

Item No: 7.	Classification: Open	Date: 6 October 2020	Meeting Name: Planning Committee
Report title: Final		<u>Employment and Training Programme</u> To release £3,293,639.03 from the S106 agreements associated with the below developments, for the purposes of employment and training in the Borough.	
Ward(s) or groups affected:		Project: All Wards Funds: All Wards	
From:		Director of Planning	

RECOMMENDATION

1. That Planning Committee approves the release of £3,293,639.03 S106 funding, from the Agreements listed in Appendix 1, in order to deliver employment and training programmes across the borough.

BACKGROUND INFORMATION

2. Planning obligations under S106 of the Town and Country Planning Act 1990 are used to address the negative impacts caused by a development and contribute to providing infrastructure and facilities necessary to achieve sustainable communities. The council can enter into a legal agreement with a developer whereby the developer agrees to provide planning obligations. These obligations can take the form of financial contributions and can cover a range of purposes.
3. Section 106 planning obligations will be used to address site specific impacts of developments, or used in situations where a developer does not meet planning policy requirements to provide infrastructure on the development site. S106 planning obligations will be sought in situations where they are linked to the development site and required in order to make the development acceptable.
4. In addition, the Community Infrastructure Levy (CIL) allows local authorities to raise funds from developers undertaking new building projects in their area. This money can be used to fund a wide range of local and strategic infrastructure that is needed to support growth and development in the borough.
5. The council's 2015 [S106 and CIL Supplementary Planning Document \(SPD\)](#) sets out detailed guidance on the use of S106 planning obligations as well as the Community Infrastructure Levy (CIL).
6. The council also seeks to secure a S106 contribution to be used to facilitate the delivery of skills and employment outcomes by providing training and employment support to residents in the borough.
7. The costs of project management and monitoring of this activity are supported by management contributions, received from each site, which mitigate the costs incurred by the council. This includes officer time and resources used to manage and monitor

employment and training initiatives put in place to support sites to meet their S106 employment and training obligations.

8. The contributions detailed in Appendix 1 have accrued from ongoing development in Southwark and are currently held by the council.

Economic Wellbeing Strategy

9. In December 2016, Cabinet approved a refresh of the council's Economic Wellbeing Strategy 2017 to 2022, which reinforced our commitment to supporting local people into employment and apprenticeships, improving skills through access to work related training, and promoting financial wellbeing and independence. A recently commissioned gap analysis of the strategy has shown that the fundamental principles outlined above remain sound.
10. Employment and skills are key strategic priorities for the council and we support frontline programmes to help residents into work and promote a strong local economy. It is our aspiration that all Southwark residents have employment that is fairly paid, underpinned by the council's lead on promoting the London Living Wage. We also want Southwark residents to have secure employment and the skills to progress beyond entry-level, insecure, low-paid work.
11. The Economic Wellbeing Strategy also emphasises that the council will continue to use S106 and CIL obligations to ensure that new developments bring sustained jobs and training opportunities to the borough.
12. Our strategic ambitions for Southwark on this theme include:
 - Southwark is a full employment borough with a job opportunity for every resident who wants to work
 - Southwark employers offer top quality apprenticeships, from entry to advanced-level roles, and our residents are at the front of the queue to access them
 - Regeneration and development continues to provide lasting jobs for residents in construction and related industries and in completed developments
13. In order to achieve this, as part of the 2014-18 council plan, the council:
 - Supported 5,811 residents into work between through investment into Southwark Works and other targeted programmes, prioritising those residents furthest from the labour market
 - Created 1,918 apprenticeships, through support for employers to create quality apprenticeships under the Southwark Apprenticeship Standard
14. To continue to deliver on these commitments, as part of the 2018-22 council plan, the council set out its aim to:
 - Support a further 5,000 residents into jobs, of which 2,955 have been delivered so far
 - Create an additional 2,500 apprenticeships, of which 1,323 have already been delivered
 - Continue to work with employers to encourage and support accessible, fairly-paid and sustainable job opportunities through the promotion of the Mayor's Good Work Standard, including the London Living Wage, in order to help businesses remove barriers to recruiting local people

- Work with developers and the wider construction sector to create and promote opportunities for careers in construction for residents and provide the skills required by employers through the construction skills centre

