Bringing Gippsland workforce housing solutions to life

Gippsland Regional Partnership

Final Report and Case studies

FINAL

November 2022

Contents

Introduction

Context

Regional Victoria faces a significant shortage of housing to attract and support key workers in local industries. A number of economic shocks have impacted the availability of affordable housing for workers across the Gippsland region including COVID-19 regional migration, economic shocks to key industries including mining and timber, and more frequent and severe weather events and emergencies.

The Gippsland region faces a significant housing stock shortage with approximately 4,850 affordable homes needed to meet current demands. While Gippsland represents 19% of the regional Victorian population it has over 30% of the total state housing stock gap. The workforce housing gap is a critical barrier to being able to meet the region's economic development goals and deliver critical health and social services for local communities.

Regional Development Victoria (RDV) and the Gippsland Regional Partnership (GRP), collectively known as the Gippsland Workforce Housing project team engaged the Cube and Aerium partnership to bring Gippsland workforce housing solutions to life.

This project has been an opportunity for the Regional Partnership to get clear on workforce housing initiatives currently underway, pinpoint gaps, and highlight future economic development opportunities that could be created through workforce housing solutions.

Purpose of this document

This document provides a high-level summary of the project, outlines the high-level insights gathered from a rapid document stocktake and Regional Partnership consultation, and presents three case studies of where workforce housing solutions can make a positive impact for Gippsland.

Project overview

Project overview

The Gippsland Workforce Housing Project was delivered during the period July to October 2022 and involved the below engagement and analysis.

Initially, a rapid data stocktake was undertaken mapping workforce housing pressures and economic development drivers which were amplifying these pressures on workforce housing availability and demand. On 17 August 2022, Cube presented the results of the stocktake at a Gippsland Regional Partnership workshop. This workshop also surfaced where gaps may exist in the stocktake and generated further insights from local representatives on how workforce housing shortages are impacting their communities.

The interactive mapping tool ‘Social Pinpoint’ was introduced to workshop participants to capture local insights on the workforce housing pressures and opportunities, in a visual and interactive way. Prior to undertaking local council consultations, the Regional Partnership members were asked to provide input into Social Pinpoint with consideration to the following questions:

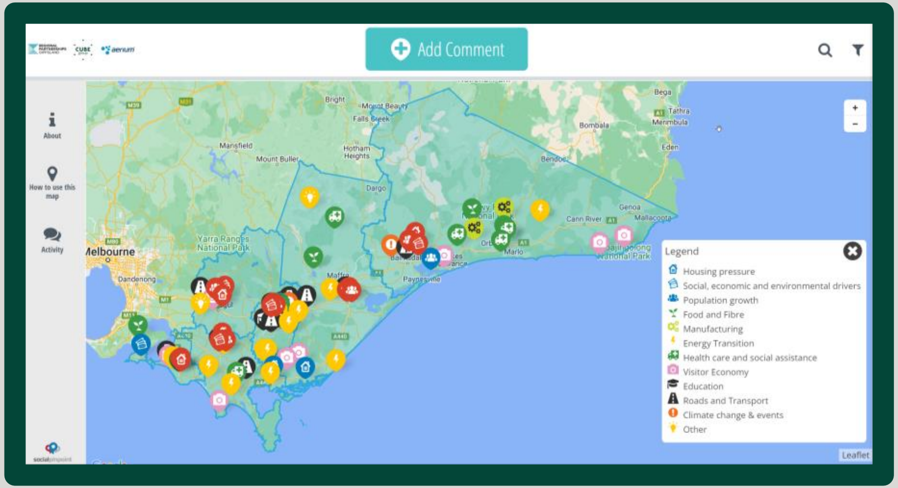
- What stories are you hearing from local communities that indicate housing pressures are impacting job uptake?
- What earmarked housing developments and other key projects are currently occurring in your LGAs to address or impact on workforce housing pressures?
- What land is available within your LGA to develop for workforce housing? What challenges are you facing in utilising this land currently?

Following Local Council consultations, a decision-making matrix was developed and a further Regional Partnership workshop was held on 29 September 2022 to identify three locations to profile in depth for future advocacy.

Following that workshop, this report, including case studies, has been prepared to support the Regional Partnership to advocate for Workforce Housing Solutions for the Gippsland Region.

A summary of key project steps and a project timeline is provided on the following page.

Figure 2: Social Pinpoint engagement tool



Project Overview

The high-level timeline below outlines the key activities delivered as part of the Gippsland Workforce Housing Solutions Project.

Step 1: (July-August)

Understanding key workforce pressures and opportunities

- ✓ Undertake rapid data and information stocktake
- ✓ Engage Social Pinpoint tool and input data into map of Gippsland Region
- ✓ Design and facilitate workshop with Gippsland Regional Partnership
- ✓ Key messages to support Cabinet Committee Visit to Gippsland
- ✓ Deliver Insights Report

Step 2: (September)

Prioritising key locations to profile

- ✓ Invite Regional Partnership members to input insights into Social Pinpoint
- ✓ Prepare for, book and run interviews with Local Councils
- ✓ Develop decision making matrix and workshop approach
- ✓ Facilitate Regional Partnership prioritisation workshop to identify three locations to profile

Step 3: (October)

Crafting compelling place-based stories to win support

- ✓ Prepare three profiles for three areas across Gippsland with decision rationale
- ✓ Identify key advocacy avenues within Government
- ✓ Present draft profiles to the Gippsland Workforce Housing Project Team and incorporate feedback
- ✓ Deliver final profiles and case for change for three locations

Gippsland Workforce Housing Insights

Insight one

Gippsland is disproportionately affected by regional Victoria's housing stock gap. While Gippsland has only 19% of the regional population it has over 30% of the regional housing gap.

Question: Where will this housing stock gap be further exacerbated due to economic developments in renewable energy and/or other opportunities?

