

7. Socio-economics and Human Health

Introduction

- 7.1 This Chapter reports the outcome of the assessment of likely significant environmental effects arising from the Project for Assessment in relation to socio-economics and human health. It also reports the likely significant environmental effects associated with the Proposed Scheme, which comprises the planning application.
- 7.2 The Chapter describes the technical consultation that has been undertaken during the EIA, the scope of the assessment and assessment methodology, and a summary of the baseline information that has informed the assessment.
- 7.3 In line with **Chapter 2: Approach to EIA**, the assessment reports on the likely significant environmental effects, the further mitigation measures required to prevent, reduce or offset any significant adverse effects, or further enhance beneficial effects. The conclusions are provided both in terms of the residual effects and whether these are considered significant. The assessment of effects takes into consideration both primary and tertiary mitigation (see **Chapter 2: Approach to EIA** for further details) and is informed by the EIA Scoping process (**Appendix 2.1 – 2.2**) and iterative scoping process where applicable.
- 7.4 This Chapter and its associated **Figure 7.1**, is intended to be read as part of the wider ES with particular reference to the introductory Chapters of this ES (**Chapters 1 – 6**).
- 7.5 In addition, this Chapter should be read in conjunction with **Chapter 19: Assessment of Cumulative Effects**.

Summary of Consultation

- 7.6 No consultation in respect of the topic of Socio-economics and Human Health has been undertaken over and above that completed during the EIA Scoping process as set out below.

Scope of the Assessment

- 7.7 An EIA Scoping Report was submitted to BC and RBC on 17th October 2024, as presented in **Appendix 2.1**). A formal Scoping Opinion has not been received. However, consultee responses to the EIA Scoping Report are provided in **Appendix 2.2**. A response to the consultee comments is provided in **Appendix 2.3**. No comments have been provided on the scope or assessment methodology. This section provides confirmation on the scope of the assessment presented within this Chapter following submission of the EIA Scoping Report.

Effects Not Considered to be Significant

- 7.8 The following effects were not considered significant as part of the EIA Scoping Report and are not considered further in this Chapter:
- Provision of new housing;
 - Access to education facilities (early years, primary, secondary);
 - Access to primary healthcare facilities;

- Access to healthy food during construction and operation;
- Access to open space and recreation facilities;
- Access to active travel and sustainable transport options;
- Social cohesion, inclusive design and access to community facilities;
- Crime reduction and community safety; and
- Other human health-related effects.

Effects Considered Likely to be Significant

7.9 The following effects (**Table 7.1**) were considered likely to be significant and are reported within this Chapter:

Table 7.1: Effects Considered Likely to be Significant

Likely Significant Effect	Receptor(s)	Applicable Development Stage	Spatial Zone
Employment generation	Labour force in the Local, Wider and Regional Impact Areas	Construction and Operation	All Spatial Zones
Access to skills and training	Labour force in the Local, Wider and Regional Impact Areas	Construction and Operation	All Spatial Zones

Assessment Methodology

Legislative Framework, Policy and Guidance

7.10 There is no relevant legislation or policy stipulating the means through which effects within this Chapter should be assessed.

7.11 The following guidance has, however, informed the assessment of effects within this Chapter:

- Homes and Communities Agency (HCA) (2014) Additionality Guide (4th Edition)¹;
- HCA (2015) Employment Density Guide (3rd Edition)²;
- NHS Healthy Urban Development Unit (HUDU) (2019) Rapid Health Impact Assessment Toolkit (4th Edition)³;
- Institute of Environmental Management and Assessment (IEMA) (2022) Effective Scoping of Human Health in Environmental Impact Assessment⁴; and
- IEMA (2022) Determining Significance for Human Health in Environmental Impact Assessment⁵.

Defining the Study Area

7.12 In the absence of guidance or policy available to inform the definition of appropriate study areas for the assessment of socio-economic and human health effects, study areas are defined based on an understanding of relevant socio-economic geographies and the extent to which socio-economic and human health effects are likely to be contained within these geographies. A socio-economic and human health study area plan is included in **Figure 7.1** and shows:

- A **Local Impact Area**, defined to cover the administrative boundaries of both Bury Council (BC) and Rochdale Borough Council (RBC). The 2021 Census indicates that 54% of people working in Bury and Rochdale also live within the boroughs, suggesting that there is a relatively low level of socio-economic containment within this geography;
- A **Wider Impact Area**, covering the Greater Manchester Combined Authority (GMCA), which incorporates both BC and RBC. The 2021 Census found that 89% of people working within Bury and Rochdale also lived within the Wider Impact Area, suggesting a notably high level of socio-economic containment in this geography; and
- A **Regional Impact Area**, defined to cover the North West region, which accommodates both the Local and Wider Impact Areas. Recognising the scale of the Project, and its aspiration to attract investment at regional, national and global levels, it is considered appropriate to define a larger regional impact area. The 2021 Census found that the vast majority of people (97%), working within BC and RBC also live within the North West, indicating a high-level of socio-economic containment.

Background Studies to Inform the ES / Establishing the Baseline

7.13 **Table 7.2** summarises all studies, analysis and evaluations undertaken to inform the assessment presented within this Chapter.

Table 7.2: Background Studies / Surveys / Evaluations /Analysis

Study / Survey / Analysis / Evaluation	Overview	Date of Completion
Desk-based study of publicly accessible socio-economic and human health data	Data obtained to understand prevailing socio-economic and human health conditions	July 2024
Desk-based study of publicly accessible socio-economic and human health data related to effects scoped into the assessment.	Data obtained to understand prevailing socio-economic and human health conditions	January 2025
Economic impact modelling	Exercise to determine net additional economic impact, thereby informing the magnitude of change/impact	January 2025

Assessment Process

7.14 As outlined above, there is no overarching guidance which sets out the preferred methodology for the assessment of the likely significant effects of development proposals in terms of socio-economic or human health impacts. However, there are several methodological guides which cover key elements of the assessment, which have been listed above. These have been drawn on upon as appropriate within the assessment in this Chapter, with the HCA's Additionality Guide and Employment Density Guide, alongside statistical evidence published by organisations such as the Office of National Statistics (ONS) being of particular relevance to the assessment of economic impacts.

7.15 Drawing on the above guidance, the following methodology has been applied:

- **Employment generation during construction:** Gross full-time equivalent (FTE) construction jobs have been estimated by dividing indicative construction costs^a by the average annual turnover for construction sector employees in the North West region⁶. This has then been divided by the length of the construction period (i.e. number of years) to estimate the number of gross FTE jobs supported on average throughout the construction. Allowances have then been made for the 'additionality factors' of leakage^b and displacement^c, respectively taking into account commuting patterns⁷ and standards set out in recognised guidance⁸, in order to calculate net FTE jobs. Multipliers^d have also been applied to estimate indirect and induced employment, drawing on guidance. The extent to which employment supported by the Project for Assessment, or the Proposed Scheme's construction stage impacts on baseline levels and growth employment in the relevant impact areas in the context of wider economic trends has informed the level of effect against this indicator.
- **Access to work and training during the construction stage:** Unemployment rates and claimant count⁹ and Jobseekers Allowance (JSA)¹⁰ data published by the ONS provides an indication of the likelihood that employment generated by the construction of the Project for Assessment, or the Proposed Scheme, could be taken up by people who would have otherwise been unemployed. This is supplemented by evidence published by the Department for Education (DfE)¹¹ regarding take-up of apprenticeships in the construction sector in the North West, which, in the context of the overall levels of employment in the sector in the region, informs estimates as to the number of apprenticeships that could be supported during construction. The extent to which access to work and training opportunities supported by either the Project for Assessment or Proposed Scheme, impacts on baseline levels of unemployment and apprenticeship take-up

^a Construction costs have been informed by the Building Cost Information Service (BCIS), based on the potential quantum and mix of floorspace uses across the Assessment Boundary, as defined at **Table 7.6**. This takes account of 10% of the gross build cost being associated with supportive infrastructure/externals, and a further 10% by professional fees. However, given the extent of the infrastructure improvements proposed under the Project for Assessment scenario in particular (as indicated by areas AAA, BBB and CCC shown on **Figure 4.1**), this is considered to contribute to a conservative estimate of total construction costs, and therefore associated employment under this phase may realistically exceed that which is modelled on this basis.