Southwark's Skills Strategy

15. The Southwark Skills Strategy was formally adopted by the council following approval by Cabinet in December 2017. It was recommended that officers develop a delivery plan to set a framework for the implementation of the strategy.
16. Southwark's Skills Strategy delivery plan was developed in partnership with key local stakeholders and was approved by Cabinet in June 2018. The delivery plan seeks to improve the local skills offer and ensure that residents are able to access the employment opportunities on their doorstep.
17. The vision of Southwark's Skills Strategy is that "by 2022 Southwark will have a high quality skills offer that is accessible and responsive to learner and employer needs" and that "the offer will support all learners to build resilience and develop valuable skills for a strong local economy now and in the future." This aligns with the Economic Wellbeing Strategy 2017-22 and the 2018-22 Council Plan ambition for Southwark to be a full employment borough where everyone has the skills to play a full part in the economy.
18. The Skills Strategy includes three priority aims to deliver the vision:
 - Residents have the opportunity to gain the type and level of skills they need to access local opportunities and progress in the labour market
 - Employers invest in their workforce and have access to training provision that responds to their needs and allows them to recruit locally
 - Employers and providers work collaboratively to develop a local skills offer that is responsive to the needs of the local economy
19. The Skills Strategy and delivery plan is divided into four headline themes – learners, employers, providers and funding and sets objectives for each, along with measures of success. The 2019-2022 delivery plan has 4 key work streams:
 - Promoting apprenticeships
 - Meeting sector specific skills needs
 - Shaping essential skills provision
 - Improving all age careers advice and guidance

The impact of COVID-19 and Southwark's Economic Renewal Plan

20. The economic impacts of the COVID-19 crisis will be profound, far-reaching and difficult to predict. Many will arise over the longer term, some are already with us and others will come about as society continues to emerge from lockdown.
21. The council has therefore developed an economic renewal plan with immediate, short, medium and long-term priorities, set around four key themes of employment & skills; business; high streets and town centres, and wellbeing. The plan sets out a range of steps that we will take to renew our local economy, how quickly we need to deliver each step, how we will monitor progress and who will lead on delivery.

22. The plan aims to ensure that our resources are targeted for maximum local impact in the short term, such as vital support for key local employment sectors most heavily impacted by the crisis, but done in tandem with longer-term planning and strategy development, combined with tireless lobbying of central government on behalf of our local residents and businesses.
23. The plan is designed to capture all cross-council activities aimed at reducing and mitigating the economic impacts of the crisis, and to support future inclusive economic growth in the face of these new economic challenges. It will align with the council's other recovery and renewal planning. It will link into our Southwark Stands Together commitments, reflecting the urgent need to respond to the disproportional impact of COVID-19 on BAME communities and the impacts of ongoing systemic inequalities and injustices that remain in place and have been made worse by the pandemic. It will respond to the emerging Climate Change Strategy and the council's aim to become carbon neutral by 2030. It forms a part of our planning for Brexit, including the risks posed for the economy in key areas such as workforce and skills, trade, regulation and immigration. And of course it will take account of the inevitable economic impact of the crisis on the council itself.

The use of S106 contributions

24. Since 2013 the council has adopted a strategic approach to the management and use of employment and skills S106 contributions. Appendix 2 sets out a list of contributions accrued since 2013 and when they were approved by planning committee, which totals £5,522,986.44. Funds from contributions for employment and skills outcomes are assigned across council programmes to support delivery of key Council Plan commitments including supporting 5,000 residents into jobs and creating 2,500 apprenticeships.
25. The excellent success of meeting the 2014-18 council plan targets and ongoing achievements to date, illustrated the scale of delivery that the council can achieve through our commissioned services and through contributions via our S106 agreements. Appendix 3 shows the role that these services have had in changing local residents' lives through the 5,000 lives campaign.
26. The ongoing use of S106 contributions will ensure resources are available to invest in the council's programme of employment and training support as set out in the Economic Wellbeing and Skills strategies and the Economic Renewal Plan, to build on these achievements and further increase the numbers of Southwark residents securing jobs and sustaining employment.

KEY ISSUES FOR CONSIDERATION

27. The contributions released through this report will be used to deliver employment and skills programmes for Southwark that will offer pathways to sustainable, good quality employment across a range of sectors including construction, for which there is even higher demand as a result of the COVID-19 pandemic. These programmes will support residents from all backgrounds to overcome barriers, acquire skills and benefit from the economic opportunities that development brings to Southwark.
28. Projects supported by the S106 funds will include those that have been established for some time, having previously contributed in recent years to significant employment and skills outcomes for residents on development sites and in completed developments, and will continue to do so with the support of additional S106 funds.

