

Appendix 3

Suggested Principles for Section 106 Agreement SLA between LBTH Employment & Enterprise and Poplar Harca for Aberfeldy Development

Background

Poplar Harca have submitted an in kind offer against the requested financial contribution of circa £316k for Employment and Training as defined in the Councils SPD.

Any offer to accept an in kind service is at the discretion of the Council and following the advice of officers. The council Employment & Enterprise team has held discussions with the applicant and broadly agreed the principles of an agreement and a delivery offer associated with it. More detailed practicalities will be worked through with the organisation following an acceptance of other terms of the overall development agreement.

Broad terms of agreement

1. Principles for Service Level Agreement.
 - To participate in the Council Employment and Enterprise initiatives
 - To recognise that the Council is the primary agency working for the recruitment of local people and local
 - To achieve SPD related obligations for local employment and local supply.
2. For the above this means the Applicant will commit:
 - 2.1. SPD commitment to achieve at least 20% of all construction and ancillary jobs to be taken by local people (defined as Tower Hamlets residents), working with the Council Employment Initiatives in the first instance to recruit previously unemployed residents into construction vacancies.
 - 2.2. SPD commitment to use best endeavours to achieve throughout the period of the Development that at least 20% of all supplies and services shall be provided by local suppliers where available and practicable
3. Which will include:
 - 3.1. To participate in the Council's Access to Employment initiatives and promote recruitment of local residents and contracting with local companies throughout the construction of the Development and to the prospective tenants/owners of the commercial/business element of the Development;
 - 3.2. To recognise that the Council is the primary agency working for the recruitment of local people and local businesses and act in accordance with this recognition (including working with the Council's supply chain for employment and employability services).
 - 3.3. To work in partnership with the Council's employment service 'Skillsmatch' to capture all employment vacancies and outcomes within the applicants business to maximise opportunities for local people, for the period of the development (expected to be until Sept 2025)
 - 3.4. To agree the definition of 'local residents' to be residents living within the administrative boundary of the borough;

- 3.5. To provide a dedicated community liaison officer who will dedicate 50% of their time to delivering the training and employment opportunities and local employment target (representing an investment of £275,000 over the project duration);
- 3.6. To provide an allowance of £378,000 for training secured in the cost plan;
- 3.7. To facilitate a minimum of 65 completed x 2 year apprenticeships (achieving NVQ level accredited training) throughout the period of the development (Expected to be 13 years) of which at least 20% will prioritise NEET residents and provide associated skills transfer and training;
- 3.8. To facilitate work experience and management placements across all associated organisations, sectors and functions and across the complete supply chain for a minimum of 144 weeks of placements per year or part years by any breakdown. Work Experience programme will continue for the entire development period.
- 3.9. To facilitate access to an expected 2000 vacancies through this development and work with council services as above to achieve a target of a minimum of 30% of those being secured by local residents; (This includes 20% SPD target - para 2.1 and Apprenticeship totals – para 3.7)
- 3.10. To facilitate the £150,000 Community Trust payment to deliver and support local community initiatives and programmes within the period of the development. Programme design will have consideration of skills and learning as part of proposal process;
- 3.11. A liaison programme with local schools, colleges and universities;
- 3.12. prior to the Implementation of any Development meet (along with the Freehold Owner's main contractor) with representatives from the Council's Access to Employment Team and agree the basis and methodology to participate in the Council's Access to Employment initiatives and set up a working group to consider and implement any employment training and enterprise initiatives and how to monitor progress;
- 3.13. issue a written statement to prospective contractors and sub-contractors at the tendering of work stage and to the prospective tenants/owners of any non residential elements of the Development when first identified which sets out the Freehold Owners' commitment to the following:
- 3.14. ensuring that local people and local businesses are able to benefit directly from the employment opportunities arising from the construction of the Development by liaising in the first instance with the Council's team working on Employment & enterprise initiatives; and
 - 3.14.1. ensuring that the Owners, their contractors and sub-contractors and the prospective tenants/owners of the commercial/business element of the development when first identified will notify the Council of all job opportunities arising from both the construction and end user commercial phases of the Development;
 - 3.14.2. Actively engage with a series of 'Meet the Buyer' events working with the Council and its partners including 'East London Business Place' to fully explore and promote the opportunities for local procurement in the supply chain;