

Understanding key workers

Who are they and what are their challenges?



What we'll cover



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Affordable Housing - Home Melbourne

1 Introduction and context

The need to address key worker housing affordability and .id's service

2 What is a key worker?

There is no standard definition

3 Demographic and housing profile of key workers

Who are key workers? What are their housing characteristics?

4 Challenges

Housing affordability, long commutes and economic development issues

5 Implications

How has the City of Melbourne used this evidence base to support key workers?

6 Q&A and closing

Q&A and final remarks



**think about
your day so
far...**

Key worker housing affordability is a national issue...

Politics Victoria Property development

'Essential to our economy': Melbourne's plan to get cleaners, retail staff and baristas into city homes


Rayce Hillier and Josh Gordon
September 6, 2023 - 5:00am

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Almost half of the workers essential to Melbourne's city economy, such as cleaners, baristas, delivery drivers and childcare and aged care workers, live more than 20 kilometres from the CBD due to soaring housing costs and lagging wages.

The finding from new City of Melbourne research is being used to help the council officially define the "key workers" in need of housing support, as it also steps up pressure on the state government for action on housing affordability.



Almost half of the workers essential to Melbourne's city economy, such as cleaners, baristas, delivery drivers and childcare and aged care workers, live more than 20 kilometres from the CBD due to soaring housing costs and lagging wages.

Key worker housing affordability is a national issue...

Exclusive Politics NSW Property development

'I can't find a place to live': Unlikely alliance to help workers like Lou

Alexandra Smith and Angus Thomson
March 19, 2024 - 5:00am

Save Share

Independent MPs and unions have formed an unlikely alliance to demand the Minns government deliver affordable housing for nurses, teachers and paramedics as part of its sweeping changes to planning laws.

The eight crossbenchers, including lower house speaker Greg Piper, and the union movement want a parliamentary inquiry into how the state government can deliver housing for essential workers.



Registered nurse Lou Housego says it is impossible to find housing close to her work. [woon news](#)

SA must find the key to unlock affordable housing

Legislating to force developers to provide affordable housing in significant new developments is just one step in helping ease the state's accommodation crisis, argues **Maria Palumbo**.

Nov 07, 2023, updated Nov 07, 2023

SHARE



Photo: Pexels.com

Australia's rental crisis prices out educators, nurses and aged care workers

Posted Mon 14 Aug 2023 at 5:12pm



Essential workers are struggling to afford rental homes across Australia. (ABC News: John Gunn)

Key worker housing affordability is a national issue...

NEWS

Essential workers locked out of affordable housing

Nurses, aged care staff and early childhood educators in full-time employment can only afford as little as one in 100 rentals, according to a survey highlighting how the national housing crisis is impacting essential workers.

Aug 14, 2023, updated Aug 14, 2023

SHARE



Photo: Tony Lewis/InDaily

'Screwed up': There is 'virtually no part of Australia' these people can afford to rent in

Colleen Carena was living in a caravan park and is now in a unit a charity is providing. For her and other essential workers who rent, a new survey shows 'virtually no part of Australia is affordable'.

GET OUT OF TOWN

HOUSING CRISIS NEWS 13

Nurse Sophie Foubister knows she will have to leave Sydney to buy. Picture: Justin Lloyd

How essential workers on average wages can't afford to live here any more

Source: NSW Property Council report, November 2022

CAREER	INCOME	WHAT'S AVAILABLE TO...	
		BUY	RENT
Teacher and Admin Assistant	\$163,616*	Parents/Liverpool unit	Most areas
Single Income Police Officer	\$92,281	Only in Liverpool	A two-bedroom unit
Ambulance Officer and Nurse	\$158,512*	A two-bedroom unit	Most areas
Public Servant	\$99,380	Nothing	A two-bedroom unit
Electrician and Shop assistant	\$146,263*	Nothing	Units only
Childcare Worker	\$58,869	Nothing	Nothing

WHAT THEY CAN BUY IN 12 LGAs

Much of Sydney was now a "no go zone" for essential workers and their families. "Recent reforms can help us in the long-term, but we are in a crisis now, and we are in a crisis now, and that requires creative solutions to build many more homes, faster," Ms Stevenson said.

"To get more housing moving faster we need more streamlined planning processes, we need to explore more innovative delivery models, and we need a holistic review of the taxes, charges, and compliance costs holding back development, with a focus on reducing these to unlock supply."

The council is also calling on the state government to accelerate the release of surplus or under-utilised publicly owned land for residential development, explore more flexible and innovative financing for affordable housing and consult to a moratorium on new development charges.

Using data from Pricefinder and CoreLogic, the report examined the affordability of new and established homes and apartments across the 12 local government areas (LGAs) of Inner Sydney, Parramatta, Penrith, Liverpool, Kogarah, Randwick, Hornsby, Maitland, Ros Hill as well as Newcastle, Wollongong and Gosford.

Unless the crisis was tackled soon, NSW risked losing more essential workers to other states where housing was more affordable, it said.

Sydney nurse Georgia Palaster and Sophie Foubister are both living at home with their parents.

Ms Foubister, 23, said she and her partner were thinking of moving to South Australia. "I love nursing, and would hate to leave. I couldn't imagine doing anything else."

Ms Palaster, also 23, said she and her partner would also probably have to move out of Sydney in the future. "It's a touchy subject. All we know to do is to save because it's impossible to look at loans," she said.

Key worker housing affordability is a national issue...

Worker shortage, rising costs put pressure on Queensland businesses as confidence falls

By Rachel McGhee ABC Capricornia Work

Tue 16 Aug 2022



Businesses are facing worker shortages and rising operating costs. (ABC News: Lexy Hamilton-Smith)

Queensland's Sunshine Coast has 13,000 short-term lets but just 745 homes to rent. Are online platforms Stayz and Airbnb to blame?

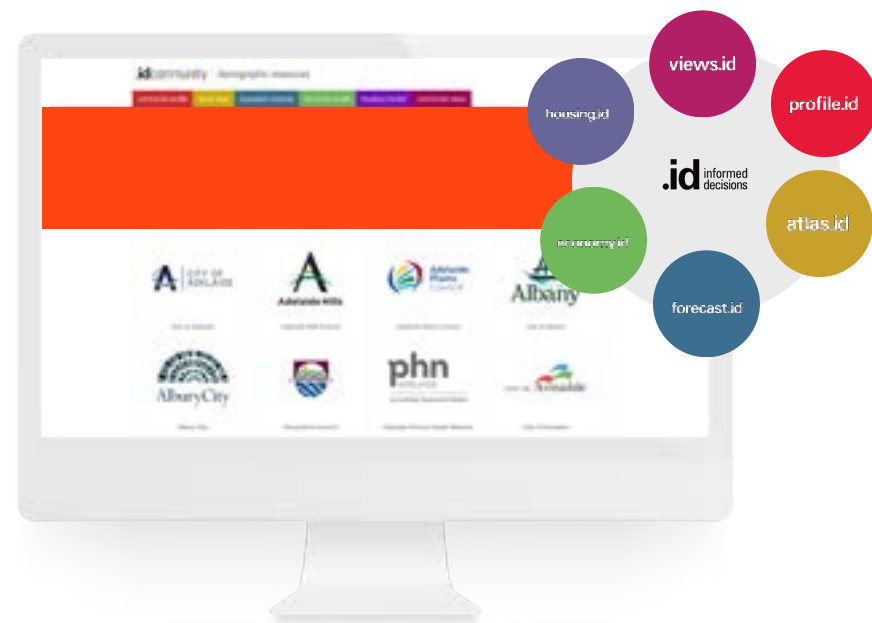
By Jessica Black Rental Housing

Mon 12 Aug



Noosa locals feel short-term lets are affecting the fabric of their community. (Supplied: Aaron Webb)

We convert data into knowledge of place to help you make informed decisions.



Digital tools

for informed decision-making



National datasets

to monitor and benchmark local area progress.



Consulting services

informed by your needs

Tools for informed decisions



views.id

Understanding people in place

How do residents feel and what needs to happen to advance quality of life?

profile.id

Understand your community

How is your community changing?

atlas.id

Which areas are most disadvantaged?

Which areas are most disadvantaged?

forecast.id

What level of demand do you need to plan for?

What level of demand do you need to plan for?

economy.id

Build strong local economies

What are the drivers of your economy & barriers to growth?

housing.id

Monitor housing provision

Is housing affordability impacting your community?