Observations

- Gippsland is uniquely challenged by housing availability due to the combination of tourist destinations, fertile agricultural industry, influx of people moving to the region due to COVID-19 and the reduction in housing stock caused by bushfire and floods.
- The Big Housing Build minimum investment guarantee has committed to creating 292 dwellings across the region (Bass Coast: 62 , Baw Baw: 82, Latrobe: 148) - however, the majority of these dwellings are social housing.
- There remains a shortfall of close to 4,850 affordable homes to meet the region’s housing needs.[13]
- This shortfall represents approximately 30% of the state’s regional housing stock gap – despite Gippsland being home to only 19% of the regional population.[13]
- After taking into account the minimum investment guarantee, Wellington and East Gippsland local government areas are experiencing the greatest shortages in terms of both numbers of dwellings required, and the percentage increase required based on current stock to fill the gap:
  - Wellington: 878 homes = 4% increase on current stock,
  - East Gippsland: 1000 homes = 4.1% increase on current stock

Insight two

Projected population growth across the region is varied, yet workforce housing pressures may emerge in regions outside 'growth hostpots'. These pressures have implications for the 'hard' and social infrastructure that is necessary to unlock development and create long-term employment.

Observations

Question: How do we balance investment in areas with projected population growth alongside investment in areas that are likely to experience accelerated growth if economic development projects are approved?

Local Council	Annual projected population growth[34]	Key projected population hotspots	Areas for key infrastructure projects*
Bass Coast	**1.67%**	**North Wonthaggi (2.99%),**	Daylston (opportunity to unlock benefit from desalination plant)
South Gippsland	**1.1%**	**Nyora - Poowong & District (2.54%)**	Port Anthony (on shore facility to support off shore windfarm)
Baw Baw	**2.77%**	**Drouin South (5.42%)**	Warragul (west Gippsland Hospital expansion)
Latrobe	**0.77%**	**Traralgon-Traralgon East (1.80%)**	Latrobe Regional Hospital (continued expansion)
Wellington	**1.22%**	**Longford-Warruk (2.87%)**	Port Albert (Star of the South windfarm)
East Gippsland	**1.19%**	**Paynesville (2.57%)**	Orbost (Collective Craft Malting Facility)

*Select example of areas with potential economic development projects

Insight three

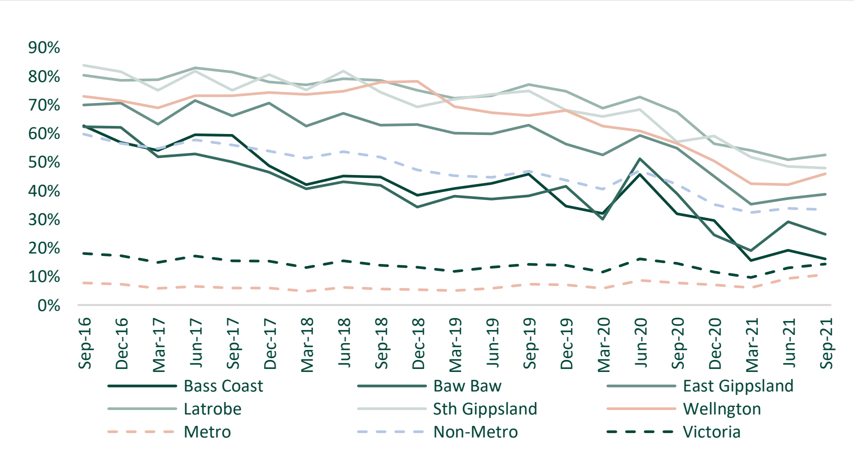
Rental affordability across all of Gippsland has decreased at a significantly greater rate than any where else in the state

Observations

Change in median house prices across Gippsland Oct 2020– Dec 2021

Bairnsdale	**27.0% increase**	**Drouin**	**21.4% increase**
Paynesville	**24.8% increase**	**Warragul**	**26.0% increase**
Sale	**27.2% increase**	**Wonthaggi**	**46.0% increase**
Rosedale	**20.2% increase**	**San Remo**	**54.0% increase**
Traralgon	**27.4% increase**	**Korumburra**	**35.0% increase**
Morwell	**41.1% increase**	**Leongatha**	**15.3% increase**

Source: Victorian Property Sales Report - Median House by Suburb Quarterly



Median house prices across all LGAs have also increased significantly in the past two years.

Figure 1: Proportion of affordable rentals by Gippsland LGA

Insight four

Gippsland is diverse and expansive ranging from the fringe of Melbourne to the border. The drivers of workforce housing shortages are varied. It is critical that solutions are fit-for-purpose and locally informed.

Question: How can we ensure that the necessary pre-conditions are in place to support locally informed and fit-for-purpose workforce housing solutions?

Observations

- Gippsland's land use is diverse, as is its population density, economy and sensitivity to major climate events.
- Bass Coast and Baw Baw in particular have been impacted by metro migration in response to the COVID-19, a trend that is mirrored in many regions across Victoria. East Gippsland is still recovering from the 2020 bushfires, and agricultural areas, including in South and East Gippsland are more greatly affected by seasonal workforce shortages.
- There are issues nationally with the building and construction supply chain gap, which impacts housing availability. This pressure is amplified in the Gippsland Region, particularly in areas that are not in close proximity to Melbourne.
- Similarly, the whole of Victoria is currently experiencing a worker shortage. This issue is even more pronounced in a region such as Gippsland where the further you get away from Melbourne the harder it is to attract suitable workers. A housing shortage again presents further barriers to an already stretched region.
- Workforce Housing solutions need to take into account this diversity so that they are fit-for-purpose. The best way to do this is to ensure that the solutions are locally informed with State government, Local Government and the Regional Partnership working together.
- An example of needing fit-for-purpose solutions: The Government's Rural Worker accommodation changes are an innovative solution to allow for accommodation for up to 10 people in the Farming Zone to attract and retain vital workers. However, for producers in the Lindenow Valley this is not a suitable solution as farms are located on flood plains – land which is not suitable for building and not compliant with council laws for land planning.

