

Community Employment Plans



Community Employment Plans Evidence Paper

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1. Summary:

This document presents the background and evidence base for Community Employment Plans (CEP's) and the inclusion of planning policies relating to their use in the Local Plans for Oxfordshire.

Each Local Planning Authority in Oxfordshire has their own Local Plan. As such, within each of these the policy relating to Community Employment Plans will be tailored to suit the specific needs of the District.

However, via the Oxfordshire Growth Board, there is shared agreement and support for the use of CEP's in Oxfordshire. This includes an endorsement of this paper, along with the recommendation that it is published on the OxLEP website and that OxLEP continue to work with each Local Planning Authority to facilitate the implementation of CEP policies.

The full details of the Growth Board meeting at which this paper was endorsed can be accessed [here](#).

This paper is intended as a supporting document for Local Planning Authorities in the development of Local Plan policies relating to CEP's. It contains the background and context for the development of this approach, including information on Oxfordshire's economy and the proposed sites for CEP's.

It is also intended that this document is useful to developers, so that from an early stage they can understand what CEP's are and what Oxfordshire is seeking to achieve through their use. The document also contains a CEP template so that developers can clearly see the kinds of outcomes contained within them.

The Oxfordshire Skills Board and Oxfordshire Local Enterprise Partnership have been facilitating the implementation of CEP's in Oxfordshire. Both the Oxfordshire Strategic Economic Plan and the Skills Strategy reference CEP's as means to address exclusion from the labour market. The paper outlines in more detail the need for CEP's in Oxfordshire to ensure that new developments are sustainable and to support economic growth for all of Oxfordshire's residents.

This paper will be kept relevant through regular review and updates.

2. Background:

2.1 Purpose of this Document

This document sets out the evidence base for Community Employment Plans (CEP's) and their inclusion within Local Plans in Oxfordshire. The Oxfordshire Skills Board initiated the original CEP concept on behalf of Oxfordshire Local Enterprise Partnership (OxLEP) with both organisations keen to maximise the opportunity for those most marginalised from the workforce.

Oxfordshire Local Enterprise Partnership (OxLEP) is responsible for championing and developing the Oxfordshire economy. Now in its sixth year of operation, OxLEP has made considerable progress in strengthening Oxfordshire's economy by establishing robust and effective relationships between businesses, academia and the public sector.

This strong partnership is reflected within its Board – a body made up of Non-Executive members who are leaders within several fields; education, business and local authorities across Oxfordshire. With their support OxLEP can act as an informed, independent advocate for those driving innovation and growth across the county.

In addition, we are able to prioritise the key programmes needed to address priority deficiencies identified in Oxfordshire.

OxLEP has four priority areas supporting growth within the county – they are:

- People
- Place
- Enterprise
- Connectivity
-

We also have a vision for Oxfordshire, which is: **'Oxfordshire as a vibrant, sustainable, inclusive, world-leading economy – driven by innovation, enterprise and research excellence'**.

CEP's are employer-led initiatives which can form part of S106 planning obligations for significant developments. There are two key areas of employment, skills and training for which S106 planning obligations will be sought. The first is the construction phase for all large developments, the second at the end use phase of large commercial developments. The measures will seek to mitigate the impacts of development through ensuring that local people can better access job opportunities arising from development. CEP's should relate where appropriate to outcomes flowing from both the construction phase and the end use phase and are likely to include:

- Apprenticeships;
- Employment / training initiatives for all ages, including both work tasters and work experience placements;
- Traineeships for younger people, including those who are not in employment, education or training (NEETS);
- Best endeavours to maximise local labour, including pre-employment training;
- Local procurement agreement – potential for local businesses to be included in tender lists;
- Support for local skills and training events – i.e. Careers fest, National Apprenticeship week;
- School, College and University engagement initiatives such as site visits, school visits and project support.

Appendix 3 of this document contains a construction phase CEP template to illustrate the kinds of targets required.

2.2 National Planning Policy Framework

The National Planning Policy Framework (NPPF) sets out Government advice on planning policy and states that the main purpose of planning is to ‘achieve sustainable development.’ This comprises three main dimensions: economic; social; and environmental.

The economic role is defined as ‘contributing to building a strong, responsive and competitive economy, by ensuring that sufficient land of the right type is available in the right places and at the right time to support growth and innovation; and by identifying and coordinating development requirements, including the provision of infrastructure’. The role of land use and spatial planning is equally critical in economic development terms ensuring that new job opportunities both during construction and for the end user are maximised to deliver the greatest benefits for local communities. The NPPF goes on to explain that pursuing sustainable development should include ‘seeking positive improvements’, which should take into account ‘making it easier for jobs to be created in cities, towns and villages.’ It further states that ‘plans and decisions need to take local circumstances into account, so that they respond to the different opportunities for achieving sustainable development in different areas’. The core principles in the NPPF are considered to ‘underpin both plan making and decision-taking’ and amongst these key principles is the need to ‘proactively drive and support economic development to deliver the homes, businesses and industrial units, infrastructure and thriving places that the country needs.’ The importance of providing jobs and training for the local community offers the opportunity to generate and share increased economic prosperity and contribute to the health and social well-being of local residents.

In delivering sustainable development therefore one of the principle aims set out in the NPPF is ‘to build a strong, competitive economy’. The Government states that it is committed to securing economic growth ‘in order to create jobs and prosperity.’ It goes on to say that ‘significant weight should be placed on the need to support economic growth through the planning system.’ CEP’s developed in partnership with developers, local authorities and skills providers can play an important role in achieving this aim and ensure that the proper alignment between jobs created and a skilled local labour force is secured to the benefit of all parties.

2.3 Oxfordshire Strategic Economic Plan 2016

OxLEP has concluded the refresh of its Strategic Economic Plan (SEP) to take account of the pace of change and new evidence that's emerged over recent years. The SEP is focussed around its four priorities of '*People, Place, Enterprise and Connectivity.*'

Its vision is;

By 2030, Oxfordshire will be recognised as a vibrant, sustainable, inclusive, world leading economy, driven by innovation, enterprise and research excellence.

The SEP aims, with partners, to harness Oxfordshire's unique combination of assets to ensure that by 2030, the county's economy is recognised to be:

- **Vibrant:** a place where ambitious businesses and people thrive; and where young people choose to build their careers and their lives;
- **Sustainable:** environmentally (taking into account patterns of resource use, climate change, carbon emissions, heritage assets), socially (reflecting the needs and character of communities) and economically (with businesses and others choosing to re-invest);
- **Inclusive:** where all residents and businesses have a real stake and voice in determining the county's future economic narrative and contributing fully to it;
- **World-leading:** recognised globally for its dynamic innovation ecosystem, founded on world class research and fuelled by enterprise, all within an environment of the highest quality.

The SEP identifies challenging issues with regard to social inclusion. Their scale is not great overall – but in many respects, that makes the challenges harder as the issues of exclusion can easily be overlooked against a background of general prosperity. There is a need for excellent and creative responses to help more disadvantaged Oxfordshire residents to move into the labour market.

