

Gippsland

Regional Economic Development Strategy (REDS) 2026

Regional Economic Development Strategies (REDS)

▶ **Victoria's Regional Economic Development Strategies (REDS) were released in 2022 and identified strategic directions to further drive growth and prosperity in regional Victoria**



Every Regional Partnership region is supported by a tailored Regional Economic Development Strategy

Role of the REDS

- The REDS play a foundational, place-based role in Victoria’s economic policy landscape by translating whole-of-government priorities into region-specific economic reform and investment agendas.
- The REDS provide a consistent evidence-based framework for understanding Victoria's regional economies.

How to use the REDS

- The REDS can be used by all levels of government, regional communities, and businesses to work together, innovate, tackle challenges and make targeted investments to achieve stronger outcomes for their region.
- Regional communities and businesses can use the REDS to:
 - communicate innovative capacity in their region, now and in the future
 - collaborate with government to better understand regional strengths, challenges and opportunities
 - attract investment to the region based on clearly identified strategic priorities.

The link between the REDS and the Gippsland Plan

- The Gippsland Regional Plan 2025-2030 and the Gippsland REDS operate as complementary economic enablers that provide both long-term vision and the practical investment framework for Gippsland’s growth.

REDS interactive data dashboards

9 interactive data dashboards—one for each Regional Partnership—complement the REDS, providing deeper insights into economic performance and regional trends.

Explore the region’s dashboard:

[View Gippsland Dashboard](#)

<https://www.rdv.vic.gov.au/priorities/reds>

Refreshing the REDS in 2026

The 2026 REDS translate Victoria's current strategic policy directions into place-based economic opportunities

Why REDS Refresh in 2026?



- Time has passed since the original 2022 REDS.
- The 2022 REDS established a strong, evidence-based foundation, but underlying data, economic conditions and forecasts have evolved significantly.
- The refresh incorporates major policy developments since 2022—particularly Victoria's Economic Growth Statement and Victorian Industry Policy—ensuring regional priorities remain aligned with whole-of-government direction.
- New economic opportunities, sector shifts and investment priorities have emerged across regions, requiring an updated, place-based lens.
- The 2026 refresh does not replace the 2022 REDS. It selectively updates data, insights and priorities where change has occurred, while retaining the core strategic intent.
- The 2022 REDS remain a valid and standalone product. The refresh builds on this foundation, ensuring continuity while strengthening relevance for current decision-making.

Why REDS Refresh in 2026?



- **Boosting productivity is central** to Victoria's long-term economic growth, workforce capability and prosperity. Achieving this will require coordinated economy-wide, sectoral and place-based initiatives.
- **Priority sectors underpinning growth** include advanced manufacturing and defence, health technologies, circular economy (including renewable energy), digital technologies, agribusiness and critical minerals.
- Many of these **knowledge-intensive, export-oriented sectors are regionally concentrated**, presenting significant opportunities to drive regional growth and prosperity.

Gippsland REDS 2026

The Gippsland REDS Refresh revisits the strategic directions for the region, reflecting place-based opportunities under Victoria’s Economic Growth Statement and key economic development policies that were released since 2022

2022 REDS Strategic Directions

In 2022, RDV delivered the Gippsland REDS which identified place-based strategic directions to drive economic growth.

- 1 Maximise the role of the food and fibre industry in the local economy
- 2 Accelerate advanced manufacturing capabilities in the region
- 3 Pursue opportunities emerging from energy industry transition, including in clean and renewable energy and earth resources
- 4 Support growth and diversification in the visitor economy
- 5 Enhance regional specialization in health care and social assistance

[Click here to read the 2022 REDS.](#)

2026 REDS Refresh Opportunities & Priorities

Since 2022, new opportunities and priorities have emerged that are shaping economic development across the region.

- 6 **Attract and retain the workforce and housing needed to power Gippsland's growth**

Gippsland's growth in renewable energy, defence manufacturing, food processing and health care is constrained by a shortage of workers and housing, limiting the region's ability to attract and retain the talent needed to capitalise on its economic opportunities.
- 7 **Activate Gippsland's employment precincts and industrial land to attract investment**

Gippsland has a distributed network of industrial precincts and employment lands, from the Latrobe Valley to emerging sites at West Sale Airport and Barry Beach, with enabling infrastructure investment the key to unlocking their potential for advanced manufacturing, clean energy and defence industries.

See pages 5, 6, 21-25 for further detail on these emerging opportunities and priorities, as well as how existing strategic directions have developed in the region since the 2022 REDS.

Enablers and investments supporting REDS strategic directions

2022 REDS Strategic Directions *(See appendix for extended analysis)*

	Development since the REDS	Alignment with state and local priorities since the REDS
Maximise the role of the food and fibre industry in the local economy	- Expansion of Gippsland's red meat processing capacity - Growth in export capability and market access for Gippsland food producers - Strengthening of the seafood and aquaculture sector - Advancement of new agricultural business cases	- Economic Growth Statement - Victorian Investment Fund - Victorian Industry Policy - Trunk Infrastructure Fund
Accelerate advanced manufacturing capabilities in the region	- Completion of the West Sale Airport Cost Benefit Analysis - Delivery of the Gippsland Supply Chain Resilience Program - Delivery of the RDA Gippsland Manufacturers and Suppliers Forum - Facilitation of the Latrobe City advanced air mobility business case	- Economic Growth Statement - Victorian Investment Fund - Victorian Industry Policy
Pursue opportunities emerging from energy industry transition, including in clean and renewable energy and earth resources	- Establishment of the Clean Energy Training Facility at TAFE Gippsland - Advancement of the rPPP Renewable Energy Land and Infrastructure Plan Project - Progression of the Gippsland Critical Minerals program - Delivery of the Worreen Battery project and Delburn Wind Farm SEC project - Announcement of the SEC Energy Works Precinct + Energy Dome - Announcement of the Keppel Data Centre	- Victoria's Climate Change Strategy - Victorian Renewable Energy Zones (REZ) Program - Victoria's Critical Minerals Roadmap
Support growth and diversification in the visitor economy	- Advancement of the Great Southern Rail Trail - Development of Omeo Bike Park and Lakes Entrance Water Sports Pavilion - Activation of wellness and thermal tourism - Completion of bushfire recovery tourism infrastructure projects	- Regional Worker Accommodation Fund - Economic Growth Statement - Victorian Innovation Statement - Experience Victoria 2033
Enhance regional specialisation in health care and social assistance	- Delivery of Sponsored Health Camps improving access to health services for Gippsland residents - Support for the Inclusive Employment Workforce Transition Project - Investment in Ladder Foundation and Latrobe Youth Space Projects	- Victorian Health Workforce Strategy - Regional Worker Accommodation Fund (RWAF) - Inclusive Employment Initiative - Victorian Skills Plan

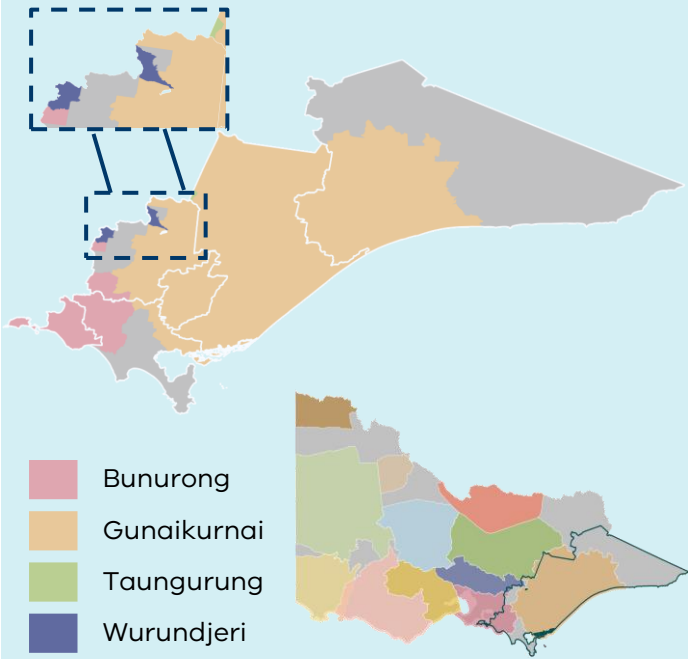
Enablers and investments supporting REDS strategic directions

2026 REDS Refresh Opportunities & Priorities

(see appendix for extended analysis)

