

South East Major Projects: Skills Webinar AGENDA			
10.00	1	Opening Remarks	Chris Brodie, Chair of SELEP
10.10	2	A SELEP perspective of skills and employment	Louise Aitken, SELEP
10.15	3	Forthcoming report on the collective skills and employment needs across the Major Projects	Richard Dinsdale, Mace Group
10.25	4	<p>An overview of our major projects and their forthcoming skills and employment needs:</p> <p>Bradwell B</p> <p>Ebbsfleet Garden City</p> <p>Freeport East</p> <p>London Resort</p> <p>Lower Thames Crossing</p> <p>Public Health England</p> <p>Headlines for Hoo Peninsular</p>	<p>Andrew Murdoch and Kate Stinton</p> <p>Lara Pool</p> <p>Anita Thornberry</p> <p>Ellie Evans</p> <p>Amy Cable and Jay Francis</p> <p>Sam Cutting</p>
11.35	5	<p>Panel session with speakers</p> <p><i>Delegates will post questions via the Q&A function on Zoom</i></p>	<p>Chris Brodie, Chair of SELEP</p> <p>All</p>
11.55	6	Closing remarks and reflections	Chris Brodie, Chair of SELEP
12.00	7	Close	



SOUTH EAST
MAJOR PROJECTS
GROUP

MAJOR PROJECTS
MAJOR GROWTH
MAJOR OPPORTUNITY



26 MAY 2021 | 10AM | ONLINE

JOIN US TO HEAR ABOUT THE SKILLS OPPORTUNITIES THAT
MAJOR PROJECTS IN THE SOUTH EAST ARE BRINGING

LEP Skills Advisory Panel

- **Employer led** SAP reflective of growth sectors and geography
- Funding from DfE for regular analysis and research to inform the SAP
- Chaired by Helen Clements of Morgan Sindall – sits on main MPG group
- Includes FE, HE and provider representation



South East LEP Skills Report

Published at

<https://www.southeastskills.org.uk/labour-market-information/sap-sector-factsheets/>

<https://www.southeastlep.com/our-delivery/skills/skills-advisory-panel/>

- Executive Summary and launch coming soon!
- Includes section on major projects and planned research into skills needs



Vision and priorities

Vision: to help deliver a flourishing and inclusive economy across the biggest LEP in the country by equipping employers, adults and young people with the skills, conditions and aptitudes required for significant and clean growth today and tomorrow.

Priorities:

- Increase apprenticeships and industry relevant qualifications for all ages, particularly in priority sectors and at higher and degree level
- Simplify the landscape for employers, stakeholders and individuals
- Build a diverse and inclusive economy and reduce polarisation
- Raise awareness of jobs and growth across SELEP and the area's size, scale, national and international significance
- Foster and support the spirit of pride, entrepreneurship innovation and enthusiasm across SELEP to bring about change

Key challenges identified in Skills Report

2018-2022 Strategy headline	Still a challenge / priority?
Skills levels below the national average at levels 2-4	YES
210,000 people with no qualifications	YES – still 201,400
Nearly 68,000 people on out of work benefits	YES – now 155,000
163,000 workless households	YES – still 155,400
Workplace earnings below national average / neighbouring LEPs	YES – still significantly below
Some of the most deprived and most wealthy areas nationally	YES
Fluctuating apprenticeship numbers and short-term decline	YES
Declining adult participation in further education	YES
High levels of out commuting to London / surrounding areas	Possible area of change
Shortage of STEM	YES



SOUTH EAST
LOCAL ENTERPRISE
PARTNERSHIP

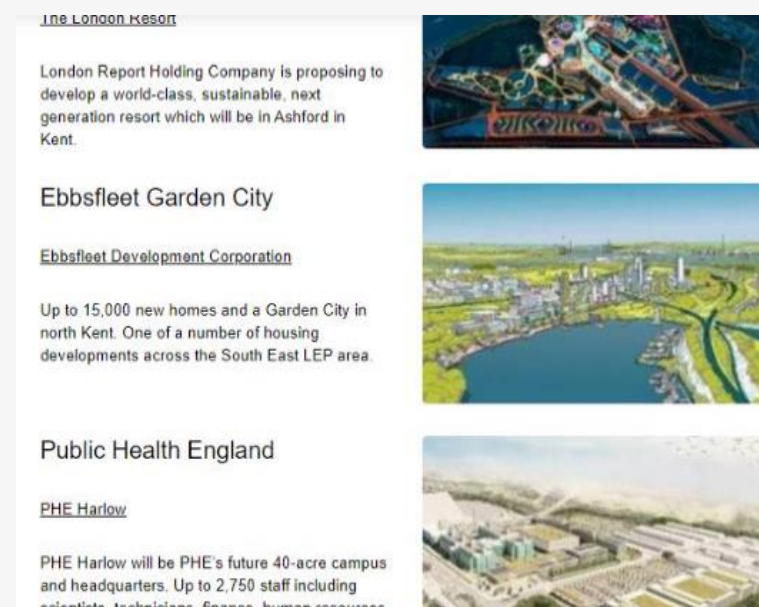
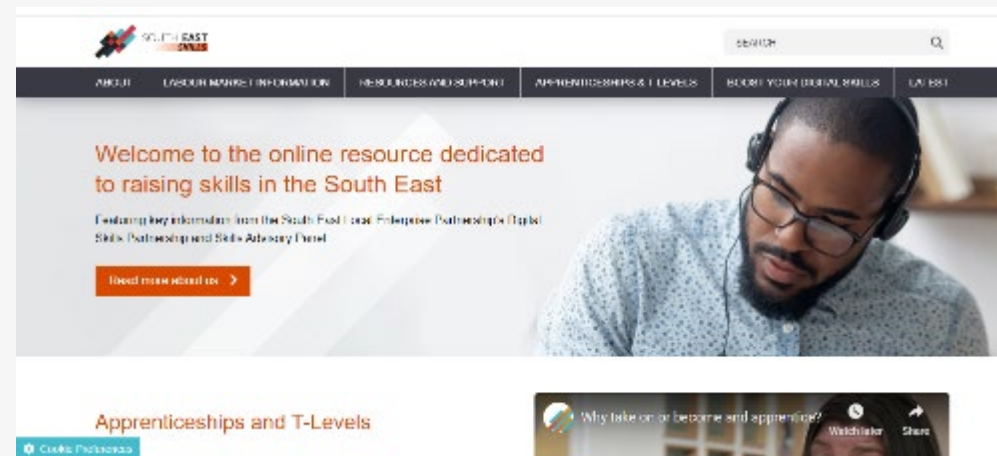
Progress to date

- **£69m+** capital investment in facilities to ensure responsive to industry need
- **£80m** European Social funding supporting people into and in work + **recent £2m** **Pathways to employment for young people** **Call**
- **LEP Evidence and research** available to educators for bids and to ensure industry relevant delivery
- **Tutor Bursary** and awareness campaign
- **Digital Skills Partnership** in year 3



South East Skills website now live!

- New website to house labour market information, courses, partner resources and updates
- Bringing together the resources, partners and information for the LEP's Skills Advisory Panel and Digital Skills Partnership
- www.southeastskills.org.uk
- **Includes Major projects section to be added to regularly**



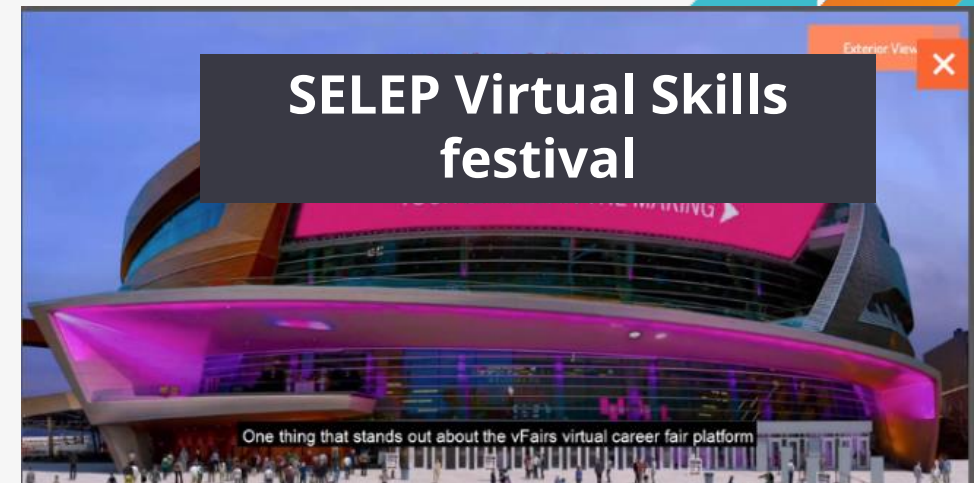
Action Plan – building on existing work

- Working with government funding such as the DWP Restart programme, DfE retraining scheme and ESF Programmes
- Encourage more employers to become STEM Ambassadors, Enterprise Advisers and Governors
- Work with organisations such as Career Ready, Career Colleges Trust, Go Construct, Women into Construction
- Increase participation in government schemes such as Disability Confident
- Work with industry bodies



- **Delivering against our £4.4m Covid-19 Recovery Fund** supporting individuals and businesses – webinar tomorrow with further information
- **Articulate growth areas** outlined in Skills Report/ evidence base – **Skills festival 19th and 21st October** and themed, **webinars** planned – e.g. the future of work
- **Developing a shared action plan with our major projects** and building on the