29. In addition, the council will develop and commission new interventions that respond to the emerging strategic needs and priorities identified in the council's Economic Renewal Plan, Wellbeing Strategy, Skills Strategy and Council Plan. Together the funded interventions will contribute to the council's vision of social regeneration, supporting people to have better lives, in stronger communities, and achieve their potential by creating new opportunities, promoting wellbeing and reducing inequalities.

Employment support for Southwark residents

30. The council's recently recommissioned Southwark Works programme operates as a framework where specialist organisations work together providing support to residents outside mainstream provision, such as Jobcentre Plus or the devolved Work and Health Programme. The framework is made up of lots targeted at specific client groups, for example people at risk of homelessness, mental health and learning disabilities and difficulties. Targeted support is delivered through contracts with specialist providers with expertise in helping unemployed people into both entry level and higher-skilled employment. As part of the new contracts, there is also a focus on in-work progression. Services are typically provided by organisations with strong connections to local communities who specialise in supporting people with particular barriers to employment.
31. Following the recent recommissioning of Southwark Works, we have allocated one of these lots to target sector specific employment support, in a range of sectors, including construction. This offer has been developed in response to the significant volume of construction jobs in the borough and the high demand for local labour as a result of S106 obligations negotiated by the council with developers. Where sites have elected to provide local jobs on site under their S106 agreement, Southwark Works engages with the contractors to open up the opportunities to local people. Where a development makes a financial contribution instead, Southwark Works is well placed to draw on these funds to prepare local people for employment, provide training and secure job outcomes for residents.
32. The council will also work with partners to develop and commission wider projects which often act as testing grounds for innovative models of employment support. Some may involve working across borough boundaries in partnership with other local authorities to deliver greater value for money, test new collaborative ways of working and remove barriers to securing the best outcomes for our residents.
33. In response to the COVID-19 pandemic and in line with the Economic Renewal Plan, the Southwark Works offer is currently under review. The review aims to ensure the offer to residents remains optimum in the context of higher levels of demand and the drastically altered local labour market that is likely to remain in place for the short to medium term.

Developing the skills of Southwark residents

34. The council's Skills Strategy sets out the need for a local response to the skills shortages which can limit residents' earning capacity market and the growth and productivity of our businesses. With Southwark's economic base already made up of over 15,000 businesses and over a quarter of a million jobs with further growth expected, there is a need to meet skills gaps in all sectors. Over half the skills shortages vacancies reported by employers in central London are in high skilled occupations.
35. Since 2014, Southwark has led London in promoting apprenticeships as a route to

skills development. We will continue to invest resources to support Southwark residents to access high quality apprenticeships, and work with local employers, in line with the Southwark Apprenticeship Standard to create high quality apprenticeships, as we continue to create new apprenticeships in addition to the 2,000 that were delivered as part of the previous council plan commitment. Appendix 4 shares the story, as part of the recently refreshed apprenticeship campaign, of a Southwark resident who was supported into an apprenticeship with a local employer within the construction sector.

36. Looking towards future developments at the Old Kent Road and Canada Water, there is a need to prepare residents now for the higher skill, higher paid roles in modern construction methods that these developments will demand, as well as the growth in demand for skills to deliver on Green Jobs commitments, including in building sustainable new council homes. The current need by employers for construction skills and anticipated growth within the sector has created a considerable skills shortage, both within the borough and across London.
37. The council partnered with Lendlease in 2016 to commission the Southwark Construction Skills Centre at Elephant and Castle, which supports residents to access pre-employment training, gain employment and progress in their careers by up-skilling. The centre supports developers to fulfil their section 106 employment and skills obligations on sites across the borough, offering a site for engaging local people with the construction industry and providing residents with the skills they need to enter and progress in the sector. Since July 2016 over 4,000 Southwark residents have received training at the centre. Appendix 5 provides a case study of a local resident who was supported into an apprenticeship through the Southwark Construction Skills Centre with a local employer within the construction sector.
38. The Southwark Skills Strategy also addresses the growing skills shortages in sectors that will be well represented among the jobs created in completed developments in coming years, including hospitality, retail, health and care, business and financial services, tech and creative industries. Programmes to better equip residents to meet future skills needs in growth sectors are being developed, taking the lead from the Southwark Construction Skills Centre model and exploring new partnerships to improve access to higher level skills for our residents.

