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# EMPLOYMENT AND ECONOMIC DEVELOPMENT

The City of Kwinana is a high population growth centre in Perth's outer southern suburbs. Kwinana is also part of the South West Metropolitan Subregion and is one of four strategic industrial centres of the Perth and Peel region. The population of Kwinana is in the middle of a strong growth phase. Employment in Kwinana is not keeping up with population growth (Fig. 1). Since 2005/06, employment in Kwinana has remained steady at around 15,500 jobs, while the population has increased from 24,000 to over 42,000 in 2018. A particular concern is the unemployment rate which is currently nearly twice that of Greater Perth and Western Australia as a whole.

### **Population and Employment**

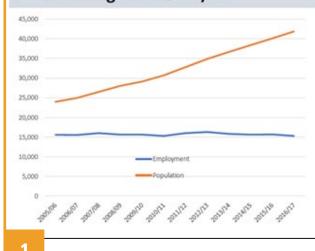
The City's population is projected to more than double to 85,158 by 2036. This has several direct implications:

- An increased resident workforce, with consequent demand for increased employment opportunities;
- Increased demand for activity centre floorspace (retail, commercial, services) – this will primarily affect existing activity centres in the City (including the Kwinana City Centre); and
- Increased demand for population related services, health, education personal and lifestyle services.

Around 18.5 per cent of Kwinana's resident workforce, works in the City, with the majority increasingly needing to find work outside of the City. While much of this (around 25 per cent of the total) is in the adjacent Cities

### Kwinana employment growth:

- Has not kept pace with population
- Flatlining since 2005/06







of Cockburn and Rockingham, a high proportion of Kwinana working residents work further afield in the Cities of Perth, Melville (Murdoch) and Canning.

The Western Trade Coast (the Kwinana / Rockingham Industrial Complex and Henderson), the Rockingham Strategic Metropolitan Centre and Stirling base are the employment locations for 43.4 per cent of the City of Kwinana resident workforce.

The City and its local region currently have quite high jobs capacity, expressed as employment self-sufficiency (i.e. the ratio of total jobs to the resident workforce): around 78 per cent for the City of Kwinana and 73 per cent for the local region overall (Fig. 2). If these ratios were to be maintained, then another 14,600 jobs need to become available in the City of Kwinana, and 50,400 jobs in the local region overall between 2016 and 2036. Providing places for employment for Kwinana residents is thus an important objective for City land use planning. These jobs also need to match the skill levels of resident workers.

Kwinana: Current ESS: 78% To maintain: 12,000 new local jobs required Of which 6,900 are strategic Kwinana 40.000 35,000 30,000 25,000 20.000 15,000 10,000 5,000 2036 2018 Local jobs 2018 Jobs elsewhere New jobs - population driven New jobs required - strategic

In addition, employment provision for Kwinana residents requires a regional view that looks at the future of Rockingham City Centre and Henderson within the Western Trade Coast. Almost as many Kwinana residents work in each of the Cities of Rockingham and Cockburn as in the City of Kwinana.

### Heavy, General and Light Industry in the Western Trade Coast

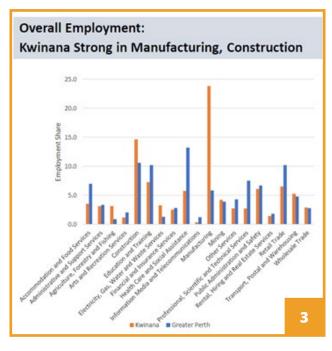
#### **Regional Context**

As a large well established and complex port-related heavy industry zone with access to a highly skilled labour pool, the Western Trade Coast is unique in Western Australia. Its core industries are minerals and chemicals processing and production, with associated bulk transport and distribution. Although there are potential areas for expansion of the core industries in the buffer zone, principally at Latitude 32, these are undeveloped, with no time frame for critical land assembly and land servicing tasks to be undertaken. There is a current general shortage of suitable land for core industries. New industries are increasingly seeking very large sites, with lithium processors requiring sites of 35 – 70 ha and these are practically non-existent.

