

# 8

# EMPLOYMENT



# Employment

This chapter contains policies addressing the following policy themes:

- E1: Strategic Policy for employment
- E2: Old Oak
- E3: Park Royal
- E4: Open workspaces
- E5: Local access to employment and training

## Questions:

**QEa:** Are there any other employment policy themes that you think OPDC's Local Plan should be addressing?

**QEb:** Do you agree with the chapter's preferred policy options? If not, what might you change?

**QEc:** Are there any other policy alternatives that could replace the chapter's preferred policies?

You can provide comments directly through:

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## EVIDENCE BASE

Table 7: Employment Evidence base

Supporting study	Description	Status
<b>OPDC Industrial Land Review</b>	Assesses the current and future supply and demand for industrial land within Old Oak and Park Royal.	Draft completed
<b>OPDC Development Capacity Study (DCS)</b>	A study assessing the development capacity of development plots within the OPDC area	Draft completed
<b>GLA Creating Open workspaces document</b>	Assesses London-wide demand and opportunities with recommendations for local planning policy in relation to non-traditional workspaces for micro, small and medium enterprises.	Completed

# E1: Strategic policy for employment

## KEY ISSUES

1. To secure benefits generated by the huge increase in accessibility, as a result of the arrival of a new HS2, Crossrail and Great West Coast Main Line station, there will be a need to release Strategic Industrial Location (SIL) designation in Old Oak to support a mixed use approach to development and optimise the delivery of a range of employment workspace typologies. This needs to be considered against London's and west London's release of industrial land which is greater than envisaged by the GLA 2011 benchmarking exercise.

## POLICY CONTEXT

### National

8.1 The NPPF sets out a number of requirements for Local Plans including setting a clear economic vision and strategy that encourages sustainable economic growth which is supported by flexible policies that meet the development needs of existing and new business sectors.

### Regional

8.2 The London Plan seeks to maximise the benefits from new infrastructure to secure sustainable growth and development. It supports office based employment by focusing

new development in viable locations with good public transport. It also states that how development in and adjacent to SIL should be planned and managed to support the continued functioning of SIL.

8.3 The London Plan alongside the Old Oak & Park Royal OAPF (2015) identify the principle of SIL being consolidated and intensified at Park Royal to both ensure its continued protection and accommodation of 10,000 new jobs and for non-industrial employment uses to be provided in Old Oak to deliver approximately 55,000 new jobs.

## PREFERRED POLICY OPTION

OPDC will work with stakeholders to deliver a sustainable and robust local economy that promotes Old Oak and Park Royal as a place for enterprise and innovation and which contributes to London's economic growth. This will be achieved by:

- a) establishing Old Oak as a recognised commercial hub;
- b) consolidating Strategic Industrial Location (SIL) at Park Royal;
- c) supporting proposals that deliver

economic growth by:

- i. contributing to delivering a range of employment uses in areas outside of SIL to support the delivery of 55,000 new jobs; and
- ii. contributing to delivering a range of industrial uses within Park Royal's SIL and the area's intensification to accommodate 10,000 new jobs.

## JUSTIFICATION

8.4 Old Oak and Park Royal have a long history of economic innovation and growth that has shaped the surrounding areas and London as a whole. The area is the UK's largest and most successful industrial location and it plays a fundamental role in supporting the functioning of London.

8.5 The regeneration opportunities presented by the arrival of High Speed 2 and Crossrail at Old Oak should continue to support this legacy of employment and innovation that benefits the local area, west London and London as a whole. To support this opportunity, the London Plan,





Old Oak & Park Royal Opportunity Area Planning Framework and OPDC Development Capacity Study (DCS) identify that Old Oak has the potential to deliver space for 55,000 new jobs and has the potential through intensification to deliver 10,000 new jobs. To facilitate this, land currently designated as SIL in Old Oak should be de-designated as SIL to enable mixed use development. The main employment hub should be focused close to the new Old Oak Common Station, which will benefit from high levels of public transport accessibility. In other areas of Old Oak, a more varied and mixed type of employment space will be encouraged to support micro, small and medium business growth.

8.6 Old Oak and Park Royal currently has a diverse economic profile, with 1,500 business units employing an estimated 36,000 people. In total there is approximately 2,100,000sqm of employment floorspace on 355 hectares of employment sites within SIL across the area. It provides much needed employment to the surrounding areas and west London, while supplying diverse goods and services to businesses and inhabitants across the local area, west London and the capital.

8.7 This diverse range of sectors forms a patchwork across Old Oak and Park Royal with some sectors having a greater presence. These are:

- logistics;
- prop houses and film studios;
- food manufacturing and wholesale; and
- vehicle sale and repair.