Insight five

Workforce housing solutions underpin the critical role Gippsland plays in Victoria's economy.

Observations

Question: How can we ensure that planners and developers understand locally informed workforce housing needs and support connectivity and livability of housing solutions?

- Large scale renewable and green energy projects, including in Latrobe and Wellington are on the horizon with government feasibility support provided over the 5–10-year timeframe. This will create accelerated demand for housing but presents a longer-term opportunity to provide smart housing solutions for the region.
- Visitor Economy priorities under Destination Gippsland cannot be realised without sufficient workforce housing to support attraction of the tourism workforce.
- There is a need to ensure workforce housing solutions are built on principles of connectivity, liveability and social sustainability – that is people are connected to where they work, learn and play.
- There is a need to work with developers, planners and communities to reimagine workforce housing in Gippsland to make sure it meets the needs of a diverse range of workers – this includes smaller dwellings and those that are 'outside of the box' – including dual purpose developments such as housing connected to civic and commercial developments.

* These projects require Commonwealth license and policy support prior to approval

Clear themes emerged from our local government discussions

The region faces barriers to unlocking housing solutions

- Some LGAs have land available to develop pending release and investment
- Hard infrastructure (e.g. roads, drainage) are essential but costly enablers to support the release of land
- Social infrastructure such as health and education is needed to attract and retain workforces to regions in addition to housing
- Challenges around encouraging homeowners to enter/stay in landlord market
- There's a need for state government and LGAs to work in partnership to streamline planning and expertise

There is a real need for more housing diversity

- Increasing need for diversity of housing stock – including size of dwelling, density and integrated developments
- Developers are currently delivering housing that meets consumer, rather than macro needs, potentially overlooking housing needs of key workers (e.g. 1 or 2 bedroom)
- Need to consider how to bring community along on journey to support new types of housing (i.e. higher density housing)
- Challenges around encouraging homeowners to be flexible and enter/stay in landlord market
- Developers are currently not incentivised to accelerate developments ahead of workforce housing trends

A targeted and coordinated way forward is critical

- Lack of consistency around guidelines for rural housing is hurting the region
- While renewable energy is the biggest economic opportunity, lower paid industries or those in socio-economic disadvantage may continue to 'miss out' on solutions
- Opportunity to consolidate and focus attention across the region for concerted and sequential efforts to support workforce housing
- Some LGAs are seeking funding from Federal and State government to fast track investment – there are opportunities to share this knowledge with other LGAs

'We have a wicked problem around short stay accommodation. It's brilliant for our visitor economy but harms workforce housing'

'The overwhelming view is that people are leaving the landlord market - that it has got too hard'

'There is a real appetite for more housing and more housing diversity from LGAs and workers'

'Best practice would be to have a housing strategy Gippsland wide – these things are not a quick fix'

'We receive commentary from developers that they find it harder to secure finance due to lower return on investment out here'

Investing in workforce housing

Investing in Gippsland housing solutions to support the future of Gippsland.

Summary table of insights

Insight	What this means for workforce housing
Gippsland is disproportionately affected by regional Victoria's housing stock gap	Finding a balance across areas facing known housing stock gaps and those with projected pressures due to economic development
Projected population growth is varied	Investment in infrastructure needs to match population growth, future workforce housing and support services and facilities that provide liveability (e.g. schools, child care, health services, digital connectivity)
Rental affordability has decreased more significantly in Gippsland than other areas in the state	There is need to explore innovative solutions to open up affordable rentals, such as reducing barriers for landlords in the rental market
Gippsland is diverse and expansive	Housing solutions will need to meet local needs and work with local conditions
Workforce housing solutions underpin the critical role Gippsland plays in the State's future	Workforce housing will create longer-term opportunities for economic development in the region
The region faces barriers to unlocking housing solutions	Collaboration and advocacy via state government may be required to increase the rate at which housing can be provided for workers
There is a real appetite for more housing diversity	Working alongside communities, Councilors and employers is critical to ensure future housing developments balance worker needs with liveability
A targeted and coordinated way forward is critical	Increasing LGA consistency and focus a concerted effort across the region is needed to address chronic gaps

Case studies

Case studies

On 29 September 2022, the Gippsland Regional Partnership and Local Government representatives participated in a workshop to help prioritise three workforce housing case studies. Attendees were asked to balance the following criteria on the matrix to decide on which industries to profile:

- **Priority need:** reflecting on housing availability, affordability and local stories demonstrating an inability to recruit workers due to lack of housing. In your reflections you will need to balance this need against other pressures identified the data gathered in the stocktake, Insights Report and Social Pinpoint map to consider which is the most pressing need for the region.
- **Economic benefit to the region:** reflecting on economic development opportunities that would be unlocked if sufficient housing was available. In your reflections you will need to balance the agreed regional economic development priorities for Gippsland.
- **Enabling infrastructure and amenities:** reflecting on the need and economic benefits to the region, consider the extent to which social infrastructure and other amenities (e.g. health care, recreational spaces, child care, transport) is needed to support workforce housing solutions.

Summary of decision making results

Option	Economic benefit to the region	Priority Need	Enabling infrastructure & amenities	Overall score
Tourism & Visitor Economy	3.9	3.2	3.4	10.5
Agriculture and primary production	**4.4**	4	3.7	**12.1**
Offshore wind	4.3	**3.9**	**4.3**	**12.5**
Health services	**4.4**	**4.4**	**4.1**	**12.9**
Manufacturing and building	4.1	3.6	3.6	11.3
Education	3.7	**3.9**	3.6	11.2

Amplifying our Seasonal Agriculture

A bit about the industry

Gippsland is known for its rich resources and fertile soil. Food and fibre is the backbone of our economy and contributes an estimated $7 billion of our $16 billion gross regional product. Our major agricultural sub-industries are dairy, forestry, meat and horticulture.