In addition to core industry, the demand for light and general industry will increase with general population growth. There is considered to be a shortage of these types of industry in the region with the decision to remove the Industrial Investigation Area (800 hectares) at North East Baldivis as part of the South Metro Peel Sub-regional Framework raising more concern about supplying future demand. In particular, ensuring that appropriate land is available and suitable for different industry types is critical. These may include core, heavy industry associated with processing and production to general and lighter industry linked with construction, manufacturing or storage and freight logistics. Each have different needs and locational requirements.







#### **Local Context**

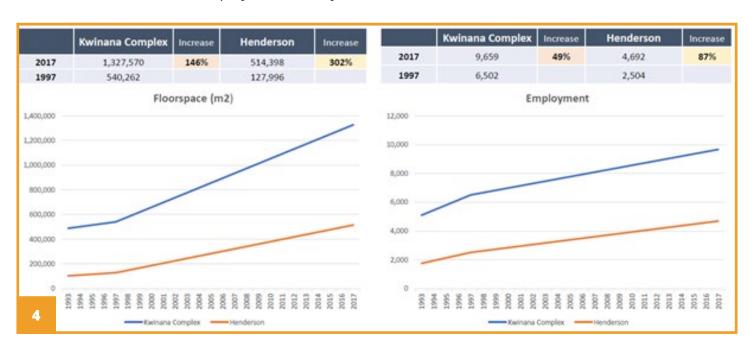
The most significant economic driver for Kwinana, and the employment site for many of its residents, is its current and potential future industrial estates. Both the buffer-protected strategic and heavy industrial land in the core of Kwinana is complex and the adjacent light and general industrial land support employment through direct and supply chain jobs. This includes Kwinana Beach and Naval Base industrial areas.

A unique feature of the Kwinana heavy industry area is the highly sophisticated inter-organisational relationships and networks which occur. This along with a port related heavy industry zoning and skilled labour pool represents a rare competitive advantage against other industrial complexes worldwide.

It is evident from Figure 3 that comparatively, employment in the City's industrial areas is significantly higher than that of the rest of Perth. The percentage of

the population in manufacturing is 23 per cent.

It is important to note that additional industrial development does not always translate to equal rates of employment growth. In fact, the evidence is pointing towards less employment per area of industrial floor space as technology and automation are introduced into the workplace. This is evident from Figure 4 which illustrate reduced employment density.







The following points are for discussion:

For Kwinana to be competitive at a global level, industrial land and infrastructure must be project ready for major projects when opportunities arise. Further supply of strategic industrial land is required, and further areas of new light and general industrial land must be preserved, even for long term time-frames.

Question: Where could project ready sites be located in the City and what might the challenges be in providing these sites?

Industrial land must be protected from encroachment and inappropriate use. For heavy and strategic sites in the core industrial areas (Kwinana Complex), this means discouragement of uses which do not contribute to the network in the Kwinana Complex and which do not require the operational protection afforded by the buffer uses around the Kwinana Complex. This particularly includes activities which are large land users but small employers, such as storage, freight and logistics, and large employment uses (such as offices), which could be located elsewhere, such as the buffer areas. It also requires strict protection of the buffer from residential encroachment that also applies to light and general industrial land generally.

Question: How should industry be protected from encroachment of incompatible uses such as residential land?

### Westport

The Westport Taskforce is currently considering options for the future of port facilities for Perth and there are scenarios indicating the relocation of container facilities at the outer harbour in Cockburn Sound. There are many aspects of the future of the Outer Harbour which are still to be decided, including:

- Whether a transition of container traffic from Fremantle will be undertaken in whole or in part this is clearly a question of scale;
- · Whether any transition occurs gradually or quickly; and
- The amount and format of land-side facilities. There is an option for an intermodal facility at Latitude 32, however, intermodal facilities are relatively large land users and relatively small employers.
  Moreover, intermodal facilities do not require the air quality buffer that protects many of the uses in the Kwinana industrial complex.

