South Oxfordshire and Vale of White Horse
Joint Local Plan 2041

South Oxfordshire and Vale of White Horse
Joint Local Plan 2041
LPA85.1

Note on Revised Employment and Housing Scenarios (15 July 2026)

Introduction

1. This note provides an update to various elements of the housing and employment requirements / supply, and the interaction between them. It reflects the councils' proposed modification to Policy HOU1 (see paragraph 3.2.2 of our written statement in response to Matter 3 – 2WS3-1), proposing a plan period of 2025 to 2043. It runs a second scenario at the request of the Inspectors during hearing sessions on 7 July 2026, exploring a plan period of 2021 to 2043.

2. ***NOTE:*** *The councils submitted this note to the examination in public on Wednesday 8 July. The note contained a typographical error on table 4, row B – showing Vale of White Horse's local housing need as 6, instead of the correct figure of 603. This note corrects that. We have also added clarification to paragraph 15 of the note, making it clear which plan periods (a) and (b) refer to.*

Proposed Housing Requirement and Supply

Scenario 1: Plan period 1 April 2021 to 31 March 2043

3. The Inspectors have asked us to explore the balance of new homes and jobs if the base date of the plan was held at 1 April 2021 (as per the submission plan), but extended by 2 years to 31 March 2043. Table 1 below identifies the housing requirement under this scenario and compares this to the housing supply (derived from our 2025-based land supply).

4. The housing requirement is derived from the pre-2024 standard method. The calculation for past years is based on the relevant standard method figure for that year. For example, for 2021, the plan requirement would use the 2021 affordability ratio, applied to the relevant 10 year period of projections (2021 to 2031).

5. It assumes unmet need would be delivered in accordance with the councils' proposed modification to HOU1 – i.e. delivery of 4,950 homes and 1,830 homes in South Oxfordshire and Vale of White Horse respectively, between 2025 and 2043.

Table 1: Housing requirement compared against housing supply as requested by the Inspectors – plan period 1 April 2021 to 31 March 2043

	HOU1 Proposed modified housing requirement 2021 to 2043	**Expected housing supply 2021 to 2043 ***	**Balance**
South Oxfordshire	17,298	20,994	+3,696
Vale of White Horse	15,272	20,319	+ 5,047

**Derived from our 2025-based land supply assessments*

6. Table 1 clearly demonstrates that the council would have sufficient housing supply to address its needs, and those that it is accommodating from Oxford. South Oxfordshire would run a surplus of 3,696 homes over the plan period – or 21% headroom. Similarly, Vale of White Horse would run a surplus of 5,047 homes – or 33% headroom.

7. Table 2 below updates table 2 from LPA63 for this scenario as well. It compares the 2021 to 2043 plan period scenario against the proposed submission plan period. It shows that for South Oxfordshire the local housing need would increase by around 4.7% (768 homes). For Vale of White Horse, it would increase by around 5.4% (782 homes).

Table 2: Comparison of local housing need between the submission plan period (2021 to 2041) and a 2021 to 2043 plan period scenario

		South Oxfordshire	Vale of White Horse
A	Submission JLP local housing need (2021 to 2041)	579	633
B	LHN 2021/22	650	676
C	LHN 2022/23	613	645
D	LHN 2023/24	586	648
E	LHN 2024/25	563	619
F	LHN 2025/26	552	603
G	LHN 2025 to 2043 (F X 18)	9,936	10,854
H	Oxford unmet housing need	4,950	1,830
I	Total submission JLP housing need (A x 20+H)	16,530	14,490
J	Total recalculated local housing need (B to E + G + H)	17,298	15,272

Scenario 2: Plan period 1 April 2025 to 31 March 2043

8. The council's proposed modification to Policy HOU1 identifies a forward-looking housing need and requirement from 1 April 2025. Table 3 below identifies the housing requirement under this scenario and compares this to the housing supply (derived from our 2025-based land supply).

9. Our justification for this modification is set out in our written statement. However, for reference it is based on the standard method (pre-2024 methodology), using the 2025 affordability ratios. It includes an uplift of 4,950 and 1,830 homes in South Oxfordshire and Vale of White Horse respectively, to address unmet need from Oxford, to be delivered between 2025 and 2043.