Project management and monitoring

39. Southwark Council, through the Local Economy Team as part of the Chief Executive's Office, has responsibility for procuring, awarding, managing and monitoring employment support and training projects delivered using S106 funds.
40. The provision of the management contribution is designed to mitigate the costs incurred by the council in carrying out this work. The selected funds have accrued since 2018. Up until 2016-17 the council was able to absorb the costs of monitoring and management employment and training interventions related to the S106 contributions as part of its core funding. However, as the volume of development activity has increased, resource demands on the council have also increased. It is therefore important to draw upon this resource to monitor employment and skills obligations, enforce the level of benefit to Southwark residents provided for in the planning agreement, and so ensure maximum value is gained from local regeneration investment.
41. To ensure that the council has resources available to effectively project manage and monitor S106 related employment skills and training projects, S106 funds identified for this purpose will be used to support this activity, which includes:

42. Manage and monitor developments delivering in-kind S106 local employment obligations. The council is currently monitoring developments with a combined target of over 100 jobs per annum, through their S106 agreements. In addition, a number of substantial new sites have consent and are awaiting commencement, once they are implemented and S106 obligations come into effect these figures will increase further.
43. Continue to manage and monitor the council's recently recommissioned employment support programme "Southwark Works", which includes sector specific skills training, job brokerage and employer engagement services supporting developers to fulfil their S106 employment and skills obligations.
44. Manage the delivery of the £2 million Construction Skills Centre, managing the contract and monitoring performance of the centre, which directly supports the delivery of S106 employment and skills obligations on construction sites in the borough.
45. Commission, manage and monitor the delivery of initiatives to support the creation and take up of apprenticeships across developments in the borough.
46. Influence the skills market within the borough and wider central London region through initiatives to develop and coordinate the supply of local residents adequately informed, prepared and motivated to work in the wide array of career opportunities arising from current and future developments.

Community Impact Statement

47. The funds will enable the council to specifically target unemployed and disadvantaged residents in the borough - providing support, advice and guidance to assist local people to move into sustained employment. The primary impact on local people will therefore be increased opportunity for employment. A secondary impact of the project is to better engage local people with appropriate existing training and advice provision situated in their local area.
48. Key target groups will be the unemployed and economically inactive, focusing particularly on those who would be unlikely to secure employment without such specialist assistance and who face a range of difficulties in seeking and sustaining employment.
49. The work will augment, and not replace, mainstream employment support provision and will therefore not adversely affect any communities or groups by reducing in any way the support available to them. Further, as a voluntary scheme, while the opportunity to find work and achieve financial independence is a strong incentive for the long term unemployed to seek support through the council's schemes, they are not obliged to use these services if other sources of assistance are more appropriate to their needs. Instead, it will target support at the particular groups that are experiencing disproportionately poor outcomes in the labour market to counteract the barriers to employment that they face. Beneficiaries will be monitored for ethnicity, sex, age, gender, disability, lone parents, and length of unemployment, type of benefits claimed and level of qualifications. Postcodes and other details will also be monitored to ensure the service is being effectively targeted and delivered to all communities and groups.
50. The projects funded through Southwark Council S106 contributions provide a fair and equal service targeted at supporting the diverse local population into employment and

training. Targets are set to monitor that the project beneficiaries and outputs reflect the make up of the local workless population.

51. The programme has been designed to be fully accessible to all, without prejudice or discrimination.
52. The proposals have no negative impacts on any particular age, disability, faith or religion, race and ethnicity and sexual orientation.
53. With the exception of those benefits identified, the proposals are not considered to have a disproportionate effect on any other community or group.