This critical industry also faces unique drivers for change. Drought, devastating bushfires and the disruption of the COVID-19 pandemic have led to increased workforce pressures culminating in unique challenges to finding appropriate housing solutions. Alongside this, national and global demand for food and food security continues to grow, whilst agriculture remains the industry most susceptible to climate adaption. [1]

Whilst 15,400 people are directly employed in food and fibre industries, this can double in seasonal demand. [2,3] Housing needs for a seasonal workforce be viewed in two ways: short-term seasonal solutions that are cost effective and support surges and medium-term embedded solutions that bolster our sense of community and unlock broader economic benefits. These solutions need to balance the unique workforce demographics, community perspectives and regional typography. In the longer term, the region would benefit from looking to reskill displaced workers and support long-term unemployed residents of Gippsland see agriculture as a viable career choice to reduce reliance on international seasonal workers.

Our workforce housing vision

To profile best practice short-term accommodation and medium-term embedded agriculture workforce housing solutions that unlock economic benefits, balance liveability, affordability and workforce needs.

> *'We receive commentary from developers that they find it harder to secure finance due to lower return on investment out here' – LGA interview*

The problem we need to solve

Victoria's Horticulture sector alone is forecasting to be short 15,000 seasonal workers, with this shortage also impacting sectors such as meat processing due to border closures. [3] Many farmers report that this results in crops not being picked, which drives up food prices. Across other sectors, some examples of how this plays out include Kilcoy Abattoir which is currently operating on a skeleton workforce of 20-30 staff when it has capacity to employ 350 FTE. [4] Further, Middle Tarwin area has staff that travel from Eastern Melbourne daily to work in food production. [5] Barriers to appropriate workforce housing include community perceptions of short-term solutions, industry's ability to secure finance and investment to develop medium-term housing, inconsistency in local government policies in relation to short-term housing, onerous planning requirements to unlock land to develop (e.g., EPA requirements). [6]

What could the solution look like?

Short-term: draw on the Riviera Farms in Wellington Shire case study to develop sustainable, fit-for-purpose housing for seasonal workforces. Tiny houses are an innovative option as they provide a moveable solution that could be jointly shared across different sites in the area. Tiny houses also provide the ability to tap into tourism, allowing farms to diversify towards 'farm stays' when in a seasonal lull. Wellington Shire Council worked collaboratively with Riviera Farms who developed high-quality camps for seasonal workers from Vanuatu so they could maximize their take home pay. Further support for workers included meals, tours of the local area and social activities. The LGA also arranged tours of the workforce housing solution for Councillors so they were equipped to engage with local communities on the solution. Smaller farms could pool finances for joint housing solutions which could be shared amongst their workers.

- Areas to explore for short-term solutions: Vegetable producers in Baw Baw that also have tourism opportunities to unlock, Lindenow in East Gippsland who have been pursuing on-farm accomodation and the LGA also heavily affected by recent bushfires. Social and community cohesion would also need to be considered for these sites.

Medium-term: draw on the East Gippsland example of Bulmers, a larger scale farm who fit out a motel in Bairnsdale so it could house its permanent workforce. This solution would require a site suitable for development, collaboration with local community groups to look at inclusive practice and housing options that meet the needs of the workforce (e.g., single dwellings alongside options for families to join). A joint approach to attracting investment should be explored to ensure this is an attractive investment option for large-scale developers who face the same cost base alongside lower returns in regional settings.

- Areas to explore for medium-term solutions: Kilcoy Global Foods Abattoir, Lance Creek, Bass Coast.

What are the critical enablers

Collaboration with Local Government and Councillors to ensure consistent policies and community buy-in.

Consultation with Victorian Building Authority, EPA and Australian Tiny House Association [7] on building code compliance and regulations.

Collaboration with Jobs Victoria, Regional Australia Institute and migration agencies to ensure job opportunities feature housing and are in line with the Migration Attraction Strategy. [8]

Opportunities for Offshore wind

A bit about the industry

Offshore wind is a key emerging industry in Gippsland. Offshore wind has been noted as a ‘key pillar in Victoria's future energy supply’ [1] and the nation's transition to renewable energy.

Offshore wind is predicted to create 3,100 jobs during development and construction and a further 3,000 ongoing operations jobs [2] - and the majority of these will be in Gippsland. Housing solutions will be diverse to support a range of workers as offshore wind projects are developed over the coming decades.

While presenting unique employment opportunities, offshore wind will also create unprecedented demand for services – including health care, education and recreation. Also, areas slated for development are small towns with limited transport to larger townships.

Our workforce housing vision

To profile best practice workforce housing solutions that supports the needs of this emerging industry while also ensuring that solutions deliver longer-term benefits for surrounding communities.

“We need unique housing solutions, we need higher density but don’t want to become the Gold Coast” – LGA Interview

The problem we need to solve

While significant investment for offshore wind has been earmarked for Gippsland, the future sites for its development have yet to be confirmed. Therefore, offshore wind presents a unique opportunity to realise a vision for workforce housing that is both responsive to construction of large-scale infrastructure, while also offering sustainable housing solutions in the long-term. Barriers to appropriate housing include the lack of transport connectivity to areas likely to be developed and supporting social infrastructure. In addition, nearby communities (e.g. Yarram) have existing challenges with infrastructure and land required to support rapid expansion of housing in the town, as well as community concerns about potential change in characteristics of their local town. [3, 4]

What could the solution look like?

Short-term: Explore the development of short-term solutions for construction phases, such as tiny houses on council property, to generate funds for further infrastructure development to support workforce housing. ‘Camp-like’ accommodation could be utilised from the outset, leveraging lessons from temporary accommodation set up for bushfire response. An industry led housing strategy could be undertaken with collaboration with communities to ensure we’re leveraging best practice learnings from iron ore, capital stimulus programs and other regional development projects like the desalination plant.

Medium-term: Strategic planning to ensure that housing solutions are spread across key towns surrounding proposed development sites. This could include the provision of transport to larger centers such as Traralgon or Sale, while also allowing for appropriate level of housing in smaller coastal towns.

