

Intermodal Logistics Park North Ltd

INTERMODAL LOGISTICS PARK (ILP) NORTH

**Intermodal Logistics Park (ILP) North Strategic Rail Freight
Interchange (SRFI)**

Project reference TR510001

Employment, Skills and Training Plan Framework (ESTPF)

October 2025

Planning Act 2008

♦ EMPLOYMENT, SKILLS AND TRAINING PLAN FRAMEWORK (ESTPF)

1.0 INTRODUCTION

- 1.1. An application for a Development Consent Order under the Planning Act 2008 (the Act) is made by Intermodal Logistics Park North Limited for a Strategic Rail Freight Interchange (SRFI) within the statutory regime of the Act; an SRFI comprises an intermodal rail freight port with warehousing and distribution facilities.
- 1.2. The project has been named Intermodal Logistics Park North Rail Freight Interchange (ILPN RFI); ILPN RFI will generate substantial job opportunities during both the construction process and when in operation.
- 1.3. It is envisaged that the estimated construction process may extend to 10 years or thereabouts; subject to market conditions. First occupation may occur after the first construction phase, as illustrated at Table 3.8 of PEIR Chapter 3.
- 1.4. The purpose of the ESTPF is to establish a framework, including targets for the provision of employment from within the local area of ILPN and to endeavour to secure employment for persons presently unemployed through the provision of skills training by occupiers of ILPN and during the construction process.
- 1.5. Principal Contractor(s) and First Time Occupiers of ILPN will be required to prepare individual Employment, Skills and Training Plans for approval of the relevant authorities, pursuant to the provision of a Requirement within a Development Consent Order. Individual Employment Skills and Training Plans will be prepared, pursuant to the principles established in this Framework.
- 1.6. This ESTPF will be submitted as part of the Applicant's documentation to the Planning Inspectorate.

2.0 STAKEHOLDERS IN THE DELIVERY OF THE EMPLOYMENT, SKILLS AND TRAINING PLAN

Relevant Parties

2.1. The relevant Parties with roles under this Framework are:

2.1.1. **Intermodal Logistics Park North Limited (ILPN Ltd):** The Applicant for ILPN.

2.1.2. **Principal Contractor(s):** A main contractor working on any aspect of the authorised development, who is directly contracted to any developer undertaking any part of the consented development.

2.1.3. **First Time Occupier:** The first occupier to occupy each newly constructed warehouse.

2.1.4. **The ILPN Partnership:** A group of stakeholders, including representatives from St. Helens Borough Council, Wigan Council and Warrington Borough Council; the Applicant and the Skills and Training Co-ordinator (to be appointed by the Applicant and/or Management Company) who will act as an advisory group that will provide guidance and industry knowledge to inform decision making by contractors, occupiers and other stakeholders with respect to skills development and training at ILPN RFI. The ILPN Partnership will meet at least annually.

Commitments

2.2. ILPN Ltd makes the following commitments in relation to the implementation of the DCO:

2.2.1. The Applicant, Principal Contractor and/or Management Company will appoint a Skills and Training Co-ordinator during the construction phase of ILPN RFI.

2.2.2. The Skills and Training Co-ordinator will:

- a) Work with the Applicant, the Principal Contractor's Skills and Training Team and the ILPN Partnership to aid the delivery of the ILPN Employment Skills and Training Plan Framework;

- b) Develop and maintain key relationships to provide an effective communication mechanism between training, education and employment providers and their client base;
- c) Be the central point of contact for liaison with key site staff and sub-contractors to interpret the planned on-site placements, employment and training activity, in line with the programme or works and the ESTPF.
- d) Monitor and report annually to the ILPN Partnership on all activity delivered against the Framework's targets, and make available if requested by the ILPN Partnership quarterly reports on activity delivered; and
- e) Provide administrative support to the ILPN Partnership.

