BRIDGEND REPLACEMENT LOCAL DEVELOPMENT PLAN (LDP) 2018-2033
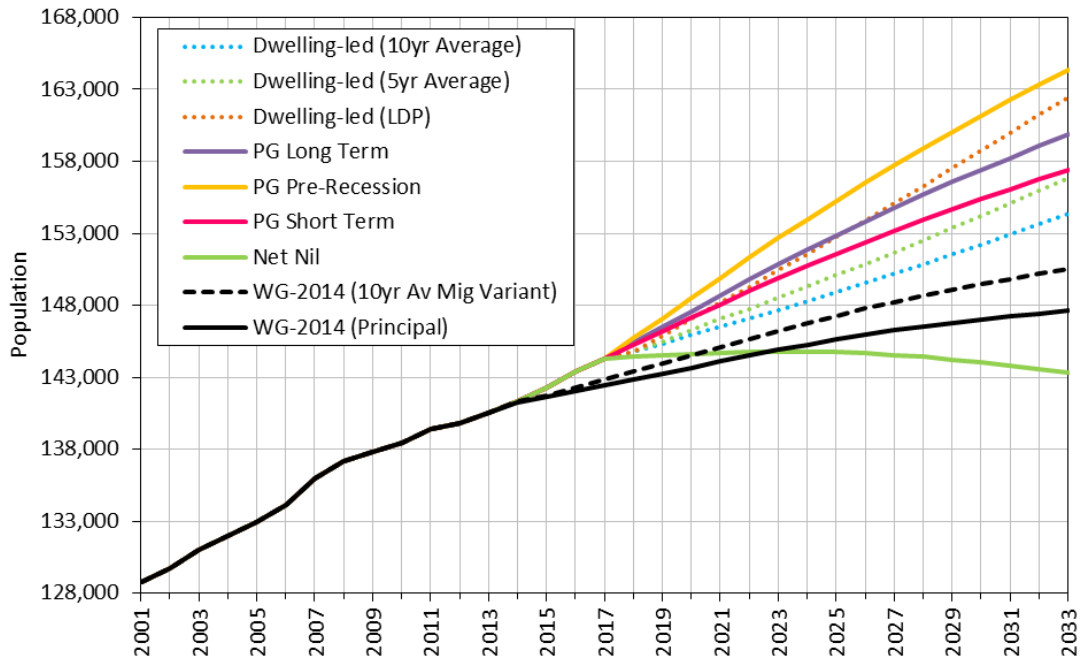**TECHNICAL REPORT 2: STRATEGIC GROWTH OPTIONS**

1. PURPOSE OF THE REPORT

1.1   To report the strategic growth options for the Replacement LDP (2018-2033).

2. INTRODUCTION

2.1   In order to inform the level of housing and employment provision within Bridgend's revised LDP, a range of trend based assumptions need to be duly considered to identify how existing household compositions, characteristics and employment growth will influence future household formation rates and levels of in-ward migration. The 2014 based Welsh Government (WG) Population and Household Projection Variants form a key part of the evidence base in this respect, although it is also important to consider alternative scenarios to test the impacts of different assumptions over the 2018-2033 period.

2.2   The Council has therefore commissioned Edge Analytics to produce a technical paper (Bridgend Demographic Analysis & Forecasts 2019) to provide a range of population, housing and employment growth evidence to inform the emerging LDP. This builds on the WG variants to provide a range of other projections that capture the latest historical population estimates for Bridgend and base their migration flow assumptions on alternative histories. The paper also provides a demographic profile of Bridgend, illustrating its geographical context and components of population change before examining how much housing growth might be needed should different scenarios take place.

2.3   In addition to the WG 2014-based 'Principal' and '10yr Average Migration' variant projections, four demographic and three dwelling-led scenarios have been developed. Population change for the 2018–2033 period ranges from -0.8% under the Net Nil scenario to +12.8% under the POPGROUP Pre-Recession scenario as outlined in Figure 1 overleaf. Each of these population based scenarios form the basis for nine separate household projections.

