scheme value.  
 (2) Based on London Councils ESF Co-financing Programme 2013 to 2015. Average cost per unit of European Social Fund (ESF) projects in 2013 to 2015 to support a person into work. This cost was fixed to the end of 2015, but indexed linked thereafter at CPI +2%. The figure above was updated in 2023.

**Table 4 – Calculating Commuted Sums for alternative employment opportunities (construction) in lieu of LEAs**

|   |
|---|
| Approximate cost of a construction apprenticeship (scheme to be agreed by both parties) |
| X   |
| Number of Apprentices (1)   |
| =   |
| Required Financial Contribution   |

Notes: (1) Based on Homes & Communities Agency benchmarks for development schemes. See Appendix B. Number of persons requiring support to access jobs market through Apprenticeships equals row 3 multiplied by scheme value.

- 2.10 Where financial contributions are agreed the funds will be retained specifically for employment, skills, training and enterprise support and initiatives delivered by the Council and its partners as set out in the Section 106 agreement. These initiatives are highlighted in the Economic Strategy (Entrepreneurial Barnet).

## Specialised employment

- 2.11 People from around the world come to work in London and many work in sectors where specific training and experience is essential to their jobs. In negotiating LEAs the Council will have regard to any specialised technical jobs generated by the end use and the specific training and experience required to perform them. The Council recognises that for such specific roles it may not be appropriate to insist that local residents are employed.
- 2.12 In such circumstances the Council may agree to accept a commuted sum to support alternative employment opportunities. This will be based on the likely number of jobs created by the development. These contributions will be calculated on a case-by-case basis and form part of the final Section 106 Agreement.

## Addressing Loss of Employment Space

- 2.13 Development Management Policy DM14 highlights that the Council will resist proposals to redevelop or re-use employment space<sup>3</sup> which reduces levels of employment uses and impacts negatively on the local economy. Any proposed net loss of employment space will need to be justified and the Council will require assurance that all reasonable steps have been taken to maintain the existing use. Where it is demonstrated that it is not viable to maintain the existing use then options for alternative employment uses will need to be explored before non-employment uses can be considered.
- 2.14 Changes to the General Permitted Development Order in May 2013 relaxed criteria for conversion of buildings within the B1(a) use class (offices) to residential without need for planning consent. This temporary three year relaxation was introduced by Government in order to stimulate housing and economic activity. There may be circumstances where some loss of office employment floorspace may be acceptable, but the criteria for job losses (Policy DM14) will still apply for all proposals that require planning consent.
- 2.15 If a development involving loss of employment space is considered to be compliant with Policy DM14 it will be expected to mitigate the loss and make contributions to employment training. Calculations of such contributions will be made on a site by site basis and will take into account the following :
- existing, former (if vacant) or potential employment capacity;
  - approximate cost of supporting a person into work (see Table 3 - Note 2) to mitigate loss of employment opportunities;
  - quality of existing / any proposed B1, B2 and B8 accommodation;
  - accessibility of existing / any proposed B1, B2 and B8 accommodation.
- 2.16 In calculating contributions for loss of employment space consideration will be made of any positive economic impacts arising from the development. Contributions will be retained for specific employment, skills, training and enterprise support and initiatives highlighted in the Economic Strategy (Entrepreneurial Barnet).

