



NTT Communications Corporation

Employment & Skills Strategy
NTT Communications Corporation

Full Planning Application Supporting Statement
For the erection of two data centre buildings (B8 Use Class)

January 2018

David Lock Associates
Town Planning and Urban Design

CONTENTS

1.0	INTRODUCTION & KEY OBJECTIVES	2
	Key Objectives	3
2.0	THE EMPLOYMENT STRATEGY	4
	The Construction Phase	4
	<i>The Construction Process</i>	<i>4</i>
	<i>Key Targets for the Construction Phase</i>	<i>5</i>
	The Operations Phase	6
	The Education Phase	7
3.0	CONCLUSIONS	8

APPENDICES

1.0 INTRODUCTION & KEY OBJECTIVES

- 1.1 The following Employment and Skills Strategy has been prepared in support of the detailed planning application for the redevelopment of part of the former Sanofi pharmaceuticals site on Rainham Road South in Dagenham for the following:

“Erection of two data centre buildings (B8 Use Class), with ancillary plant, offices, gatehouse, electrical sub-stations, fuel storage, car parking, site fencing, landscaping and other associated works.”

- 1.2 It has been written to provide the London Borough of Barking & Dagenham (the Council) confidence that local employment and educational opportunities will be maximised where possible to ensure that the Borough as a whole benefits from the development proposed. It is designed to be an integrated strategy which will deliver employment during the construction and operational phases of the project, but also crucially work with local educational establishments in the area to enable more skilled jobs to be occupied by local residents.
- 1.3 The Council have required previous applications on this site to provide this information via a s106 agreement, however in this particular instance we seek to provide this information as part of the planning application pack. This allows the development to be commenced in a more expedient manner as the often lengthy legal processes surrounding s106 agreements are not necessary. The imposition of an appropriately worded condition to ensure compliance with this document will deliver the appropriate control mechanisms for the Council.
- 1.4 The applicant, with 274,850 employees (consolidated) worldwide and one of the world's largest telecommunications services providers, having a customer base of over 50 million in Japan alone, is keen to ensure that this development continues its legacy of working collaboratively and effectively within the areas in which it operates.
- 1.5 Nippon Telegraph and Telephone Corporation traces its roots back to 1869 when the telegraph was first introduced in Japan. NTT was originally established in 1952 as a government-owned corporation, and it was in 1985 that NTT was privatised. Since then, the company has been diversifying into new markets, forming new subsidiaries and developing leading-edge technologies. The company history is summarised as

1952: Nippon Telegraph and Telephone Public Corporation launched
1985: Nippon Telegraph and Telephone Corporation privatized
1987: NTT Corp. listed on Tokyo Stock Exchange (TSE)
1988: NTT Data Communications System Corporation (now NTT DATA) launched
1992: NTT Mobile Communications Network, Inc. (now NTT DOCOMO) launched
1996: NTT DATA listed on TSE

1998: NTT DOCOMO listed on TSE
1999: NTT Communications founded

Key Objectives

- 1.6 The importance of local jobs being created for local people through the reuse of the former Sanofi site is a key consideration for NTT Communications Corporation, who will work with the Councils Employment Access Team to create opportunities during construction and further in the operation of the building wherever possible.
- 1.7 The Key objective of this Strategy is to firstly work with the main construction contractor and further fit-out contractors to ensure an across the board commitment to identify opportunity where possible and connect local people to employment and apprentice opportunities during the construction of the NTT Communications Corporation Data Centre, Dagenham.
- 1.8 The Strategy continues with the operation of the building following construction, when NTT Communications Corporation will identify opportunities for full time employment in the daily running and management of the site and also encourage our customers to follow this example, again connecting local people to employment and apprenticeships on site and in the industry.