2.4   In order to translate household projections to potential dwelling requirements, it is important to apply an allowance to take account of second homes and a level of vacancy necessary to sustain an efficient housing market. Hence, each of the scenarios have been estimated in conjunction with a vacancy rate of 4.8%, based on the 2011 Census vacancy rate for Bridgend County Borough.

Figure 1: Bridgend Population Growth 2001-2033

Source: Edge Analytics

3. LINKING POPULATION, HOUSEHOLD AND EMPLOYMENT GROWTH

3.1 Whilst there is not always an unequivocal relationship between homes and jobs, it is vital to consider the two elements in tandem to help determine a sustainable level of growth to underpin the Replacement LDP. Analysis has therefore been undertaken by Edge Analytics to determine the likely demographic impact of different growth trajectories on homes and jobs with a view to achieving a sustainable balance between the two. This relationship has effectively been quantified by measuring the link between employment growth and the changing size of the resident population along with its labour force. Assumptions on economic activity rates, unemployment levels and commuting ratios have been used to inform the related scenarios.

3.2 Firstly, the Office for Budget Responsibility's forecast (July 2018) of long-term changes to age-specific labour force participation was applied to Bridgend. This forecast estimates that the *aggregate* economic activity rate (16–89) is set to reduce, from 59% in 2018 to 57% in 2033. More specifically, economic activity rates are estimated to increase in the 55+ age groups over the life of the replacement LDP, especially in the female groups. A small decline in activity rates is expected amongst the male 35-54 age groups, although the female equivalent is set to increase.

3.3 Secondly, an assumption was made on the proportion of the labour force that is unemployed. Despite higher unemployment in the 2009-2012 period (akin to national trends), Bridgend's unemployment rate was lower than that recorded for Wales and Great Britain between 2012 and 2016 before rising slightly to 5.2% in 2017. The

modelling tracks historical data to 2017, remaining fixed thereafter. However, an Experian based alternative unemployment rate has also been modelled that forecasts the unemployment rate will reduce over the plan period, from 5.2% in 2018 to 4.2% by 2033. This represents the lowest recorded unemployment rate for Bridgend and therefore will produce somewhat more immoderate results for comprehensiveness.

3.4   Thirdly, the 2011 Census recorded 61,551 workers living in Bridgend and 60,767 people working in Bridgend, which produces a net out-commuting ratio of 1.01 (i.e. there are slightly more workers living in the County Borough than employment available). More recent Welsh Government data on commuting patterns (2018) also reaffirms this net out-commuting ratio, meaning 1.01 has been applied and fixed throughout the forecast period.

3.5   These core assumptions have been used to estimate the level of employment growth that could be supported by the six demographic and three dwelling-led scenarios. The assumptions have also been used to generate an Employment-Led Scenario by linking employment growth to population growth.

3.6   Overall, the population growth rate range of -0.8% (under the Net Nil Scenario) to +12.8% (under the POPGROUP Pre-Recession Scenario) is estimated to support an employment change of -239 per annum to +524 per annum over the 2018–2033 plan period. Each of the scenarios will now be outlined in turn.

3.7   **Scenario 1: WG 2014-Based Principal Scenario.**

3.8   The first scenario replicates the WG 2014-Based Projection, incorporating trends on births, deaths and migration from the preceding five years. This projection presents the lower end of the household growth range identified in the paper, estimating an average annual dwelling growth of **271 dpa** (dwellings per annum) over the 2018–2033 plan period. This is partly due to the derived assumptions being based on a period of reduced net migration flows to the area from 2009/10 to 2011/12. The figure of 271 dpa is lower than the current LDP dwelling requirement of 646 dpa and also below average completions over the last 5 (491 dpa) and 10 years (422 dpa).

3.9   The previously outlined core assumptions on economic activity rates, commuting ratios and unemployment levels can be used to estimate the extent of employment growth that can be supported by this scenario. Assuming no change in the unemployment rate over the plan period (i.e. 5.2%) results in an estimated decline in average employment by -30 per annum. However, with an improvement in the employment rate over the plan period (i.e. with unemployment reducing from 5.2% in 2018 to 4.2% by 2033), there will be an estimated annual change of +13 pa. This is because a slightly higher level of employment is estimated to be supported. In either case, the decline or minimal growth in the labour force over the plan period is driven by low net migration flows operating together with a more rapidly ageing population profile.