8.8 Businesses occupy a range of different space typologies and sizes, from small workshops to large warehouses.

8.9 OPDC must consider how to accommodate and support new and existing economic sectors as they grow and develop as well as retain those which are successful. Critical to this will be the delivery of exemplar digital communications infrastructure. OPDC should play an important role in ensuring the necessary conditions are in place to attract new employment and innovative business sectors to the area. Further work will be carried out to identify the types of conditions necessary to attract these sectors. Today, it is not possible to define exactly what future sectors may seek to locate here. However, sectors which comprise the 'Innovation Economy' could be a significant element of this. These sectors include clean technology,

applied sciences, life sciences, niche manufacturing, creative industries, film and screen, circular economy and other digital and innovation technology based industries. OPDC will support and promote measures to grow existing and new employment clusters with employment-generating potential to enhance the area's economic profile and performance and act as a magnet to draw further investment into the area. Specifically, it will support the synergies between jobs and economic growth with the delivery of education and health institutions within the area as set out in policies SI2 and SI3.

8.10 OPDC is exploring what these sectors could be and what their spatial and design requirements are to inform the next stage of consultation on the draft Local Plan.

#### **ALTERNATIVE POLICY OPTION**

8.11 Alternative policy options are not considered to be realistic given that strategic guidance is set out in national and regional policy frameworks.

**Questions:**

**QE1a:** What business sectors should OPDC seek to attract to the area and what specific design and operational requirements would attract these sectors?

You can provide comments directly through:

[opdc.commonplace.is](http://opdc.commonplace.is)

Figure 84: Offices in the City of London



Figure 85: Prop warehousing in Park Royal

# E2: Old Oak

## KEY ISSUES

1. The London Plan identifies Old Oak as having the potential to accommodate 55,000 new jobs in response to new strategic transport infrastructure. The Old Oak and Park Royal OAPF suggests that these jobs will be across a range of sectors including a significant amount of new commercial and town centre uses. This will require the release of Strategic Industrial Location to accommodate this growth.
2. Due to the timescales of the development, policies need to be able to accommodate a range of potential employment sectors as demand for workspace increases.
3. Employment floorspace typologies need to be both flexible and located to support a mixed and vibrant place.
4. There are a range of proposed uses in Old Oak that may benefit from the co-location of non-residential floorspace, to act as a buffer and mitigate environmental impacts of existing and future infrastructure.

## POLICY CONTEXT

### National

8.12 The NPPF requires Local Plans to support existing business sectors and plan for new or emerging sectors.

### Regional

8.13 For industrial areas, the London Plan interprets this guidance to focus new office development on viable locations with good public transport access. The London Plan specifically identifies Old Oak as having capacity to accommodate 55,000 new jobs.

### PREFERRED POLICY OPTION

Old Oak will become a mixed employment hub by requiring proposals to provide:

- a) a new commercial area and a range of flexible open workspace typologies in locations identified in the Overarching Spatial Policies and Places Chapters; and
- b) town centre uses which generate employment along the High Street, in and around Old Oak Common Station and in other accessible locations.

### JUSTIFICATION

8.14 The London Plan identifies Old Oak as having the potential to deliver 55,000

new jobs in response to new strategic transport infrastructure. The Old Oak and Park Royal OAPF suggests that these jobs will be largely commercial based along with a smaller proportion of other town centre uses such as retail, leisure, culture and community uses. Future employment sectors attracted to Old Oak will change over time. It is therefore important to retain flexibility in their design and management. However, OPDC will expand on these possible sectors in the next version of the draft Local Plan. A new commercial hub including a significant proportion of the area's new office and commercial employment would be focused on and around Old Oak Common Station. The station is due to open in 2026 and sites around the station are only likely to be available for development near to this point.

8.15 Outside of the commercial hub, OPDC will strongly encourage a more varied and flexible commercial offer as part of mixed use development. These areas can provide much needed space for micro, small and medium enterprises, including open



workspaces (see policy E4). These spaces are typically smaller than those located within the new commercial hub and as such can offer greater choice for businesses and encourage a more varied economic offer.

8.16 Light industrial uses can make use of spaces not suited to other uses. There will be a significant amount of transport infrastructure retained in Old Oak where such uses could act as a buffer to more sensitive residential and community uses. Light industrial uses can also contribute to local distinctiveness and a unique character of an area. Fish Island, on the edge of the Queen Elizabeth Olympic Park provides a strong case study for the role these spaces can play in contributing to the identity of an area.

8.17 North Acton has the potential to deliver new town centre employment floorspace that will contribute to a sense of place and activation of the local area.

## **ALTERNATIVE POLICY OPTION**

### **1. Support for focusing B1(a) uses in and around Old Oak Common Station is not provided.**

8.18 The benefit of this approach would be the provision of a more flexible approach to office distribution across Old Oak. The disadvantage would be that the commercial centre around Old Oak Common Station could become less defined leading to the location of office space in less accessible locations.