'People' priorities to 2020:

In delivering the SEP, particular priority will be attached to:

Education and skills

- ensuring that skills provision is aligned more effectively with the needs of employers
- understanding – and responding to – the aspirations and frustrations of young people as they seek to build their lives and their careers in Oxfordshire, by ensuring there is a variety of mechanisms to support them through their learning journey
- increasing STEM skills among Oxfordshire's young people
- increasing the number of apprenticeship opportunities

Reducing exclusion

- addressing exclusion from the labour market, by up-skilling and other measures to help young people and adults marginalised or disadvantaged from work

The actions from the SEP to deliver the above priorities are:

- Through our European Social Fund programme, developed with the Big Lottery fund, a £1.2m programme that will focus on helping those residents that are long term unemployed move closer to the labour market.
- With the Big Lottery Fund, we have issued a project call for an engagement programme to help young people who are not in employment, education, or training (NEET) and a transition programme to help young people at risk of becoming NEET
- In addition, Oxford City Council was successful in gaining the contract to run the Oxfordshire Community Grants scheme that will be focused on helping people within their communities move closer to the labour market.
- Furthermore, DWP issues a project specification on our behalf in October 2016 seeking partners to deliver a £2.4m programme of projects to help unemployed and economically inactive people in Oxfordshire into training and work.

Taken together, these projects to help our longer term unemployed residents represent an opportunity for Oxfordshire to tackle social exclusion and enable local people to access some of the local jobs being generated through business start-up and growth, and through employment-generating new development.

2.4 CEP's in Oxfordshire:

The work to implement CEP's into planning policy has been in progress for some time; it has been considered at a workshop with Oxfordshire planners, Oxfordshire Skills Board and the OxLEP Board. Overall support for the approach has been received at each stage. Most recently the concept was taken to the Growth Board Executive Officer's Group and the Post-SHMA Group. Thereafter, the CEP Evidence Paper was taken to the Growth Board on 26th July 2017, where the Growth Board resolved to:

- Endorse the CEP Evidence Paper

And that:

- The CEP Evidence Paper is published on OxLEP's website as evidence for CEP policies in Local Plans
- OxLEP continue its work with each Local Planning Authority to facilitate the implementation of CEP policies and to request CEP's as a condition on development sites which meet the proposed threshold via supplementary planning documentation as appropriate

It is recommended that CEP's are focused on the sites with 1,000 or more houses and/or 4,000 square metres (gross) of commercial floor space. This narrows the focus to the largest planned sites where the impact will be lighter for developers but will be greatest for communities. There are currently 31 proposed sites in Oxfordshire where this suggested threshold might apply (this number doesn't include the sites where CEP's are already in place/under discussion), all at various stages, from allocated in the Local Plan to recommended for approval. Appendix 4 contains details on these proposed sites.

CEP's are already in place at the Westgate Centre re-development in Oxford City, as well as in Cherwell at the NW Bicester Eco-Town site. Both are examples of good practice in Oxfordshire, which have been possible due to the engagement and commitment of developers, supported by appropriate planning policy. Both contain targets focusing on job

opportunities for local residents, especially those furthest from the labour market, as well as training, including apprenticeships.

At a national level, the use of CEP's, or Employment and Skills Plans (as they may be known in other areas), is relatively common. Reading has an SPD outlining obligations in relation to Employment and Skills Plans. Similarly, they are commonly used throughout the country, for example in Leicester and Portsmouth. In some of these areas there are more significant problems with unemployment than in Oxfordshire. However, Reading has a broadly comparable labour market and their SPD requires the development of an Employment and Skills Plan, funded by the developer through S106 contributions.

In these, and other areas, the requirement to complete a CEP as part of planning conditions or as a S106 obligation is well established, so there is clear precedent for this approach. In order to better illustrate this, Appendix 1 contains the wording taken from Leicester City Council's Informal Guidance Note on Employment and Skills Plans and Appendix 2 contains Reading's SPD on Employment, Skills and Training.

2.5 The Inclusive Economy Unit

CEP's can be a key tool in delivering the 'economy that works for everybody' narrative now permeating through government, and equally will support the recently announced Inclusive Economy Unit – particularly bullets one and two below. The inclusive economy unit will:

- Encourage better use of private investment and support markets that deliver social impact as well as financial returns;
- Improve delivery of public services: increasing social impact while bringing value for money in the commissioning of public services;
- Encourage responsible business, from social enterprise startups to companies that aim at 'profit with purpose'.

2.6 Skills Funding

Within the current skills funding infrastructure colleges currently have a flexible pot to support our target client base. OxLEP is engaging them to ensure adequate funding is ring-fenced to support the delivery of CEP outputs as they are confirmed – however colleges are seeking clarification on the likely scale of opportunity, the number of CEP's likely to be agreed and the number of clients supported. Embedding CEP's in planning policy as sought will provide some clarity and will enable the ring-fencing of annual budgets to support their delivery.

2.7 The Work and Health Programme

In parallel government is also changing its approach to support for those excluded from the workplace with a new integrated approach across both the work/worklessness and health agendas being commissioned through the Department for Work and Pensions.

The Work and Health Programme (WHP) aims to support those with health, disabilities and other complex issues towards and into sustainable employment. It is recognised that employment is a key driver in improving an individual's physical, mental and overall wellbeing which has tangible benefits for a range of statutory services, mainly within the

health and social sectors but that will also contribute to the labour supply for the growth agenda.

Key elements of WHP provision are:

- Greater integration with local services and health provision;
- Joint design/co-commissioning in areas with agreed devolution deals with Government;
- Specialise providers to have an important role to play in the programme.

The provider is expected to:

- Provide all participants with a more intensive, tailored support offer than can be provided by Job Centre Plus (JCP);
- Provide high quality support and experience, and utilise contacts enabling providers to offer unique support to claimants;
- Have strong links to national and local employers to identify employment needs, carve out roles and provide bespoke training to enable better matching of skills to roles;
- Bring a different and refreshed energy and approach for claimants who reach two years.

The Oxfordshire programme is currently being tendered with roll out likely from November 2017.

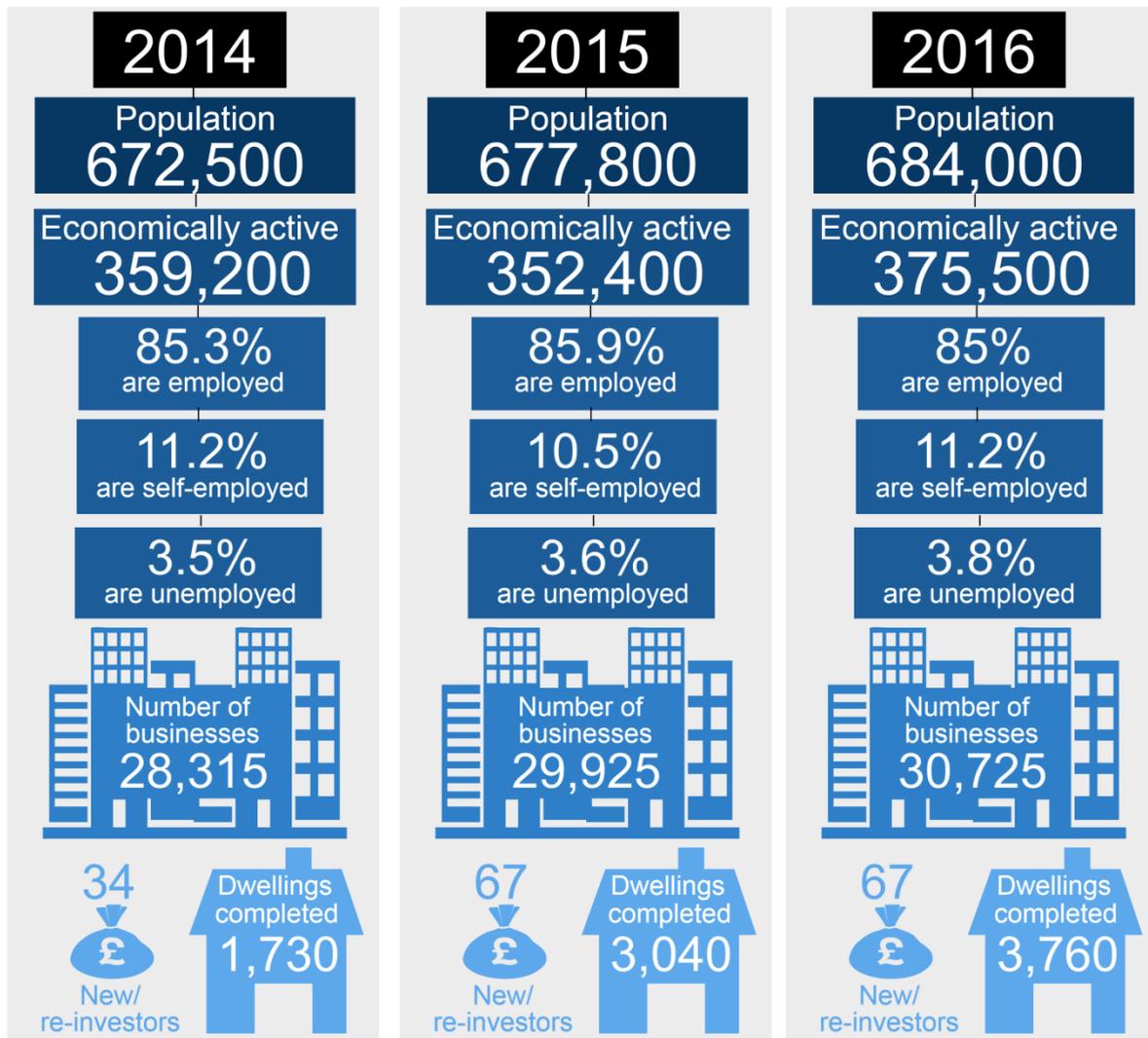
A consistent and embedded countywide approach to CEP's can play a key part in delivering an inclusive economy and develop a range of opportunities, supported by AEB funding, developers and employers to bring those hardest to reach closer to our vibrant economy.