3.10   **Scenario 2: WG 2014-Based (Ten Year Average Migration) Scenario.**

3.11   This scenario replicates the WG Ten Year Average Migration Variant, which takes migration trends into account over a longer time period (i.e. 2004/05–2013/14); a period that encompasses a diverse range of economic conditions. Population growth is higher than estimated in the previous scenario (which only took five years of migration history into account) and an additional 995 households are projected to form from 2018-2033. In order to accommodate the estimated demographic change suggested by the Ten Year Variant, **340 dpa** would therefore be required over the plan period. This scenario would produce a dwelling requirement below recent average dwelling completion numbers across Bridgend County Borough.

3.12   This level of household and dwelling growth would support a modest increase in employment of +78 per year on average assuming the fixed rate of unemployment, or +122 per year based on the reducing level of unemployment. This is due to the higher levels of migration and population growth underpinning this scenario and therefore a greater labour force working in the County Borough over the plan period.

3.13   **Scenario 3: POPGROUP Short Term Scenario.**

3.14   The Short Term Scenario is based on internal migration rates plus international migration flow assumptions over a six-year historical period (2011/12–2016/17). This time period is akin to the WG projection (i.e. 5–6 years), although also includes the latest three years of population statistics to derive assumptions. This scenario captures the lower net international migration evident since 2011, although estimates higher population growth than the previous projection, supporting an average annual dwelling growth of **505 dpa** over the 2018–2033 plan period. This level of growth is closer to that identified in the current LDP and is broadly in line with (albeit very slightly exceeding) the five-year dwelling completion average.

3.15   The six year post-recession demographic trends that form the foundation for this projection would support a greater level of employment growth (+219 per annum based on the fixed rate of unemployment) than in any of the WG 2014-Based Scenarios. This is not only driven by higher population growth *per se*, but an increase in working age households, particularly around the 35-44 age group. Assuming a reduction in unemployment levels over the life of the plan would lead to a higher employment estimation of +266 per annum under this scenario.

3.16   **Scenario 4: POPGROUP Long Term Scenario.**

3.17   The Long Term scenario varies to the previous projection in that it is based on internal migration rates and international migration flows from a full sixteen-year period (2001/02–2016/17). Therefore, it captures high net international migration prior to 2011 along with lower net international migration in the latter half of the historical period. These longer-term migration flow trends produce a higher estimated growth rate of **570 dpa** over the plan period. This level of growth is more than double the WG 2014-Based Principal Scenario and exceeds both the five year and ten year dwelling completion averages for Bridgend County Borough.

3.18   The population change and younger age profile estimated under this scenario reflects the continuation of longer-term migration trends. This level of growth could support an annual employment change of +332 per annum based on the fixed unemployment rate assumption or +380 based on the reduced unemployment rate assumption.

3.19   **Scenario 5: POPGROUP Pre-Recession Scenario.**

3.20   This scenario bases its migration assumptions on the seven year period prior to the recession (2001/02–2007/08), thereby factoring in a significant period of high net migration (internal and international) to Bridgend. Consequently, this projection represents the highest of the ten scenarios as it is not fettered by lower migration rates evident post 2011. Therefore, significant population change of 12.8% is estimated by this scenario, translating into an average dwelling growth of **681 dpa**. This exceeds the current LDP dwelling requirement and is nearly 1.5 times the average number of residential completions over the past five years.

3.21   This level of household and associated dwelling growth supports the highest estimated employment change across the ten scenarios, at +475 pa based on the fixed unemployment rate assumption or +524 pa based on the reduced unemployment rate assumption. This is primarily due to the extent of the predicted population change driven by a more youthful population as a result of unusually high net in-migration trends.

3.22   **Scenario 6: Net Nil Scenario.**

3.23   The purpose of this scenario is to test the impact of zero net migration. Internal and international migration in-flows and out-flows are effectively balanced to depict how natural change alone could affect future household growth. This scenario projects a decline in population and only a relative minor increase in households over the plan period, translating into a **124 dpa** growth rate. This illustrates the extent to which population change in Bridgend is driven by migration and would arguably not provide a robust basis to inform the replacement LDP's housing requirement figure.

