

Appendix 14.7: Operational Jobs calculation and methodology

	Local impact (Cardiff)	Source	Rationale
Deadweight	202.4 jobs	HCA (2015) Employment Density Guide (3rd Edition) Live Nation	The current 112 room Travelodge on Site will be replaced by the hotel in the Proposed Development. Using employment density guidance, this equates to 22.4 FTE jobs. 30 existing full time staff and 150 part-time FTE employed by Live Nation will be transferred from the existing Motorpoint Arena site.
Leakage	25%	Table 4.3, HCA (2014) Additionality Guide	Leakage is likely to be low. The jobs will primarily be in arts, entertainment and recreation as well as accommodation and food service activities. These sectors have a higher percentage of jobs in Butetown than Cardiff or Wales, indicating that the skills are available locally.
Displacement	25%	Table 4.8, HCA (2014) Additionality Guide	Displacement is likely to be low given high unemployment in Butetown ward and a higher proportion of residents in sales and customer service occupations locally. However, at the time of writing, there were acute staffing shortages in the hospitality sector due to the impacts of the pandemic and Brexit on this sector. These are assumed to be temporary and will be resolved by the time the Proposed Development is in operation.
Substitution	0	N/A	N/A
Local employment multiplier	0	HMT Green Book (2020)	HMT Green Book guidance indicates that a multiplier for indirect jobs should only be used for tradable sectors. The arena and hotel jobs are in service sectors, which are non-tradable (i.e. the goods or services are sold locally).

	Local impact (Cardiff)	Notes
Gross Direct FTE Jobs	333.4	Arena and Hotel Operational Gross Direct Jobs estimates: Arena 47 permanent full-time jobs and 250 part-time jobs (Source: Live Nation) Hotel: Calculated using employment density guidance for a 182-room hotel.
Gross Local FTE Jobs (minus deadweight and leakage)	98.25	
Net Direct FTE Jobs	73.68	
Net Indirect FTE Jobs	0	

	Local impact (Cardiff)	Source	Rationale
Deadweight	1,367 jobs	HCA (2015) Employment Density Guide (3rd Edition) Cardiff Council	Existing jobs transferring from the Red Dragon Centre and County Hall. 2,600 jobs are currently based out of County Hall (FTE unknown, Source: Cardiff Council), but using employment density guidance, the office space supports 1,275 FTE. 52% of all Council staff are full time. Extrapolating this to County Hall staff, this gives an estimated FTE of 1,976. We assume that due to behaviour changes in recent years leading to increased remote working, that the office space could support the existing jobs. 150 jobs are currently supported by the existing Red Dragon Centre (FTE unknown, Source: Cardiff Council)
Leakage	25%	Table 4.3, HCA (2014) Additionality Guide	Leakage is likely to be low. The jobs will primarily be in arts, entertainment and recreation as well as accommodation and food service activities. These sectors have a higher percentage of jobs in Butetown than Cardiff or Wales, indicating that the skills are available locally.
Displacement	25%	Table 4.8, HCA (2014) Additionality Guide	Displacement is likely to be low given high unemployment in Butetown ward and a higher proportion of residents in sales and customer service occupations locally. However, at the time of writing, there were acute staffing shortages in the hospitality sector due to the impacts of the pandemic and Brexit on this sector. These are assumed to be temporary and will be resolved by the time the Proposed Development is in operation.
Substitution	0	N/A	N/A
Local employment multiplier	0	HMT Green Book (2020)	HMT Green Book guidance indicates that a multiplier for indirect jobs should only be used for tradable sectors. It is assumed that the office space will be used by Cardiff Council County Hall, to support jobs that already exist. The rest of the employment supported by the Proposed Development is in the service sectors, which are non-tradable (i.e. the goods or services are sold locally).

	Local impact (Cardiff)	Notes
Gross Direct FTE Jobs	3,709	Gross Direct Jobs calculated by converting Gross Internal Area (GIA) sqm to Net Internal Area (NIA) sqm using a factor of 85% or 90% depending on Use Class. Employment density guidance of the sqm per FTE for each Use Class was then applied to calculate the Gross Direct FTE supported by the space.
Gross Local FTE Jobs (minus deadweight and leakage)	1,756	
Net Direct FTE Jobs	1,307	
Net Indirect FTE Jobs	0	