



Latrobe City Older Persons Strategy 2007 □ 2021

June 2007





FOREWORD TO THE STRATEGY, Cr Tony Zimora,
Mayor, City of Latrobe

It is with great pleasure that I introduce the draft **Latrobe City Older Persons Strategy** for consideration by the community. This strategy has been produced to guide Council and the community in responding to the challenge of an ageing population and as importantly, ensuring we build a community which respects, supports, and benefits older residents.

Over the next 15 years Latrobe City will be home to twice as many people over 60 compared with 2001 □ approximately 12,000 more older residents. This is the equivalent of planning for a new town or community and brings similar challenges in urban planning, building and maintaining appropriate infrastructure, creating employment and training opportunities, providing community and health services, and encouraging cultural, recreational and social activities.

In addition older residents will increasingly seek to express their needs and aspirations and seek an avenue to communicate with Council. Council, in turn, has an obligation to actively engage with older people and provide opportunities for their views to be addressed in Council planning and activities.

This strategy is envisaged as the first stage in addressing these issues. Next year a **Positive Ageing Plan** will be developed setting out specific actions and outcomes in relation to the key principles raised in this strategy. It is also envisaged that an Older Persons Reference Group will be established, along with a broad community consultation process; better planning and coordination of aged care services; and the integration of positive ageing principles into urban design and other Council activities.

Council is committed to building an age-friendly community in which the contribution of older people is given due recognition. This Strategy is a welcome first step towards this end.

Cr. Anthony Zimora
Mayor



EXECUTIVE SUMMARY

Latrobe City like many municipalities is facing a significant change in its population profile, with an increasing number of older residents. For Latrobe this means an additional 12,000 people aged over 60 years will be living in the City by the year 2021.

The **Latrobe City Older Persons Strategy** highlights the social, economic and community impacts of an ageing population. Among these impacts are:

- An increase in home-based and residential support services for older residents
- Loss of key workforce skills and experience
- The need to improve community safety through infrastructure, urban design, policing and community building
- Changing transport, recreational and sporting needs
- Changing health and well-being issues

This change will bring many challenges and opportunities, both to Council and the community, including the need to develop or redevelop infrastructure; provide additional community services for frail aged; support the development of employment and educational opportunities; promote new and diverse recreational and cultural activities, and support new ways for older residents to communicate with Council and contribute to Council decisions.

To address this, the **Latrobe City Older Persons Strategy** identifies eleven key principles which will guide the future development of a **Positive Ageing Plan** to be completed in 2007/08.

1. Respect and Recognition

Latrobe City Council will work to recognize the contribution of older people to the social, economic and environmental heritage of our City.

2. Understanding Population Change

Latrobe City Council commits to a proactive approach to population change through research, strategic planning and effective engagement of stakeholders in needs assessment.

3. Employment and Education

Latrobe City Council will, in partnership with other community stakeholders, promote opportunities for increased participation by older people in employment, education and community leadership.

4. Social Support

Latrobe City Council will contribute to the well-being and independence of older people by providing a range of community services and working in partnership with other organizations to enhance the social support system.



5. Housing and Accommodation Latrobe City Council will, in partnership with government and community stakeholders, work to ensure an appropriate range of accommodation options are available in the municipality to meet the diverse needs of older people.
6. Active Living and Community Participation (Sense of Community) Latrobe City Council will actively support and encourage the involvement of older people in all aspects of community life; help build connections between all generations; and recognize and support diversity.
7. Transport Latrobe City Council will, in partnership with other community stakeholders, work to enhance the range and capacity of transport services available to older people.
8. Health and Well-being Latrobe City Council will, in partnership with other community stakeholders, actively seek to improve health outcomes for older people, and enhance opportunities for healthy lifestyles.
9. Urban Planning & Development Latrobe City Council commits to building an <i>age-friendly city</i> including implementation of age-friendly principles into all aspects of urban planning and development.
10. Advocacy and Influence Latrobe City Council will foster, encourage and develop avenues to ensure the needs and aspirations of older people are communicated to all levels of government and integrated into community planning.
11. Information and Communication Latrobe City Council will adopt a proactive approach to communicating with older people and ensuring information is available in a diversity of media to assist older people.

To enable community outcomes from the principles to be developed, the **Latrobe City Older Persons Strategy** will be followed by a **Positive Ageing Plan** in 2007/08 which will set out specific actions against each principle, following further consultation with older residents and other stakeholders. In addition, and to help facilitate the development of a Positive Ageing Plan, the Older Persons Strategy proposes the development of an "Older Persons Reference Group" as an official Committee of Council.



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1. INTRODUCTION

1.1 *Status of this Document*

The ***Latrobe City Older Persons Strategy 2007-2021*** has been prepared as a document for Council consideration, and for distribution to the community to obtain their comments.

The Older Persons Strategy is designed to assist Council in monitoring and responding to economic, social and environmental changes in the municipality and to set out a framework for key decisions regarding the development and delivery of services which are the direct responsibility of Council or are within its sphere of influence. The strategy will assist Council in its roles in:

- Planning for services and facilities for older people to provide for quality of life, economic and social opportunity and participation, health, safety and well-being.
- Advocacy on behalf of older residents to enable their participation in the life of the community and the wider economy and to ensure equitable resources are provided to the Latrobe City community.
- Community capacity building to ensure the quality of life of older residents is maintained and sustained through changes and developments in industry, economy and community.
- Delivering quality support services to frail older residents and people with disabilities to assist them to remain at home in their preferred community wherever possible.
- Developing township landscapes that promote community inclusiveness, reduce isolation, enhance healthy lifestyles, and enable access to services for all citizens
- Partnering and influencing other levels of government and business to ensure the City provides the optimal environment for its ageing residents, and in ensuring that older people remain a vital component of the local economy.

1.2 **Background to the development of an Older Persons Strategy**

The ageing population is a reality, particularly in regional Victoria. People are generally living longer and the older population now spans about 40 years from 55 years to 85 years plus.

By 2021 the number of people aged 60 years and over in Latrobe City is expected to increase from 17% to 29%, or a third of the population.

Along with this extended age span has come a change in approach to, and engagement of older people in employment, leisure, community and family relationships, and increasing need for services and supports to meet their needs.



1.3 Policies

With the rapid pace of change, five years can be a long time in the changing profile of communities. More recently the impacts of demographic, economic and environmental changes are having a significant influence on the behaviours and patterns of population movements, and increasingly these impacts are being felt in rural communities.

A number of reports and documents on the impact of Australia's ageing population have been produced by governments and peak organisations, which refer to the need to focus on strategies that will increase and sustain the wellbeing of rural populations and their older residents.

The Council on the Ageing Victoria (COTA) has put forward a response to the Victorian Government on the particular challenges faced in rural and regional Victoria. They note demographic change and the ageing of the population, which is progressing faster in rural and regional Victoria and is driven by continued net migration of young people 20 – 29 years to Melbourne and the net migration of older people from Melbourne to rural areas.¹

The Australian Government National Strategy for Ageing provides a framework for responding to the opportunities and challenges of population ageing. The National Strategy concluded that the implications of population ageing affect more than just aged care services and that an effective response to population ageing requires a whole of government approach, including leadership by local government.

Older people are a significant and growing part of local communities. This trend presents both daunting challenges and real opportunities for local government. Older people offer rich life experience, well-honed skills, knowledge and wisdom. These qualities contribute to the social fabric of local communities. But our ageing population will also impact on planning and service delivery, spelling real and growing challenges for Australia's local government authorities.²

Local Governments across Australia have recognised the impacts and opportunities presented by their increasing ageing populations, and are developing approaches to proactive partnership, consultation and management of this 'age friendly environment' in their municipalities. The purpose of the Local Government Action Plan is to build the capacity of Local Governments to plan for an ageing population. It applies the following principles:

- Commitment and sharing responsibilities,
- Building on Local Government strengths,
- Adopting and integrated holistic approach,
- Committing to an agreed accountability framework,
- Consultation and inclusion.³

¹ *An Ageing Victoria – A More Dynamic Victoria – COTA Victoria's Priorities for the 2006 Victorian budget*. October 2005

² Australian Local Government Population Ageing Action Plan 2004 – 2008 Australian Local Government Association 2004

³ *ibid*



Local Government is well positioned to have a positive and crucial impact on the growing older population through it's:

- Intimate knowledge of the local community and identification of the diversity of older people;
- Provision of infrastructure and facilitation of developments which ensure the physical, social and economic environment of the local community is conducive to the overall wellbeing of older people;
- Planning and provision of services and programs that are flexible and locally appropriate to the needs of older people;
- Community participation in local decision making and development of community networks; and
- Advocacy on behalf of the local community with other government and non-government organisations.

1.4 The Challenge for Latrobe Council

This presents a challenge to Latrobe City Council in a number of areas including service delivery, facilities and infrastructure, revenue and expenditure, urban design, recreation and social amenities. In effect Latrobe City will need to make a transition from a predominantly young population base and socio-demographic profile to one that maintains a strong focus on older residents.





1.5 Scope of the Strategy

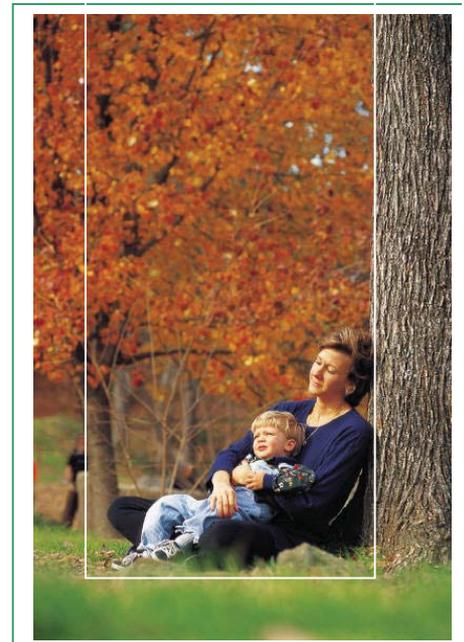
Council is implementing an Older Persons Strategy across a number of dimensions to provide a clearer understanding of the issues and opportunities arising from the ageing of our population, and to provide a framework for addressing the impacts of the ageing population on Council's activities and responsibilities. The Strategy will:

- Help Council manage and monitor the demographic transition to an older population.
- Articulate Council's approach to and responsibilities for this transition.
- Identify opportunities for partnerships with other levels of government and with the community in addressing these impacts.
- Enhance and promote the contributions of the older population to the life of the municipality.
- Identify key strategic and service priorities for Council to support the development of an age friendly community in Latrobe City.