3.24   Indeed, this scenario estimates a significant decline in employment (-239 pa based on the fixed unemployment rate or –198 based on the reduced unemployment rate assumption), reflecting the reduction in labour force over the plan period. This is due to the lack of any net migration flows coupled with a significantly ageing, economically inactive population profile.

3.25   **Scenario 7: Dwelling-Led (LDP) Scenario.**

3.26   This scenario replicates the projected growth levels used to inform the existing LDP, utilising a **646 dpa** growth rate in each year of the forecast period. This is the highest of the dwelling-led scenarios considered, reflecting the current LDP's high growth approach, which planned for significant residential development to deliver the Regeneration-Led Strategy. This scenario would support a significant change in

employment over the 15 year period, at +404 pa based on the fixed 5.2% unemployment rate or +452 pa using the assumption that unemployment will decrease from 5.2% to 4.2% over the life of the plan.

3.27 **Scenario 8: Dwelling-Led (10 Year Average) Scenario.**

3.28 The 10 Year Dwelling-Led Scenario is based on residential completions in Bridgend County Borough from 2008/09 to 2017/18, producing a dwelling growth rate of **422 dpa**. One key benefit of considering this level of growth is that it's based on local delivery in the decade following the recession, which provides a relatively balanced overview grounded in local socio-economic conditions. Lower dwelling growth under the Dwelling-Led (10yr Average) Scenario captures more modest net in-migration, thus resulting in smaller population change (+6.6%). This has a direct impact on future employment; estimating the lowest level of growth amongst the dwelling-led scenarios at +130 pa to +175 pa based on the fixed or reduced unemployment assumption, respectively.

3.29 **Scenario 9: Dwelling-Led (5 Year Average) Scenario.**

3.30 Similarly, this scenario applies dwelling growth of **491 dpa** in each year of the forecast period, based on the last five years of completions (2013/14–2017/18). This mirrors more recent evidence of dwelling building, with population growth following housing growth over this period. On average, there have been 69 more units per annum delivered over the last five years compared to the last ten years.

3.31 This level of growth would support an employment change of +214 pa based on the fixed unemployment assumption or +260 pa based on the reduced unemployment assumption. There are thus similarities to the level of employment growth estimated by the POPGROUP Short Term Scenario, which is also based on post-recession trends.

3.32 **Scenario 10: Employment-Led Scenario (Experian Forecast).**

3.33 This scenario differs to the previous nine in that it is employment-led. Therefore, instead of estimating the level of employment that the relevant forecast population growth trajectory could support, it considers the potential impact of employment change on population and housing growth. This has been enabled by measuring the relationship between growth in employment with the changing size of the resident population and its labour force.