	Significance	Supporting projects and catalysts to support future growth	
Attract and retain the workforce and housing needed to power Gippsland's growth	Gippsland's growth in renewable energy, defence manufacturing, food processing and health care is constrained by a shortage of workers and housing, limiting the region's ability to attract and retain the talent needed to capitalise on its significant economic opportunities.	Supporting projects ▪ RAI release of the National Housing Report ▪ Gippsland Migrant Recruitment Charter ▪ Drouin West Timber and Truss Expansion ▪ Delivered RWAF housing outcomes	Catalysts to support future growth ▪ RWAF rollout expanding ▪ Migrant Charter expansion ▪ Modular housing growth via DWTT ▪ Regional Housing Fund
Activate Gippsland's employment precincts and industrial land to attract the next wave of investment	Gippsland has a distributed network of industrial precincts and employment lands, from the Latrobe Valley to emerging sites at West Sale Airport and Barry Beach, with enabling infrastructure investment the key to unlocking their potential for advanced manufacturing, clean energy and defence industries.	Supporting projects ▪ Water Augmentation Project ▪ GLaMP ▪ ICON Morwell ▪ West Sale Airport Industrial ▪ Barry Beach Marine Terminal	Catalysts to support future growth ▪ Barry Beach offshore wind hub ▪ Esso decommissioning workforce bridge to 2030 ▪ GLaMP industrial land release ▪ East Gippsland industrial site enabling works

Gippsland Regional Profile



Bunurong

Gunaikurnai

Taungurung

Wurundjeri

- Gippsland is Victoria's largest region by land area, stretching from the Latrobe Valley in the west to the New South Wales border in the east, encompassing six local government areas across diverse coastal, alpine and inland landscapes.
- The region's economy spans a wide range of sectors, from energy and advanced manufacturing centred on the Latrobe Valley, to high-value agriculture and seafood production along the coast and hinterland, supported by a growing services base in health, education and regional tourism.

Key Economic Statistics

Metric	Gippsland	Regional Victoria	Metropolitan Melbourne
Population ¹ (2025)	314k	1.7m	5.3m
Population Growth ¹ (2020 – 2025)	6.4%	6.1%	7.2%
GRP ² (2025)	\$22.2b	\$115.8b	\$494.7b
GRP Growth ² (2020 – 2025)	-1.7%	12.5%	11.9%
Unemployment Rate ³ (Mar 2026)	4.1%	3.7%	4.8%
Unemployment Rate Change ³ (Mar 2021 – Mar 2026)	-1.7% pts	-1.1% pts	-2.4% pts
Employment Growth ² (2020 – 2025)	8.6%	9.7%	13.0%

Gippsland Top Employing Industries²

1.  Health Care and Social Assistance

26,600

2.  Education and Training

15,700

3.  Construction

13,600

4.  Retail Trade

11,000

5.  Agriculture, Forestry and Fishing

10,100

6.  Public Administration and Safety

10,100

Gippsland's growth is underpinned by strong population and employment gains

Population 314k Population (2025)¹ ↑ +6.4% Since 2020	Population growth in Gippsland has exceeded regional but is behind metropolitan averages - Gippsland is home to 313,600 people with population growth over the past 5 years (6.4%) faster than regional (6.1%) but slower than metropolitan (7.2%) averages.¹ - Population growth has been driven by Bass Coast and Baw Baw, which account for approximately two thirds (66%) of the region's increase in population since 2020. In percentage terms, Bass Coast performed the strongest, growing by 14% during this period.¹	Population change since 2020 15% 0%
Gross Regional Product \$22.2b GRP (2025)² ↓ -1.7% Since 2020	Gippsland's economy has contracted over the past five years, driven by the ongoing transition from mining - Mining remains the largest and most productive sector in Gippsland, generating \$3.4 billion in GVA. However, since 2020, the industry has seen a decline of 37%, driving Gippsland's economic contraction.² - Economic growth in the region has been mainly driven by Health Care & Social Assistance and Agriculture, Forestry & Fishing, which grew by 44% and 24%, respectively.²	GRP change since 2020 23% -16%
Employment 143k Employed (2025)² ↑ +8.6% Since 2020	Gippsland's employment growth is underpinned by service-based industries - The largest employment growth in the region, since 2020 was in Health Care & Social Assistance, Education & Training, Public Administration & Safety and Accommodation & Food Services.² - Demand for Health Care & Social Assistance workers is expected to remain strong, with 13,600 new roles by 2035 (31% of new workers), significantly above its current 18% share and higher than metropolitan benchmarks.³	Employment change since 2020 13% -2%
Unemployment Rate 4.1% Unemployment Rate (Mar Qtr 2026)⁴ ↓ -1.7% pts Since Mar Qtr 2021	Gippsland's unemployment rates vary, highlighting labour markets and challenges - The region's labour market has tightened over the past 5 years, with the unemployment rate falling by 1.7 percentage points to 4.1%, above regional Victoria (3.7%) but below Melbourne (4.8%).⁴ - Unemployment rates vary but remain very low across the region, from a low of 2.1% in the Mount Baw Baw Region to a high of 12.3% in Morewell.⁴	Unemployment rate 12.3% 2.1%

Key industry strengths driving Gippsland's economy



Agri-Food Sector

Gippsland includes **28% of Victoria's agricultural land**, which supports significant **dairy, beef and horticultural production**, with the region producing **\$1.6 billion in the gross value of dairy and beef**.¹ Gippsland has a higher proportion of employment in the agri-food sector, with **8.7% of the workforce employed in these industries**, much higher than the state average of 3.5%.² The region utilizes this strength to generate **\$1.9 billion in GVA** through the Agri-Food sector.²



Energy Supply & Renewable Endowments

Gippsland has access to ample **solar, wind and geothermal resources**. The ideal locations for wind generation development are along the coastline and following the **Great Dividing Range**, with unique opportunities to develop **offshore wind generation** as well as **renewable hydrogen**.



Service-Based Economy

Gippsland's population growth has contributed to the **strong services economy**, driven by the region's **skilled workforce**. Population-based sectors contribute strongly to economic output, with **Education & Training** and **Health Care & Social Assistance** accounting for **18.1% of the region's GVA** and **29.5% of employment**.² These sectors present an opportunity for long-term growth and wider economic benefits.



Visitor Economy & Creative Industries

Gippsland is a popular regional destination for visitors, largely due to the region's diverse **nature-based tourism experiences**. Environmental precincts include **Phillip Island Nature Park, Wilsons Promontory National Park, Mount Baw Baw Alpine Resort, Croajingolong National Park** and the **Gippsland Lakes**. Tourism in Gippsland had **\$2.1 billion in annual spend** in year ending June 2026, the second highest in regional Victoria.³ The region's Creative and Performing Arts Activities have also seen growth, driven by the Gippsland Art Gallery, the Latrobe Regional Art Gallery and the West Gippsland Arts Centre, generating **\$7.6 million in GVA**.²

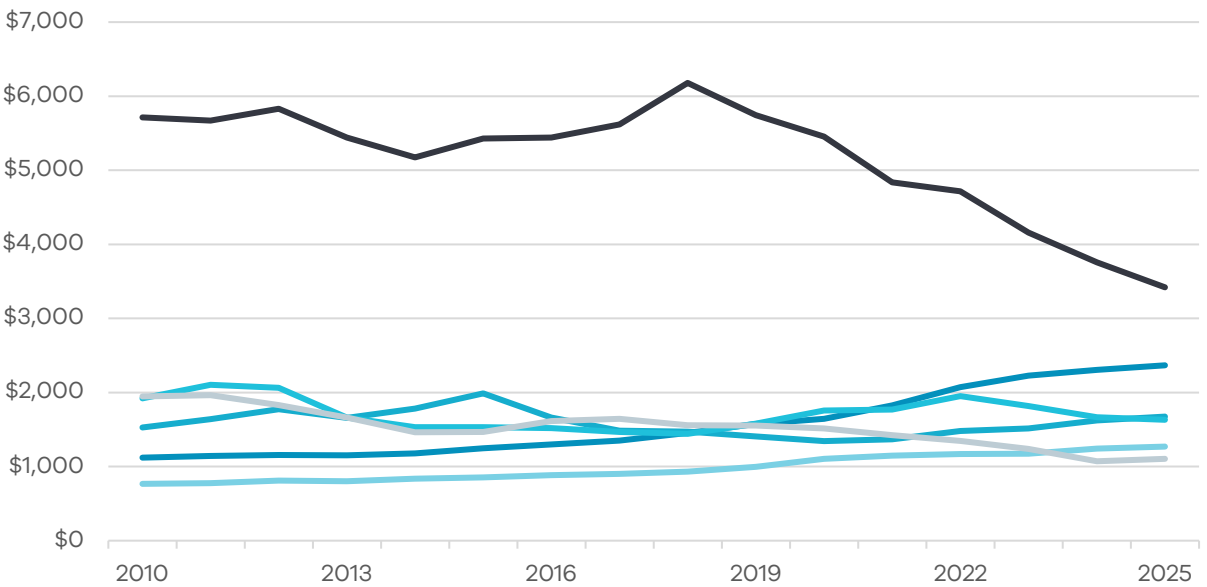
Key industry strengths driving Gippsland’s economy