<sup>3</sup> Defined as being in the B1, B2 or B8 use class

## Supporting Barnet Businesses in Accessing Affordable and Flexible Workspace

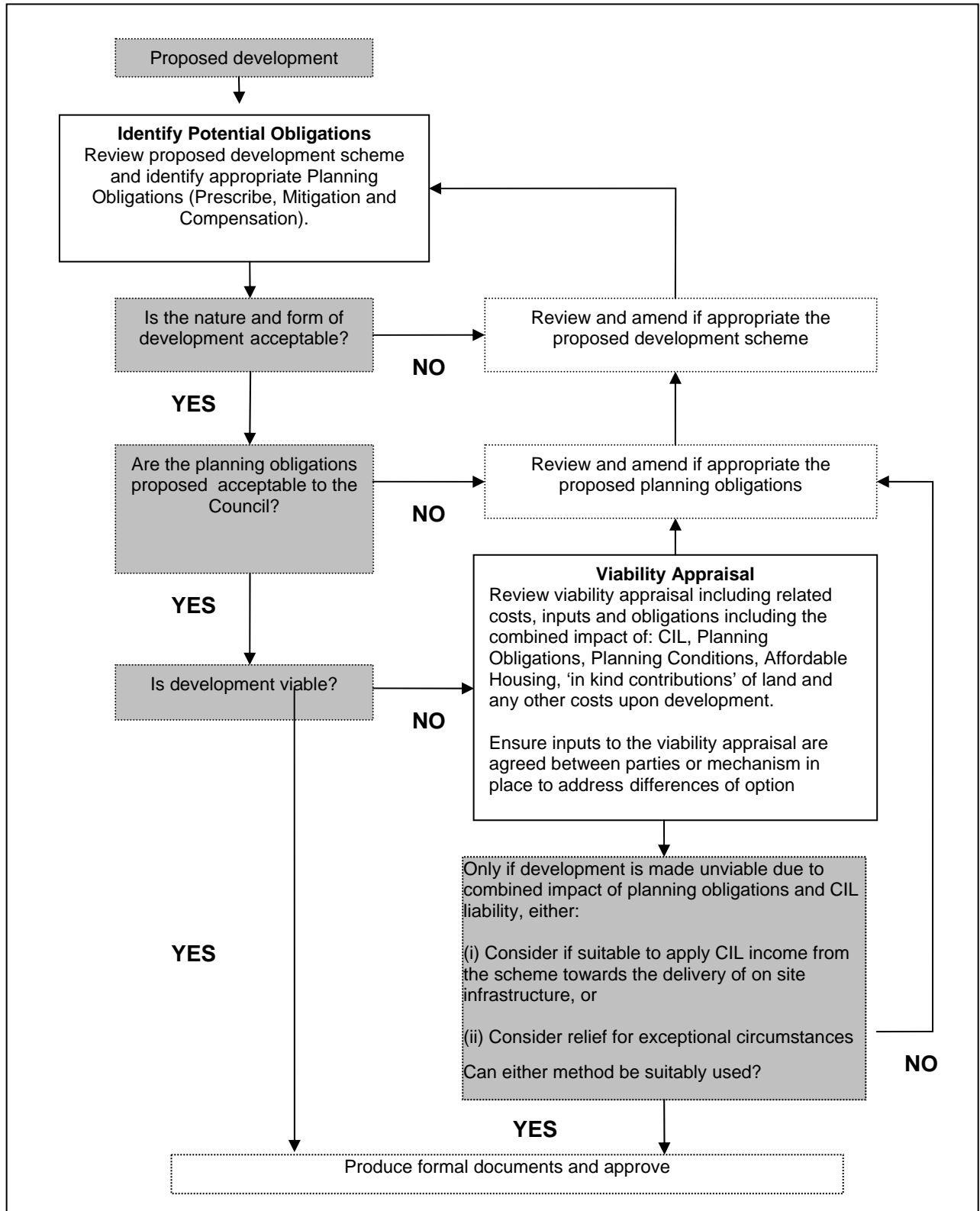
- 2.17 The Council recognises that in mixed use development a net loss of employment space may have positive economic impacts if loss is balanced by improvements in accommodation quality and format. Such improvements should deliver affordable and flexible workspace that is capable of addressing the needs of small to medium enterprises (SMEs). Where such improvements are secured through S106 they will be taken into account in calculations for loss of employment space.
- 2.18 In order to support SMEs the Council will encourage, in addition to its LEA, the following:
- Flexible and affordable workspace in office development or redevelopment
  - Small and affordable shop units in major retail developments
- 2.19 The Council will consider the use of legal agreements in order to manage the rents of these units to appropriate levels, to control their size, location and the nature of the occupant.

## Monitoring and cost recovery

- 2.20 The implementation of this SPD will be monitored through the Authorities Monitoring Report (AMR). The Council will monitor LEAs as well as any commuted sums collected to ensure that these are spent in accordance with the respective S106 agreement.
- 2.21 The Council incurs costs from the delivery of planning obligations from negotiation through to implementation. The Council will therefore seek payment of contributions to cover costs of securing and managing Planning Obligations related to this SPD. These costs (including admin) will be charged at a standard fee of up to 5% of the contribution. Contact the S106 team on [planning.obligations@barnet.gov.uk](mailto:planning.obligations@barnet.gov.uk) for any further or up to date details and fees.



## Appendix A: Process for Planning Obligations / S106 Agreements



## Appendix B: Calculating resident outputs for development schemes

To calculate outputs for Barnet residents for the employment and skills areas as detailed in Table 3, use the formula and table below. This is based on Homes and Communities Agency benchmarks for development schemes.

e.g. Apprenticeships: a scheme with a value of £8.5m (Band 5). Output = 8.5 x (Row 3) 0.3 = 2.55 apprenticeships (rounded to 3 apprenticeships).