3 Overview of Oxfordshire's Economy:

This section of the document contains more detailed information on the Oxfordshire economy, including information on out of work benefit claimants, educational attainment in the county, the occupations with the highest number of workers and areas of skills shortages in Oxfordshire. The information is broken down by District Council, as the Local Planning Authorities.

This is set against the numbers of potential jobs projected from the potential CEP sites.

The infographic below illustrates the economic growth of the County since 2014:



Data refers to mid-year estimates - Year to 30 June of the given year.

In Oxfordshire both activity and employment rates are higher than the regional average and significantly higher than the national average. In the year to March 2016, some 375,500 residents aged 16-64 were in employment (employed or self-employed).

The rate of unemployment is very low; as at February 2017, some 2,825 people in Oxfordshire were claiming Job Seekers Allowance (JSA) or Universal Credit (UC).

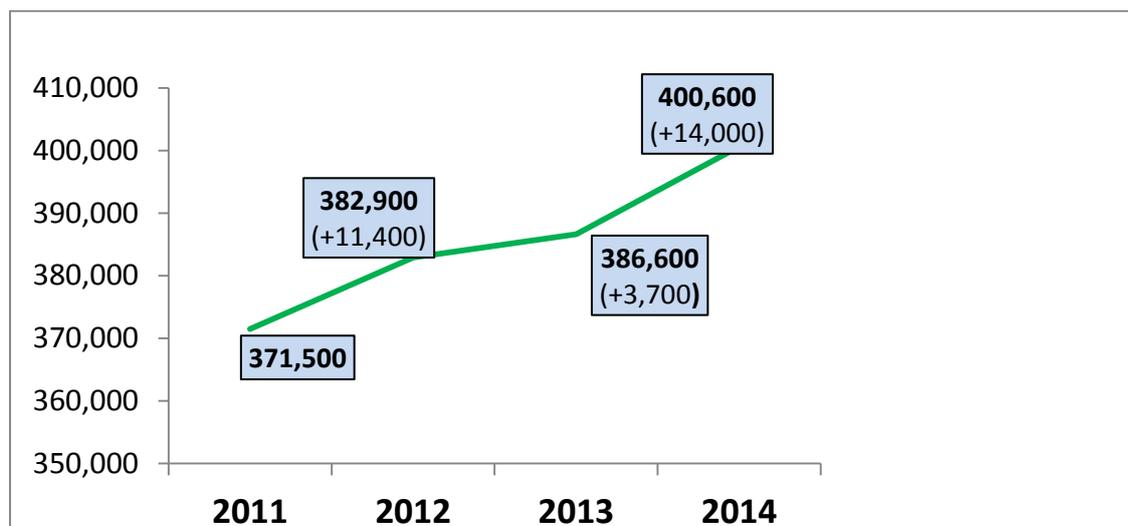
This means an unemployment rate of just 0.7%, compared to 1.9% for Great Britain. In practice, Oxfordshire is approaching full employment.

Whilst the high employment rate in the county is positive, this headline hides a number of issues. It means that those claiming benefits are more likely to have greater difficulties in accessing training and work, meaning additional support is needed to help them move closer to the labour market. Similarly, there are a significant number of Employment Support Allowance (ESA) claimants who are a long way from the labour market. Of our c15,000 ESA claimants approximately a third will never work for a variety of reasons, including health and care responsibilities. The remaining 10,000 could potentially work with appropriate levels of (often intensive) support and training; CEP's provide a mechanism to help bring this cohort closer to economic inclusion.

The tightness of our labour market brings challenges for businesses seeking to recruit staff from a small pool of local labour. In addition, house prices are a real concern which makes it harder to recruit to lower income roles and increases the amount of commuting from lower cost areas, thereby further adding to the strain of a transport network already operating at capacity. Over the last few years, Oxfordshire's economy has performed strongly, and the scale of recent investment bodes well for future growth.

Between 2011 and 2014, the number of jobs in Oxfordshire grew by 7.8%, compared to growth of 6.2% nationally, far out-stripping even the most optimistic job creation estimates used in the SHMA which concludes that:

'the resultant level of employment growth of 88,000 jobs over the 2011-31 period in the Committed Economic Growth Scenario (equivalent to growth in employment of 4,400 pa) "would be an achievement, especially in the current economic environment, but is by no means unprecedented." In comparative terms it would represent employment growth of 1.0% per annum (with annual growth rates varying from 0.8% pa in South Oxfordshire and West Oxfordshire to 1.5% pa in the Vale of White Horse). This compares to an average annual growth rate of 1.7% across Oxfordshire between 1981-2000; and to 1.2% pa in Cambridgeshire between 1990-2011'



4 Proposed sites:

There are currently 31 proposed sites across Oxfordshire at various stages in the planning process. These proposed sites are all large enough to potentially support a CEP. Based on the estimates provided by the developers, the total number of potential jobs at each site is shown below:

District	Total projected jobs (over approx. 10 years)
Cherwell	8376
Oxford City	24945
South Oxfordshire	6760
Vale of White Horse	4721
West Oxfordshire	No estimates available
Total	44802

It is worth noting that these estimates are not provided by the developers in every case, so the actual jobs created are likely to be higher¹. They include jobs at both the construction and end-use (e.g. retail, restaurant, etc.) phase, where appropriate.

Further detail is included on each of these sites in Appendix 4.

¹ The estimated job figures are taken from planning applications, in which many developers state the potential number of roles likely at the construction and end use phase. In cases where there is no estimate available from the developers no estimate of job numbers is included in these figures. Appendix 4 shows a detailed breakdown of this information per site.