In addition the Strategy aims to:

- Articulate Council's relationship and responsibilities to older residents
- Inform Council and community on key issues and opportunities relevant to older persons
- Guide the planning, development and delivery of Council's services for older people
- Guide Council in decisions regarding place management, built environment, service and business development related to older persons
- Develop consultative and engagement strategies and processes to ensure older people can contribute to Council strategic planning;

This Strategy has taken a broad approach to ageing in focussing on the physical, social, economic and environmental dimensions. In this way over the next fifteen years, the City and its strategic partners can contribute to the development of a vital and healthy community, which ensures the needs, and contributions of the older population, are considered in Council, business and community activities.





1.6 The Development Process

The development of the Strategy has been lead by the Family Services Manager, who has been assisted in this task by the Positive Ageing Steering Committee. The steering committee included representatives from Council staff and the community.

The steering committee provided direction to the consultant who drafted the following reports:

- Latrobe City Older Persons Strategy Issues Paper
- Research and Demographic Analysis
- Consultation surveys and discussion points
- Final strategy paper

The Strategy has been informed by consultation meetings with a number of key community organizations (see Appendix 4), discussions with relevant government departments, interviews with key Council departments, responses surveys from older people utilizing Council HACC services, a literature search and documentation and advice from other municipalities and peak bodies.

1.7 Timescale of the Strategy

The **Latrobe City Older Persons Strategy** identifies a range of key issues arising from an ageing population to be addressed over the next fifteen years.

Many of these issues will require long-term processes addressing systemic or structural factors, such as urban planning and renewal, health promotion or changes in community attitudes.

Others will require more immediate or short term actions by Council or other stakeholders to meet current needs or lay the groundwork to deal with future challenges.

As a result, it is intended that a separate Action Plan □ the **Latrobe City Positive Ageing Plan** will be developed later in 2007 as the most important outcome of this Strategy. The Positive Ageing Plan will set out the initiatives and actions outlined in the strategy that will be implemented over a fifteen-year period in three main phases:

- 2007 □ 2011 (short)
- 2012 □ 2016 (medium)
- 2017 □ 2021 (long-term)

It is envisaged that the **Latrobe City Older Persons Strategy** and **Positive Ageing Plan** will be reviewed bi-annually.



1.8 Who Has A Stake in This Strategy?

The strategy has a diverse range of stakeholders. The key stakeholders of the strategy are the 14,500 people aged fifty five years and over who are currently living, working, or accessing services and facilities in Latrobe City. This group encompasses four age cohorts: 55-64, 65-74, 75-84 and 85+, who have differing needs and expectations, and people aged 45 to 59 years who will be joining the 55 plus age group during the proposed timescale of this strategy. As a result, the Older Persons Strategy needs to be adaptive and flexible and able to address the diversity of the older population.

There are a range of other stakeholders in the Older Persons Strategy, including:

- The industries and businesses which require skilled and experienced labour, employ older people and also rely on the contribution of this group as consumers, to the economy.
- The organisations which develop and provide services and supports specifically for older people.
- The governments and their agencies, which provide the funds to enable support to be provided.
- The relatives, friends and families of older people.
- Carers, support workers and other people providing day to day care for older people.
- Ageing parents caring for other family members including children and relatives with a disability.
- Hospitals, medical practitioners and other health workers and specialists.
- Businesses providing goods and services to older people, including those specifically targeting an older population.
- Service providers and community service organisations in areas such as in-home and residential aged care; financial and legal advice and counselling; and personal and community support.
- Urban and residential development including Council's strategic and urban planning departments; private property and facility developers; operators of aged accommodation and care settings, and housing and facility designers.
- Arts, recreation, leisure and cultural facilities and operators.
- Local community development, advocacy and progress groups.
- State and Federal governments, and local organizations, particularly in relation to policy development, funding of services, service quality, workforce development and innovation.



1.9 Who Has Contributed to This Strategy?

A total of 445 people who are stakeholders in the Older Persons Strategy have contributed to the strategy by completing surveys or participating in interviews or other community consultations. (See attached)

In identifying future needs, a range of methodologies have been adopted including direct surveys, community forums and interviews; and application of current benchmarking and funding formula to current demographic and service delivery information. In the future regular, timely and more comprehensive assessments will need to be developed to assist in planning for services and facilities and identifying likely resource requirements.

Latrobe City Council participates in a number of networks and working parties which aim to improve service and practice quality in the aged care sector and enhance planning for an ageing population.

1.10 Constraints related to the Strategy

A *Whole-of-Council* Strategy such as this contains a number of complexities and limitations. These include:

- The need to develop a common understanding and awareness of the implications of an ageing population.
- The need to integrate issues and themes over diverse and sometimes competing needs.
- Limitations in availability and quality of data.
- Diversity of the ageing population.
- Diversity of the Latrobe community.
- Limited access to some key groups
- and frailty of the older aged.
- Specific issues related to multi-cultural and indigenous communities.
- Competing demands on community, Council, government and other resources.
- The pace of social, economic and demographic change in Latrobe City and in particular population and economic cycles which make future predictions risky.

For this reason the **Latrobe City Older Persons Strategy** aims to develop a broad strategic framework from which more specific and targeted actions can be developed in consultation with the community and key stakeholders through a **Positive Ageing Plan** and other Council strategies and policies.

There are some constraints to the expansion of services and the introduction of new services and they include the need for additional capital investment, additional space that requires relocation or redevelopment of current facilities and the capacity of the organisation to dedicate the necessary time and effort to introduce new practices, management structures and systems and to develop new partnerships.

Recurrent, one-off or capital grants or funding from other sources may be required to achieve some of the proposed actions arising from this strategy.



2. THE CURRENT POSITION

2.1 *Population and Ageing in Latrobe City*

The impact of the ageing population is significant in most municipalities, and is related to a complex set of factors including the movement of ageing residents and their families into and out of regional areas, changes to local and regional economies, and the opportunities presented for lifestyle, employment, income and quality of life.

Latrobe City will experience a number of impacts from a rapidly increasingly ageing population. The older population now spans about 40 years; from 55 years to 85 years plus. In Latrobe City these cohorts include the older working population, those capable of working but who are unemployed or underemployed; retirees; retirees with intentions to volunteer in a vast range of skilled and recreational areas; and the older aged and frail aged who require services and supports to assist them at home and through periods of chronic and complex care.

The population is generally living longer (with the exception of some specific groups in the population and in particular the Koorie community), the cost of healthcare and personal support is increasing and there is a consequent priority placed on maintaining optimal health and independence in the general community and particularly in the older population where health and personal care costs can be very high.

An increasing number of older people are faced with the need to care for family members, relatives and friends, including those with a disability. For many older carers, the need for support to ensure their own health and well-being is magnified by the demands of supporting disabled or frail family members.

The mobility of the workforce has resulted in many older people without family support and expectations that government will fund or provide services; with increasing need for the wider community to contribute to residents' well being

The employment and retirement patterns of the 55 plus age group reflect several factors including early retirement, redundancy or under-employment and leisure preferences. Over the next fifteen years there will be a significant movement out of the workforce of people over 55 years of age. This group has a high value in its skills and experience across a range of sectors, particularly in energy, agriculture and service industries. There are also a reduced number of younger people living in rural areas who can replace them, and with potential changes and developments in industry in the region the requirement for skilled and employed persons from many age groups is a key issue for the municipality.

With increasing numbers of older people living in the municipality, there is an increasing need to focus on access to services and businesses as a vital component in the development and redevelopment of the built environment, housing, infrastructure and place management; all of which are areas in which Latrobe City plays a key role.



2.2 What Council Provides for Older People in Latrobe

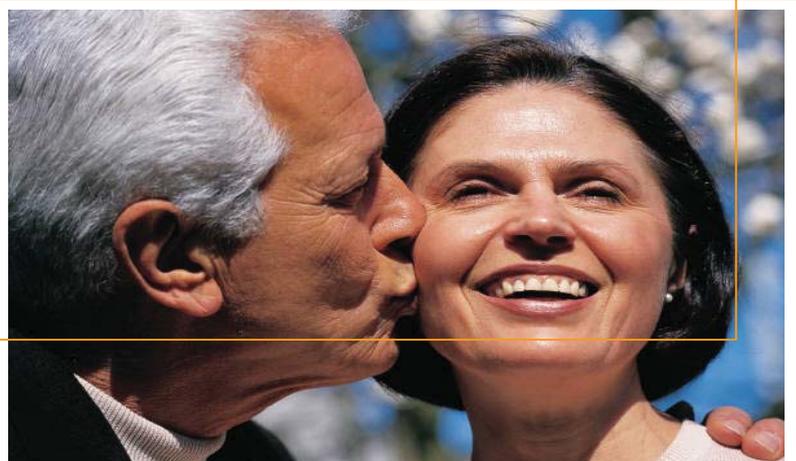
Virtually all current Council departments are responsible for providing services to older residents of Latrobe City, either directly through specific programs or funding or as part of services to the wider community.

Key Services include:

- Aged and Disability services including Meals on Wheels, Home Care, Planned Activity Groups (PAGS), Senior Citizens Centres
- Health Services
- Leisure and Sports Centres
- Local Laws
- Arts & Culture
- Library Services
- Footpath and Kerb Repairs
- Public Toilets
- Community Safety
- Recycling and Waste Services
- Recreation
- Community Development
- Economic Development
- Rural Access Program
- Roads and Drains
- Building Services
- Street Lighting
- Urban and Regional Planning
- Koorie Services
- Environmental Planning and management



Latrobe City Family Services Department has primary responsibility for the development and coordination of the Older Persons Strategy and Aged Care Services policy within Latrobe City Council. Responsibility for aged care service delivery is shared with the Latrobe City Community Development and Support Department.