Table 3: Housing requirement compared against housing supply for the proposed modification to Policy HOU1 – plan period 1 April 2025 to 31 March 2043

	HOU1 Proposed modified housing requirement 2025 to 2043	**Expected housing supply 2025 to 2043 ***	**Balance**
South Oxfordshire	14,886	16,930	+2,044
Vale of White Horse	12,684	15,381	+2,697

**Derived from our 2025-based land supply assessments*

10. Table 3 clearly demonstrates that the council would have sufficient housing supply to address its needs, and those that it is accommodating from Oxford. South Oxfordshire would run a surplus of 2,044 homes over the plan period – or 14% headroom. Similarly, Vale of White Horse would run a surplus of 2,697 homes – or 21% headroom.

11. Table 4 below updates table 2 from LPA63 for this scenario as well. It compares the 2025 to 2043 plan period scenario against the proposed submission plan period. It shows that for South Oxfordshire the local housing need would drop by around 9.5% (1,644 homes). For Vale of White Horse, it would drop by around 12.5% (1,806 homes).

Table 4: Comparison of local housing need between the submission plan period (2021 to 2041) and a 2025 to 2043 plan period scenario

		South Oxfordshire	Vale of White Horse
A	Submission JLP local housing need (2021 to 2041)	579	633
B	LHN 2025/26	552	603
C	LHN 2025 to 2043 (B X 18)	9,936	10,854
D	Oxford unmet housing need	4,950	1,830
E	Total submission JLP housing need (A x 20+H)	16,530	14,490
F	Total recalculated local housing need (C+D)	14,886	12,684

Employment needs

12. Our employment consultant (Aecom) has updated the note on the employment needs and supply over the different plan periods (original note is examination library reference LPA32). We have appended their new note on employment needs and supply at Appendix 1.

13. Extending the Plan Period from 2021-41 to 2021-43 would result in an increase in the net demand for employment land of 4.8ha (+3.2ha in South Oxfordshire and +1.6ha in Vale of White Horse). Our employment land supply exceeds this amount by 3.0ha in South Oxfordshire and 73.8ha in Vale of White Horse.

14. Extending the Plan Period from 2021-41 to 2025-43 would result in a decrease in the demand for employment land of 2.9ha (-0.2ha in South Oxfordshire and -2.7ha in Vale of White Horse), Our employment land supply exceeds this amount by 6.4ha in South Oxfordshire and 78.1ha in Vale of White Horse.

15. The employment supply for plan periods a and b[1] is unchanged from that set out in Policy JT1 of the Joint Local Plan. This is because the tables at JT1 reflect the current supply amount correct as of submission (i.e. 2024). Therefore, no employment supply adjustment is required when changing the plan period start date from 2021 to 2025, and the end date from 2041 to 2043.

Balance of new homes and new jobs

16. We have asked our housing consultants (ORS) and employment consultants (Aecom) to update the note on the revised housing employment balance related to the ELNA's hybrid scenario (examination library reference LPA34). Appendix 2 provides the update for a 2021 to 2043 plan period, and Appendix 3 provides the update for a 2025 to 2043 plan period.

17. Applying a 2021 to 2043 plan period would result in a net deficit of 2,449 new workers against new jobs (see appendix 2). This compares to our original calculation for a 2021-2041 plan period of a net deficit of 2,132 (from examination library reference LPA34).

18. Applying a 2025 to 2043 plan period would result in an almost total alignment between new workers and new jobs (see appendix 3). There is an extremely modest projected net deficit of just 74 new workers for new jobs.

Conclusion

19. The above demonstrates that the proposed modification to HOU1 (changing the base date to 2025) would result in a very strong alignment between projected job and labour force growth, and there would be sufficient housing supply to address needs.