3.34 Over the plan period, the Experian forecast estimates a decline in the level of workplace-based employment in the County Borough, from 64,700 in 2018 to 64,500 by 2033. The annual employment change is set to fluctuate over this period, although analysing the fifteen years as a whole reveals a small average annual decline of -13 workplace-based employment places. This forecast therefore suggests lower population change would be required to support the annual change in employment than estimated by the other demographic and dwelling-led scenarios.
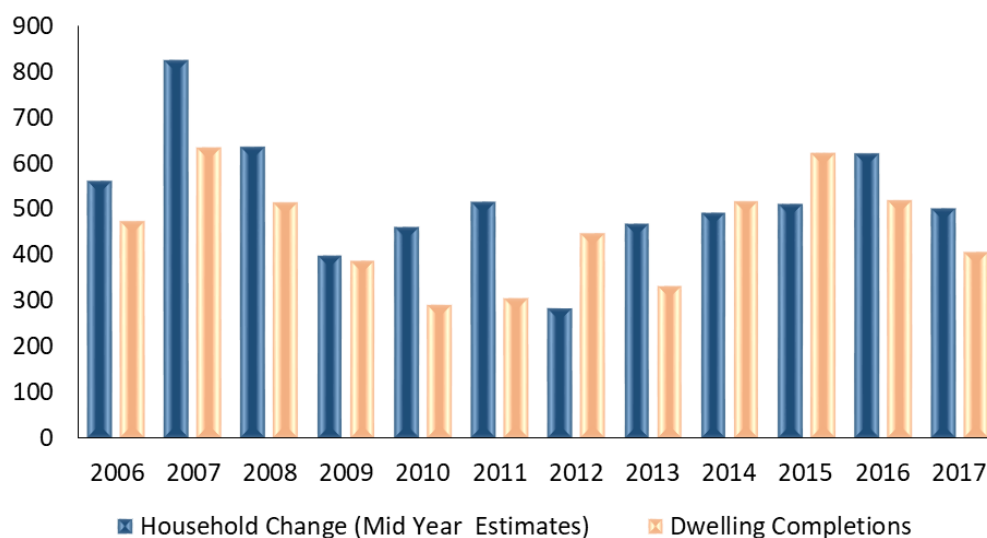
3.35   Utilising identical economic activity rates and commuting ratios, this Employment-Led Scenario estimates dwelling growth of **312 per annum** using the fixed 5.2% unemployment rate, or **276 dpa** using the Experian based unemployment rate (that reduces from 5.2% in 2018 to 4.2% by 2033). The reason for the variance is because a lower unemployment rate assumes a smaller proportion of the economically active labour force will be unemployed over the plan period. Therefore, there is less of a need for net in-migration to support the annual change in employment as a greater proportion of new employment opportunities will be taken by previously unemployed households that are already residing locally. In turn, this results in lower population and associated dwelling growth.

3.36   The lower 276 dpa estimate is closely aligned to the population change projected by the WG 2014-Based Principal Scenario, whereas the higher 312 dpa estimate is closer to the WG 2014-Based Ten Year Average Migration Scenario. However, both Employment-Led estimates of dwelling growth are lower than the levels projected under the other demographic trend (POPGROUP) and dwelling-led scenarios already presented in this paper. This is primarily due to the fact that lower estimated levels of in-migration and population growth are required to support the Employment-Led scenario.

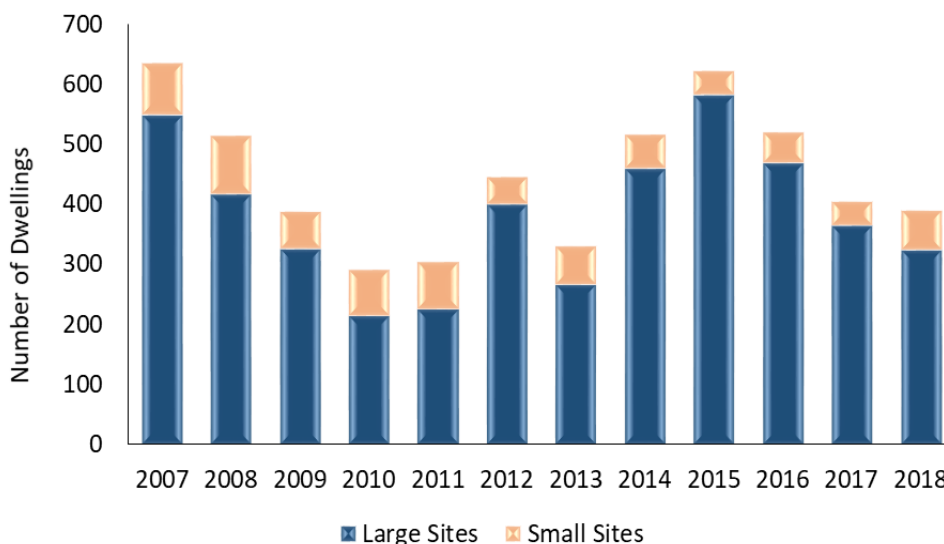## 4.   PAST BUILD RATES COMPARISON AND MID-YEAR ESTIMATES

4.1   The high growth, regeneration-led Spatial Strategy that underpins the current LDP has been broadly successful, especially in bringing forward a number of residential and mixed-use allocated sites (primarily on brownfield land) within the County Borough. In order to provide context, it is helpful to compare the number of dwellings delivered over the course of the current Plan with the annual household change identified in the latest set of WG Mid-Year Household Estimates. Household Estimates are similar to projections, although they are based on past population estimates as opposed to future population projections. The chart below provides a visual comparative overview for reference.