2.2.3. Proactively work with St. Helens Borough Council, Wigan Borough Council and Warrington Borough Council (and other relevant authorities and their chosen partners) to implement this ESTPF; which endeavours to support residents into training and work during both construction and operation of ILPN.

2.2.4. Engage with the Principal Contractor(s) and each First-Time Occupier to prepare their own Employment, Skills and Training Plans (ESTP); in line with this Framework.

2.2.5. Engage with the Principal Contractor(s) and each First-Time Occupier to agree a monitoring and reporting methodology with the ILPN Partnership.

3.0 OBJECTIVES OF THE ESTPF

3.1 The Objectives of the ESTPF are to use best endeavours to:

- i) Foster greater ambition across local businesses, local organisations and people of all ages.
- ii) Maximise the number of business and education facilities such as schools and colleges that will be encouraged to create working relationships with occupants and/or contractors; and hold appropriate events/activities to seek to promote links between education and business.
- iii) Increase opportunities for local communities¹ to gain employment in higher skilled/higher paid roles on site at ILPN – being residents within the administrative areas of St. Helens, Wigan and Warrington Boroughs.
- iv) Work with the further and higher education providers in St. Helens, Wigan and Warrington to advise on the qualifications which best reflect the future business needs of ILPN, and future job opportunities created by the development.
- v) Generate opportunities for improved workforce skills, progression and earnings.
- vi) Seek to enhance the economy in St Helens, Wigan and Warrington.
- vii) Contribute to increased employment rates in St Helens, Wigan and Warrington; and reduce the number of people claiming out-of-work benefits.
- viii) Assist the Local Authorities (if required) to use the opportunity at ILPN to leverage public funds to support employment initiatives.
- ix) Increase the numbers of local long-term unemployed gaining employment.
- x) Increase the number of apprentices at all levels through promotion of the use of the Apprenticeship Levy or any such similar scheme.

¹ Reference Key Target ii at paragraph 3.2 below

Key Targets

- 3.2 ILPN Ltd will use reasonable endeavours to achieve the following targets set out below; which will be monitored on an annual basis and set out in an annual report to the ILPN Partnership, stating the performance of ILPN RFI in achieving the Key Targets.
- 3.3 Data will be collected quarterly and made available to the ILPN Partnership, should it be requested.
- 3.4 Where a Key Target is not being achieved, the Applicant (in collaboration with the Skills and Training Co-ordinator, Principal Contractor(s) and/or First Time Occupiers) will work with the ILPN Partnership in an endeavour to meet the Key Targets within the next reporting period, until the development of ILPN RFI has been fully completed.
- a) **Key Target 1:** During the construction phases, the Principal Contractor(s) will use reasonable endeavours to recruit 20% of the workforce from within a 16km radius of ILPN (as measured using a straight line distance to postcode of employee's usual place of residence).
- b) **Key Target 2:** During the operational phase, the First-Time Occupiers will use reasonable endeavours to recruit their occupier workforce (measured one year after any first occupation) as follows:
- The provision of at least 25% of employees from within the administrative area of St. Helens Borough; and
 - The provisions of at least 25% of employees from within the administrative area of Wigan Borough; and
 - The provision of at least 10%-15% of employees from within the administrative area of Warrington Borough.
- c) **Key Target 3:** During both the construction and operational phases; both the Principal Contractor(s) and First-Time Occupiers will advertise 100% of new vacancies at ILPN through the relevant local job centres within each of the 3 Local Authority administrative areas.

