



Employment and Skills Plan in connection with a Hybrid Planning Application for the erection of an industrial unit for E(g)/B2 /B8 use with associated access, parking, groundworks and landscaping in conjunction with an outline application for mixed use development use class E(a), E(b), E(g), B2 and B8, Land off Lindley Moor Road, Lindley, Huddersfield HD3 3SX.

Date: Jan 2024

Reference: 13620

1.0 Introduction

- 1.1 This Employment and Skills Plan has been prepared by ***D5 Planning, Town Planning Consultants*** on behalf of 2SH Developments Limited and has been prepared to support a hybrid application for a proposed mixed-use scheme seeking full planning permission for the access into the site, estate road and one employment unit and outline planning permission for the remainder of the site including the frontage land where the proposed convenience store and other proposed uses are located and an industrial use.
- 1.2 The application was submitted following feedback from a pre-application enquiry that was reported to the Council's Strategic Planning Committee, dated 24th February 2021. The proposals were received positively by both Officers and Councillors and the concluding comments are set out in full below.

Conclusion

6.72 In conclusion, bringing forward the remaining part of this mixed-use allocation is welcomed. The proposed B use class units would provide a mix of modern industrial buildings that are suitable for a range of businesses and situated in a strategic location. This element of the scheme would contribute towards the supply of industrial floorspace in the district and deliver economic benefits through job creation.

6.73 The proposal also includes a number of 'employment generating uses' (retail and leisure) which are not in accordance

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with the land's allocation. The inclusion of these uses restricts the ability of the site to more closely deliver the level of employment floorspace required by this allocation. Nevertheless, it is considered that there is scope for some flexibility with the uses on this site, but this will need to be robustly justified as part of a future planning application. Furthermore, those uses which are defined as main town centre uses will need to be subject to a Sequential Test and Impact Assessment.

6.74 The final scheme will need to fully address the urban design issues set out in this report as well as the advice provided by technical consultees.

7.0 Recommendation

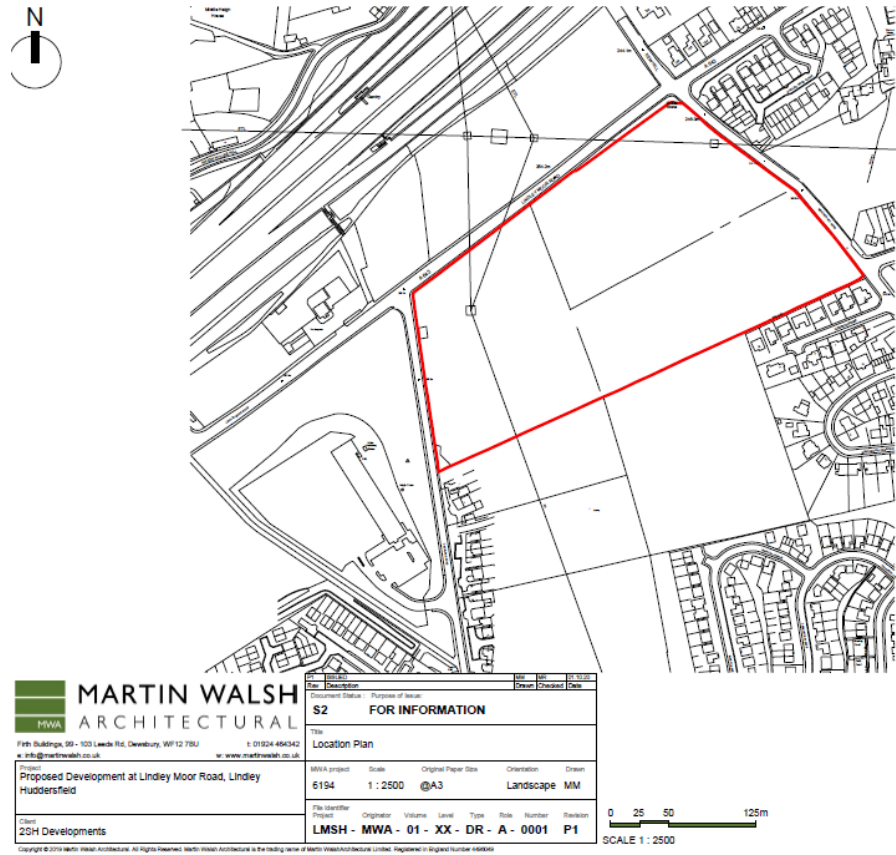
7.1 That members note the contents of this report for information.

- 1.3 Outline planning permission has previously been approved on the site for employment uses (B1b, B1c, B2, B8) under application reference 2013/93433. All matters were reserved, and it was therefore only the principle of development that was approved at that time.
- 1.4 At the time the application was submitted, an end user operating in Elland was identified for the full planning application element. Unfortunately, due to significant delays in receiving consultation comments from Kirklees Highways, then work required to deal with said comments, the end user has been lost. Consequently, this framework is based upon aspirations for would be end users. It sets out an ambition to secure employment uses and employers who see the

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benefit of nurturing staff and fostering the growth in skills and knowledge through a variety of mediums in house and externally.