Consultation

54. In bringing together the Economic Renewal Plan, Economic Wellbeing Strategy and Skills Strategy, there was a wide consultation process across key partners, including local businesses, Jobcentre Plus, the business improvement districts and Southwark Chamber of Commerce and Industry.
55. A range of internal and external stakeholders have been consulted during the process of developing the Skills Strategy and its associated delivery plan. Consultation has taken place at three key stages following the formal adoption of the Skills Strategy in December 2017. Firstly, an initial scoping session in January 2018 developed shared solutions to the areas the strategy needed to focus on. This then informed a second session in March 2018 to further consider the solutions, to discuss resources and assets as well as identifying and managing risks. Finally, the third session in May 2018 sought feedback on a draft delivery plan. Further consultation took place in Summer 2019 to gain insight into how learners and employers utilise the local skills system and the areas they would like to see improved.
56. We have reviewed the Southwark Apprenticeship Standard following consultation exercises and new arrangements are being developed for launch. By refreshing the Standard, and responding to business needs identified through the consultation, we are hoping to increase opportunities to support and increase the delivery of quality apprenticeships within the borough.

Resource implications

57. The developments mentioned in Appendix 1 secured £3,293,639.03 combined, towards employment during and after construction, employment opportunities and managing these services.
58. All £3,293,639.03 is unallocated and available. The proposed allocation accords with the associated agreements and would provide appropriate mitigation for the impacts of the specific and future developments.
59. All costs arising from implementing the recommendations above will be met from the S106 agreements attached to the planning permissions for the development sites.
60. The projects will be managed by the Local Economy Team which has extensive experience of delivering employment and training in Southwark. Staffing and any other costs connected with this recommendation are to be contained within existing departmental revenue budgets.

Policy implications

61. These projects will help deliver our Fairer Future Commitments by supporting people to have better lives, in stronger communities, and achieve their potential.
62. The projects meet the following Fairer Future Promises:
 - Theme 2: A place to belong
 - Theme 4: A full employment borough
 - Theme 5: A healthier life
 - Theme 6: A great start in life

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

63. This report refers to training and employment support for residents of Southwark and notes that the Council has previously committed to its support for local people in employment and apprenticeship improving skills. For some time, agreements relating to new developments in Southwark negotiated in accordance with section 106, Town and Country Planning Act have included provisions to ensure that sustained jobs and training opportunities are brought to the Borough. The Agreements referred to in Appendix 1 all have balances available and a variety of projects as listed at paragraph 14 have been identified. In each case, the section 106 Agreement allows for spending on training and employment projects within the Borough.
64. Previous reports relating to the funding of employment and training projects have been brought before Planning Committee on two previous occasions in November 2013 and March 2018. The purpose of this report is to release a further £3,293,639.03 from the Agreements listed in Schedule 1.
65. As members have been previously advised, it is essential that monies held in accordance with section 106 Agreements are expended in accordance with both the terms of the specific agreement and also Regulation 122 of the Community Infrastructure Regulations. Each section 106 Agreement mentioned has been reviewed and it is considered that the proposed expenditure is in accordance with its terms and also the relevant Regulation mentioned above and is otherwise reasonable in all other respects. As with the previous reports concerning employment funding, approval from the Planning Committee is required in accordance with the Council Constitution.
66. Paragraphs 47 to 53 of the report confirm that the planned projects will be accessible to all and it is not anticipated that undertaking any of them will have a disproportionate effect on any group. Members can therefore be reassured that they will be meeting their Public Sector Equality Duty in agreeing to this release.

Strategic Director of Finance and Governance CAP20/012

67. This report seeks approval from the planning committee to release the sum of £3,293.639.03 from the various agreements listed in appendix 1, towards the delivery of training and employment programmes for residents across the borough.

68. It is confirmed at paragraph 61 that the proposed allocation accords with the terms of the relevant section 106 agreements.
69. The strategic director of finance and governance notes the resource implications at paragraphs 58-61, confirms that the council has received the related section 106 funds, and they are available for the purposes outlined in this report.
70. Staffing and any other costs associated with this recommendation are to be contained within existing departmental budgets.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Copies of S106 Legal Agreements	Planning Division, 160 Tooley Street, London SE1	Jack Ricketts 020 7525 5464
Economic Wellbeing Strategy	Local Economy Team, 160 Tooley Street, London SE1	Laura Ahern 020 7525 3233
Link (please copy and paste into your browser): https://www.southwark.gov.uk/assets/attach/2933/economic-wellbeing-strategy-2017-2022.pdf		
Skills Strategy	Local Economy Team, 160 Tooley Street, London SE1	Laura Ahern 020 7525 3233
Link (please copy and paste into your browser): https://www.southwark.gov.uk/assets/attach/8249/Skills-Strategy-Publication-Full-Final.pdf		
Skills Strategy Delivery Plan	Local Economy Team, 160 Tooley Street, London SE1	Laura Ahern 020 7525 3233
Link (please copy and paste into your browser): https://www.southwark.gov.uk/assets/attach/8405/Southwark-Skills-Strategy-Delivery-Plan-final.pdf		