The Family Services Department has responsibility for HACC funded, Veterans Affairs and full-cost in-home support services. The Community Development and Support Department also has responsibility support and coordination of Senior Citizens Centres, Planned Activity Groups and meals on Wheels, as well as program and policy responsibility for Disability and inclusion policies and services, and Koori liaison. These roles include:

- Strategic Planning □ review, monitoring, policy and strategy development, leadership and advocacy.
- Service Planning □ needs assessment, service development, partnerships and coordination.
- Service Management □ allocation of resources; establishing service targets and monitoring and reporting on performance; staff training and development, support and recruitment; establishing appropriate information and reporting systems; setting goals that reflect council's strategic direction and the needs of the community.
- Service Delivery □ preparation of annual business plans; development of information and promotion strategies, provision of quality services that are accredited and comply with all relevant legislation.

Council's Aged Care and Disability Services are accredited and as part of that process, continually monitor and record their processes, the quality of the service provided and the satisfaction of consumers/clients. This information informs continuous improvement strategies.

Over 3700 older residents were provided with in-home or social support services in 2005/06, as the following table shows.

In-Home Services (pa)								
Service Type	Home Care		Respite		Personal		Home Maintenance	
	Clients	Hours of Service	Clients	Hours of Service	Clients	Hours of Service	Clients	Hours of Service
Home & Community Care	1473	53168	111	5532	136	4550	828	5546
Full Cost	464	11970	83	2671	95	2986	59	1583
TOTAL	1937	65138	194	8203	221	7536	887	7129

Social Support Services □ Planned Activity Groups (PAGS) (pa)								
Service Type	PAGS □ High Need		PAGS - Core		PAGS - Koorie		We Care	
	Clients	Hours	Clients	Hours	Clients	Hours	Clients	Hours
Home & Community Care	25	7003	67	20396	16	1591	49	2531

Social Support Services □ Meals on Wheels (pa)								
Service Type	General		Provided at PAGS - Koorie		Provided at PAGS		Polish Club	
	Clients	Meals	Clients	Meals	Clients	Meals	Clients	Meals
Home & Community Care	197	63375	16	274	93	5056	27	326



2.3 Other Services for Older People

A wide range of support services are available to older residents of Latrobe City through community, government, and private organizations.

These include:

- Aged Care Assessment Teams
- Aged Care Residential Services
- Supported Residential Services
- Community Aged Care packages (CACPs)
- Extended Aged Care at Home (EACH) packages
- Carer Respite Centres
- Home & Community Care
- Linkages
- Falls Prevention Program
- Support for Carers Program
- Community Connections Program
- Well for Life
- Go for Your Life

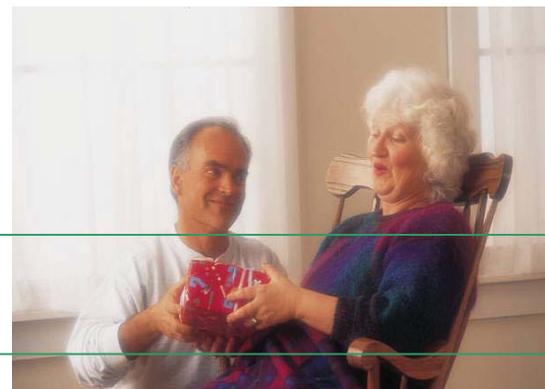
A detailed description of these services is attached as Appendix 2.

In addition to Latrobe City Council, Home & Community Care Services and other aged services are also provided through a number of private and community organizations including:

- Latrobe Community Health Service Inc
- Australian Home Care Services
- Gippsland Multicultural Services
- Southern Cross
- Dutchcare
- Baptist Care
- Co-Care
- Silver Circle
- Villa Maria
- Vision Australia
- Latrobe Regional Hospital
- Priority Care
- Carers Respite
- Department of Human Services

Distribution of Aged Care services is largely driven by needs based formulae. For HACC services this is based on the number of older people aged 60 years and over with local variations in allocations to specific service types based on local need. For residential and high need services the following ratios apply:

- Low Care residential beds: 48 per 1000 70+ population
- High Care residential beds: 40 per 1000 70+ population
- CACPS: 20 per 1000 70+ population





Based on these formulae Latrobe City is relatively under resourced in relation to HACC funding. A regional equity funding approach operates within the Gippsland Region which will partially address this over time.

An analysis of residential and CAPCS funding undertaken by the Department of Human Services in 2005, indicates that whilst there is an oversupply of residential beds in 2006, this is likely to become a significant deficit by 2016. A current and future deficit in CACP packages is also indicated by the data.

Year	70+ Population	Low Care Beds Surplus/(Deficit)	High Care Beds Surplus/(Deficit)	CACPS Packages Surplus/(Deficit)
2006	7456	23	70	(57)
2011	8712	(37)	20	(82)
2016	10286	(113)	(43)	(114)

Source: DHS, Gippsland Region Aged Care Profile, September 2005

A major challenge for Latrobe City Council and other stakeholders will be to manage this potential shortfall in funding and advocate for additional resources to State and Commonwealth governments.





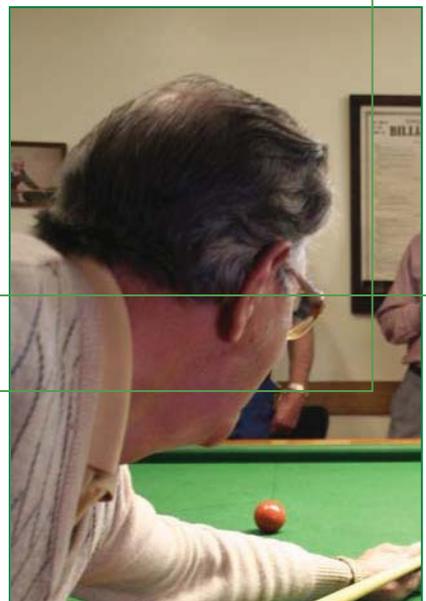
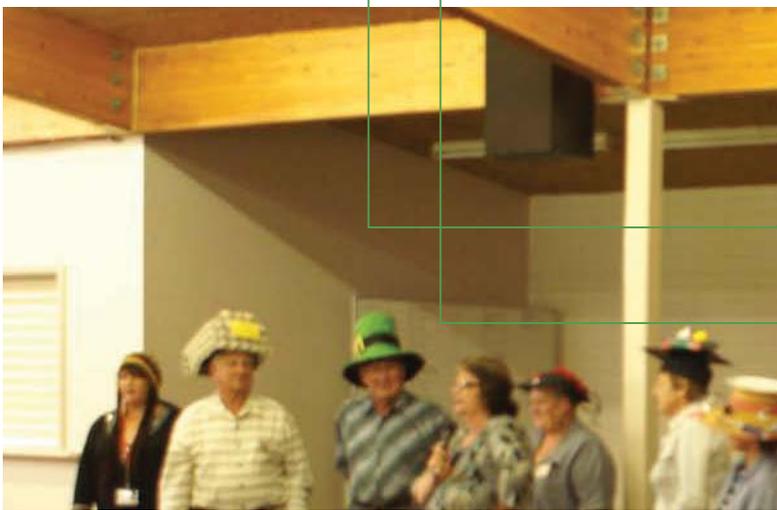
2.4 Current Strategic and Policy Responses

Latrobe City Council has recognised the need to focus on the older population in its strategic and community planning.

There is also a worldwide trend to creating 'age-friendly' communities, providing greater support and care services; employment and educational opportunities; activities; and physical and social amenity for older people.

The **Latrobe City Older Persons Strategy** is consistent with recommendations of Council's Latrobe 2021 Vision, the Council Plan 2006-2010 and the Latrobe City Community Plan. The Older Persons Strategy is also supported by Council action plans including the Disability Action Plan and Culturally and Linguistic Diversity Action Plan.

It is also consistent with current State and Federal government policy related to positive ageing and services for older people.





2.4.1 Latrobe 2021

Latrobe 2021 is Council's primary strategic document, setting out the key priorities and strategies for the City over the next 15 years. It envisages a community, that by 2021, will be characterized by:

□□ greater awareness and recognition of community leadership and advocacy, together with increased levels of inclusion and well-being support for older people, young people, the Koorie community, people from culturally and linguistically diverse backgrounds and people with a disability. □ (Latrobe 2021, p4)

Latrobe 2021 identifies the need to increase the level of inclusion and wellbeing of older people. It has identified four strategic objectives and a number of actions related to:

Sustainability

To promote the responsible and sustainable care of our built and natural environment for the use and enjoyment of the people who make up the vibrant community of the Latrobe City. To provide leadership and to facilitate a well connected, interactive economic environment in which to do business.

Liveability

To promote and support social, recreational, cultural and community life by providing both essential and innovative amenities, services and facilities within the community.

Community Capacity Building

To empower the community through enhancing community advocacy, leadership, partnerships, inclusiveness and participation.

Governance

To ensure governance and leadership through a strong commitment and adherence to democratic processes and legislative requirements.



Organisational Excellence

To build the organisation's capacity to achieve the strategic objectives outlined in Latrobe 2021: The Vision for the Latrobe Valley.

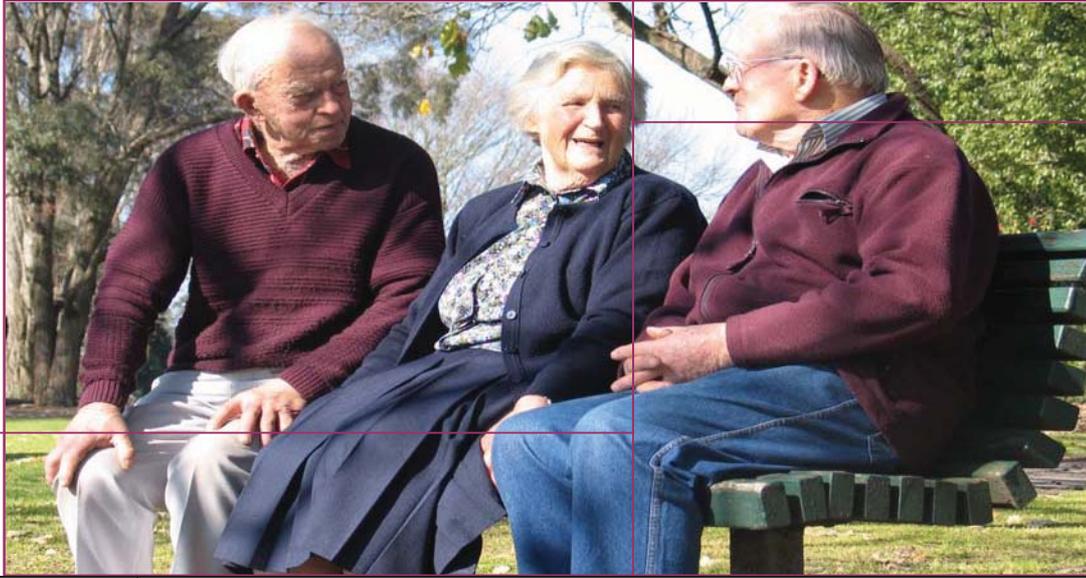




2.4.2 Council Plan 2006-2010

The **Council Plan 2006 – 2010** identifies how the vision and goals set out in **Latrobe 2021**, will be realized through specific priorities and actions. The Council Plan specifically establishes the need to develop and implement an Older Persons Strategy to assist with the provision of services, increase the wellness of this sector and to recognise the impact and contribution of this sector on the overall capacity and quality of life of the municipality. The Council Plan also outlines actions in all Council Departments that will benefit older residents directly or indirectly. Some of these actions and priorities are identified in the following table.