Figure 2: Comparison between Dwelling Completions and Mid-Year Household Estimates

4.2   The current LDP's high growth strategy is clearly evidenced by the fact that the annual requirement of 646 dwellings has exceeded the annual increase in households by 15% on average (incorporating a 4.8% dwelling conversion factor). However, actual build rates have been broadly in line with the estimated annual household increase, notwithstanding fluctuations across both datasets since 2006. The data identified in the Mid-Year Household Estimates has been incorporated into the three aforementioned POPGROUP based Scenarios (3, 4 and 5) to ensure the most recent demographic information is projected forward as part of the range of alternative scenarios.

4.3   Figure 3 analyses the small and large site completions to a greater extent, including the most recent 2018 based residential completions data. There was undoubtedly a rise in completions following adoption of the current LDP in 2013, although this has gradually levelled off to the 400 unit per annum mark in 2017 and 2018. The five year average of 491 dwellings per annum therefore represents a relatively balanced level of growth over the last decade. Small site completions (sites of less than 10 units) have been generally steady over the period shown, averaging at 51 units per annum over the past five years.

Figure 3: Joint Housing Land Availability Study Completions

5.   **ALTERNATIVE GROWTH OPTIONS**

5.1   Having considered the numerous local demographic trends, dwelling and employment projection scenarios, it is pertinent to condense this broad range of options into a set of Low, Mid and High Strategic Growth Options to help determine the housing requirements of the replacement LDP.

5.2   **Low Growth Option**

5.3   Whilst the Net Nil Scenario is effectively the lowest of the ten growth scenarios outlined previously, it only tests the impact of zero net migration. This is not a robust basis to inform potential housing supply considering migration will play a significant role in Bridgend's household and employment growth over the plan period.

5.4   The Low Growth Option will therefore be based on the WG 2014-Based Principal Scenario, which incorporates trends on births, deaths and migration from the five years preceding 2014. The base time period includes a phase of reduced net migration flows into Bridgend County Borough meaning this projection estimates the second lowest level of household growth of the ten aforementioned scenarios. It also estimates a minimal to negative change in the labour force over the plan period due to this low level of net migration coupled with a rapidly ageing population profile that contains a smaller proportion of economically active workers.

5.5   Following the Low Growth Option would assume a population growth across the 60+ age groups, which is less attributable to newly forming households, rather population change. Essentially, the large numbers of people born after the war will move into that age group over the next several years and they are far more likely to live in smaller households. The Low Growth Option also estimates a decline in many younger age groups (most significantly the 45-54 age groups due to the impacts of lower net migration growth), although there is some growth in the 40-44 age group category.

5.6   This level of growth would result in a 3.3% population increase (+4,743 individuals) or 6.3% increase in households (+3,865) across the County Borough up until 2033, with a resulting dwelling requirement of 271 units per annum. This would necessitate a lower level of house building than witnessed in recent years, with build rates reducing to just over half the number delivered over the past five years on average. Employment is also set to decline by -30 per annum on average based on a fixed unemployment rate assumption, or increase only slightly by +13 per annum based on a reduced unemployment rate assumption. Even basing this Option on the more optimistic unemployment rate would still therefore not support significant employment growth within the replacement plan.

5.7   For purposes of comparison, the Employment-Led Scenario estimated very similar levels of dwelling growth and a similar average decline of -13 workplace-based employment places per annum. This further evidences the Low Growth Option by suggesting lower population change would be required to support the annual change in employment.

5.8   Underpinning the replacement LDP on the Low Growth Option (with a dwelling requirement of 271 units per annum and employment of +13 per annum) would be likely to result in:

- An increase in the proportion of older and elderly people living in the County Borough, impacting upon the type of housing required (i.e. more ground floor level access properties) and service providers across public and private sectors.
- A smaller growth in school aged children, placing less pressure on the capacity of existing schools, although providing reduced scope to secure additional provision through planning gain.
- A decline in working aged people residing within the County Borough and a minimal growth in the local labour force to support local employment provision.
- A reduction in the levels of nil grant affordable housing secured through the planning system.
- Deficiencies in access to good quality open space being exacerbated due to insufficient growth to support additional provision and/or upgrades to existing provision.