Agriculture, Forestry and Fishing and Health Care and Social Assistance were two of the largest and fastest growing industries in Gippsland in 2025, accounting for 22% of total GVA in the region.²

- Gippsland’s economy is benefitting from its Agri-Food sector, with Agriculture and Food Product Manufacturing growing by 25% since 2020.
- Despite the ongoing renewable transition, the concentration of Mining GVA relative to employment remains the highest in the Gippsland region, highlighting the productive capacity of the industry.
- Services-based industries have seen strong growth, with Health Care & Social Assistance, Public Administration & Safety, Information Media & Telecommunications, Retail Trade and Accommodation & Food Services growing by \$1.2 billion since 2020.²

Gippsland gross value added for key industries

National Institute of Economic and Industry Research (NIEIR)



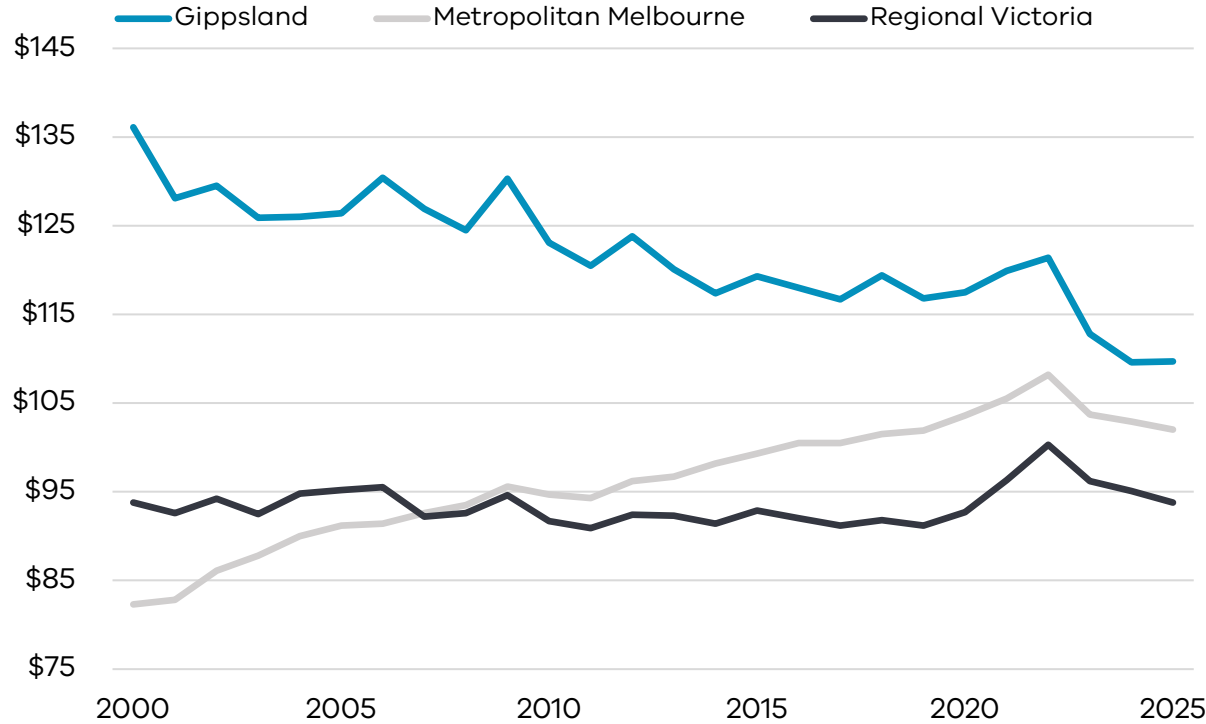
Top sectors by GVA¹

	Industry 1-digit ANZSIC	GVA (\$M)	5-Year Change
—	Mining	\$3,420	-37.3%
—	Health Care and Social Assistance	\$2,367	44.0%
—	Agriculture, Forestry and Fishing	\$1,673	24.5%
—	Construction	\$1,631	-7.1%
—	Public Administration and Safety	\$1,270	14.8%
—	Electricity, Gas, Water and Waste Services	\$1,105	-27.0%

Boosting productivity and growing high-value industries is critical to the region's economic future

Labour Productivity (GRP per hour Worked)

Dollars, NIEIR, 2000-2025



Productivity remains above benchmark levels

- Gippsland's labour productivity has continued to decline since 2020 as the region facilitates an ongoing transition away from mining.
- Growing productivity remains a key opportunity to lift incomes, competitiveness and long-term economic growth.

High-value industries provide the strongest pathway to productivity growth

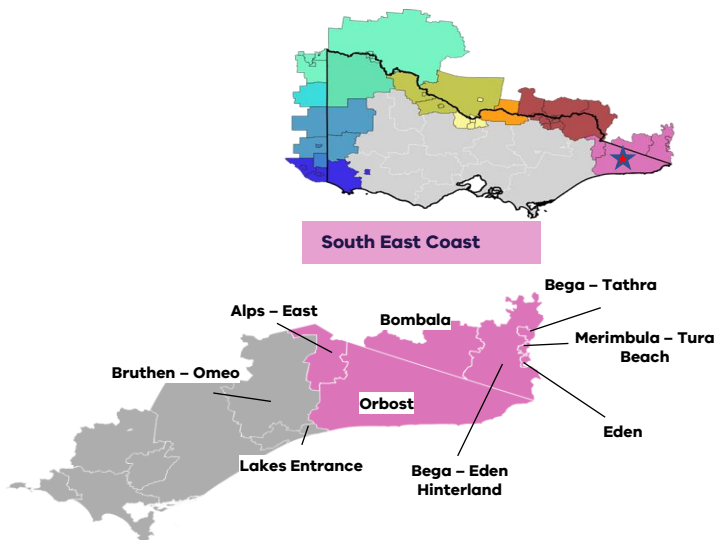
- Several priority sectors identified through the Gippsland REDS, including Agri-Food, are among the region's most productive industries.
- Since 2020, Gippsland has experienced strong GVA growth in highly-productive sectors with a skilled workforce, including: Agriculture, Forestry & Fishing (24%), Public Administration & Safety (15%) and Professional, Scientific & Technical Services (8%).¹
- Activating Gippsland's network of employment precincts and industrial land including GLaMP, ICON Morwell, West Sale Airport Industrial and Barry Beach provides the physical foundation to attract higher-value, higher-productivity investment in advanced manufacturing, clean energy and defence.

Skills and innovation are critical enablers of future productivity

- The region's research and education assets such as Federation University (Churchill), Monash Rural Health, Chisholm TAFE (Wonthaggi) and TAFE Gippsland provide a strong foundation for workforce capability and innovation.
- Investment in innovation precincts such as the High-Tech Precinct and the Morwell Innovation Centre, research partnerships and advanced skills development will support higher-value industries and future productivity growth.

Key assets in the South East Coast Cross Border Economic Region are fundamental to realising economic growth in the region

South East Coast Cross Border Economic Region (CBER)



* Note: each colour in the map above denotes a CBER, the South East Coast CBER is defined by the SA2 boundaries of Alps – East, Orbest, Bombala, Bega – Eden Hinterland, Eden, Merimbula – Tura Beach, and Bega – Tathra.