### **2. Support for B1(b) and B1(c) uses in Old Oak north is not provided.**

8.19 The benefit of this approach would be that additional floorspace is provided for non-industrial uses. The disadvantage would be that locations not suited to retail, office, leisure or residential uses could remain vacant and negatively impact on the amenity of the public realm.

# E3: Park Royal

## KEY ISSUES

1. The draft OPDC Industrial Land Review (2015) has identified that the rate of release of industrial land in west London boroughs has been higher than the annual target envisaged by the 2011 GLA benchmarking process. This is creating pressure on existing industrial locations, including Park Royal, to accommodate industrial uses. The release of SIL will place further pressures on industrial land requirements at Park Royal.
2. The impact of the transformative regeneration at Old Oak will need to be managed to secure benefits for Park Royal and address issues created by this change.
3. The impact of the construction and future operation of development at Old Oak needs to be carefully managed to support the operation of Park Royal.
4. The Park Royal Business Group has identified that Park Royal lacks uses which support the industrial businesses in the estate.

## POLICY CONTEXT

### National

8.20 The NPPF requires Local Plans to support existing business sectors and plan for new or emerging sectors.

### Regional

8.21 For industrial areas, the London Plan policies interpret national guidance to promote, manage and where appropriate, protect Strategic Industrial Locations (SIL). For planning decisions it sets out a series of criteria that supports the delivery of 'broad industrial type uses', SME or new emerging industrial sectors workspace or small scale 'walk to' services for industrial occupiers within SIL. The London Plan requires that uses in or adjacent to SIL should not compromise the integrity and effectiveness of these locations to accommodate industrial type activities.

8.22 The London Plan also identifies two types of SIL. These and the broad industrial type activities are defined in the glossary.

### PREFERRED POLICY OPTION

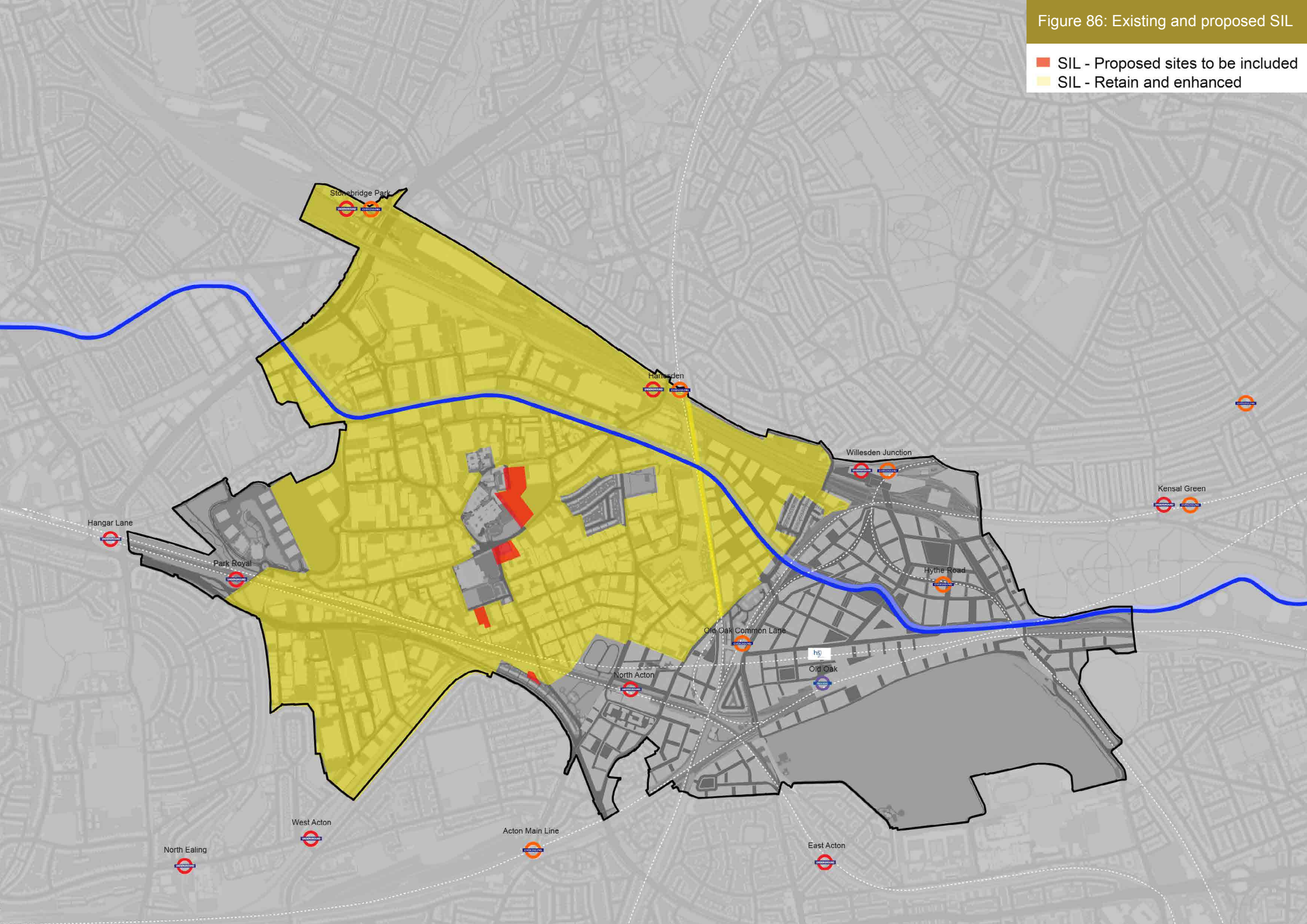
Park Royal Strategic Industrial Locations (SIL) will be retained and where possible enhanced by:

- a) protecting existing SIL;
- b) requiring proposals for uses adjacent

- c) designating the following sites as new SIL:
  - i. Matthew Park (B6.29);
  - ii. Central Park (B6.31);
  - iii. Corner of Acton Lane and Park Royal Road (E2.05b);
  - iv. Vacant land on Western Road (E3.19); and
  - v. The Courtyard Estate (E4.26).
- d) intensifying the use of land by requiring proposals to demonstrate how they are maximising the use of sites, including the provision of smaller units, to support greater employment densities; and
- e) supporting appropriate town centre uses in the Park Royal Centre outside of SIL.

Figure 86: Existing and proposed SIL

- SIL - Proposed sites to be included
- SIL - Retain and enhanced





## JUSTIFICATION

8.23 Park Royal forms an important function as a reservoir of industrial land in west London. London needs such reservoirs to function efficiently and supply the population and other businesses with goods and services, while also accommodating any future manufacturing activity that needs to remain in the capital. With the release of industrial land occurring at a greater rate than previously expected, OPDC will work with the GLA, west London boroughs and other relevant stakeholders to help manage the supply of industrial land across the sub-region and London.

8.24 SIL is suitable for a wide range of industrial uses, but what sets SIL in Park Royal apart is its size and location. It is one of the few areas of London's industrial reservoir that can accommodate uses which can lead to land use conflicts elsewhere. This includes land for waste, utilities and transport but also industrial activities operating 24 hours a day and creating industrial noise. These features are one of Park Royal's most important land use assets and one of the keys to its success.

8.25 In demonstrating how uses adjacent to SIL will not negatively impact on uses within the SIL, proposals

should define how the uses, design and layout will ensure that impacts on building occupant amenity and the road network would be managed.

8.26 OPDC will use its planning enforcement powers to ensure the SIL can continue to operate effectively.

8.27 To help promote the industrial role of Park Royal, ancillary uses within a multifunctional space can play a key role in supporting existing businesses and future industrial uses. These uses may include ancillary retail, meeting, eating and drinking spaces alongside shared services that industrial units may not be able to accommodate but can provide a valuable service for businesses and employees.

8.28 Applicants will be expected to demonstrate how these proposals have been optimised to include a range of unit sizes that cater to a diverse range of industrial uses including those requiring 'open workspaces'. This will provide accommodation for a broad range of businesses that require diverse unit types, sizes and rental or tenure conditions.

8.29 While the market can play a key role in determining the form and mix of industrial property development, the decreasing levels of SIL across London

means that OPDC needs to ensure that the remaining stock of land is used as efficiently as possible through intensification including modernisation and improvements to existing stock and sites. Development proposals should set out how more intensive forms of development with more industrial floorspace and higher plot ratios have been considered, ensuring this happens on each plot. This process may include considering multi-storey warehousing, delivering a range of unit typologies for 'open workspaces' (including small units of less than 250sqm to meet London wide demand) and demonstrating how adjacent site owners have coordinated development proposals and/or considered the potential for sharing services. OPDC will be exploring whether it can play a more active role in delivering this aspiration.

8.30 New sites proposed for inclusion within SIL have been subject to a thorough analysis to consider their appropriateness to be included within SIL. For each site this analysis is set out in the adjacent table. Further information on this is included in the draft Industrial Land Review.

8.31 It is envisaged that further detailed guidance for Park Royal will be provided within a Park Royal Supplementary



Figure 87: Businesses in Park Royal



## Planning Document.

8.32 The Park Royal Centre will play an important role as a neighbourhood town centre in delivering uses which support the functioning of the wider Park Royal area and in delivering open workspace typologies. Further information is provided in preferred policy option P6.

### ALTERNATIVE POLICY OPTION

#### 1. SIL boundary is not extended.

8.33 The benefit of this approach would be sites could deliver non-industrial uses which support the functioning of SIL. However, not designating sites considered to be appropriate for SIL could be considered as a lost opportunity to help support the continued success of Park Royal.