2.0 THE EMPLOYMENT STRATEGY

- 2.1 The Employment & Skills Strategy falls into three distinct parts the Construction Phase of the project, the Operations Phase of the project and the Educational side of the project. This Employment & Skills Strategy will form the framework setting out the expectations of the Principal Contractor once appointed for the construction phase forming part of the tender package prepared by Bruce Shaw (or subsequent consultant) to ensure that Contractors bidding for the contract are aware of their commitment to seek local employees in partnership with the Council wherever possible.
- 2.2 The suggested strategy has the following elements.

The Construction Phase

The Construction Process

- 2.3 It is anticipated that the construction of the proposed development would commence in 2018 subject to the Council's approval, to ensure that the first Building of the development is up and running in the Autumn of 2019.
- 2.4 There are two elements to the construction, the building of the shell with the external provisions of the site and the fit-out of the internal space with the necessary support plant and equipment. The intention is that Building 1 will be built immediately after the receipt of Planning Permission along with the external roads and security measures. The second building will be dependent on the success of finding customers, but should be constructed within approximately 2 years of the first.
- 2.5 Each shell construction will take approximately 12 months. The second element of the construction will be turning the empty shell into actual data centre space. This will be a continual process, starting approximately 6 months after receiving the planning permission, and continuing, as space is taken up by customers, on a regular if not continuous basis for approximately the next 7 years. On this basis the project will be deliver construction jobs on a long-term and continuing basis where local workers can increase their skill base through the many stages of the development.
- 2.6 Both Traditional and Specialist trades will be required during the construction process:
- Traditional Trades – The basis of the building is a traditional shell construction, and therefore will require traditional construction trades such as steel erectors, formwork carpenters, concrete workers and cladding contractors. The creation of the data centre space and offices also includes some traditional trades such as the plasterboard walls, doors, raised floors, carpeting and basic electrical trades.
 - Specialist Trades – The final stages of each data centre build require more specialist trades which will be less easy to source locally. These jobs will be for high-tech generator and battery installations (for which there may be

more local skills) but also areas such as building management systems and cooling installations. The approach here would start with apprentice schemes where local people can have more junior roles in the early stages of the project, and then gain the skills and experience to take more senior roles later in the project.

Key Targets for the Construction Phase

- 2.7 The appointed Principal Contractor will work to ensure that at least 25% people working on the development will be drawn from the residents of Barking and Dagenham. The appointed Principal Contractor will ensure that where vacancies arise during the course of the development these will be offered to the residents of the London Borough of Barking and Dagenham.
- 2.8 The appointed Principal Contractor will aim to source as many goods and services required for the development from within the London Borough of Barking and Dagenham, with an aim that this shall represent a minimum of 25% of goods and services required for the development. The appointed Principal Contractor for both the build and the fit-out will be required to actively seek local companies with the appropriate experience and capabilities to tender for work packages where applicable and appropriate. They would have the equal opportunity to competitively bid for the package being tendered. Tenders will be awarded to the sub- contractors who submit the most commercially acceptable bid, giving due consideration to capability, programme and price.
- 2.9 The appointed Contractor will be an equal opportunity employer and each tender will be treated equally and fairly.
- 2.10 The appointed Principle Contractor will also be required to satisfy their duties with regards to BREEAM with a rating of “very good” required to be achieved. This will include the obligation to be a part of the Considerate Constructors Scheme with its emphasis on improving the image of construction locally to the site and the current spotlight on women in construction. In addition, and in order to track the carbon foot print of the construction phase BREEAM requires the recording of mileage to site of all vehicles, again pushing all contractors on site to source both labour and materials locally.
- 2.11 There are certain services that will be sourced locally where practicable, such as builders’ merchants, waste disposal, security and catering, to provide the Principal Contractor with raw materials, skips and services that will be required during the course of the project. In addition, on some of the less specialist trades such as sealants, cleaning and landscaping, which are not on the critical path of the construction programme, local sub-contractors will have a commercial advantage due to their proximity to the site, but there will always remain the commercial imperative in all of the Contractor’s activities.
- 2.12 Where the need arises for local temporary labour, the Principal Contractor will utilise the services of the Councils Job Shops to find specialist local employees as well as the services of the local Job Centre to source their requirements.