Looking ahead





SELEP MAJOR PROJECTS

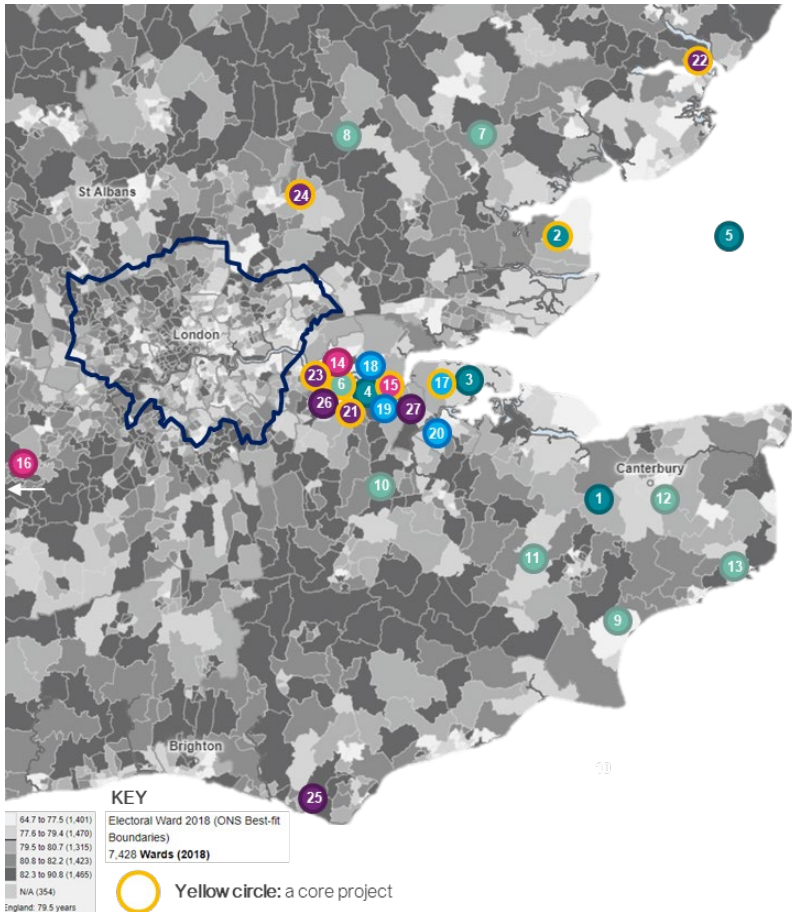
26TH MAY 2021



SOUTH EAST
LOCAL ENTERPRISE
PARTNERSHIP



ABOUT THE COMMISSION



- 1 Understand what the major projects are in the SE region
- 2 Understand the current workforce picture & demographics of the region
- 3 Understand the required future workforce requirements
- 4 Undertake gap analysis research of the required trained workforce
- 5 Develop a series of recommendations needed in order to develop a trained and sustainable workforce in order to meet the project requirements

THE LONDON RESORT

- Two theme parks
- Water park
- Hotels
- Shopping centres
- Entertainment venues



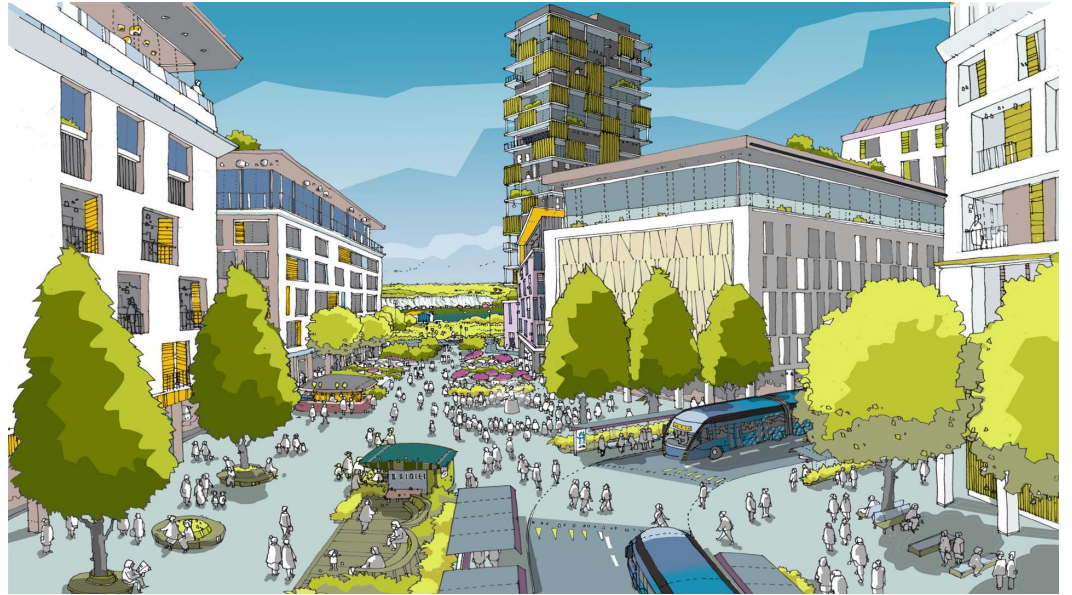
LOWER THAMES CROSSING

- 14.3 miles of road, 2.6 miles of tunnel
- 22,000 jobs during construction



EBBSFLEET GARDEN CITY

- 15,000 high quality new homes
- Business
- Leisure
- Entertainment
- Hotels
- Restaurants



F R E E P O R T S

Thames Estuary

Felixstowe and Harwich

- Could create up to 25,000 new jobs in the area
- Freeport will unlock £400 million of port investment in deprived areas



BRADWELL B POWER STATION

- At least 9,000 jobs during construction; 1200 apprenticeships
- 900 permanent jobs
- Built alongside the decommissioned Bradwell power station



PUBLIC HEALTH ENGLAND (RELOCATION)

- 2,750 staff from the Department of Health agency's current sites, including Porton in Wiltshire, Colindale in north London, and its current central London headquarters
- Fully operational in 2024



HOO PENINSULA

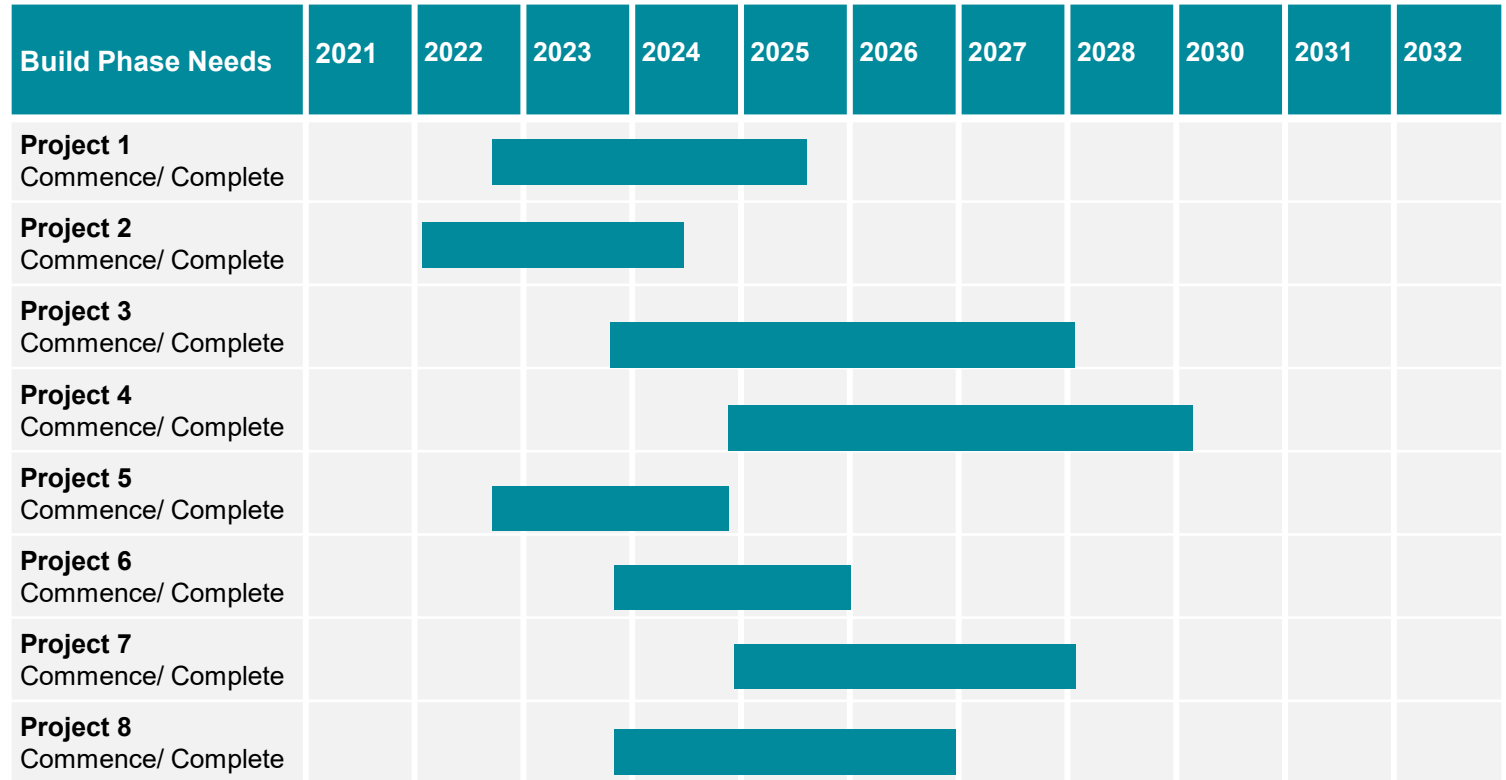
- Transform the area by 2037
- 12,000 new homes
- Rail link
- Pedestrian-friendly green infrastructure network