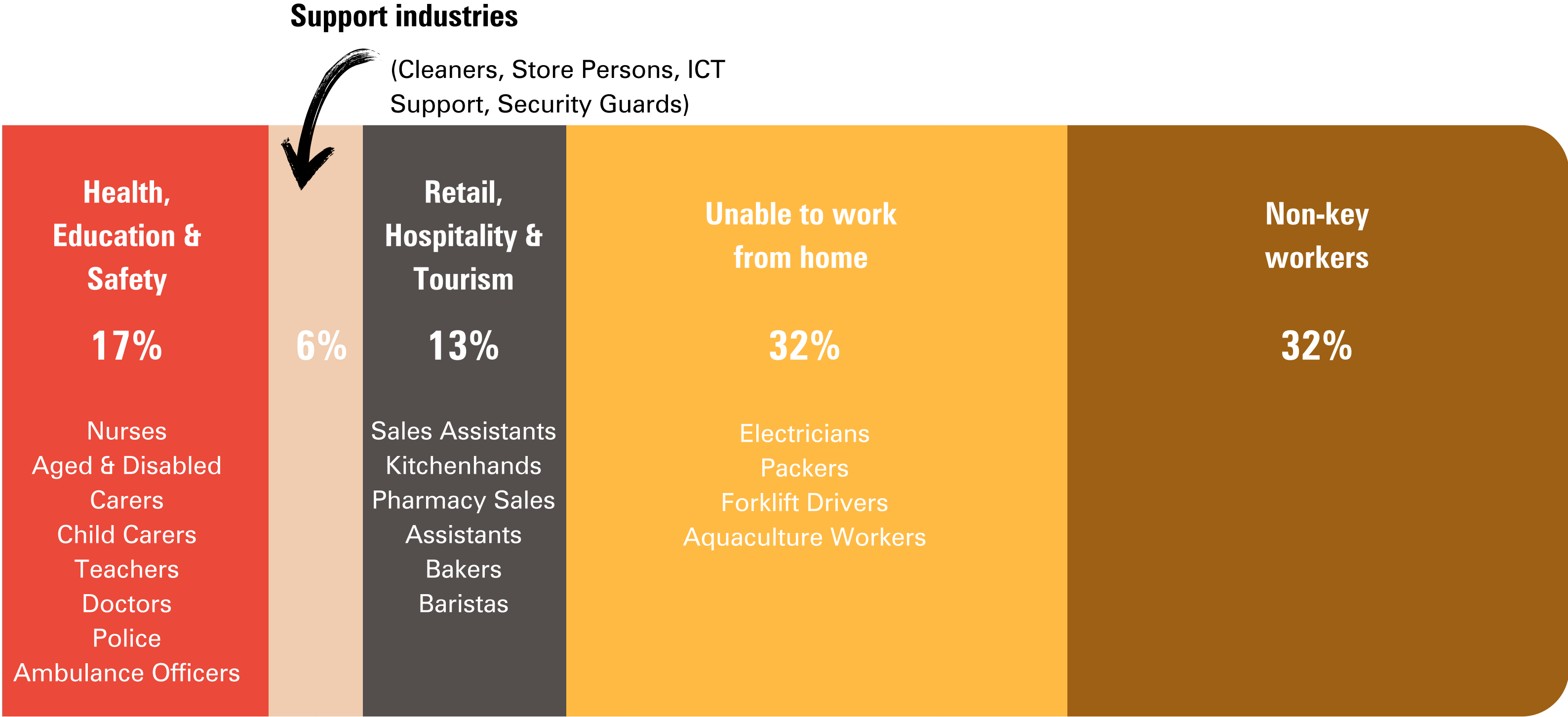




**What is a key
worker?**

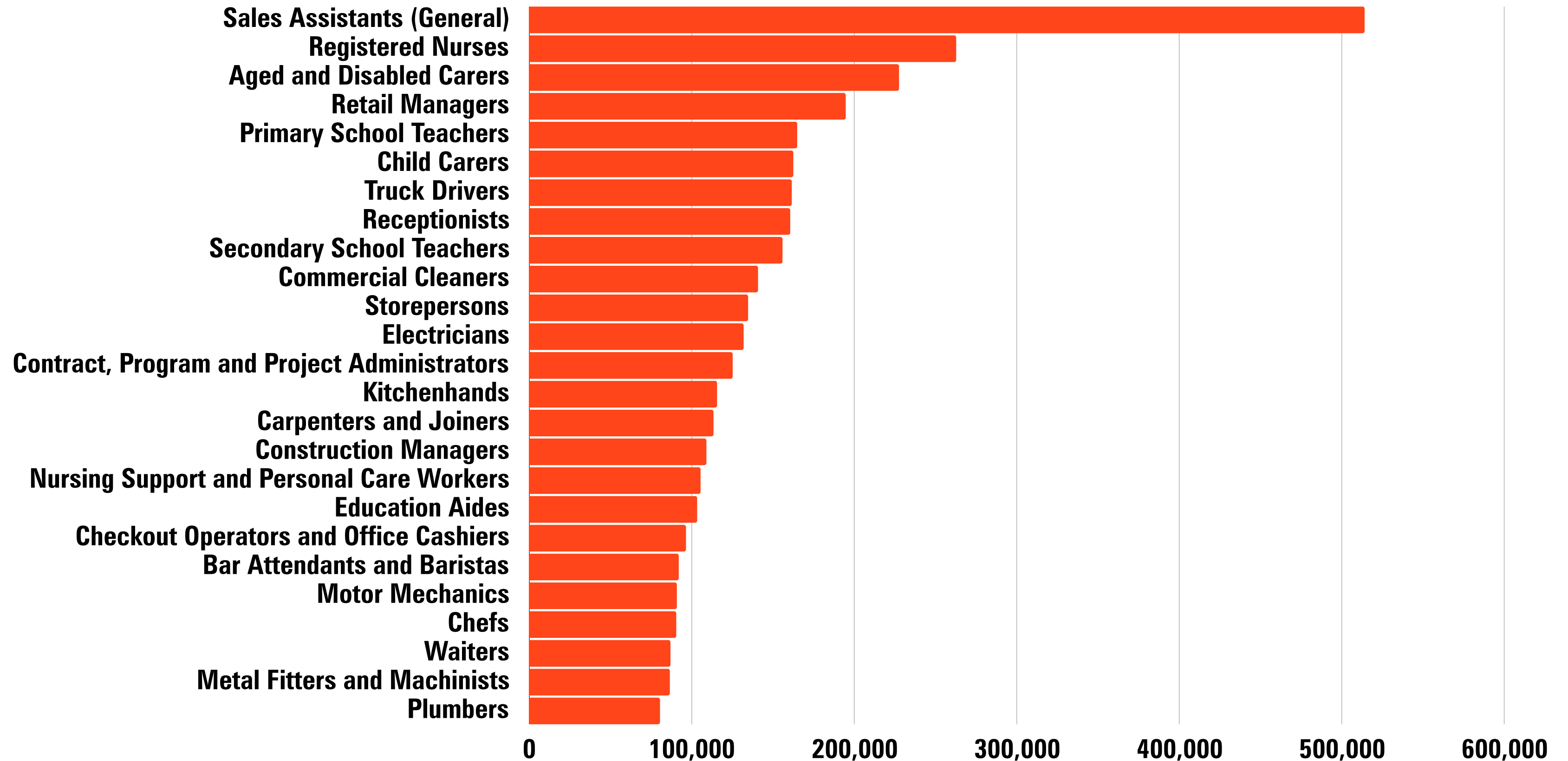
There is no standard key worker definition

Employment in Australia by type of occupation, 2021



Source: ABS Census of Population and Housing, 2021

Top 20 Key Worker Occupations in Australia



Source: ABS Census of Population and Housing, 2021

“Key workers” mean different things in cities vs regions

Examples of key worker occupations in...

Cities or inner-urban areas:

- Registered Nurses
- School Teachers
- Police Officers
- Bus, Tram, Train Drivers
- Paramedics

Middle or outer suburban areas:

- Registered Nurses
- School Teachers
- Child Care Workers
- Tradespeople (e.g. electricians)
- Aged and Disabled Carers

Regional Centres

- General Practitioners
- School Teachers
- Agricultural Technicians
- Aged and Disabled Carers
- Social Workers

Coastal regions

- Marine Transport Professionals
- Tour Guides
- Lifeguards
- Fishermen
- Environmental Scientists

Mining regions

- Mining engineers
- Geologists
- Drillers, Miners and Shot Firers
- Occupational Health and Safety Advisers

These examples illustrate how key worker occupations vary across different Australian regions, reflecting the unique economic activities and community needs of each area.

The importance of Key Workers

**They serve the local
community**



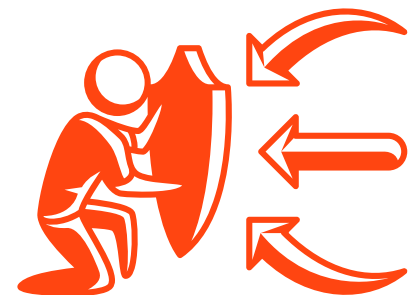
**They add to labour
productivity**



**They support other
industries**



**They enable economic
recovery and growth**



**They support demographic
change**



Industry importance of Key Workers

Critical to the successful operation of large industries

	Total key workers	Key workers earning a very low to moderate income	Proportion of key workers earning a very low to moderate income
Health Care and Social Assistance	1,473,668	837,117	56.8%
Retail Trade	961,441	799,750	83.2%
Construction	836,697	397,408	47.5%
Education and Training	801,543	369,129	46.1%
Accommodation and Food Services	735,935	653,091	88.7%
Manufacturing	542,744	316,749	58.4%
Transport, Postal and Warehousing	443,753	245,229	55.3%
Public Administration and Safety	426,620	133,064	31.2%
Other Services	340,087	245,533	72.2%

Source: ABS Census of Population and Housing, 2021



Key Worker demographics

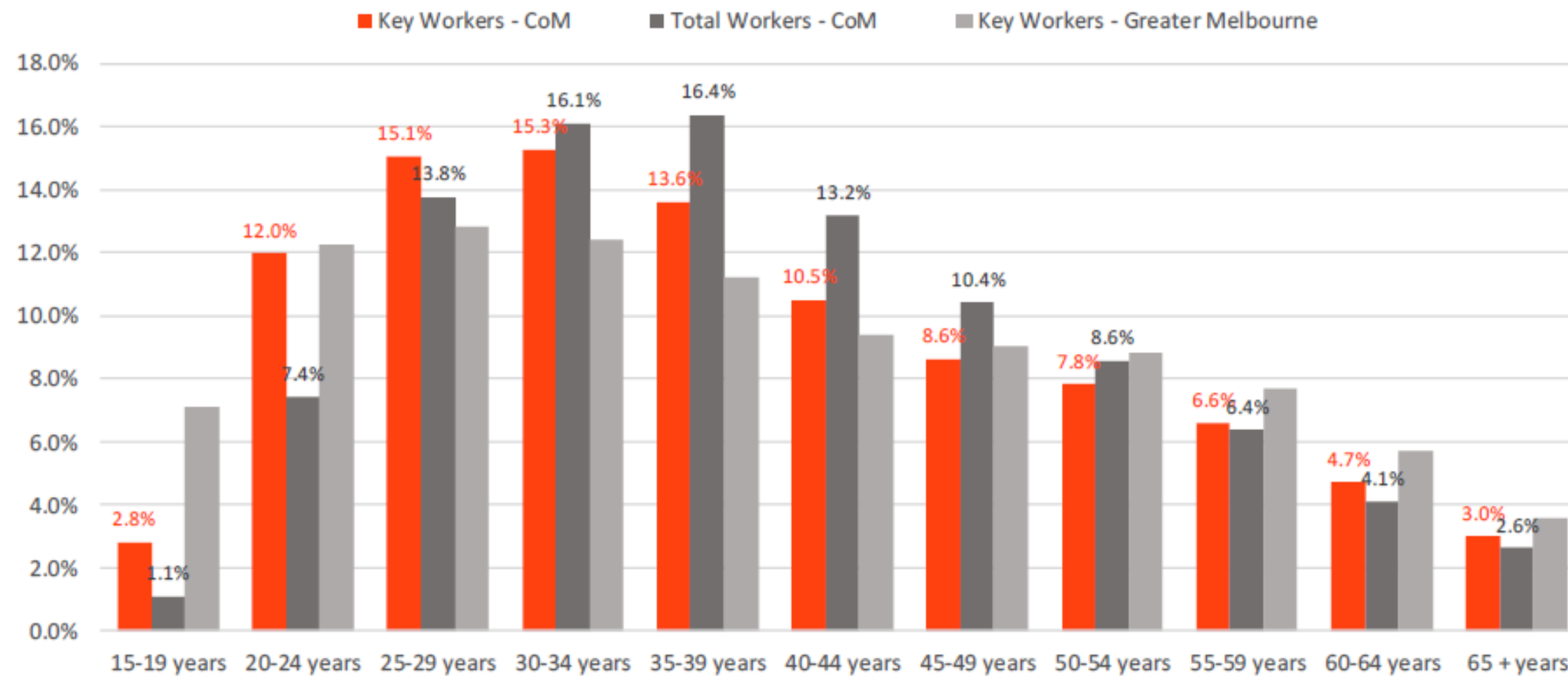
Key Worker demographics vary widely

- **Some key worker occupations are over-represented by men (e.g. electricians, carpenters, plumbers)...others by women (e.g. child care workers, registered nurses).**
- **Some key workers are predominantly younger people and others, older.**
- **Some key workers predominantly live in family households while others are lone person households.**
- **Some have a much larger proportion of non-English speakers than others.**
- **Some have high levels of tertiary education qualifications, and others don't.**

Age of Key Workers

Key workers age profile, 2021

% of workers

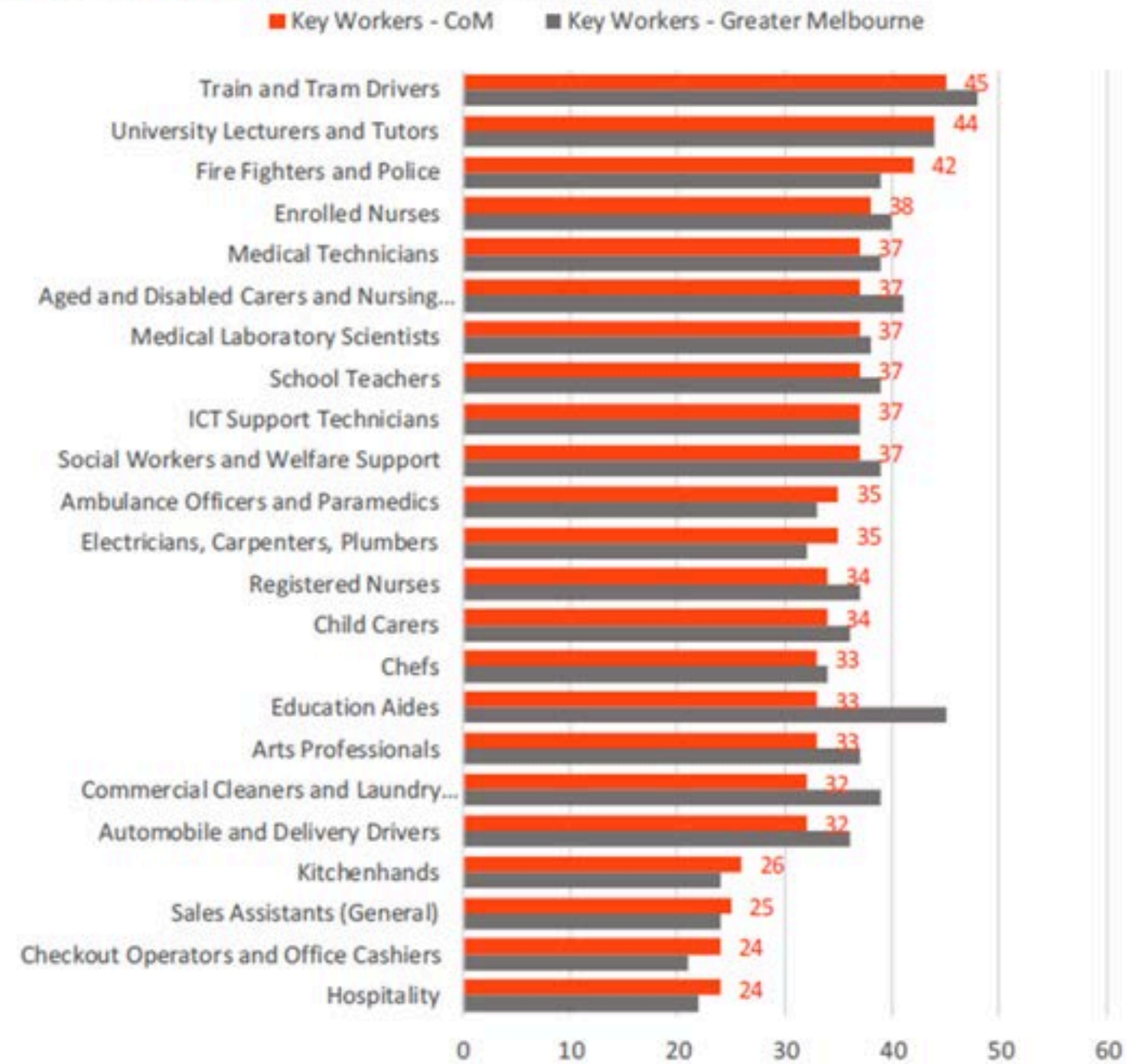


- **Median age of Greater Capital City key workers = 40 years, similar to all GCC workers.**
- **The City of Melbourne's key worker median age is lower (35.6 years).**

