

Schedule 37

Employment and training initiatives

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Employment & Skills

Definitions

In this schedule the following words and phrases shall have the following meanings:

Employment and Skills Strategy means the strategy for the delivery of employment opportunities and skills training in connection with the Regeneration developed pursuant to paragraph 4 and implemented by the RP and the Partner in accordance with this schedule.

Skills Audit means the skills audit of residents undertaken by the RP and the Partner pursuant to paragraph 3.

1 Local Opportunities

1.1 The RP and the Partner will deliver employment and training initiatives during the course of the Regeneration for "local people" in the following order of priority:

1.1.1 residents of Dollis Valley residents of the Underhill Ward

1.1.2 residents of other regeneration development estates within the London Borough of Barnet

1.1.3 residents of the London Borough of Barnet

2 Target Groups

2.1 The RP and the Partner will specifically target the following groups:

2.1.1 long term unemployed

2.1.2 lone parents

2.1.3 young people not currently in education, employment or training and those leaving care

2.1.4 under represented groups from ethnic backgrounds

2.1.5 other key target groups as determined by agreement with the Council and key partners

3 Skills Audit

The RP and the Partner will deliver a Skills Audit of residents within the boundary area of the Regeneration Site with agreement from the Council, to build an understanding of the needs of the local residents and to establish engagement with them. The Skills Audit will be funded through the agreed s106 obligations. The Skills Audit will be completed within 6 months of the Satisfaction Date and this will inform the development of the Employment and Skills Strategy for the Dollis Valley regeneration development area.

4 **Employment and Skills Strategy**

The RP and the Partner will develop the Employment and Skills Strategy within 6 months of the completion of the Skills Audit. The Employment and Skills Strategy will inform the delivery of employment opportunities and skills training by the RP and the Partner at Dollis Valley. The Employment and Skills Strategy will include an action plan fully developed, to capture all employment and skills programmes being delivered by the RP and the Partner in addition to the s106; co-ordinate partnership working; joint initiatives and the development of employment and skills initiatives to meet the needs of local residents.

5 **Co-ordinated Employment and Skills Initiatives**

- 5.1 The RP and the Partner will work in partnership with the Council to establish links with existing employment and training programmes, support existing organisations and link into initiatives already being delivered at Dollis Valley. The RP and the Partner's Community Liaison Officer(s) will work with key organisations including inter alia the Council, Job Centre Plus, Work Clubs, WorkFinder, schools, youth and connexions services, Barnet and Southgate College, other appropriate Further Education colleges, the Barnet Education Business Partnership, local employers and voluntary sector groups.
- 5.2 Prior to the Community Liaison Officer being in post the RP and the Partner will provide to the Council the contact details of relevant staff members within both organisations with which to work, to ensure that residents of Dollis Valley can access existing and proposed employment and training initiatives provided by the RP and the Partner from the Satisfaction Date and throughout the duration of the Regeneration.
- 5.3 The Employment and Skills Strategy will be used to identify and support initiatives, such as those outlined below, that enable residents to access employment and training. The Employment and Skills Strategy will be developed by the RP and the Partner in consultation with the Council and the Barnet Skills and Enterprise Board. The final draft must be submitted to the Council for approval and release of planning condition.
- 5.4 Further commitments by the RP and the Partner are outlined as follows:

5.4.1 ***Employment and skills projects***

The RP and the Partner will run schemes that lead to sustainable long term community regeneration. All residents at Dollis Valley will be eligible for these schemes, which could include:

- (a) Enterprising women – to enable women to set-up and run their own enterprises.
- (b) NEET Youth Engagement Projects – to provide training and support to young people and adults to hold drop-in advice sessions and workshops at the Regeneration Site and throughout the London Borough of Barnet.
- (c) Women and Governance – to improve women's skills and confidence to take the initial steps towards vocational training and employment. The RP will support residents with childcare costs.

5.4.2 *Non-construction Training*

The RP and the Partner will build on the findings of the Skills Audit, linking in with existing training provision and will aim to fill any skills gaps by offering a range of courses that are accredited at an introductory level, and available free to all residents. The RP and the Partner will focus on delivery of vocational courses, with the aim of assisting residents to develop skills related to gaining employment.

