

Future Employment Development Database (FEDD) 2024

Fact sheet

October 2024

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What is the Future Employment Development Database?

The Future Employment Development Database (FEDD) 2024 is a custom dataset created by the Place Forecasting team at TfNSW as a key input into the employment model of the Travel Zone Projections 2024 (TZP24). The FEDD is developed through research of various employment developments and captures detailed assumptions about the likely timing, industry breakdown and spatial location of employment-generating non-residential development across NSW.

The 2024 FEDD was created between August 2023 and February 2024. The dataset covers the years 2021 to 2066, spans over 413 Travel Zones (TZs) and includes 802,151 jobs by 2066 (noting it is not necessarily possible to accommodate all jobs in TZP due to regional and state constraints imposed on the model). TZP Employment projections are available by ANZSIC industry to enable an understanding of the various employment land uses and their distribution in the study area.

Why was the FEDD created?

The TZP24 Employment projections are largely based on top-down inputs including the 2024 Victoria University (VU) Employment Projections (VUEP) that provide a strategic view of employment in NSW. To help distribute employment both spatially and temporally, TfNSW creates the FEDD as a supplemental database to the macro employment projections provided by VU. It provides small area level future inputs into the employment model through detailed assumptions about the likely timing, industry breakdown and location of employment generating projects. It is used as the primary input to shift census trend projections. The integration of the FEDD complements the top-down Statistical Area Level 4 (SA4) to travel zone-level distribution of future jobs with a bottom-up localised distribution of jobs across the state of NSW.

How was the FEDD prepared?

The FEDD is updated every 2-3 years, in conjunction with the preparation of each set of TZP. The 2022 FEDD was the starting point in the creation of the 2024 FEDD, with the previous projects reviewed to determine:

- if they had opened prior to the ABS Census in August 2021 (hence captured in the base data of TZP)
- if they were still proceeding
- if updated documents were available.

Information for updating previous FEDD projects and documenting new FEDD projects were gathered from a variety of sources, the key ones being:

- Department of Planning, Housing and Infrastructure (DPHI) for information on
 - [Priority growth areas & precincts](#) e.g. North West Growth Area, Western Sydney Aerotropolis
 - NSW [Special Activation Precincts](#) (SAPs) e.g. Parkes, Wagga Wagga
 - NSW [Regional Job Precincts](#) (RJPs) e.g. Albury, South Jerrabomberra
- NSW Planning Portal [Major Projects](#) and [Planning Proposals](#)
- Cordell Connect e.g. office buildings, schools, health infrastructure
- Local council Development Application Trackers

The availability of jobs information varies widely from project to project. Where documentation lacked sufficient detail, a combination of assumptions, desktop calculations and professional judgement was applied where necessary and is described in detail in the 2024 FEDD Report (available following the release of TZP24).

What are the FEDD projects?

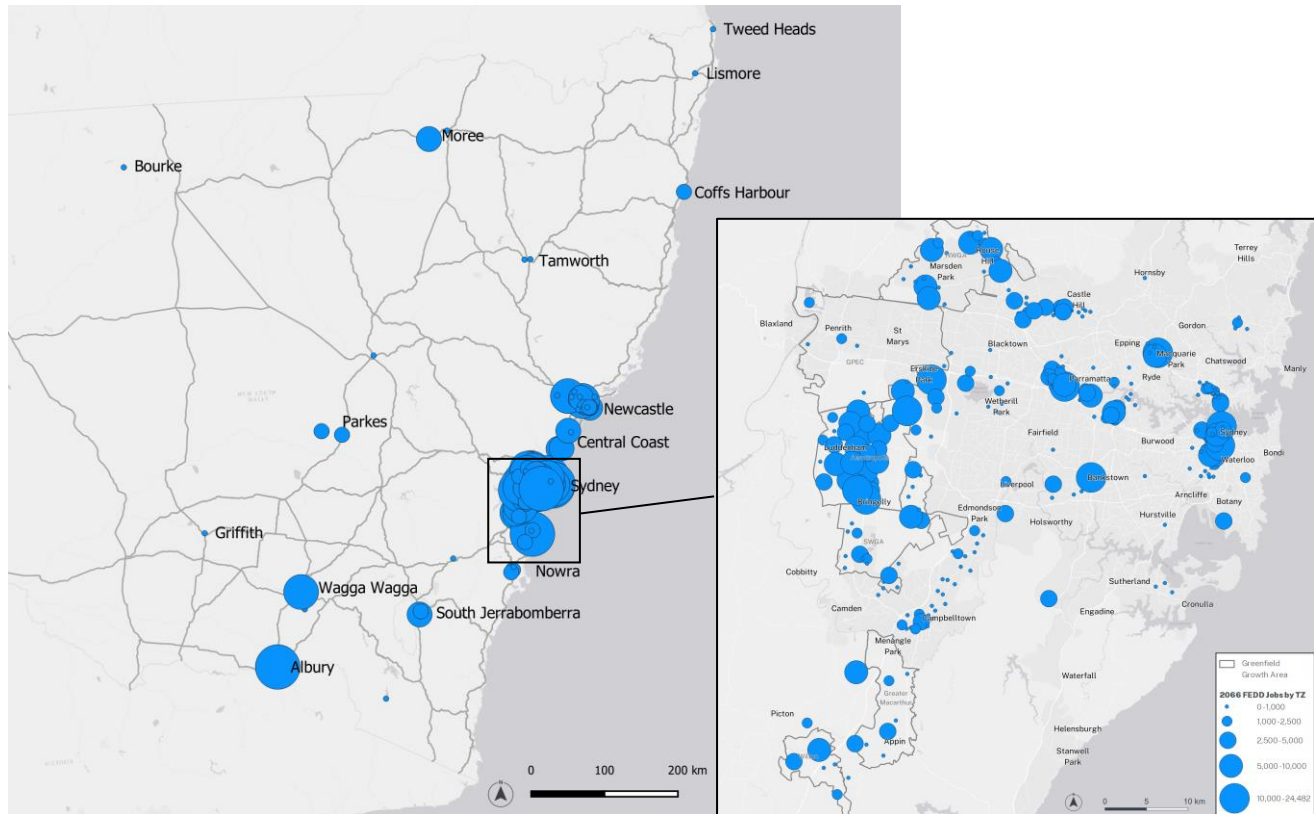
The 2024 FEDD contains 167 projects ranging in type and scale from major projects including the Western Sydney Aerotropolis, to Special Activation Precincts, Regional Job Precincts, hospitals, tertiary institutions and other smaller local developments. A summary table on types of projects included in the 2024 FEDD can be found below.