5 Out of work benefit claimants:

The below table shows a breakdown of residents claiming out of work benefits, along with information on school leavers and young people. The table also shows total population estimates, migration in and out, and student numbers:

All data is for Oxfordshire residents	Oxfordshire	Cherwell	Oxford City	South	Vale	West
ESA ²	8,160	2,000	2,560	1,210	1,300	1,100
Claimant count combined (JSA+UC) ³	2,710	545	960	400	425	380
JSA ⁴	1,815	325	645	280	290	285
UC ⁵	895	220	315	120	135	95
Main out of work benefits ⁶	19,620	4,600	6,050	3,080	3,160	2,730
Totals	12,580	2,820	4,300	1,820	1,980	1,650
School leavers p.a. ⁷	6691	1534	1152	1326	1161	1103
NEET ⁸	619	198	174	91	79	77
Young people who are not known ⁹	739	N/A	N/A	N/A	N/A	N/A
Totals:	8049	1732	1326	1417	1240	1180
Population at Census ¹⁰	653,798	141,868	151,906	134,257	120,988	104,779
Population estimates ¹¹	677,800	145,600	159,600	137,400	126,700	108,600
Migration in ¹² (this is people who were not living in the area at 27/3/10 but were at 27/3/11)	52,376	7,817	21,791	8,188	8,595	5,985
Migration out ¹³ (this is people who were living in the area at 27/3/10 but were not at 27/3/11 - however this does not include those that migrated overseas)	40,736	7,037	13,262	7,661	7,563	5,213
Numbers of students (aged 16-64) ¹⁴	25,200	6,300	9,900	2,900	4,600	1,500

² Incapacity benefit or ESA only, Source: DWP benefit claimants - working age client group, August 2016

³ Claimant count refers to the number of people claiming for the reason of unemployment (JSA and UC claims) Source: DWP benefit claimants - working age client group, August 2016 current

⁴ JSA only, Source: DWP benefit claimants - working age client group, August 2016

⁵ UC only, Source: DWP benefit claimants - working age client group, August 2016

⁶ Out of work benefits – these include JSA/UC/ESA plus incapacity benefits, lone parents and other income related benefits Source: DWP benefit claimants - working age client group, August 2016

⁷ EFA local residents sixth form 2015/16

⁸ CEF team, OCC

⁹ CEF team, OCC

¹⁰ Census 2011

¹¹ ONS population estimates

¹² Census 2011

¹³ Census 2011

¹⁴ ONS Annual Population Survey

Oxfordshire is generally prosperous; it is the 11th least deprived of 152 upper-tier local authorities in England. When compared with the other upper tier local authorities in England, Oxfordshire is less deprived than average across six of the seven domains of deprivation including:

- Employment Deprivation – Oxfordshire is the 9th least deprived upper tier local authority in England out of 152
- Income Deprivation – Oxfordshire is the 10th least deprived
- Education, Skills and Training – Oxfordshire is the 34th least deprived¹⁵

However, there are pockets of deprivation, with fifteen small areas ranking in the 20% most deprived nationally. In these areas, particular aspects of deprivation include; income deprivation; employment deprivation; and education, skills and training deprivation.

¹⁵ <http://insight.oxfordshire.gov.uk/cms/index-multiple-deprivation-dashboard>, accessed 24th October 2016

6 Educational Attainment:

Educational Attainment (Jan 2015 – Dec 2015):

This table shows that overall Oxfordshire residents have high levels of educational attainment; however, there remain districts in which there are significant numbers with no qualifications at all. CEP's provide opportunities for people to access skills and training, thereby increasing their employability. Increasing skills levels is good for individuals, helping those currently marginalised from the workforce to move closer to the labour market and it is good for the economic prosperity of the county as it helps provide employers with the skilled workforce they need.

Variable ¹⁶	Cherwell		Oxford		South Oxfordshire		Vale of White Horse		West Oxfordshire	
	number	percent	number	percent	number	percent	number	percent	number	percent
% with NVQ4+ - aged 16-64	31,900	36.0	72,500	63.4	47,300	57.4	35,900	47.7	33,000	50.1
% with NVQ3+ - aged 16-64	48,800	55.1	87,400	76.5	58,400	70.7	49,500	65.7	43,000	65.3
% with NVQ2+ - aged 16-64	64,400	72.6	98,500	86.1	70,100	85.0	60,300	80.1	51,400	78.2
% with NVQ1+ - aged 16-64	76,600	86.4	103,200	90.2	78,000	94.5	68,800	91.4	56,100	85.3
% with other qualifications (NVQ) - aged 16-64	6,300	7.1	5,900	5.1	1,800	2.2	2,900	3.9	3,400	5.1
% with no qualifications (NVQ) - aged 16-64	5,700	6.5	5,300	4.6	2,800	3.3	3,600	4.7	6,300	9.6

¹⁶ Nomis on 15 August 2016

7 Occupation Classification (2014):

This occupation classification table shows the percentage of workers in each of the main industry categories broken down by district. Highlighted are those industry areas in which there is over 10% of the population employed. This shows that the key sectors in Oxfordshire are:

- Manufacturing
- Retail
- Professional, scientific and technical
- Education
- Health

Industry ¹⁷	Cherwell	Oxford	South Oxfordshire	Vale of White Horse	West Oxfordshire
	%	%	%	%	%
1 : Agriculture, forestry & fishing (A)	-	-	-	-	-
2 : Mining, quarrying & utilities (B,D and E)	0.8	0.3	0.8	1.8	1.0
3 : Manufacturing (C)	11.7	3.6	5.9	5.6	12.7
4 : Construction (F)	4.4	5.4	5.0	5.8	5.4
5 : Motor trades (Part G)	4.0	0.8	1.7	1.6	2.6
6 : Wholesale (Part G)	7.0	0.9	4.7	5.1	3.7
7 : Retail (Part G)	12.3	8.3	9.6	7.2	10.3
8 : Transport & storage (inc postal) (H)	4.0	2.3	3.5	3.8	4.2
9 : Accommodation & food services (I)	6.4	6.8	8.9	6.5	8.7
10 : Information & communication (J)	3.2	5.5	4.5	6.8	3.8
11 : Financial & insurance (K)	2.0	0.8	2.1	1.5	1.7
12 : Property (L)	1.5	1.1	1.7	1.7	2.3
13 : Professional, scientific & technical (M)	7.9	8.7	20.7	17.4	8.6
14 : Business administration & support services (N)	8.8	5.1	7.9	8.7	6.1
15 : Public administration & defence (O)	5.6	2.9	2.2	2.0	2.4
16 : Education (P)	6.3	27.6	8.6	10.8	9.5
17 : Health (Q)	10.0	17.3	7.4	9.4	9.2
18 : Arts, entertainment, recreation & other services (R,S,T and U)	3.8	2.7	4.7	4.2	7.9

The 31 proposed strategic sites referenced in this document all require construction workers. For those that will have end-use CEP's, the roles will mainly be in logistics, retail, hospitality and leisure. The detailed information on job breakdown is contained within Appendix 4.

¹⁷ Nomis on 15 August 2016

8 Skills Shortages:

Retail, hospitality and logistics are areas in which there are already identified potential future labour and skills shortages in Oxfordshire. Nationally, the construction sector is experiencing a skills shortage, with the CITB reporting that all 28 occupational categories defined in the Construction Skills Network have seen growth in 2015. Some, for example, bricklayers, have experienced very fast expansion, leading to difficulties recruiting skilled staff. The same CITB report quotes the Federation of Master Builders as stating the recruitment of bricklayers, carpenters and joiners has become more acute over the past year, with around 60% of respondents reporting difficulties recruiting the former and around 55% in recruiting the latter in the third quarter of 2015 compared with the same period in 2014¹⁸. The CITB states that this situation is unlikely to ease during 2016 as they predicted an increase of nearly 80,000 in the construction workforce given anticipated demand.¹⁹

Construction:

According to Labour Market Information, there are currently 17,700 people employed in construction jobs in Oxfordshire, 5.2% of the working age population. Construction continues to be a male dominated sector and about half of construction workers in Oxfordshire are involved in the construction of domestic buildings, rather than commercial or infrastructure construction.