#### 2. Additional land in Park Royal is released, such as the High Speed 2 construction work sites north and south of the canal, to accommodate other forms of development.

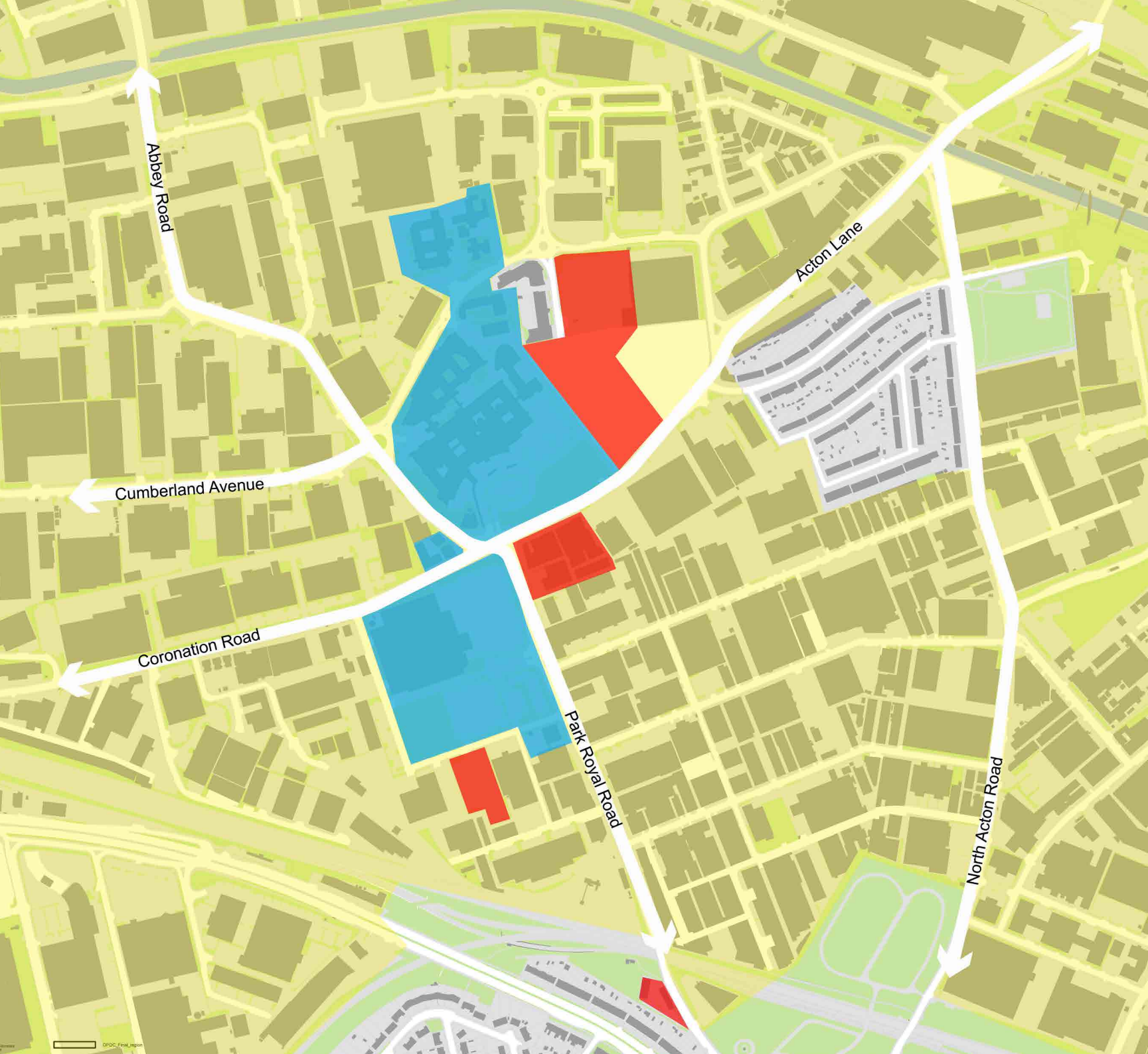
8.34 The benefit of this approach would be that additional development capacity is delivered. The disadvantage is that further pressure on industrial land capacity is created and it would threaten the future success of Park Royal.