Offshore wind is an emerging industry that not only aims to meet state, but also national targets for net zero emissions by 2050. The timebound nature of this target means that offshore wind projects will be stood up rapidly and workforce housing solutions will need to support a significant injection of workers in surrounding areas.

If we don’t act now the opportunity to ensure that workforce housing solutions respond not only to short-term needs but have the potential to offer sustainable housing integrated into communities may be missed.

What are the critical enablers

Strategic land planning in collaboration with government, LGAs, industry and community.

Collaboration with industry to support upfront development costs of housing and social infrastructure required to support those working in offshore wind construction and its ongoing operation.

Community-based engagement to ensure residents’ voice around proposed workforce housing solutions.

Helping our health and community services

A bit about the industry

Healthcare is one of the largest employers across the region and this growth is further amplified by recent and emerging reforms for disability, mental health and aged care. Gippsland has a unique opportunity in health and community services particularly as further regional hospital development occurs, allied health services grow and telehealth allows further flexibility in how services are delivered. [1]

Healthcare is unique because of its predominately female workforce in professional settings such as nursing, aged care, speech pathology and occupational therapy. [2] The workforce housing solution for health and community care needs to come alongside enabling infrastructure and support (e.g. childcare, transport and recreation spaces and cultural connection activities) to truly unlock economic benefits for Gippsland.

Further, increasing the health and community services workforce through housing solutions provides a flow-on benefit to overall liveability due to services provided to the broader community thereby increases the attractiveness of the region.

Our workforce housing vision

To provide workforce housing solutions that allow Gippsland to attract and retain the health and community services workforce it needs to support population growth and wellbeing.

"We get drive in and drive out workers. If we don't get the house, and the worker living in the area, then we don't get the economic benefit ." – LGA interview

The problem we need to solve

Latrobe, South Gippsland and East Gippsland all reported significant shortages of accessible specialist services for adults, children and people on the NDIS [3], as well as anecdotal feedback that families are pooling their NDIS funding to secure housing for healthcare workers. [4] This will be further amplified as Latrobe Regional Hospital, which is one of the region's larger health services, has planned upgrade works for mental health and alcohol and other drugs services. [5] Proximity to work is another key consideration for housing given the 24/7 nature of some healthcare roles. Bairnsdale Regional Health particularly feels this pressure due to its distance from Melbourne impacting on the ability to attract workers. Key barriers to workforce housing include rental availability and affordability. Morwell has experienced a 41.1% increase in the median house price and over 28.9% of people experience rental stress across Latrobe and recent interest rate increases are only exasperating this. [6] Many landlords are 'opting out' of the rental market due to recent changes to the *Residential Tenancies Act 1997* which have provided more rights to tenants of properties. [7]

What could the solution look like?

Short-term: Increased rental availability for health and community service workers and fit-for-purpose housing for health and community service students is required to support their choice in spending their career in the region. Federation University has recently commissioned a business case to undertake an assessment of establishing a Traralgon campus so the solution could be quite timely. Recruitment via GPs, hospitals and NDIS could be bolstered by supplementing attraction pay or bonuses with a rental allowance. A supporting campaign to landlords could promote the longer-term nature of these tenants given the length of health degrees and associated placements.

Longer-term: Latrobe has land that is ready to be developed and is waiting on finance to buffer the high infrastructure costs. A co-contribution between Latrobe Regional Hospital and an interested developer could help increased attractiveness of investment in this site. Testing workforce housing type and style with the workforce is recommended ahead of formalising plans as recent engagement suggests smaller dwellings (1-2 bedrooms) are preferred. Placing new developments at a mid-point between Latrobe, Bass Coast and Bairnsdale could ease travel time and support two regional health services that are increasing capacity.

Note, these solutions are most suitable for permanent health and community care workers. Advocacy for affordable short-term stays in BnB's is recommended for workers who may be temporarily visiting the region or on call.

What are the critical enablers

Collaboration with Latrobe, Bairnsdale and Bass Coast Health Services and Latrobe Health Advocate to ensure a dedicated workforce housing fund to support recruitment efforts.

Continue to advocate for the attraction of health and community care workers through the RP's Migration Attraction Strategy. [8]

Engagement with local real estate agents to look for ways to incentivise or attract more landlords to offer housing to health and community service workers.

Collaboration with Federation University in Churchill and Latrobe Valley Authority to develop student accommodation.

Next steps

Next steps

The following next steps have been identified to support the Gippsland Regional Partnership to advocate for workforce housing solutions.

- Cube to walk RDV and Gippsland Regional Partnership sub-committee through draft case studies for feedback – by 14 October 2022.

- RDV and Gippsland Regional Partnership to test proposed workforce housing solutions with industry representatives to ensure they meet worker needs – date to be determined by RDV.

- RDV and Gippsland Regional Partnership to pursue advocacy opportunities outlined on slide 21-22 – date to be determined by RDV.

- Cube to hand over project approach and final consultation approaches to RDV to ensure method can be utilised for future case studies – by 21 October 2022.

Advocacy avenues and opportunities

The following advocacy avenues have been identified to progress workforce housing solutions by the Gippsland Regional Partnership.

Opportunity	Contact / forum	Applicable solutions	Responsibility
Local government coordination on policies and community engagement approaches	Via Gippsland Regional Partnership meetings	Case studies 1 and 2	RDV and Regional Partnership Chair to identify opportunity in standing meeting schedule
Victorian Building Authority and Tiny House Association to confirm compliance and regulations on tiny houses	VBA – Andrew Cialini, State Building Surveyor Tiny House Association - Wayne Reid, VIC Planning Lead	Case studies 1 and 2	RDV to coordinate
Liaise with Environmental Protection Authority to develop fit for purpose planning approvals for Gippsland agricultural development	EPA - Suzy Neilan, Executive Director of the Strategy Division	Case study 1	RDV to coordinate
Collaboration with Jobs Victoria, Regional Australia Institute and applicable migration agencies to ensure job opportunities feature suitable housing	Jobs Victoria – Kirsten Campbell, Executive Director Strategy and Engagement Regional Australia Institute – Alexandra Macaulay, Senior Communications Manager Migration agencies, e.g. Morgan Immigration Australia, Regional Migration Australia, and Myauspath	Case studies 1 and 3	RDV to coordinate

Advocacy avenues and opportunities (cont.)