Opportunities for Economic Growth

- The establishment of the Gippsland East Higher Education Study Hub in Bairnsdale supported online study without the need for relocation, with opportunities to roll out initiatives in other regions, such as Mallacoota, Orbest and Sale. As the CBER has an ageing population, with 30% aged 65 and over, well above the regional Victorian average of 23%,⁵ **enhancing education pathways can help to address skill shortages.**
- **Better collaboration between states could maximise economic activity throughout the region.** Enhanced coordination and planning can improve infrastructure, particularly roads, rail, ports and trunk. Tourism bodies could also collaborate on cross-border attractions to **boost the strong existing tourism base** (849,800 annual overnight trips and 481,500 annual day trips taken in the region).⁶
- The South East Coast has rich natural endowments, with fertile soil and good rainfall. Agriculture, Forestry & Fishing is one of the largest industries in the region, generating \$213 million in GVA and employing 1,600 workers.² With commodity strengths in beef and dairy, there is opportunity to **further develop local food processing.**
- The region sits between major commercial hubs in Melbourne and Sydney, with value chain activity occurring on both sides of the border. The Fenning Intermodal Freight Terminal transports over 10,000 containers yearly to Port Melbourne,⁷ **generating commercial opportunities for local businesses.**
- The Lakes Entrance Offshore wind project spans approximately 15,000 square kilometers and generates 25GW of energy. Ongoing maintenance has the potential to generate 7,500 jobs,⁸ with Port of Edrom emerging as a key enabler, **providing opportunities for broader economic benefits to the region.**



Key Population Centres/ Service Hubs

Orbest (Vic); Mallacoota (Vic); Eden (NSW); Bega (NSW); Merimbula / Pambula (NSW); Bombala (NSW); Cooma (NSW)



Key Tertiary Education Providers

TAFE NSW (Bega Campus); University of Wollongong (Bega Campus); TAFE Gippsland (Lakes Entrance Campus)



Transport Corridors & Strategic Assets

Orbest Airport; Mallacoota Aerodrome; Merimbula Airport; Bombala Airport; Port of Eden; Port of Edrom; Princes Highway; Monaro Highway; Gippsland Ports (Lakes Entrance)



Largest Industries and Related Assets

Agriculture, Forestry and Fishing:

Dairy farming; Beef production/grazing area; Fishing Industry

Tourism

Strategic transport corridors connecting Melbourne and Sydney; Mallacoota

Health Care & Social Assistance

Orbest Regional Health; Bombala Hospital; Bega – South East Regional Hospital; Omeo District Health



Journey to work flows

More than 60 workers cross the border between Victoria and New South Wales per day.⁴



Other Activity Flows

Agricultural flows for processing and transport; Specialist health and education flows; Lime quarries

Key economic indicators show improvement in socio-economic outcomes.

Metric	South East Coast
Population ¹ (2025)	43.4k
Population Growth ¹ (2020 – 2025)	3.3%
GRP ² (2025)	\$2.6b
GRP Growth ² (2020 – 2025)	12.9%
Unemployment Rate ³ (Mar 2026)	3.8%
Unemployment Rate Change ³ (Mar 2021 – Mar 2026)	-2.5% pts
Employment Growth ² (2020 – 2025)	6.6%

First Peoples-led economic development in Gippsland

The 2022 Gippsland REDS identified 4 priority opportunities for First Peoples Economic Development



Natural Resources & Cultural Tourism

Identify opportunities to leverage unique strengths for economic benefit, including natural resource management, cultural tourism, creative industries and hospitality.



First Peoples Land Ownership & Resource Management

Pursue greater First Peoples ownership of land to sustainably manage resources to generate cultural, environmental and economic benefits.



First Peoples Business Growth and Entrepreneurial Activity

Enhance First Peoples business growth and entrepreneurial activity, with particular focus on business partnerships, creation of employment opportunities, and industries of interest relevant to First Peoples communities.



First Peoples Economic Participation

Pursue opportunities for greater First Peoples participation in entrepreneurship and employment, particularly among youth, women and other vulnerable cohorts.

First Peoples-led economic development in action

First Peoples-led strategies and investments are building economic capability and creating pathways across the region



Gunaikurnai Oyster Aquaculture Enterprise



Cultural Water Licences



Gunaikurnai Economic Hub



NanJet



Wangun Ampitheatre



Renewable Energy



Bush Café

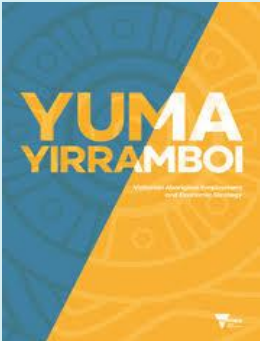


Native Seeds



Tourism Trails

Evidence of momentum



Key economic indicators show improvement in socio-economic outcomes between 2016 and 2021.



First Peoples participation rate increased by 4.7% points¹



First Peoples unemployment rate decreased by 8.5%¹ points



First Peoples 15-24 year olds not in work or study decreased by 2.8% points¹



First Peoples households earning below \$650 per week decreased by 15.4% points¹

Opportunities to strengthen inclusive growth in Gippsland

Build on First Peoples Economic Strengths

The Health Care & Social Assistance industry is the largest employer for the First Peoples workforce within Gippsland, with almost 1 in 5 employed in the sector.¹ This share of employment within Health Care & Social Assistance for First Peoples workforce is higher than the Gippsland average (16%), highlighting the strength of this industry for First Peoples in Gippsland.¹ Given the high demand for workers in this industry into the future, this strength can be further leveraged to drive further economic growth for First Peoples in Gippsland.

Focus Investment Across Communities

All of the region’s communities have relatively lower Index of Relative Socio-economic Disadvantage (IRSD) ranking, with Morwell, Moe – Newborough, Orbost, Yarram, Traralgon – East, Bairnsdale and Lakes Entrance ranking among the bottom 20% statewide.³ The Mount Baw Baw Region is Gippsland’s highest relative IRSD ranking SA2, ranking within the top 52% statewide.³ Over the past 5 years, the IRSD ranking has improved for Bass Coast and South Gippsland, whilst Baw Baw, Wellington and East Gippsland observed a decline, and Latrobe remained steady. Ensuring that Gippsland’s economic growth reaches all communities is essential to realising economic prosperity.

Boosting Female Participation

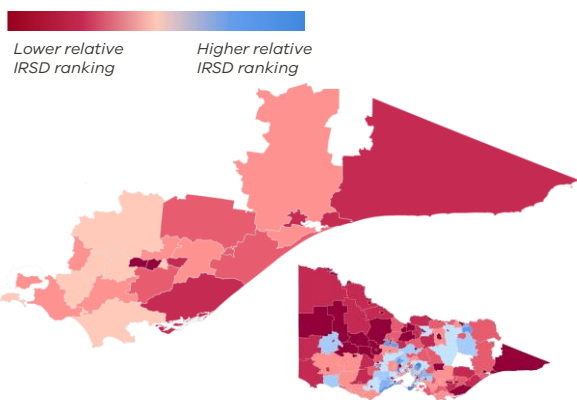
The female participation rate in Latrobe – Gippsland is 56%, an increase of 1.8% pts over the last 5 years, a growth rate below both regional Victoria (1.9% pts) and metropolitan Melbourne (2.5% pts).⁴ The female participation rate in Latrobe – Gippsland remains below male participation in the region (61%) and below that of the female participation in metropolitan Melbourne (65%) and regional Victoria (59%).⁴ Female employment within Latrobe – Gippsland has grown by 9.7% over the past five years, surpassing regional Victorian (9.2%) but below metropolitan (18%) averages.⁴ Boosting female participation in the workforce can further enhance economic growth.

Expand Pathways for Young People into the Workforce

The youth (15-24) unemployment rate in Latrobe – Gippsland is currently 10.5%, more than twice the unemployment rate of all age cohorts within the region (4.2%). The Latrobe – Gippsland youth unemployment rate has also increased by 1.3% pts over the past five years, faster than the growth rate observed for all cohorts in the region (0.4% pts).⁴ Supporting youth into the workforce can increase labour supply capacity and help to further stimulate economic growth in the region.

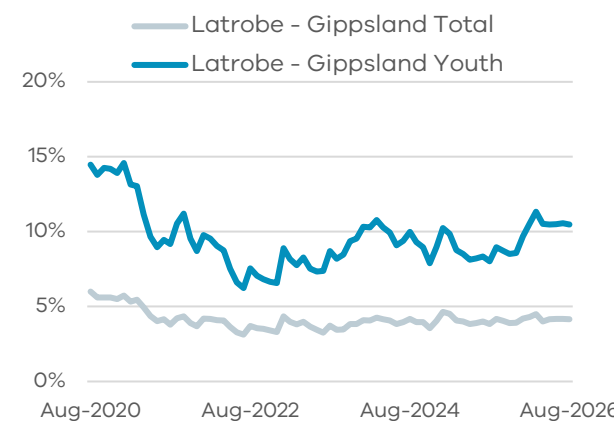
Socio-economic conditions vary across Gippsland, highlighting opportunities for targeted investment.

