



EAST AYRSHIRE COUNCIL

Local Development Plan 2

Skills and Employment Plans

Non-statutory Planning Guidance

2024

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Introduction

The purpose of this document is to provide further guidance on the requirement set out Local Development Plan 2 (LDP2) Policy SS10: Skills and Employment, for new development proposals to provide a Skills and Employment Plan in support of planning applications.

All **major development** proposals are expected to produce a Skills and Employment Plan. The plan must demonstrate a commitment to providing local employment and skills opportunities and contribute to **Community Wealth Building** objectives within East Ayrshire.

Major Development

In the context of its usage in LDP2 and in this guidance document, 'major development' is as defined by the Town and Country Planning (Hierarchy of Developments) (Scotland) Regulations 2009, and includes (but is not limited to):

- Housing developments of 50+ dwellings, or on sites of 2+ hectares.
- Business and industrial developments providing 10,000+ square metres of gross floor space, or on sites of 2+ hectares.
- Electricity generation facilities with a capacity of 20+ megawatts.
- Waste management facilities with a capacity of 25,000+ tonnes per annum (or 50+ tonnes per day for wet sludge).
- Transport and infrastructure projects of 8+ kilometres in length.
- Fish farming on areas of surface water covering 2+ hectares.
- Mineral extraction on sites of 2+ hectares.
- Any other development providing 5,000+ square metres of gross floor space, or on sites of 2+ hectares.

Full details of all development types falling into the definition of major development per the legislation can be found in Appendix 1.

Community Wealth Building

Community Wealth Building (CWB) is an alternative approach to traditional economic development that seeks to develop sustainable, resilient, fairer local economies, with more local employment and a larger and more diverse business base. CWB develops practical actions to harness the power of 'anchor institutions' to enable local economies to grow and develop from within, using existing resources. Anchor institutions are large commercial, public and social economy organisations which have a significant stake in a place.

East Ayrshire Council has adopted 6 anchor pledges which approach CWB through:

- Procurement
- Employment
- Land and assets
- Financial power
- Plural ownership of the economy

- Climate action

CWB presents an opportunity to redesign the local economy in Ayrshire and adapt to climate and net zero challenges and opportunities. It focuses on buying and selling goods and services locally and has the potential to shorten supply chains.

The Council is committed to deliver community wealth building by:

- Supporting proposals for land or buildings related to community uses;
- Requiring developers of major developments to submit a skills and employment plan; and
- Promoting CWB through planning policies which concentrate on land and property assets, as embedded in the Community Plan.

Policy Context

National Planning Framework 4 and Local Development Plan 2 both contain policies in support of development proposals which will benefit Community Wealth Building, which includes the creation of local employment and training opportunities.

National Planning Framework 4

National Planning Framework 4 (NPF4) Policy 25: Community Wealth Building:

- a) Development proposals which contribute to local or regional community wealth building strategies and are consistent with local economic priorities will be supported. This could include for example improving community resilience and reducing inequalities; increasing spending within communities; ensuring the use of local supply chains and services; local job creation; supporting community led proposals, including creation of new local firms and enabling community led ownership of buildings and assets.
- b) Development proposals linked to community ownership and management of land will be supported.

Local Development Plan 2

Many policies in the Plan will contribute to CWB, such as the affordable housing policy and the vacant and derelict land policy. However, the policy most relevant to this non-statutory guidance document is:

Policy SS10: Skills & Employment

Developers applying for planning permission for a major development as defined by the hierarchy of development are required to submit a skills and employment plan demonstrating how they will look to provide training / skills and employment opportunities for residents in East Ayrshire. Developers should also demonstrate what consideration has been given to their supply chain and maintenance arrangements, to explore ways in which their developments can maximise the benefit to the local economy. Non-statutory planning

guidance will be prepared to provide information on what should be included within a skills and employment plan.

Skills and Employment Statistics for East Ayrshire

This section of the guidance document outlines some key statistics for East Ayrshire. This data highlights the challenges facing the area at present and in the future, and therefore the importance of ensuring that any new major development will directly benefit local communities by providing opportunities for employment and skills development.

Population

East Ayrshire has a falling working-age population due to natural change in the birth rate and death rate. An increase in local employment opportunities could help to reverse this trend by encouraging in-migration of working-age people.

East Ayrshire currently has an estimated total population of around 122,000, and 62% of residents (75,700 people) are of working age (ONS¹, 2021). Population projections for the area predict that population will fall to 119,993 by 2027 and 23% of residents are expected to be aged 65 or over.

Deprivation

Many of the residents of East Ayrshire live in neighbourhoods which are classified as deprived according to the Scottish Index of Multiple Deprivation (SIMD). The SIMD measures deprivation based on average income, employment, health, education, housing quality, geographic access to services, and local crime levels.