The following advocacy avenues have been identified to progress workforce housing solutions by the Gippsland Regional Partnership.

Opportunity	Contact / forum	Applicable solutions	Responsibility
Collaboration with industry (e.g. Star of the South and finance stakeholders, Food and Fibre Gippsland and Destination Gippsland to discuss alternative approaches to upfront development costs)	Star of the South - Erin Coldham, Chief Development Officer Food and Fibre Gippsland – Ben Gebert, Senior Project Manager Destination Gippsland - Janine Hayes, Industry Development Manager Major banks and finance stakeholders across Gippsland	Case studies 1, 2, and 3	LGAs to lead
Develop best practice approaches and consistent practice with community engagement on solutions in line with iap2 framework	Via Gippsland Regional Partnership meetings	Case studies 1, 2, and 3	Gippsland Regional Partnership to coordinate
Collaboration with Latrobe and Bass Coast Health Services, Latrobe Community Health, and Latrobe Health Advocate to ensure a dedicated workforce housing fund to support recruitment efforts	Latrobe Regional Hospital - Bass Coast Health Services - Mark Brady, Executive Director Latrobe Health Advocate – Jane Anderson	Case study 3	RDV
Engagement with local real estate agents to look for ways to incentivise or attract more landlords and investors	Major real estate agents across Gippsland	Case study 2 and 3	LGAs to lead
Collaboration with Federation University in Churchill and Latrobe Valley Authority to develop student accomodation	Leigh Kennedy, Head of Campus Gippsland Samantha Bartlett, Chief Learner Experience Officer Mikaela Power, Executive Director of Strategic Engagement Labtrobe Valley Authority - Chris Buckingham, CEO	Case study 3	LGAs to lead

Appendices

Appendix 1 – documents reviewed as part of the stocktake

Document sourced and reviewed for stocktake			
1.	Bass Coast Economic Development Strategy 2016-21	21.	Healthy Wellington 2021-25
2.	Bass Coast Healthy Communities Plan 2021-25	22.	SEIFA index 2016
3.	Social and Affordable Housing Strategy	23.	Rental Affordability - SGSEP
4.	Baw Baw Economic Development and Visitor Economy Strategy 2022-25	24.	Affordable Letting by LGAs – Homes Victoria
5.	Baw Baw Municipal Public Health and Wellbeing Plan	25.	Rental Report - Quarterly data– Homes Victoria
6.	East Gippsland Economic Development Plan 2022-32 - consultation draft	26.	Rental Report– Homes Victoria
7.	East Gippsland Well Placed for Wellbeing 2017-21	27.	One Gippsland Affordable and Social Housing Policy Paper
8.	East Gippsland Population forecast	28.	Gippsland transport Strategy
9.	Latrobe Economic Development Plan 2016	29.	Towards 2030 Gippsland Destinations Management Plan
10.	Living Well Latrobe 2021-25	30.	Gippsland Destination Strategic Plan
11.	Local government housing data dashboard	31.	Gippsland Regional Economic Development Strategy
12.	Gippsland Housing Demand and Supply Pressure Points Rural and Regional Victoria Group, DJPR, April 2022	32.	Food and Fibre Gippsland
13.	Regional Housing Gap analysis - Rental and Housing shortages, DJPR, July 2022	33.	.idcommunity housing monitor
14.	Gippsland Regional Plan 2020-25	34.	.idcommunity population forecast
15.	REMPLAN – Regional economic data and community profiles	35.	East Gippsland Fires 2019-20 Summary of impacts
16.	Gippsland Regional Partnership Budget Factsheet 2022-23	36.	Gippsland ‘s Future Health & Community Services Workforce Plan
17.	South Gippsland Shire Economic Development Strategy	37.	The Age, ‘Victoria facing shortage of almost 400,000 workers by 2025 (theage.com.au)’
18.	South Gippsland Draft Social & Affordable Housing Strategy	38.	Infrastructure Victoria 2020, Gippsland Summary – Victoria’s Draft 30-Year Infrastructure Strategy, Infrastructure Victoria, pp 5-7
19.	South Gippsland Draft Municipal Public Health and Wellbeing Plan 2022-25	39.	Regional Partnerships Gippsland 2020, Gippsland Regional Plan 2020-2025 Full Report, Regional Development Victoria, Shepparton, p 8
20.	Wellington Shire Economic Development Strategy 2016-22	40.	National Disability Insurance Agency, NDIS Data <www.data.ndis.gov.au>