Age of Key Workers

Key workers median age profile by occupation groups, 2021

% of total key workers, selected 23 occupation groups



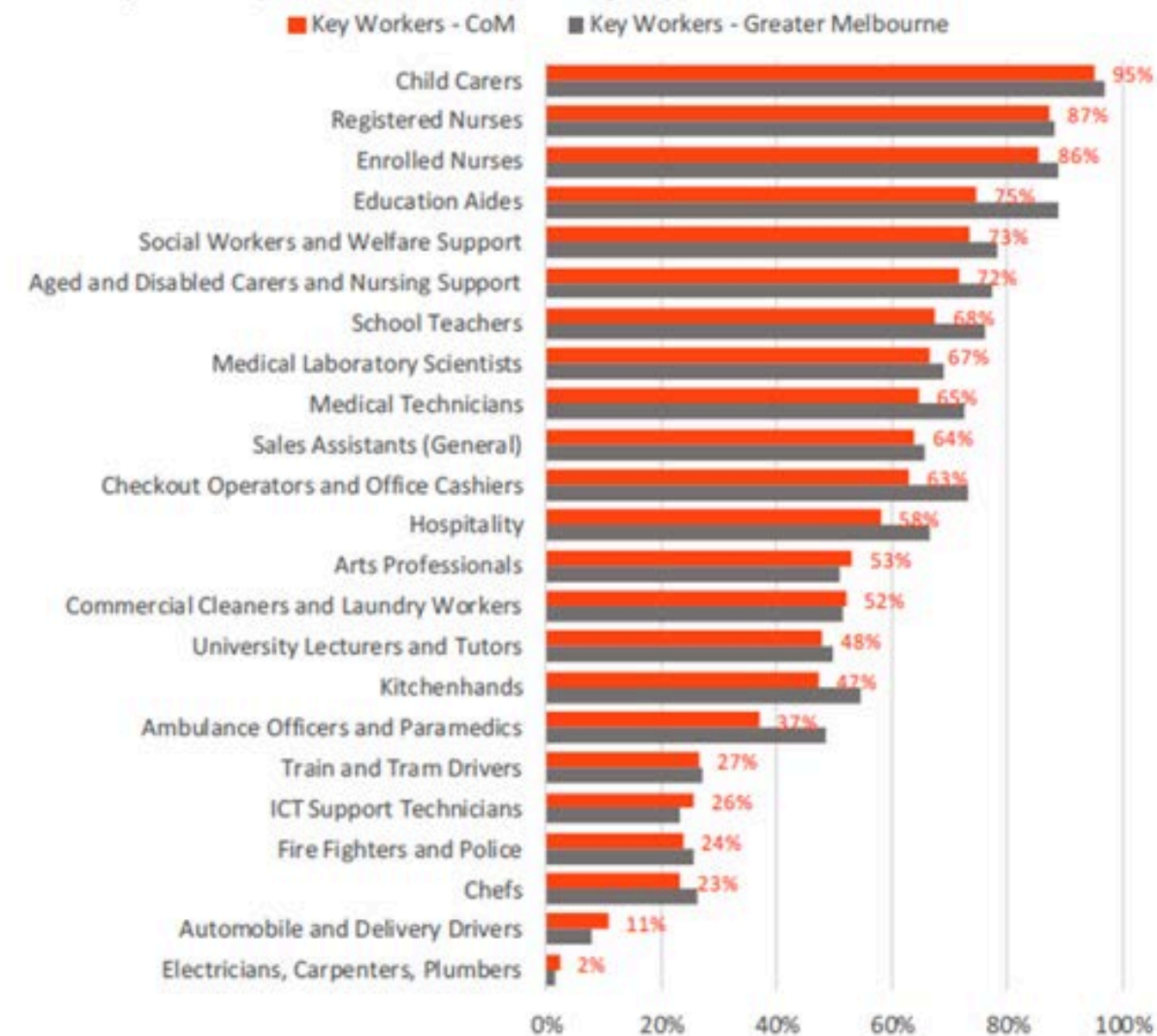
Source: ABS Census of Population and Housing, 2021

- **Median age of hospitality workers, checkout operators, office cashiers is 24-25 years.**
- **On the other hand, train/tram drivers, university lecturers/tutors, fire fighters have a median age of 38-45 years.**

Sex of Key Workers

Female share of key workers by occupation group, 2021

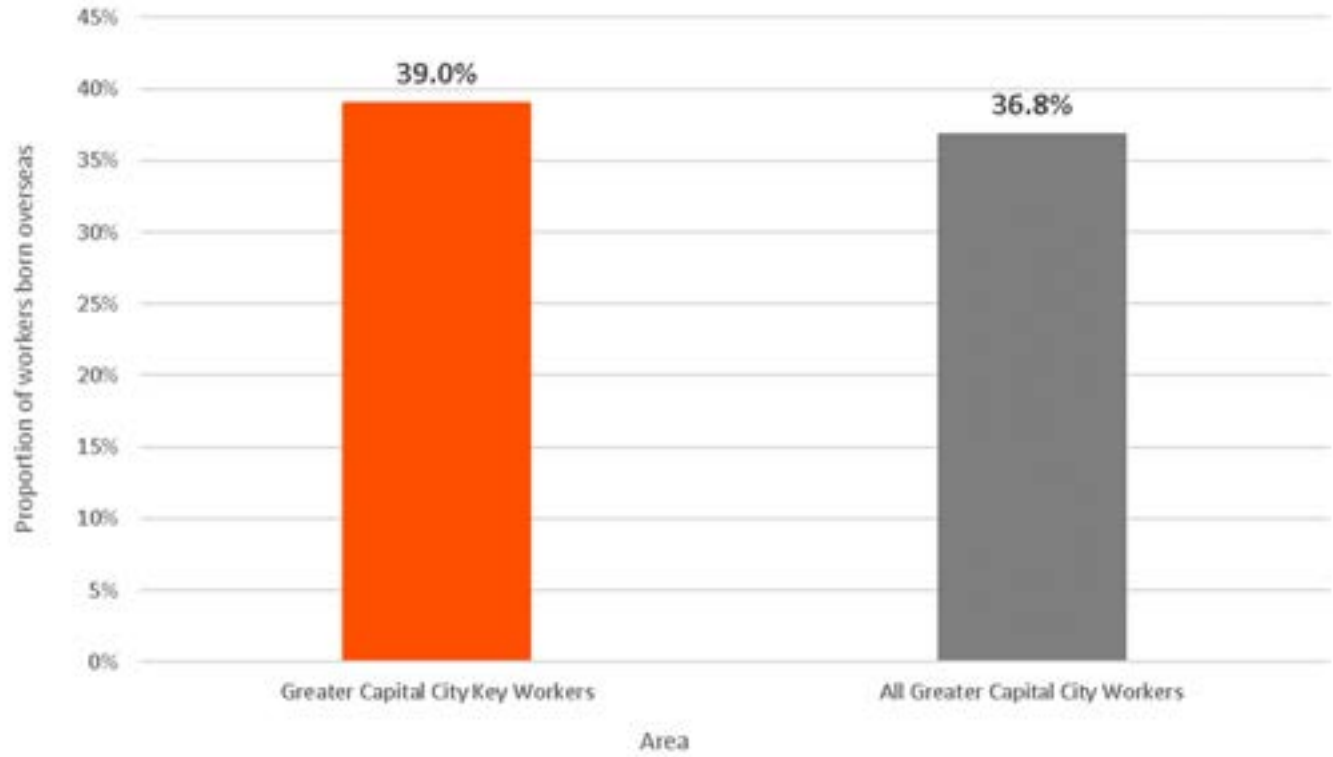
% of key workers, selected 23 occupation groups



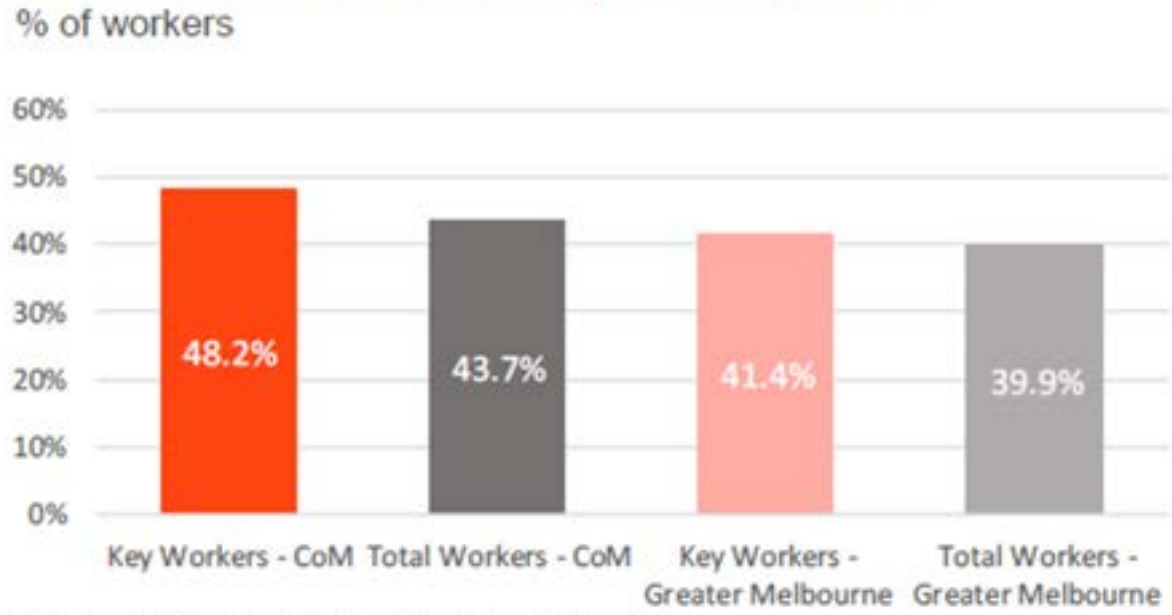
Source: ABS Census of Population and Housing, 2021

- **Chefs, firefighters and police, etc. are between 75-98% male dominated occupations.**
- **Child carers, registered nurses enrolled nurses and education aides are 75%+ women.**
- **These differences, when coupled with income and household composition data can mean some women are more exposed to housing affordability challenges.**