Index of Relative Socio-Economic Disadvantage (IRSD)
SEIFA, ABS Census (2021), SA2



There is an opportunity to close the gap between the youth unemployment rate in Gippsland with the overall rate

Unemployment Rate (%), Youth (15-24) & Total
ABS (Aug-26), Latrobe – Gippsland SA4



Unlocking affordable housing supply to enable economic growth in Gippsland

On a per capita basis, Gippsland's availability of 1-2 bedroom rentals is around a fifth of metropolitan Melbourne⁶

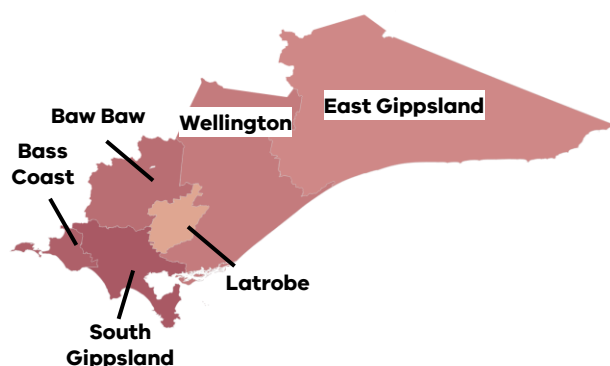
Limited rental supply has driven significant price growth in Gippsland, with rents increasing by 45% between 2020 and 2025 – more than double the rise recorded in wages (17%), and higher than both regional (38%) and metropolitan (44%) averages.⁷

1-2 Bedroom Dwellings to Rent per Capita

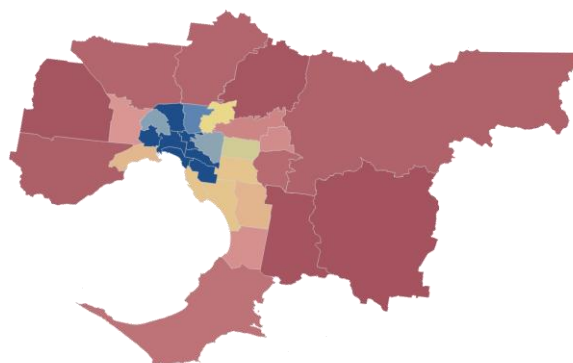
DDFH Rental Report, ABS Regional Population

Below Vic Av. Above Vic Av.

Gippsland



Metropolitan Melbourne



Supply shortages of smaller dwellings are limiting the ability for Gippsland to attract key workers that are critical to economic growth

- Particularly in tourism hotspots, the prevalence of short-term rentals further constrains long-term housing supply, forcing many workers to travel long distances to their jobs and limiting their ability to contribute to the local economy.
- A growing disparity between housing costs and wage growth impacts workforce attraction and retention, particularly for essential and lower-waged jobs.

There are signs that housing supply is improving

- Over the past year, building approvals in Gippsland have increased by 14%, a rate greater than metropolitan Melbourne (-8.5%) but below regional Victoria (26%).¹
- Baw Baw has the tenth largest building approvals per capita in regional Victoria, whilst Latrobe has seen a 50% increase in approvals over the past year, which ranks in the top 13 in the state.²
- However, higher enabling infrastructure costs and cost of building in regional areas can constrain private development, making incentives to build, including infrastructure co-funding, critical to sustaining building momentum.

The Victorian Government has a range of initiatives that are aimed at further improving housing supply in regional Victoria

- The Victorian Government's Regional Worker Accommodation Fund is investing \$150 million to deliver housing for key workers in regional communities.³
- The \$1 billion Regional Housing Fund specifically targets regional and rural areas to deliver over 1,300 social and affordable homes through new builds and redevelopment including 175 homes committed across Inner and Outer Gippsland, boosting supply where it is most needed.⁴
- The Victorian Government's housing targets for the Gippsland region aim to deliver over 84,950 homes by 2051, close to jobs, services and transport
- Modern methods of construction (MMC), including modular and prefabricated building techniques, are being scaled up under the Victorian Government's 2025 "Shaping the Future of Construction in Victoria" statement, which can reduce build time by up to 40% and costs through economies of scale.⁵ Gippsland is already a leader in this space, with Drouin West Timber and Truss's FutureFit™ panelised system enabling on-site installation in as little as two-and-a-half days and delivering over 1,500 dwellings by the end of 2027.⁵
- The VicSmart reforms are streamlining planning approvals to accelerate eligible residential developments.

A skilled and productive workforce is key to further drive economic activity in the region

An ageing population is reducing workforce availability, despite a growing and more skilled population

- Between 2025 and 2036, the working age population (15-64) in Gippsland is expected to expand by 14,600 residents.¹ However, the working age share is projected to fall from 57% to 54% over the same period.¹
- With 26% of residents aged 65+ (compared to 15% metropolitan Melbourne), the region is ageing faster than the metropolitan average². Growing pressure on healthcare and aged care services are anticipated, alongside tightening workforce capacity over the coming decades.
- With 66% of future employment growth over the next 10 years projected to be skilled roles,³ early investment in skills will be critical to meeting demand.

Demand for skilled workers is accelerating in the region’s fastest-growing sectors

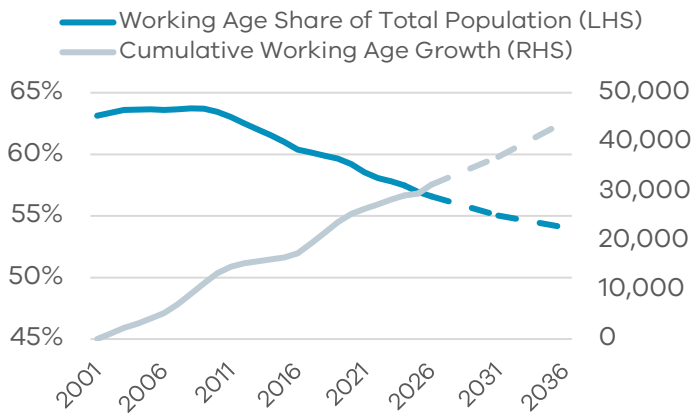
- Female (56%) and male (61%) participation both trail regional Victorian rates (59% and 65%), pointing to untapped labour supply.⁴
- This is particularly important given the region’s industry outlook: Health Care & Social Assistance (an industry typically female dominated) and Construction (an industry typically male dominated) are projected to drive over two thirds (69%) of all employment growth. These two industries currently account for less than a third (29%) of employment in Gippsland, highlighting the growing demand in these sectors.³ Improving access to childcare can help unlock participation in these growing sectors, especially for the female workforce.
- The region’s education and research ecosystem is a major strength that can support future workforce and skills development. Education precincts with a local presence such as Federation University (Gippsland Campus), Monash Rural Health, TAFE Gippsland and the Chisholm Institute of TAFE (Wonthaggi) provide higher education and vocational pathways aligned to growing and economically significant sectors within the region.

Government initiatives are supporting workforce growth and skills development

- Free TAFE and the Victorian Skills Plan are helping build the skilled workforce required by regional industries.
- Efforts are focused on aligning training with industry demand, strengthening vocational and higher education pathways, and accelerating skills recognition.
- Increasing workforce participation, particularly among women and underrepresented groups, remains a key opportunity to support economic growth.

