

Tending District Council Local Recruitment Strategy

Prior to commencement or at a later date agreed in writing by the Local Planning Authority, the applicants shall submit to the Local Planning Authority, in writing, a Local Recruitment Strategy to include details of how the applicant/ developer shall use their reasonable endeavours to promote and encourage the recruitment of employees and other staff in the locality of the application site, for the construction of the development and for the uses of the development thereafter. The approved Local Recruitment Strategy shall be adhered to therein after.

Components of Local Recruitment Strategy

To work with a named individual within the Tending District Council Regeneration Team to develop and coordinate the following:

1. **Forecasting of job opportunities:** In order to maximise local employment provision, The Developer and Contractor(s) will provide construction phasing / end-user jobs information and where possible labour forecasting data. This will enable appropriate, job ready local candidates to be matched to any job opportunities as they arise. The Developer will ensure wherever possible that their contractors and sub-contractors within the supply chain comply with this obligation and will provide the named individual within the Tending District Council Regeneration Team, with a list of all sub-contracted firms appointed.
2. **Jobs Brokerage and Skills Training:** The Developer should set out how they will coordinate with the named individual within the Tending District Council Regeneration Team in relation to skills, training and employment initiatives. This should be approved in advance by the Local Planning Authority and include the following:
 - a) To advertise all vacancies on the DWP 'on line portal' prior to the construction of the site and for any future users / tenants.
 - b) The Contractors / tenants to confirm the number and type of jobs that are available and any specific skills required, so that any nominated agencies can identify and support local job seekers in applying for these jobs.
 - c) To hold a Recruitment Open Day, where applicable
 - d) Sector Based Work Academy – this is a bespoke tailored training course delivered in partnership with DWP which is specific to the requirements and needs of the employer, allowing local residents to upskill in preparation for the recruitment process.
 - e) Filtering job applications. This is offered according to the job criteria, which would help speed up the job selection process for the Employer .
 - f) Apprenticeships and Work Experience: the Developer or sub-contractor is encouraged to deliver fully funded apprenticeships, work experience, site visits and workshops for Schools, Colleges and other partners.
3. **Future Recruitment:** Wherever possible The Developer will continue to work and coordinate with a named individual within the Tending District Council Regeneration Team on any future recruitment needs.