5.9 **Mid Growth Option**

5.10 A number of different scenarios justify proceeding with a Mid Growth Option. The WG 2014-Based Ten Year Migration Scenario captures longer term migration trends for 2004/05–2013/14, which somewhat fetters the reduced migration flows in more recent years. This scenario projects a level of growth that is just below the 10 Year and 5 Year Dwelling-Led Scenarios. However, the POPGROUP Short Term Scenario is based on migration over a six-year historical period (2011/12–2016/17); updated to include the latest three years of population statistics. Not only does this latter scenario reflect the most recent post-recession trend based data available, it also estimates a dwelling projection just above recent build rates. This scenario would appear deliverable based on recent trends and would also facilitate an element of economic aspiration to inform the housing requirement within the replacement LDP. The Mid Growth Option will therefore be based on the POPGROUP Short Term Scenario.

5.11 The Mid Growth Option would result in a population increase of 8.4% or 12,151 people. This would equate to an 11.6% (+7,219) increase in households or 505 dwellings per annum from 2018-2033. As with the other growth options, a significant proportion of people will move into the 60+ age category, signifying an ageing local population. However, much of the household change is projected to emulate from the 35-44 age group category with a modest growth in children and teenagers. Other working age groups are nonetheless set to decline, although not to the same extent as with the Low Growth Option.

5.12 The post-recession trends that form the foundation for this Option would support a much more notable level of employment growth (+219 per annum based on the fixed rate of unemployment) than estimated under the Low Growth Option. This is primarily driven by the increase in those working age households around the 35-44 age group, notwithstanding the ageing population structure more broadly. Future unemployment rates over the next fifteen years are obviously unknown at this stage. However, in order to prevent under-provision of employment, and, to facilitate sufficient provision in the event that unemployment levels do fall over the life of the plan, this Option will be based on the reduced unemployment assumption. This estimates +266 growth in

employment per annum. Relatively speaking, the Dwelling-Led (5 Year Average) Scenario estimates a very similar level of employment growth, reaffirming that this level of growth appears pragmatic based on recent delivery in Bridgend County Borough.

5.13   Basing the LDP on this Mid Growth Option would require residential build rates to continue on a relatively similar scale to those achieved in recent years, with a 3% annual average increase. This would produce an annual requirement of 505 dwellings with employment growth of +266 per annum. The Mid Growth Option is likely to produce:

- Growth in school aged children, placing some pressure on existing schools. However, this level of residential delivery would provide scope to secure additional provision through planning gain to fund extensions and/or new schools.
- An increase in the proportion of older and elderly people living in the County Borough; impacting upon the type of housing required (i.e. more ground floor level access properties) and service providers across public and private sectors.
- Growth in established households around the 35-44 age group, which will primarily fuel employment growth, notwithstanding a proportion of other working aged people leaving the County Borough.
- Opportunities to secure significant affordable housing through the planning system.
- Opportunities to secure and/or enhance public open space and recreation provision through planning gain.

5.14   **High Growth Option**

5.15   The POPGROUP Pre-Recession Scenario projects the highest level of growth across the ten scenarios, although its migration assumptions are based on a period of significant economic growth during the seven years prior to the recession. It is therefore not considered optimal to base a growth option on an unusual period of sustained economic growth and favourable market conditions that catalysed a period of high net migration. Equally, the Dwelling-Led LDP Scenario was based on significant regeneration-led growth aspirations and grounded in similarly favourable socio-economic conditions so it would perhaps not be prudent to continue along this trajectory. Conversely, the POPGROUP Long Term Scenario is based on a more balanced projection that captures migration flows from a sixteen year period both before and after the recession (2001/02-2016/17). This provides a more rational basis to inform a High Growth Option for the County Borough as it is not so dependent on pre-recession laden trends and instead considers longer term growth in the context of a range of economic conditions.

