

Employment & Training S106 Obligations: Guidance for Developers

**Local Employment & Training Strategy (LETS)
Template - Part 2**

March 2020

Local Employment and Skills Plan

A Local Employment and Training Strategy (LETS) is compiled by the developer and describes how the S106 obligations for employment and skills will be delivered. The LETS should be submitted to joanne.cavey@croydon.gov.uk and peter.wallace@croydon.gov.uk at least 3 months prior to construction commencement.

The Economic Development Team and Croydon Works will support developers to compile the LETS strategy and there are a range of other support organisations and services listed in Chapter 9 of Part 1 of the toolkit who can support developers to discharge their obligations.

Background Information	
Date	
Developer name and contact details (include email, telephone and address)	
Site Address	
Sub Contractor/S106 discharge contact details, (include email, telephone and address)	
Descriptions of agreed works (from planning approval)	
Planning Permission Reference number	
Total Construction Cost	
Planned Start and End Date	
Signature of Developer	

S106 Obligations

Please describe your overall approach/strategy for achieving your obligations, including your targets and any previous experience.

Please describe the strategy you will adopt to achieve each of the following s106 obligations. Example activities can be found in chapter 7, key support services can be found in chapter 8 and key contacts can be found in chapter 9 of the Guidance for Developers.

1. 34% of the total jobs created by the construction phase to be filled by local residents

2. All vacancies to be advertised via Croydon Works, the council's job brokerage service, and any other agencies as stipulated by the council for a minimum of 10 Working Days before being advertised elsewhere.

3. One work-based training opportunity or accredited apprenticeship provided to Croydon residents for every 10 construction workers during the construction of the development.

4. Detail the provision of training opportunities and health and safety training for all staff based on site.

5. 20% of the net construction budget to be procured within the London borough of Croydon.

6. Commitment to the Croydon Good Employer Charter.

7. All direct employees to be paid the London Living Wage.

8. Working with local education providers, schools and/or colleges to provide curriculum and career support such as work placements/experience, careers events/talks and employability skills.

9. Forecasting of labour requirements which shall include (but not limited to) starting dates and outlines of job requirements.

10. Details of budget, resources, key delivery targets, delivery methodologies including timescales and how performance against approved requisite targets will be monitored.

11. Please use this section to include any additional information.

Outputs	Total project target	Year 1					Year 2			Y1&2 Total
		Q1	Q2	Q3	Q4	Y1 total	Q1	Q2	Y2 total	
Job Starts										
Short course/ CSCS training										
Apprenticeships/ traineeships										
Schools engaged etc										
Local supply chain companies										