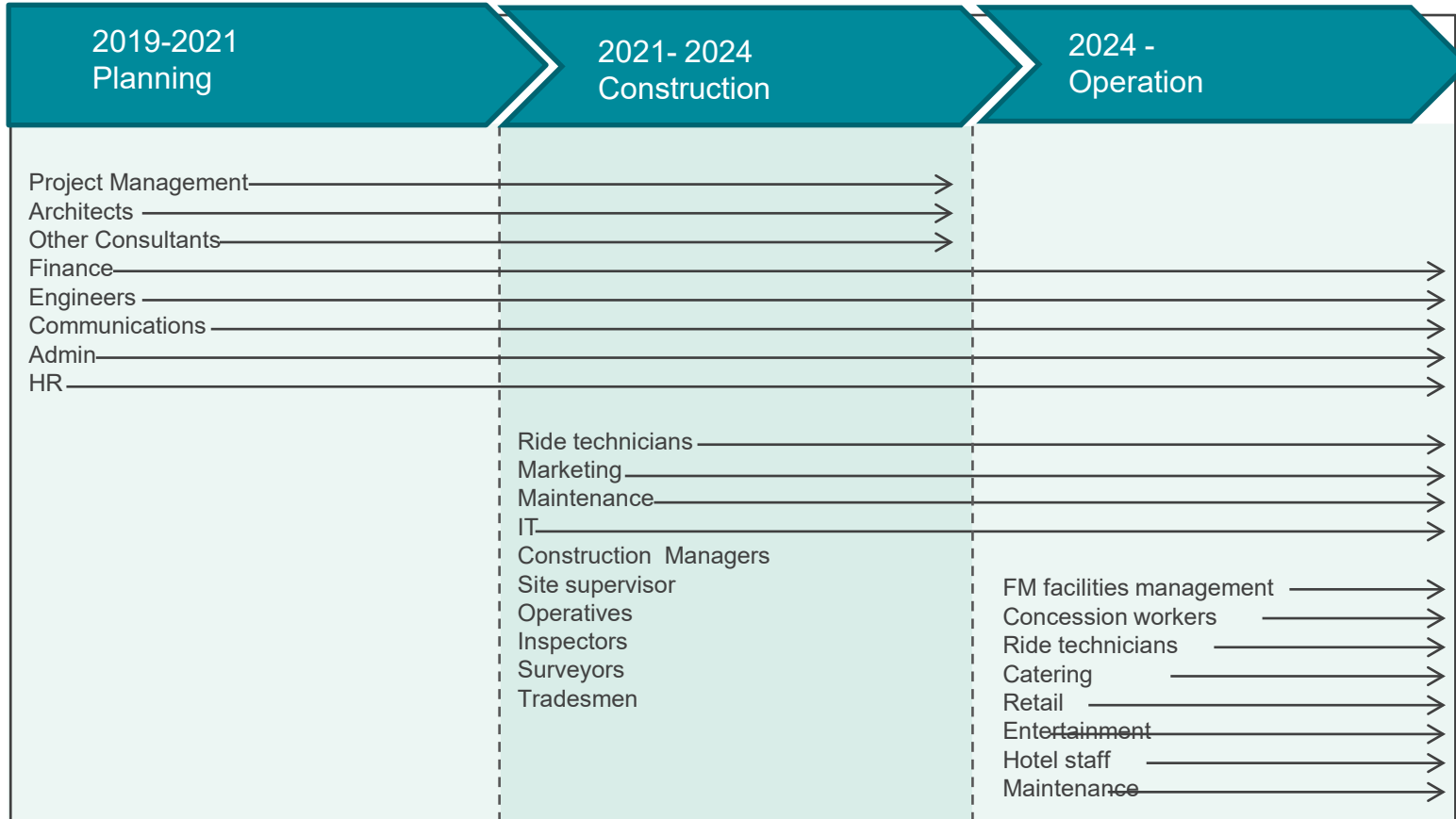
SKILLS DEMAND MODELLING METHODOLOGY

- Review each project (circa 8, plus other projects of significance)
- Review construction/project value and delivery timescale (pre-construction/construction/operation)
- Identify skills sets required at each stage
- Use our metrics to assess the estimated job numbers of each type
- Produce a desktop Skills Report on each project
- Summarise skills required by year (short/medium/long term)
- Separated into sub-regions to help facilitate more local skills matching
- Produce greater depth of analysis on selected major projects

SKILLS DEMAND MODELLING METHODOLOGY



EXAMPLE: THE LONDON RESORT



SKILLS SUPPLY



A review of the Skills Analysis and Deep Dive modelling to provide a peer review of forecasting work



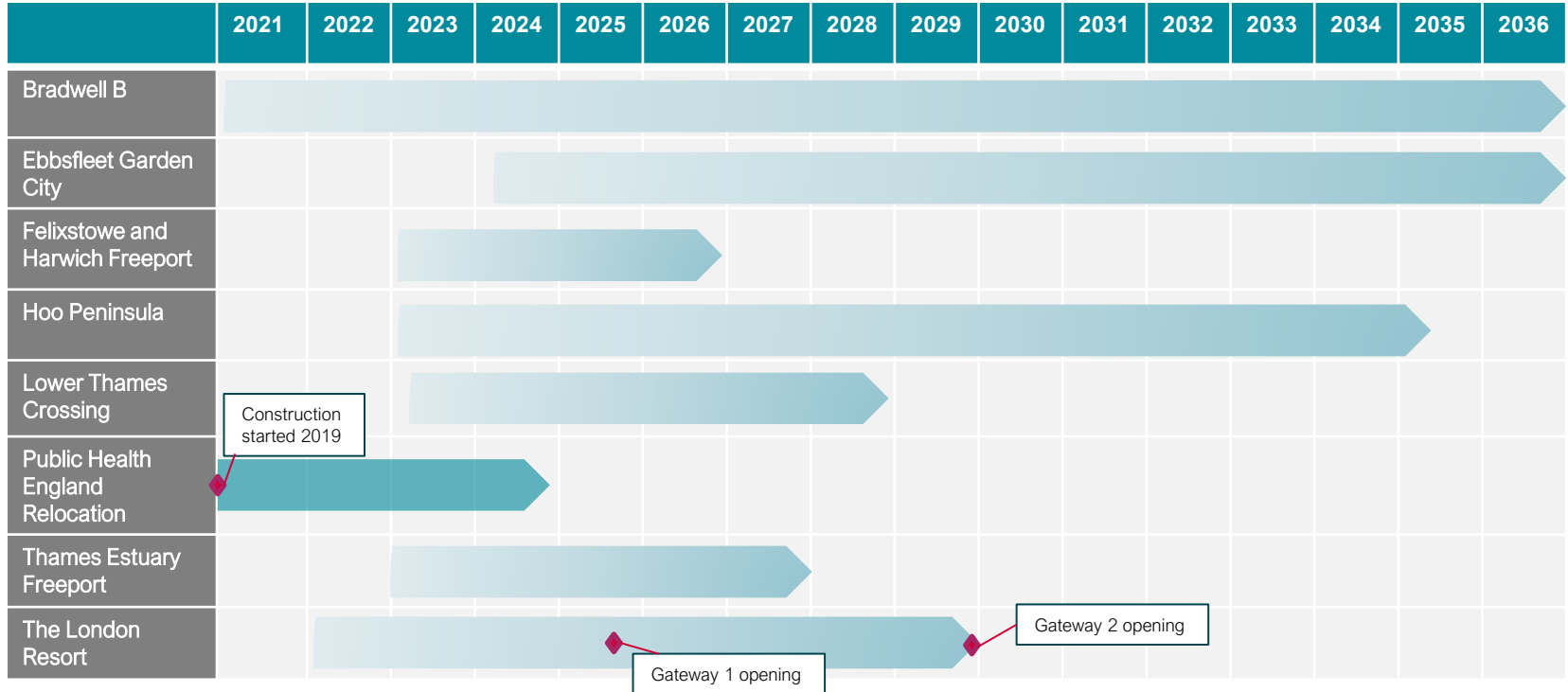
Research and engagement with the educational and training establishments that will be critical in creating the skills and matching people to the forecast pipeline of required skills.



A Skills Supply Solution and Strategy for each project/Sub region (broken into sub tasks)

CORE PROJECTS PROGRAMME

FROM PLANNING TO OPERATION



PRELIMINARY FIGURES

Total Job requirements

2021/2024: 59,175

2025/2028: 97,210

2029/2038: 67,113

2039 +: 20,405



Included (Core plus some other projects of significant)

Cleve Hill Solar Park, North Kent Coast : £450m – 2021 -2025

Ebbfleet Garden Village, £5bn : 2021 - 2036

Otterpool Park Garden Town , Folkstone: £2bn: 2023- 2053

Chilmington Garden Village, Ashford, Kent: £1.2bn: 2023- 2043

Mountfield Park Garden City, Canterbury, Kent: £1bn: 2024- 2036

The London Resort, Kent: £800m: 2022- 2025 G1: 2025- 2025 - 2029 G2

Hoo Peninsula, Kent 2023- 2037 £2bn: 2023- 2037

Lower Thames Crossing, Kent and Essex £6.8gn – 2021- 2028

Newhaven Enterprise Zone, East Sussex: 30m: 2022 -2046

Dunton Hills Garden Village, Brentwood: £800m: 2023- 2038

Gilston Park Estate, Harlow: £1.2bn2023- 2038

Public Health England Relocation to Harlow: £100m: 2021- 2024

Purfleet on Thames Regeneration, Thurrock, Essex : £800m: 2021- 2023

Phase 2 – New University Campus: £100m: 2023- 2027

Thames Estuary Freeport, Essex:£500m 2022 - 2025

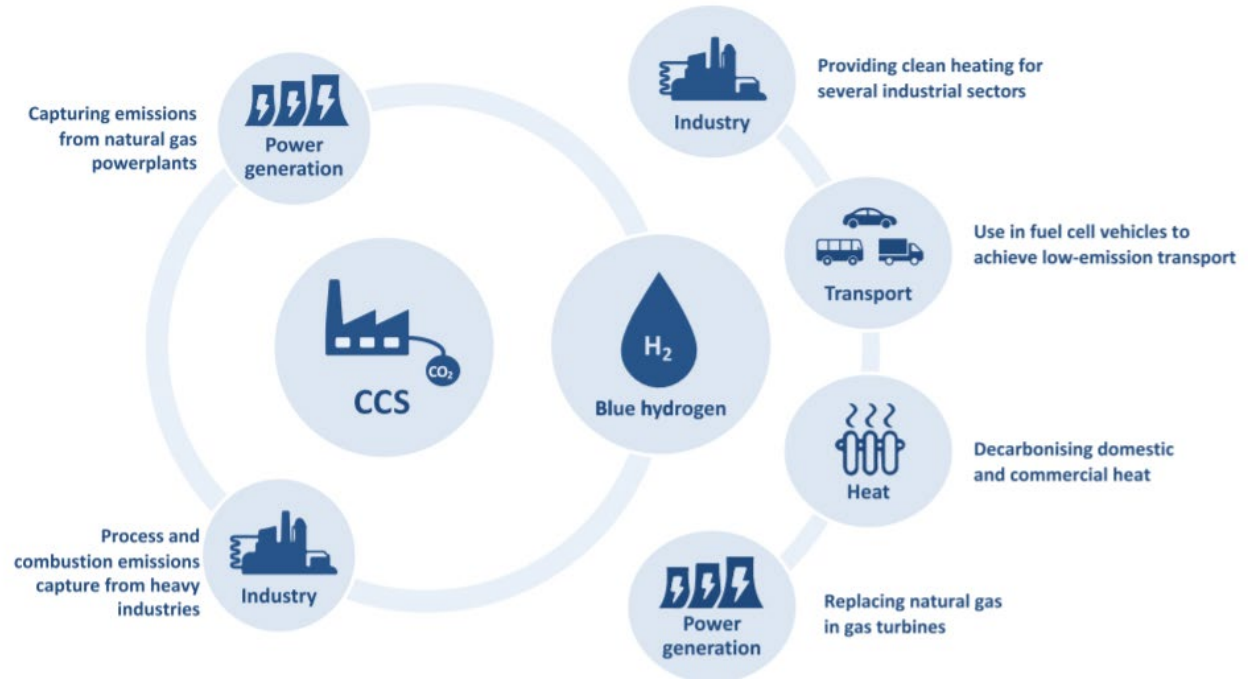
Bradwell B Power Station Bradwell-on-Sea in Essex: Value TBC: 2024 - 2036

Felixstowe and Harwich Freeport : £500m : 2022- 2025

THEMATIC STUDY: HYDROGEN AND DECARBONISATION

In order to achieve the governments ambition to achieve net zero emissions by 2050 we need to further consider the role of the growing hydrogen economy to promote decarbonisation across construction in the South East, that can be effectively utilised during all stages of the project lifecycles through the workforce. Coupled with the potential future transition to green hydrogen, these jobs can be sustained long-term through further skills development.