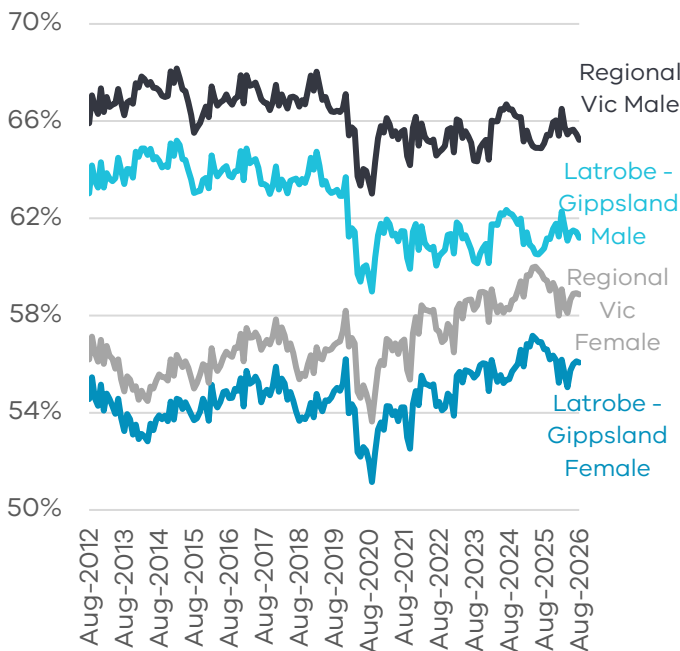
Working Age Population (15-64): Share and Cumulative Growth, Actual and Projected

ABS Regional Population by Age and Sex 2024-25, VIF, Gippsland



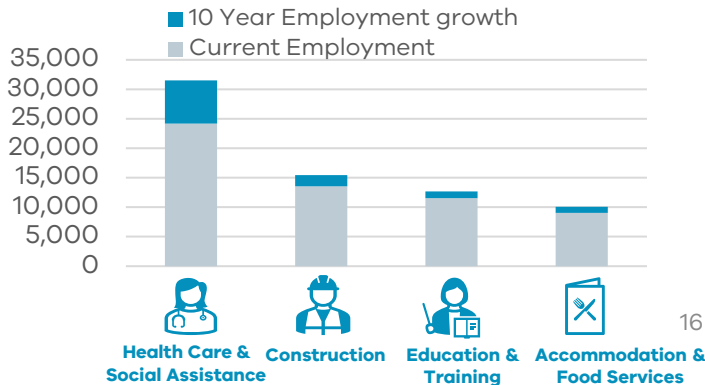
Labour force participation rate

ABS Aug-26, Latrobe – Gippsland SA4



Largest projected employment growth

VSA 2025-2035, Gippsland



'A 10-year plan for industrial land' positions state-significant regional industrial land as a key growth enabler



Trunk Infrastructure Fund



Enabling infrastructure is a growing constraint but also a major lever for Gippsland's future economic growth.

Targeted infrastructure upgrades in industrial precincts can unlock private investment in high productivity industries, particularly Advanced Manufacturing, Food and Fibre, defence and energy supply chains.

Several industrial precincts across Gippsland play an important role in the state and regional economies, complementing other major investments and initiatives such as the Gippsland Renewable Energy Zone (REZ) and supporting growth opportunities including advanced food manufacturing.

Gippsland Logistics and Manufacturing Precincts (GLaMP)

– based 150 km east of Melbourne in Morwell it provides 69 ha of fully serviced industrial land.¹ The State Government's investment in GLaMP is transforming the Latrobe Valley into a hub for manufacturing and logistics, opening new opportunities for businesses in the region. RDV is working with the University of Melbourne on a business case for geothermal heating at the site. This would offer a reliable, cost-effective heating solution.

Barry Beach is currently a major industrial and economic asset for South Gippsland, anchored by the Barry Beach Marine Terminal and its long-standing role supporting Bass Strait oil and gas operations. In close proximity to the Gippsland Offshore REZ, it remains important to regional jobs, supply chains and Victoria's energy sector, and is well placed to support offshore wind, marine services, logistics and decommissioning activity.

Yarram Residential and Industrial Growth Areas – The proposed development is a strategic opportunity to support the Victoria's offshore wind industry and broader renewable energy transition. Located near the Barry Beach Marine Terminal, which has been identified as the primary operations and maintenance base for the Gippsland Offshore Wind Zone, the precinct is well positioned to accommodate the workforce, supply chain businesses and services required for this growing sector. Wellington Shire Council is the key delivery partner for serviced industrial land in Yarram.

Bairnsdale Industrial Estate – Investment in trunk infrastructure in the precinct will deliver 97.84 ha of land to address limited land availability in Bairnsdale market and support growing food and fiber manufacturing sector.² The investment is strongly aligned with Forestry Transition and Economic diversification and is critical in supporting communities affected by forestry transition. The precinct is in proximity to the Bairnsdale Intermodal Freight Terminal.

Longwarry Employment Precinct – This offers a significant employment and industrial growth opportunity in western Gippsland, a region experiencing strong market and population growth. Led by Baw Baw Shire Council, the development of the Longwarry Employment Precinct will provide additional industrial capacity to support local investment, job creation and the strengthening of western Gippsland's role as a key employment and manufacturing location.

West Sale Industrial and Aviation Precinct – The precinct is strategically located to attract investment in defence, aviation, logistics, advanced manufacturing and renewable energy supply chains. Well supported by strong transport connectivity and proximity to RAAF Base East Sale. Wellington Shire, and South Gippsland Shire councils, with the Wellington Defence Alliance are working with industry partners to advance investment and growth opportunities.

The Morwell–Latrobe Food and Manufacturing Precinct presents a significant economic development opportunity through the release of 96 ha of land and strong existing demand for around 24 lots in the precinct. It is expected to generate around 1,500 jobs and strengthen the region's food and manufacturing sectors, with infrastructure and water supply upgrades acting as key enablers for future growth.³

Gippsland is leveraging policy commitments and recent investments to accelerate development in key industries

- The **Economic Growth Statement (2024)** set out an ambition to achieve higher productivity, improve living standards, wages and competitiveness in a more contested global environment.
- The **Victorian Industry Policy (2025)** provides the framework to deliver on Victoria’s economic growth and productivity ambitions.
- The \$150m **Victorian Investment Fund** provides a \$50 million regional stream, and access to the broader fund.¹

Strategic opportunities for Gippsland’s industry growth and value-adding include:

- **Advanced Manufacturing** – Growth can be enabled by attracting investment, supporting workforce development, and leveraging opportunities arising from the energy transition, defence industries and emerging technologies.
- **Food and Fibre** – Gippsland’s competitive advantage as a leading food and fibre producer can be strengthened by supporting innovation, value-adding, export growth, water security and sustainable agricultural practices.
- **Circular economy** – Support the transition to a circular economy by reducing waste, increasing resource recovery, and fostering innovation in recycling, energy-from-waste and sustainable product design to create new industries and green jobs.
- **Defence and advanced industries** – Strengthen Gippsland’s role in Victoria through investment, innovation, workforce development and supply chain growth in defence, aerospace, aviation and related advanced manufacturing sectors to create high-value jobs and enhance regional economic resilience.
- **Industry resilience** – Resilience to natural disasters can be strengthened through investment in resilient infrastructure, industry diversification, improved emergency preparedness, and coordinated responses to reduce long-term economic impacts.

Investments in the regions visitor economy continue to grow and diversify this key regional sector.

There is an opportunity to strengthen regional jobs and local business growth by expanding Gippsland’s visitor economy in ways that create employment, increase demand for local goods and services, and support small and medium tourism operators across the region. This can be done by promoting Gippsland’s coastlines, alpine areas, national parks and cultural attractions.

- After the Black Summer bushfires, the Victorian Government helped East Gippsland’s tourism industry recover by rebuilding infrastructure, attracting visitors back, and making tourism a key part of the region’s longer-term economic recovery and resilience strategy.
- There is a growing strategic emphasis on supporting First Peoples’ creative leadership in the region, with initiatives promoting greater visual recognition of and engagement with local First Peoples culture and ledge. This forms part of a broader collaborative ecosystem, with Creative Gippsland acting as a key regional arts initiative involving all six Gippsland councils.

The Gippsland region plays a key role in Victoria’s energy transition commitments and renewed fuel security priorities

Investment in wind, solar, hydrogen, and offshore energy projects is transforming Gippsland into a clean energy hub. The region hosts several innovative energy businesses as well as a significant network of existing energy and transmission assets.

- **Gippsland Offshore Wind Zone (GOWZ):** An approximately 15,000 sq. km declared wind generation zone, GOWZ will underpin Victoria’s offshore wind energy targets: 2GW by 2032, 4GW by 2035 and 9 GW by 2040.²
- Gippsland’s offshore wind industry could create up to 15,000 jobs during construction and 7, 500 ongoing jobs – as well as SME supply chain opportunities.³
- **Geothermal energy** presents an energy, job creation and diversification opportunity for Gippsland. The exploration and development of geothermal energy in Gippsland as a sustainable alternative to gas can position Gippsland as a national leader in renewable heat and power generation.