Of all occupation types, Oxfordshire employers find it hardest to recruit to the skilled trades, with a fifth of employers with vacancies saying this is a problem due to skills shortages²⁰.

Vacancies, May – July 2016	No. of postings
Electrician and electrical fitters	90
Plumbers and heating and ventilation engineers	87
Carpenters and joiners	47
Elementary process plant occupations	12
Construction and building trades	10
Plant and machine operatives	6
Bricklayers and masons	2

Retail:

There are 32,000 employees in retail in Oxfordshire and just under half are working at retail assistant level. The sector has a low-qualified workforce (usually no formal qualifications are required) and has long relied on young people to fill roles. The reputation of the sector is of 'stop gap' employment rather than a long-term career. In Oxfordshire, the retail sector employs the largest number of part time workers; 57% of workers are part time²¹.

¹⁸ CITB, Construction Skills Network Report, <http://www.citb.co.uk/research/construction-skills-network/uk/>, p. 7

¹⁹ Ibid, p. 8

²⁰ Oxfordshire LMI, Focus on Construction, <http://www.o2i.org/content/lmi>

²¹ Oxfordshire LMI, Focus on Retail and Sales, <http://www.o2i.org/content/lmi>

Vacancies, May-July 2016	No. of postings
Managers and Directors in retail and wholesale	180
Business Sales Executives	112
Sales Supervisors	94
Sales related occupations	51
Sales and retail assistants	36
Customer service occupations	20
Sales accounts and business development managers	14

Logistics:

In Oxfordshire, there are 11,500 people working in the Logistics industries, making up 3.3% of the Oxfordshire workforce. This can be broken down further as:

- 42.6% in land transport and transport via pipelines
- 0.9% in water transport
- 41.7% in warehousing and support activities for transportation
- 14.8% in postal and courier activities

Most of the sub sectors in Oxfordshire have seen growth in their number of employees with the warehousing sub sector nearly doubling since 2010 but postal and courier service staff are down by a third.

To date in 2016 (to end of Sept) there are 4,600 job vacancies in supply chain, logistics, transport and distribution. The top 5 jobs being advertised are²²:

Occupation	Job Postings
Large goods vehicle drivers (8211)	718
Buyers and procurement officers (3541)	408
Elementary construction occupations (9120)	377
Van drivers (8212)	339
Plant and machine operatives n.e.c. (8129)	336

²² Burning Glass Technologies, Labour Insight, Jan-Sep 2016

9 CEP justification

The National Planning Policy Framework (CLG, 2012) states that planning obligations should only be sought where they meet all of the following tests:

1. Necessary
2. Relevant to planning
3. Relevant to the development being permitted
4. Enforceable
5. Precise
6. Reasonable in all other respects

Necessary:

The NPPF guidance on meeting the six tests requires that a condition must not be imposed unless there is a definite planning reason for it. Local planning policies are clear that employment generating development should provide mitigation measures in line with its impacts on the demands for housing, labour, skills and on the transport network. A CEP is therefore necessary to make the development acceptable in planning terms.

According to the NPPF the main purpose of planning is to 'achieve sustainable development' via economic, social and environmental means. The economic role is defined as 'contributing to building a strong, responsive and competitive economy, by ensuring that sufficient land of the right type is available in the right places and at the right time to support growth and innovation; and by identifying and coordinating development requirements, including the provision of infrastructure'. The role of land use and spatial planning is equally critical in economic development terms ensuring that new job opportunities during construction and at the end use are maximised to deliver the greatest benefit to communities.

This should include 'seeking positive improvements' which take into account 'making it easier for jobs to be created in cities, towns and villages'. It further states that 'plans and decisions need to take local circumstances into account, so they respond to the different opportunities for achieving sustainable development in different areas'. The core principles in the NPPF are considered to 'underpin both plan making and decision taking' and amongst these key principles is the need to 'proactively drive and support economic development to deliver the homes, businesses and industrial units, infrastructure and thriving places that the country needs'. The importance of providing jobs and training for the local community offers the opportunity to generate and share increased economic prosperity and contribute to the health and social well-being of the local workforce.

In delivering sustainable development therefore one of the principle aims set out in the NPPF is to 'build a strong, competitive economy'. The Government states that it is committed to securing economic growth 'in order to create jobs and prosperity'. It goes on to say that 'significant weight should be placed on the need to support economic growth through the planning system'. CEP's developed in partnership with developers, local authorities and skills providers can play an important role in achieving this vision and ensure that the proper alignment between jobs created and a skilled local labour force is secured to the benefit of all parties.

Relevant to planning:

A condition for a CEP is related to planning objectives, as outlined above. It directly relates to the aim of achieving sustainable development. It is well within the scope of the permission to which it is attached and is not being used to control matters that are subject to specific control elsewhere in planning legislation. Developers often identify projected employment outcomes as part of the justification for development. It is therefore important that the impacts of development are mitigated and the economic benefits of new development in terms of improved local skills and employment outcomes are realised.

It is possible that local community support for significant development projects may be affected if job opportunities are not being created for residents, in particular those with previous skills and experience in construction. Local residents provide a source of labour and provision should be made for upskilling some of those unskilled workers to meet increasing demand for skilled labour within the construction industry.

Nationally the construction industry is experiencing a skills shortage, with the CITB reporting that all 28 occupational categories defined in the Construction Skills Network have seen growth in 2015. The report states that this situation is unlikely to ease during 2016 as they predict an increase of nearly 80,000 in the construction workforce given anticipated demand²³.

Locally, according to Labour Market Information, there are currently 17,700 people employed in construction jobs in Oxfordshire: 5.2% of the working age population. Of all occupation types, Oxfordshire employers find it hardest to recruit to the skilled trades, with a fifth of employers with vacancies saying this is a problem due to skills shortages²⁴.

In this situation, wages are likely to rise and finding suitable labour will become more difficult and expensive. The ability to source labour at realistic rates is critical to project viability and deliverability. CEP's can help to ensure that such labour is available for the duration of the construction period.

Relevant to the development being permitted:

A CEP condition is fairly and reasonably related to the development given that the development is of a significant size. As outlined above, it is related to planning objectives, and in addition, is also justified by the nature and impact of the development.

The definition of major development is 10 or more residential units or more than 1,000 square metres of floor space, but OxLEP is suggesting CEP's where development is over a threshold of either 1,000 houses and/or 4,000 square metres of floor space. The District Councils, as the Local Planning Authorities, will need to determine the thresholds for the use of CEP's, so this threshold will vary depending on the District. The requirement is targeted at these largest developments as it is most relevant to them.

In Oxfordshire both activity and employment rates are higher than the regional average and significantly higher than the national average. In the year to March 2016, some 358,000 residents aged 16-64 were in employment (employed or self-employed).

²³ CITB, Construction Skills Network Report

²⁴ Oxfordshire LMI, Focus on Construction

The rate of unemployment is very low; as at February 2017, some 2,825 people in Oxfordshire were claiming Job Seekers Allowance (JSA) or Universal Credit (UC). This means an unemployment rate of just 0.7%, compared to 1.9% for Great Britain. In practice, Oxfordshire is approaching full employment.