It is thus paramount to understand the opportunities and benefits it provides for industry and the UK as a whole, beyond wide-scale decarbonisation.





BRADWELL B UPDATE

SELEP Major Projects Skills Webinar – May 2021

Andrew Murdoch and Kate Stinton



Industrial partners for the last **30+** years



58 nuclear units in operation in France and **15** in the UK

Group providing services to **37.1** million customers

Currently has **24** nuclear units in operation

7 units currently under construction

UK's largest producer of low carbon energy

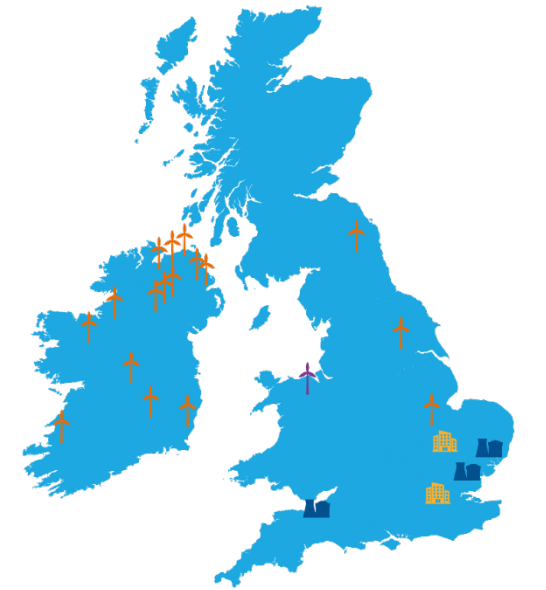
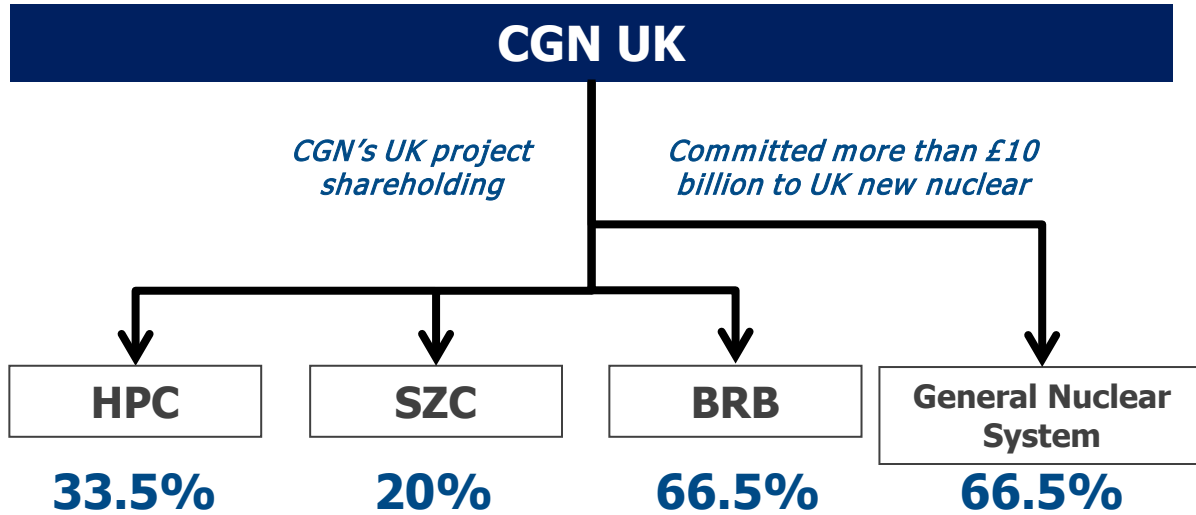
Around **one-fifth** of the UK's electricity from nuclear, wind, coal and gas

Holds the world record for **4,400+** days of continuous operation without unplanned shutdowns

Global workforce of over **35,000**, including **6,000** engineers



CGN in the UK



↑ Windfarm (Under construction)
 ↑ Windfarm (In operation)
 🏢 CGN Office
 🏗️ Investments in nuclear (Under construction / planned)

Hinkley Point C (HPC)

Technology **EPR**
Status **Construction**

Sizewell C (SZC)

Technology **EPR**
Status **Development**

Bradwell B (BRB)

Technology **UK HPR1000**
Status **Development**

CGN Renewables in UK
 346MW of onshore wind in operation in Ireland and UK

Also has a small fuel-trading business based in Cambridge

BRB Location and Timeline



INDICATIVE PROJECT TIMELINE



Workforce and Skills Development – Four Key Pillars

- 1. Creating Economic Benefit** - Addressing key national, regional and local priorities and leaving a sustainable legacy
- 2. Minimising Workforce Risk** – Right skills, right place, right time
- 3. Being a ‘Force for Good’ in the Region** – Ensuring DCO commitments leverage further investment
- 4. Integrating HPC, SZC and BRB Activity** – Maximise efficiencies and learn from experience, working closely with the supply chain, to drive productivity

Early Bradwell B Commitments



Operational **workforce of around 900**. Long-term, sustainable jobs for at least 60 years.



Tens of thousands of jobs during construction, approximately **3,000 jobs** at peak will be local.



Additional **1,000 roles** during outages around every 18 months during operation.



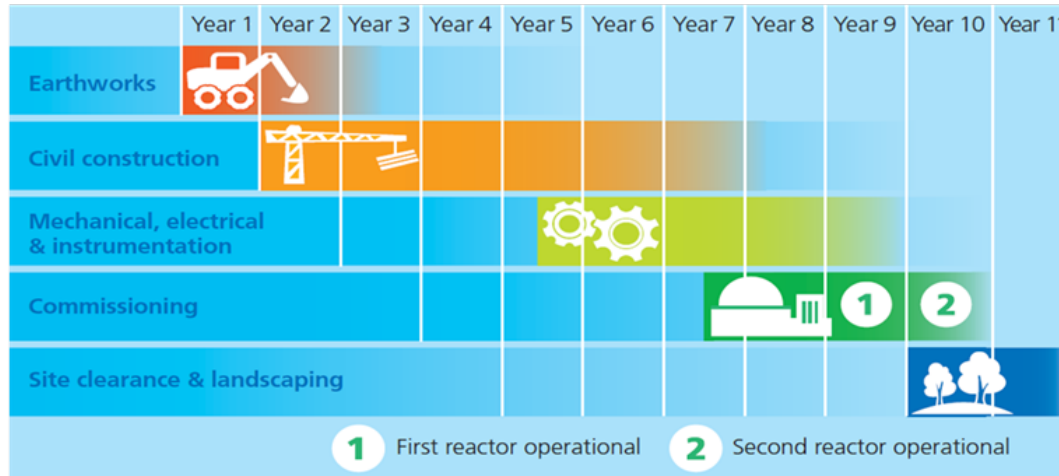
Over **10,000 people years' worth of work** available locally during construction.



At least **1,200 apprenticeships** will be created during construction.

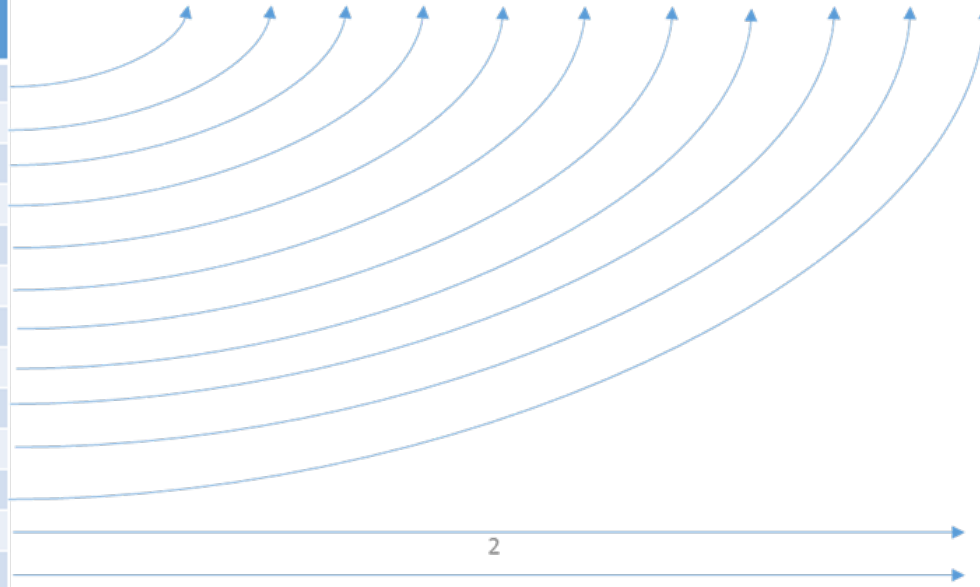
Getting the Timing Right

Generic Project
Example: Key Stage
Alignment to
Opportunity



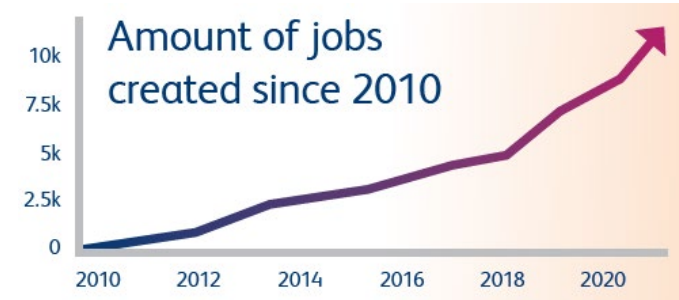
→
Permanent
operational
staff
→

Curriculum year	Age (Yrs)
13	17/18
12	16/17
11	15/16
10	14/15
9	13/14
8	12/13
7	11/12
6	10/11
5	9/10
4	8/9
3	7/8
2	6/7
1	5/6



Hinkley Point C: The Experience So Far

- 11,769 job opportunities
- 36% of the workforce recruited from the local area
- 1240 people helped into new jobs by the Hinkley Jobs Service
- 756 apprentices
- 14000 people trained and assessed at Construction Skills and Innovation Centre
- 1841 members of the workforce who upskilled in classroom-based training in 2020
- Total projected jobs to be supported by the project – 71,000



What Now for Bradwell B

- Develop knowledge transfer from other NNB and UK NSIP projects
- Further develop Skills and Education strategy together with Essex
- Education Outreach – develop proposals with partners