The possible economic benefit to Kwinana from an expanded port at the Outer Harbour is dependent on the ultimate form that the port and its associated transport and logistics infrastructure takes.

While the proximity of a container port will be beneficial to many current and prospective industries, an open question is the extent to which the transport, storage and logistics aspects of the outer harbour operations assist the Kwinana economy, beyond the employment of a relatively small, and diminishing in relative terms, number of transport workers, especially in an age of increasing automation of these activities.





Figure 5 is an example of the extent of the land requirement for an intermodal facility in Latitude 32 (based on past planning for the facility).



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The following points are for discussion:

It is critical that the form of any Outer Harbour is carefully considered to ensure the highest and best long term use of scarce strategic industrial land is preserved. This means that an intermodal facility at Latitude 32 might not be the best outcome for the available heavy industrial land in Latitude 32.

Question: Should the City of Kwinana focus on land usage or job creation? Land usage may generate more rate income in the short term, but with limited employment opportunities, whereas higher employing industries may take longer to develop.

What options are available within the City of Kwinana for an intermodal facility to support the outer harbour that doesn't compromise the industrial zone?

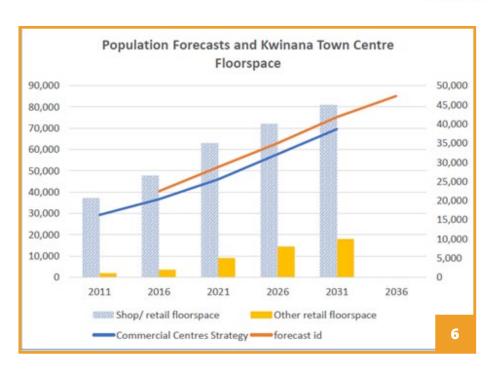
### **Kwinana City Centre**

The Kwinana City Centre will expand with population growth. The City's Local and Commercial Centres Strategy shows capacity for the retail floors pace in the Centre to grow from 26,400 m2 in 2016 to around 45,000 m² by 2031, and with continuing population growth it is on track to have capacity for around 50,000m² of retail floor space by 2036 (Fig 6). Associated local business services in the Centre will increase at the same rate.

There are currently around 1,850 people employed in the Kwinana City Centre and this could double by 2036. It is a very valuable focal point for the residents of Kwinana and is an important component of local residential amenity. However, there are low prospects of activity in the Kwinana City Centre expanding beyond this local role.







A revised vision of the City Centre has been prepared by the City which considers the urban structure, built form and public realm. It seeks to create a City Centre where people celebrate a shared sense of place that has activity and vibrancy with a high quality main street and mixed use environment.

#### Points to consider

An expansion of the Kwinana City Centre to form a role beyond that of a district-level activity centre is unlikely but it will serve a critical role as a community heart and for residential amenity for the community. As the key activity centre with a rapidly growing catchment area, its form will evolve over time and current planning and land use can allow for that.

Question: The Kwinana City Centre will continue to expand over the next two decades. How can the appeal of the City Centre be further enhanced over this time to meet the City's vision as a vibrant and active centre?

The City needs to ensure that available land in the City Centre is managed in a way that allows opportunities to be realised. Health services is one such opportunity where the best form of delivery will only become apparent in the medium term as the population grows and the service delivery models themselves mature.

Question: The changing delivery of health services may require central locations like the Kwinana City Centre in the future. Are there other services that should be located in the Kwinana City Centre in the next 20 years?

The development of a vibrant City Centre is directly related to the density of housing around the Centre. Are you happy with the City Centre as it is, or would you support more housing (up to four storeys) if it allowed for a wider range of shops/cafes in the City Centre?





