Addendum

Kirklees Employment Land Study June 2026

Introduction

1. Kirklees Council ('the Council') commissioned Turley and Aspinall Verdi to produce an Employment Land Study (ELS) for the district, with the final version of a report dated July 2025 issued earlier this year[1].

2. The ELS contained, amongst other things, estimates of the amount of employment land that would be needed in Kirklees over a plan period that is proposed to run from 2024 to 2043[2]. Aside from one scenario that extrapolated past take-up, most were linked to employment forecasts with the exception of one other scenario that was tied to demographic modelling, developed in the Strategic Housing Market Assessment (SHMA) that was being prepared at the time. Planning Practice Guidance (PPG) was noted as having encouraged the development of such '*demographically derived assessments of current and future local labour supply*', as indeed it still does[3].

3. The ELS explained that this scenario was based on the minimum need for housing that was then suggested for Kirklees by the standard method, effectively estimating how the population – and thus the supply of labour – could grow if 1,873 homes were to be provided annually over the plan period[4].

4. The ELS noted that the number of jobs supported in such a scenario would depend on the '*rate at which individuals of different ages are assumed to form households and the extent to which any recent worsening is assumed to improve*'[5]. It explained that household formation rates had been derived both from the official 2014-based household projections and from the later 2022-based release, in each case being applied both in an unadjusted form and also with allowance made for a gradual improvement amongst the younger people most affected by worsening affordability[6].

5. This approach produced a relatively wide range, suggesting that between **1,002 and 1,707 jobs per annum** could be supported in Kirklees over the plan period, although it was only the lower end of this range that was '*cautiously*' taken forward and converted into a land requirement[7].

6. This demographic modelling is understood to have since been revisited, with the decision made only to apply 2022-based rates, albeit still with a sensitivity that allows for improvement. This markedly narrows the previously reported range, suggesting that **between 1,308 and 1,538 jobs** could be supported annually when consistently allowing for double jobbing[8].

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[1] Turley (July 2025) Kirklees Employment Land Study

[2] *Ibid*, section 5

[3] *Ibid*, paragraph 5.16; PPG Reference ID 2a-027-20190220

[4] Turley (July 2025) Kirklees Employment Land Study, paragraph 5.18

[5] *Ibid*, paragraph 5.20

[6] *Ibid*, footnote 52

[7] *Ibid*, paragraph 5.22

[8] The ELS explained, in its footnote 51, that the SHMA does not allow for people having more than one job ('double jobbing') but does recognise the need to do so, to convert its *'employment outputs to a job growth projection*'

7. The ELS does, coincidentally, estimate the amount of employment land that would be needed to support a level of job growth that lies within this range, with adjustments to the Regional Econometric Model (REM) having produced a forecast that envisages 1,463 jobs being created annually[9]. It is though important for the Council to have estimates tied to these specific figures, so as to have the '*labour supply*' scenario – or in this case scenarios – expected by the PPG[10].

8. It is for this reason that this short addendum has been commissioned, to effectively repeat the approach of the ELS and estimate the amount of land that would be needed to align with the labour supply that could result from meeting the minimum housing need suggested by the standard method.

Sectors to use classes

9. The first step of the process is to discount jobs that will not require offices, industrial premises or warehouses. Since the demographic modelling continues to give no breakdown of jobs by sector, it is necessary to once again derive assumptions from the adjusted REM, as in the ELS[11]. This leads to the same proportion as previously (51%) being removed.

Table 1: Additional Jobs Assumed Not to Require Employment Land (2024-43)

Scenario	Additional jobs	Non-B	%
Upper labour supply	**29,222**	**14,916**	**51%**
Adjusted REM scenario	27,800	14,190	51%
Lower labour supply	**24,852**	**12,685**	**51%**
Previous labour supply scenario	19,036	9,717	51%

Source: Turley analysis

Sectors to property types

10. It is then necessary – as at Table 5.1 of the ELS – to consider the types of premises that may be required to accommodate jobs created in each sector, once again applying the assumptions set out in its Appendix 2.

[9] Turley (July 2025) Kirklees Employment Land Study, paragraph 5.21

[10] PPG Reference ID 2a-027-20190220

[11] Turley (July 2025) Kirklees Employment Land Study, paragraph 5.22

Table 2: Jobs Requiring Space on Conventional Employment Land (2024-43)

Scenario	Office	Industrial	Warehouse	**Total**
Upper labour supply	7,012	2,011	3,053	**12,167**
Lower labour supply	8,351	2,365	3,590	**14,306**

Source: Turley analysis *Note: figures may continue not to sum due to rounding*

Employment to floorspace

11. The above can then be translated into floorspace by applying the employment densities summarised at Table 5.2 of the ELS, having first converted them from workforce into full-time equivalent (FTE) jobs.