Delivering Bradwell B in Partnership

THANK YOU



SELEP 26th May 2021



Skills and employment strategy

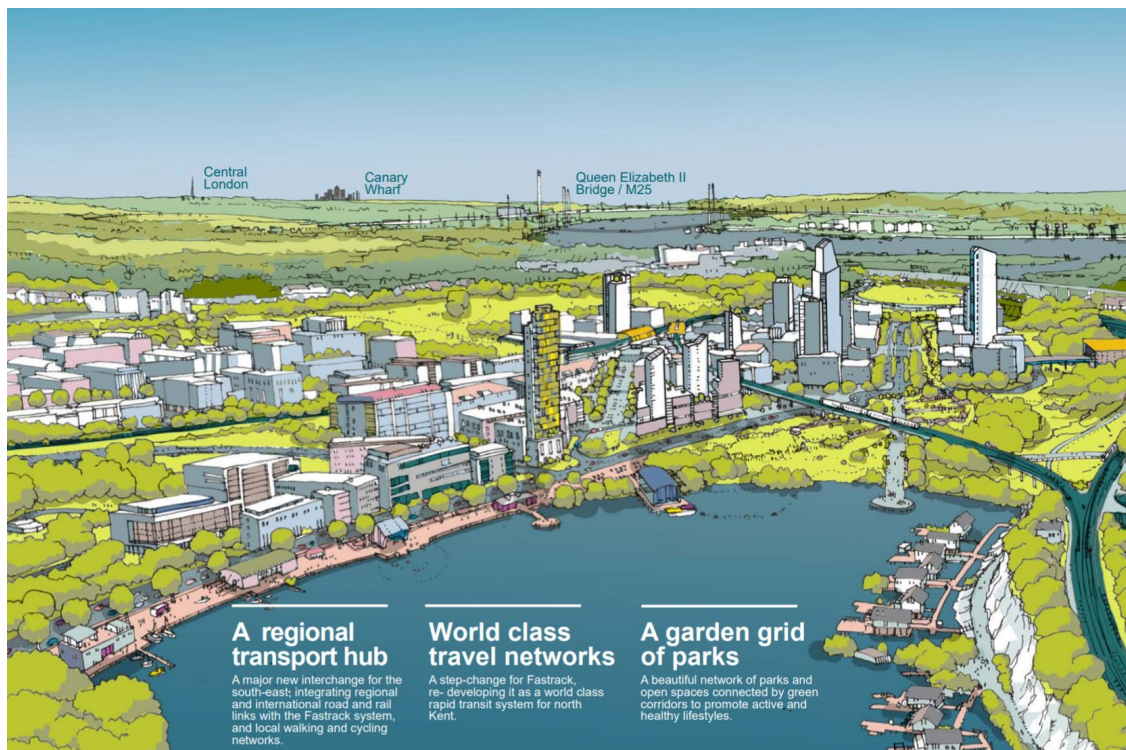


Location



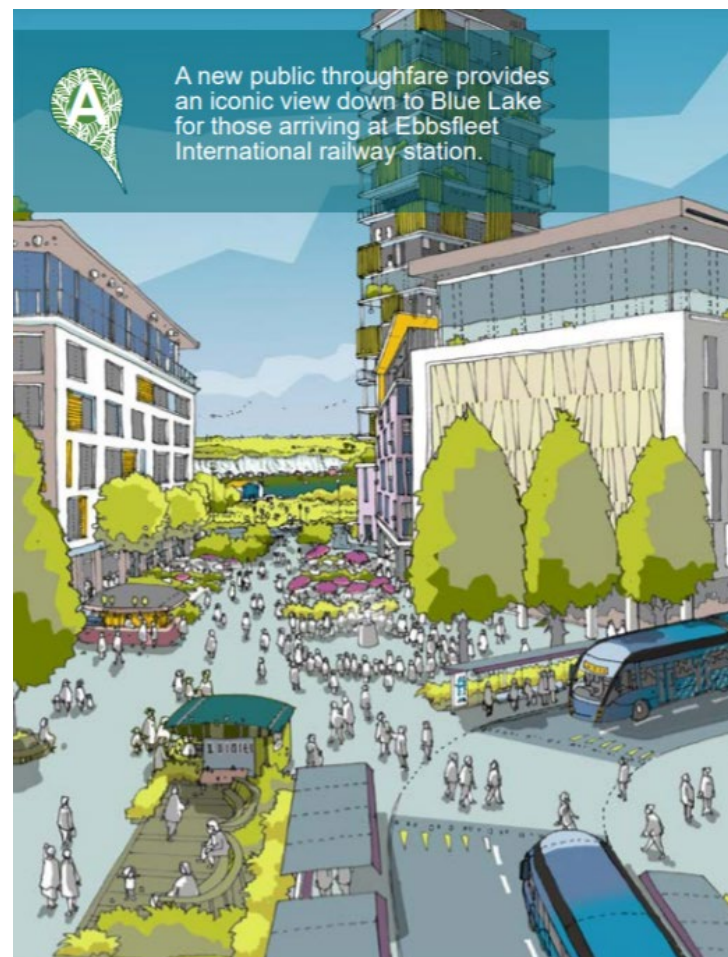
Ebbsfleet Garden City

- 15,000 homes planned by 2035 (2,500 to date) including mixed tenure, self-build and starter homes
- 4 new primary schools and 1 extended, 1 new secondary school in addition to 1 existing
- Health and Wellbeing Hub
- Major sports facilities
- Community centres
- Central Ebbsfleet – vibrant new commercial centre
- A garden grid of lakes, rivers, parks
- Culture and arts focus – regeneration and new
- Healthy new town, with a sustainability and environmental focus, allotments



Ebbfleet Garden City

- Infrastructure – roads, utilities, bridges
- Integration of existing communities, residents and businesses
- Regeneration of existing spaces, buildings and even a lake, as well as new build
- Regional Transport Hub: 17 minutes from central London & 2 hours from Paris on HS1; Close proximity to Bluewater, the A2 and M25 and the new Lower Thames Crossing; Fastrack bus route between Dartford and Gravesend; Cycle routes; Potential Thames Clipper from the Peninsular
- Within the Thames Estuary Growth Area
- At the foot of the Swanscombe Peninsular – London Resort





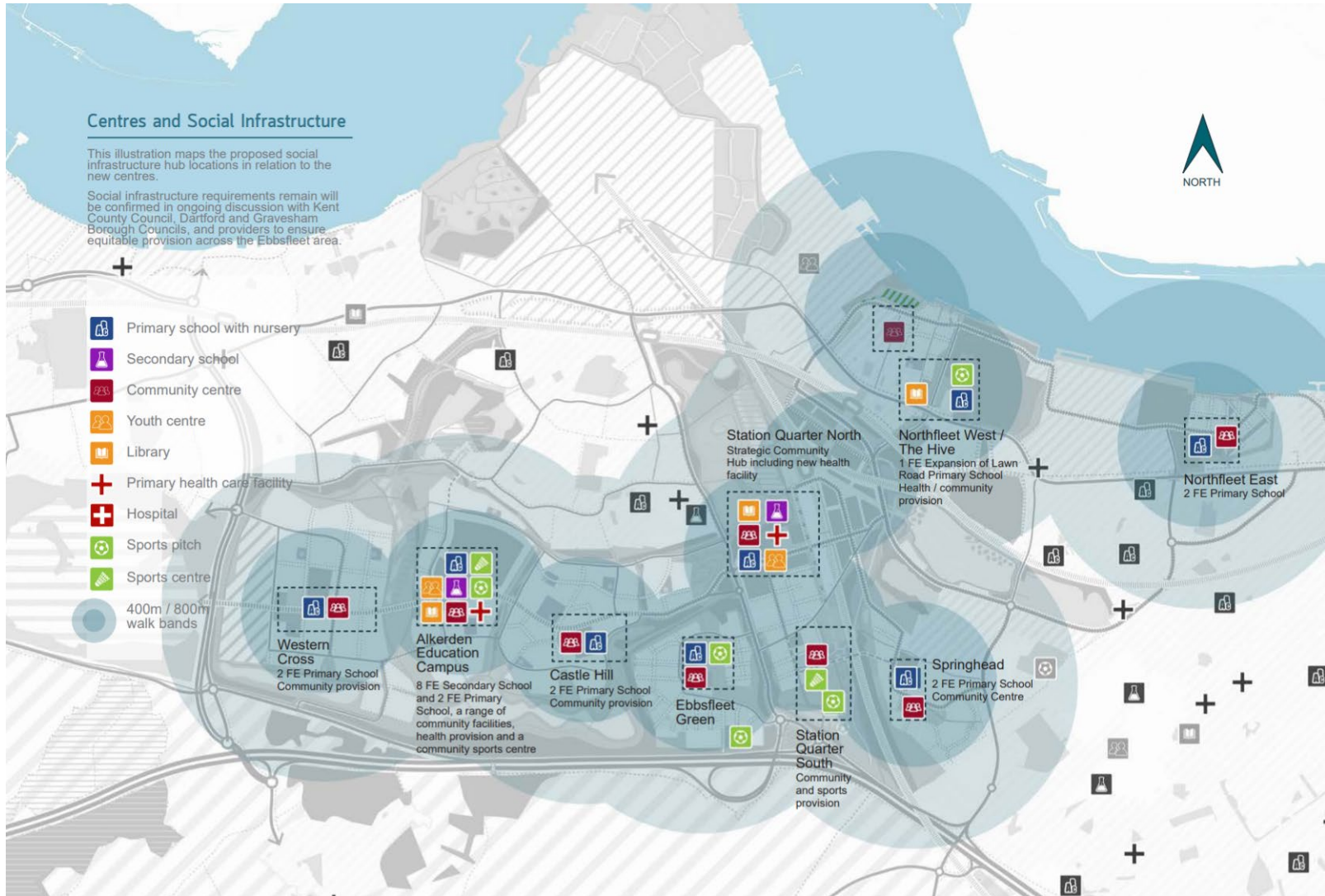
EBBSFLEET
GARDEN CITY



By 2035:

15,000 new homes
82 hectares of commercial land
13 entry forms, primary

27,000 population
70,000 sq m retail
8 entry forms, secondary



Sustainable Development Strategy

Using an 'Inclusive Growth' approach to economic development in the Garden City to ensure existing and future residents benefit from investment



Inclusive Action Areas

Growth Action Areas



People

Places

Processes



Delivering a programme of civic infrastructure

Supporting and curating a programme of activities and events



Skills, employment and education

The vision:

Develop **Inclusive Growth** in Ebbsfleet Garden City and surrounding areas through a social value framework for construction and procurements to ensure that **local residents benefit** from the growth and economic investment in the area.

Ensure that all growth and investment is **inclusive** and **reflects local needs**, ambitions and aspirations.

Work **collaboratively** with key stakeholders to **maximise opportunities** for local residents.