APPENDICES

No.	Title
Appendix 1	Employment and Training S106 to be approved
Appendix 2	Employment and Training S106 from 2013 previously approved by planning committee
Appendix 3	5,000 lives campaign
Appendix 4	Apprenticeship campaign
Appendix 5	Southwark Construction Skills Centre

AUDIT TRAIL

Lead Officer	Stephen Gaskell, Head of Chief Executive's Office	
Report Author	Laura Ahern, Strategy Officer, Chief Executive's Office	
Version	Final	
Dated	8 September 2020	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments included
Director of Law and Democracy	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Date final report sent to Constitutional Team		18 September 2020

APPENDIX 1

Employment and Training S106 to be approved

Type	App Ref	New ward	SAP balance
EDMM	10/AP/3074	London Bridge & West Bermondsey	1,183.00
EMDE	09/AP/1917	London Bridge & West Bermondsey	4,006.77
EDMC	10/AP/1935	London Bridge & West Bermondsey	8,019.00
EDMC	10/AP/2849	Chaucer	13,250.00
EDMC	10/AP/3074	London Bridge & West Bermondsey	15,312.86
EDMC	11/AP/1341	Borough & Bankside	6,359.13
EDMC	14/AP/0308	London Bridge & West Bermondsey	22,687.95
EDMC	12/AP/1423	London Bridge & West Bermondsey	29,802.03
EDMC	12/AP/2239	St George's	33,770.80
EDMC	13/AP/1403	Borough & Bankside	160,603.00
EDMC	15/AP/2217	Surrey Docks	105,400.00
EDMC	14/AP/1552	London Bridge & West Bermondsey	108,799.61
EDMM	14/AP/1552	London Bridge & West Bermondsey	8,241.53
EMDE	14/AP/1552	London Bridge & West Bermondsey	97,731.34
EMPO	15/AP/2474	London Bridge & West Bermondsey	72,052.00
EDMC	14/AP/3842	Borough & Bankside	377,100.00
EMDE	14/AP/3842	Borough & Bankside	387,000.00
EMDE	12/AP/4126	Rotherhithe	80,963.99
EDMC	12/AP/4126	Rotherhithe	87,126.35
EDMM	12/AP/4126	Rotherhithe	6,827.90
EDMC	14/AP/0830	North Walworth	56,252.28
EMDE	16/AP/5055	Camberwell Green	30,000.00
EDMC	16/AP/5055	Camberwell Green	89,000.00
EMDE	15/AP/4072	London Bridge & West Bermondsey	759.48
EDMC	13/AP/2311	Rye Lane	20,025.00
EDMM	13/AP/2311	Rye Lane	1,515.00
EDMC	13/AP/2075	Borough & Bankside	7,044.79
EDMM	13/AP/2075	Borough & Bankside	552.02
EDMM	14/AP/1085	Peckham	884.24
EDMC	14/AP/1085	Peckham	11,684.73
EMPO	12/AP/1784	Borough & Bankside	385,937.38
EDMC	13/AP/0876	Nunhead & Queen's Road	21,896.34
EMPO	15/AP/1062	North Walworth	23,196.28
EMPO	16/AP/5235	Old Kent Road	12,749.07
EMPO	15/AP/0237	Borough & Bankside	75,693.26
EDMC	14/AP/0175	Camberwell Green	2,342.85
EDMM	14/AP/0175	Camberwell Green	177.28
EMPO	14/AP/3843	Faraday	52,848.23
EMPO	12/AP/1092	North Walworth	291,454.30

Type	App Ref	New ward	SAP balance
EMPO	17/AP/4546	Old Kent Road	27,980.37
EMPO	15/AP/0237	Borough & Bankside	145,480.69
EDMC	12/AP/3940	Borough & Bankside	209,494.61
EDMM	12/AP/3940	Borough & Bankside	16,417.98
EMDE	12/AP/3940	Borough & Bankside	156,123.87
EMDE	12/AP/3940	Borough & Bankside	18,798.87
EMPO	16/AP/5235	Old Kent Road	9,092.85
			3,293,639.03