Of East Ayrshire's 163 SIMD datazones, 51 (31.3%) are within the 20% most deprived in Scotland; this makes East Ayrshire the Scottish Council area with the 7th highest percentage of deprived datazones.²

Employment

East Ayrshire's employment rate, jobs density ratio, and the percentage of people earning below the Living Wage suggest that there is a need for a greater number of fairly-paid local employment opportunities.

The employment rate in East Ayrshire for 2022/23 was 72.6%, which is below the rate for Scotland as a whole (74.7%).

As of 2022, the jobs density (ratio of total jobs to population aged 16-64) in East Ayrshire was 0.59, which is below the 0.81 figure for Scotland. The ONS Annual Population Survey for

¹ Office of National Statistics:

<https://www.nomisweb.co.uk/reports/lmp/la/1946157412/report.aspx?town=East%20Ayrshire>

² SIMD:

<https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/>

2022-2023 found that there were 21,200 working age people in East Ayrshire who were economically inactive, and 20.9% of them said that they wanted employment.

In 2023, 14.7% of employees working in the East Ayrshire Council area were earning less than the Living Wage (compared to 10.1% for Scotland).³

Education and Skills

51.7% of East Ayrshire's working-age population have HND, Degree and Higher Degree level qualifications or equivalent and 11.1% have no qualifications.

The 2023 Annual Participation Measure showed that, of the 5,070 16-19 year olds in East Ayrshire, 94.0% were in education, employment or training and personal development. As of 29 September 2023 there were 1,144 Modern Apprentices in training and the Modern Apprenticeship achievement rate in East Ayrshire is 81.0%.⁴

Contents of the Skills and Employment Plan

Applicants for major development proposals must provide a Skills and Employment Plan, promoting skills and employment opportunities for local economic benefit within East Ayrshire.

The Skills and Employment Plan should outline the applicant's approach with regards to each of the following areas, and commit to a set of actions to be delivered; some questions have been provided to assist formulation of the plan. A Skills and Employment Plan template can also be found in Appendix 2; applicants are welcome to use this as the basis of their plan, but it is not mandatory.

It is acknowledged that every development proposal and applicant is different and the details provided in a Skills and Employment Plan will be assessed on a case-by-case basis alongside the planning application.

Recruitment Approach

How will the proposed development maximise employment opportunities for the local community?

How will it be ensured that the recruitment process is fair, inclusive and accessible, particularly with regards to those who may face barriers to employment?

Will the proposed development be a Living Wage employer?

Will partnerships be sought with any specific local employability programmes?

³ SLAED:

https://www.slaed.org.uk/_data/assets/pdf_file/0030/47874/SLAED-Indicators-Report-2022-23.pdf

⁴ Skills Development Scotland:

<https://www.skillsdevelopmentscotland.co.uk/local-national-work/east-ayrshire>

Education

How will the proposed development engage with education and ensure the availability of a suitably skilled local workforce?

Are there plans for partnership with any local educational establishments?

Will the proposed development offer paid internships or graduate programmes, and how will these be established and promoted to the local community?

Apprenticeships and Upskilling

What on-the-job training opportunities or vocational programmes will be offered by the proposed development (e.g. apprenticeships, re-skilling, upskilling), and how will these be tailored to different career stages?

Green Transition

How will the proposed development support the green transition and help to deliver training opportunities for the new green jobs of the future?

Local Businesses and Procurement

How will the proposed development support the local economy through procurement and supply chains (i.e. supporting local businesses and other local employers)?

During development, how will it be ensured that the construction supply chain is proactive in sourcing materials and labour from the surrounding area and uses the project to establish training and apprenticeships?

Will the proposed development adopt a 'buy local' strategy?

Volunteering

Will employees have the opportunity to become involved in local community volunteering and/or engage in local skills initiatives, such as supporting schools' engagement activities?

Stakeholder Engagement

Applicants are encouraged to use their Skills and Employment Plan to engage with local stakeholders and identify opportunities for collaboration. Stakeholder engagement will also help to identify:

- Key concerns and issues regarding skills and employment within local communities
- Local organisations within the education, skills and employment sectors which could provide training
- Existing programmes and activities which the development could be linked to
- Community-based groups and projects which could be supported
- Local suppliers and contractors who could be involved at various stages of the development

Monitoring and Delivery

It is essential that the Skills and Employment Plan outlines the applicant's planned approach to implementing the actions they have committed to delivering, and proposes measures for monitoring them, with timeframes where appropriate.

Evaluation of the success of the activities should be undertaken on a periodic basis and will be key to understanding if the Skills and Employment Strategy objectives are being met and also demonstrating the delivery of the wider economic benefits to the local area.