Approach

6 key focus areas of the skills and employment strategy:

1. **Manage the interface** and coordination
2. **Develop a framework** that promotes a virtuous circle of skills organisations, including major projects, DWP, education, local authorities, third sector and providers of training - **collaborations**
3. **Make employment and training opportunities** in construction more accessible to local students, jobseekers and those who want to re-train for a new career in later life
4. **Further the equality and diversity** agenda
5. Develop a **communications plan**
6. Secure **resource** and partners for the programmes and activities



Skills needs/gap analysis



Meetings held with developers, landowners, contractors and employers across the Garden City area to ascertain:

- Demand for jobs and skills
- Current opportunities
- Skills gaps – medium and long-term
- S106 obligations around skills, local labour and apprenticeships
- Appetite for social value and investment in training
- Talent pipeline requirements
- Apprentices employed currently
- How currently hire staff

Survey in progress

Key themes from feedback so far:

- Collaboration and support needed
- Skills gap analysis required
- Talent pipeline development for long -term
- Adopt a diversity and equality focus
- Raise aspirations – STEM and careers in construction/built environment
- Educator liaison for immediate career opportunities and coordinated approach for engagement activities

Summary of education and training programmes - 2 year plan

- **Website job brokerage service**
 - Online 'one-stop-shop' for local residents
- **Ebbfleet Garden City apprenticeship scheme**
 - Support, mentoring and additional skills opportunities. Embrace the aspirations of the Garden City
- **Education awareness and aspirational careers programmes**
 - Building relationships
 - Create opportunities
 - Talent pipeline
 - Link with existing programmes
 - Focus on construction, sustainability and digital skills
- **Into work/work readiness training programmes**
 - Upskilling or reskilling
 - Focus on those furthest from employment and work collaboratively
- **Construction Skills Academy**
 - Long-term plan - skills academy for the major construction projects across North Kent – collaborative project

Website job brokerage service

Objective:

Create a 'one-stop-shop' for local residents to find construction jobs, apprenticeships, work experience or placement opportunities at the Garden City

How it will work:



Ebbfleet Garden City apprenticeship scheme

Designed to offer support, mentoring and additional skills opportunities to apprentices working for developers and contractors in the Garden City.

Objective:

- To deliver an aspirational, value added apprenticeship programme giving apprentices a suite of experience and learning, alongside their core Nationally recognised apprentice qualification.
- To support apprentices so they feel part of the greater Garden City development and ethos and develop pride in their contribution to the inclusive growth in the local area.

Who is the scheme for?

- For apprentices in the Garden City employed by partner developers, contractors and sub-contractors.
- Construction, trades, support staff and professional apprenticeship programmes on L2 to L7 qualifications.
- All activity to count towards 20% off the job training requirement of the apprenticeship



Ebbfleet Garden City Apprenticeship Scheme



EDC

- Deliver a 3 day induction programme
- Support throughout the apprenticeship including a mentor

Apprentices

- Spend time on a selection of programmes supporting the EDC Inclusive Growth Strategy

Benefits

- Part of the wider Garden City and the impact of each individual
- Leadership and management opportunities
- Volunteering
- Opportunity to experience other trades/professions (taster sessions)
- Support and mentoring
- Apprentice discount scheme
- Represent EGC in skills competitions
- EGC Apprentice of the month certificate
- EGC Apprentice of the year trophy
- Attend Kent Apprentice Graduation Ceremony

Education outreach



Objective: Create awareness and develop aspirational career progressions

How the programme will work:

- Joint strategy with the Lower Thames Crossing and London Resort to promote all the wider construction opportunities in the local area
- Short-term strategy: create aspirations to progress into careers in the built environment. Promote entry to the industry via work experience placements, internships and apprenticeships
 - Long-term strategy: based on skills gap analysis - create a talent pipeline of skills and career progression through all age groups, so local people have the skills employers require
- Promote equality and diversity in career opportunities



Into work/work-readiness training programmes

Objective: Assist local residents in the post-Covid recovery period to gain employment from the opportunities the Garden City can provide

How the programme will work:

- Assess employer's skills gaps and identify programmes to address shortages in the short and long-term
- Upskilling or reskilling programmes to enter careers in construction - Focus on those furthest from employment
- Promote programmes including SWAP, Kickstart and apprenticeships, as well as short-term work-readiness programmes
- Prioritise opportunities for local residents
- Mobile unit and local community buildings to enable ease of access
- Promote equality and diversity in career opportunities
- Assist with PPE, travel, adaptations to overcome financial or accessibility barriers to engagement
- EDC job brokerage website and the wider SELEP area to promote careers in construction across the region



Construction Skills Academy

Objective:

To create a physical skills academy to deliver training required for the major construction projects across North Kent.

How it will work:

- A collaborative project
- Long-term and sustainable objective, leaving a training provision legacy in the vicinity
- Based on other large-scale developments



Contact



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Castle Hill, Ebbsfleet Valley,
Kent, DA10 1EE

ebbsfleetdc.org.uk

contactebbsfleetdc@ebbsfleetdc.org.uk



FREEPORT EAST

**Felixstowe
Harwich**

A GLOBAL FREEPORT FOR A GLOBAL BRITAIN

Tendring
District Council



NEWANGLIA

Local Enterprise Partnership
for Norfolk and Suffolk

**FREEPORT
EAST**



Haven Gateway
Partnership



Essex County Council



HUTCHISON PORTS

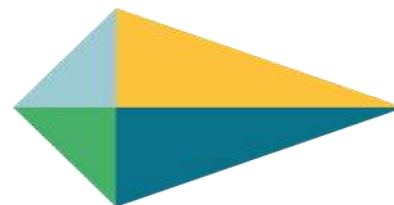
PORT OF FELIXSTOWE



Suffolk
County Council



SOUTH EAST
LOCAL ENTERPRISE
PARTNERSHIP



EASTSUFFOLK
COUNCIL



HUTCHISON PORTS

HARWICH INTERNATIONAL

**FREEPORT
EAST**



- Natural gateway to Europe for both passengers and freight
- First class RoRo, conventional, project and bulk cargo solutions
- Reliable congestion-free RoRo services to/from Hook of Holland and Europoort
- Offshore wind farm construction, operation and maintenance



HUTCHISON PORTS
PORT OF FELIXSTOWE

- Britain's largest container port
- 40% of all containers coming in/out of Britain
- 4 million TEU pa – twice as many as any other UK port
- Regular freight ferry services to Europe



- The world's leading port network
- 52 ports, 26 countries
- 86 million TEU throughput in 2019
- A member of CK Hutchison Holdings, a renowned multinational conglomerate, with roots in Hong Kong



POLICY OBJECTIVES



- The government's intention is for a world-leading UK Freeport model aiming to achieve three objectives:
 - Establish Freeports as national hubs for global trade and investment across the UK
 - Promote regeneration and job-creation
 - Create hotbeds for innovation

GLOBAL TRADE & INVESTMENT

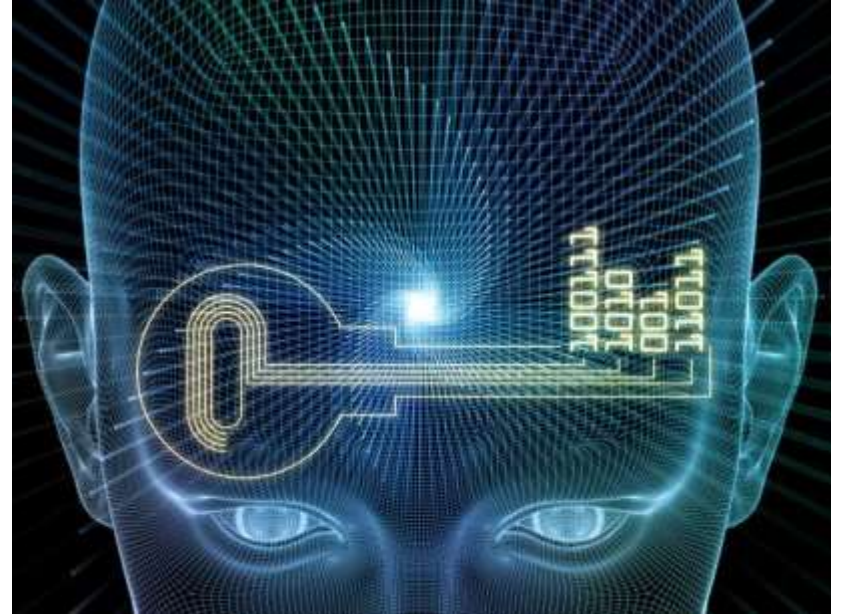
FREPORT
EAST

- The UK's largest unitised port complex
- Trade with 192 countries worldwide
- 60% of trade with Asia
- 7 daily ferry services to Europe
- 36 daily rail connections to 15 inland destinations
- Ideal springboard into Europe
- At the heart of the Eastern region's clean energy cluster
- Backed by the UK's largest inward investor



INNOVATION

- Already working with world-leading universities
- Links with Cambridge high-tech cluster and BT Adastral Park
- Home to UK's leading Community Systems Provider (CSP)
- At the heart of the Eastern region's clean energy cluster
- Huge renewable energy hub potential
- Renewable industry support



REGENERATION & JOB CREATION

FREEPORT
EAST

- UK's #1 most deprived neighbourhood
- 18% of areas in Tendring and 14% in Ipswich in 10% most deprived in England
- Wages lower than in Liverpool, Manchester and Leeds
- Job creation and skills provision
- Benefits locally plus Midlands and North



SELEP GUIDING PRINCIPLES

LEVELLING-UP

- Job creation through trade and green energy
- Drive inward investment and growth
- Unlocks potential of deprived communities
- Aligns with the SELEP Recovery and Renewal Strategy

SKILLS

- Greater access to new jobs and to upskill the existing workforce
- New opportunities for deprived communities
- Working with further and higher education providers
- Attract more value-added employment

COASTAL CATALYST

- Extreme deprivation in coastal and inner urban areas
- Average incomes are low across the sub-region particularly Tendring
- New opportunities in coastal communities within the 45km zone,

UK'S GLOBAL GATEWAY

- UK's only global Top 50 largest port
- Channel deepening commences 2021
- Unique opportunity in range and scale of interconnections
- Part of the world's leading port network

FREEPORT EAST





**London Resort
Employment and skills
SELEP Major Projects skills webinar**

London Resort

London Resort Company Holdings is proposing to develop a world-class, sustainable, next generation entertainment resort on the banks of the River Thames.