[1] Plan period a is 2021 to 2043, and plan period b is 2025 to 2043 (as per Appendix 1)

Appendix 1: Updated housing and employment requirement and supply calculations for alternative plan periods (update to LPA32)

Introduction

This note details the housing and employment requirement and supply calculations, if:

a. *The plan period was extended to 2043, and*

b. *the plan period was updated to commence in 2025 and was extended to 2043.*

The employment supply for the updated plan period is unchanged from that set out in Policy JT1 of the Joint Local Plan. This is because the tables at JT1 reflect the current supply amount correct as of submission (i.e. 2024). Therefore, no employment supply adjustment is required when changing the plan period start date from 2021 to 2025, and the end date from 2041 to 2043. This response therefore responds only in respect of the employment requirement.

Approach

The Economic Development Needs Assessment set out in Chapter 8 of the Employment Land Needs Assessment (ELNA) considers three different approaches/scenarios to a range of future employment growth scenarios:

- Scenario 1 – Labour demand: using employment forecasts sourced from Oxford Economics, the change in employment in South Oxfordshire and VOWH (by industry) is translated into the associated change in floorspace and land requirements.
- Scenario 2 – Past Take-Up: this scenario considers past net absorption of employment floorspace in South Oxfordshire and VOWH and projects the historical trend over the Plan Period. Future change in floorspace is then converted into future land requirement.
- Scenario 3 – Labour supply: this scenario uses population forecasts to understand the level of additional workforce that will be available on the labour market. Additional workforce is allocated to industries and translated into associated change in floorspace and land requirements.

The ELNA recommends a preferred hybrid approach to be taken forward (paragraph 8.44) consisting of Scenario 1 (Labour Demand) for office uses and Scenario 2 (Past Take-Up) for industrial uses. This response therefore includes calculations for the preferred hybrid approach, alongside each of the three future employment growth scenarios noted above.

In response to feedback received on the original Labour Supply scenario set out in the South Oxfordshire and Vale of White Horse ELNA, an alternative labour supply scenario was developed which considers the total economically active population associated with the housing requirement across South Oxfordshire and Vale of White Horse over the local plan period, as well as commuting patterns, double jobbing and unemployment levels. Calculations for this scenario are also presented.

Impact of Changes to the Plan Period on Forecasting Requirements

Table 1 details the impact that changing the Plan period from 2021-41 to 2021-2043 and 2025-43 would have on the forecasting scenarios. This indicates that extending the Plan period to 2021-2043 would result in the employment land requirement under the Preferred Scenario increasing by 4.3ha (+8.7%). Updating the Plan period to 2025-2043 would result in the employment land requirement under the Preferred Scenario reducing by 6.7ha (-13.6%).

Table 1 Summary of the Change in Forecast Requirements Over Plan Periods 2021-41, 2021-43 and 2025-43