Cultural diversity of Key Workers



Born overseas share of key workers, 2021



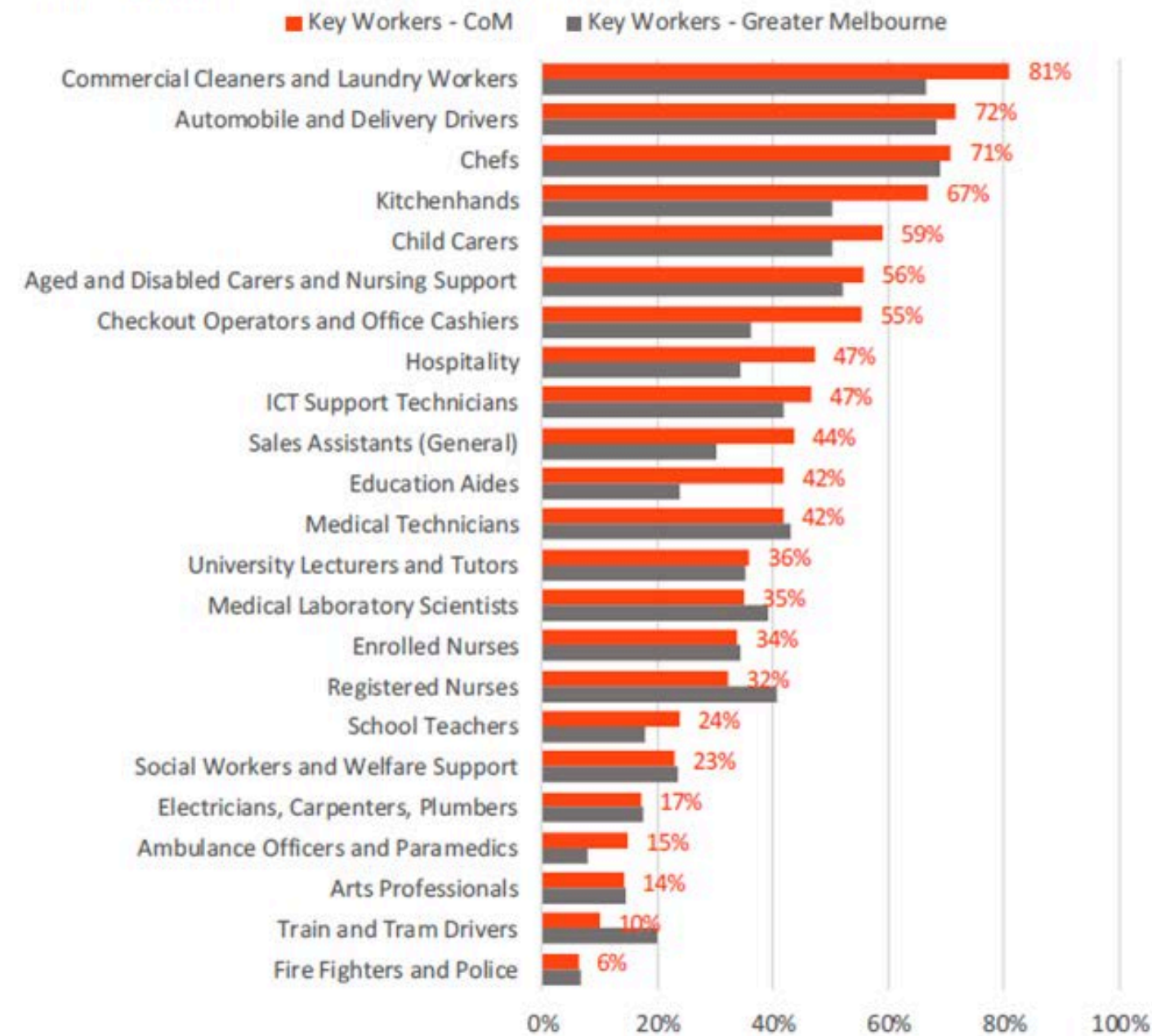
Source: ABS Census of Population and Housing, 2021

- More key workers are born overseas compared to the rest of the workforce.
- In the City of Melbourne, 48% of key workers were overseas-born compared to 44% of all workers.
- Almost 9 in 10 workers in certain occupations were born overseas (e.g. commercial cleaners, laundry workers or chefs).

Cultural diversity of Key Workers

Non-English language spoken at home by key workers occupation group, 2021

% of key workers, selected 23 occupation groups



Source: ABS Census of Population and Housing, 2021

- **More key workers do not speak English as their first language, 33% compared to 31% of all workers, even more so in our City of Melbourne example.**
- **Occupations such as commercial cleaners, laundry workers, delivery drivers, chefs and kitchenhands were predominantly non-English speakers.**

Income of Key Workers

Median weekly income of key workers by occupation group, \$, City of Melbourne, selected 23 occupation groups

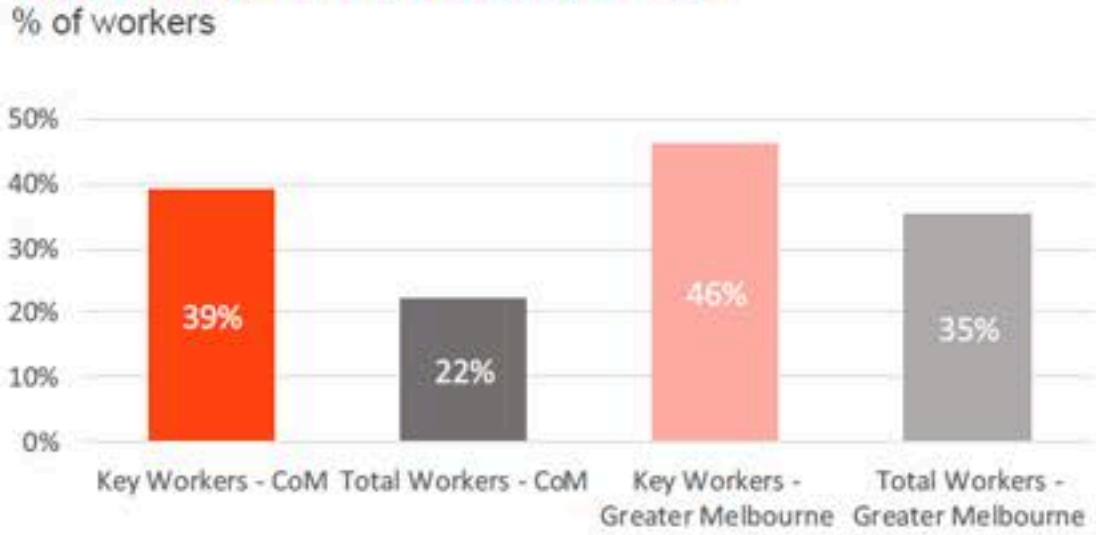


Source: ABS Census of Population and Housing, 2021

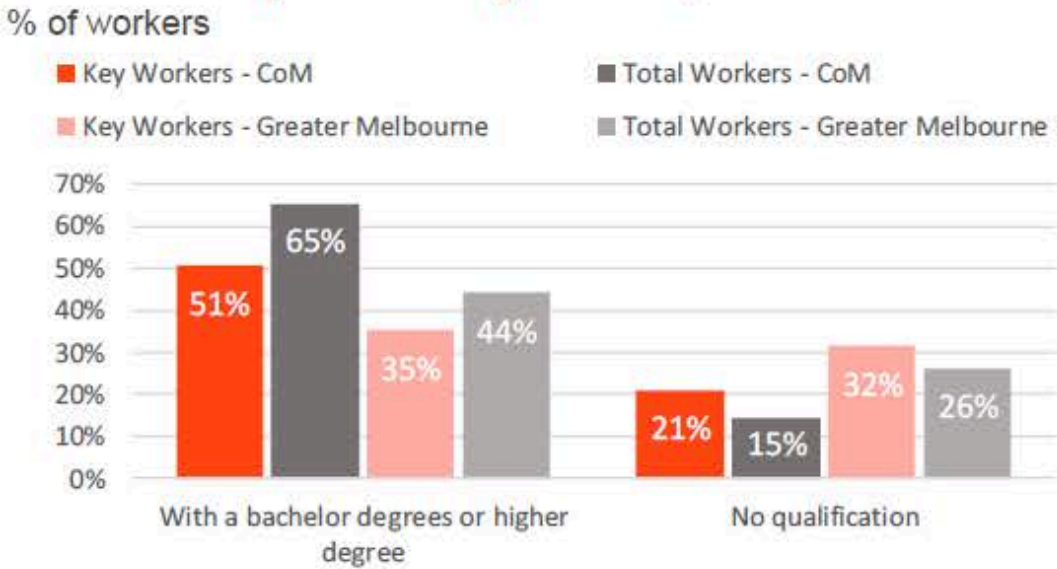
- The median income for key workers in Australian capital cities is \$1,010 per week, 26% lower than the \$1,272 median for all workers.
- In the City of Melbourne, key workers earn a higher median of \$1,274, but this is still 27% below the median for all Melbourne workers.
- There are vast differences in income when broken down by key worker occupation.

Income of Key Workers

Share of part time key workers, 2021



Qualification profile of key workers, 2021



- **The incomes of key workers are influenced by the occupation itself but also by the fact that more key workers work in part-time roles compared to all workers (49% compared to 42% in capital cities).**

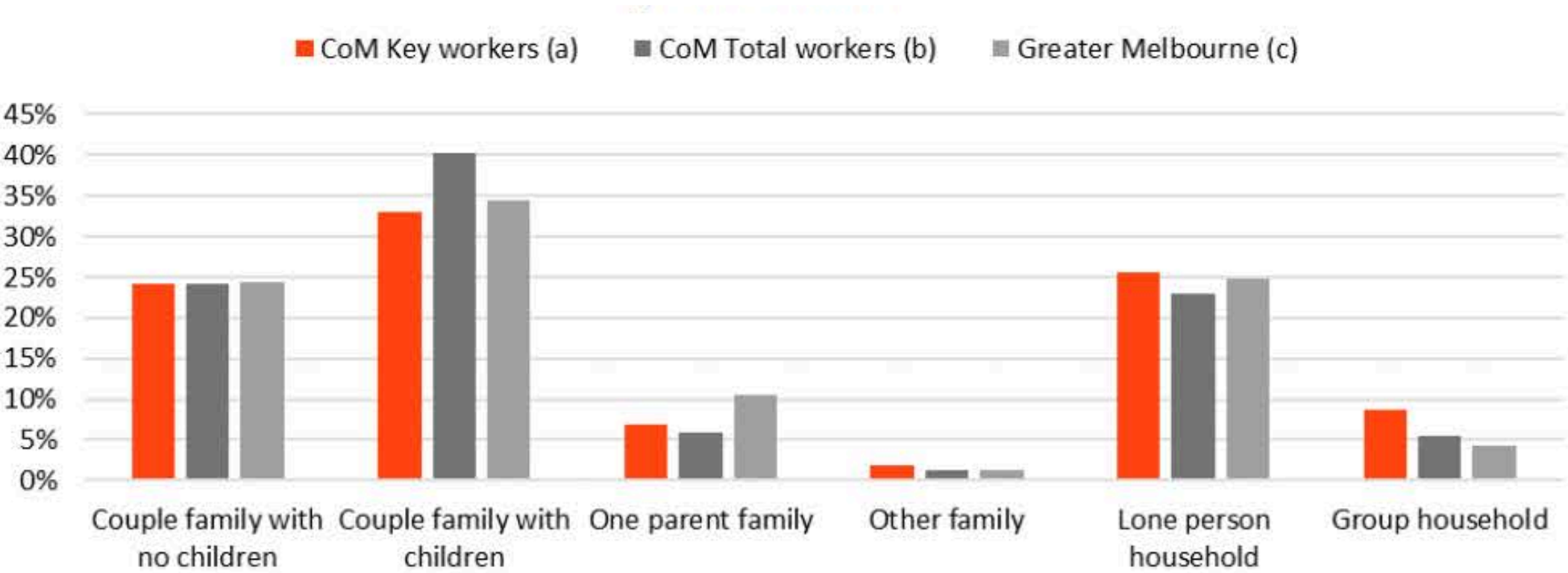
- **Also, a smaller proportion of key workers hold Bachelor or Higher degrees, compared to all workers (49% compared to 58% in capital cities).**



Key Worker households

Household types of Key Workers

- Key workers' household types significantly influence their housing needs and affordability.
- Unsuitable or undersized housing near a key worker's job is effectively unaffordable.
- An outcome of inadequate housing is overcrowding. In the City of Melbourne, 4.6% of key worker households face overcrowding, compared to 2.6% of all worker households, with some occupations more affected than others.