Vision

- Unique, immersive world-class destination
- Sustainable and environmentally-responsible
- Our Partners
- Harnessing natural landscape and riverside location
- Innovative, relevant, flexible
- A catalyst for job creation and regeneration

Story so far



Spring 2014
Project designated NSIP Status

Summer 2014
Stage 1 -
Methods of
Consultation

Autumn 2014
Stage 2 -
Emerging
Proposals

Early Spring 2015
Stage 3 -
Themed
Workshops

**Late Spring/
Summer 2015**
Stage 4 -
Statutory
Consultation

2015 - 2020
Analysis, design development
and commercial negotiations

2019
Appointment of
PY Gerbeau as
Chief Executive
Officer

Summer 2020
Stage 5 -
Statutory
Consultation

Winter 2020
DCO application
submitted

2021 - 2022
Detailed
design and
contractor
appointment

Spring 2022
Decision by
Secretary of State

2022
Construction
Begins



2024
**London Resort
Opens**



Project overview

New Entertainment Resort founded on sustainable and low-carbon principles

Key features include:

- Two theme park gates, to be opened in phases – 2024 and by 2029
- Hotels, retail, dining and entertainment - more entertainment, eSports, Conferention Centre, Water park
- Operational housing
- Transport interchanges for rail, coach, ferry, taxis, cars and visitors
- Park and Glide at Tilbury
- Access road and main junction with A2(T)
- Car parking, utility compounds, renewable energy sources

- A top 20 global theme park with attendance of 12.5 million

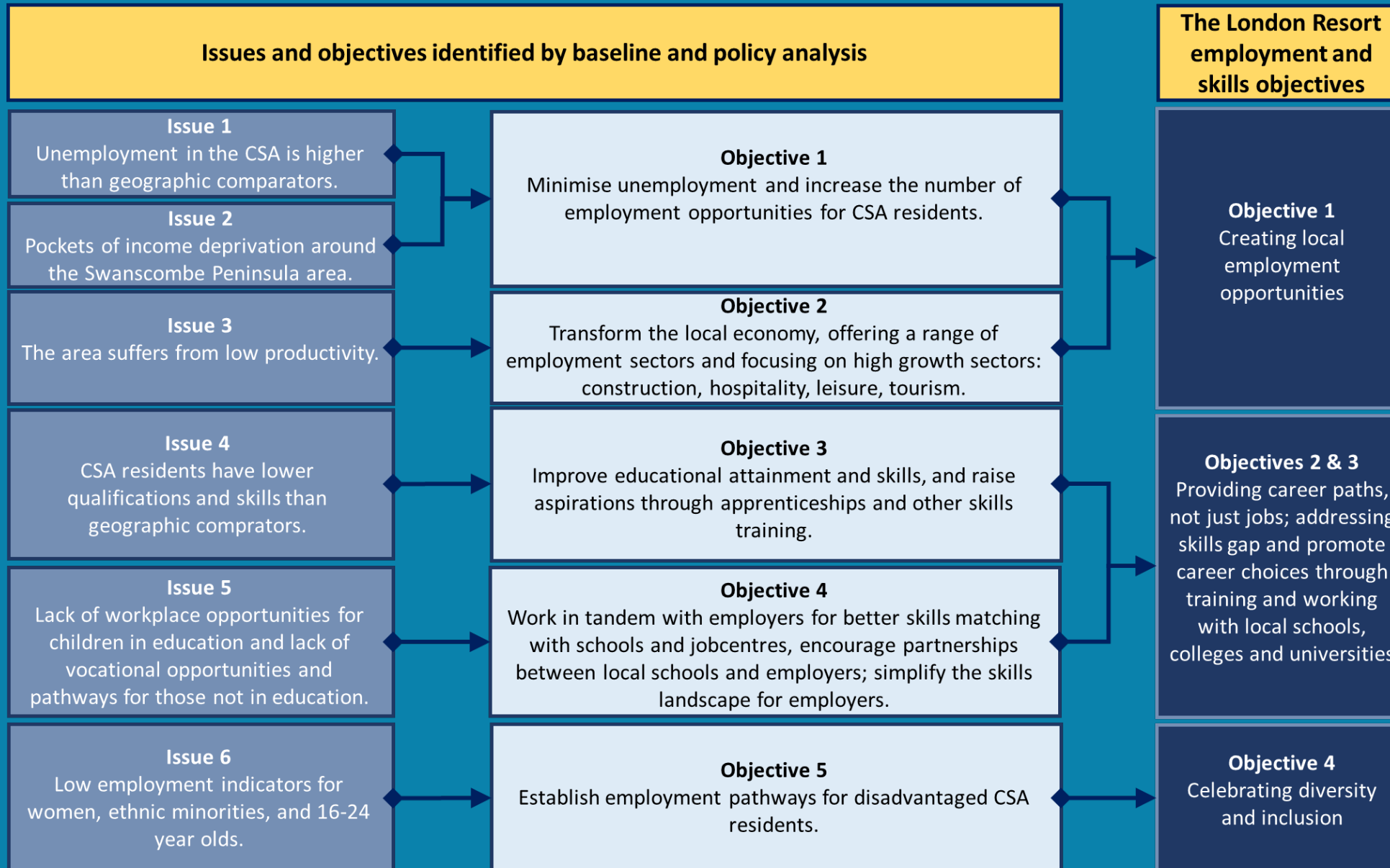


Masterplan illustrative

Identified employment and skills issues

- Relatively high unemployment
- Pockets of deprivation
- Relatively low qualifications
- Low productivity
- Lack of vocational opportunities
- Low employment indicators for some under-represented groups (women, ethnic minorities, 16-24 YOs)

Issues, policy and objectives



London Resort Employment and skills objectives

- Creating local employment opportunities
- Providing career paths, not just jobs
- Addressing skills gaps and promoting career choices through training and working with local schools, colleges and universities
- Celebrating diversity and inclusion



Construction jobs

		Phase One		Phase Two	
		Low	High	Low	High
Onsite job years	Total	6,600	9,900	2,700	4,100
	Average per year	2,600	4,000	900	1,400
	Peak (year)	3,300	5,000	1,100	1,700
Offsite job years	Total	9,900	6,600	4,100	2,700
	Average per year	4,000	2,600	1,400	900
	Peak (year)	5,000	3,300	1,700	1,100
Total job years	Total	16,500		6,800	
	Average per year	6,600		2,300	
	Peak (year)	8,300		2,800	

Total 23,300 job years supported by construction
 Considerable specialist offsite construction envisaged
 Temporary workforce & associated accommodation anticipated



Direct operational jobs

One of the largest single site employers in the UK

Majority of the jobs created (69%) will be at the theme park

Of all the seasonal workers, 91% will be based at the theme park

2024		2030		2038	
Headcount	Seasonal	Headcount	Seasonal	Headcount	Seasonal
8,810	3,230	13,010	4,835	17,310	7,080

Job types and roles

- A large share of the jobs on offer (>70%) would have low formal entry requirements, improving access for local residents
- The diversity of jobs on offer would help transform the local economy, with wide selection of jobs to choose from and broad range of careers
- Significant progression opportunities would be available
- A large number of jobs would be in the knowledge economy (from accountants, IT workers, legal professionals through engineers and marketing specialists), increasing productivity and creating high skill clusters

Employment and skills - implementation

- We have an Employment & Skills Taskforce, recognising the importance of communication with all relevant stakeholders - local authorities, EDC, SELEP, education and training providers, job centres
- We have been developing a series of potential KPIs, which include targets around: Apprenticeships, supply chain, school engagement, retention, career progression, opportunities for local people and priority groups.
- 5% of all construction opportunities to be 'earn & learn' roles
- Operational workforce to achieve 15 apprenticeship starts per 1,000 workers
- Work experience placements, employee encounters, workplace experiences
- Become an Employer of Choice for under 25s, strategy endorsed by industry bodies

Identifying & responding to skills gaps (examples)

- Hospitality & Creative industries identified issues:
- Poor perception of the industry – inspire young people & new entrants
- High staff turnover – develop a retention plan & promote careers
- Skills and training lags employer needs – develop targeted programmes. E.g. Chef shortage, front of house & managerial staff. Train staff with soft skills onsite.
- Prominence of freelancers (creative) – provide targeted support to SMEs

Employment and skills - monitoring

- We will produce regular monitoring reports and accompanying strategies. These include:
 - School engagement plan
 - Vulnerable Groups prioritisation
 - Supply Chain Engagement Strategy
 - Skills Shortages identification
 - Retention Plan

Find out more:

- PINS: [The London Resort | National Infrastructure Planning \(planninginspectorate.gov.uk\)](https://www.planninginspectorate.gov.uk)
- London Resort website: [Welcome to The London Resort](#)
- Sign up for updates: [Stay in touch - London Resort](#)

Thank you for
listening





Lower Thames Crossing

Major Projects Major Growth
Major Opportunity

26 May 2021



Amy Cable

Amy is a skills, education and employment (SEE) professional with over 8 years' experience in the construction industry

She has a successful track record working in corporate social responsibility and social value for major government funded infrastructure projects

She is now leading the SEE ambition for the Highways England flagship project, the Lower Thames Crossing