The tightness of our labour market brings challenges for businesses seeking to recruit staff from a small pool of local labour. In addition, house prices are a real concern which makes it harder to recruit to lower income roles and increases the amount of commuting from lower cost areas, thereby further adding to the strain of a transport network already operating at capacity.

Deliverability and viability are clearly relevant; labour costs will be a significant element within the viability assessment. A CEP helps to protect the developer from future labour skills shortages and subsequent increased labour costs. CEP conditions are only being sought on large developments.

Enforceable:

It is practically possible to enforce a condition requiring a CEP. It will be evident whether a plan has been produced or not. As per the NPPF guidance on meeting the six tests, it will be possible to detect a contravention and to remedy any breach of the condition.

In other CEP's, the targets and outputs are formulated in partnership with developers and then monitored through a steering group. The quality of the plan developed can be ensured by drawing on best practice both locally and nationally from CEP's already in place.

Precise:

The text of the condition should be clear to the applicant and others what must be done to comply with it. The text requesting a condition in responses to planning applications states:

The developers will be required to prepare and implement, with local authorities and skills providers, a Community Employment Plan (CEP) that will seek to mitigate the impacts of development through ensuring that local people can better access the training (including apprenticeships) and job opportunities arising from the development. CEP's should relate to outcomes from both the construction and the end use phase, where appropriate.

This text is comparable to that used in other areas where CEP's are part of planning policy and are regularly attached as conditions to planning applications.

Using a standard approach to the CEP format will ensure it is precise in terms of content and objectives.

Reasonable in all other respects:

A condition requesting a CEP is reasonable; in no way does it place unjustifiable and disproportionate burdens on the applicant.

Developing local labour and upskilling the workforce is supported by the Construction Industry Training Board and other trade organisations in the construction sector. The CITB state "there is no reason why a planning condition containing requirements with respect to

employment and skills cannot meet these tests; indeed it is common to see a planning condition containing these requirements²⁵

It is also supported by the CBI and Chambers of Commerce and LEP's across the country. At a national level, the use of CEP's or Employment and Skills Plans is relatively common. Reading has an SPD outlining obligations in relation to Employment and Skills Plans. Similarly, they are also used in Leicester and Portsmouth. In these and other areas, the requirement to complete a CEP as part of planning conditions is well established, so there is clear precedent for this approach.

In addition, the Considerate Constructors Scheme includes within its Code of Considerate Practice, 'Respect for the Community', the requirement of 'contributing to and supporting the local community and economy'.

²⁵ CITB, Client Based Approach: To developing and implementing an Employment and Skills Strategy on Construction Projects, Local Client Guidance' – England, March 2016, p. 28

Appendix 1: Constructing Leicester: Informal Guidance Note on Employment and Skills Plans

A: Sample wording for a Condition attached to a planning permission:

Condition:

The development shall not commence until an Employment and Skills Training Plan that is tailored to the development has been submitted to and approved by the city council as Local Planning Authority (unless otherwise agreed in writing by the council). The development shall be carried out in accordance with that plan.

(In the interests of delivering local employment and skills training opportunities in accordance with Core Strategy Policy 10)

Note to applicant

The Employment and Skills Plan required by the condition above should be agreed as soon as possible before any development contracts are prepared and should be in accordance with the guidance in the Leicester City Council document Employment and Skills Plans Informal Guidance Note, May 2015

B: Sample wording for a S106 agreement attached to a planning permission:

1.1 Prior to commencement of development to submit to the council for approval the Employment and Skills plan.

1.2 The Employment and Skills plan submitted pursuant to clause 1.1 above shall include arrangements setting out how the owner will and to the extent they are not the same person how any developer or occupier and their contractors will be required to work directly with local employment/training agencies including but not limited to:

1.2.1 Voluntary and private sectors providers

1.2.2 Sixth form colleges, colleges of further education and universities

1.2.3 Job Centre Plus

1.3 Development shall not be commenced, until written approval of the Employment and Skills Training Plan has been received from the council (unless otherwise agreed in writing by the council).

1.4 Following written approval of the employment and skills plan by the council, the owner will implement and where necessary procure implementation and promote the objectives of the approved employment and skills plan and ensure that so far as reasonable the objectives are met.²⁶

²⁶ Constructing Leicester: Informal Guidance Note on Employment and Skills Plans, <https://www.leicester.gov.uk/business/start-up-and-growth/constructing-leicester/> (on 24th October 2016)

Appendix 2: Reading Supplementary Planning Document (double click to open the PDF)

Employment, Skills and Training SPD

5.0 Types of Employment, Skills and Training

- 5.1 There are two key areas of employment, skills and training for which S106 planning obligations will be sought. The first is the *construction phase* for all large developments, the second at the *end user phase* of large commercial development. The measures will seek to mitigate the impacts of development through ensuring that local people can better access job opportunities arising from development.
- 5.2 Planning obligations secured through S106 will be used to assist local residents to receive training during the construction phase, and to support/ provide the training and skills needed to access the new job opportunities created by the developments' end-user. During the construction phase, developers will be expected to make best efforts to employ local contractors, subcontractors, apprentices and trainees.
- 5.3 For both the construction and end-user phases, developers and occupiers will need to be committed to working with the Council (and Reading's economic development company)⁹ to develop a site specific *Employment and Skills Plan (ESP)*. The S106 agreement will require the implementation of the approved ESP. Funding to deliver the ESP outcomes will be the responsibility of the developer working in consultation with the Council, its ESP delivery partner and relevant skills and employment delivery partners. This will be based on meeting a specified number of training/ apprentice/up-skilling outcomes.
- 5.4 ESP's typically cover the following outcomes (both construction & end use phases):
- Number of apprenticeships
 - Employment/training initiatives
 - Training and work experience for younger people, including those who are not in employment, training or education (IIEET)
 - Best endeavours to maximise local labour
 - Local procurement agreement - potential for local businesses to be included in tender lists.
- 5.5 Delivery of the ESP will require collaboration between a large number of agencies and organisations. Reading's economic development company, will work with the developer/end user and will provide assistance and guidance in identifying the most appropriate providers/ suitable delivery partners to match the skills and training needs of the ESP. The SFB coordinator will monitor the overall ESP.

⁹ Reading UK CIC is Reading's economic development company and is responsible for delivering skills priorities on behalf of the Local Strategic 2020 Partnership, and coordinate the delivery of publically funded 19+ accredited skills and training.



Appendix 3: Construction Phase Community Employment Plan Template

A Community Employment Plan has been developed by (the developer) with support from....