	2021-41					2021-43							2025-43						
	Labour Demand	Past Take-Up	Labour Supply (Original)	Labour Supply (Revised)	Preferred Scenario (Hybrid)	Labour Demand	Past Take-Up	Labour Supply (Original)	Labour Supply (Revised)	Preferred Scenario (Hybrid)	Change (Hybrid)	% Change (Hybrid)	Labour Demand	Past Take-Up	Labour Supply (Original)	Labour Supply (Revised)	Preferred Scenario (Hybrid)	Change (Hybrid)	% Change (Hybrid)
Employment (FTEs)	**7,306**	**11,952**	**455**	**10,722**	**10,059**	**7,879**	**13,147**	**507**	**11,054**	**10,919**	**860**	**8.6%**	**5,859**	**10,757**	**397**	**9,901**	**8,564**	**-1,495**	**-14.9%**
Office (E(g)(i))	6,867	9,361	2,259	9,175	6,867	7,434	10,298	2,469	9,561	7,434	567	8.3%	5,783	8,425	2,046	8,461	5,783	-1,084	-15.8%
R&D (E(g)(ii))	1,701	1,099	559	2,331	1,701	1,845	1,209	609	2,423	1,845	144	8.5%	1,439	989	464	2,103	1,439	-262	-15.4%
Sub-total Office	8,568	10,460	2,818	*11,506*	8,568	9,279	11,506	3,079	11,984	9,279	711	8.3%	*7,221*	*9,414*	*2,510*	*10,565*	*7,221*	*-1,347*	*-15.7%*
Light Industrial (E(g)(iii))	-482	32	-842	-231	32	-534	35	-920	-282	35	3	9.8%	-539	29	-804	-229	29	-3	-9.4%
Industrial B2	-708	452	-999	-526	452	-776	497	-1,088	-586	497	45	10.0%	-708	407	-914	-419	407	-45	-10.0%
Warehouse (B8)	-72	1,007	-522	-27	1,007	-90	1,108	-565	-61	1,108	101	10.1%	-116	907	-396	-15	907	-100	-9.9%
Sub-total Industrial	-1,262	1,491	-2,363	*-784*	1,491	-1,400	1,641	-2,572	-930	1,641	150	10.0%	*-1,362*	*1,342*	*-2,114*	*-664*	*1,342*	*-149*	*-10.0%*
Floorspace (m^2)	**109,463**	**249,030**	**-58,562**	**188,598**	**250,932**	**116,918**	**273,933**	**-63,526**	**190,517**	**273,367**	**22,435**	**8.9%**	**78,361**	**224,127**	**-52,060**	**173,847**	**216,745**	**-34,187**	**-13.6%**
Office (E(g)(i))	77,593	105,784	25,519	103,676	77,593	84,002	116,362	27,904	108,045	84,002	6,409	8.3%	65,345	95,205	23,121	95,615	65,345	-12,248	-15.8%
R&D (E(g)(ii))	85,043	54,951	27,987	116,572	85,043	92,240	60,446	30,468	121,127	92,240	7,197	8.5%	71,934	49,456	23,204	105,160	71,934	-13,109	-15.4%
Sub-total Office	162,637	160,735	53,506	*220,248*	162,636	176,242	176,808	58,372	229,172	176,242	13,606	8.4%	*137,279*	*144,661*	*46,325*	*200,775*	*137,279*	*-25,357*	*-15.6%*
Light Industrial (E(g)(iii))	-22,631	1,502	-39,578	-10,843	1,502	-25,075	1,652	-43,220	-13,269	1,652	150	10.0%	-25,325	1,352	-37,778	-10,762	1,352	-150	-10.0%
Industrial B2	-25,482	16,270	-35,955	-18,917	16,270	-27,944	17,897	-39,152	-21,103	17,897	1,627	10.0%	-25,471	14,643	-32,912	-15,100	14,643	-1,627	-10.0%
Warehouse (B8)	-5,061	70,524	-36,535	-1,890	70,524	-6,305	77,576	-39,526	-4,284	77,576	7,052	10.0%	-8,122	63,472	-27,694	-1,066	63,472	-7,052	-10.0%
Sub-total Industrial	-53,174	88,296	-112,068	*-31,650*	88,296	-59,324	97,125	-121,898	-38,655	97,125	8,829	10.0%	*-58,918*	*79,466*	*-98,385*	*-26,927*	*79,466*	*-8,830*	*-10.0%*
Land (Ha)	**15.9**	**44.4**	**-17.5**	**31.7**	**49.3**	**16.8**	**48.9**	**-19.0**	**31.5**	**53.6**	**4.3**	**8.7%**	**10.0**	**40.0**	**-15.7**	**29.1**	**42.6**	**-6.7**	**-13.6%**
Office (E(g)(i))	7.8	10.6	2.5	10.4	7.8	8.4	11.6	2.8	10.8	8.4	0.6	7.7%	6.5	9.5	2.3	9.6	6.5	-1.3	-16.7%
R&D (E(g)(ii))	21.3	13.7	7	29.1	21.3	23.1	15.1	7.6	30.3	23.1	1.8	8.3%	18.0	12.4	5.8	26.3	18.0	-3.3	-15.5%
Sub-total Office	29.1	24.3	9.5	*39.5*	29.1	31.5	26.7	10.4	41.1	31.5	2.4	8.1%	*24.5*	*21.9*	*8.1*	*35.9*	*24.5*	*-4.6*	*-15.8%*
Light Industrial (E(g)(iii))	-5.7	0.4	-9.8	-2.7	0.4	-6.3	0.4	-10.8	-3.3	0.4	0.0	3.2%	-6.3	0.3	-9.4	-2.7	0.3	-0.1	-25.0%
Industrial B2	-6.4	4.1	-9	-4.7	4.1	-7.0	4.5	-9.8	-5.3	4.5	0.4	9.1%	-6.4	3.7	-8.2	-3.8	3.7	-0.4	-9.8%
Warehouse (B8)	-1.1	15.7	-8.1	-0.4	15.7	-1.4	17.2	-8.8	-1.0	17.2	1.5	9.8%	-1.8	14.1	-6.2	-0.2	14.1	-1.6	-10.2%
Sub-total Industrial	-13.2	20.2	-26.9	*-7.8*	20.2	-14.7	22.1	-29.4	-9.5	22.1	1.9	9.5%	*-14.5*	*18.1*	*-23.8*	*-6.7*	*18.1*	*-2.1*	*-10.4%*

