

**London Borough  
of Hillingdon  
GUIDE to  
S106 Local Employment Agreements**

## INTRODUCTION

The Council's Supplementary Planning Document (SPD, July 2008) sets out the Local Policy Context which forms the basis for securing training and employment obligations within the Council's planning process. The Policy will be applied to most planning applications for employment generating uses and forms part of a consistent ongoing approach to maximise opportunities available to local residents, particularly those without employment.

The aspiration is to increase local employment provision and create more opportunities for residents within various sectors of the community who may find it difficult to access employment for a variety of reasons (for e.g. not having formal qualifications; requiring new skills; being disabled; seeking flexible working arrangements)

Local Employment Agreements are considered on a site by site basis as each development is unique. A number of factors determine the scope of employment provision, recruitment measures or level of financial contributions to be sought from a particular development.

The Planning process requires that the employment strategy be agreed by the Council in writing **prior** to the Council's Planning Committee's consideration of the respective planning application. Employment strategies may also include monitoring and review mechanisms which may be linked to the S106 legal agreement to secure ongoing compliance (SPD, para 11.32)

## PLANNING AN EMPLOYMENT STRATEGY

The Council can help by providing details concerning local needs and priorities within specific localities. It would be worth taking this into account in developing your strategy, in order to demonstrate the potential for tangible economic benefits to the area.

In general, an acceptable employment strategy will include a clear commitment to working with Job Centre Plus and other local employment / training providers. In some cases, it may also be appropriate to arrange pre-employment training, to prepare potential candidates for specific job roles and interviews ahead of time. It is advisable to determine employment initiatives in good time, to allow sufficient lead time to make arrangements prior to the recruitment phase.

A typical employment strategy might include the following:-

- Working closely with LBH, Job Centre Plus (JCP) and Work Programme providers to support long term unemployed residents in returning to work by increasing awareness of the opening programme and recruitment process for the development.
- Specified job roles or an overall percentage of jobs being ring fenced for Hillingdon residents with recruitment exclusively through JCP, local employment providers and local media.

- A programme of pre-employment support to jobseekers to assist them in preparing for potential job opportunities, applications and assessments. An offer of guaranteed interviews with real job outcomes for those who successfully complete the programme.
- Working with local training providers like Uxbridge College to develop and deliver bespoke training aligned to the end use of the development.
- Offering work placements and work experience opportunities to students and local young people (via Brunel university, Uxbridge College, Studio Colleges etc)
- Flexible working patterns where possible to accommodate life circumstances – e.g. allowing for childcare and relating to school hours.
- A real commitment to equal opportunities and to actively encouraging job applications from those with disabilities and learning difficulties. Promoting these opportunities to charitable organisations and specialist employment providers such as MIND and SEETEC.
- Setting minimum targets for recruitment of different cohorts of unemployed residents (e.g. 50+ year olds / long term unemployed / disabled / NEETs / those with English as a second language etc)
- A specified number of Intermediate / Advanced / Higher advanced apprenticeships.
- Details of the mechanism the developer will use to ensure compliance by end users (e.g. including local employment strategies within the terms of Leases and Rental agreements)

## **EMPLOYMENT AGREEMENTS AND LESSEES**

Developers are legally obliged to ensure that future occupiers or leaseholders are made aware of employment obligations relating to end use. This is most effectively achieved by including such requirements within the terms of lease agreements. However, the developer remains ultimately liable for the discharge of s106 obligations.

## **FINANCIAL CONTRIBUTIONS**

In the event that it is not possible to secure an employment agreement that meets the objectives above or the employment strategy is not acceptable, then as a compensatory measure, the developer will be requested to provide a financial contribution to a training course to serve under-skilled or unemployed people in the area (SPD, July 2008, Para 11.33)