^b Leakage is defined by the HCA Additionality Guide as '*The proportion of outputs that benefit those outside of the intervention's target area or group*'. For example, the number of jobs which would be held by those living outside of the respective impact areas.

^c Displacement is defined by the HCA Additionality Guide as '*The proportion of intervention outputs/outcomes accounted for by reduced outputs/outcomes elsewhere in the target area*'.

^d Multipliers are defined by the HCA Additionality Guide as '*Further economic activity (jobs, expenditure or income) associated with additional local income and local supplier purchases*'.

in the relevant impact areas in the context of wider economic trends informs its level of effect/significance against this indicator^e.

- **Employment generation during operation:** Gross direct FTE operational jobs accommodated through both the Project for Assessment and the Proposed Scheme have been estimated through the application of appropriate sqm per FTE worker employment density standards, in line with recognised guidance¹², to the quantum of floorspace proposed/assumed. As well as provision of B2 and B8 use, for which floorspace quanta have been defined in **Chapters 4 and 5**, the indicative split and employment generation of other uses (totalling 10,000 sqm under the Project for Assessment and 5,000 sqm under the Proposed Scheme) have been provided for information^f. The mix of uses presented in the assessment does not assume an ultimate 'worst case' (i.e. lowest-possible employment) scenario with regard to these other uses; by way of an example, 100% of these 'other uses' is not assumed to be dedicated in full to one low-density type of one of the potential uses, (such as a gym), as it is not anticipated that this would be a feasible or reasonable scenario for the Project's delivery. Instead, the assessment is based on a realistic mix of potential uses (a mix of C1 and E class use) as an indication of how the Project for Assessment could be built out. It should be noted however, that the quanta of floorspace set out for the Project for Assessment and the Proposed Scheme could come forward for a wide range of potential uses, other than those assumed. It is affirmed that the final configuration of these 'other' uses will represent a relatively negligible proportion of overall non-residential floorspace and employment, under both the Project for Assessment and Proposed Scheme scenarios, and therefore adjustments to the mix of uses will not influence the determination of magnitude within this assessment. Whilst the mix of uses proposed is based on a realistic assumption of the future site layout, a conservative approach to applying employment density associated with each use^g has been assumed, in order to consider a 'worst-case' (i.e. lowest employment) scenario which informs the basis for the level of effect. Allowances are then made for leakage and displacement, respectively taking into account commuting patterns¹³ and standards set out in recognised guidance¹⁴, in order to calculate net FTE jobs. Multipliers are also applied to estimate indirect and induced employment, drawing on guidance¹⁵. The extent to which employment supported by the operations of the Project for Assessment/ Proposed Scheme impacts upon baseline levels and growth of employment in the relevant impact areas in the context of wider economic trends, informs the level of effect / significance against this indicator.
- **Access to work and training during the operational stage:** Unemployment rates and claimant count¹⁶ and JSA¹⁷ data published by the ONS provides an indication of the likelihood that employment generated by the operation of either the Project for

^e As indicated above, an element of associated infrastructure provision has been accounted for within the presented construction cost, and subsequently construction employment provision. However, construction employment may realistically exceed this, and therefore, additional apprenticeship opportunities could be supported to that presented as a conservative estimate within the assessment.

^f The Project for Assessment, has assumed a similar mix of uses to that defined for the Proposed Scheme. The balance of 5,000 sqm at the Project for Assessment is made up through greater proportion of E class use.

^g Employment densities have assumed the minimum feasible density for each of the relevant use classes, where guidance provides a range. This means that the estimated employment figures presented may differ from other Chapters within this ES (e.g. **Chapter 8: Transport and Access**), which may consider an alternative employment figure to represent a 'worst-case' scenario in terms of their respective topic.

Assessment or Proposed Scheme could be taken up by people who would otherwise have been unemployed. This is supplemented by evidence published by the DfE¹⁸ regarding take-up of apprenticeships in the relevant industrial sectors in the North West, which, in the context of the overall levels of employment in the sectors in the region, informs estimates as to the number of apprenticeships that could be supported during the operational stage. The extent to which access to work and training opportunities supported by the Project for Assessment or the Proposed Scheme impacts on local baseline levels of unemployment and apprenticeship take-up in the relevant impact areas in the context of wider economic trends informs its level of effect/significance against this indicator.

Reporting of the Environmental Effects and Significance Criteria

- 7.16 The assessment of likely significant environmental effects as a result of the Project for Assessment/ Proposed Scheme, has taken into account the construction and operational stages. The following sections define the approach adopted within the assessment for the determination of sensitivity (or value/importance), magnitude of change (or impact), the level of effect and significance.

Determining Sensitivity of Receptor

- 7.17 The sensitivity of affected receptors has been considered on a scale of **high, medium, low** or **negligible**.
- 7.18 The sensitivity of receptors is determined through comparison with wider regional and national trends. Consideration is also given to the priority and value attributed to specific receptors in strategy and policy terms. The assessment is based on professional judgement.
- 7.19 In the absence of industry-wide guidance on assessing the sensitivity of receptors in respect to socio-economic and human health effects, **Table 7.3** provides a general overview of the sensitivity criteria which have been applied in the assessment. Given the broad range of effects assessed within the Chapter, it is not possible to define specific criteria that would be applicable across all receptors. The sensitivity of each specific receptor is therefore discussed and justified in turn within the main body of the Chapter, based on these general principles.

Table 7.3: Definition of sensitivity of receptors

Sensitivity	Definition
High	Receptor of national importance, with little ability to absorb, adapt to or recover from change
Medium	Receptor of regional or local importance, with medium ability to absorb, adapt to or recover from change
Low	Receptor of local importance, with some ability to absorb, adapt to or recover from change
Negligible	Receptor of limited or no importance

Determining the Magnitude of Change

- 7.20 The magnitude of change has been considered as the change experienced from the current baseline conditions at the sensitive receptor and has been considered on a scale of **large, medium, small** or **negligible**.
- 7.21 In the absence of industry-wide guidance on assessing the magnitude of change in respect to socio-economic and human health effects, **Table 7.4** provides a general overview of the magnitude criteria which have been applied in the assessment.
- 7.22 To determine magnitude, the absolute impact attributable to both the Project for Assessment and the Proposed Scheme is benchmarked (where relevant) against the average annual rate of change in the corresponding socio-economic and human health characteristics or baseline.

Table 7.4: Definition of Magnitude of Change

Magnitude	Definition
Large	The change will result in substantial changes to baseline conditions, or will be highly likely to affect large numbers of people and / or businesses over the long-term, and, as such, should be acknowledged as an important consideration which (depending on the sensitivity of the receptor) is likely to be material in the decision-making process
Medium	The change can be demonstrated to baseline conditions and is likely to affect a reasonable number of people and / or businesses over a medium-term duration. The change may be important, but is not likely to be a key decision-making factor unless the cumulative effects of such factors lead to an increase in the overall effect on a particular socio-economic resource or receptor
Small	The change will result in a perceptible difference from baseline conditions and is likely to affect a small number of people and / or businesses over a short-term duration. The change may be raised as a local factor, but is unlikely to be critical in decision-making process
Negligible	The change will result in no perceptible difference from baseline conditions.

Determining the Level of Effect

- 7.23 The level of effect has been informed by the magnitude of change due to the Project for Assessment / Proposed Scheme, and the evaluation of the sensitivity of the affected receptor. The level of effect has been determined using professional judgement and **Table 7.5** has been a tool which has assisted with this process.
- 7.24 Whilst **Table 7.5** provides ranges, the level of effect is confirmed as a single level and not a range, informed by professional judgement. For each effect, it has been concluded whether the effect is '*beneficial*' or '*adverse*'.