Table 8: Proposed SIL site designations and reasoning

Site	Reasoning for designation
<b>Matthew Park (B6.29)</b>	<ol style="list-style-type: none"> <li>1. Currently in industrial use;</li> <li>2. Abutting existing industrial uses (site B6.31) recommended to be designated as a SIL;</li> <li>3. Located adjacent to SIL designation to the north and east; and</li> <li>4. Addressing incomplete SIL designation. Industrial warehousing designated as a SIL but supporting loading area not currently designated.</li> </ol>
<b>Central Park (B6.31)</b>	<ol style="list-style-type: none"> <li>1. Currently in industrial use;</li> <li>2. Abutting existing industrial uses (site B6.29) recommended to be designated as a SIL;</li> <li>3. Located adjacent to SIL designation to the south east; and</li> <li>4. Addressing incomplete SIL designation. Only a portion of industrial warehousing and loading areas on site designated as a SIL.</li> </ol>
<b>Corner of Acton Lane and Park Royal Road (E2.05b)</b>	<ol style="list-style-type: none"> <li>1. Abutting existing SIL designation to the east, south and west.</li> </ol>
<b>Vacant land on Western Road (E3.19)</b>	<ol style="list-style-type: none"> <li>1. Currently in industrial use with 'walk to' uses serving the business community facing Acton Way and Park Royal Road; and</li> <li>2. Abutting existing SIL designation to the east and south.</li> </ol>



Figure 88: Proposed SIL designations



- SIL - Proposed sites to be included
- SIL - Retain and enhanced
- Non-SIL town centre / health uses

# E4: Open workspace

## KEY ISSUES

1. The London Enterprise Panel recognises that SMEs contain much of London's future innovation, enterprise and growth but it is becoming increasingly hard to find business premises at affordable rates. The draft OPDC Industrial Land Review also concludes that industrial workspace developers tend to build speculative units that are targeted at medium and larger businesses rather than micro or small businesses. As such, a key issue is that the delivery of appropriate floorspace for SMEs is necessary but difficult to secure.
2. The management, design, flexibility and affordability of these spaces can present a challenge to traditional employment space developers.
3. There are a range of difference economic sectors comprising micro, small and medium enterprises that could play a very positive role in contributing to economic growth and placemaking. These are broad ranging and include digital, creative, cultural, life sciences, applied sciences, clean, green and low carbon technology and the circular economy. OPDC will need to develop a strategy for how to attract and support these growing sectors to locate to Old Oak and Park Royal.

## POLICY CONTEXT

### National

8.35 The NPPF requires Local Plans to support existing business sectors and plan for new or emerging sectors.

### Regional

8.36 London Plan interprets this guidance by identifying the need to ensure the 'availability of sufficient and suitable workspaces in terms of type, size and cost, supporting infrastructure and suitable environments for larger employers and small and medium enterprises, including the voluntary and community sectors'.

8.37 London Plan policy on new and emerging economic sectors highlights the need to 'support the evolution of London's science, technology, media and telecommunications sector, promote clusters such as Tech City and Med City ensuring the availability of suitable workspaces'.

## PREFERRED POLICY OPTION

Proposals for open workspace typologies will be supported by:  
a) protecting and/or enhancing existing

- viable open workspace typologies where they make maximum use of their site and contribute to the wider regeneration of the OPDC area;
- b) requiring proposals for major commercial development to deliver affordable workspace;
  - c) supporting proposals for open workspaces typologies where they are demonstrated to be:
    - i. appropriately located and designed;
    - ii. viable for nurturing and stimulating entrepreneurial activity, in particular in future growth sectors;
    - iii. informed by the business needs of open workspace providers and the requirements of relevant small business sectors;
    - iv. appropriately managed by a registered workspace provider, or supported by a Management Scheme, and agreed through Section 106 agreements; and
    - v. not resulting in a net loss of employment land or floorspace;
  - d) exploring mechanisms to deliver open workspaces in accordance with OPDC regeneration priorities.



Proposals for temporary employment floorspace will be encouraged where it:

- e) contributes to the vitality, character and activation of an area;
- f) contributes to establishing and/or growing business sector clusters that make a positive contribution to the economic and social regeneration of the area;
- g) provides open workspace typologies; and
- h) demonstrates how it would complement the longer term comprehensive regeneration of the area.

### JUSTIFICATION

8.38 The GLA's Creating Open Workspaces document (2015) shows how 'Open workspaces' to be designed and managed to support small, medium and micro enterprises. These typologies are usually flexible, with shared facilities and low-cost or managed workspaces and can include office space with flexible rental terms, co-working spaces, incubator spaces, accelerator spaces, creative/artist spaces and makerspaces. They tend to be flexible and affordable and are ideally managed by an appropriate workspace provider. Other low threshold enterprise space can have similar characteristics and provide some of the benefits of open workspaces for small businesses, as identified in the GLA Accommodating Growth in Town Centres (2014) report. Existing examples can be seen at Birmingham's Custard Factory in Digbeth, Impact Hub in Westminster and Acme Studios in Southwark. Lease agreements between developers, workspace providers and tenants are key to the successful delivery of effective workspaces.