5.16   This High Growth Option would result in a significant (9.9%) increase in the County Borough's population, with population growth of 14,454 over the life of the revised plan. This would produce a 13.1% increase in households (+8,147), translating into an annual dwelling requirement of 570 from 2018-2033.

5.17   Proceeding with this High Growth Option would require a 16% increase in house building based on the last 5 year average, or a 35% increase in house building based on the last 10 year average. This change in households is primarily driven by growth in the 35-44 age category, and, whilst other working age groups are still projected to decline, the extent of the decline is less significant than exhibited in other scenarios. However, as with the Low and Mid Growth options, a growing proportion of the population is set to move into the 60+ age category.

5.18   This level of population change and the younger age profile estimated under this scenario reflects the continuation of longer-term migration trends. In turn, this level of growth could support an annual employment change of +332 per annum based on the fixed unemployment rate assumption or +380 based on the reduced unemployment assumption. Again, in order to safeguard against employment under-provision and to remain optimistic regarding levels of unemployment over the life of the plan, the latter assumption will be used to inform this Option.

5.19   The High Growth Option (projecting growth of 570 dwellings and +380 employment growth per annum) would likely result in:

- Significant growth in school aged children, placing more pressure on existing schools. However, this level of residential delivery would provide a more substantial opportunity to secure additional provision through planning gain to fund extensions and/or new schools.
- The most significant increase in the proportion of older and elderly people living in the County Borough (compared to the other two Options); impacting upon the type of housing required (i.e. more ground floor level access properties) and service providers across public and private sectors.
- A more stable number of working aged people residing within the County Borough, with a notable increase in established households around the 35-44 age group, justifying relatively large growth in employment provision.
- Opportunities to secure more significant affordable housing through the planning system than has been achieved in recent years.
- Increased opportunities to secure and/or enhance public open space and recreation provision.

6.   CONCLUSION

6.1   This paper outlines a range of evidence to inform the basis for Bridgend's housing and economic growth from 2018-2033. The core Welsh Government Population and Household Projection Variants have been analysed alongside a range of alternative trend based projections. The latter incorporate more recent data from Mid-Year Estimates and a broad range of historical demographic scenarios with varying migration assumptions. These scenarios have been benchmarked against recent dwelling completions to help add context in terms of past build rates. As suggested in the draft Development Plans Manual, this evidence base has been translated into a Low, Mid and High Growth Option to inform the Replacement LDP.

6.2   The Low Growth Option requires significantly less housing than the Mid Growth Option (just over half the requirement) as it is based on a period of reduced net migration flows to the area from 2009/10 to 2011/12. It therefore estimates a low build rate of 271 dpa, which may well assist with easing pressure on service provision and infrastructure, although may also limit the Council's ability to secure improvements through means such as planning gain and population based funding. It would also unduly restrict economic growth and development in the area, projecting a minimal change in employment change per annum (+13).

6.3   The Mid Growth Option would see a population increase of 8.4% to 155,013 by 2033, with a dwelling requirement of 7,575 (505 dpa) and employment growth of 3,990 (266 pa) over the plan period. This appears to be a level of growth that is realistic based on the past five year average build rate whilst also being robustly grounded in post-recession demographic and migration trends (from 2011/12 to 2016/17). Progressing along this trajectory would induce similar levels of residential development to those witnessed in recent years, see more established working aged households remaining in the County Borough and provide significant scope to secure complementary infrastructure.

6.4   The High Growth Option would result in delivery of 570 dpa, based on long term trends that incorporate pre-recession migration levels. Not only would the High Growth Option result in an increase to build levels in Bridgend and associated employment growth of +380 pa, it would be based partly on migration trends influenced by the unusual socio-economic conditions prior to the recession. It should be noted that build levels of this scale have not regularly been achieved over the last decade in Bridgend County Borough. The High Growth Option therefore arguably provides a less appropriate basis to project forward from.

6.5   Overall, the Mid Growth Option therefore appears to be the most appropriate to align regeneration based growth aspirations with realistic levels of delivery. It balances both household formation and migration rates with planned growth in local employment and associated infrastructure in a manner that would see a continuation of recent average growth trends.

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