Table 7.5: Matrix to Support Determining the Level of Effect

Magnitude of change	Sensitivity (or value / importance)				
		High	Medium	Low	Negligible
	Large	Major	Moderate to Major	Minor to Moderate	Negligible
	Medium	Moderate to Major	Moderate	Minor	Negligible
	Small	Minor to Moderate	Minor	Negligible to Minor	Negligible
	Negligible	Negligible	Negligible	Negligible	Negligible

7.25 The following terms have been used to define the level of the effects identified and these can be 'beneficial' or 'adverse':

- **Major effect:** where the Project for Assessment / Proposed Scheme is likely to cause a considerable change from the baseline conditions and the receptor has limited adaptability, tolerance or recoverability or is of the highest sensitivity;
- **Moderate effect:** where the Project for Assessment / Proposed Scheme is likely to cause either a considerable change from the baseline conditions at a receptor which has a degree of adaptability, tolerance or recoverability or a less than considerable change at a receptor that has limited adaptability, tolerance or recoverability;
- **Minor effect:** where the Project for Assessment / Proposed Scheme is likely to cause a small, but noticeable change from the baseline conditions on a receptor which has limited adaptability, tolerance or recoverability or is of the highest sensitivity; or where the Project for Assessment / Proposed Scheme is likely to cause a considerable change from the baseline conditions at a receptor which can adapt, is tolerant of the change or/and can recover from the change; and
- **Negligible:** where the Project for Assessment / Proposed Scheme is unlikely to cause a noticeable change at a receptor, despite its level of sensitivity or there is a considerable change at a receptor which is not considered sensitive to a change.

7.26 The duration of the effect has been assessed as either 'short-term', 'medium-term' or 'long-term'. Short-term is considered to be up to 1 year, medium-term is considered to be between 1 and 10 years and long-term is considered to be greater than 10 years.

Determining Significance

7.27 For each effect, a statement has been made as to whether the level of effect is '**Significant**' or '**Not Significant**'. This determination has been based on professional judgement and/or relevant guidance/legislation where applicable.

7.28 Significance has only been concluded for residual effects (i.e. following the identification of secondary mitigation).

Baseline Conditions

Economic Activity and Employment

- 7.29 Gaining fulfilling employment can have notable economic and wellbeing benefits for both individuals and society. This is exemplified by the fact that health expenditure on an unemployed person is reported to be double the average expenditure per person, given that an individual's overall health and wellbeing, in terms of physical and mental health, is strongly associated with being in fulfilling and stable employment¹⁹.
- 7.30 OHID research²⁰ (originally published as PHE) highlights the following benefits of having necessary skills to obtain employment:
- Employment is generally the key means to obtaining adequate economic resources, which are essential for material wellbeing and full participation in society; and
 - Work also meets important psychological needs in societies where employment is the norm and is central to individual identity, social roles and social status, with employment and socio-economic status being among the main drivers of health outcomes.
- 7.31 Whilst conversely, research indicates that a lack of skills and unemployment:
- Causes the loss of regular income, the material and psychological impacts of which contributes to the link between unemployment and poor health;
 - Causes additional psychological stressors related to status and self-esteem, identity and the loss of a core role in life, which impact on health;
 - Is also associated with unhealthy behaviours, including increased smoking and alcohol consumption and decreased physical exercise; and
 - Can have effects beyond the individual directly affected, with evidence suggesting that financial difficulties or associated stress can increase the risk of poor mental health among families of those who are unemployed.
- 7.32 The ONS regularly monitors national wellbeing, and its research²¹ highlights a correlation between unemployment and people's experiences of feelings of loneliness. Higher unemployment rates in an area are linked to higher loneliness rates and poses a threat to people's economic means as well as their health and wellbeing.
- 7.33 As such, NHS HUDU guidance²² identifies income, employment and access to work and training as key determinants of human health. Similarly, IEMA guidance²³ highlights 'employment and income' as a relevant human health-related effect for consideration within EIA.
- 7.34 Analysis of economic activity, employment and unemployment rates provides an indication of the latent labour force either currently unemployed or available to start work immediately. Over the year July 2023 – June 2024, the ONS's Annual Population Survey (APS)²⁴ indicates that economic activity rates amongst the resident working-age population of the local, wider and regional impact areas of Bury and Rochdale (74%), Greater Manchester (75%) and the North West (76%) are lower than in England as a whole (79%).

Similarly, the employment rate was lower in the local and wider impact areas (70% and 71% respectively) than in the North West (73%) or England as a whole (76%)²⁵.

- 7.35 The latest Claimant Count data published by the ONS²⁶ provides an up-to-date record of the number of people currently claiming benefits principally for the reason of being unemployed. This indicates that as of November 2024, there were approximately 14,800 people aged 16 and older in the Local Impact Area claiming out-of-work benefits, accounting for 5.8% of the resident working-age population. The number of claimants extends to circa 100,000 across the Wider Impact Area (5.5% of the working-age population)²⁷. These proportions are higher than the rates recorded in the Regional Impact Area (4.6%, or c.210,000 claimants) and nationally (4.3%).
- 7.36 Analysis of ONS data regarding Jobseeker's Allowance (JSA) claimants (a sub-set of the above, which also captures the majority now claiming Universal Credit) highlights that 165 people in the Local Impact Area were recorded as specifically seeking employment in construction-related trades in November 2024, rising to c. 1,100 across the Wider Impact Area and c.2,600 across the Regional Impact Area. This indicates that there is an available construction workforce both locally and in the wider area²⁸.
- 7.37 On 12 December 2024, the new Labour Government (elected on 4 July 2024), published their new "*pro-growth*" National Planning Policy Framework (NPPF)²⁹, setting out the Government's planning policies for England. The NPPF establishes the intention for the planning system to 'help create the conditions in which businesses can invest, expand and adapt'. In this context, it confirms that '*significant weight should be placed on the need to support economic growth and productivity*'³⁰.
- 7.38 The updated NPPF expects the planning system to recognise and address the specific locational requirements of different sectors. It specifically identifies that this should include making provision for:
- a) clusters or networks of knowledge and data-driven, creative or high technology industries; and for new, expanded or upgraded facilities and infrastructure that are needed to support the growth of these industries (including data centres and grid connections);*
- b) storage and distribution operations at a variety of scales and in suitably accessible locations that allow for the efficient and reliable handling of goods, especially where this is needed to support the supply chain, transport innovation and decarbonisation; and*
- c) the expansion or modernisation of other industries of local, regional or national importance to support economic growth and resilience*³¹.
- 7.39 The need for new jobs and a boost to pay and living standards also remain of vital importance in the current context of inflationary pressures and the ongoing cost-of-living crisis; whilst the proportion of adults reporting an increase in their cost of living has fallen since peaking in October 2022, a September 2024 ONS survey indicates that 52% of adults nationally reported that their cost of living had increased compared to the previous month, with the most commonly reported reason remaining the price of their food shop (92%)³².
- 7.40 Further to this, the ONS reports³³ that after wage increases had slowed in the recent months; over the year to October 2024 annual average wage growth was 6.3%, the highest rate of

annual increase recorded since March 2024, when it was 6.4%. Additionally, the growth in 'real wages' (i.e. adjusted for inflation) during the same period was markedly lower, at 3%.