Appendix 2a – Socio-economic pressure points for Gippsland housing

	Bass Coast	South Gippsland	Baw Baw	Latrobe	Wellington	East Gippsland
1, Housing Affordability[25] & relative rental stress pressure index (RRSPI) [13] Relatively best – Relatively worst	Affordable rentals have decreased 46.6% in past 5 years[25] **RRSPI: 1 (extremely high)**	Affordable rentals have decreased 35.5% in past 5 years[25] **RRSPI: 14 (high)**	Affordable rentals have decreased 37.6% in past 5 years [1] **RRSPI: 17 (high)**	Affordable rentals have decreased 27.8% in past 5 years[25] **RRSPI: 20 (mod-high)**	Affordable rentals have decreased 27% in past 5 years[25] **RRSPI: 32 (moderate)**	Affordable rentals have decreased 31.2% in past 5 years[25] **RRSPI: 23 (mod-high)**
2. Housing Availability[13]	**Minimum investment guarantee – dwellings created[13]: 62** 883 (3%) rise in total housing required to fill housing gap[13]	**Minimum investment guarantee – dwellings created[13]: 0** **Shortfall of at least 420 affordable homes[18]** 1171 (7%) rise in total housing required to fill housing gap[13]	**Minimum investment guarantee – dwellings created[13]: 82** 1084 (4%) rise in total housing required to fill housing gap[13]	**Minimum investment guarantee – dwellings created[13]: 148** 1393 (3.9%) rise in total housing required to fill housing gap[13]	**Minimum investment guarantee – dwellings created[13]: 0** 2154 (9.3%) rise in total housing required to fill housing gap[13]	**Minimum investment guarantee – dwellings created[13]: 0** 1767 (6.9%) rise in total housing required to fill housing gap[13]
3. Population Growth (ave increase per year 2016-2036) [34]	**1.67% pa#** Key hotspots • North Wonthaggi (2.99%), • San Remo (2.35%) • Wonthaggi - South Dudley - Cape Paterson (1.91%)	**1.1% pa#** Key hotspots: • Nyora - Poowong & District (2.54%) • Korumburra (1.89%) • Leongatha (1.7%) [4]	**2.77%** **Key hotspots^:** • Drouin South (5.42%) • Warragul North (3.23%), • Warragul South (3.11%)	**0.77% pa** **Key hotspots^** • Traralgon-Traralgon East (1.80%) • Rural South West (0.79%), • Churchill (0.74%)	**1.22%** **Key hotspots^:** • Longford-Warruk (2.87%) • Sale & District (1.71%), • Rosedale & District (1.45%)	**1.19%** **Key hotspots^:** • Paynesville (2.57%) • Twin Rivers (1.59%), • Bairnsdale (1.25%)
4. Social, Economic and Environmental Drivers **Note: the Index of Relative Social Disadvantage (IRSD) is based on 2016 ABS SEIFA data (22)** Most disadvantaged – Most advantaged	**IRSD percentile rank VIC: 28** • Tourism, hospitality and accommodation have been operating 30% expected levels due to an inability to attract workers – driven by accommodation shortage[13] • Supporting affordable housing in line with 10 year Social and Affordable Housing Strategy[2]	**IRSD percentile rank VIC: 44** • South Gippsland's private building approvals has increased by 102.3 per cent over the 2016 – 2020 time period[13]	**IRSD percentile rank VIC: 57** • Growth in the number of visitors rapidly outstripping growth in tourism businesses [4]. • Almost a third of working residents leave Baw Baw for work[4] • Increased pressure and conflicts on land use, as strong population growth, continued business expansion, and tourism activity increases[4]	**IRSD percentile rank VIC: 5** • Mortgage stress is low, while 28.9% of people experience rental stress[10]	**IRSD percentile rank VIC: 31** • Limited housing options, including affordable and social housing for aging and vulnerable community members[21] • Medium level of need for seasonal and agricultural workers [12] • 28% of teacher job advertisements result in no appointment[13]	**IRSD percentile rank VIC: 25** • 380 primary places of residence destroyed by bushfires[35] • Housing pressure increased by recovery workers and trades[13] • Undersupply of skilled workforce at all levels for businesses – lack of housing key barrier[6] • Medium level of need for seasonal and agricultural workers [12] • 39% of teacher job advertisements result in no appointment[13] • Mortgage stress is 13.5% compared to state average of 11%[33]
	Economic shocks to a number of key industries including mining and timber. COVID-19 regional migration Climate change - more frequent and severe weather events and emergencies					

Legend:
2022-3 budget commitments / regional or local priorities
* supports multiple priorities

Appendix 2b – Future economic development drivers

The following commitments, investments, and priorities are likely to increase workforce demand for housing in the Gippsland region. In preparing the following table, consideration was given to priorities that are most likely to put further pressure on workforce housing or the understanding that workforce housing will be a critical enabler to helping realise the priority.

		Bass Coast	Baw Baw	South Gippsland	Latrobe	Wellington	East Gippsland
Regional Economic Development Priorities	1. Maximise the role of the food and fibre industry in the local economy	• Improvements to the Bass Highway at Kilcunda [16]*		• Port of Hastings expansion[14] • South Gippsland Highway upgrade*	• Food and Fibre Token of Providence for export tracing. • Gippsland logistics precinct (Morwell) • Princess Highway East upgrade* • 3rd regional airport (advocacy piece currently)[14]* • Completion of duplication between Traralgon and Sale[16] • Traralgon Bypass (10+ year horizon)*	• Completion of duplication between Traralgon and Sale[16]	• Local processing for agriculture and fishing products before they leave the shire to create greater local value • Collective Craft Malting Facility (Orbost)[32]
	2. Accelerate advanced manufacturing capabilities in the region						Sustainable forestry and timber processing sector[6]
		• Advanced vegetable processing facility in Gippsland (at feasibility stage)[32]					
	3. Pursue opportunities emerging from energy industry transition	• $1.6 m to explore ways to unlock more benefits from the desalination plant[16] • Regional University Centre at Wonthaggi*	• Development of South Gippsland's circular[17] • Gippsland Renewable Energy Zone[17]		• Hydrogen Energy Supply Chain pilot project • Latrobe Valley Microgrid • Latrobe Valley Community Power Hub • TAFE infrastructure projects including new Port of Sale TAFE and Morwell TAFE upgrade*	• Gippsland Renewable Energy Park	• Development of East Gippsland's circular economy[6]
				• Star of the South • Gippsland Renewable Energy Zone • Marinus Link			
		• Consideration of Gippsland as first declared offshore windzone with aim of supporting 20% of Victorian energy needs. Economic opportunities predominately across Wellington, Bass Coast,					

Appendix 2b – Future economic development drivers (cont.)