8.39 Affordable workspaces will be required to meet need for workspaces for a range of growth sectors provided at sub-market levels. As such, any proposals for major commercial

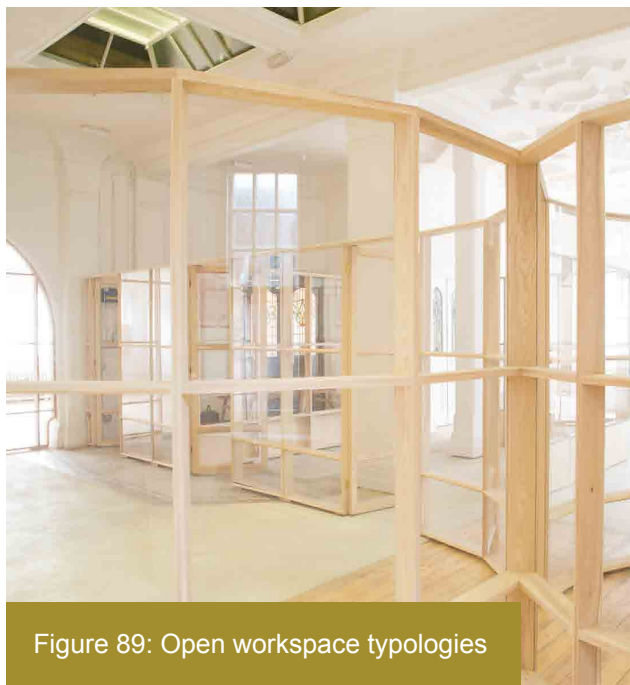


Figure 89: Open workspace typologies



Figure 90: Open workspace typologies

development should demonstrate how they will deliver viable and sustainable affordable workspace.

8.40 OPDC will be exploring what spatial, design and management requirements are needed to be delivered in the Local Plan open workspace typologies. This will be undertaken as part of the evidence base to inform development of OPDC's Socio-economic Regeneration Strategy and other Local Plan evidence base to inform the next draft of the Local Plan.

8.41 99% of the business units in the OPDC area are micro, small and medium sized, employing 76% of the workforce. 56% of these are micro with less than 10 people; they make up only 10% of the workforce. Businesses occupy a range of different space typologies and sizes, from small workshops to large warehouses. As such, where existing workspaces meet with the criteria in Policy E4c) it is proposed that they should be protected.

8.42 To support continued economic innovation and diversity in Old Oak and Park Royal, innovative design, delivery and management of open workspaces for start-up businesses needs to be supported in the regeneration of the area. Existing open workspace

typologies will be supported where they positively contribute to the wider regeneration of the area and are demonstrated to be viable. Proposals for these typologies will be supported and/or informed by the business needs and design requirements of relevant workspace providers.

8.43 Temporary employment uses, otherwise known as meanwhile or pop-up uses, can play a key role in

helping to generate a sense of place and activation of an area during the transformation phases and enabling new entrepreneurs to test their business ideas. Kings Cross has seen the use of a diverse range of temporary uses successfully drawing people into the area and generating interest before development is completed. These uses include the King's Cross Pond and the Floating Cinema alongside numerous events. Temporary uses may be in the



Figure 91: Open workspace typologies

form of open workspace or traditional typologies. Existing examples include Pop Brixton and the forthcoming Peckham Levels.

8.44 Within Old Oak, the long-term development timescales provide the opportunity for temporary employment uses to be located within the area and provide critical space for emerging sectors, specifically those generated by higher education establishments. Consideration will need to be given to the potential impact of these uses on the wider regeneration of the area and the impact on existing uses and residents. Major proposals should be accompanied by a meanwhile strategy to demonstrate how they accord with policy requirements (see Policy OSP5, chapter 3).

## **ALTERNATIVE POLICY OPTIONS**

### **1. Delivery of onsite open workspace is required for residential and/or commercial proposals.**

8.45 To help further ensure that open workspace typologies for small, medium and micro enterprises, this option would require all proposals for residential and/or employment proposals to deliver onsite open workspace. The advantage of this option would be to provide a large

quantum and range of employment workspace and support a diverse local economy. The disadvantage would be that low quality spaces may be produced and would be burdensome for smaller developments. Provision of such spaces without an appropriate market needs assessment may result in high vacancy rates which may have a negative impact on placemaking and perceptions of community safety.

### **2. Delivery of small-scale workspaces is supported with coordinated delivery of rented small-scale residential units outside of the SIL.**

8.46 To support the delivery and operation of small-scale workspaces, these spaces could be linked with the use of rented small-scale residential units for occupiers within Old Oak. This would be secured through S106 agreements and other management arrangements. The advantage of this option would be that development would support start-up businesses to be established and would support the delivery of a range of housing typologies meeting potential need. The disadvantage would be the risk that if one of the employment or housing units is vacant, the related joined unit would also be vacant and increase overall vacancy rates.

