Aldi Stores Ltd – Fleet Street, Holbeach

Local Employment, Skills and Procurement Strategy

This document has been prepared to support the discharge of condition 18 attached to planning permission H09-1057-22, which is for a new retail foodstore at Fleet Street, Holbeach.

Condition 18 requires the following:

> *"No work shall commence on site until an Employment, Skills and Local Procurement Strategy has been submitted to and approved in writing by the Local Planning Authority. This strategy shall set out measures to provide local employment, skills and business opportunities during the construction phase of the development hereby approved. The development shall be carried out in accordance with the details so approved.*
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> *Within 12 months of the development hereby approved being first brought into use, a Statement of Conformity shall be submitted to the Local Planning Authority, setting out how the approved measures were implemented and shall include a review of Employment, Skills and Procurement outcomes arising from the approved Strategy."*

This document seeks to discharge the first part of the condition.

DSP Construction Management Ltd are ALDI's appointed construction managers. They are responsible for managing the construction phase of new stores and as part of this they coordinate the appointment of contractors.

In order to ensure that the pipeline of stores are built on time, contractors are appointed to frameworks for 1-2 years and as part of that they commit to building a certain number of stores during that time. As a result, it is difficult to commit to providing local employment opportunities for all elements of the build programme, as the contractors are already lined up.

Whilst not always local, the contractors will often take on apprentices and so employment and skills training is provided through the construction.

Local employment opportunities are always present within the build phase as a local gatesman will be appointed as well as a local labourer. These can be appointed through local agencies, including those affiliated with the Council where this is necessary. The gatesman and labourer will be on site from the start to the end of the build programme.

The construction period for an ALDI foodstore is approximately 6 months and so the operational phase of the development provides significantly greater opportunity for local employment and skills training.

During the build phase of the development, banners are provided at the site to notify the local community of the upcoming development. Job opportunities are published on ALDI's website and those interested in working for ALDI apply for the relevant role via the ALDI careers website. The prospective employee then chooses their priority locations, of which the Holbeach store would be listed, and these get sent to the relevant Area Manager responsible for the staffing of the site.

Depending on the volume of applicants received, additional digital marketing can be conducted via Indeed/Facebook for targeted locations.

The new store will provide a number of jobs, covering a variety of roles:

- Store Manager
- Assistant Store Managers
- Deputy Managers
- Store Assistants
- Store Cleaner

In addition to the above, ALDI also offers apprenticeships, including apprenticeship roles within stores, further details on this scheme are available via the ALDI careers website: https://www.aldirecruitment.co.uk/stores

Due to the nature of the development, employees are typically local to the area.

ALDI prides itself on the skills and development training it offers and its competitive salaries.

Store Assistants are enrolled into a structured training programme on Day 1, with career progression opportunities available for those working within the store and within the wider ALDI business. This includes a Future Leaders Programme, which allows high performing staff members the opportunity to progress. The result is long-term employment and low staff turnover.

The above demonstrates that the development will deliver significant local employment, skills and business benefits, particularly during the operational phase but also through the construction phase.

Noting that the condition is formed in two parts and that a Statement of Conformity is required to be submitted within 12 months of operation, the development will be considered against the following measures:

- Gatesman and labourer positions to be advertised locally and the construction manager to consider securing the positions through local agencies
- Advertisements to be provided locally to make people aware of the new store and when it is due to open
- Job opportunities for the new store to be advertised on ALDI's careers website
- ALDI to make available to new recruits, details of the career progression opportunities

12th July 2023.