Further Information

East Ayrshire Local Development Plan 2 can be found here:

[East Ayrshire Council Local Development Plan 2](#)

National Planning Framework 4 can be found here:

[National Planning Framework 4](#)

East Ayrshire's Local Employability Partnership is available to any local organisation looking for support and can provide assistance with recruitment and training of potential staff or existing staff. The employability mailbox acts as a single point of contact and can be reached via the following email address:

employability@east-ayrshire.gov.uk

Appendix 1: Definition of Major Development

Town and Country Planning (Hierarchy of Developments) (Scotland) Regulations 2009⁵

1. Schedule 1 development: Development of a description mentioned in Schedule 1 to the Environmental Impact Assessment (Scotland) Regulations 1999 (see below).
2. Housing: Construction of buildings, structures or erections for use as residential accommodation, where:
 - a. The development comprises 50 or more dwellings; or
 - b. The area of the site is or exceeds 2 hectares.
3. Business & General Industry, Storage and Distribution: Construction of a building, structure or other erection for use as an office, for research and development of products or processes, for any industrial process, or for use as a storage/distribution centre, where:
 - a. The gross floor space of the building, structure or other erection is or exceeds 10,000 square metres; or
 - b. The area of the site is or exceeds 2 hectares
4. Electricity Generation: Construction of an electricity generating station, where the capacity of the generating station is or exceeds 20 megawatts.
5. Waste Management Facilities: Construction of facilities for use for the purpose of waste management or disposal, where:
 - a. The capacity of the facility is or exceeds 25,000 tonnes per annum.
 - b. In relation to facilities for use for the purpose of sludge treatment, a capacity to treat more than 50 tonnes (wet weight) per day of residual sludge.
6. Transport and infrastructure projects: Construction of new or replacement roads, railways, tramways, waterways, aqueducts or pipelines, where the length of the road, railway, tramway, waterway, aqueduct or pipeline exceeds 8 kilometres.
7. Fish Farming: The placing or assembly of equipment for the purpose of fish farming within the meaning of section 26(6) of the Act where the surface area of water covered is or exceeds 2 hectares.
8. Minerals: Extraction of minerals where the area of the site is or exceeds 2 hectares.
9. Other Development: Any development not falling wholly within any single class of development described in paragraphs 1 to 8 above, where:
 - a. The gross floor space of any building, structure or erection constructed as a result of such development is or exceeds 5,000 square metres; or
 - b. The area of the site is or exceeds 2 hectares.

⁵ <https://www.legislation.gov.uk/sdsi/2009/9780111001714/contents>

Schedule 1 to the Environmental Impact Assessment (Scotland) Regulations 1999⁶

1. Crude-oil refineries (excluding undertakings manufacturing only lubricants from crude-oil) and installations for the gasification and liquefaction of 500 tonnes or more of coal or bituminous shale per day.
2. 1) Thermal power stations and other combustion installations with a heat output of 300 megawatts or more. (2) Nuclear power stations and other nuclear reactors (except research installations for the production and conversion of fissionable and fertile material, whose maximum power does not exceed 1 kilowatt continuous thermal load).
3. (1) Installations for the reprocessing of irradiated nuclear fuel. (2) Installations designed—
 - a. for the production or enrichment of nuclear fuel;
 - b. for the processing of irradiated nuclear fuel or high-level radioactive waste;
 - c. for the final disposal of irradiated nuclear fuel;
 - d. solely for the final disposal of radioactive waste;
 - e. solely for the storage (planned for more than 10 years) of irradiated nuclear fuels or radioactive waste in a different site than the production site.
4. (1) Integrated works for the initial smelting of cast-iron and steel. (2) Installations for the production of non-ferrous crude metals from ore, concentrates or secondary raw materials by metallurgical, chemical or electrolytic processes.
5. Installations for the extraction of asbestos and for the processing and transformation of asbestos and products containing asbestos—
 - a. for asbestos-cement products, with an annual production of more than 20,000 tonnes of finished products;
 - b. for friction material, with an annual production of more than 50 tonnes of finished products; and
 - c. for other uses of asbestos, utilisation of more than 200 tonnes per year.
6. Integrated chemical installations, that is to say, installations for the manufacture on an industrial scale of substances using chemical conversion processes, in which several units are juxtaposed and are functionally linked to one another and which are—
 - a. for the production of basic organic chemicals;
 - b. for the production of basic inorganic chemicals;
 - c. for the production of phosphorous-, nitrogen- or potassium-based fertilisers (simple or compound fertilisers);
 - d. for the production of basic plant health products and of biocides;