#### **Commercial and Retail Opportunities for growth and employment**

Retail and food service industries tend to provide the young with employment and offer opportunities for unskilled persons to find employment. This is demonstrated in Figure 7 which highlights the proportion of jobs per industry by age group.

In Kwinana, these industries might locate in locations such as the City Centre but also in commercial and service commercial areas and these are often best placed along key transit corridors (to benefit from exposure and access).

The City's location on the Kwinana Freeway provides opportunity for very large format retail outlets that have a metropolitan wide catchment. Its location on the main east-west freight routes to the Outer Harbour also provides freight and logistics and servicing opportunities.

Properties around the off ramps to the Freeway, particularly at Thomas Road with its proximity to the Kwinana rail station, are well placed to take advantage of this exposure. A significant potential benefit is that retail employment opportunities offer the best option to make inroads into unemployment in younger age groups which is well above average in Kwinana.

These locations are also attractive to commercial and office uses which may otherwise locate within industrial sites across the City and region. The high exposure, easy access and links to public transport would appeal to commercial investment and allow precincts to develop adding further value as clusters of offices and commercial uses gather. This also provides the benefit of 'freeing up' valuable industrial land for industrial uses.

#### Points to consider:

There is opportunity to capitalise on the access and location advantages of the Kwinana Freeway exposure at sites around the off-ramps at Thomas Road (in particular), Rowley Road, Anketell Road and Mortimer Road. Uses for these sites might include very large format retail uses (for example direct factory outlets). These are large employers which otherwise would not locate in the City.

Question: Do you support the development of bulky goods retailers at these locations in Kwinana, noting that there may be some inconvenience due to traffic congestion, but will create opportunities for employment?

There is **opportunity for an office precinct to develop at the Thomas Road / Freeway intersection and around the Kwinana train station**. Sites here have easy access to the Western Trade Coast and could service activities there. The objective would be to draw office and business uses away from the Western Trade Coast. This would have two main purposes:

- · Freeing up sites in industrial areas for industrial uses; and
- Providing employment at sites much better served by public transport than the Western Trade Coast.







Source: google maps

#### **Defence Industry Opportunities**

The Australian Department of Defence is seeking to increase its presence in the region and develop Western Australia as the principal location for delivery of all maintenance and sustainment requirements for Australia's submarines and frigates. This is a long-term focus mostly concentrated in and around the Henderson Australian Marine Complex (AMC). In this respect, the Department of Defence is looking to establish an office/training facility easily accessible to the AMC.

Further, in the defence assets maintenance phase (i.e. after 2030) approximately 1,000 personnel (many on a long term rotation) are to be located in areas easily accessible to Henderson, requiring facilities including housing, social services, shops/cafes etc. This creates more opportunities in the long term than

just the construction phase. This is an opportunity for Kwinana as a nearby, attractive and well-serviced residential location. This is also the case given the existing naval base at Garden Island and the significant defence presence in the region at present.

There is a need for skills development around defence. The Henderson campus of South Metropolitan TAFE provides specialist engineering, fabrication and shipbuilding courses. This campus and the South Metropolitan TAFE campus in Kwinana present opportunities for expanded semi-professional and trade training for the defence industry.



Source: https://www.abc.net.au/news/2016-02-5/submarine/7201016





The following points are for discussion:

There is an **opportunity for the City of Kwinana to be the preferred residential location for defence personnel** between defence bases at Rockingham and Henderson.

Question: To establish the City as the premier residential area for defence personnel, what services and facilities would be required?

#### Where to from here?

Your feedback and suggestions will be considered when finalising the Employment and Economic Development Analysis Study followed by the preparation of the Employment and Economic Development Strategy. The strategic directions and actions will eventually be incorporated in the City's Local Planning Strategy for the consideration and endorsement of the Western Australian Planning Commission.

Information and updates on the process will be made available to the community through the City's website at www.kwinana.wa.gov.au/tomorowskwinana.