- 7.41 The 'Places for Everyone' (PfE)³⁴ Joint Development Plan document was adopted by the Greater Manchester Combined Authority (GMCA), to set out their long-term plan for the city-region's housing and economy. The Plan identifies, and responds to, two key challenges, these being the need to:
- *'Deliver high levels of economic growth to support the prosperity of Greater Manchester, whilst ensuring that all parts of our boroughs and all our residents share in the benefits; and*
 - *Deliver the highest possible quality of life for our residents and address existing problems such as health disparities and air quality that currently detract from it'*³⁵.
- 7.42 In addressing these challenges, the Spatial Strategy is explicitly aimed at delivering 'sustainable inclusive growth'³⁶, with four spatial elements set out including the aim of 'boosting the competitiveness of the northern districts – addressing the disparities by the provision of significant new employment opportunities and supporting infrastructure and a commitment that collectively the northern districts meet their own local housing need.'
- 7.43 Under the policy led aspiration to generate 'good jobs' it confirms that the Plan is 'looking to create more favourable conditions for growth by providing sites for advanced manufacturing, digital and tech jobs in areas where the urban land supply cannot support the scale or quality of development required.'³⁷
- 7.44 The creation of employment opportunities is expected to have wider benefits with the PfE confirming that: 'Economic growth provides a good opportunity for local residents to gain increased access to new jobs and training, which will help to reduce unemployment rates and economic inequalities and boost skill levels and personal fulfilment. Local job growth is therefore supported through seeking agreement with employers and developers to enter into local labour and training agreements, where appropriate.'³⁸
- 7.45 As referenced in Section 1, the Northern Gateway is identified as a Strategic Allocation within the 'North East Growth Corridor'. Within the context of the Growth Corridor and the identification of three major sites within its boundary, PfE confirms: *'The Northern Gateway site is of a transformative scale in its own right, but collectively they have the potential to significantly change the economic growth potential of the wider area.'*³⁹ The potential to deliver transformative change is identified as part of the rationale to the formal designation of the Atom Valley Mayoral Development Zone (MDZ). PfE is clear in its justification for the selection of the location for large-scale intervention, noting:
- Connectivity and its recognition as a well-known established employment location, with the potential to attract a broad range of high quality occupiers and major inward investment and the related creation of good quality jobs; and
 - Its proximity to a substantial residential population, many of whom live in deprived wards with poor connectivity to employment opportunities.
- 7.46 The Project for Assessment is covered by policies JPA1.1 'Heywood / Pilsworth'. In the context of the above it affirms that it represents one of the key growth locations that will

help to deliver the fundamental objectives of ‘inclusive growth’ and boosting northern competitiveness⁴⁰. In terms of the allocations it states:

‘The allocation at Heywood/Pilsworth provides an opportunity for a substantial and high quality employment-led development. The scale and location of this allocation will help to rebalance the Greater Manchester economy, ensure the joint plan plays its part in driving growth within the north of England and enable Greater Manchester to be competitive both nationally and internationally.

This will be supported by new communities as part of the Heywood/Pilsworth allocation as well as at Simister/Bowlee which have transformational potential in enabling new housing community facilities and new transport infrastructure to come forward in what is currently an area with significant pockets of high deprivation, low skills and worklessness.’⁴¹

Labour Market and Industry

- 7.47 The latest (2023) ONS Business Register and Employment Survey (BRES)⁴² recorded that the Local Impact Area accommodated a total of c. 160,000 workforce jobs, accounting for c. 11% of the total c. 1.48 million jobs across the Wider Impact Area, and 4% of the total c.3.6 million jobs across the Regional Impact Area.
- 7.48 As of 2018, the Local Impact Area accommodated c. 155,200 jobs, indicating growth of 4,175 jobs during the 5-year period to 2023, equating to total growth of 3% and an average increase of c. 835 jobs per annum. Employment in the Wider Impact Area grew by 115,000 jobs during this time (8.4% growth overall), equating to average creation of an additional c. 23,000 jobs per annum. Within the Regional Impact Area, employment grew by 204,000 jobs during the same period (6.8% growth overall), or c.41,000 jobs per annum.
- 7.49 BRES data indicates that the Local Impact Area supported employment for 9,000 people in the construction sector as of 2023. This equates to 5.6% of total employment in the area, which is higher than the sector’s 4.7% contribution to the total workforce across the Wider Impact Area (circa 70,000 construction jobs) and the Regional Impact Area (circa 4.9%, or 181,000 jobs), as well as England as a whole (4.8%, or c.1.4 million jobs)⁴³.
- 7.50 As of 2018, the Local Impact Area supported 8,500 construction jobs, indicating growth of 500 jobs during the 5-year period to 2023, equating to a total growth of 5% and an average increase of 100 jobs per annum. Construction employment in the Wider Impact Area grew by 9,000 jobs during the same period, equating to an additional 1,800 jobs per annum (15% growth), and by 17,000 jobs within the Regional Impact Area, equating to an additional 3,400 jobs per annum (9.4% increase). Nationally across England, employment within the sector grew by 87,000 jobs, equating to an additional 17,400 jobs per annum (5% growth).
- 7.51 Industrial employment sectors (transport & storage and manufacturing) currently account for c. 24,800 jobs in the Local Impact Area (16% of total employment), exceeding the sectors’ representation in the Wider Impact Area (12%) and the Regional Impact Area (13%). It is, however, also noted that industrial sectors’ strong representation locally is primarily driven by high rates of transport & storage and manufacturing jobs in Rochdale (where they account for 19% of employment), with a comparatively lower representation in Bury (12%).
- 7.52 However, industrial employment is reducing across all Impact Area geographies. The largest reduction has been within the Local Impact Area, where in 2018, the sector supported

32,000 jobs, which has since reduced in size by 23% over the course of the 5 year period to 2023, an average reduction of 1,450 jobs per annum. Within the Wider Impact Area, the sector has also reduced (albeit to a lesser extent), by 8%, and across the Regional Impact Area by 5%. Across England however, industrial employment has increased across the past 5 years, although only by 2% since 2018.

Apprenticeships

7.53 DfE data⁴⁴ indicates that a total of c. 10,840 people started construction apprenticeships in the North West between 2019/20 and 2021/22 (the latest year for which data is available). Assuming 3-year apprenticeships, this indicates that apprentices account for c. 5.8% of the total regional construction workforce as of 2022.

7.54 In the same period, c. 15,300 people started apprenticeships in industrial employment sectors across the North West, equivalent to c. 3.2% of the sectors' total workforce.

Future Baseline

Employment

7.55 Preparation and construction of the Project for Assessment is anticipated to commence in 2026, with the construction being completed over 19 years. The Project for Assessment is expected to be fully operational in 2045⁴⁵.

7.56 The below therefore summarises (where possible) Experian's latest employment forecasts⁴⁶ (at time of writing) for the future baseline at the commencement of the construction stage and the anticipated date of full completion/operation.

7.57 Between 2025 (baseline) and 2026 (commencement of construction):

- Total FTE employment is forecast to increase across all geographies; in the Local Impact Area by 0.2%, in the Wider Impact Area by 0.3%, in the Regional Impact Area by 0.2% and across the United Kingdom by 0.5%;
- Construction FTE employment is forecast to increase in the Local Impact Area by 1.2% and to decrease by 0.2% across the Wider Impact Area; and the Regional Impact Area. Across the United Kingdom as a whole, construction FTE employment is forecast to increase by 0.2%;
- Manufacturing FTE employment is forecast to decrease across all geographies; in the Local Impact Area by 0.6%, across the Wider Impact Area by 1.4%, in the Regional Impact Area by 0.8% and in the United Kingdom by 0.5%; and
- Transport & storage FTE employment is forecast to remain the same in the Local and Regional Impact Areas, and to increase across the Wider Impact Area and the United Kingdom by 0.1% and 0.6% respectively.

7.58 It is noted that full operation is assumed for 2045, however data projections are only currently available until 2044. Therefore, between 2026 (commencement of construction) and 2044 (completion and full operation):

- Total FTE employment is forecast to increase across all geographies; by 2% in the Local Impact Area, by 1.2% across the Wider Impact Area; by 0.8% in the Regional Impact Area and by 5.4% across the United Kingdom as a whole;
- Construction FTE employment is forecast to decrease across all geographies; by 1.2% in the Local Impact Area, by 5.7% across the Wider Impact Area; by 5.8% across the Regional Impact Area and by 0.9% across the United Kingdom as a whole;
- Manufacturing FTE employment is forecast to notably decrease across all geographies; in the Local Impact Area by 21%, by 24% across the Wider Impact Area, by 16% across the Regional Impact Area and by 10% across the United Kingdom as a whole; and
- Transport & storage FTE employment is forecast to decrease by 1.1% in the Local Impact Area, by 2.3% across the Wider Impact Area, by 1.1% across the Regional Impact Area and to increase by 2.3% across the United Kingdom as a whole.