The Gippsland REDS 2026 sets out strategic economic development priorities to be delivered across government

REDS 2026 priorities continue to be implemented through RDV's regional network, and facilitated through Victoria's investment and trade agencies, business program delivery, and policy advocacy across all levels of government.



Gippsland regional businesses and investors can pursue economic development opportunities through several Victorian Government agencies and initiatives

- RDV's Gippsland team (Morwell and Bairnsdale offices) are the main point of contact in the region for facilitating and coordinating regional development outcomes:
Contacts and Assistance - Regional Development Victoria
- A range of **grants and program support** is available to enable economic opportunities across regional Victoria.
- Victoria's **Investment Front Door** provides a single access point to the Victorian government for investors.
- Support for Victorian Businesses is also available through the **Business Victoria** website including guidance, services and skills you need to successfully start, run and transform your business.
- **REDS data dashboards are available online** providing deeper economic and community analysis and insights into each region.

RDV works across all levels of government to promote place-based policy considerations that strengthen government investments in regions

- The REDS 2026 guides RDV's ongoing work with the Regional Partnerships, Regional Development Australia committees, and in policy making across the Victorian Government.
- Place-based regional opportunities and challenges identified in the REDS Refresh continue to inform the delivery of major energy projects and housing supply initiatives across Victorian Government.
- RDV works closely with Victoria's economic development agencies, including Invest Victoria, Global Victoria and Business Victoria, to advocate for regional economic development opportunities, and ensure that they are informed by place-based regional insights.
- Ongoing work across government towards the delivery of regionally located major projects will maximise opportunities for regional jobs, investment and supply chain businesses.

Appendix

Gippsland’s strategic directions, progress since the inception of the REDS and alignment with refreshed policy settings

Strategic Direction	Significance	Development since the REDS	Alignment with government initiatives since the REDS
Maximise the role of the food and fibre industry in the local economy	With almost \$2.3 billion in agricultural commodities produced, ¹ the region utilizes this strength to generate \$1.9 billion in GVA through the Agri-Food sector. ²	• Expanding red meat processing capacity through facilitation of the Radfords abattoir expansion, strengthening Gippsland's position as a premium beef and sheep meat processing region • Building export capability and market access for Gippsland food producers through the GBP export outcomes program, connecting regional producers to interstate and international markets • Strengthening the seafood and aquaculture sector through the Mallacoota Abalone Cooperative Rebuild, supporting community-based aquaculture recovery and long-term industry viability • Advancing new agricultural business cases including the RDA Broiler Business Case and Grain Mill feasibility, identifying investment opportunities to grow Gippsland's poultry and grain processing capacity • Supporting off-the-boat seafood retail through Off The Wharf Cafe, adding direct-to-consumer value to Gippsland's commercial fishing sector	• Economic Growth Statement: Identifies food and fibre as a priority sector, providing overarching policy alignment for investment in Gippsland's processing, export and supply chain capabilities • Victorian Investment Fund: Catalyses private sector investment into value-added food processing and agri-tech, directly supporting the expansion of Gippsland's red meat, dairy and specialty food industries • Victorian Industry Policy: Provides sector-specific support for advanced food manufacturing, innovation and export competitiveness, aligning with Gippsland's strength in premium beef, dairy and seafood • Trunk Infrastructure Fund: Enables investment in freight, utilities and industrial land required to support food processing, cold chain storage and distribution at scale across the region
Accelerate advanced manufacturing capabilities in the region	Manufacturing remains a significant driver of economic growth in the region, with Manufacturing generating \$976 million in GVA in 2025. ² The sector also employs almost 9,400 workers, with employment growing by 3.9% over the past year. ²	• Advancing Gippsland's defence and aerospace manufacturing opportunity through completion of the West Sale Airport Cost Benefit Analysis, positioning the region to attract Commonwealth defence manufacturing investment • Strengthening regional supply chain resilience through delivery of the Gippsland Supply Chain Resilience Program, building the capability and connectivity of local manufacturers to withstand disruption • Building industry networks and market connections through delivery of the RDA Gippsland Manufacturers and Suppliers Forum and sponsorship of the Manufacturers category at the Gippsland Business Awards, lifting the profile of regional manufacturing • Supporting Latrobe City's emerging advanced air mobility sector through facilitation of the advanced air mobility business case, positioning the region at the forefront of next-generation transport manufacturing	• Economic Growth Statement: Identifies advanced manufacturing as a priority sector, providing policy alignment for the region's strategy to diversify its manufacturing base through defence, aerospace and precision industries • Victorian Investment Fund: Catalyses private sector manufacturing investment in the Latrobe Valley and Gippsland, supporting expansion of existing manufacturers and attraction of new high-value industries • Victorian Industry Policy: Provides sector-specific support for advanced manufacturing capability uplift, innovation adoption and supply chain development, directly aligned with Gippsland's manufacturing diversification agenda

Gippsland’s strategic directions, progress since the inception of the REDS and alignment with refreshed policy settings

Strategic Direction	Significance	Development since the REDS	Alignment with government initiatives since the REDS
Pursue opportunities emerging from energy industry transition, including in clean and renewable energy and earth resources	Gippsland is a historical mining region, with \$3.4 billion in GVA in 2025, making up over two-thirds (68%) of Victoria’s mining GVA.¹ These natural endowments will provide future ongoing benefits to the region as critical minerals increase in importance. The Gippsland and Gippsland Shoreline Renewable Energy Zones are positioned as the primary hub for large-scale wind energy development.	• Building clean energy skills and training infrastructure through establishment of the Clean Energy Training Facility at TAFE Gippsland, ensuring the region's workforce can transition into and service growing renewable energy industries • Advancing the planning framework for renewable energy development through the rPPP Renewable Energy Land and Infrastructure Plan Project, providing a coordinated land use and infrastructure planning response to large-scale renewable energy investment across Gippsland • Progressing critical minerals development through the Gippsland Critical Minerals program, identifying and developing the region's significant earth resources endowment to support the global clean energy supply chain • Supporting battery storage infrastructure through the Worreen Battery project, demonstrating Gippsland's capacity to host grid-scale storage that supports renewable energy integration and firming • Advancing offshore and onshore wind development through the Delburn Wind Farm SEC project, contributing to Gippsland's emerging role as a national centre for wind energy generation	▪ Victorian Critical Minerals Roadmap: Provides a framework for developing mineral sands and critical minerals, positioning the Wimmera Southern Mallee as a key location for this development. ▪ Renewable Energy Zones Program: Designates the Wimmera Southern Mallee as a priority Renewable Energy Zone, facilitating grid upgrades and accelerating large-scale renewable investment. ▪ Victoria’s Climate Change Strategy: Underpins transition to a low-emissions economy, directly supporting renewable energy expansion and sustainable resource use.
Enhance regional specialization in health care and social assistance	Over the next ten years, 31% of new jobs within Gippsland are expected to be within the Health Care and Social Assistance sector.² This is significantly higher than the current share of workers in this industry (18%).²	• Supporting health and wellbeing for vulnerable community members through the RDA Gippsland Sponsored Health Camps program, improving access to health services for Gippsland residents facing cost-of-living and geographic barriers • Strengthening inclusive employment pathways through support for the Inclusive Employment Workforce Transition Project, improving labour market participation for people with disability and other barriers to employment in the region • Investing in youth mental health and social support infrastructure through support for the Ladder Foundation and Latrobe Youth Space Projects, building community capacity to address youth disadvantage in the Latrobe Valley	Victorian Health Workforce Strategy: Supports recruitment and retention of health workers in regional areas, underpinning Gippsland's capacity to expand health services and meet the needs of a dispersed and ageing population Regional Worker Accommodation Fund (RWAF): Addresses housing availability for workers in Gippsland's growing health and social assistance sector, tackling a critical constraint on workforce attraction and retention Inclusive Employment Initiative: Supports employment of people with disability and barriers to work, directly aligned with the Inclusive Employment Workforce Transition Project delivered in the region Victorian Skills Plan: Aligns TAFE and training investment with the workforce needs of Gippsland's expanding health, aged care and social assistance sectors

Gippsland’s strategic directions, progress since the inception of the REDS and alignment with refreshed policy settings