Table 3: Implied Need for Employment Space (GEA; 2024-43)

Scenaro		Office	Industrial	Warehouse	**Total**
Upper end	FTE jobs	5,987	851	1,418	**8,256**
Upper end	Floorspace (sqm)	67,809	32,507	88,870	**189,186**
Lower end	FTE jobs	5,105	725	1,209	**7,040**
Lower end	Floorspace (sqm)	79,521	38,122	104,220	**221,863**

Source: Turley analysis *Note: figures may continue not to sum due to rounding*

Allowing for losses

12. Allowance can once again be made then for the replacement of half of, or all, anticipated losses as at Table 5.5 of the ELS.

Table 4: Impact of Replacing All Losses or Half (sqm; 2024-43)

	Lower estimate of labour supply		Upper estimate of labour supply	
Replacing	All losses	Some losses	All losses	Some losses
Office	140,870	104,340	152,583	116,052
Industrial	155,146	93,827	160,761	99,441
Warehouse	209,957	149,413	225,307	164,763
Total	**505,973**	**347,580**	**538,650**	**380,257**

Source: Turley analysis *Note: figures may continue not to sum due to rounding*

Allowing for choice and flexibility

13. A margin of choice, again equivalent to five years' supply, can likewise be added as at Table 5.6 of the ELS.

Table 5: Allowing for Choice and Flexibility (sqm; 2024-43)

	Lower estimate of labour supply		Upper estimate of labour supply	
Replacing	All losses	Some losses	All losses	Some losses
Office	159,058	122,528	170,771	134,240
Industrial	246,669	185,349	252,284	190,964
Warehouse	261,146	200,602	276,496	215,952
Total	**666,873**	**508,479**	**699,550**	**541,157**

Source: Turley analysis *Note: figures may continue not to sum due to rounding*

Floorspace to site area

14. The final step requires the above estimates of floorspace to be converted into land. The ELS applied a plot ratio of 40% for industrial premises and warehouses, rising to 150% for offices – to allow for '*more intensive use*' of plots in '*higher density urban areas*' – although it did proceed to introduce a sensitivity in which the latter was also 40%[12]. Repeating this approach suggests that circa **105-144ha** of employment land could be needed when applying the core assumptions, with the upper end of this range increasing to **around 175ha** when assuming that offices are developed at lower densities.

15. **Table 6: Implied Need for Employment Land (hectares; 2024-43)**

Need	Losses	Warehouse	Industrial	Higher density offices	**Total**	Lower density offices	**Total**
Lower	All	65.3	61.7	10.6	**137.6**	39.8	**166.7**
	Some	50.2	46.3	8.2	**104.7**	30.6	**127.1**
Upper	All	69.1	63.1	11.4	**143.6**	42.7	**174.9**
	Some	54.0	47.7	8.9	**110.7**	33.6	**135.3**

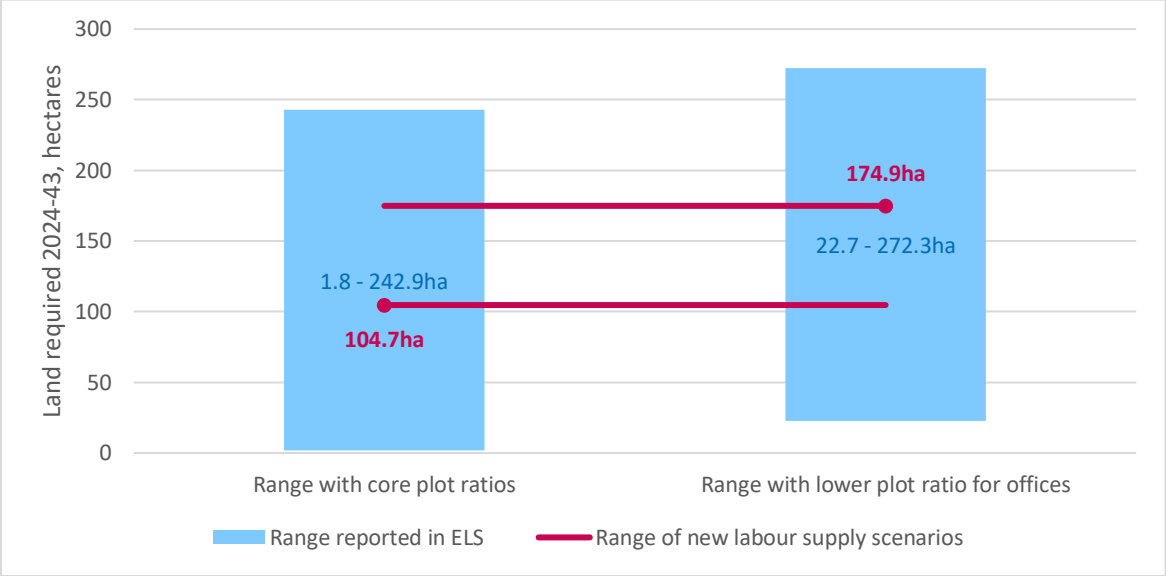
Source: Turley analysis *Note: figures may continue not to sum due to rounding*