7.59 Without development in this location, there is not expected to be any impact on employment in the local, wider or regional impact areas.

Primary and Tertiary Mitigation

Construction and Operational Stages

7.60 No primary or tertiary mitigation has been evaluated as part of the construction or operational stage assessment.

Assessment of Effects, Secondary Mitigation and Residual Effects

Construction Stage

Employment generation (Project for Assessment and Proposed Scheme)

7.61 Construction costs^h have been estimated through the application of average £/sqm build costs⁴⁷ to the scale of floorspace, and proposed Use Classesⁱ, assumed/proposed under both the Project for Assessment and Proposed Scheme scenarios^j for the occupied on-site floorspace only as presented in **Table 7.6**.

^h Construction costs have been informed by Building Cost Information Service (BCIS) £/sqm build cost data, based on the potential quantum and mix of floorspace uses across the Site, as defined at **Table 7.6**. Modelling has allowed for a further 10% cost associated with infrastructure/externals, and 10% associated with professional fees. However, given the extent of the infrastructure improvements proposed under the Project for Assessment scenario in particular (as indicated by areas AAA, BBB and CCC shown on **Figure 4.1**), this is considered to contribute to a conservative estimate of total construction costs, and therefore associated employment under this phase may realistically exceed that which is modelled on this basis.

ⁱ The split of uses has been informed by the relevant Development Specifications in **Chapters 4 and 5**. Employment densities have assumed the minimum advised density for each of the relevant use classes as per guidance.

^j Build costs are estimated on the basis of floorspace for both the Project for Assessment and Proposed Scheme layouts.

Table 7.6: Proposed Uses and Floorspace

Use Class	Sqm (GIA)	
	Project for Assessment	Proposed Scheme
B2 – General Industrial and associated E(g)(ii) and E(g)(iii) Use	307,362	180,000
B8 – Storage and Distribution	717,178	420,000
C1 – Hotel	2,500	2,500
E(b) – Food and Beverage	1,000	1,000
E(a) – Retail	6,300	1,300
C3 – Residential Properties	18,000 (200 dwellings)	N/A
Total	1,034,340	604,800
	1,052,340 (with residential)	

Turley Economics, 2025

7.62 By dividing construction costs by the average turnover per employee, per annum in the construction sector in the North West⁴⁸, it is estimated that, over the course of a 19 year build period:

- The **Project for Assessment** has the capacity to support 6,115 ‘person years’ of direct employment within the construction sector. Over the course of the build period, this equates to an average of 320 FTE on and off-site construction jobs during this phase of works; and
- The **Proposed Scheme** has the capacity to support 3,445 ‘person years’ of direct employment in the construction sector, equating to an average of 180 FTE on and off-site jobs during the build period.

Direct Employment

7.63 Of the new construction jobs created, not all will be additional, as a proportion of jobs will be taken by those living outside of the UK, outside the respective Local, Wider, and Regional Impact Areas of Bury and Rochdale, Greater Manchester and the North West region (referred to as ‘leakage’), and a proportion of jobs will be taken by those who, in the absence of the Project for Assessment / Proposed Scheme, could otherwise be working on alternative construction projects locally (referred to as ‘displacement’).

7.64 Following the application of appropriate assumptions for leakage^k and displacement^l, (respectively in line with guidance and published data⁴⁹), it is estimated that:

- The **Project for Assessment** could directly support 235 FTE jobs each year across the Regional Impact Area during construction, of which, 215 FTE jobs are likely to be taken

^k In line with 2021 Census data, rounded leakage rates of 45%, 10% and 5% are applied at the respective scales of the local wider, and regional impact areas.

^l In line with HCA guidance, a ‘low’ (25%) rate of displacement is applied at the scale of all impact areas.

by those living within the Wider Impact Area, and 135 FTE specifically within the Local Impact Area; and

- The **Proposed Scheme** could directly support 130 FTE jobs each year across the Regional Impact Area during construction, of which, 120 FTE are likely to be taken by those living within the Wider Impact Area, and 75 FTE jobs specifically for residents of the Local Impact Area.

Indirect and Induced Employment

7.65 The beneficial economic impacts will also extend beyond construction employment to include the generation of indirect benefits for the local economy. Investment will generate considerable expenditure on construction materials, goods and other services which will be purchased from a wide range of suppliers. This expenditure has far-ranging benefits both locally and further afield as it filters down the supply chain, and via the induced impacts of employment, through onward expenditure.

7.66 The result is that the initial investment is amplified in an economic ‘multiplier’ effect with linked benefits in terms of generated expenditure spent locally on goods and services. This will bring indirect employment and financial benefits for local individuals and firms involved in the skilled construction trades and associated professions. It could also help to sustain employment within this sector across local, wider and regional economies. Based on the application of appropriate multipliers^m, based on published guidance⁵⁰, it is estimated that:

- The **Project for Assessment** could support a further 120 FTE jobs on average each year during construction across the Regional Impact Area, via indirect and induced effects. This includes contracts within the supply chain, salaries and onward expenditure, of which, 75 FTE could be accessed by those living within the Wider Impact Area, and is inclusive of 35 FTE in the Local Impact Area; and
- The **Proposed Scheme** could support 65 FTE jobs on average each year during construction across the Regional Impact Area via indirect and induced effects, inclusive of 45 FTE jobs in the Wider Impact Area, and 20 FTE specifically within the Local Impact Area.

Total Net Additional Employment

7.67 The total net additional employment impact describes the sum of direct and indirect / induced employment effects, therefore, in summary:

- The **Project for Assessment** could generate a total of 355 net additional FTE positions each year across the Regional Impact Area, of which, 290 jobs could be accessed by those living within the Wider Impact Area, and is inclusive of 165 FTE jobs in the Local Impact Areaⁿ; and
- The **Proposed Scheme** could generate a total of 200 net additional FTE positions each year across the Regional Impact Area, of which, 170 FTE jobs could be accessed by

^m Drawing on HCA guidance, multipliers of 1.25, 1.35 and 1.50 are applied at the respective scales of the local, wider and regional impact areas.

ⁿ Note: Direct and indirect/induced local impact area jobs may not appear to sum to the total presented due to rounding.

those living within the Wider Impact Area, and is inclusive of 95 FTE jobs in the Local Impact Area.

- 7.68 Construction stage employment impacts generated by both the Project for Assessment and Proposed Scheme are summarised in **Table 7.7**.

Table 7.7: Construction Stage Employment

	Project for Assessment			Proposed Scheme		
	Local Impact Area	Wider Impact Area	Regional Impact Area	Local Impact Area	Wider Impact Area	Regional Impact Area
Person Years of Employment		6,115			3,445	
Construction Period (years)		19			19	
Gross FTE Employment		320			180	
Direct Net Additional FTE Employment	135	215	235	75	120	130
Indirect / Induced Net Additional FTE Employment	35	75	120	20	45	65
Total Net Additional FTE Employment	165	290	355	95	170	200

Note: Some figures appear not to sum due to rounding.

Source: Turley Economics, 2025

Project for Assessment

- 7.69 The sensitivity of the local construction workforce within the Local, Wider and Regional Impact Areas is considered to be high. This is due to the high proportion of the working-age population claiming JSA or other unemployment related benefits residing locally within the respective Impact Areas (5.8%, 5.5% and 4.6%), than when compared to the proportion nationally recorded (4.3%). Of those who are currently out of work, there is also a high level of interest in seeking roles within construction related trades. There is also a heightened sensitivity against this indicator in the context of inflationary pressures and ongoing cost-of-living crisis, as well as the correlation between employment and income as determinants of human health.
- 7.70 The Local Impact Area is also host to a strong construction sector, currently supporting c.9,000 jobs (5.6% of total employment), exceeding the proportion of employment within the Wider Impact Area (4.7%), Regional Impact Area (4.9%) and England (4.8%). This is also an expanding sector within the Local Impact Area, having created an additional 100 jobs per annum on average since 2018. The 235 Direct Net Additional FTE jobs created each year under the Project for Assessment scenario (including 215 jobs for residents of the Wider Impact Area and 135 within the Local Impact Area) will therefore contribute to sustaining employment going forwards, and could grow the existing local sector by a further c.135%^o.