Dwelling types of Key Workers

High density dwellings by Key Worker
City of Melbourne

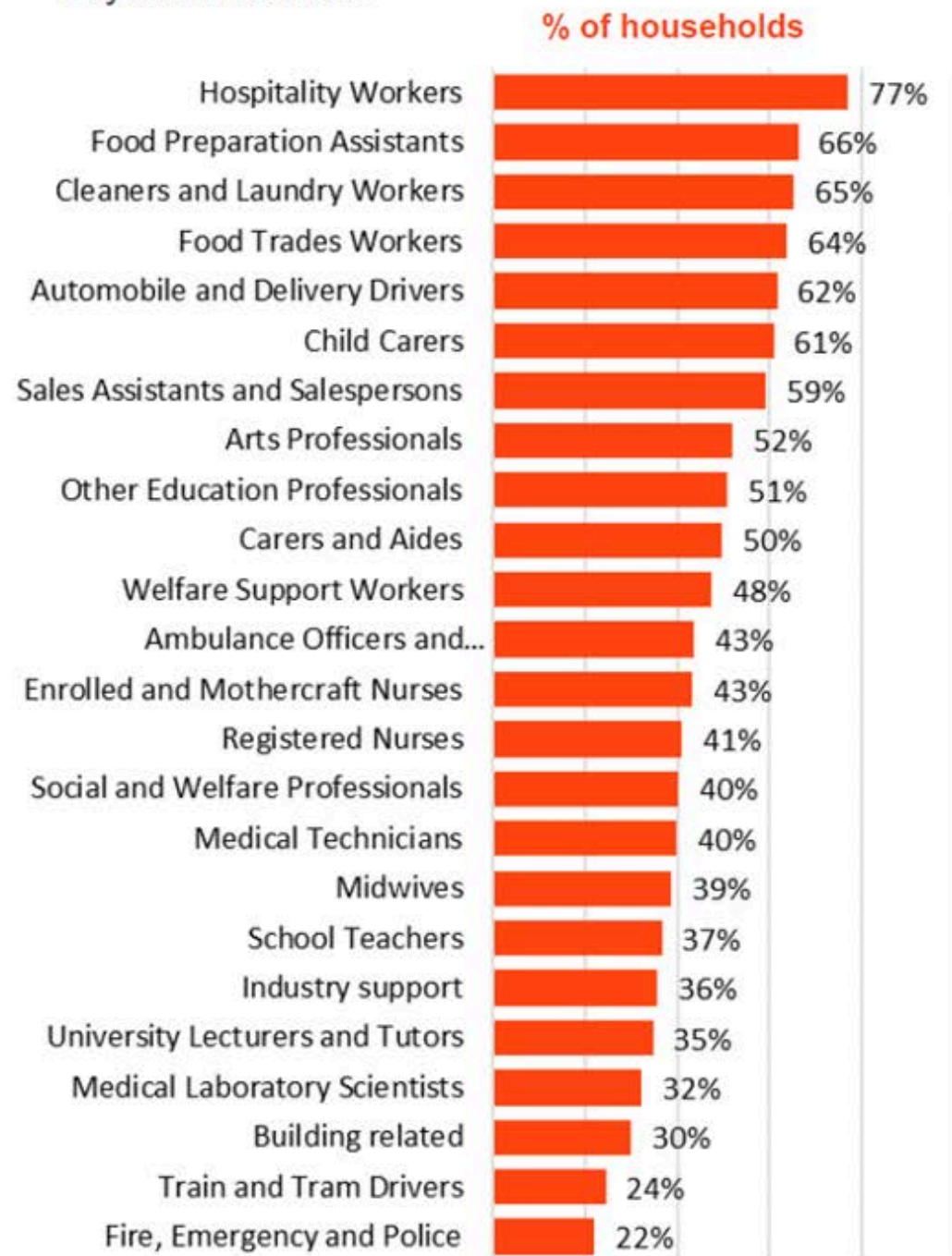


- In Australian capital cities, 75% of key workers live in separate houses, 15% in medium-density, and 10% in high-density housing, varying by city and housing stock.
- Fewer capital city workers live in separate houses, with more in denser housing.
- In the City of Melbourne, fewer key workers live in separate houses and more in medium or high-density housing than other workers.

Tenure types of Key Worker households

Renting by selected Key Worker groups

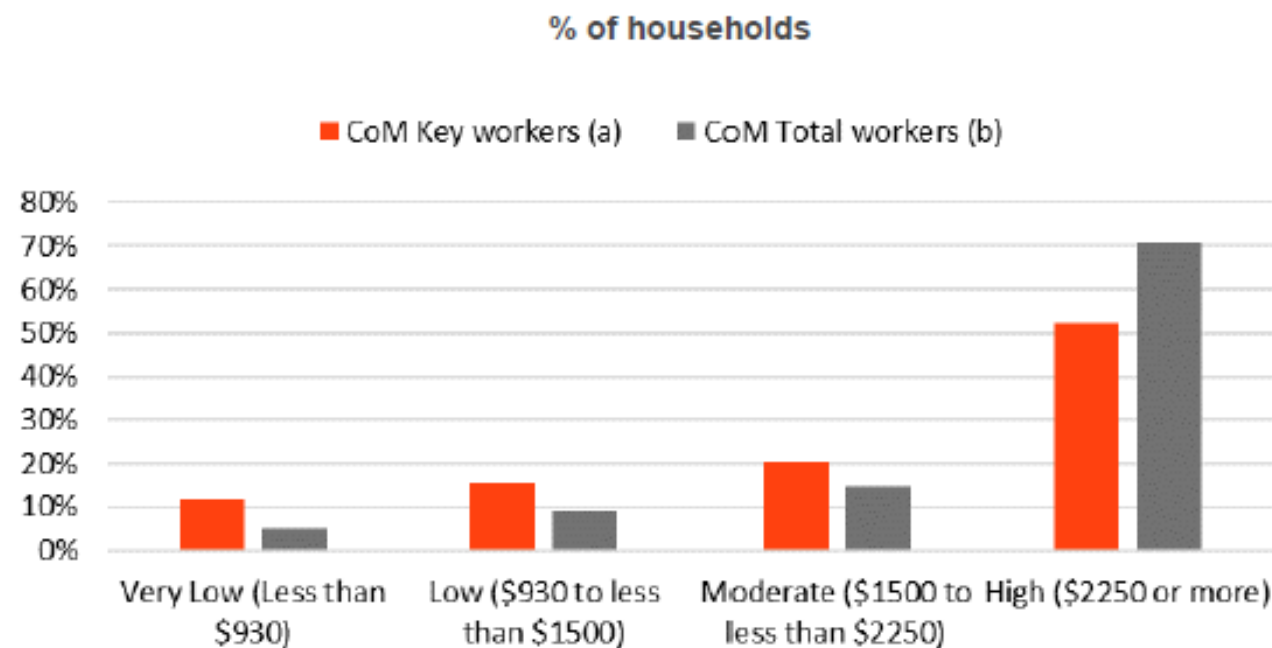
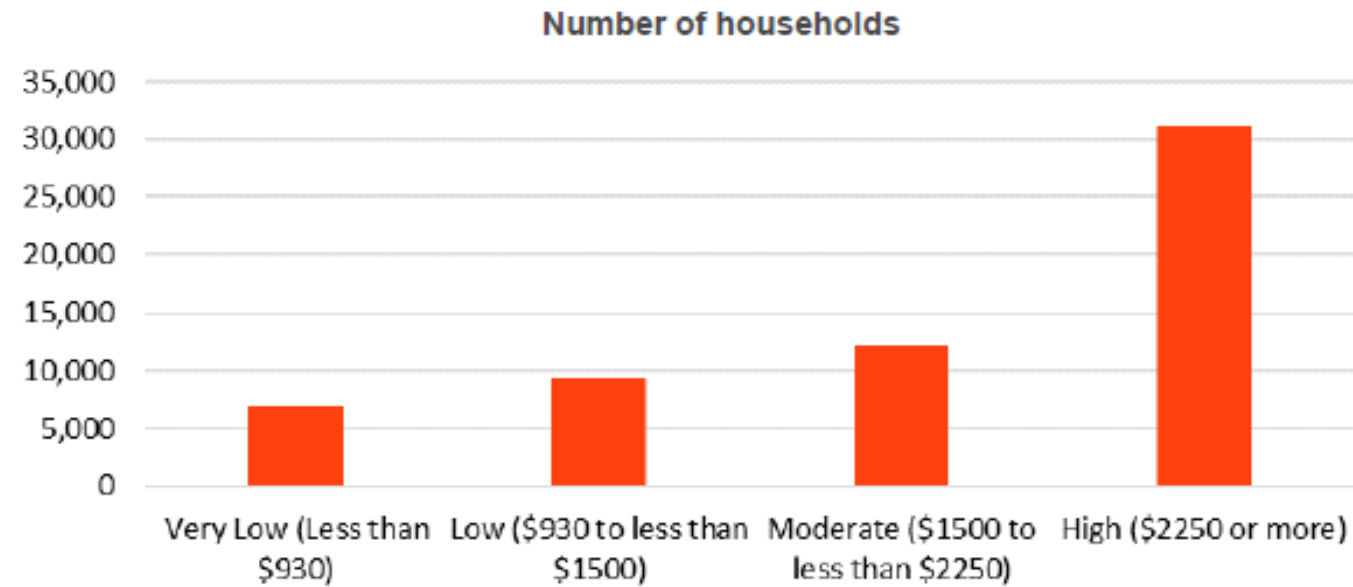
City of Melbourne



- Key workers are more likely to rent than own compared to all workers.
- In Australia's capital cities, 34% rent, 47% have a mortgage, and 18% own outright.
- In the City of Melbourne, nearly 80% of hospitality workers rent, compared to 22% of fire, emergency, and police workers.

Key Worker household income

Key Worker Households (a) by Household Income Mix, 2021



a) Where the household reference person is a City of Melbourne key worker
 b) Where the household reference person is a City of Melbourne worker
 c) All households in Greater Melbourne
 Source: ABS Census of Population and Housing 2021, Custom data order

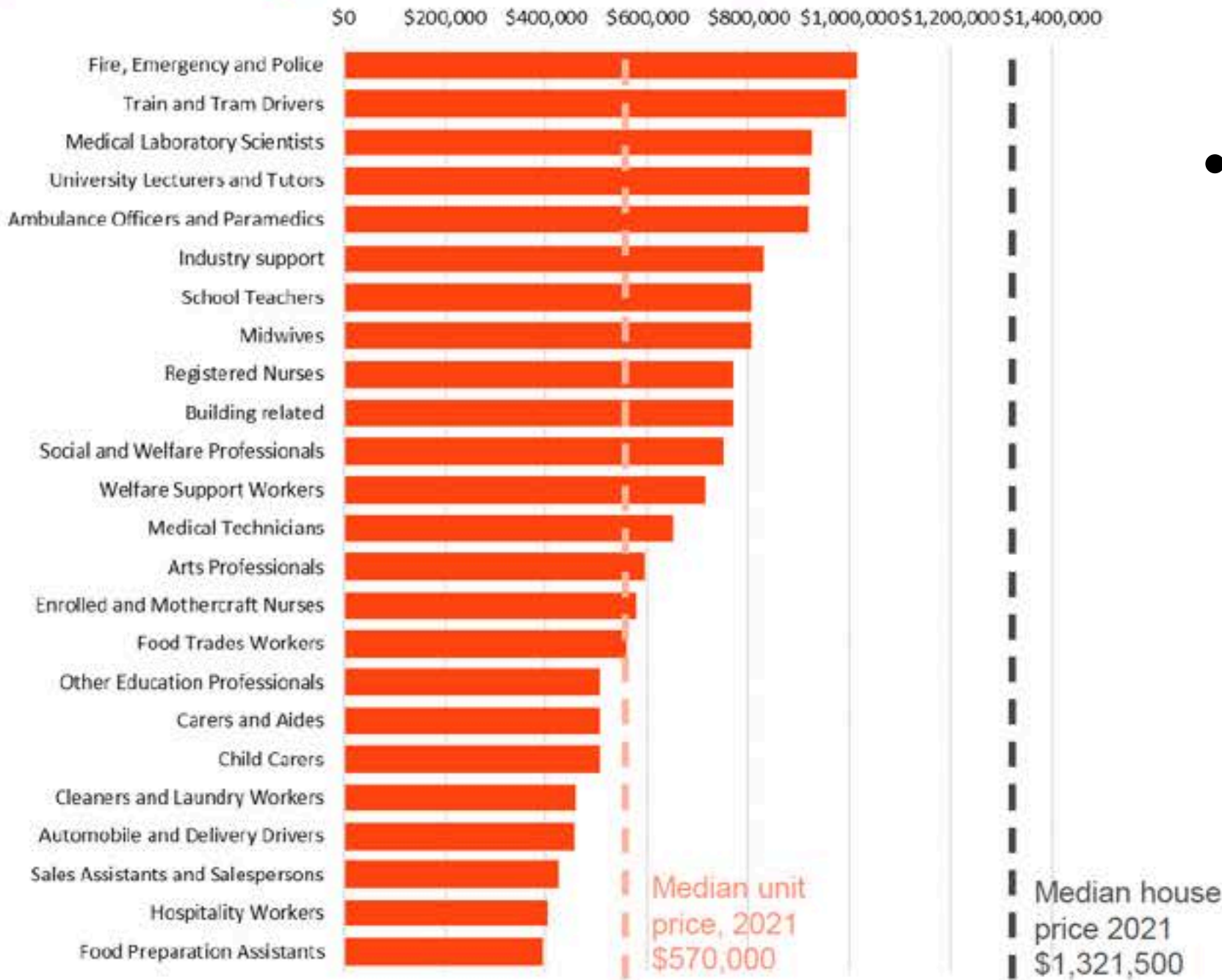
- **48% of key worker households in the City of Melbourne had a very low to moderate income compared to 29% of all workers.**