5.4.3 *Work Tasters / Placement days*

The Partner supports the Construction Skills "Pathway into Construction" and will offer 16- 24 year olds the opportunity to "taste" different skill areas in the construction industry, through short on-site work placements in liaison with Construction Skills and Construction Youth Trust.

5.4.4 *Volunteer programme*

All residents at Dollis Valley will be eligible to apply for the RP's volunteer programme. The programme will offer a minimum of 10 placements of up to 25 hours a week for 12 weeks. Volunteers are placed in all parts of the RP's business.

5.4.5 *ESOL*

The RP will deliver locally based ESOL (beginners) courses (with childcare if required). The courses will be available to all residents at Dollis Valley for whom English is not a first language. The RP will work with local colleges and training providers to devise the programme. The RP will also recruit student/trainee teachers to deliver one-to-one ESOL/Literacy tutoring for residents in their own home to increase access to learning.

5.4.6 *Barriers*

The RP will provide support and training to address the barriers to gaining employment such as lack of confidence and self-esteem, difficulty in understanding benefits for returning to work, access to affordable childcare, age, disability, lack of skills, ineffective or under-developed support networks, cultural or ideological barriers, language barriers and underrepresentation in governance structures. The RP will provide outreach support within the boundary area of the Regeneration Site, to engage with "hard-to-reach" residents at Dollis Valley. This will include door knocking, arranging local events in the community centre including using interpreters, working with local organisations that know and already work with hard-to-reach groups and visits from the Youth Bus and the RP will commence this outreach support from the Satisfaction Date.

6 *Local Labour*

The Regeneration will create job opportunities on-site in construction, office support, security, catering and other occupations facilitated by the RP and the Partner. The Partner will set up a "local labour scheme" and will aim to secure 25% of total

employment requirements for the Regeneration through local people as defined in paragraph 1 of this Schedule 37. Through its partnering agreements, the RP and the Partner will also require its sub-contractors and supply chain to employ local people, this will be included within formal contracts. The Partner will provide quarterly monitoring reports to the Council in relation to this.

7 Apprenticeships

- 7.1 The RP, the Partner and the Council will explore opportunities to deliver accredited apprenticeships from the National Apprenticeship Framework during the life of the Regeneration.
- 7.2 Pre-entry apprenticeship training – The RP and the Partner will develop links with other regeneration projects in the London Borough of Barnet and other developments sites of the RP and/or the Partner to offer this training.
- 7.3 The RP and the Partner will ensure that no trainees are displaced during training, but are transferred to other developments for the continuity of training and to provide a destination for apprentices to complete their scheme.

8 Monitoring

The RP and the Partner will use monitoring and reporting mechanisms as recommended and approved by the Council, which may be updated for standardisation purposes within the duration of the Regeneration.

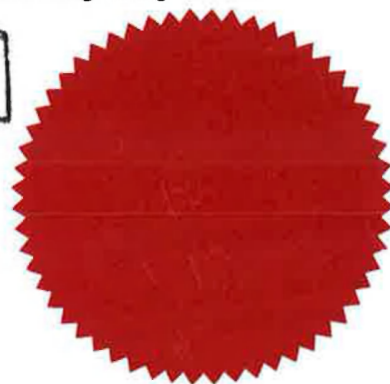
This document is executed as a deed and delivered on the date stated at the beginning of this Deed.

The Common Seal of
The London Borough of Barnet

was affixed to this Deed in the presence of:



J. Waller
CHIEF EXECUTIVE
[Signature]
DIRECTOR OF CORPORATE
GOVERNANCE
Authorised sealing officer



Executed as a Deed by Countryside
Properties (UK) Limited acting by

Signature:.....

Name:.....

Director

Signature:..... *[Signature]*

Name:.....

Director/Secretary

3027

Executed as a Deed by affixing the Common
Seal of London & Quadrant Housing Trust in
the presence of:

A. [Signature]
Authorised signatory



[Signature]
Authorised signatory

Executed as a Deed by Countryside
Properties PLC acting by

Signature:.....

Name:.....

Director

Signature:..... *[Signature]*

Name:.....

Director/Secretary