^o Calculated by dividing the proposed 120 Direct FTE jobs per year for residents of the Local Impact Area by the recent local growth rates in the sector (100/annum)

Considering the impact of the Project for Assessment in the context of these baseline trends and the long term (albeit temporary) period over which construction will generate employment, the magnitude of change is considered to be medium.

- 7.71 Therefore, there is likely to be both a direct and indirect, temporary, long term, beneficial effect which is considered to be moderate.

Proposed Scheme

- 7.72 The sensitivity of the local construction workforce is considered to be the same as that reported for the Project for Assessment.
- 7.73 Under this scenario, the 130 Direct Net Additional FTE jobs created each year (including 120 jobs for residents of the Wider Impact Area and 75 within the Local Impact Area) will also contribute to sustaining future employment, and could account for the equivalent of c.75%^p of one year's worth of recent rates of local growth in the sector. Considering the impact of the Proposed Scheme in the context of these baseline trends and the long term (albeit temporary) period over which construction will generate employment, the magnitude of change is also considered to be medium.
- 7.74 Therefore, there is likely to be both a direct and indirect, temporary, long term, beneficial effect which is considered to be moderate.

Secondary Mitigation or Enhancement

- 7.75 No secondary mitigation or enhancement is required/has been identified with respect to the Project for Assessment or Proposed Scheme.

Residual Effect

- 7.76 In the absence of secondary mitigation the residual effect for the labour force in the Local, Wider and Regional Impact Areas is the same as that reported in the pre-mitigation scenario.

Significance

- 7.77 This effect is considered to be **Significant** for the Project for Assessment and the Proposed Scheme.

Access to Skills and Training [Project for Assessment and Proposed Scheme]

- 7.78 The creation of additional jobs and activity within the construction sector is likely to improve the ability of people in the Local, Wider and Regional Impact Areas to access greater skills and training opportunities.
- 7.79 As set out in 'Baseline Conditions' above, a total of 1,100 people in the Wider Impact Area (including 165 in the Local Impact Area) are recorded as claiming JSA and specifically seeking employment in the construction sector as of November 2024. Such people could therefore benefit from the new employment opportunities created.
- 7.80 Contractor organisations are likely to support apprenticeship roles, thereby offering further learning and training opportunities. DfE data⁵¹ indicates that 10,840 construction sector

^p As above, calculated by dividing the proposed 75 Direct FTE jobs per year for residents of the Local Impact Area, by the recent local growth rates in the sector within the sector (100/annum)

apprenticeships were started in the North West between 2019/20 and 2021/22, equating to an average of c. 5.8% of the total construction workforce in the North West as of 2022⁵².

- In relation to the Project for Assessment, c. 19 apprentices could be present amongst the 320 gross direct FTE jobs supported on average during the 19-year construction stage. This would support 355 'person-years' of apprenticeship employment i.e. (across the full construction period), meaning that the construction of the Project for Assessment could therefore support the equivalent of the completion of c.118 apprenticeships in their entirety, based on a typical construction apprenticeship lasting 3 years.
- In relation to the Proposed Scheme, c. 10 apprentices could be present amongst the 180 gross direct FTE jobs supported on average during the 19-year construction stage. This would support 198 'person-years' of apprenticeship employment meaning that the construction of the Proposed Scheme could therefore support the equivalent of the completion of c.66 apprenticeships in their entirety⁹.

Project for Assessment

- 7.81 The sensitivity of the labour force in the Local, Wider and Regional Impact Areas is considered to be high, given the large number of JSA claimants across these geographies seeking employment in the construction sector, reflective of the importance of providing high quality training, upskilling (or re-skilling) opportunities, and encouraging the provision of various routes into construction based employment. This level of sensitivity is also reflective of the importance of access to training opportunities (and, subsequently, fulfilling employment), to people's physical and mental health, wellbeing and socio-economic security.
- 7.82 The magnitude of change is considered to be medium. The creation of jobs will provide new opportunities for local people seeking roles within the construction sector, including those who have previously been unemployed, and are re-entering the labour market. However, those seeking apprenticeship or training routes to employment will represent a relatively small proportion of total jobs created on an annual basis, however, over the course of the construction period, the Project for Assessment will still provide opportunities to support a large cohort of roles..
- 7.83 Therefore, there is likely to be a direct, temporary, long term, beneficial effect which is considered to be moderate.

Proposed Scheme

- 7.84 The sensitivity of the labour force and magnitude of change is the same as that reported for the Project for Assessment.
- 7.85 Therefore, there is likely to be a direct, temporary, long term, beneficial effect which is considered to be moderate.

⁹ An element of associated infrastructure provision has been accounted for within the presented construction cost, and subsequently construction employment calculations. However, construction employment may realistically exceed this, and therefore, apprenticeship opportunities in addition to that presented may be available. The assessment currently demonstrates a conservative calculation.

Secondary Mitigation or Enhancement

7.86 No secondary mitigation or enhancement is required/has been identified with respect to the Project for Assessment or Proposed Scheme.

Residual Effect

7.87 In the absence of secondary mitigation the residual effect for the local labour force in the Local, Wider and Regional Impact Areas is the same as that reported in the pre-mitigation scenario.

Significance

7.88 This effect is considered to be **Significant** for the Project for Assessment and the Proposed Scheme.

Operational Stage

Employment generation [Project for Assessment and Proposed Scheme]

7.89 Following construction, employment opportunities will be supported during operation. Employment impacts during this stage have been considered, and assessed, with reference to both scenarios^r:

- In relation to the Project for Assessment, this scenario assumes that 307,362 sqm (GIA) floorspace will be occupied for B2 General Industrial uses (and associated E(g)(ii) and E(g)(iii) uses), and 717,178 sqm GIA (or 753,057 sqm (GEA)), will be occupied for B8 Storage and Distribution (National Distribution Centre) uses^s, as well as a further 2,500 sqm (GIA) for C1 Hotel use, 850 sqm (NIA) for E(b) Food and Beverage use, C3 Residential Use (200 dwellings), and a further 5,335 sqm (NIA) for E(a) Retail Use; and
- In relation to the Proposed Scheme, this scenario assumes that 180,000 sqm (GIA) floorspace will be occupied for B2 General Industrial uses (and associated E(g)(ii) and E(g)(iii) uses), and 420,000 sqm GIA (or 441,000 sqm (GEA)) for B8 Storage and Distribution (National Distribution Centre) use, as well as a further 2,500 sqm (GIA) for C1 Hotel use, 850 sqm (NIA) for E(b) Food and Beverage use and a further 1,105 sqm (NIA) for E(a) Retail use.

^r The mix of 'other' potential uses (i.e. in addition to B2 and associated General Industrial and B8) presented is based on an indicative assumption of how the Site could realistically be built out. It should be noted, however, that the total quanta of floorspace under the Project for Assessment (10,000 sqm) and the Proposed Scheme (5,000 sqm) could come forward for a wide range of uses, other than those illustratively presented. It is affirmed that the final configuration of these 'other' uses will represent a relatively negligible proportion of overall non-residential floorspace and employment, under both the Project for Assessment and Proposed Scheme scenarios, and therefore adjustments to the mix of uses will not influence the determination of magnitude of effect within this assessment. Whilst the mix of uses proposed is based on a realistic assumption of a future layout, a conservative approach to applying employment density associated with each use has been assumed, in order to consider a 'worst-case' (i.e. lowest employment) scenario which informs the basis for the significance of effect. As such, employment densities have assumed the minimum feasible density for each of the relevant use classes, where guidance provides a range.