Strategic Direction	Significance	Development since the REDS	Alignment with government initiatives since the REDS
Support growth and diversification in the visitor economy	Gippsland’s tourism endowments provide significant opportunities to attract visitors to the region. Gippsland experienced the second largest annual tourism spend of any region in the year ending March 2026 (at \$2.0 billion) as well as the second most visitors of any region (at 7.5 million in the year ending March 2026).¹	• Advancing major trail-based visitor infrastructure through the Great Southern Rail Trail, delivering a significant active tourism asset that connects communities across South Gippsland and strengthens the region's trail tourism offering • Developing nature-based and adventure tourism product through the Omeo Mountain Bike Park, expanding Gippsland's high country adventure tourism offer and creating new visitor dispersal to East Gippsland communities • Building waterfront visitor amenity and marine tourism infrastructure through the Lakes Entrance Water Sports Pavilion, strengthening Lakes Entrance's role as Gippsland's premier coastal tourism destination • Activating thermal and wellness tourism through the Metung Hot Springs development, diversifying the Gippsland Lakes visitor economy with a new year-round attraction • Supporting emerging craft beverage and cultural tourism through Sailors Grave – Dune Town, adding a distinctive destination experience to East Gippsland's visitor economy • Revitalising town centres and streetscapes in Bruthen, Buchan and Omeo through targeted streetscape projects, improving visitor amenity and community liveability in East Gippsland's gateway towns • Supporting bushfire recovery through tourism infrastructure investment, with completed bushfire recovery projects rebuilding visitor economy assets and community facilities across fire-affected parts of East Gippsland	• Regional Worker Accommodation Fund: Supports worker housing in tourism areas, helping hospitality and visitor-economy businesses sustain staffing in high-demand locations. • Economic Growth Statement: Improves the environment for regional business investment and growth, which supports tourism operators, accommodation projects and destination development. • Victorian Innovation Statement: Supports digital and creative innovation, which can strengthen visitor experiences, marketing and creative-economy growth.

Emerging opportunities and priorities in the Gippsland Region

Opportunity / Priority	Significance	Supporting projects and catalysts to support future growth
Attract and retain the workforce and housing needed to power Gippsland's growth	Gippsland's economic growth opportunities in renewable energy, defence manufacturing, food processing and health care are directly constrained by workforce supply and housing availability. An ageing population, skills profile in transition, and insufficient housing stock limit the region's ability to attract and retain workers. Addressing workforce attraction, migrant retention and housing simultaneously is the critical enabler for the region's next phase of growth.	Supporting projects (current and since the inception of the REDS) • RDA Gippsland hosted the RAI release of the National Housing Report, elevating regional housing as a national policy issue and positioning Gippsland as a leader in evidence-based advocacy • Gippsland Regional Partnership developed the Gippsland Migrant Recruitment and Retention Charter, establishing a region-wide employer and council commitment to attract, welcome and retain skilled migrants • Facilitated the Drouin West Timber and Truss Expansion, growing a key construction materials manufacturer and directly supporting housing construction supply in West Gippsland • Delivered RWAf housing outcomes in Newborough and Omeo, providing worker accommodation in communities with critical housing shortfalls supporting health and energy sector workforce retention Catalysts to support future growth • Continued rollout of the Regional Worker Accommodation Fund, which has already delivered worker housing in Gippsland (including Riviera Fresh in Lindenow and Isle of Wight Key Worker Accommodation), with further rounds expected to unlock additional private and public co-investment in key worker housing.premier.vic.gov+1 • Gippsland Regional Partnership - Expansion of the Gippsland Migrant Recruitment and Retention Charter across more employers and councils, strengthening the region's pipeline of skilled migrant labour to fill critical workforce gaps. • Continued modular and prefabricated housing capacity growth through manufacturers such as Drouin West Timber and Truss, supporting faster, lower-cost delivery of worker and community housing across West Gippsland. • Ongoing state investment through the Regional Housing Fund and Victorian Housing Statement targets, supporting delivery of social and affordable housing to relieve supply pressure on the region's ageing population and skills transition.

Emerging opportunities and priorities in the Gippsland Region

Opportunity / Priority	Significance	Supporting projects and catalysts to support future growth
Activate Gippsland's employment precincts and industrial land to attract the next wave of investment	Gippsland has a distributed network of industrial precincts and employment lands, from the Latrobe Valley's established base to emerging opportunities at West Sale Airport and Barry Beach that provide the physical foundation for economic diversification. Unlocking their potential requires critical enabling infrastructure and strategic activation to connect investors with sites ready for advanced manufacturing, clean energy and defence industries.	Supporting projects (current and since the inception of the REDS) • Bairnsdale South Industrial Estate Water Augmentation Project: addressing the water infrastructure constraint on Bairnsdale South, unlocking capacity for new industrial tenants in East Gippsland's primary employment hub • GLaMP: advancing the planning and development framework for Gippsland's industrial precincts, identifying priority sites and enabling infrastructure needs • ICON Morwell: developing an industrial and innovation precinct in the Latrobe Valley as a focal point for advanced manufacturing, clean energy and technology industries • West Sale Airport Industrial: leveraging the airport's defence and aviation activity to attract aerospace, logistics and advanced manufacturing investment to the Wellington sub-region • Barry Beach: positioning the Marine Terminal to service offshore wind development and support supply chain employment in South Gippsland Catalysts to support future growth • Progression of the offshore wind construction pipeline, with Barry Beach Marine Terminal and Port Anthony confirmed as long-term operations and maintenance hubs for Gippsland's offshore wind zone. Gippsland's energy workforce is expected to peak at 4,900 FTE roles in 2029, with offshore wind being the top employing energy sector in the region.¹ • Esso's decommissioning and barge-receipt program at Barry Beach from 2027, sustaining a workforce of 50 to 60 across construction, marine loading and shipping through to 2030, providing a bridge of activity ahead of offshore wind operations.² • Finalisation of GLaMP's planning framework and staged land release, unlocking further serviced industrial land in the Latrobe Valley for advanced manufacturing and logistics tenants.³

Glossary

Gross Regional Product (GRP)	An estimate of the total market value of all final goods and services produced in a specific region within a given period. The major components of GRP are consumption, government spending, net exports and investment. GRP often measures the economic output of a region and is the regional equivalent of Gross Domestic Product (GDP).
Gross Value Added (GVA)	The value of gross output minus intermediate consumption within a given period. GVA estimates enable analysis of industry contributions to the economy. GVA is an important measure to determine GRP. It is calculated by taking GDP, adding subsidies on products and taking away taxes products.
Visitor Economy	The visitor economy comprises the wide range of industries that provide goods and services to visitors who travel to a destination for a variety of purposes, including leisure, education, business and employment.
Productivity	The productivity measure used in this report is labour productivity, which is output on a per hour worked basis. It is calculated by dividing total GRP in a region by the number of hours worked in said region. For an industry analysis, GVA per hour worked was used, which is calculated by dividing the GVA by the number of hours worked in an industry. Hours worked used were for those in Journey-to-Work employment (see below).
Labour Force Participation Rate	The labour force participation rate shows the proportion of people in the labour force, relative to those who are deemed outside of it. The participation rate is calculated by summing the number of employed and unemployed persons and dividing that by the population aged 15 and above.
Index of Relative Socio-Economic Disadvantage (IRSD)	A general socio-economic index that summarises a range of information about the economic and social conditions of people and households within an area. The IRSD only includes relative disadvantage. A low score indicates relatively greater disadvantage, and a high score indicates a lack of disadvantage.
Employment	Residents of working age who were engaged in any activity to produce goods and services for pay or profit. Employment can be divided up into part-time (less than 35 hours worked per week) and full-time employment (35 or more hours worked per week), as well as Journey-to-Work (where employed persons work) and Usual Residence (where employed persons live).
Occupational Skill Level	Describes the skill level of a person's occupation, where level one is the highest level of skill and level five is the lowest. The skill level is determined from the characteristics of a person's occupation as defined under the Australian and New Zealand Classification of Occupations. Skilled occupations are defined as level one (bachelor degree or higher qualification) to three (Certificate III with at least two years of on-the-job training and Certificate IV), whilst low-skilled occupations are defined as levels four (Certificate II and III) and five (no formal qualification up to Certificate I).
Working Age Population	The working age population is generally defined as between the ages of 15 and 64 years old. This does not mean people outside this age bracket cannot be employed but rather reflects the age profile of the majority of workers.
Agri-Food Sector	The Agri-Food Sector is defined as the ANZSIC Level 2 Industries Agriculture and Food Product Manufacturing.

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