Weekly household income mix by selected Key Worker Households, 2021

Selected Key workers (a)	% of households			
	Very Low (Less than \$930)	Low (\$930 to less than \$1500)	Moderate (\$1500 to less than \$2250)	High (\$2250 or more)
Food Preparation Assistants	36%	25%	20%	20%
Hospitality Workers	35%	25%	20%	20%
Sales Assistants and Salespersons	32%	22%	21%	25%
Cleaners and Laundry Workers	25%	26%	24%	26%
Child Carers	24%	24%	20%	32%
Other Education Professionals	27%	19%	19%	35%
Carers and Aides	24%	21%	25%	30%
Food Trades Workers	16%	25%	28%	32%
Enrolled and Mothercraft Nurses	13%	24%	24%	40%
Medical Technicians	14%	22%	19%	45%
Welfare Support Workers	6%	18%	23%	52%
Social and Welfare Professionals	7%	13%	22%	58%
School Teachers	6%	11%	19%	64%
Registered Nurses	3%	14%	22%	61%
University Lecturers and Tutors	9%	8%	12%	71%
Building related	4%	12%	21%	63%
Midwives	3%	12%	23%	62%
Industry support	3%	11%	20%	66%
Ambulance Officers and Paramedics	6%	4%	23%	67%
Medical Laboratory Scientists	2%	6%	19%	74%
Train and Tram Drivers	0%	3%	11%	87%
CoM Key workers (a)	12%	16%	20%	52%
CoM Total workers (b)	5%	9%	15%	71%

Housing affordability price points

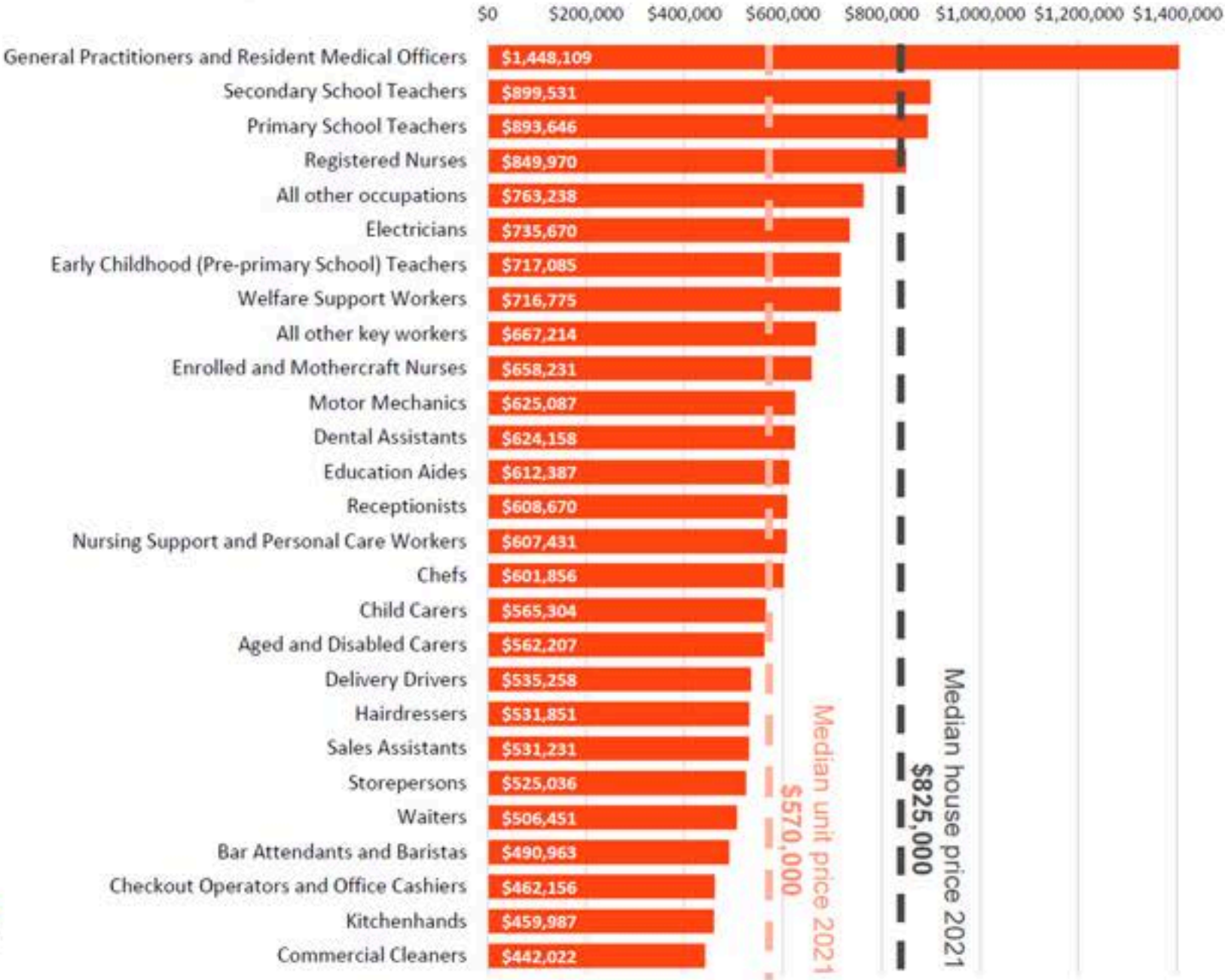
What Key Worker Household Groups (a) can afford to purchase vs City of Melbourne median prices, 2021



- Key worker income, age, housing type, and household size determine what is affordable.
- In the City of Melbourne, no key workers could afford to buy a house due to limited and expensive housing (just 1.8% of stock). However, many key worker groups could afford units.

Housing affordability price points

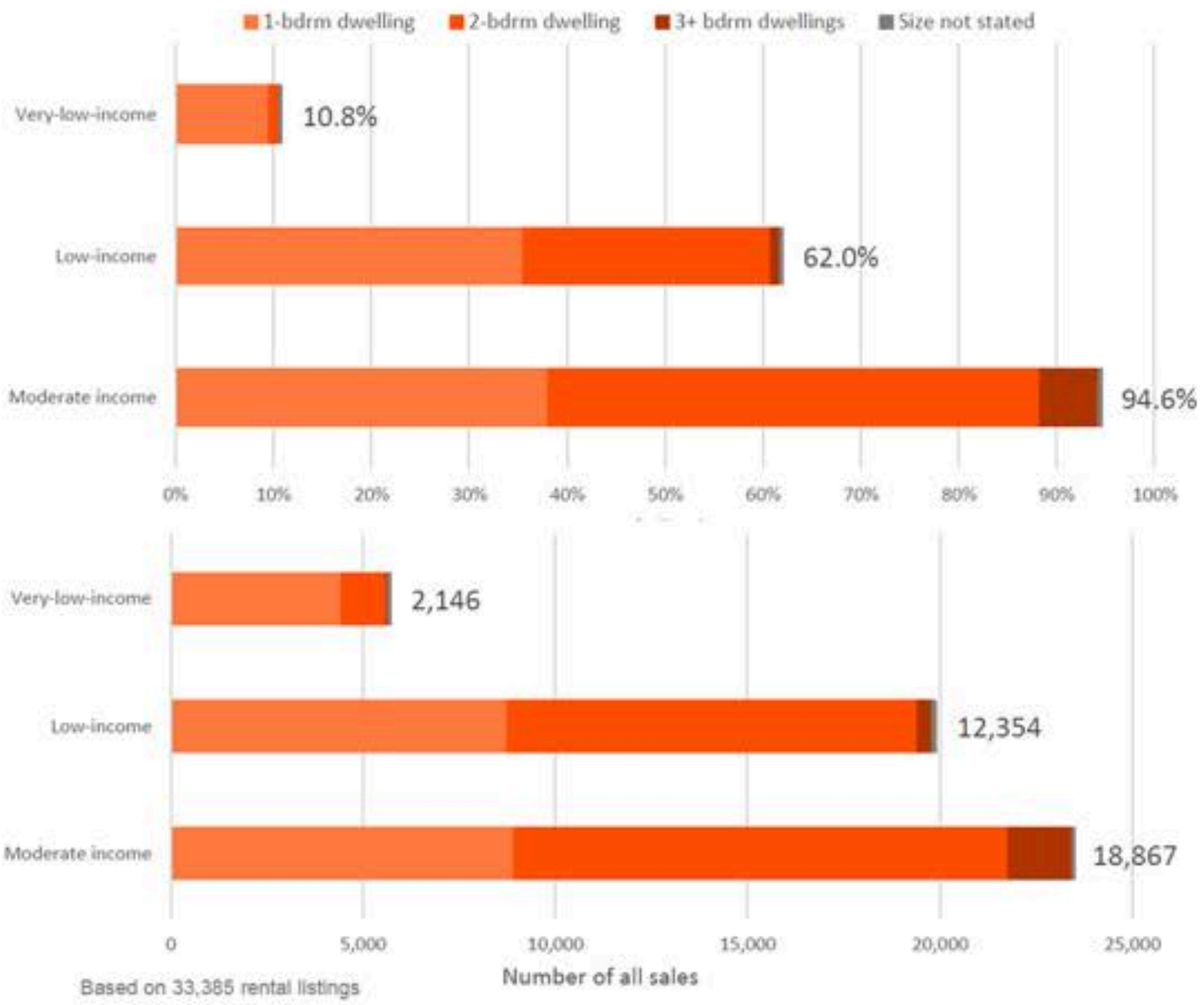
What Key Worker Household Groups can afford to purchase vs Sunshine Coast median prices, 2021



- In our Sunshine Coast study, buying a house anywhere within the Sunshine Coast LGA (where separate houses make up 69% of all dwellings) was unaffordable to most key workers, while some could afford to buy a unit.

Housing affordability price points

What City of Melbourne key worker households (total) can afford to rent; for 12 months to December 2022



- While renting is more affordable for most key workers, the type of rental available to them varies.
- In the City of Melbourne, key workers on very low incomes, like food preparation assistants, hospitality workers, and sales staff, could afford only 10.8% of all rentals listed in a year.
- However, most of these affordable options are one-bedroom units, which are unsuitable for couples or families.