Domain	Selected Actions and Priorities
Sustainability	<ul style="list-style-type: none"> ▪ Promote and support the development of existing and new industry, and infrastructure to enhance the social and economic wellbeing of the Valley ▪ Support the skill development requirements of industry. ▪ Reduce vehicle use by developing guidelines to promote walking/cycling ▪ Protect the area's historical character and heritage features. ▪ Strive to ensure all proposed developments enhance the liveability and sustainability of the community. ▪ Preparation of urban design frameworks for the transit centred precincts to enhance the presentation of Central Activity Districts. ▪ Complete stage one of the Churchill Intergenerational Hub ▪ Prepare an Implementation Plan following Council adoption of the revised Bicycle Strategy.
Liveability	<ul style="list-style-type: none"> ▪ Assess and evaluate future recreational opportunities to address community aspirations. ▪ Align the open space requirements of the community with useable public open space. ▪ Promote and maximise the utilisation of recreation, aquatic and leisure facilities and services and discourage the duplication of facilities and services and ensure they meet the needs of residents. ▪ Encourage greater participation in all recreation pursuits. ▪ Increase the accessibility of Latrobe City's recreation and sporting facilities. ▪ Support government agencies, non government agencies and the community in reducing crime, violence and antisocial behaviour, by implementing ongoing actions to reduce family violence, drug and alcohol abuse, improve road safety and enhance safety at home. ▪ Develop and foster relationships with the education and employment providers to enhance the learning and employment outcomes of the community. ▪ Foster wellbeing programs in areas of low socioeconomic position. ▪ Develop libraries and community centres as centres of education, information and passive recreation. ▪ Ensure Latrobe City's cultural facilities and events are accessible by all people in the community.



<p>Governance</p>	<ul style="list-style-type: none"> ▪ Support and promote community input into Council decision making. ▪ Actively engage with the community utilising the most appropriate communication in accordance with Council's Community Engagement Strategy.
<p>Community Capacity Building</p>	<ul style="list-style-type: none"> ▪ Advocate on behalf of our community, to ensure Latrobe Valley is represented in part of wider discussion and decision making. ▪ Actively encourage partnerships with other Local Governments and with community agencies to strengthen Latrobe City's contribution to the policy development process. ▪ Support research and analysis of issues of emerging community concern, and develop strategies to address those issues. ▪ Enhance relationships with State and Federal Government policy makers for community benefit. ▪ Support community based programs to promote greater community empowerment. ▪ Facilitate positive leadership and stewardship throughout the community. ▪ Represent the views of Latrobe City residents with a disability to the Disability Advisory Council of Victoria. ▪ Ensure the Latrobe Valley supports social and family life by promoting rights and respecting diversity. ▪ Promote and support an increase in the level of inclusion for older people, young people, the Koorie community, people from culturally and linguistically diverse backgrounds and people with a disability or mental illness. ▪ Strengthen and increase civic participation in the community. ▪ Support the multi-agency approach to enhancing the health and wellbeing of residents in Latrobe Valley. ▪ Facilitate the maintenance and upgrade of facilities by "friends", user groups and volunteers.



2.4.3 Latrobe City Community Plan / Municipal Health Plan

The **Latrobe City Community Plan** aims to collaboratively achieve improvements in the social, cultural, economic and natural environments for the improved well-being of the community. The Community Plan is built on eight key themes all of which have relevance for the development of Older Persons Strategy:

- To promote active living and participation in community life
- To improve the quality, amenity and access of the municipal environment and infrastructure
- To protect and enhance the natural environment
- To minimize environmental impacts
- To ensure quality services and support that promote social, physical, mental and spiritual health throughout all stages of life
- To build a strong, sustainable and diverse local economy and promote equity and access in participation
- To develop a strong sense of place and cultural values
- To facilitate positive leadership and stewardship throughout the community

2.4.4 Disability Action Plan

Many older people in Latrobe City experience a disability. A significant number of older people also face the burden of caring for family members or friends with a disability. The **Latrobe City Disability Action Plan** recognizes the need to address these issues in the community and Council's own activities. Through the **Disability Action Plan**, Latrobe City aims to act on its strong commitment to ensuring that the infrastructure and services it provides are accessible to all members of the community.

Some guiding principles for the inclusion of people with a disability in the Latrobe City community are:

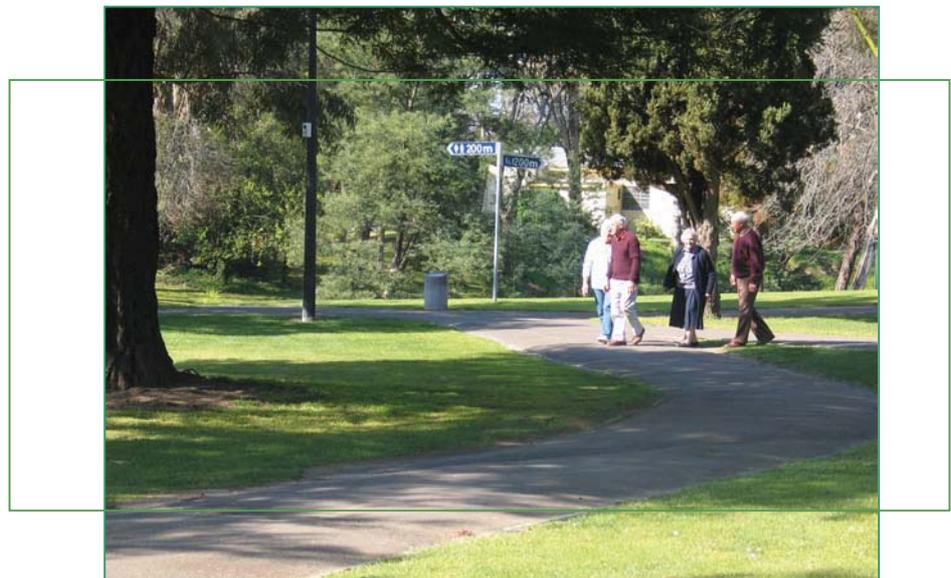
- People with a disability have the same fundamental rights as all members of the Latrobe City community;
- People with disabilities have the right to access services within the Latrobe City community which will provide them with opportunities to fulfill their individual potential;
- A person with a disability is an individual first and foremost and is not to be defined by their disability;
- No two individuals with disabilities are alike;
- The needs of people with disabilities change across their lifespan;
- Interventions and service provision must aim to optimize the benefits for a person with a disability;



- Service provision must complement a person's own family and community supports;
- Changes to the physical and social environment which create access and equity are critical to integration of people with disabilities into the community.

A range of actions have been identified within departmental business plans to give effect to the ***Disability Action Plan*** including:

- Development of the Older Persons Strategy
- Implementation of Council's Volunteer Strategy
- Ensure customer service staff are informed about alternate communication methods
- Promote accessible design during the building permit process.
- Including access requirements in planning scheme amendments
- Ensure consultation with people with a disability and ensure their needs are included in planning for major projects such as the Transit Cities project, Municipal Strategic Statement
- Ensuring recruitment and employment practices are inclusive and equitable for people with a disability
- Ensuring people with a disability have equitable access to Council meetings and elections
- Ensure the needs of people with a disability are included in tourism development
- Ensure events in Latrobe City are accessible to people with a disability
- Ensure AS 1428.2 (enhanced Australian Standard for Access) is used as a minimum requirement for access in the design frameworks to enhance the presentation (including street furniture) of Central Activity Districts.





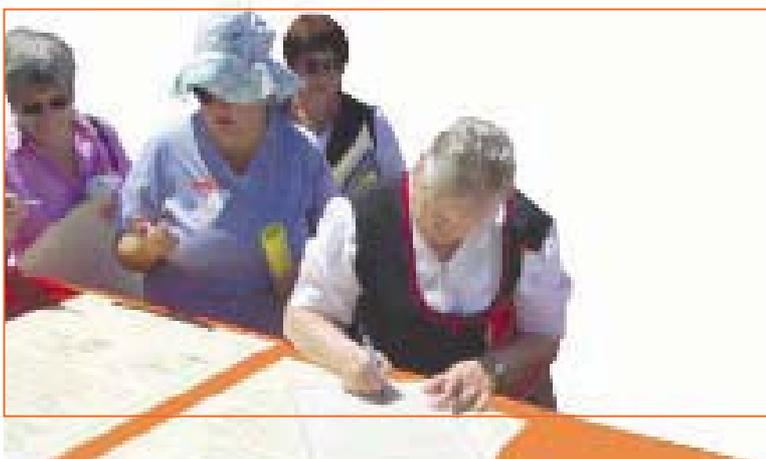
2.4.5 Cultural and Linguistic Diversity (CALD) Action Plan

Latrobe City has a strong commitment to building an inclusive community and harmonious community that acknowledges the assets of diversity, engages and communicates with its citizens, and nurtures its neighbourhoods. The ***Latrobe City Cultural and Linguistically Diverse Action Plan*** outlines a strategic approach that provides a commitment to continuous improvement for local needs. It is important that culturally and linguistically diverse members of the community have access to culturally relevant and sensitive services provided by Latrobe City in accordance with the Charter of Public Service in a Diverse Society.