Impact of Changing the Plan Period to 2021-43 on the Supply/Demand Balance of Employment Land (update to LPA32)

As set out in Chapter 9 of the ELNA, the gross requirement for office and industrial floorspace and land under the preferred scenario are converted to net requirements considering the supply/demand balance in South Oxfordshire and Vale of White Horse.

As set out in Table 2 this indicates that the extension of the Plan Period from 2021-41 to 2021-43 would result in an increase in the net demand for employment land of 4.8ha (+3.2ha in South Oxfordshire and +1.6ha in VOWH), with the amount that supply is greater than identified needs across South Oxfordshire and VOWH falling from 81.6ha to 76.8ha.

Table 2 Summary of Demand vs Available Undeveloped Land under the Preferred Scenario (2021-41 vs 2021-43)

	2021-41			2021-43			Change 2021-41 vs 2021-43	% Change 2021-41 vs 2021-43
	South Oxfordshire	VOWH	Total	South Oxfordshire	VOWH	Total		
Demand								
A) Net Office Land	11.6	25	36.6	13.5	25.7	39.2	2.6	7.1%
B) Net Industrial Land	11.6	11.2	22.7	12.8	12.0	24.8	2.1	9.5%
C) Total Net Employment Land Requirements [A+B]	*23.1*	*36.2*	*59.3*	*26.3*	*37.8*	*64.1*	*4.8*	*8.0%*
D) Existing Local Plan allocated sites within Enterprise Zones (EZ)	2.7	77	79.7	2.7	77.0	79.7	-	-
E) Total Demand [C+D]	**25.8**	**113.2**	**139**	**29.0**	**114.8**	**143.8**	**4.8**	**3.4%**
Supply (Available Undeveloped Land)								
F) Existing Local Plan allocated sites (including EZ)	20	112.5	132.4	20	112.5	132.4	-	-
G) NDP Allocations	1	13.2	14.2	1	13.2	14.2	-	-
H) Pipeline (ha)	11	62.9	74	11	62.9	74	-	-
I) Total Supply (Available Undeveloped Land) [F+G+H]	**32**	**188.6**	**220.6**	**32**	**188.6**	**220.6**	-	-
J) Total Supply – Total Demand [I-E]	**6.2**	**75.4**	**81.6**	**3.0**	**73.8**	**76.8**	**-4.8**	**-5.8%**

Impact of Changing the Plan Period to 2025-43 on the Supply/Demand Balance of Employment Land (update to LPA32)

As set out in Chapter 9 of the ELNA, the gross requirement for office and industrial floorspace and land under the preferred scenario are converted to net requirements considering the supply/demand balance in South Oxfordshire and Vale of White Horse.

As set out in Table 3, this indicates that the extension of the Plan Period from 2021-41 to 2025-43 would result in a net decrease in the demand for employment land of 2.9ha (-0.2ha in South Oxfordshire and -2.7ha in VOWH), with the amount that supply is greater than identified needs across South Oxfordshire and VOWH rising from 81.6ha to 84.5ha.