^s The HCA Employment Density Guide advises that employment densities should be applied on the basis of GIA for B2 General Industrial uses, and on the basis of Gross External Area (GEA) for B8 Storage and Distribution uses, Net Internal Area (NIA) for Retail and Restaurant and Café Uses, and 'per bed space' for C1 Hotel Use. In line with the HCA's recommendation, a conversion rate of 95% between GEA and GIA, and 85% between GIA and NIA floorspaces has been applied for the purposes of applying employment densities for the assessment.

7.90 Based on the application of standards set out in published guidance⁵³, **Table 7.8** below sets out the employment densities^t applied within the assessment to the potential quantum of floorspace occupied for each use across the Project for Assessment/ Proposed Scheme, under each of the above scenarios. As such, **Table 7.8** outlines the number of gross direct FTE jobs that could be supported by the Project for Assessment and the Proposed Scheme.

Table 7.8: Operational Stage Gross On-site Employment

Use Class	Sqm (GIA)	Sqm (GEA)	Sqm (NIA)	Density	FTE Jobs ^u
Project for Assessment					
B2 and assoc. E(g)(ii) and E(g)(iii)- General Industrial	307,362	N/A	N/A	1 FTE per 36 sqm (GIA)	8,540
B8- Storage and Distribution	717,178	753,037	N/A	1 FTE per 95 sqm (GEA)	7,925
C1 - Hotel	2,500	N/A	N/A	1 FTE per 5 beds ^v	15
E(b)- Food and Beverage	1,000	N/A	850	1 FTE per 20 sqm (NIA)	45
E(a)- Retail	6,300	N/A	5,355	1 FTE per 20 sqm (NIA)	270
Total	1,034,340				16,790
Proposed Scheme					
B2 and assoc. E(g)(ii) and E(g)(iii)- - General Industrial	180,000	N/A	N/A	1 FTE per 36 sqm (GIA)	5,000
B8- Storage and Distribution	420,000	441,000	N/A	1 FTE per 95 sqm (GEA)	4,640
C1- Hotel	2,500	N/A	N/A	1 FTE per 5 beds	15
E(b)- Food and Beverage	1,000	N/A	850	1 FTE per 20 sqm (NIA)	45
E(a) Retail	1,300	N/A	1,105	1 FTE per 20 sqm (NIA)	55
Total	604,800				9,755

Note: FTE jobs are rounded to the nearest 5. Some figures may appear not to sum due to rounding. A conversion rate of 95% between GEA and GIA floorspaces has been applied, and 85% between GIA and NIA.

Turley Economics, 2025

^t Employment Densities have been assumed on a worst-case scenario, whereby the minimum feasible density has been applied for each of the relevant use classes.

^u No permanent employment opportunities during operation have been estimated to be generated by the operation of the C3 Use Class (200 dwellings), or by the highway or utilities infrastructure /elements of the Project for Assessment.

^v 75 bed hotel is assumed for the purpose of the assessment.

7.91 After accounting for the loss of existing employment, as well the additionality factors of leakage^w, displacement^x and economic multiplier effects^y, in line with ONS data⁵⁴ and published guidance, it is estimated that under:

- The **Project for Assessment**: a total of 17,255 direct, indirect and induced net additional FTE jobs could be generated annually across the North West region, inclusive of 14,715 within Greater Manchester, of which 8,325 jobs are in Bury and Rochdale; and
- The **Proposed Scheme**: a total of 10,400 direct, indirect and induced net additional FTE jobs could be generated annually across the North West region, inclusive of 8,865 within Greater Manchester, of which 5,015 are within Bury and Rochdale.

7.92 Operational stage employment impacts are summarised below, in **Table 7.9**.

Table 7.9: Operational Stage Employment

	Project for Assessment			Proposed Scheme		
	Local Impact Area	Wider Impact Area	Regional Impact Area	Local Impact Area	Wider Impact Area	Regional Impact Area
Gross On-Site Employment		16,790			9,755	
<i>Less Existing On-Site FTE Employment^z</i>		-485			-20	
Net On Site Employment (FTE)		16,305			9,735	
Direct Net Additional FTE Employment	6,660	10,900	11,505	4,015	6,570	6,935
Indirect / Induced Net Additional FTE Employment	1,665	3,815	5,750	1,005	2,300	3,465
Total Net Additional Employment	8,325	14,715	17,255	5,015	8,865	10,400

Note: FTE jobs are rounded to the nearest 5. Some figures may appear not to sum due to rounding.

Source: Turley Economics, 2025

^w In line with the 2021 Census commuting data, rounded leakage rates of 45% and 10% and 5% are applied at the respective scales of the Local, Wider and Regional Impact Areas.

^x In line with HCA guidance, a 'low' (25%) rate of displacement is applied at the scale of all impact areas.

^y Drawing on HCA guidance, multipliers of 1.25, 1.35 and 1.50 are applied at the respective scales of the Local, Wider and Regional Impact Areas.

^z Existing on-site employment has been estimated based on a 'worst case scenario'. As also set out in **Chapter 4: Development Specification – Project for Assessment**, the Birch Motorway Service Area to the north of the M62 may be re-provided within Infrastructure Area BBB, however, as a worst-case scenario, this has been excluded from the calculations presented in Table 7.9.

Project for Assessment

- 7.93 The sensitivity of the labour force in the Local, Wider and Regional Impact Areas is considered to be high, given the number of people claiming JSA and other unemployment related benefits, as well as the relative importance of industrial sectors to the Local Impact Area's economy (in particular Rochdale's), in terms of their proportionate contribution to overall employment. As with construction, it also reflects a heightened sensitivity in the context of inflationary pressures and ongoing cost of living crisis, as well as the importance of employment and income as determinants of human health.
- 7.94 As of 2023, industrial sectors in the Local Impact Area supported c.24,800 jobs, however, these sectors have reduced year on year, from 32,000 in 2018 (a 23% reduction over the course of a 5 year period). This is also reflective of the other Impact Areas, as across the Wider Impact Area, industrial employment also fell by 8% during the same period, and by 5% across the Regional Impact Area. The 11,505 net direct jobs generated each year across the North West region (including 10,900 for residents within the Wider Impact Area, and a further 6,660 within the Local Impact Area), will therefore contribute towards sustaining the declining employment in the sector across all geographies going forwards. It is also noted that a further 5,750 FTE jobs will be generated annually across the region through indirect and induced effects, including 3,815 for residents of the Wider Impact Area, inclusive of 1,665 within the Local Impact Area. Considering the impact of the Project for Assessment in the context of these baseline trends, and the permanent long term period over which employment will be generated, the magnitude of effect is considered to be large.
- 7.95 Therefore, there is likely to be both a direct and indirect, permanent, long-term beneficial effect, which is considered to be major.

Proposed Scheme

- 7.96 The sensitivity of the labour force in the Local, Wider and Regional Impact Areas is considered to be the same as that reported for the Project for Assessment.
- 7.97 The 6,935 net direct jobs generated each year under the Proposed Scheme scenario (including 6,570 for residents within the Wider Impact Area, and a further 4,015 within the Local Impact Area), will therefore contribute towards sustaining the declining employment in the sector within all Impact Areas going forwards. It is also noted that a further 3,465 FTE jobs will be generated annually across the region through indirect and induced effects, including 2,300 within the Wider Impact Area, inclusive of 1,005 within the Local Impact Area. Considering the impact of the Proposed Scheme in the context of these baseline trends, and the permanent long term period over which employment will be generated, the magnitude of effect is considered to be large.
- 7.98 Therefore, there is likely to be both a direct and indirect, permanent, long term, beneficial effect, which is considered to be major.

Secondary Mitigation or Enhancement

- 7.99 No secondary mitigation or enhancement is required.

Residual Effect

- 7.100 In the absence of secondary mitigation, the residual effect for the labour force in the Local and Wider Impact Areas is the same as that reported in the pre-mitigation scenario.