## **Questions:**

**QE4a: Where should open workspaces be located?**

**QE4b: What are the design and operational requirements for deliver open workspaces?**

**QE4c: Should policies seek the provision of affordable workspace as part of all new development?**

You can provide comments directly through:

[opdc.commonplace.is](https://opdc.commonplace.is)



# E5: Local access to employment and training

## KEY ISSUES

1. Some of the areas to the north and south of the OPDC area are shown to be in the 10% most deprived locations in the country. OPDC needs to work with partners to ensure that local people, especially those in deprived locations, are able to access opportunities to improve their skills, training, qualifications and gain employment generated by the regeneration of Old Oak and Park Royal.

## POLICY CONTEXT

### National

8.47 The NPPF sets out a commitment to secure economic growth in order to create jobs and prosperity.

### Regional

8.48 London Plan policies support this aspiration with the Mayor committing to ensuring equal life chances for all Londoners alongside seeking to co-ordinate initiatives to improve employment opportunities and remove barriers to employment and progression.

## PREFERRED POLICY OPTION

a) OPDC will maximise access to employment, skills training, apprenticeships and pre-employment support that responds to changing labour market conditions and employer demand by:

- i. promoting the benefits of responsible business by giving developers and employers information and tools to recruit a local talent pool and source local firms to fulfil their business needs; and
- ii. working with partners and relevant stakeholders to deliver a coordinated, demand-led training and employment offer and effective pathways for local people into sustainable jobs and higher paid work.

b) Development proposals will be required to include a Local Employment and Training Agreement setting out how they will meet OPDC's socio-economic regeneration priorities.

## JUSTIFICATION

8.49 Getting more local people into sustained employment is key to the successful regeneration of Old Oak and Park Royal, so maximising access to local employment and training is a key priority for OPDC. OPDC intends to play an active role in implementing and coordinating initiatives to secure employment, training and apprenticeships through its own activities, through development proposals, and through partnership working with the boroughs and employment and skills providers.

8.50 Some of the areas to the north and south of the OPDC area are shown to be in the 10% most deprived locations within the country, with local communities experiencing high levels of worklessness and children in poverty. Employment uses and associated education and training opportunities can play a fundamental role in addressing socio-economic deprivation and poverty. Having a job is also a key determinant of health and well-being. As such, it will be important that local employment and training opportunities are maximised to ensure that they support community development and help to contribute to a robust local economy.



8.51 In order to ensure that this new part of London becomes a well-connected and inclusive part of the city that is linked into surrounding neighbourhoods, it will be vital that change is planned so that local people (including existing and future residents and businesses) will be able to benefit from the opportunities that will come forward. OPDC will support a range of jobs, skills, apprenticeship and enterprise interventions that will equip local people to be able to compete in the economy of the future, that add value to existing provision in the three boroughs and that contribute to wider west London sub-regional provision.

8.52 An informed and skilled local community can provide the local labour force that existing and new employers need to help grow their businesses. There is an opportunity to enable local residents to secure work closer to where they live which in turn will generate wealth and contribute to the development of a robust and sustainable local economy.

8.53 To ensure proposals for major developments are meeting OPDC's socio-economic regeneration priorities, the Local Employment and Training Agreement should set out development employment forecasts, proposed targets for employing a local labour

force; demonstrating how they will proactively seek to employ women, Black and Minority Ethnic (BAME) groups, Disabled people and ex-offenders; provide apprenticeship and skills training opportunities; and include a commitment to advertise construction and end use job vacancies locally in local labour and business schemes and job centres; and pay employees the living wage.

8.54 In delivering its own regeneration priorities, OPDC is currently envisaging undertaking the following:

- Brokering training, apprenticeship and jobs with employers, contractors, public, private and third sectors to link local young people and adults into training and sustainable jobs;
- Working with schools, the further education (FE) and higher education (HE) sector, and businesses to deliver a high quality educational offer that responds to employers' needs, raises young peoples' aspirations and provides them with the knowledge and skills that they will need to compete effectively within a world city, whatever their chosen career; and
- Using its procurement of works and services to promote local employment, training and apprenticeships and encourage supplier diversity and SME involvement in supply chains.

8.55 OPDC will work with partners and stakeholders, including:

- HS2, other transport bodies and their supply chains and end use employers to share labour forecasting data on construction and end-use requirements to help plan for local employment and skills offers;
- developing with partners, demand-led, localised employment and training initiatives, including brokerage schemes so that employers are able to benefit from a local workforce that is appropriately trained and local people have access to job, training and apprenticeship vacancies.

8.56 Alongside the draft Local Plan, OPDC will also prepare a Section 106 Supplementary Planning Document that will set out the mechanisms to be implemented to secure employment, training and apprenticeships for local people.

## **ALTERNATIVE POLICY OPTIONS**

8.57 Securing access to employment, skills training, apprenticeships and pre-employment support is considered to be a priority for OPDC and is supported by local stakeholders. As such, an alternative policy is not considered to be appropriate.





WAY TO SAVE

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WATERBURY... FROM...  
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NHS  
services  
available  
here