The Cultural and Linguistic Diversity Action (CALD) Plan contains a range of actions to implement four key objectives:

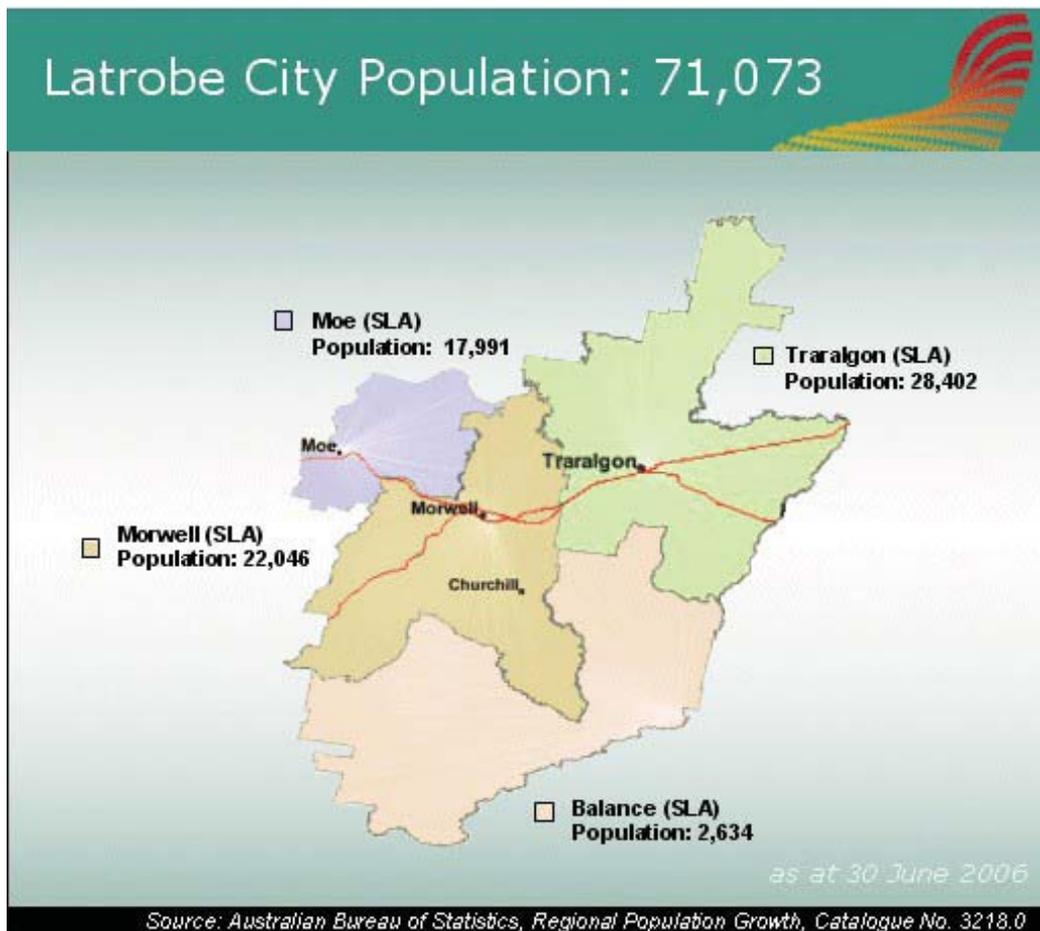
- **Access and Equity**
To ensure people from CALD backgrounds have the same access to and knowledge of Latrobe City services as the rest of the community, and that Council services respond to the needs of CALD communities.
- **Effectiveness and Efficiency**
To ensure positive customer service outcomes through the provision of timely and cost efficient services to Latrobe City residents from diverse cultural and linguistic backgrounds.
- **Communication and Responsiveness**
To improve two-way communication between Latrobe City staff, and residents from CALD backgrounds.
- **Accountability**
To ensure transparency and accountability in meeting the needs of people from diverse cultural and linguistic backgrounds.





2.5 Population Data

The population of Latrobe City in 2001 was 67,022. Between 1981 and 2001 the Latrobe City population remained stable with no net increase. Population projections initially indicated an increase to 70,454 persons in 2006 and remaining steady to 70,468 in 2016.⁴ However preliminary data from the 2006 census indicates the City's population is increasing much more rapidly with an estimated population of 71,073 as at 30 June 2006.



As a result it is difficult to make accurate predictions *at this time* regarding overall population trends in Latrobe City. Using historical Census data to 2001, a low to no-growth scenario would seem to apply. However preliminary 2006 census data, along with more recent research into housing and economic development in Latrobe City would indicate that either a moderate or high growth scenario are more likely in coming years. However under each scenario, the number of older people in Latrobe City is expected to increase to at least 23,500 by 2021 and possibly much more under a high-growth scenario. Accordingly data applying to each scenario is outlined below with an analysis of its impact on population and ageing in Latrobe City.

⁴ ABS Population and Housing 2001



2.6 Latrobe City Population in Profile

In 2001 the age profile of the population was relatively equivalent to Victoria with a slightly higher percentage of people in the 5 -17 years age group, and slightly less people 60 □ 65 years and over 85 years than the Victorian average.

Table 1: Age Profile Latrobe City 2001

ABS Population and Housing 2001

Age Structure	Latrobe		Victoria	
	No.	%	No. Vic	% Vic
Percentage of population				
0-4 years	4,617	6.9	299,615	6.5
5-17 years	14,144	21.1	837,285	18.0
18-24 years	5,990	8.9	439,956	9.5
25-34 years	8,557	12.8	689,582	14.8
35-49 years	15,052	22.5	1,034,165	22.3
50-59 years	7,660	11.4	536,158	11.5
60-69 years	4,885	7.3	349,935	7.5
70-84 years	5,136	7.7	356,879	7.7
85 years & over	777	1.2	68,522	1.5
Overseas	204	0.3	32,853	0.7

In 2001 compared to Victoria, Latrobe had a higher proportion of the 5 - 17 years age group, but relatively less people aged 17 □ 35 years old. The population cohorts over 35 years of age reflected the Victorian average.

In 2001 compared to Victoria, Latrobe City had a relatively higher proportion of people in the lowest income bracket, high household ownership, less people with a higher tertiary qualification, and a relatively high number of Aboriginal people.⁵

Also of note in 2001 were 7,878 people receiving the aged pension (51 percent of the population 55 years and over), fifteen percent of Latrobe City residents born overseas and seven percent of residents speaking another language other than English at home, which is significant for a rural Victorian population.⁶

⁵ ⁵ ABS Population and Housing 2001

⁶ Latrobe Council Annual Report 2003 □ 04



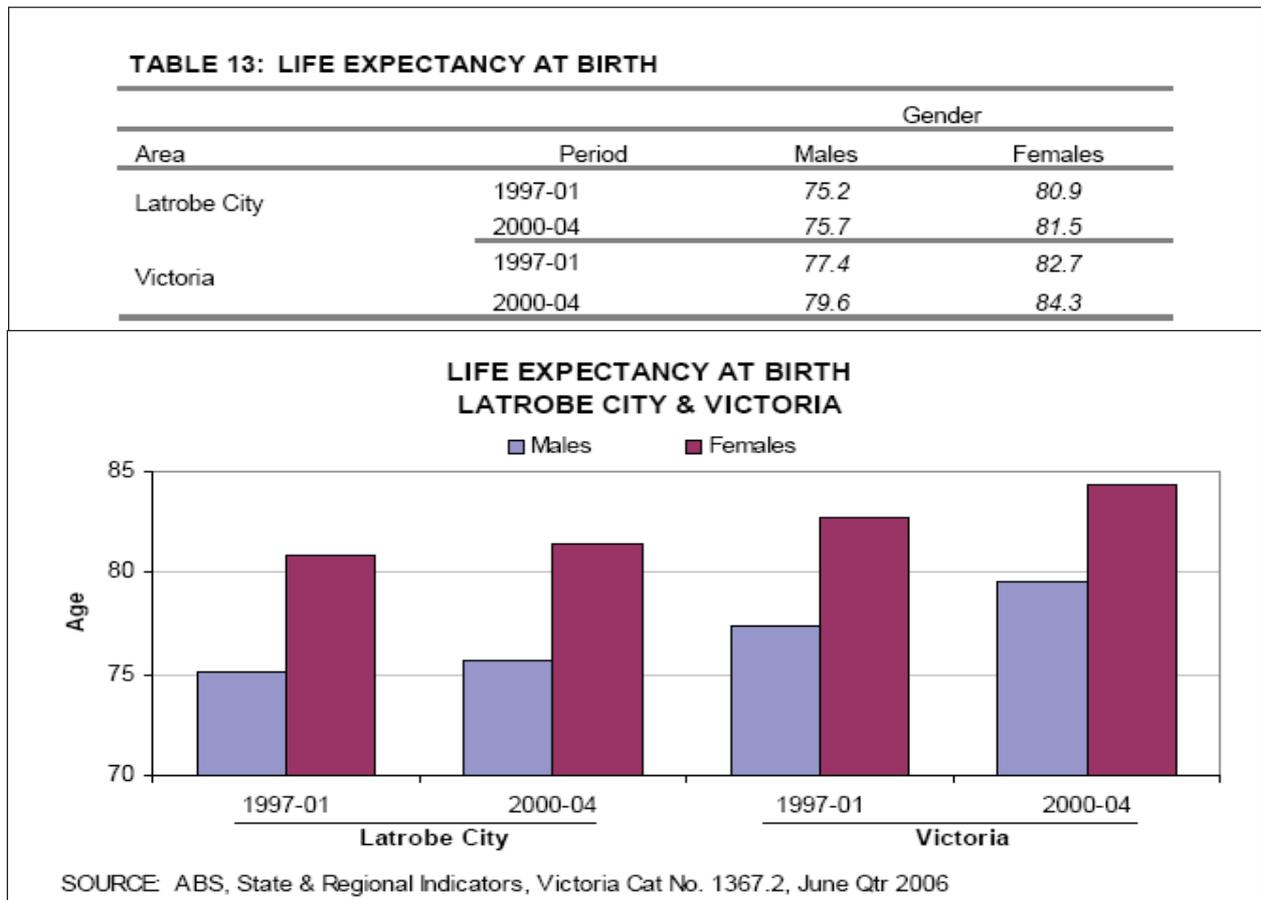
2.7 Latrobe City Health & Well-Being

Health & well-being issues have a major impact on the aged population in Latrobe City.