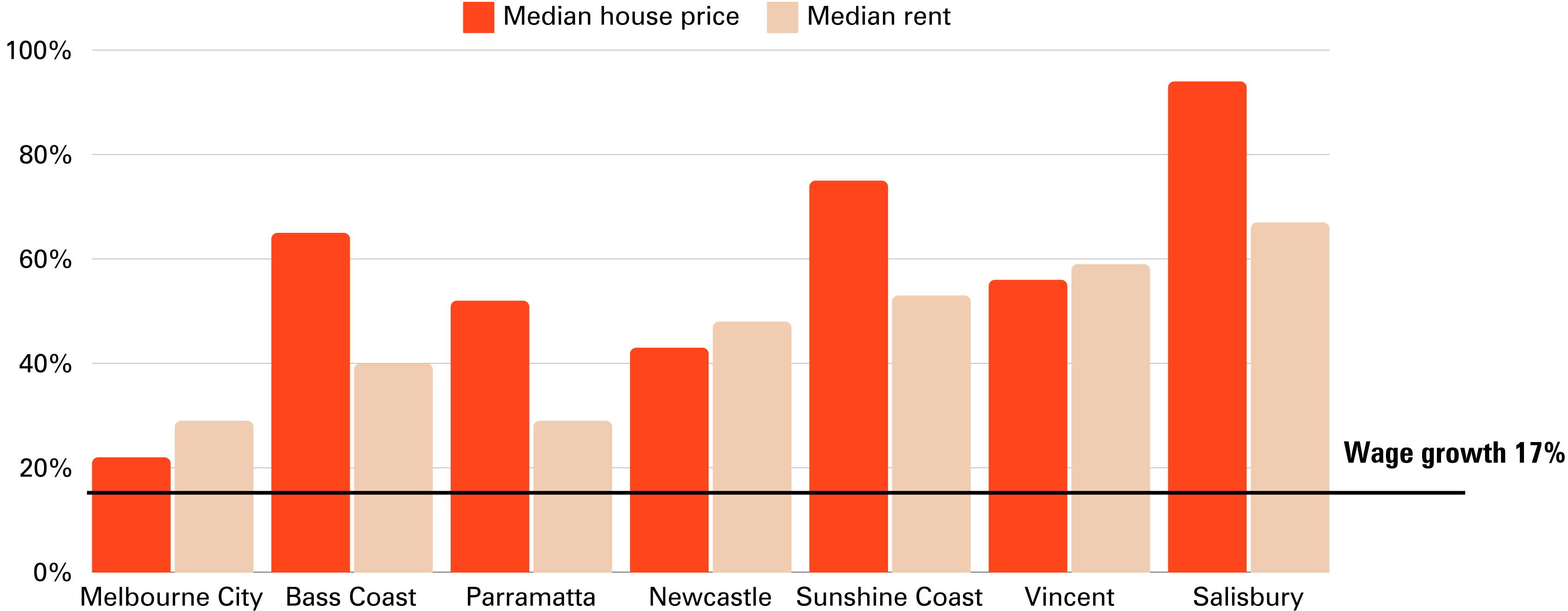


Challenges

Incomes have not kept up with housing costs

Key workers earn less already. Recent housing cost growth has made it even harder

Change in housing costs by selected LGAs vs Wage Price Index, 2018 to 2024



Source: housing.id, ABS

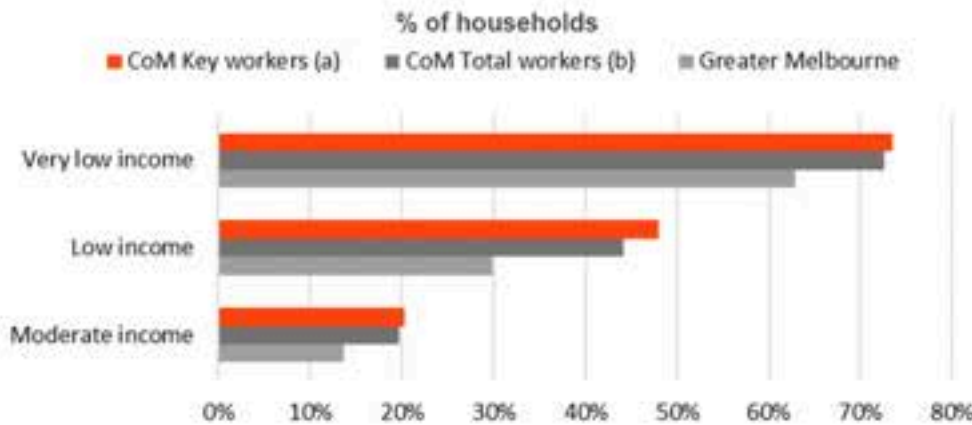
Housing stress for Key Workers

Mortgage Stress

Households with a mortgage in housing stress, 2021

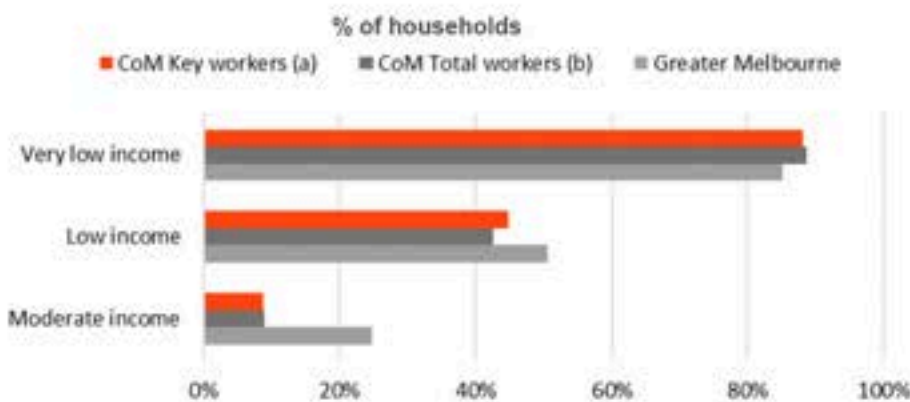


Key worker households (a) with a mortgage in housing stress by income band, 2021



Rental Stress

Households renting in housing stress, 2021



- **Key workers experience higher levels of housing stress than other workers.**
- **20% of City of Melbourne’s key workers experienced housing stress, compared to 10% of all City of Melbourne workers.**
- **On the Sunshine Coast, the gap was smaller (21% key worker housing stress, 19% all workers).**
- **Housing stress figures would’ve worsened since 2021 due to increasing cost of housing.**

Housing stress by household type and for women

- **Single-parent and lone-person households bear the brunt of housing stress.**
- **In Australia, women are the parent in 80% of single parent households, meaning that female key workers are exposed to even more affordability pressures.**
- **Women in lower-paying roles face greater housing pressures than their male counterparts.**

“Given the prevalence of women in lower-paying key worker roles, housing affordability pressures are more acute for female workers, limiting their access to suitable housing near their workplaces”

AHURI “Housing for Australia’s key workers” 2021

“Approximately 20% of key workers in Sydney and 17% in Melbourne experience housing stress, with much higher rates among inner-city workers such as nurses, teachers, and community support workers. This includes significant impacts on affordability for female-dominated professions like teaching and nursing”

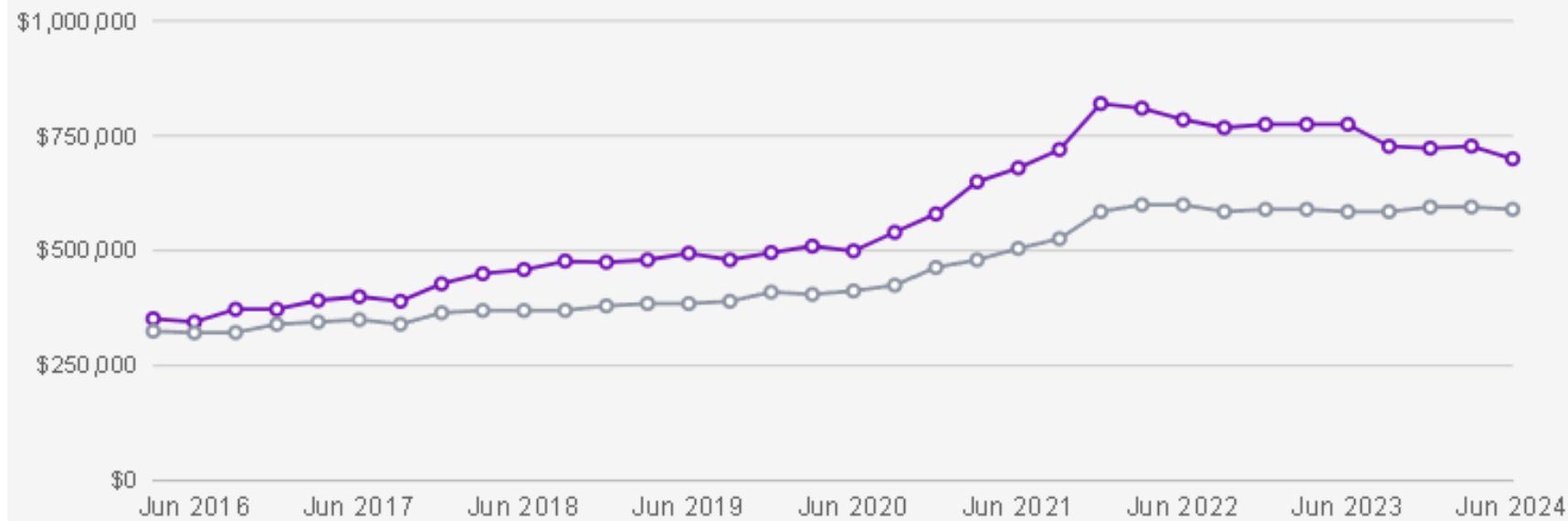
The University of Sydney “Housing key workers: scoping challenges, aspirations, and policy responses for Australian cities” 2021

Affordability challenges for workers - Bass Coast example

How have house prices been changing?

Quarterly median and entry-level (25th percentile) housing prices (and rolling 12-month % change)

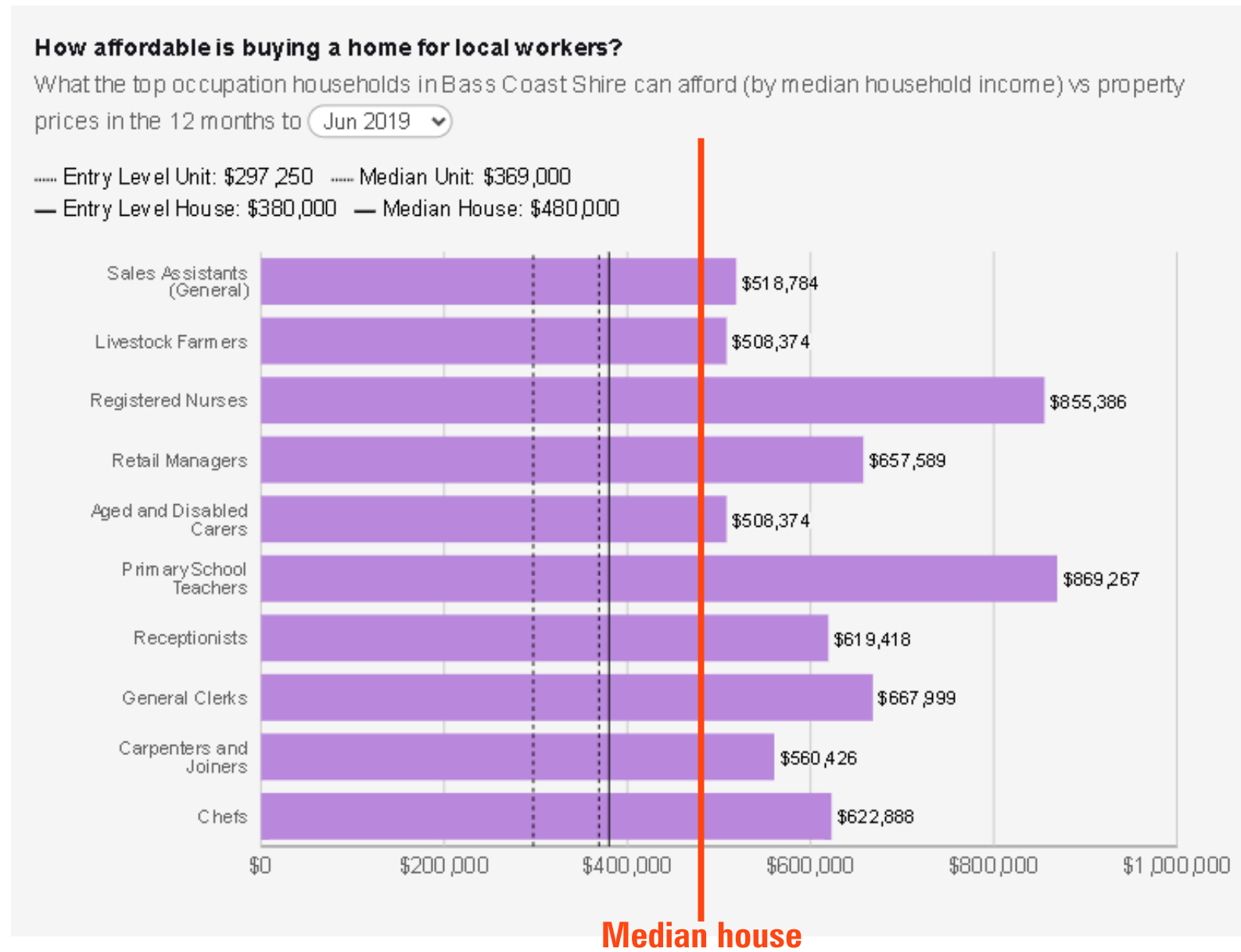
— Bass Coast Shire median — Regional Victoria median