The Dartford Crossing – a vital link



50 million
crossings a year and traffic
volumes are increasing

Designed for

 **135,000** vehicle crossings a day

Can operate at above

 **180,000** vehicle crossings a day



Has one of the highest
incident rates on the
strategic road network

It can take

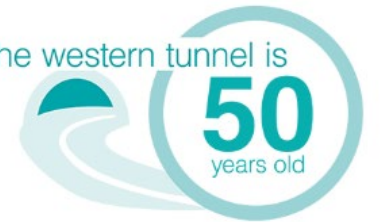
3 to 5
hours

for the roads to clear
following a closure



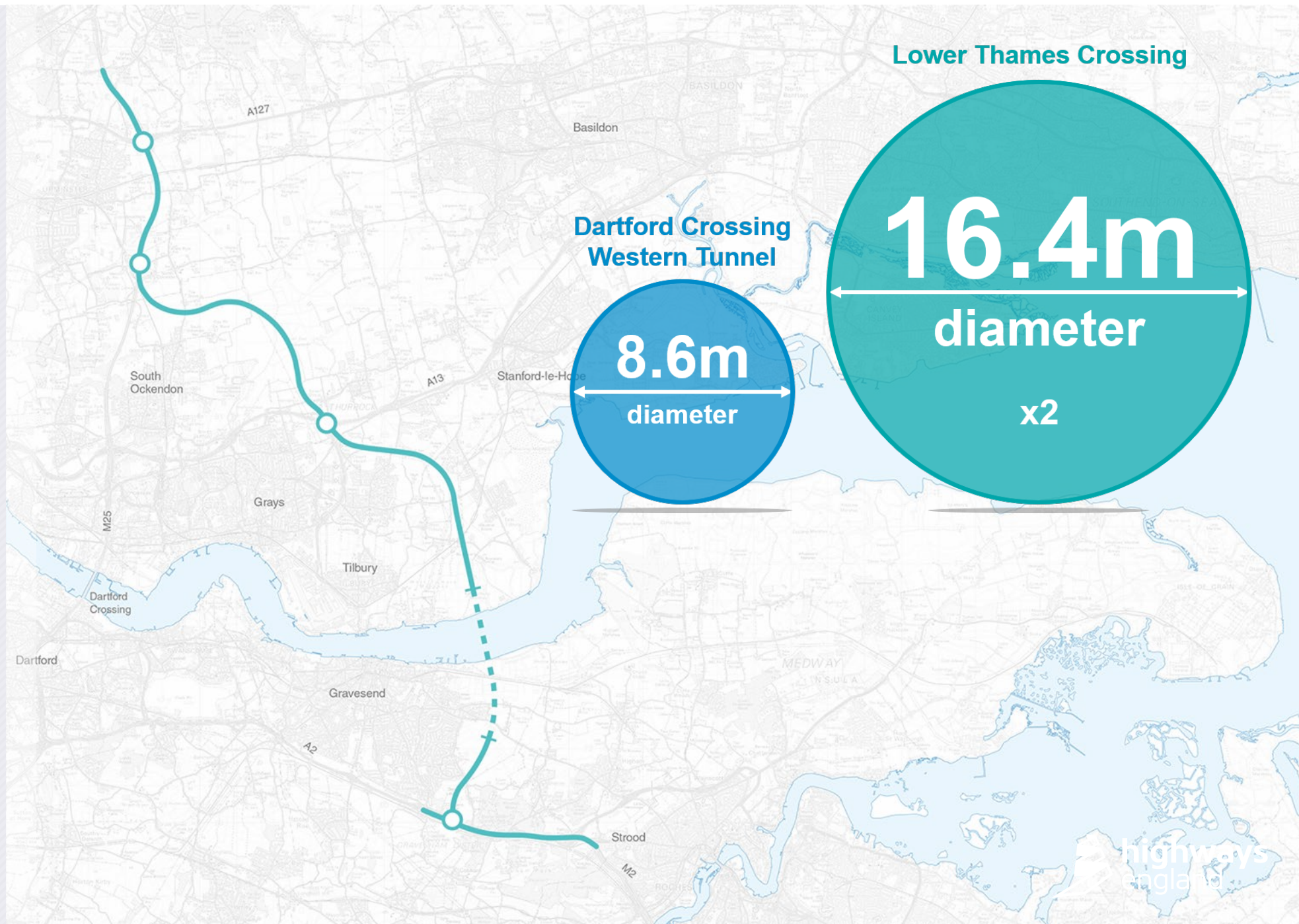
The western tunnel is

50
years old



The most ambitious road project in 35 years

- 14.3 mile link between the A2/M2 to the A13/A1089 and M25
- A new connection through the longest road tunnel in the UK
- Will nearly double the road capacity across the Thames east of London
- Take over 13 million vehicles off the Dartford Crossing and approach roads



The story so far...

Spring 2016



Public
consultation

April 2017



DfT chooses
preferred route

October 2018



Statutory
consultation

July 2019



Ground
investigations
begin

Jan 2020



Supplementary
consultation

Route to road opening

July 2020



Design refinement
consultation

Autumn 2020



DCO Submission

Start main works
competition

2021



DCO Re-submission

2022



DCO Decision
& Final
Business Case

Award contracts &
start on site



2027-2028



Targeted road
opening

Skills, employment and education

22,000

people are expected to work on the project



Helping **economic recovery** in the region post Covid-19



Provide **sustainable benefits** to our local communities



Encouraging our supply chain to attract **diverse talent**



By **upskilling** our local communities prior to construction



Our overarching objectives

What they will include

Jobs and training

Workless job starts

Work placements

Re-training



A lasting skills legacy

Qualifications

Apprenticeships

Graduates

Trainees

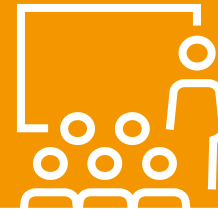


Inspire future careers

School engagement

Support for teachers

Placements



Business growth

Supply chain support programme

SME directory

SME spend



© 2020 Highways England

Traditional and less traditional construction skills

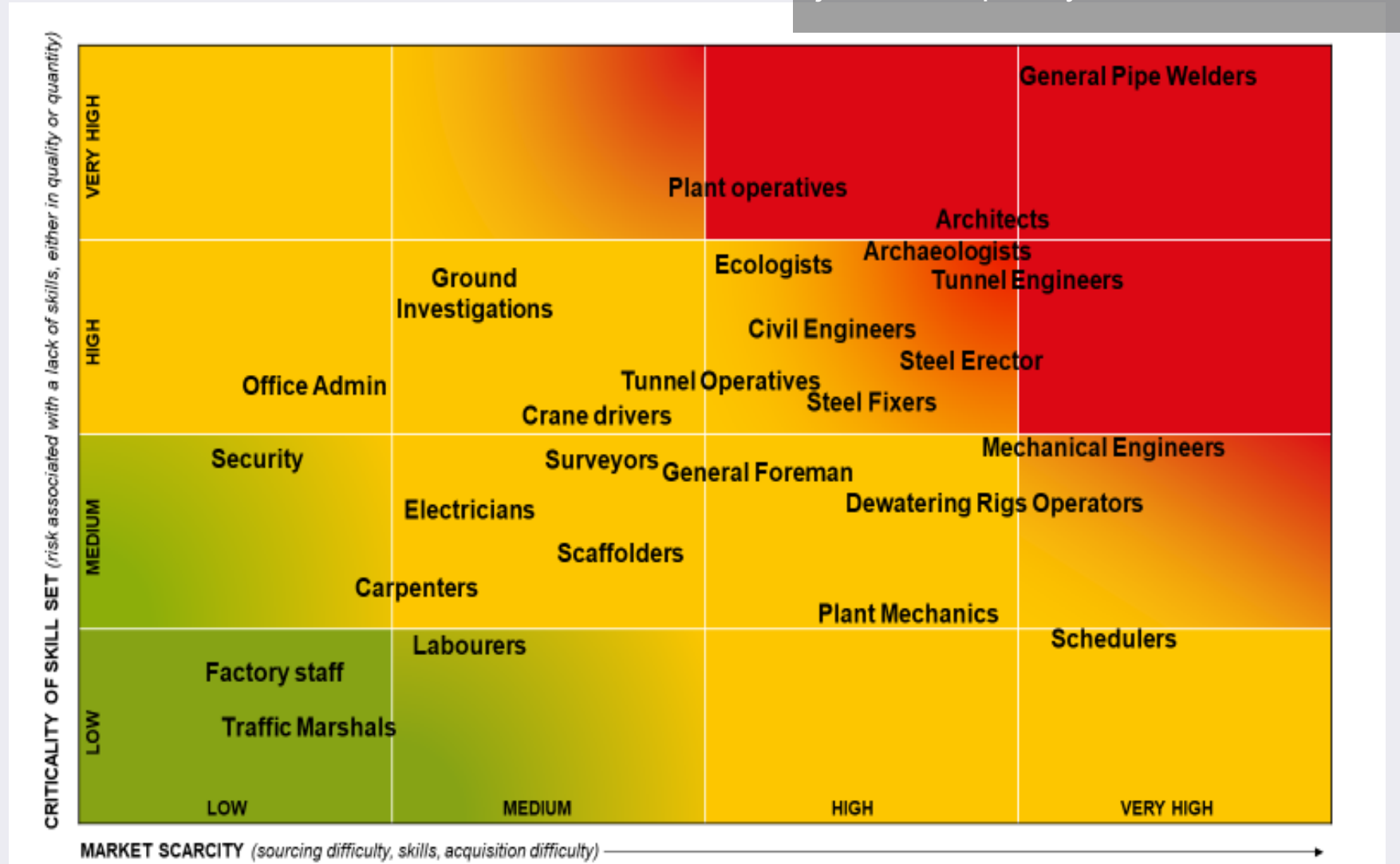
- Logistics
- Ground works & site set up
- Maintenance & highways operations
- Facilities management
- Archaeological works
- Utilities
- Commercial
- Tunnel Operations
- Engineering
- Bridge design
- Project support services
(HSSW, Comms, Commercial, etc)

Will support

10,000



jobs in the peak year of construction



Approach to delivery

Working closely with communities



Strategy, plans and targets



Processes, metrics and delivery (pre-construction)



Working groups and partnerships



Upskilling prior to construction



Comms campaigns



Kick-off meetings with contractors



Bi-annual review



Jay Francis

Jay is an experienced stakeholder manager working on infrastructure projects in the UK and internationally

He heads up the Lower Thames Crossing's approach for engaging with and delivering effective support and opportunity for local businesses



Listening to local businesses

Small businesses are overwhelmingly reliant on roads

- **83%** of small businesses support the need for the Lower Thames Crossing
- **79%** of small businesses think the new road will provide better access to new customers
- **57%** of small businesses think the Lower Thames Crossing would help their businesses grow



Every second counts



Time lost due to congestion costs freight providers

£1 per minute of delay

Ensuring SMEs and local businesses are LTC ready

- We need to ensure small and local businesses get involved, and are well prepared ahead of the procurement phase.
- We are delivering:
 - Free training tools with the Supply Chain Sustainability School
 - These include hundreds of CPD-accredited online learning modules
 - Also, monthly workshops on topics key to successful delivery of LTC
 - Video case studies of small businesses who are working on major infrastructure projects – even for those in other sectors, e.g. caterers and cleaning companies
 - Webinars and SME-specific events
 - SME Directory – breaking down obstacles between major contractors and SMEs



Available now

SME Directory

- The Directory lists local businesses and their specialities, which will be given to main works contractors so project delivery is completed by local firms.
- **Register at:** <https://highwaysengland.co.uk/our-work/lower-thames-crossing/work-with-us/sme-directory/>

Monthly sessions with the Supply Chain Sustainability School

- The Supply Chain School can help upskill your business, putting you in the best position to tender for work on the project. These workshops will help you build vital skills and knowledge for this
- **Start learning now:** supplychainschool.co.uk

Supply Chain newsletter

- To hear about project updates, new opportunities to get involved and to prepare your business to help us deliver this nationally significant piece of infrastructure
- **Email Jay** to be added to this list:
jay.francis@lowerthamescrossing.co.uk



400+



businesses have already signed up to the SME directory

Available now

Education engagement

- STEM Ambassadors & Career Advisors
- Bespoke drop down days

Career resources & materials

- Videos interviews with some of our current and previous apprentices
- Subjects, skills and interest matchers to jobs
- Career timelines

Education newsletter

- For keeping schools and colleges up to date on the project and our SEE space – sign up at:

Education@lowerthamescrossing.co.uk



Find out more



lowerthamescrossing.co.uk



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