

# 2023

## Community Engagement plans for Oxford North



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## Document purpose

This document provides an overview of how Oxford North, the new innovation district for Oxford currently under construction, will deliver upon the agreed Training, Employment & Business strategy agreed in 2021. It will outline how the project will maximise the opportunities created for local people and businesses. We will co-ordinate the activity undertaken across the projects to maximise the impact we have. This will be achieved through:

- Providing labour forecasting and skills gap analysis.
- Undertaking targeted engagement in the community to identify appropriate referral partners.
- Undertaking co-ordination of the local schools, community groups and job centres engagement.
- Developing bespoke training plans which reflect the skills gap analysis undertaken.
- Providing a co-ordinated vacancy notification process.
- Ensuring the requirements outlined within the Community Engagement plans are reflected in the contracts of the contractor and their supply chain.
- Providing a consistent level of mentoring and support.
- Monitoring and evaluation of delivery including tracking targets, surveys of stakeholders and assessing the impact.

We will deliver this through:

- Engaging with the CEP Steering group including the key stakeholders, DWP, Colleges and referral organisations.
- Establishing a Social Value delivery group which includes all of the contractors Social value leads and invites will be extended to external partners focused upon delivery.
- Engaging with the Social Value delivery group to co-ordinate attendance at events, school visits, work experience etc.
- Developing project specific curriculum support material.
- Communicating on progress made on the implementation of the strategy through case studies, thought leadership and demonstrating best practise.
- Establishing communication protocols for the dissemination of updates, reporting and case studies.

### **Professional skills**

We are engaging with our consultancy supply chain including project managers, quantity surveyors, sustainability consultants to understand their skills gaps and how we can work together to support their approach to:

- Diversity, equality & inclusion.
- Digital transformation.
- Green skills.
- Use of Apprenticeship levy vouchers.
- Workforce planning.

## **Governance**

We have already established a Steering group which includes all the key local stakeholders and includes:

- Oxford City Council.
- OxLEP.
- Bicester Construction Skills centre which is part of Abingdon & Witney College.
- Activate learning.
- DWP (Department of work and pensions).
- CITB (Construction Industry Training board).
- Local Charity Aspire.
- Abingdon & Witney College.

This will be supported in delivery through the establishment of a Social value delivery group which will include the Social value led for each contractor, OxLEP, OCC and referral organisations that will support in the sourcing of local candidates.

We will look for the Social value delivery group to engage with a number of these referral organisations to establish how we might work together including :

- FECAP
- SOFEA
- St Mungo's
- Building Heroes

## **Community Engagement plans**

The Community Engagement plans agreed for each contractor outline the activities they will undertake in the delivery of the strategy. These plans cover activity in the following areas:

- Local Labour, supply chain & procurement.
- Engaging with Education.
- Youth and Apprenticeships.
- Disadvantaged Communities.
- Apprenticeship information.

In each of these areas we have agreed deliverables for each of these areas of activity and is outlined below. These deliverables are taken from the CITB benchmarks and reflect the project value for the phase of work being undertaken.

**Summary of targets for phase 1a across all projects**

Activity	Hill Group	Carey's	Phase 1a Contractor	Total
Meet the buyers	2	2	2	6
Local employment	15%	15%	15%	15%
Career events	4	2	2	8
School engagement	14	2	7	23
Site Tours	11	2	7	20
Apprentices	38	4	13	55
Work experience	26	3	8	37
Sector based work academy	5	1	1	7
Volunteering	320	60	300	680 Hours

### Hill Group – Canalside new homes - Community Engagement Plan targets

Workstream	Activity	Target agreed
<b>Local Labour, supply chain &amp; procurement</b>	Local employment and training clauses including use of local apprenticeships and traineeships built into procurement contracts.	All contracts
	Maximise local procurement through ensuring main and subcontractors source locally where practical	15%
	Hold 'meet the buyer' events aimed at supporting local supply chain opportunities.	2
	Supporting employment for young people.	Up to 50%
	Supporting local employment through workforce having an Oxfordshire postcode.	15%
<b>Engaging with education</b>	Support Oxfordshire careers events and National Apprenticeship Week (NAW) annually during the course of the development	4
	Work with and support schools county wide to promote and introduce pupil and those that advise pupils of the range of skills and careers available in the construction industry	14
	Provide site tours to schools, colleges, universities and those organisations up skilling individuals	11
	Support University graduate research projects	To be agreed with the client & University
<b>Youth and Apprenticeships</b>	Support apprenticeships by: i) embedding use of local apprentices in supply chain procurement	38

	ii) ensuring the construction phase supports apprenticeships during construction	
	Support training and work experience for young people by:  i) Providing a strategy that delivers – employment training and work experience/placements places for young people, matched to their areas of interest and aspirations, where they engage in purposeful work-related learning activities rather than observation.  ii) Embedding these opportunities in supply chain	26
<b>Disadvantaged communities</b>	Support a series of sector-based work academies for those aged 18 or above over the life of the development aimed at creating opportunities for those most marginalised from the workplace.	5
	Local charities & social enterprises	4
	Local volunteering	320 Hours
<b>Apprenticeship Information</b>	For each Apprentice employed we will provide company name, company postcode, App course name, App level, Training provider, App start, Date of completion/Due date.	All

