

Joanna Carter

From: Nicky Phillips
Sent: 24 June 2025 17:48
To: Joanna Carter
Subject: Re: 250735 - Land to the north of School Road, Arborfield Cross

Hi Joanna,

Sorry I was off on a long weekend and only just getting to this.

I had a look and it is almost identical to the earlier one you mentioned, and is again provided by Croudace Homes?

I have had a look at the application and my statement is below:

Whilst I do acknowledge that the economic impact statement provides information to the number of jobs that could be created by this development (p3 states: 28 FT local jobs in construction phase), neither this document or the planning statement makes reference to our policy guidance on Employment and Skills. Within our Managing Development Delivery DPD (Policy TB12: Employment Skills Plan).

Policy TB12: Employment Skills Plan

Proposals for major development should be accompanied by an Employment and Skills plan to show how the proposal accords opportunities for training, apprenticeship or other vocational initiatives to develop local employability skills required by developers, contractors or end users of the proposal.

I would expect to see reference to this policy and a commitment to delivering our targets. Whilst the specifics of the ESP are often agreed as part of reserve matters, the commitment is required at outline planning stage. For reference targets are calculated using an estimated value of construction using the proposed floorspace in the planning application and applying Building Cost Information Services (RICS) industry standard build costs (£1025 per square meter).

Wokingham Borough has been awarded National Skills Academy for Construction (NSAFC) and as such our employment and training outcomes for site-specific ESP's are based on their guidance, see the table below:

	Bands									
Outcomes	1	2	3	4	5	6	7	8	9	10
	£1- 3.5m	£3.5 - 6m	£6 - 10m	£10 - 15m	£15 - 20m	£20 - 30m	£30 - 40m	£40 - 50m	£50 - 60m	£60 100
Community Skills Support – CSCS cards, school visits etc.	3	5	7	9	11	13	16	18	19	21
Apprenticeship starts	0	2	4	6	7	8	9	10	11	12
Jobs created	1	2	3	6	7	8	9	9	11	11

On occasion it may be preferable for a developer to provide an in lieu financial contribution in place of delivering the ESP. Amounts are based on the CITB baselines and the cost of Wokingham Borough Council of delivering skills and employment support equivalent to the ESP. The cost to Wokingham Borough Council to produce an employment outcome (apprenticeship start or jobs created) is £3750. Therefore, the contribution is derived by multiplying this cost by the number of apprenticeships starts or jobs created specified for the development.

Unfortunately, nowhere in the application or supporting documents could I see reference to this, I am happy to work with the developer at any stage of the process to help ensure our targets are reflected in any planning application.

Kind regards,

Nicky