Contact will be made with Job Shops (employers@lbbd.gov.uk) early on in the process in order for suitable construction workers to be sourced.

The Operations Phase

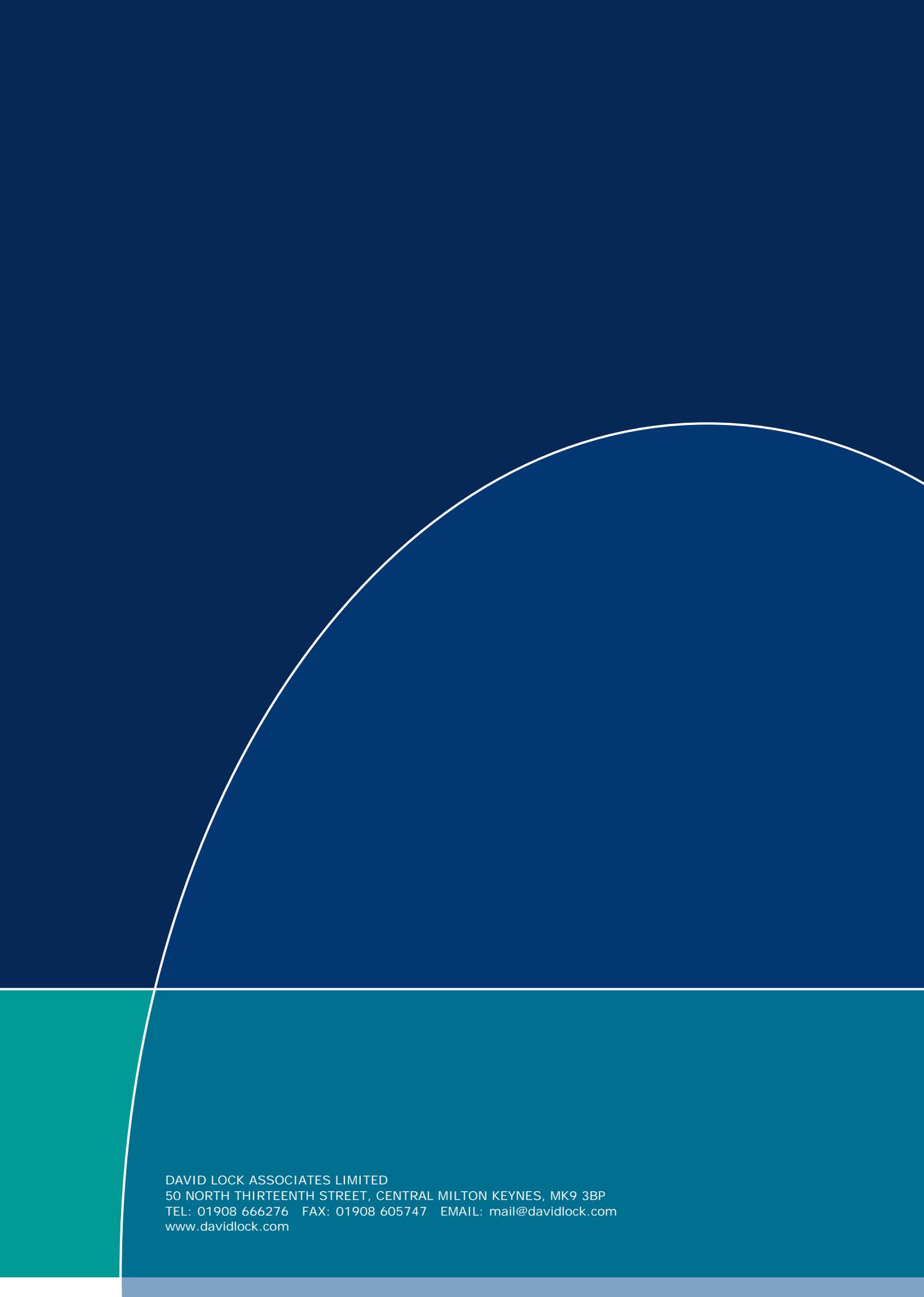
- 2.13 The operation of Building 1 will commence approximately 18 months after planning permission is granted. Some of these jobs will be directly with NTT Communications Corporation, others will be with our customers operating from the site. The site will operate on a 365 / 24 / 7 basis, with shift work required so every position that is required results in 3 to 4 full time jobs.
- 2.14 The following main job types will be created through the operational phase of the scheme:
- Security – The requirement for security is key to our customers and forms the most elementary of site operations. Although a certain level of certifications is required this can usually be easily achieved through re-training. Most of the security personnel will be directly employed by NTT, but some customers may employ their own. This should be an area with very high levels of local employment.
 - Facility Operations – The people engaged in this range from those with basic training personnel who will be carrying out the day to day maintenance type operations on site such as changing filters or lamps in the lighting for example, to those trained in the complex maintenance and operation of generators, cooling equipment and electrical equipment. This again is something where there should be initial jobs, and the opportunity for training and apprenticeships on site as the facility grows. It would be expected that those taken on from the local area would be able to gain access to the most technical roles over time. It is possible that some of our customers will employ facilities people, but generally these will be NTT employers.
 - IT Operations – This is the tipping point between NTT roles and customer roles. Some of the more basic IT functions will be carried out by NTT staff, but the more complex tasks will inevitably be carried out by our customers. These will be the most difficult roles to source locally, but the good news is the demand for these will grow with the facility and therefore the local skills can develop over time and be available for the later phases of deployment, especially taking into account the educational strand of this strategy.
 - Office Roles – There are a very few administration and office roles required within the facility for both NTT and our customers. It is envisaged that these would initially be undertaken by existing NTT staff in order to implement the standard processes and procedures of our organisation, however as building 2 is brought into operation it would be anticipated that local people could be trained and mentored to fulfil the positions required.