Legend:
2022-3 budget commitments / regional or local priorities
* supports multiple priorities

		Bass Coast	South Gippsland	Baw Baw	Latrobe	Wellington	East Gippsland
Regional Economic Development Priorities	4. Support growth and diversification in the visitor economy sector	• $1 m to continue the establishment of the Yallock-Bulluk Marine and Coastal Park[16]	• $4.5 m for lighthouse works incl. Wilsons Prom[16]	• Converting day visitors to overnight stay[4] • Bunyip and Longwarry station upgrades (regional rail revival)*	• Morwell and Traralgon station upgrades (regional rail revival)* • 2026 Commonwealth Games (infrastructure build) [16]	• $10.4 m for Macalister Irrigation District 2030 upgrade[16]	• $7.5 m to develop the Croajingolong Coastal Wilderness Walk (regional tourism infrastructure funding) • $18 m to repair/upgrade piers and jetties incl. the Lakes Entrance Fishing Cooperative South Jetty, Raymond Island Public Jetty and McLoughlins Beach Jetty. • $4.5 m for lighthouse works incl. Point Hicks • $31 m to facilitate stabling of VLocity trains at Bairnsdale station, to improve train service reliability on the Gippsland Line[16]
	• Hero tourism destinations and Traditional Owner and Aboriginal cultural tourism • Destination Gippsland, with planned events						
	5. Enhance regional specialisation in health care and social assistance	• Wonthaggi Hospital redevelopment		• Invest in West Gippsland Hospital Service to service growing population[4]	• $62 million for upgrade works across intensive care areas of Victoria's mental health facilities (Latrobe Regional hospital) • $6.5 m to deliver a new ED mental health and alcohol and other drugs crisis hub at the Latrobe Regional Hospital[16]		• Refurbishment of public sector residential aged care facilities (38 beds at Orbost Regional Health) [16] • Attract investment in health care to improve services and create local employment[6]
	6. Educational opportunities (additional priority)				DevelopmentUpgrade to Yinnar Primary School[16] Federation University – University Town		Regional University Centre at Wonthaggi*

Appendix 3 – Regional Partnership Workshop Attendees

The following people participated in the Gippsland Regional Partnership Workshop on 17 August 2022

Workshop attendees		
1.	Therese Tierney	Chair, Gippsland Regional Partnership
2.	Jane Anderson	Gippsland Regional Partnership
3.	Stephanie Thoo	Gippsland Regional Partnership
4.	Tiana Felmingham	Gippsland Regional Partnership
5.	Garry Austin	Gippsland Regional Partnership
6.	Sarah Lawless	Gippsland Regional Partnership
7.	Farhat Firdous	Gippsland Regional Partnership
8.	Christian Stefani	Manager Economy, Community and Investment, South Gippsland Shire Council
9.	Shannan Little	Manager Economic Development & Investment, Bass Coast Shire Council
10.	Martin Richardson	Manager Planning, East Gippsland Shire Council
11.	Sharon Raguse	Manager Economic Development, East Gippsland Shire Council
12.	Clem Gillings	Wellington Shire Counci
13.	Nicala Oakley	Regional Development Victoria
14.	Elspeth Kiddell	Regional Development Victoria
15.	Kristy Crawford	Senior Panner, Latrobe City Council
16.	Daniel Miller	Gippsland Regional Partnership

Appendix 3 – Regional Partnership Workshop Attendees (cont.)

The following people participated in the Gippsland Regional Partnership Workshop on 29 September 2022.

Workshop attendees		
1.	Jane Anderson	Gippsland Regional Partnership
2.	Tiana Felmingham	Gippsland Regional Partnership
3.	Garry Austin	Gippsland Regional Partnership
4.	Sarah Lawless	Gippsland Regional Partnership
5.	Farhat Firdous	Gippsland Regional Partnership
6.	Christian Stefani	Manager Economy, Community and Investment, South Gippsland Shire Council
7.	Shannan Little	Manager Economic Development & Investment, Bass Coast Shire Council
8.	Martin Richardson	Manager Planning, East Gippsland Shire Council
9.	Sharon Raguse	Manager Economic Development, East Gippsland Shire Council
10.	Brent McAlister	General Manager Development, Wellington Shire Counci
11.	Josh Clydesdale	Manager Land Planning Use, Wellington Shire Council
12.	Sara Rhodes-Ward	Department of Jobs, Precincts and Regions
13.	Gippsland Ranges	<RDV to advise>
14.	Kristy Crawford	Senior Planner, Latrobe City Council
15.	Nicala Oakley	Regional Development Victoria
16.	Mercedes Stewart	Regional Development Victoria

Appendix 4 – Case study references

The below tables summarise the references used to build Gippsland's three workforce housing case studies.

Case study 1: Amplifying our Seasonal Agriculture	
1.	Gippsland Regional Plan 2020 - 2025
2.	ABARES, 2018, About my region – Latrobe-Gippsland Victoria, Australian Government, http://www.agriculture.gov.au/abares/research-topics/ aboutmyregion/vic-latrobe#employment
3.	www.Gippsland.com/news/default.asp?guidnewsID=C025402012374AE999B28C88E2B4AAE
4.	LGA interview with Bass Coast
5.	Social Pinpoint contribution
6.	LGA interview
7.	https://tinyhouse.org.au/tiny-house-regulations/
8.	Migration Attraction Strategy is a priority that the Gippsland Regional Partnership has been advocating for and is anticipated in 2023.

Case study 2: Opportunities for Offshore Wind	
1.	https://engage.vic.gov.au/victorias-offshore-wind-policy-directions-paper-developing-the-offshore-wind-sector
2.	State Government of Victoria 2022 Offshore wind Policy Directions Paper. P. 3
3.	Social pinpoint addition (Yarram) Wellington shire council
4.	Consultation with South Gippsland LGA - can double Foster's size but concerns from community

Case study 3: Helping our Health and Community Services	
1.	Gippsland Regional Plan
2.	Gippsland 's Future Health & Community Services Workforce Plan and also general gender breakdown for this industry based on ABS data https://labourmarketinsights.gov.au/media/z2vkdkw5/industry-profile-gippsland.pdf
3.	Local government interviews
4.	Comment in workshop from RP member
5.	Gippsland Regional Partnership Budget Factsheet 2022-23
6.	Living Well Latrobe 2021-25
7.	Local government interviews
8.	Migration Attraction Strategy is a priority that the Gippsland Regional Partnership has been advocating for and is anticipated in 2023