Project Type	No. of Projects	Total Jobs	Example Projects
Council-led Strategic Centre	5	46,335	Norwest Precinct; Rouse Hill; Castle Hill
Education	10	3,426	Tamworth UNE; Education Campus Jindabyne
Health	35	16,278	Liverpool Hospital Redevelopment; Gosford Health Hub
Innovation or Defence	4	7,656	Astra Aerolab; ANSTO Innovation Precinct
Priority Growth Area/Precinct	42	452,287	Camellia Rosehill; Macquarie Park
Regional Job Precinct	2	17,908	Albury RJP; South Jerrabomberra RJP
Regionally Significant Employment Precinct	2	6,959	South Nowra Employment Precinct
Special Activation Precinct	3	14,250	Moree SAP; Parkes SAP; Wagga Wagga SAP
State Significant Precinct	4	47,800	Sydney Olympic Park; Central; Redfern North Eveleigh
State Significant Project	1	7,500	Cockle Bay Wharf
Metro Over Station Development	6	38,352	Martin Place OSD; Hunter Street OSD
Transport & Logistics	12	38,031	Prospect Logistics Estate; Western Sydney Airport
Other inc. Mixed-type Projects	41	105,370	BlueScope Port Kembla; Bourke Abattoir; Lakeside Studio
Total	167	802,151	

Where are the FEDD projects?

The majority of FEDD jobs are in Greater Sydney, which accounts for 86% of total FEDD jobs across 116 projects. The Sydney – South West SA4 has by far the largest number of jobs of any SA4, accounting for 20% of total FEDD jobs. This is primarily due to the Western Sydney Aerotropolis. There are 58 projects across the rest of NSW, accounting for 14% of total FEDD jobs. Out of regional SA4s, the Illawarra and Newcastle and Lake Macquarie SA4s contain the largest shares of FEDD jobs. Figure 1 displays the location of FEDD projects and quantum of jobs in 2066 across NSW.

Figure 1. NSW FEDD Jobs 2066



Caveats, Cautions and Considerations

There are several considerations when interpreting the FEDD results.

- Travel Zone Projections are a strategic state-wide dataset and caution should be exercised when considering results at detailed breakdowns.
- The FEDD captures details about direct ongoing jobs generated by a project in its operational phase. The FEDD does not measure net increases in job numbers. It does not capture details about construction jobs that are expected to be enabled in the development phase of the project, nor does it capture details about indirect jobs from multiplier or flow-on effects.
- FEDD projections are built primarily off job numbers found in publicly available planning documents. Ideally, the latest and most up to date documentation is included. However, projects can be delayed and therefore information can be out of date.
- Job estimates found in planning documentation are often optimistic, or 'best case' scenarios. As such, the data collected through this process tends to overstate the contribution of the project to employment.
- Job types found in non-industrial planning documentation tends to favour the ability of a project to attract white-collar knowledge workers. As such, the FEDD tends to skew towards knowledge intensive employment, such as jobs in Professional, Scientific and Technical Services.

- The selection process is naturally skewed towards the largest projects, which have the largest employment estimates. Given they will likely have the biggest impact on transport demand, this is appropriate. As a result, projects are more likely to be found in metropolitan Sydney than in regional areas.
- Most data available is high level. Not all projects contain job estimates, timelines or detailed plans. Therefore, discrepancies may be found by total jobs, job type, travel zone and the timeline.
- Planning documentation often provides employment estimates to 2036/2041, with limited information about projects beyond 2041. Therefore, detailed level job projections should be treated with caution in future years.