Table 3 Summary of Demand vs Available Undeveloped Land under the Preferred Scenario (2021-41 vs 2025-43)

	2021-41			2025-43			Change 2021-41 vs 2025-43	% Change 2021-41 vs 2025-43
	South Oxfordshire	VOWH	Total	South Oxfordshire	VOWH	Total		
Demand								
A) Net Office Land	11.6	25	36.6	12.3	23.5	35.8	-0.8	-2.2%
B) Net Industrial Land	11.6	11.2	22.7	10.6	10.0	20.6	-2.1	-9.2%
C) Total Net Employment Land Requirements [A+B]	*23.1*	*36.2*	*59.3*	*22.9*	*33.5*	*56.4*	*-2.9*	*-4.9%*
D) Existing Local Plan allocated sites within Enterprise Zones (EZ)	2.7	77	79.7	2.7	77.0	79.7	-	-
E) Total Demand [C+D]	**25.8**	**113.2**	**139**	**25.6**	**110.5**	**136.1**	**-2.9**	**-2.1%**
Supply (Available Undeveloped Land)								
F) Existing Local Plan allocated sites (including EZ)	20	112.5	132.4	20	112.5	132.4	-	-
G) NDP Allocations	1	13.2	14.2	1	13.2	14.2	-	-
H) Pipeline (ha)	11	62.9	74	11	62.9	74	-	-
I) Total Supply (Available Undeveloped Land) [F+G+H]	**32**	**188.6**	**220.6**	**32**	**188.6**	**220.6**	-	-
J) Total Supply – Total Demand [I-E]	**6.2**	**75.4**	**81.6**	**6.4**	**78.1**	**84.5**	**2.9**	**3.5%**

Appendix 2: South Oxfordshire and Vale of White Horse ELNA *(Update to LPA34 for 2021 to 2043 plan period)*

This note sets out a revised calculation on the housing/employment balance related to the ELNA's hybrid scenario covering the amended local plan period from 2021-41 to 2021-43.

Approach

The preferred scenario set out in the ELNA is for a hybrid of Labour Demand for Office uses and Past Trends for Industrial uses. As the Past Trends scenario projects forward demand for B/E(g) use class floorspace only, it is not possible to readily convert this to total employment across the whole economy. However, it is possible to approximate this through the following steps:

- Under the Labour Demand scenario, the 16,602 FTE jobs across all sectors from Oxford Economics translates to 7,879 B/E(g) class jobs under Labour Demand over the period 2021-43.
- The preferred scenario (hybrid) set out in the ELNA would translate to 10,919 B/E(g) class jobs over the period 2021-43.
- Total employment across all sectors from the preferred scenario (hybrid) is estimated as 16,602*(10,919/7,879), which equals 23,008 FTEs across all sectors.

As per the initial response to IQ56, the Oxford Economics data from May 2023, is used to convert FTE employment to total job growth, with a resulting increase of 26,085 workers. However, as some people hold more than one job, 24,115 workers are required to fill the forecasted jobs growth, in line with the Oxford Economics forecasts.

Table 1 below sets out the calculation of the housing/employment balance in South Oxfordshire and Vale of White Horse to support a growth of 24,115 workers, based on the total housing requirement identified in Policy HOU1 of the JLP. In summary:

1. South Oxfordshire and Vale of White Horse require 24,115 more workers, as outlined above.
2. 30.6% of jobs in South Oxfordshire and Vale of White Horse are filled by in-commuters[2], so if this rate continues this will provide 7,379 of the workers.
3. The Oxford Economics data shows an unemployment rate of 2.6% and we have held that constant, so as the workforce grows this will yield an additional 440 unemployment persons.
4. 35.4% of South Oxfordshire and Vale of White Horse workers out-commute and holding this rate constant will require an additional 8,537 out-commuting workers.
5. Overall, to provide for 23,008 full-time equivalent jobs will require 24,115 additional workers which in turn will require 25,712 additional economical active persons (24,115 – 7,379 + 440 + 8,537)
6. Modelling at the housing requirement of 32,570 dwellings shows that these will yield an additional 23,263 economically active persons[3]

Therefore, as an overall conclusion, the housing requirement is broadly consistent with the jobs growth forecast for South Oxfordshire and Vale of White Horse.