The Education Phase

- 2.15 It is not only important that residents in the local area have opportunities to benefit from the construction and operational phases of the scheme, but given the lifespan of both of these phases there is also the opportunity to work with local education institutions to up-skill residents to potentially occupy more senior / technical positions which would otherwise may have had to be filled by people commuting into the area.
- 2.16 Launched in 2010, Coventry University London Campus (CULC) offers the largest range of business-related degree courses in Europe. NTT's advisors are actively working with CULC Dagenham campus to ensure that undergraduate and post graduate students have the right skills for working in the data industry, and can readily be employed in the new facility.
- 2.17 Discussions are currently at an early stage but the objective is that suitably skilled students with knowledge of digital and data management will be able to work in both buildings once they become operational.

3.0 CONCLUSIONS

- 3.1 This Employment & Skills Strategy is an integrated approach which will maximise employment opportunities in the early stages through working with local suppliers on the construction phase, through to ensuring that local people are given every opportunity for employment when the buildings become operational.
- 3.2 A key parallel strand to our integrated approach is NTT's work with CULC from the date at which planning permission is granted to develop courses or modules to ensure that students gain the knowledge needed to occupy higher skilled positions in the proposed development.
- 3.3 NTT and its appointed Principle Contractor will work collaboratively with the Council's Employment & Skills lead to ensure this target is met and that the project is key driver of positive change.
- 3.4 This will benefit not only the Borough as a whole in its ambition to up-skill its workforce to work within emerging employment fields but also the NTT Data Centre project by providing local people with a sense of involvement and ownership of the asset for area.



DAVID LOCK ASSOCIATES LIMITED
50 NORTH THIRTEENTH STREET, CENTRAL MILTON KEYNES, MK9 3BP
TEL: 01908 666276 FAX: 01908 605747 EMAIL: mail@davidlock.com
www.davidlock.com