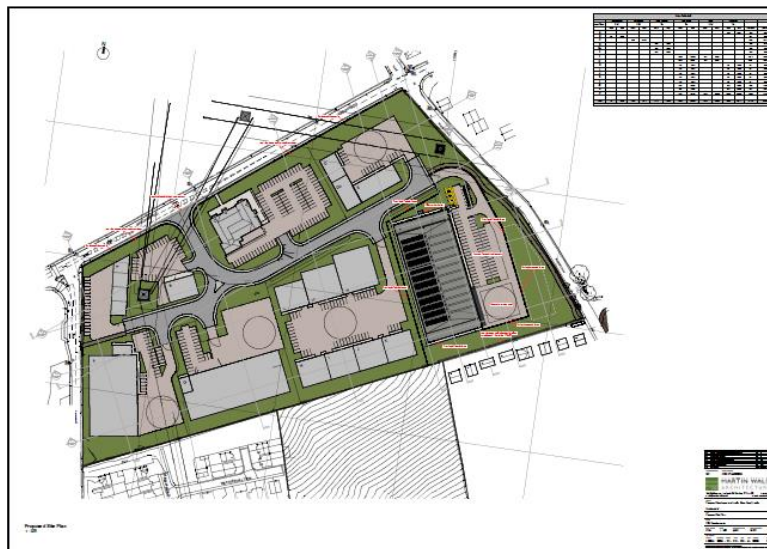
1.5 Kirklees Local Plan cy LP9 is relevant to this planning application.

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LP Policy 9 – Supporting Skilled and Flexible Communities and Workforces

Wherever possible, proposals for new development will be strongly encouraged to contribute to the creation of local employment opportunities within the district with the aim of increasing wage levels and to support growth in the overall proportion of the districts' residents in education or training. Applicants should reach an agreement with the council about measures to achieve this, which could include: provision of specific training and apprenticeships that are related to the proposed development or support other agreed priorities for improving skills and education in Kirklees or the creation of conditions to support a higher performing workforce, increasing productivity and the in work progression of employees. The Council will therefore seek to secure an agreed training or apprenticeship programme with applicants where development meets the following thresholds:

Note that the threshold for LP Policy 9 is 3,500sqm so it does not relate to all the proposed buildings on the site. Notwithstanding this we do mention the employment opportunities across the whole site.



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2.0 Aspirations expected from end users

- 2.1 End users will be encouraged to demonstrate an investment in skills, training and education of their workforce through robust employer support fostering a diverse, inclusive and highly skilled workforce. Preparation of Development Plans for staff will be encouraged.
- 2.2 The elements of the development will provide a range of employment opportunities, providing a small convenience store, a restaurant, trade counters, warehousing, offices and industrial uses. All will generate employment needs. Whilst some might be relocating from elsewhere either within or outside Kirklees, there will invariably be training needs, whether provided in-house or externally. Furthermore, apprenticeships may be required. In such cases, companies will be encouraged to liaise with local colleges, such as Kirklees College, to tap into their skills and expertise for delivering a wide range of apprenticeship training.
- 2.3 End users will be encouraged to invest in workforce skills by providing all employees with a comprehensive skills plan, facilitating strategic investment at all levels in the business. Through strategic investment in education, skills and workforce development, employees will be encouraged to create a thriving, inclusive and skilled community that will ultimately enhance the quality of life for all.
- 2.4 So how will all this be measured? Given that end users are unknown at this moment in time, it will be necessary to deal with this through a planning condition that requires first time end users to prepare and

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submit a Skills Framework for prior approval by the planning authority before first occupation.

2.5 Once approved, companies will be expected to carry out a bi-annual update report on the progress of work and achievements against the Employment and Skills Plan (ESP), to include the following:

- a) a review of the company achievements against the original ESP
- b) evidence of efforts made to achieve the goals, and
- c) any additional value-added contribution that the company was able to deliver as an enhancement to the contract ESP.

2.6 This progress monitoring report will be discussed and reviewed with the council Employment & Skills team every six months to assist employers in their delivery. These meetings will aim to monitor progress, make any adjustments if necessary and ensure that targets are being met.

3.0 Opportunities for current workforce (where applicable) and new recruits.

3.1 Where known, the approximate number and type of new jobs that will be created in the first 3 years after construction will be provided to the Council's Employment & Skills team. Any apprenticeships should be identified.

3.2 Where the development represents the relocation of an existing workforce, companies will be encouraged to look at opportunities to

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upskill the current workforce through a targeted and comprehensive approach that addresses any specific skills gaps identified in the business.

- 3.3 The Council's Employment & Skills team can help to upskill the workforce by identifying any potential skills gaps, advising on how these can be filled by upskilling and developing the teams.

4.0 Concluding comments

- 4.1 As mentioned at the beginning of this report, given that we have no knowledge of the end users of the proposed buildings, it is very much aspirational but hopefully demonstrates a commitment to encourage end users to give due weight to the ongoing development of skills. Whilst policy LP9 relates to buildings above a certain size, the principles of the policy apply to the whole site.
- 4.2 Where considered relevant, the matter can be covered by an appropriately worded planning condition.
- 4.3 Please do not hesitate to get back to us should you have any queries.

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