- d) **Key Target 4:** During the construction phase, at least 52 weeks of apprenticeship time will be provided on site each year by the Principal Contractor at ILPN.
- e) **Key Target 5:** During the construction phase, 2 FTE employees who are long term unemployed (i.e. unemployed for a year or more) will be hired annually by the Principal Contractors, as a result of a recruitment programme.
- f) **Key Target 6:** During the construction phase, 2 FTE employees who are NEETS (Not in Education, Employment, or Training) will be hired annually by the Principal Contractor(s), as a result of a recruitment programme.
- g) **Key Target 7:** During the full duration of the construction phase, the Principal Contractor(s) will endeavour to undertake 200 (combined overall) hours on delivering construction education talks to local schools and college visits e.g. deliver career talks, curriculum support and safety talks (including preparation time).
- h) **Key Target 8:** During the occupational phase, each First Time Occupier will dedicate support to help young people (under 24) into work at ILPN (e.g. CV advice, mock interviews and careers guidance); and will offer meaningful 1-6 week student work placements and/or pre-employment courses on an annual basis.

4.0 THE ROLE OF THE PRINCIPAL CONTRACTOR(S)

4.1 Any Principal Contractor(s) working at ILPN will:

- i) Complete and agree a bespoke ESTP with the relevant Local Planning Authority before commencement of any construction activities; which will set out how the Principal Contractor will contribute to the Objectives and Key Targets of the ESTPF.
- ii) Provide a detailed programme and up-to-date schedule of works for any and all reasonably foreseeable and predictable works packages to the ILPN Partnership.
- iii) Brief sub-contractor(s) on the requirements of the ESTP and ensure co-operation is agreed as a pre-requisite to accepting any sub-contract tenders.
- iv) Apply the principles for employment that are set out in the Liverpool City Region – Fair Employment Charter.
- v) Encourage sub-contractor(s) to pay Living Wage for work placements.
- vi) Submit details of paid work placements to the ILPN Partnership at least annually in order to meet the Key Targets, including details of:
 - Projected length of placement
 - Trade
 - Wage
 - Employment terms
- vii) Connect with schools, colleges and training providers to assist with curriculum development and provide work placements in order to meet the Key Targets.

4.2 The Principal Contractor(s), working at ILPN will:

- i) Guarantee an interview to all candidates submitted for consideration by a Council nominated agency, who fully meet the job specification.

- ii) Put in place appropriate on-site supervision by a named qualified and/or experienced operative in a trade related to an employee's identified training needs.
- iii) Have appropriate contractor/director oversight and management on-site.
- iv) Allow/enable trainees to attend college based courses either on a day release or block release basis as required/appropriate; the contractor must be aware that payments to apprentices will continue during this period.

5.0 THE ROLE OF THE FIRST TIME OCCUPIERS

- 5.1 Each First Time Occupier of any newly constructed warehouse at ILPN will:
- i) Within a period of at least 60 days before first occupation of their warehouse for operational purposes, attend a pre-occupation meeting with the ILPN Partnership to set out:
 - Approach to recruitment
 - Training objectives
 - In-house training initiatives
 - Methodologies for monitoring and reporting
 - ii) Within a period of at least 60 days following first occupation of their warehouse for operational purposes, agree a bespoke ESTP with the relevant Local Planning Authority which will set out how the occupier is going to contribute to the overall Objectives and Key Targets of the ESTPF.
 - iii) Apply the principles for employment that are set out in the Liverpool City Region Fair Employment Charter.
 - iv) Provide in-house training initiatives to meet the specified objectives in the bespoke ESTP.
 - v) Interview all candidates submitted for consideration by a Council nominated agency who fully meet any job specification.
 - vi) Advertise all vacancies locally for at least 10 working days before wider recruitment is undertaken, unless in emergency.
 - vii) Guarantee that all candidates submitted for consideration by a Council nominated agency who fully meet any job specification shall be given an interview.
 - viii) Have a proactive and positive approach to the wellbeing of staff, including their training needs.

- ix) Engage with the ILPN Partnership on any skills gaps or training needs that have been identified during operation.
- x) Connect with schools, colleges and training providers to assist with curriculum development and provide work placements.
- xi) Have structured, clear and attainable paths for career development.
- xii) Provide opportunities for transferable and key skilled development, including literacy and numeracy where needed.
- xiii) Illustrate how the principles of the ESTP could be built into business as usual for the long term.