[12] *Ibid*, paragraph 5.46 and paragraph 5.51

Implications for previously reported range

16. With the ELS having estimated a need for up to 243ha of employment land over the period from 2024 to 2043[13] – or as little as 2ha – these estimates evidently continue to sit within what was a very wide range, as shown by Figure 1 overleaf. They naturally carry on doing so when the prospect of lower density office development is acknowledged, lifting the upper end of the range to around 272ha[14].

Figure 1: Comparing New Estimates to Previously Reported Range



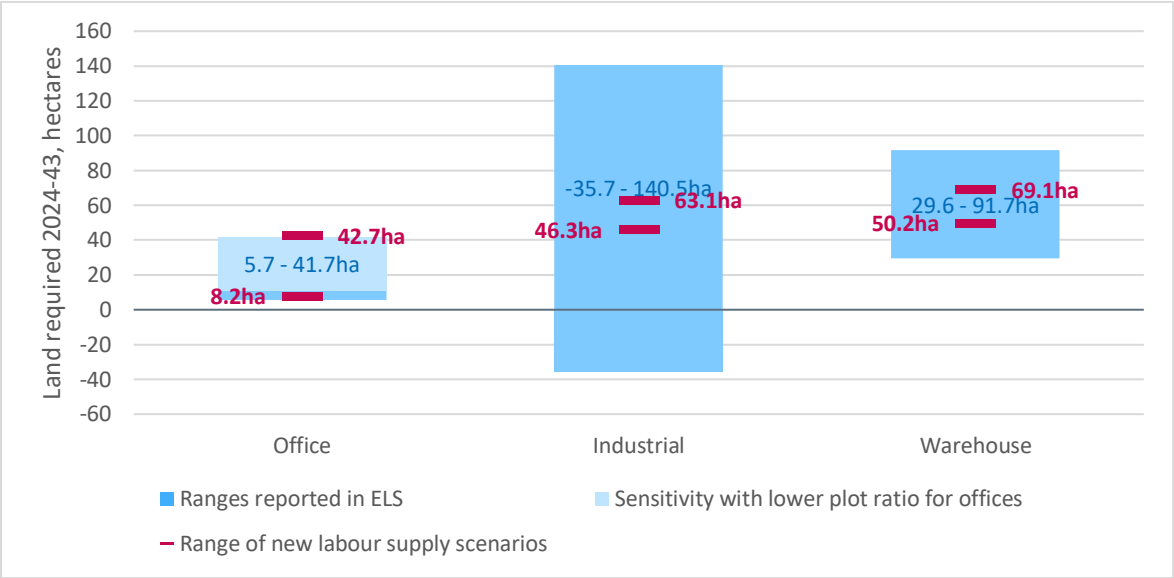
Source: Turley analysis

17. There is generally also alignment when breaking down to specific property types, as at Figure 5.13 of the ELS but this time additionally factoring in the sensitivity presented at Table 5.8. Figure 2 overleaf shows that the new estimates of the need for industrial and warehousing land continue to lie within the ranges previously reported, and all but the uppermost estimate for offices do likewise, even in that case being only marginally above the upper end of the original range.

[13] *Ibid*, Figure 5.12

[14] *Ibid*, Table 5.8

Figure 2: Comparing New Estimates to Previously Reported Range by Property Type



Source: Turley analysis

June 2026

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