Carey's – A44 improvement works - Community engagement plan targets

Workstream	Activity	Target agreed
<b>Local Labour, supply chain &amp; procurement</b>	Local employment and training clauses including use of local apprenticeships and traineeships built into procurement contracts.	All contracts.
	Maximise local procurement through ensuring main and subcontractors source locally where practical	15%
	Hold meet the buyer events aimed at supporting local supply chain opportunities.	2
	Supporting employment for young people.	Up to 50%
	Supporting local employment through workforce having an Oxfordshire postcode.	15%
	<b>Engaging with education</b>	Support Oxfordshire careers events and National Apprenticeship Week (NAW) annually during the course of the development
	Work with and support schools county wide to promote and introduce pupil and those that advise pupils of the range of skills and careers available in the construction industry	2
	Provide site tours to schools, colleges, universities and those organisations up skilling individuals	2
	Support University graduate research projects	To be agreed with the client & University
<b>Youth and Apprenticeships</b>	Support apprenticeships by: i) embedding use of local apprentices in supply chain procurement ii) ensuring the construction phase supports apprenticeships during construction	4

	Support training and work experience for young people by:	3
	<p>i) Providing a strategy that delivers –employment training and work experience/placements places for young people, matched to their areas of interest and aspirations, where they engage in purposeful work-related learning activities rather than observation.</p> <p>ii) Embedding these opportunities in supply chain</p>	
<b>Disadvantaged communities</b>	Support a series of sector-based work academies for those aged 18 or above over the life of the development aimed at creating opportunities for those most marginalised from the workplace.	1
	Local charities & social enterprises	To be agreed with client following mapping exercise
	Local volunteering	60 Hours
<b>Apprenticeship Information</b>	For each Apprentice employed we will provide company name, company postcode, App course name, App level, Training provider, App start, Date of completion/Due date.	All



**Phase 1a Contractor – Central – The Red Hall, two lab-enabled buildings, Central Park and car parking - Community engagement plan targets**

Workstream	Activity	Target agreed
<b>Local Labour, supply chain &amp; procurement</b>	Local employment and training clauses including use of local apprenticeships and traineeships built into procurement contracts.	All contracts.
	Maximise local procurement through ensuring main and subcontractors source locally where practical	15%
	Hold meet the buyer events aimed at supporting local supply chain opportunities.	2
	Supporting employment for young people.	Up to 50%
	Supporting local employment through workforce having an Oxfordshire postcode.	15%
<b>Engaging with education</b>	Support Oxfordshire careers events and National Apprenticeship Week (NAW) annually during the course of the development	2
	Work with and support schools county wide to promote and introduce pupil and those that advise pupils of the range of skills and careers available in the construction industry	7
	Provide site tours to schools, colleges, universities and those organisations up skilling individuals	7
	Support University graduate research projects	1
<b>Youth and Apprenticeships</b>	Support apprenticeships by: i) embedding use of local apprentices in supply chain procurement ii) ensuring the construction phase supports apprenticeships during construction	13
	Support training and work experience for young people by:	8

	<p>i) Providing a strategy that delivers –employment training and work experience/placements places for young people, matched to their areas of interest and aspirations, where they engage in purposeful work-related learning activities rather than observation.</p> <p>ii) Embedding these opportunities in supply chain</p>	
<b>Disadvantaged communities</b>	Support a series of sector-based work academies for those aged 18 or above over the life of the development aimed at creating opportunities for those most marginalised from the workplace.	1
	Local charities & social enterprises	4
	Local volunteering	300 hours
<b>Apprenticeship Information</b>	For each Apprentice employed we will provide company name, company postcode, App course name, App level, Training provider, App start, Date of completion/Due date.	All

The delivery of this approach will be supported by Oxford North Ventures through a detailed delivery plan for implementation which will include clear objectives, stakeholder identification, a work breakdown structure, responsibility assignment, timeline setting, risk identification and management, progress monitoring and communication planning. The diagram below outlines the agreed structure for reporting and monitoring.

### Reporting timelines

Activity	Reporting to OCC/OxLEP
Kick off	June 2023
Q1	Sept 2023
Q2	Dec 2023
Q3	March 2024

Following this first year of reporting there will be quarterly reports produced on an on-going basis until the completion of the project.

## Reporting & Monitoring