Significance

7.101 This effect is considered to be **Significant** for the Project for Assessment and the Proposed Scheme.

Access to Skills and Training [Project for Assessment and Proposed Scheme]

7.102 The creation of additional jobs and activity during operation is likely to improve the ability of people in the local, wider and regional impact areas to access employment and training opportunities.

7.103 As highlighted in the baseline, a total of 14,800 residents within the Local Impact Area are claiming benefits associated with being out of work, rising to 100,000 residents of the Wider Impact Area, and c. 210,000 across the Regional Impact Area⁵⁵. These figures equate to 5.8%, 5.5% and 4.6% of the active working age population. The new jobs created by the operations of the Project for Assessment could therefore provide opportunities for a proportion of those people across all Impact Areas who are currently out of work and seeking employment.

7.104 As also noted in the baseline, industrial sectors are well represented across impact areas. Proportionately, this is highest within the Local Impact Area (consisting of 16% of total employment, in comparison with 12% in the Wider Impact Area and 13% in the Regional Impact Area), and particularly within Rochdale. However, despite this, employment in industrial sectors is reducing across all Impact Area geographies, and since 2018, has decreased by 23% within the Local Impact Area, as well as by 8% within the Wider Impact Area and by 5% in the Regional Impact Area. This emphasises both the historic strength of the sector within the Local Impact Area – albeit with the most notable job losses having been recently experienced – and the surrounding area, whilst also highlighting that there is likely to be an available labour force in the Local, Wider and Regional Impact Areas, where people with experience in working in such industries are likely to reside, who could benefit from creation of new opportunities created by the Project.

7.105 On-site businesses could also provide apprenticeship and other training opportunities once operational. As highlighted in the Baseline section, c. 15,300 people started apprenticeships in industrial employment sectors across North West between 2019/20 and 2021/22⁵⁶, equivalent to c. 3.2% of the sectors' total workforce⁵⁷. Therefore, based on this benchmark it is considered reasonable to assume that:

- In relation to the Project for Assessment, based on the number of on-site jobs (16,790) supported, it can be estimated that c.535 apprenticeship opportunities could be supported on an ongoing annual basis during the operational stage^{aa}.
- In relation to the Proposed Scheme, based on the number of on-site jobs (9,755) supported, it can be estimated that c.310 apprenticeship opportunities could be supported on an ongoing annual basis during the operational stage.

Project for Assessment

7.106 The sensitivity of the labour force in the Local, Wider and Regional Impact Areas is considered to be high, given the large number of people within these geographies seeking employment. It is also reflective of the importance of the Project for Assessment providing access to training opportunities once operational (and subsequently, fulfilling employment),

^{aa}Other industrial uses which could potentially be supported by either the Project for Assessment or Proposed Scheme (such as an increased amount of B2 manufacturing) could support a higher number of apprenticeships.

and the subsequent benefit to people's physical and mental health, wellbeing, and socio-economic security as a result.

- 7.107 The magnitude of change is considered to be large, given the creation of a high number of new permanent employment opportunities. By facilitating a range of routes to employment, through provision of apprenticeship and training, this will enhance the ability of local people across all Impact Areas to access career opportunities, and to a degree, could also serve to replace jobs lost in industrial sectors over recent years. Alternative routes to employment such as apprenticeships provide work experience, as well as a training qualification, and could enable adaptability and resilience, particularly with regards to understanding the emergence of new technologies and ways of working.
- 7.108 Therefore there is likely to be a direct, permanent, long term, beneficial effect which is considered to be major.

Proposed Scheme

- 7.109 The sensitivity of the labour force and magnitude of change is the same as that reported for the Project for Assessment.
- 7.110 Therefore, there is likely to be a direct, permanent, long term, beneficial effect which is considered to be major.

Secondary Mitigation or Enhancement

- 7.111 No secondary mitigation or enhancement is required.

Residual Effect

- 7.112 In the absence of secondary mitigation, the residual effect for the labour force in the Local and Wider Impact Areas is the same as that reported in the pre-mitigation scenario.

Significance

- 7.113 This effect is considered to be **Significant** for the Project for Assessment and the Proposed Scheme.

Limitations and Assumptions

- 7.114 To ensure transparency within the EIA process, the following limitations and assumptions have been identified:
- In the absence of specific policy or guidance relating to the consideration of socio-economic and human health effects (e.g. regarding the definition of the study area, sensitivity of receptors, magnitude of change, level of effect and significance), the assessment has been informed by professional judgement.
 - The assessment relies on secondary survey data such as the 2021 Census⁵⁸ and BRES⁵⁹. Each data source has methodological limitations related to data collection and surveys only represent the socio-economic context at a specific point in time.
 - The future baseline and assessment of future effects relies on population and employment forecast data drawn from Experian⁶⁰. There are known uncertainties related to using trend-based analysis (especially in the current context of economic uncertainty caused by factors such as global inflationary pressures and the cost-of-

living crisis); however, the use of such forecasts is considered appropriate for drawing conclusions about how the economy and labour market might change in the future.

- As indicated throughout the assessment, the mix of uses proposed (informed both construction cost and associated employment, as well as permanent operational employment), is presented based on a realistic scenario for the occupation of non-residential floorspace on-site. It should be noted however, that these quanta could come forward for a wide range of uses, other than those presented. It is affirmed that the final configuration of these 'other' uses will represent a relatively negligible proportion of overall non-residential floorspace and employment, under both the Project for Assessment and Proposed Scheme scenarios, and therefore adjustments to the mix of uses will not influence the determination of magnitude of effect within this assessment. Whilst the mix of uses proposed is based on a realistic assumption of a future layout, a conservative approach to applying employment density associated with each use has been assumed, in order to consider a 'worst-case' (i.e. lowest employment) scenario which informs the basis for the significance of effect. As such, employment densities have assumed the minimum feasible density for each of the relevant use classes, where guidance provides a range.
- Gross construction costs of built occupiable floorspace has been informed by BCIS £/sqm build cost data. Modelling has allowed for a further 10% associated with infrastructure/externals costs, and 10% associated with professional fees. Given the scale of infrastructure works associated with the Project for Assessment scenario in particular, construction costs (and therefore associated employment and apprenticeship opportunities), may realistically exceed this, and therefore the construction costs informing the assessment are considered to represent a conservative scenario.

Summary

7.115 **Table 7.10** provides a summary of the effects, receptors, residual effects and conclusions of significance considered within the Chapter, with reference to both the Project for Assessment and Proposed Scheme.

7.116 The table only provides a summary of the residual effects identified within the assessment. Details of all primary, secondary and tertiary mitigation that has been taken into account is summarised within **Volume 3: Environmental Management Plan**.

Table 7.10: Summary of Residual and Significant Effects

Effect	Receptor	Project for Assessment		Proposed Scheme	
		Residual Effect	Is the Effect Significant?	Residual Effect	Is the Effect Significant?
Construction Stage					
Employment generation	Labour force in the Local and Wider Impact Areas	Moderate Beneficial	YES	Moderate Beneficial	YES
Access to Work and Training	Labour force in the Local and Wider Impact Areas	Moderate Beneficial	YES	Moderate Beneficial	YES
Operational Stage					
Employment generation	Labour force in the Local and Wider Impact Areas	Major Beneficial	YES	Major Beneficial	YES
Access to Work and Training	Labour force in the Local and Wider Impact Areas	Major Beneficial	YES	Major Beneficial	YES

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- ³⁶ Ibid, paragraph 1.28
- ³⁷ Ibid, paragraph 1.35
- ³⁸ Ibid, paragraph 6.11
- ³⁹ Ibid, paragraph 4.50
- ⁴⁰ Ibid, paragraph 11.15
- ⁴¹ Ibid, paragraph 11.17 and 11.18
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- ⁴⁵ We note that timescales for PfE run to 2039, although it is noted within PfE that the delivery of Northern Gateway will go beyond this, currently assumed to be mid-2040's.
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