The plan below sets out the construction phase Community Employment Plan and outcomes required as detailed by condition x of the development site outline planning permission (reference x)

Outputs from the plan will be measured and monitored as part of an on-going dialogue from monthly meetings with a variety of key external and internal stakeholders. All progress will be shared regularly with the Local Planning Authority. Stakeholders participating in the Community Employment Plan include:

Action	Activity	Timescale	Target/outputs	Stretch target	Responsible person	Definition
Local labour, supply chain & procurement	Local employment and training clauses including use of local apprenticeships and traineeships built into procurement contracts					
	Maximise local procurement through ensuring main and sub-contractors source locally where practical					
	Hold a minimum of x “meet the buyer” events aimed at supporting local supply chain opportunities.					Meet the Buyer’ events are run by the construction partner to explain the project, the opportunities and the procurement process to local suppliers
	Supporting employment for young people					Young people aged between 18-25 when they start on site
	Supporting local employment					Oxfordshire postcodes: http://www.postcodearea.co.uk/postalowns/oxford/
	Supporting Social Enterprises in supply chain					Social Enterprise trade to tackle social problems, improve communities, people’s life chances, or the environment

Engaging with Education	Support Oxfordshire careers events and National Apprenticeship Week (NAW) annually during the course of the development					Careers event; a not for profit event that supports education and employment outcomes for young people
	Work with and support schools county wide to promote and introduce pupil and those that advise pupils of the range of skills and careers available in the construction industry					
	Provide site tours to schools, colleges, universities and those organisations up skilling individuals					
	Support University graduate research projects					
	Develop a series of creative interventions that advise parents of the range of skills and careers available in the construction industry					
Youth & apprenticeships	Support apprenticeships by: <ul style="list-style-type: none"> • embedding use of local apprentices in supply chain procurement • ensuring the construction phase supports x apprenticeships during construction 					
	Support training and work experience for young people by:					

	<ul style="list-style-type: none"> • Providing a strategy that delivers –employment training and work experience/placements places for young people, matched to their areas of interest and aspirations, where they engage in purposeful work related learning activities rather than observation. • Embedding these opportunities in supply chain 					
Disadvantaged & Communities	<ul style="list-style-type: none"> • Support a series of sector based work academies for those aged 18 or above (8 participants at each) over the life of the development aimed at creating opportunities for those most marginalised from the workplace 					<p>A sector-based work academy can last up to six weeks and has three key components:</p> <ul style="list-style-type: none"> • Pre-employment training relevant to the needs of your business and sector. • Up to one week work experience placement – of great benefit to both the individual and a business • A guaranteed job interview https://www.gov.uk/government/publications/sector-based-work-academies-employer-guide/sector-based-work-academies-employer-guide
	Supporting local charities					Local charity means a charity with an Oxfordshire registered office address and whose beneficiaries are primarily Oxfordshire residents

	Promoting local volunteering					
Partnership support	<p>Developer to:</p> <ul style="list-style-type: none"> • nominate a single point of contact for Community Employment Plan construction phase, activity and monitoring • ensure all reasonable monitoring requests are actioned in a timely manner 					

Appendix 4: Proposed sites for CEP's

Site Name	Site Details	Developer Job Estimates			HBA Estimates ²⁷
		Overall job estimates	Construction	End use	
Cherwell					
Symmetry Park	<ul style="list-style-type: none"> 20,067 SQM B8 with ancillary B1 Outline app for 44,965 SQM B8 	1000+	No estimate available	1000	
Wretchwick Green	<ul style="list-style-type: none"> 1,500 houses 18ha B1/B8 local centre with retail primary school 	1688+	No estimate available	<ul style="list-style-type: none"> 1688 in B1/B8 Retail Primary school 	<ul style="list-style-type: none"> 2250 direct construction 13500 in supply chain
Land at Southern Bomb Stores, Upper Heyford	<ul style="list-style-type: none"> 2,650 m2 B1 10,550m2 B1 b/c 9,900m2 B8 	No estimate available	No estimate available	No estimate available	
Bicester Gateway Kingsmere Retail	<ul style="list-style-type: none"> Four class A1 units One class A3 unit A class D2 unit 	300 end use	No estimate available	<ul style="list-style-type: none"> 300 in A1, A3 and D2 	
Bicester Gateway Business Park	<ul style="list-style-type: none"> 14,972 m2 B1 149 room hotel 	550 end use	No estimate available	<ul style="list-style-type: none"> 500 in B1 50 hotel 	
Spiceball Development Area	<ul style="list-style-type: none"> Retail, restaurants, hotel, cinema 	753	37	716	
South of Salt Way East	<ul style="list-style-type: none"> 1,000 houses 1000m2 A1 Financial services Restaurants/pub and 	970+	97-110 p/a over 10 years	No estimate available	<ul style="list-style-type: none"> 1500 direct construction 900 in supply chain

²⁷ The Home Builders Federation estimates that every new home built creates 1.5 direct house building jobs plus 0.9 jobs in the supply chain (<http://www.hbf.co.uk/media-centre/news/view/jobs-boom-over-100000-new-jobs-created-by-house-building-surge/>)

	<ul style="list-style-type: none"> takeaways primary school 				
Land between New Banbury Daventry Rd and M40	<ul style="list-style-type: none"> Industrial unit (B8) 2 office buildings (B1) 80 bed hotel Motorway services area amenity building 	1615	<ul style="list-style-type: none"> 235 construction jobs p/a over 2 years 	<ul style="list-style-type: none"> 1,145 FTE 	
Former RAF Upper Heyford	<ul style="list-style-type: none"> 1,000 houses 12ha employment land 	1500	No estimate available	1500 B1/B2/B8	<ul style="list-style-type: none"> 1500 direct construction 900 in supply chain
Begbroke	<ul style="list-style-type: none"> Employment led mixed use 	No estimate available	No estimate available	No estimate available	
City of Oxford					
Northern Gateway	<ul style="list-style-type: none"> 500 houses 90,000m2 class B employment land 4000m2 supermarket Smaller retail units (2500m2) Hotel 	7500	3200	4300	<ul style="list-style-type: none"> 750 direct construction 450 in supply chain
Oxpens	<ul style="list-style-type: none"> 300 houses 8,200 sq. m. of B1 office space 4,400 sq. m. allocated for Research & Development 155 bedroom hotel Shops and restaurants 	1000	300	700	<ul style="list-style-type: none"> 450 direct construction 270 supply chain
Gateway Station	<ul style="list-style-type: none"> Mixed use and redevelopment of station 	1535	1,000	535	

Osney Mead	<ul style="list-style-type: none"> • Student accommodation • Employment 	14,700	8,000	6,700	
Templars Square	<ul style="list-style-type: none"> • Residential • Hotel • Retail 	210	153	57	
South Oxfordshire					
Chalgrove Airfield	<ul style="list-style-type: none"> • 3000 houses • 5ha employment land 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 4500 direct construction • 2700 in supply chain
Didcot North East	<ul style="list-style-type: none"> • 1,880 houses, • 2 new primary schools • 1 secondary school • 1500 m2 class A1 • Public house/restaurant • C1 hotel • Extra care housing 	2000+	200 jobs p/a over 10 years	No estimate available	<ul style="list-style-type: none"> • 2820 direct construction • 1692 in supply chain
Adjacent to Culham Science Centre	<ul style="list-style-type: none"> • Redevelopment and intensification of the Science Centre • 3500 houses • Increase of 2ha employment land 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 5250 direct construction • 3150 in supply chain
Didcot A site (south and Vale site but included in South)	<ul style="list-style-type: none"> • 400 houses • 110,000 m2 of B2/B8 • 25,000 m2 of B1 • 13, 000 m2 of A1 • 150 bed hotel 	4760	600	4160 retail, hospitality, warehousing and office	<ul style="list-style-type: none"> • 600 direct construction • 360 in supply chain

	<ul style="list-style-type: none"> • 500m2 of A3/A4 pub/restuarant 				
Berinsfield Regeneration (public consultation)	<ul style="list-style-type: none"> • Up to 2,100 houses 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 3150 direct construction • 1890 in supply chain
Vale of White Horse					
Valley Park, Didcot	<ul style="list-style-type: none"> • 4254 houses, local centre • 2 primary schools • Special needs school 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 6381 direct construction • 3828 in supply chain
Crab Hill, Wantage	<ul style="list-style-type: none"> • 1500 homes • Primary school • Employment space (B1) 	1689	137 FTE p/a for 12 years	45 retail + public house/restaurant	<ul style="list-style-type: none"> • 2250 direct construction • 1350 in supply chain
Grove Air Field	<ul style="list-style-type: none"> • 2,500 houses • Secondary school • Primary schools • Local centre 	1990	199 p/a over 10 years	N/A	<ul style="list-style-type: none"> • 3750 direct construction • 2250 in supply chain
Land North of Dunmore Road and Twelve Acre Drive, Abingdon	<ul style="list-style-type: none"> • 900 houses • 50 retirement homes • Primary school • Community hub • Care home • Children's nursery • Public house/restaurant 	1042	93 p/a over 10 years	109	<ul style="list-style-type: none"> • 1350 direct construction • 810 in supply chain
Dalton Barracks	<ul style="list-style-type: none"> • At least 1000 houses 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 1500 direct construction