APPENDIX 2

Employment and Training S106 from 2013 previously approved by planning committee

Report	S106 contributions total	Date approved by committee
<u>The Release of £774084.10 of S106 monies from 15 Separate Planning Agreements to Deliver Employment and Training Support Across the Borough.</u>	£774,084.10	5 November 2013
<u>To release £4,748,902.34 from the S106 agreements associated with the below developments, for the purposes of employment and training in the borough.</u>	£4,748,902.34	6 March 2018

Impacts delivered from S106 funded activity* 2014-2020

5,489 residents supported into jobs

475 apprenticeships

(*includes Southwark Works and S106 employment obligations)

APPENDIX 3

5,000 lives campaign

S106 contributions have been central to the support provided to over 5,000 local lives into employment through the council's commissioned services. The following case study sets out the story of George*, a local resident who was supported through S106 to obtain the necessary training which led to his opportunity of working on a development site in the borough with a local developer.

** Client's real name not used*



Following the end of a prison sentence, George faced returning back to normal life and was left feeling uncertain of his next steps. He knew that he didn't want to get into trouble again and with the support of his family, he was able to return home and focus on his future.

As a result of the funding available through S106 contributions, George was referred to Southwark Works and after hearing about the opportunities on offer, he decided that construction sounded interesting and set about finding out more. His determination to succeed was evident to his advisor and was able to offer the funds to support him through a four week CITB construction skills course. As a result, the client received his CSCS card and certificates in Level 1 Health & Safety, Traffic Marshalling and Harness Training.

Having demonstrated his commitment, Southwark Works then introduced George to Be Onsite who arranged a two week on-site work placement with Lendlease subcontractor Careys on the MP1 South Gardens project at Elephant & Castle.

George has since progressed into a permanent role and is using every opportunity to gain more experience and has dreams of becoming an engineer in the future.

APPENDIX 4

Apprenticeship campaign

S106 contributions have provided opportunities to create apprenticeships which have given local residents the opportunity to earn a living whilst they learn. The following case study introduces Fiona, a Southwark resident, whose story featured in the [apprenticeship campaign](#) which was refreshed in 2019. S106 contributions have given Fiona the opportunity to work with Tideway to gain valuable engineering experience and develop the necessary skills to open up various career opportunities.

“After completing my A Levels I wanted to secure a job that set me up for a career straight away.

I looked at a lot of different options, even some that weren't related to my A Levels. I found this really interesting civil engineering apprenticeship which would give me the chance to work across lots of teams and had great opportunities to move higher up in the company.

I knew there weren't many women in engineering but that didn't bother me one bit. I didn't give it any thought when I was applying and I haven't noticed any difference now I'm on site. When they offered me the role I decided to give it a shot and it's been great.

When I finished the apprenticeship I started work on my HNC. I have now completed my HNC in Civil Engineering and started my BEng in Civil Engineering, which I will finish in the summer of 2020. After 4 and half years on Tideway, I moved to HS2. I was working for just over 5 years as an apprentice and then technician and now have the role of Assistant Coastal Engineer. On completion of my degree, I plan to achieve my Incorporate member (IEng) at the Institute of Civil Engineers.

An apprenticeship has given me all the good parts of studying but with real work experience. It's connected me to opportunities I might not have had if I'd gone to university. Missing out on fresher's week was tough at the time but now I'm set up for life. I'm really glad I went for the apprenticeship when I did.”



APPENDIX 5

Southwark Construction Skills Centre

S106 contributions have been able to support local residents into employment. This case study tells the story of Tyler*, a Southwark resident who was supported by Inspire at St Peters Crypt, an organisation part of the Southwark Works framework, to access the skills and training offer at the Southwark Construction Skills Centre in order to secure employment on a local development site.

** Client's real name not used*

Tyler is a Southwark resident who was referred to the Southwark Construction Skills Centre (SCSC) from Inspire at St Peters Crypt who supports youth offenders back into the community.

Tyler thrived in the SCSC, achieving his CSCS card and all required tickets to make himself appealing to employers. The skills centre was able to set up an interview with Morrisroe where he was successful in securing a Formwork labourer apprenticeship.

As a result of the funding available through S106 contributions, Tyler has been able to access the training and support required to gain relevant skills and knowledge to work on development sites in the borough. He is really enjoying working on a busy site and he feels that he is part of something special working on the project at Elephant & Castle.