[2] Census 2011: Location of usual residence and place of work by method of travel to work
[3] The modelling for economic activity rates contains a different rate for each age group and gender and these change over time in line with the rates used nationally by the Office for Budget Responsibility. Therefore, there is not one economic activity rate used, it will change each year depending upon the age and gender profile of the population

Table 4. Relationship between job and housing growth (total housing requirement of 32,570 dwellings)

Workforce needed	24,115
Commute in rate	30.6%
Additional workforce commuting into South Oxfordshire and Vale of White Horse	-7,379
Resident workforce needed	16,735
Unemployment rate	2.6%
Economically active persons - unemployed	440
Economically active persons needed	17,176
Out-commute rate	35.4%
Additional workforce commute out of South Oxfordshire and Vale of White Horse	8,537
Total economically active persons required	25,712
Number of additional economically active persons at housing requirement of 27,570	23,263
Net deficit of workers at the housing requirement	-2,449

Appendix 3: South Oxfordshire and Vale of White Horse ELNA *(Update to LPA34 for 2025 to 2043 plan period)*

This note sets out a revised calculation on the housing/employment balance related to the ELNA's hybrid scenario covering the amended local plan period from 2021-41 to 2025-43.

Approach

The preferred scenario set out in the ELNA is for a hybrid of Labour Demand for Office uses and Past Trends for Industrial uses. As the Past Trends scenario projects forward demand for B/E(g) use class floorspace only, it is not possible to readily convert this to total employment across the whole economy. However, it is possible to approximate this through the following steps:

- Under the Labour Demand scenario, the 12,600 FTE jobs across all sectors from Oxford Economics translates to 5,859 B/E(g) class jobs under Labour Demand over the period 2025-43.
- The preferred scenario (hybrid) set out in the ELNA would translate to 8,564 B/E(g) class jobs over the period 2025-43.
- Total employment across all sectors from the preferred scenario (hybrid) is estimated as 12,600*(8,564/5,859), which equals 18,417 FTEs across all sectors.

As per the initial response to IQ56, the Oxford Economics data from May 2023, is used to convert FTE employment to total job growth, with a resulting increase of 20,880 workers. However, as some people hold more than one job, 19,303 workers are required to fill the forecasted jobs growth, in line with the Oxford Economics forecasts.

Table 1 below sets out the calculation of the housing/employment balance in South Oxfordshire and Vale of White Horse to support a growth of 19,303 workers, based on the total housing requirement identified in Policy HOU1 of the JLP. In summary:

7. South Oxfordshire and Vale of White Horse require 19,303 more workers, as outlined above.
8. 30.6% of jobs in South Oxfordshire and Vale of White Horse are filled by in-commuters[4], so if this rate continues this will provide 5,907 of the workers.
9. The Oxford Economics data shows an unemployment rate of 2.6% and we have held that constant, so as the workforce grows this will yield an additional 352 unemployment persons.
10. 35.4% of South Oxfordshire and Vale of White Horse workers out-commute and holding this rate constant will require an additional 6,833 out-commuting workers.
11. Overall, to provide for 18,417 full-time equivalent jobs will require 19,303 additional workers which in turn will require 20,527 additional economical active persons (19,303 – 5,907 + 298 + 6,833)
12. Modelling at the housing requirement of 27,570 dwellings shows that these will yield an additional 20,508 economically active persons[5]

Therefore, as an overall conclusion, the housing requirement is broadly consistent with the jobs growth forecast for South Oxfordshire and Vale of White Horse.

[4] Census 2011: Location of usual residence and place of work by method of travel to work
[5] The modelling for economic activity rates contains a different rate for each age group and gender and these change over time in line with the rates used nationally by the Office for Budget Responsibility. Therefore, there is not one economic activity rate used, it will change each year depending upon the age and gender profile of the population

Table 5. Relationship between job and housing growth (total housing requirement of 27,570 dwellings)

Workforce needed	19,303
Commute in rate	30.6%
Additional workforce commuting into South Oxfordshire and Vale of White Horse	-5,907
Resident workforce needed	13,396
Unemployment rate	2.6%
Economically active persons - unemployed	352
Economically active persons needed	13,749
Out-commute rate	35.4%
Additional workforce commute out of South Oxfordshire and Vale of White Horse	6,833
Total economically active persons required	20,582
Number of additional economically active persons at housing requirement of 27,570	20,508
Net deficit of workers at the housing requirement	-74