					<ul style="list-style-type: none"> • 900 in supply chain
Harwell Campus	<ul style="list-style-type: none"> • 1000 houses 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 1500 direct construction • 900 in supply chain
West Oxfordshire					
East of Chipping Norton	<ul style="list-style-type: none"> • 1400 houses and 9ha employment land 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 2100 direct construction • 1260 in supply chain
North Witney	<ul style="list-style-type: none"> • 1,400 houses 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 2100 direct construction • 1260 in supply chain
West Witney (north Curbridge)	<ul style="list-style-type: none"> • 1,000 houses and 10ha employment land 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 1500 direct construction • 900 in supply chain
West of Eynsham	<ul style="list-style-type: none"> • 1000 houses 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 1500 direct construction • 900 in supply chain
West Oxfordshire Garden Village	<ul style="list-style-type: none"> • 2,200 houses and 40ha employment land 	No estimate available	No estimate available	No estimate available	<ul style="list-style-type: none"> • 3300 direct construction • 1980 in supply chain

Appendix 5: The Oxfordshire Districts

Oxfordshire is made up of five separate districts, each of which has its own district council and its own distinctive economy.

Oxford city is the county's functional centre and most of the county is within an Oxford Travel to Work Area (as defined at the time of the 2011 Census). However, in the north of the county, Banbury has a TTWA of its own extending in to Northamptonshire, and in the south parts of Oxfordshire are within the Reading TTWA.

As reflected in the emerging Local Plans, the main locations for housing and employment growth will be within the Knowledge Spine, from Bicester in the north through Oxford to Science Vale in the south. As such, these will be the areas with the greatest potential sites for CEP's.

That isn't to say that housing and employment sites will be confined to these areas, as such opportunities for CEP's will exist across the county.

In this context, it is worth noting the potential growth identified in the 'Economic Forecasting to inform the Oxfordshire Strategic Economic Plan and Strategic Housing Market Assessment'. This draws out areas where employment growth based on past trends may be underestimated. Planned investments and new policies make it likely that there will be significant job growth in the following areas:

- Cherwell: in particular in Bicester there is the potential for growth in bioscience, advanced engineering and warehousing and distribution.
- Oxford City: there is likely to be significant growth in employment in education (related to the University), bioscience and healthcare and retail.
- Vale of White Horse and South Oxfordshire: at Science Vale there is the potential for growth in the specialist technology areas, including space science and satellite communications, the physical sciences and biomedical.
- West Oxfordshire: there is potential for growth in existing firms in engineering, motorsport and food production²⁸.

These give an indication of the growth industries in each district, as well as highlighting the scale of potential job growth in Oxfordshire.

A short summary of district-specific information is contained below. More detailed information on each district's economy is available via the emerging Local Plans.

Cherwell:

Cherwell has a diverse economy but often with 'lower value' activity similar to the South Midlands.²⁹ The population of 141,868 is projected to grow by a cumulative 15.6% by 2026; significantly higher than regional and national rates.³⁰

Levels of employment are high, however, wages paid in Cherwell lag behind those of the South East region³¹ and only 36% of the population is educated to NVQ L4; lower than the rest of the county.

²⁸ Economic Forecasting to inform the Oxfordshire Strategic Economic Plan and Strategic Housing Market Assessment', p.30

²⁹ Economic Development Strategy for Cherwell 2011-2016, p.9

³⁰ Economic Development Strategy for Cherwell 2011-2016, p.11

³¹ Ibid, p.10

Retail provides the largest employment in the Cherwell district, with 12.3% of the workforce employed in this sector. It is closely followed by manufacturing at 11.7% and then Health at 10%.

There are pockets of deprivation in the district, with parts of Grimsbury and Castle and Ruscot in Banbury within the 20% most deprived nationally.

Population at Census	141,868
ESA	2,000
Claimant count combined (JSA + UC)	545
JSA	325
UC	220
Main out of work benefits	4,600

City of Oxford:

Oxford City has a thriving economy, ranked 7th in its workforce's contribution to the national economy when compared to the other 54 cities in England for Gross Value Added. Its population of 151,906 is made up of a high proportion of young people and students. The level of unemployment in the City is low, and the workforce is highly qualified with 60% of the working age population qualified to NVQ Level 4 and above.

The public sector dominates employment in Oxford, in particular education and health with 27.6% and 17.3% respectively working in these sectors.

As with Oxfordshire as a whole, levels of economic activity are high and the unemployment rate is low. However, there are pockets of deprivation in Oxford City, including parts of Rosehill and Iffley, Northfield Brook, Barton and Sandhills and Blackbird Leys which are amongst the 20% most deprived nationally.

Population at Census	151,906
ESA	2,560
Claimant count combined (JSA + UC)	960
JSA	645
UC	315
Main out of work benefits	6,050

South Oxfordshire:

South Oxfordshire has a population of 134,257. Levels of unemployment are low and the population is highly qualified, with 57.4% of the population educated to NVQ L4 or above.

Employment is predominantly in Professional, Scientific and Technical at 20.7% followed by retail at 9.6%. There is a higher level of employment in the Professional, Scientific and Technical category than is the case either regionally or nationally³², but this is to be expected as Science Vale runs across this district and the Vale of White Horse. Some parts of the District, Berinsfield and parts of Didcot, have a relatively high score on the multiple indices of deprivation.

³² South Oxfordshire Employment Land Review September 2015, p. 29

Population at Census	134,257
ESA	1,210
Claimant count combined (JSA + UC)	400
JSA	280
UC	120
Main out of work benefits	3,080

Vale of White Horse:

The Vale of White Horse has a population of 120,988 and strong knowledge-based economy. Levels of unemployment are low and 47.7% of the workforce is qualified to NVQ L4 or above.

Employment is predominantly in the Professional, Scientific and Technical category, followed by Education, at 17.4% and 10.8% respectively. As with South Oxfordshire, these high levels are due to the Science Vale area.

There are relatively low levels of deprivation across the District; however, some parts of Abingdon Caldecott fall within the 20% most deprived nationally.

Population at Census	120,988
ESA	1,300
Claimant count combined (JSA + UC)	425
JSA	290
UC	135
Main out of work benefits	3,160

West Oxfordshire:

West Oxfordshire has a population of 104,779, lower than the other districts and a reflection of its rural nature. As with the rest of Oxfordshire, unemployment levels are low and 50.1% of the workforce is qualified to NVQ L4 or above.

12.7% of the workforce is employed in manufacturing, closely followed by 10.3% in retail.

There are low levels of deprivation across the District; however, the 'dispersed' nature of the district means that some residents are deprived in terms of access to housing and services.

³³

Population at Census	104,779
ESA	1,100
Claimant count combined (JSA + UC)	380
JSA	285
UC	95
Main out of work benefits	2,730

³³ West Oxfordshire Local Plan 2031 Submission Draft including Proposed Modifications, Nov. 2016, p. 19