As the following data indicates, the incidence of chronic disease, linked with behavioural and lifestyle factors has resulted in life expectancy in Latrobe City significantly below the Victorian average.

Table 2: Life Expectancy Latrobe City 2006

(Victorian Burden of Disease Study, DHS, 2006)



The Victorian Burden of Disease Report assesses Local Government Areas against key health and well-being factors. As the following table demonstrated, Latrobe City is ranked lowest of all Gippsland Local Government Areas and second lowest in Victoria.



Table 3: Burden of Disease Rankings Latrobe City 2006

(Victorian Burden of Disease Study, DHS, 2006)

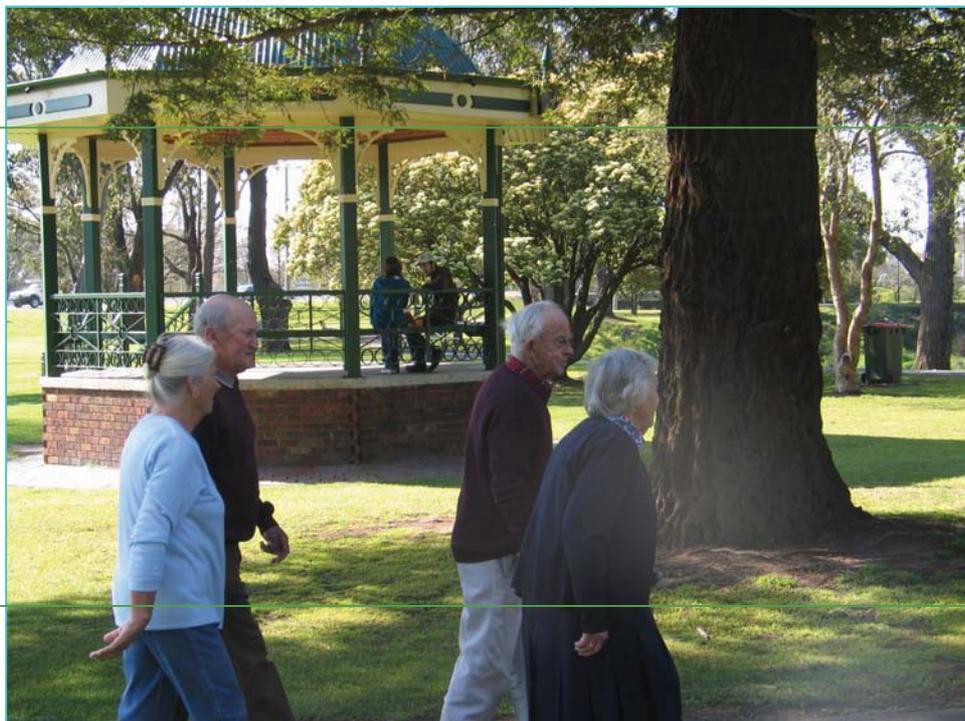
	Males		Females	
	DALY Rate	Rank	DALY Rate	Rank
Bass Coast	152.9	55	133.5	52
Baw Baw	158.6	64	140.4	66
East Gippsland	157.3	60	138.0	58
Latrobe	169.8	77	152.0	77
South Gippsland	145.5	39	126.3	32
Wellington	157.0	58	138.7	60
Gippsland	159.0		140.0	
Victoria	143.0		129.1	

Source: Department of Human Services, 2006, 'Victorian Burden of Disease Study: Mortality and Morbidity in 2001', Melbourne: Public Health Group, Rural Regional health and Aged Care Services, Victorian Government Department of Human Services.

Notes: The DALY rate is Disability Adjusted Life Years (DALY) per 1,000 population and has been age standardised. Rank is the relative position of the LGA in an ordered list of the 78 LGA's in Victoria (1=Best Health Status, 78=Worst Health Status)

The rate of disease burden per 1,000 persons can be used to compare the health status of LGAs with the State average, the DALY rates of the Department of Human Services Region or neighbouring LGAs. A high DALY rate indicates poor health status of the population. A low DALY rate reflects better health status.

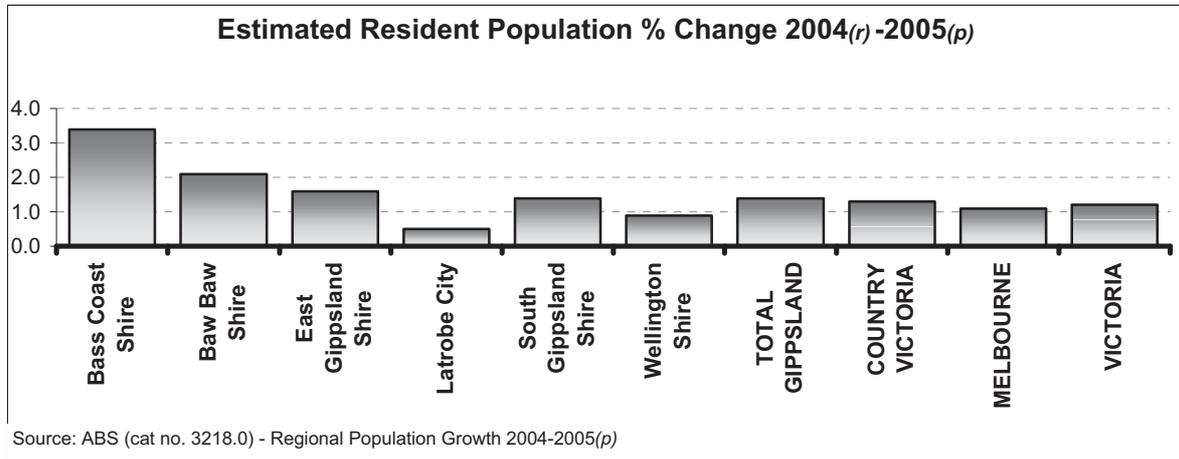
One consequence of this data is that older people in Latrobe City are likely to experience poorer health outcomes than in other municipalities, and therefore will require more intense and extensive provision of support services.



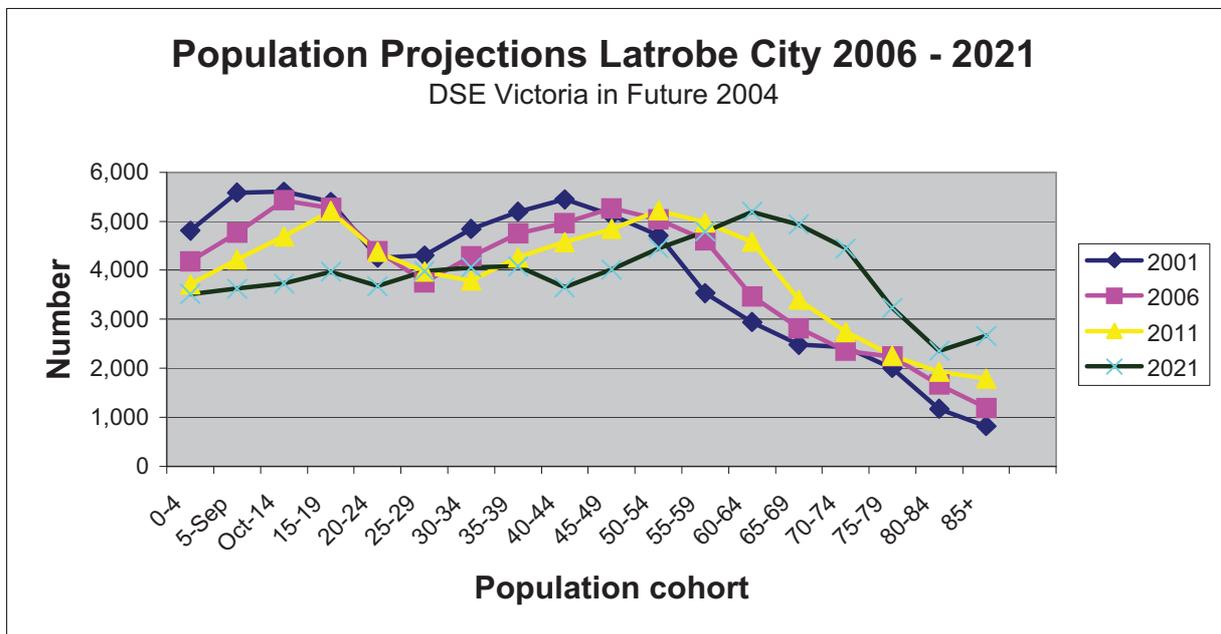


2.8 Population projections

Regional population growth estimates for 2004 □ 2005 placed Latrobe as having the least population growth of all Councils in Gippsland. (0.5%)⁷



Previous population projections in 2001 indicated that although the number of people resident in Latrobe was not projected to increase, there would be changes in the size of the population age cohorts over the period 2006 - 2021.



⁷ Regional Population Growth 2004 □ 2005 ABS Cat no 3218.0



Table 4: Age Profile Projections - Latrobe City 2001

DSE Victoria In Future - 2004

Age group years	2001	2006	2011	2021
0-14	15,998	14,380	12,629	10,868
15-54	39,260	37,717	36,233	31,878
55-59	3,536	4,615	4,977	4,792
60-64	2,942	3,466	4,584	5,192
Subtotal 55-64	6,478	8,081	9,561	9,984
65-69	2,477	2,821	3,400	4,930
70-74	2,434	2,355	2,739	4,444
75-79	2,005	2,241	2,258	3,237
80-84	1,174	1,666	1,925	2,357
85+	817	1,194	1,789	2,663
Subtotal 65+	8,907	10,277	12,111	17,631
Total Persons	70,643	70,454	70,537	70,362

Under the 'no/low growth' projections there would be relatively fewer people in the 0-19 and 30-50 year groups, in the years between 2006 and 2011, a significant reduction in 25-29 years group and an increase in the 50-85 years plus group. Between 2011 and 2021 there is also projected a significant reduction in all age groups except for the 60 plus age groups where there is an increase.