Local labour targets for end-use jobs will be agreed on a case-by-case basis dependent on the type of employment.

| Value by Band                                   |              |                |              |              |               |              |              |              |              |              |              |              |              |                 |
|---|--------------|----------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------|
|   | 1            | 2              | 3            | 4            | 5             | 6            | 7            | 8            | 9            | 10           | 11           | 12           | 13           | 14              |
| Employment and Skills Areas                     | £1k to £0.1m | £0.1m to £0.5m | £0.5m to £1m | £1m to £3.5m | £3.5m to £10m | £10m to £20m | £20m to £30m | £30m to £40m | £40m to £50m | £50m to £60m | £60m to £70m | £70m to £80m | £80m to £90m | £90m to £100+ m |
| <b>Jobs Brokerage</b>                           |              |                |              |              |               |              |              |              |              |              |              |              |              |                 |
| 1. Progression into employment (under 6 months) | 0            | 0              | 1.30         | 0.90         | 0.30          | 0.20         | 0.17         | 0.16         | 0.15         | 0.14         | 0.13         | 0.12         | 0.11         | 0.10            |
| 2. Progression into employment (over 6 months)  | 0            | 0              | 0            | 0.50         | 0.20          | 0.13         | 0.09         | 0.11         | 0.10         | 0.09         | 0.08         | 0.07         | 0.067        | 0.065           |
| <b>Apprenticeships &amp; Work Experience</b>    |              |                |              |              |               |              |              |              |              |              |              |              |              |                 |
| 3. Apprenticeships                              | 0            | 0              | 0            | 0            | 0.30          | 0.28         | 0.26         | 0.25         | 0.24         | 0.23         | 0.22         | 0.19         | 0.18         | 0.17            |
| 4. Work experience (16+)                        | 0            | 0              | 3.0          | 1.5          | 0.8           | 0.5          | 0.45         | 0.40         | 0.35         | 0.30         | 0.27         | 0.25         | 0.22         | 0.22            |
| 5. School / College / University site visits    | 0            | 0              | 0            | 0            | 5.0           | 3.0          | 2.5          | 2.2          | 2            | 1.8          | 1.5          | 1.4          | 1.5          | 2               |
| 6. School / College workshops                   | 0            | 0              | 0            | 8.0          | 4.8           | 2.4          | 2.2          | 2.0          | 1.8          | 1.5          | 1.4          | 1.3          | 1.2          | 1.1             |

**Source:** Homes and Communities Agency 2010 - Guidance & Toolkit for developers and contractors (employment and skills guidance) – Appendix E Part 2 and Part 4 – Benchmarks for development schemes

## Appendix C: Form for projected construction recruitment and training requirements

| <b>Planning Application Ref:</b> <i>If applicable</i>  |             |              |              |   |
|--|-------------|--------------|--------------|---|
| Name   |             |              |              |   |
| Company Name & Address   |             |              |              |   |
| Contact No.  |             |              |              |   |
| E-mail Address   |             |              |              |   |
| Name & Address of Development  |             |              |              |   |
| Proposed Start Date for Construction Phase   |             |              |              |   |
| Proposed End Date for Construction Phase   |             |              |              |   |
|  |             |              |              |   |
| Total Number of construction jobs  |             |              |              |   |
| Number of construction vacancies (by discipline/trade)   |             |              |              |   |
| Number of apprenticeship vacancies (by discipline/trade)   |             |              |              |   |
| Recruitment process  |             |              |              |   |
| Recruitment timetable  |             |              |              |   |
| Training requirements  |             |              |              |   |
|  |             |              |              |   |
| Proposed end-use activities  |             |              |              |   |
| Contact details of proposed end-Use<br><i>If not available, please supply as soon as possible</i>  |             |              |              |   |
| Proposed start date for end-use activities   |             |              |              |   |
|  |             |              |              |   |
| Total number of proposed end-use jobs  |             |              |              |   |
| Number of proposed end-use vacancies   |             |              |              |   |
| Number of proposed end-use apprenticeships   |             |              |              |   |
| Recruitment process  |             |              |              |   |
| Recruitment timetable  |             |              |              |   |
| Training requirements  |             |              |              |   |
|  |             |              |              |   |
| Please provide contact details in relation to the above jobs in order that the council and/or our partners can liaise on these opportunities                         |             |              |              |   |
| Job Title  | No. Of Jobs | Salary Range | Weekly Hours | Job Description/<br>Person Specification or detail skills/training needed |
|  |             |              |              |   |
|  |             |              |              |   |
| In order to support your recruitment and training needs we will share this information with our partner organisations.   |             |              |              |   |
| Please return the completed form to Skills and Enterprise Team, Customer and Place, London Borough of Barnet, 2 Bristol Avenue, Colindale NW9 4EW Tel: 0208 359 2000 |             |              |              |   |

### Contact details

Planning Policy Group, London Borough of Barnet, 2 Bristol Avenue, Colindale  
NW9 4EW

Or email: [forward.planning@barnet.gov.uk](mailto:forward.planning@barnet.gov.uk)

Or contact us on: 0208-359-4990

Skills and Enterprise Team, Customer and Place, London Borough of  
Barnet, 2 Bristol Avenue, Colindale NW9 4EW

Or email: [Regeneration@barnet.gov.uk](mailto:Regeneration@barnet.gov.uk)

Or contact us on: 0208-359-2000