⁶ <https://www.legislation.gov.uk/ssi/1999/1/contents/made>

- e. for the production of basic pharmaceutical products using a chemical or biological process;
 - f. for the production of explosives.
7. (1) Construction of lines for long-distance railway traffic and of airports with a basic runway length of 2,100 metres or more. (2) Construction of motorways and express roads. (3) Construction of a new road of four or more lanes, or realignment and/or widening of an existing road of two lanes or less so as to provide four or more lanes, where such new road, or realigned and/or widened section of road, would be 10 kilometres or more in a continuous length.
 8. (1) Inland waterways and ports for inland-waterway traffic which permit the passage of vessels of over 1,350 tonnes. (2) Trading ports, piers for loading and unloading connected to land and outside ports (excluding ferry piers) which can take vessels of over 1,350 tonnes.
 9. Waste disposal installations for the incineration, chemical treatment (as defined in Annex IIA to Directive 75/442/EEC(3) under heading D9), or landfill of hazardous waste (that is to say, waste to which Directive 91/689/EEC(4) applies).
 10. Waste disposal installations for the incineration or chemical treatment (as defined in Annex IIA to Directive 75/442/EEC under heading D9) of non-hazardous waste with a capacity exceeding 100 tonnes per day.
 11. Groundwater abstraction or artificial groundwater recharge schemes where the annual volume of water abstracted or recharged is equivalent to or exceeds 10 million cubic metres.
 12. (1) Works for the transfer of water resources, other than piped drinking water, between river basins where the transfer aims at preventing possible shortages of water and where the amount of water transferred exceeds 100 million cubic metres per year. (2) In all other cases, works for the transfer of water resources, other than piped drinking water, between river basins where the multi-annual average flow of the basin of abstraction exceeds 2,000 million cubic metres per year and where the amount of water transferred exceeds 5% of this flow.
 13. Waste water treatment plants with a capacity exceeding 150,000 population equivalent as defined in Article 2(6) of Council Directive 91/271/EEC(5).
 14. Extraction of petroleum and natural gas for commercial purposes where the amount extracted exceeds 500 tonnes per day in the case of petroleum and 500,000 cubic metres per day in the case of gas.
 15. Dams and other installations designed for the holding back or permanent storage of water, where a new or additional amount of water held back or stored exceeds 10 million cubic metres.
 16. Pipelines for the transport of gas, oil or chemicals with a diameter of more than 800 millimetres and a length of more than 40 kilometres.

17. Installations for the intensive rearing of poultry or pigs with more than—
 - a. 85,000 places for broilers or 60,000 places for hens;
 - b. 3,000 places for production pigs (over 30 kg); or
 - c. 900 places for sows.
18. Industrial plants for—
 - a. the production of pulp from timber or similar fibrous materials;
 - b. the production of paper and board with a production capacity exceeding 200 tonnes per day
19. Quarries and open-cast mining where the surface of the site exceeds 25 hectares, or peat extraction where the surface of the site exceeds 150 hectares.
20. Installations for storage of petroleum, petrochemical or chemical products with a capacity of 200,000 tonnes or more.

Appendix 2: Skills and Employment Plan Template

1. a) Project/Site:

1. b) Planning Application Ref:

1. c) Contractor:

1. d) Lead Contact: [Please provide name and contact details]

2. Project Outline:

[Please give a brief description of the proposed development]

3. a) Recruitment Approach:

[Please provide details of how employment opportunities for the local community will be maximised, including: links to employability programmes; support for the Living Wage; commitments to being an inclusive employer; attendance at local careers fairs; encouraging local employment through agreements with contractors and/or suppliers]

3. b) Approximate Number of East-Ayrshire-based (FTE) Jobs to be Provided by the Completed Development:
[Once Operational and at Peak Employment Capacity]

3. c) Approximate Number of (FTE) Jobs Created During Construction of the Development:

4. Education:

[Please detail any plans for engagement with local educational establishments, including graduate programmes, any course sponsorships, research collaboration, etc.]

5. Apprenticeships & Upskilling:

[Please provide details of vocational skills development plans, on-the-job training and apprenticeships, including re-skilling and up-skilling opportunities]

6. Green Transition:

[Please detail any preparations for the green transition, including green job opportunities and associated training]

7. Local Businesses & Procurement:

[Please describe how local businesses and those employed by them will benefit through procurement and supply chains, including any 'buy local' policies, etc.]

8. Volunteering:

[Please provide details of any community volunteering opportunities that will be offered to employees, or any partnerships with local community groups or charities]

9. Sector-Level Activities:

[Please provide details of any relevant activities/programmes/partnerships at sector level that could be linked to the project and may provide further skills and employment opportunities for East Ayrshire]