Table 5 Persons over 55 years - Latrobe City

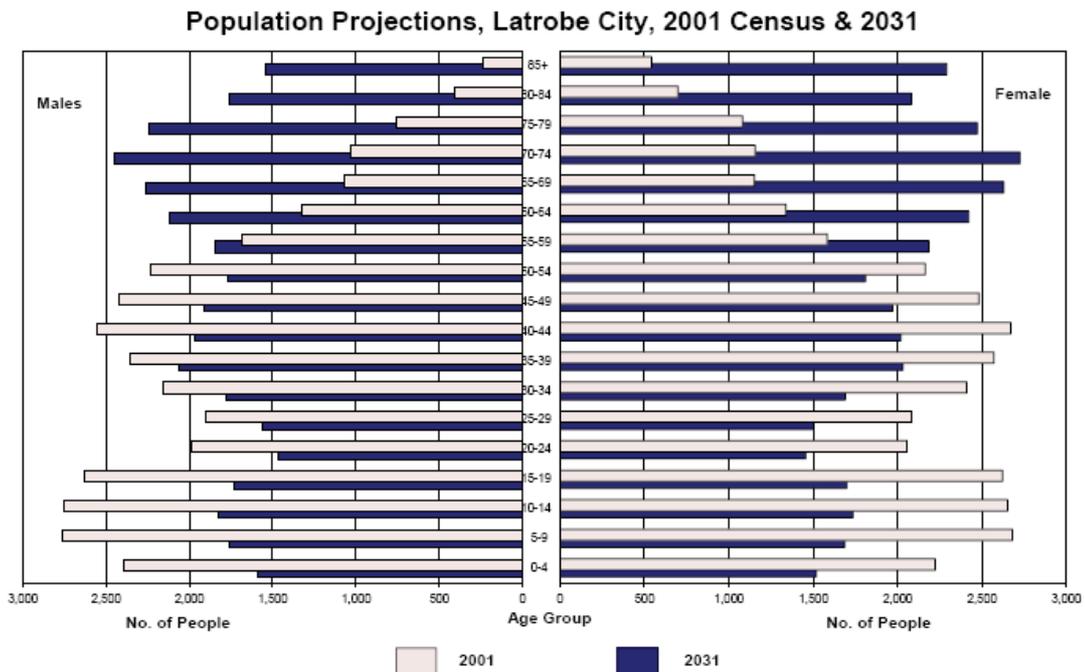
DSE Victoria in Future 2004

	2001	2006	2011	2021
55-59	3,536	4,615	4,977	4,792
60-64	2,942	3,466	4,584	5,192
65-69	2,477	2,821	3,400	4,930
70-74	2,434	2,355	2,739	4,444
75-79	2,005	2,241	2,258	3,237
80-84	1,174	1,666	1,925	2,357
85+	817	1,194	1,789	2,663
Total persons 55 years and over	15,385	18,358	21,672	27,615

By 2011 the Latrobe school age and working age population is projected to decline. The number of people 55-64 years and over 65 years will increase by 6,300 people to almost a third of the Latrobe population. Between 2011 and 2021 the 55 years plus age group is projected to increase by a further 6,000 people as outlined in Table 3 above.



Another way of representing these potential demographical changes is shown below. As this graph shows, the population of Latrobe City under the low/no growth scenario will change significantly. Whereas in 2001, only about 16% of the population was aged over 60, by 2021, over 32% will be over 60 and by 2031, nearly 40%.



SOURCE: Department of Sustainability and Environment & ABS, Census of Population and Housing 2001

However more recent research undertaken by *Essential Economics* (Lee, 2007) indicates that population growth is likely to be greater than anticipated in DSE projections. According to Lee, three growth scenarios can be considered:

In broad terms the population scenarios can be described as follows:

1. Low Growth Scenario: represents the application of population growth rates contained in the official population projections prepared by DSE (*Victoria in Future*, 2004).
2. Moderate Growth Scenario: applies average annual growth rates that are inflated by 0.5 percentage points above the official DSE projections.
3. High Growth Scenario: applies average annual growth at a rate equal to the average growth rate of Victoria's regional cities (an average of approximately 1% pa over the period 2006 to 2031) to reflect a key objective of the Latrobe Economic Development Strategy and Latrobe 2021.

Lee (2007) and others have indicated that of these scenarios a moderate to high growth is most likely given current economic and industry development factors.



Table 6 Population Growth Scenarios - Latrobe City

DSE Victoria in Future 2004

Measure	Low Growth	Moderate Growth	High Growth
2031 population	69,560	78,810	91,050
Additional population 2006-2031	-890	+8,360	+20,600
2031 households	34,060	38,580	44,570
Additional households 2006-2031	+4,930	+9,450	+15,440
Average growth in number of households per year	+200	+380	+620

Source: DSE Victoria in Future; Essential Economics Pty Ltd; figures rounded

Under the moderate and high growth scenarios, the number of people aged over 60 years as a percentage of the population in 2031 will not increase to the same extent as the No/low growth scenario: about 32% for moderate growth and 29% for high growth. In other words population growth is likely to reduce the overall extent to which the City's population is ageing.

2.9 Impacts on the population, place and economy

A number of complex variables can alter population projections; such as the development of new industries in the city and consequent changes in the nature of type industry, business and the workforce, the impact of fuel, transport and housing prices, changes to superannuation and retirement benefits, and changing leisure lifestyles, housing options and preferences of the older population, both in Latrobe and elsewhere.

With new industry development, the population profile will change rapidly. Younger people will increase as families move to the region. Associated with changes in industry and workforce needs there will be greater higher education opportunities for school leavers, to prevent the transfer of the young to Melbourne and elsewhere. The higher education sector is making considerable headway in this area. This will create changes in the demand for housing types, and for schools, childcare facilities and health services. The nature of industry will also affect the demand for accommodation and services and their location, particularly where construction and new industry development will be completed over a defined period and families will be located in the region for short periods.

In many areas of Victoria retirees have historically moved between active retirement in the region and elsewhere, and this pattern is likely to continue, with a proportion of the older population moving permanently to other locations in Australia. However, information gained through consultation for this Strategy indicates that the majority of older people in Latrobe City prefer to remain living in the municipality. Their needs for housing type and associated space for additional (boats, caravans) and the location and environmental surroundings of their houses will change.

There will be a need for people to work in the services that support and sustain the aged, particularly in health and aged care, and for place management, which will enable flexible facilities to meet the changing residency of towns.

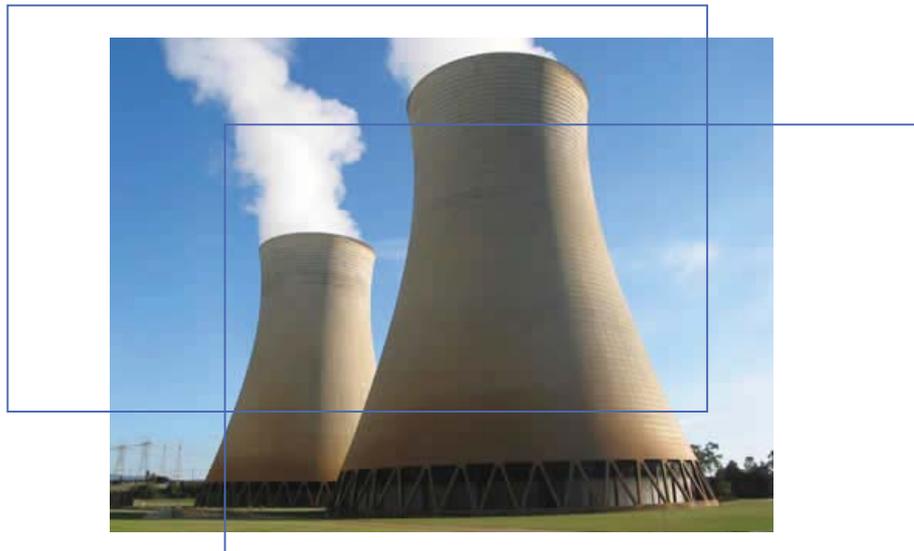


2.10 The Latrobe Economy

The Latrobe Valley is one of Victoria's strongest economies. It is Victoria's powerhouse, providing 85% of the State's electricity; a world class centre of excellence in brown coal mining and contains the largest accessible coal resources in Australia. A number of electricity generators are major employers in the Latrobe Valley; it is a major source of natural gas, and has a ready supply of water. Despite its obvious assets and talents, Latrobe Valley still faces an enormous challenge to maintain its transformation and create opportunities that will continue to consolidate its future growth and prosperity.⁸

The Latrobe Transit Centred Precincts Report (2004)⁹ outlines the existing transport, economic, built form and public realm conditions of the major towns of Moe, Morwell and Traralgon. In its economic overview, the report refers to the significant structural adjustment of the Latrobe Valley associated with the restructuring of State utilities and coal mining, but underlying productivity improvements in other sectors which have also resulted in job shedding and loss of labour intensive activities and jobs. The region's population declined in the 1990's. The report points to underlying renewal due to export strengths in utilities, primary industries and production. Business services and various population driven activities like education have shown growth in the period of adjustment. Tourism is emerging, as are other sectors.

As at late 2006, 14 significant new projects valued at \$1.5 billion, are committed to Latrobe region or underway. Of these, several are significant projects in residential aged care, health, and community facilities and services with a construction value of \$100 million.¹⁰ These projects are identified in the following table and commentary prepared by Lee (2007).



⁸ Latrobe 2021 *The Vision for Latrobe Valley* Latrobe City 2004

⁹ David Lock and Associates 2004

¹⁰ Project list Economic Development Department, Latrobe City Council



Table 7 Major development Projects - Latrobe City

Lee, 2007

Table 1.6: Committed Major Projects, Latrobe

Project	Cost	Commencement	Completion	Public / private
Thiess John Holland – Eastlink Concrete Fabrication Facility	\$103 m	2005	2007	Private
Latrobe Regional Airport Industrial Precinct	\$2 m	2005	Ongoing	Private
Aged Care Facilities – Querencia Moe	\$15 m	2005	2007	Private
Macquarie Bank/Midway Wood Products Plantation Development	\$300 m	2006	Unknown	Private
International Power Hazelwood Mine Extension	\$400 m	2006	2010	Private
Australian Paper Pulp Mill Project	\$258 m	2006	2008	Private
Gippsland Water Factory Development	\$140 m	2006	2008	Private/public
Aged Care Facility _ Maryvale Crescent Morwell	\$8 m	2006	2007	Private
Aged Care Facility – Gould Street Newborough	\$10 m	2006	2007	Private
Dalkeith Aged Care	\$6 m	2006	2007	Private
Franklin Street, Traralgon (office development)	\$1 m	2007	2007	Private
Kiel Factory Extension	\$4 m	2006	2007	Private
Mechanical Thermal Expression Facility, Loy Yang	\$ 6 m	2006	2007	Private
Volvo Truck Centre, Traralgon	\$3 m	2007	2008	Private
Buckley Street, Morwell (office development)	\$2 m	2007	2008	Private
Seymour Street Car Park and Shop Development	\$5 m	2007	2007	Private
Shakespeare Street Childcare Centre, Traralgon	\$1 m	2007	2008	Private
55-59 Grey Street, Traralgon (office development)	\$2 m	2007	2008	Private
St Pauls Grammar School redevelopment	\$1 m	2007	2008	Private/public
Total committed investment	\$1,267 m			

Source: Latrobe City Council (as of January 2007)

In addition to these committed projects, there are a number of major public and privately funded projects that may also eventuate over the coming years. Latrobe City Council estimates the value of these proposed projects to be approximately \$6 billion, with most of the investment scheduled for the next 5 to 10 years or so. The projects are across a range of sectors, with a number of exciting opportunities for major energy-related investment, such as the Monash Energy project.

For all projects there will be a requirement for short to medium term labour for construction and civil works, and ongoing requirements for skilled labour in the aged care, health, education, energy, transport, and forestry sectors. Lee (2007) highlights some of the impacts of these developments on the Latrobe economy.

□ Trends in a number of economic indicators suggest that the Latrobe regional economy is currently entering a recovery phase. As described in the preceding sections, very recent population growth has been positive for the municipality as a whole (although this has been most evident in Traralgon), and this has been accompanied by positive trends in:

- construction investment;
- major projects; and
- transport infrastructure. □





2.11 Workforce Analysis

One of the most significant consequences of the demographic and economic changes in Latrobe City over the past 20 years, has been a fundamental change in the composition and age profile of the workforce. As Lee (2007) has asserted:

A critical issue faced by Latrobe and other regions is the ageing of the population and the potential impact on the size and productivity of the workforce. For example, population growth through skilled in-migration provides an opportunity to maintain the size and skills of the local labour force, thereby achieving higher levels of prosperity than would otherwise be the case.

While this is an issue that is common to all regions across Australia, Latrobe's demographic structure shows that the ageing impact on its labour market will be more severe than for many other regional Victorian locations (2007, p29).

As the following table shows the available workforce in Latrobe City is expected to decline by 8800 people by 2031 under the low/no growth population scenario.

Table 8 Working Aged Population - Latrobe City

Lee, 2007

Table 2.1: Working Aged Population –Persons Aged 15-64 Years, 2006-2031									
	2006	2011	2016	2021	2026	2031	Change 2006-2031	% Change 2006-2031	AAGR 2006-2031
Moe	11,370	11,230	10,550	9,620	8,730	8,020	-3,350	-29%	-1.4%
Morwell	14,510	13,860	12,790	11,550	10,280	9,200	-5,310	-37%	-1.8%
Traralgon	18,120	18,920	19,130	19,080	18,720	18,380	+260	+1%	0.1%
<i>Morwell-Traralgon</i>	<i>32,630</i>	<i>32,780</i>	<i>31,920</i>	<i>30,630</i>	<i>29,000</i>	<i>27,580</i>	<i>-5,050</i>	<i>-8.5%</i>	<i>-0.7%</i>
Balance	1,800	1,770	1,700	1,610	1,490	1,400	-400	-22%	-1.0%
Latrobe	45,800	45,780	44,170	41,860	39,220	37,000	-8,800	-19%	-0.8%
Regional Victoria	894,130	933,570	948,030	953,230	948,280	945,330	+51,200	+6%	+0.2%

Source: DSE, Victoria in Future, 2004

Table 2.2: Working Aged Population – % of Population Aged 15-64 Years, 2006-2031									
	2006	2011	2016	2021	2026	2031	Change 2006-2031	AAGR 2006-2031	
Moe	61.8%	62.2%	59.7%	55.9%	51.8%	48.8%	-13.0% pts	-0.9%	
Morwell	65.8%	65.1%	62.1%	58.0%	53.1%	49.0%	-16.8% pts	-1.2%	
Traralgon	66.3%	66.6%	65.0%	62.8%	60.2%	58.4%	-7.9% pts	-0.5%	
<i>Morwell-Traralgon</i>	<i>66.1%</i>	<i>66.0%</i>	<i>63.8%</i>	<i>60.9%</i>	<i>57.5%</i>	<i>54.9%</i>	<i>-11.2% pts</i>	<i>-0.7%</i>	
Balance	66.5%	64.3%	60.2%	56.6%	51.9%	48.9%	-17.6% pts	-1.2%	
Latrobe	65.0%	64.9%	62.7%	59.5%	55.9%	53.2%	-11.8% pts	-0.8%	
Regional Victoria	64.1%	64.1%	62.6%	60.5%	58.1%	56.0%	-8.1% pts	-0.5%	

Source: DSE, Victoria in Future, 2004



Latrobe has significant ongoing requirements for skilled and unskilled labour, professional and technical expertise in the energy, forestry and construction industries. With the change in population demographic, the other significant and rapidly emerging industry requiring high levels of labour are the community, education, health and aged care sectors. The increasingly ageing population will also impact on the levels of participation of required labour in industry.

Table 9 Older Workforce □ Industry Sectors - Latrobe City.
Latrobe City Statistical Profile, GRIS, 2006

Age of older workforce in industry sectors □ Latrobe 2001							
Sector	45-54		55-64		65+		Total
	M	F	M	F	M	F	
Agriculture / Forestry / Fishery	112	50	77	48	65	30	
Mining	115	6	33	3	3	0	
Manufacturing	593	136	241	32	17	4	
Electricity / Gas / Water	616	23	165	4	7	0	
Construction	422	54	141	19	9	0	
Wholesale Trades	121	55	64	13	12	3	
Retail Trade	267	380	142	95	16	12	
Restaurants / Accommodation / Cafes	53	130	31	34	5	0	
Transport / Storage	135	34	82	16	9	0	
Communication Services	35	35	11	7	3	0	
Finance / Insurance	48	93	18	13	3	3	
Property Business Services	260	249	129	69	15	7	
Government Administration & Defence	91	192	37	40	8	4	
Education	234	459	84	129	11	5	
Health and Community Services	134	719	57	202	6	13	
Culture & Recreational Services	41	49	18	10	3	0	
Personal & Other Services	107	60	53	27	11	3	
Non Classifiable Economic Units	27	23	18	7	3	0	
Not Stated	53	47	21	22	23	26	
TOTAL	3,464	2,794	1,422	790	229	110	8,809

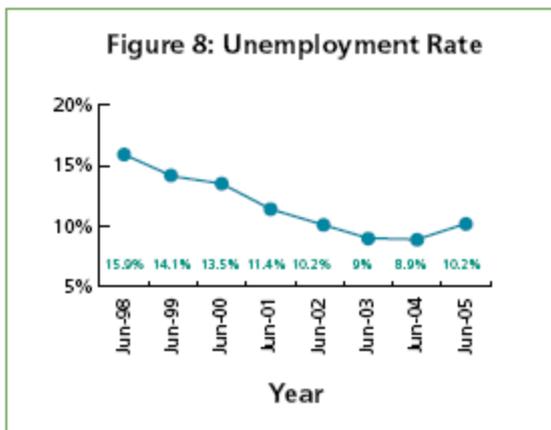
Source: ABS 2001 Population and Housing
LGA Collector Advice 2381.0 Latrobe B26 Industry / Age / Sex Employed Persons



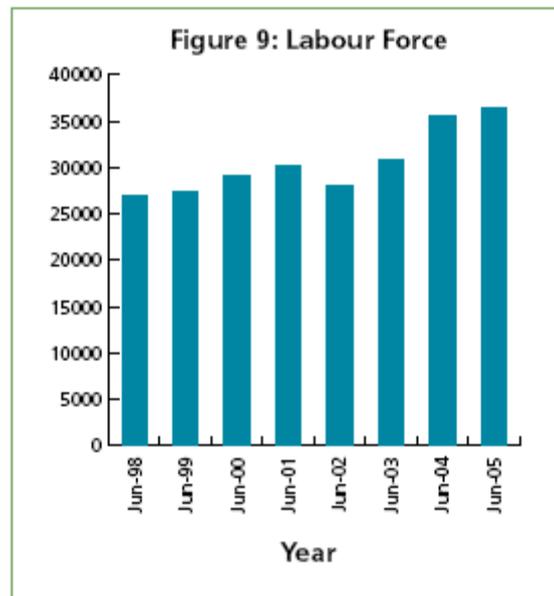
In 2001 in Latrobe the most significant employment sectors for males were mining, manufacturing, power and construction industries and for females the education, health and community services sector. The change in the number of people employed in the 45 – 54 and then in the 55 plus group in all of these sectors was significant; only one third of those 55 years plus were still in employment. This may indicate the loss of a range of technical and professional skills and become an increasing issue as more people move into the 55 plus age bracket, and there are relatively fewer people in the 25 years age group.

To a large extent these changes reflect the impact of industry restructure in the early 1990s which resulted in the loss of over 13,000 jobs across Latrobe City. Over the past five years or so, the Latrobe City economy has expanded and diversified to a significant extent. As a result a large number of small and medium enterprises have developed and a more broad-based economic profile has begun to develop.

The Latrobe labour force grew between December 2002 and March 2004 and now has one of the fastest rising employment rate in regional Australia due to well established industries in energy, processing, engineering, agriculture and education.¹¹



Source: Department of Employment and Workplace Relations, Small Area Labour Markets.



Source: Department of Employment and Workplace Relations, Small Area Labour Markets.

However, given the fall off rates of people over 55 years, the capacity of the region to attract and sustain people with relevant skills for industry will be an issue over the next 15 years.

¹¹ Latrobe 2021 The Vision for Latrobe Valley Latrobe City 2004.