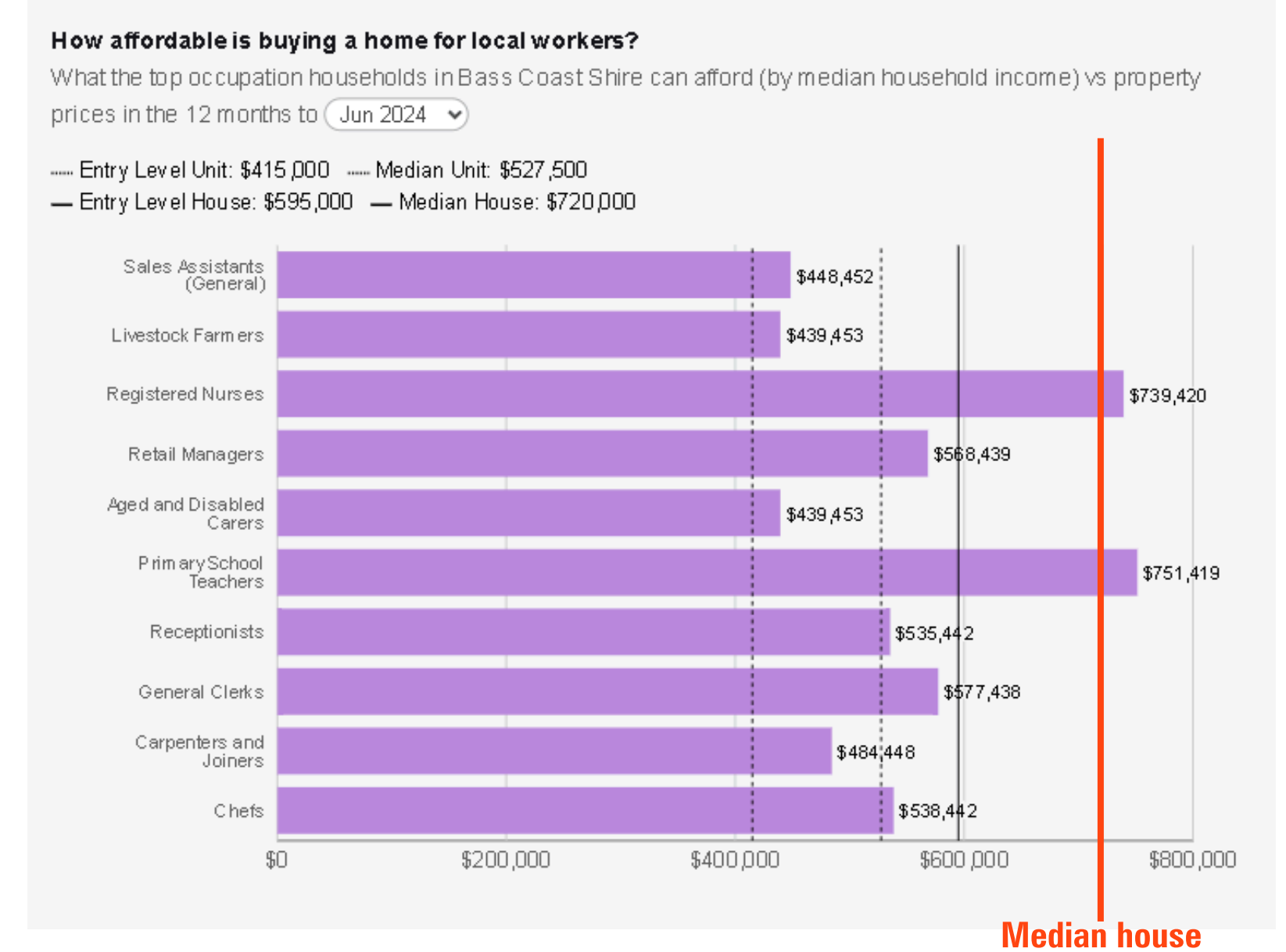
- **Incomes have not been growing at the same rate as costs of housing.**
- **Since June 2019, Regional Victoria's median house prices have surged 53%, with rental costs up 28%.**
- **On the Bass Coast, house prices grew by 47% and rental costs by 42%.**

Affordability challenges for workers - Bass Coast example

June 2019



June 2024



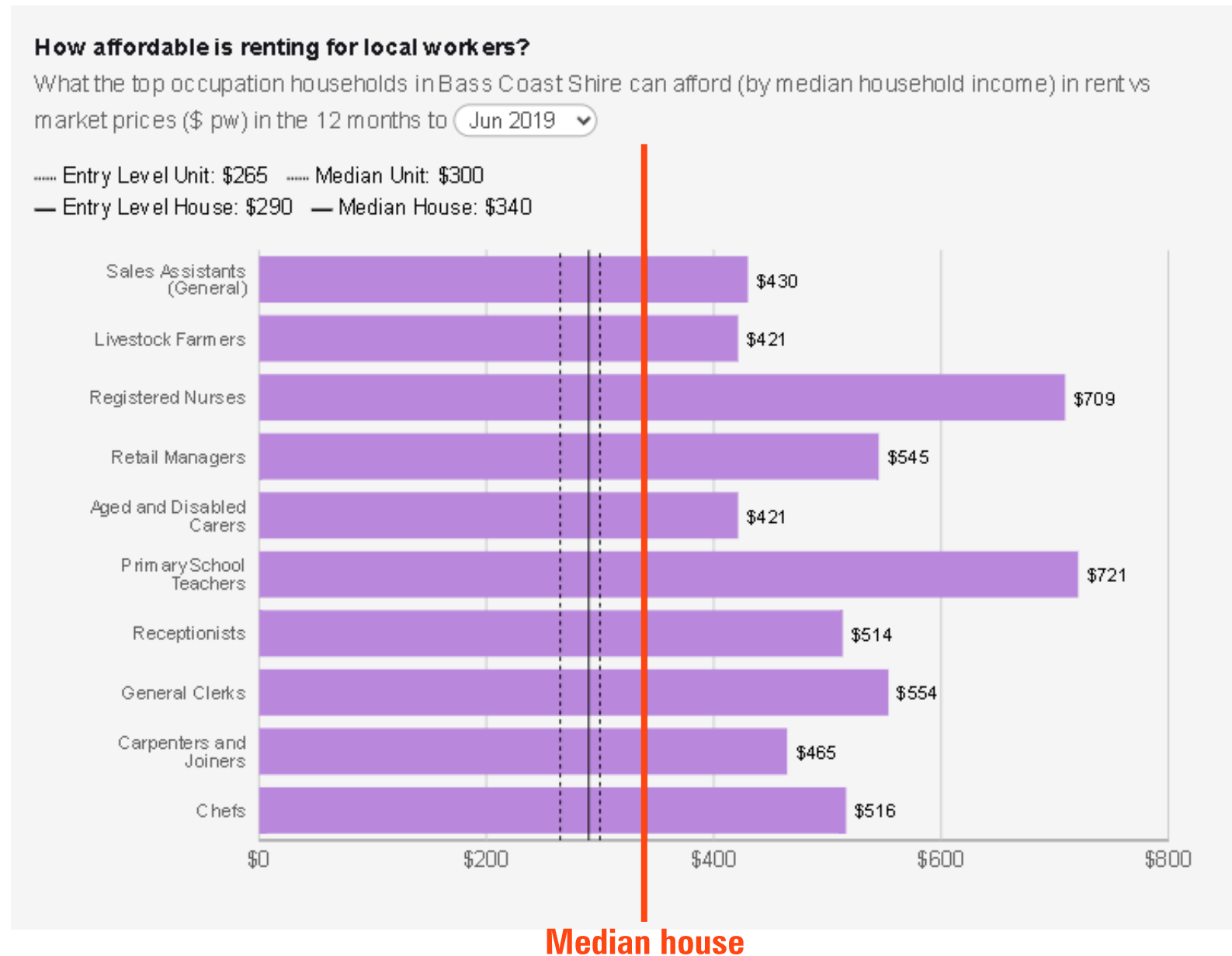
Information from .id's Housing Monitor tool for Bass Coast Shire

housing.id

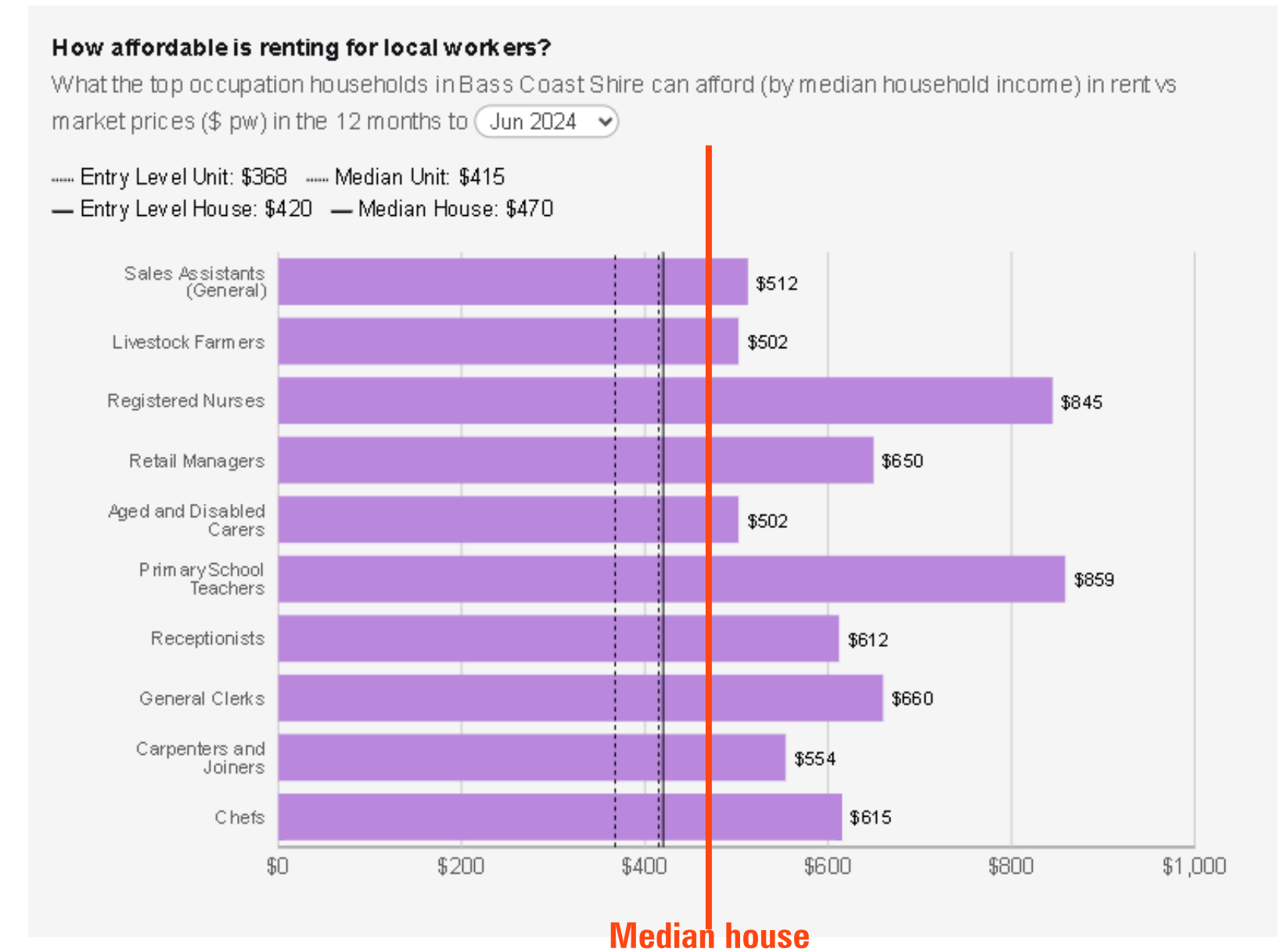
[housing monitor](https://housing.monitor)

Affordability challenges for workers - Bass Coast example

June 2019



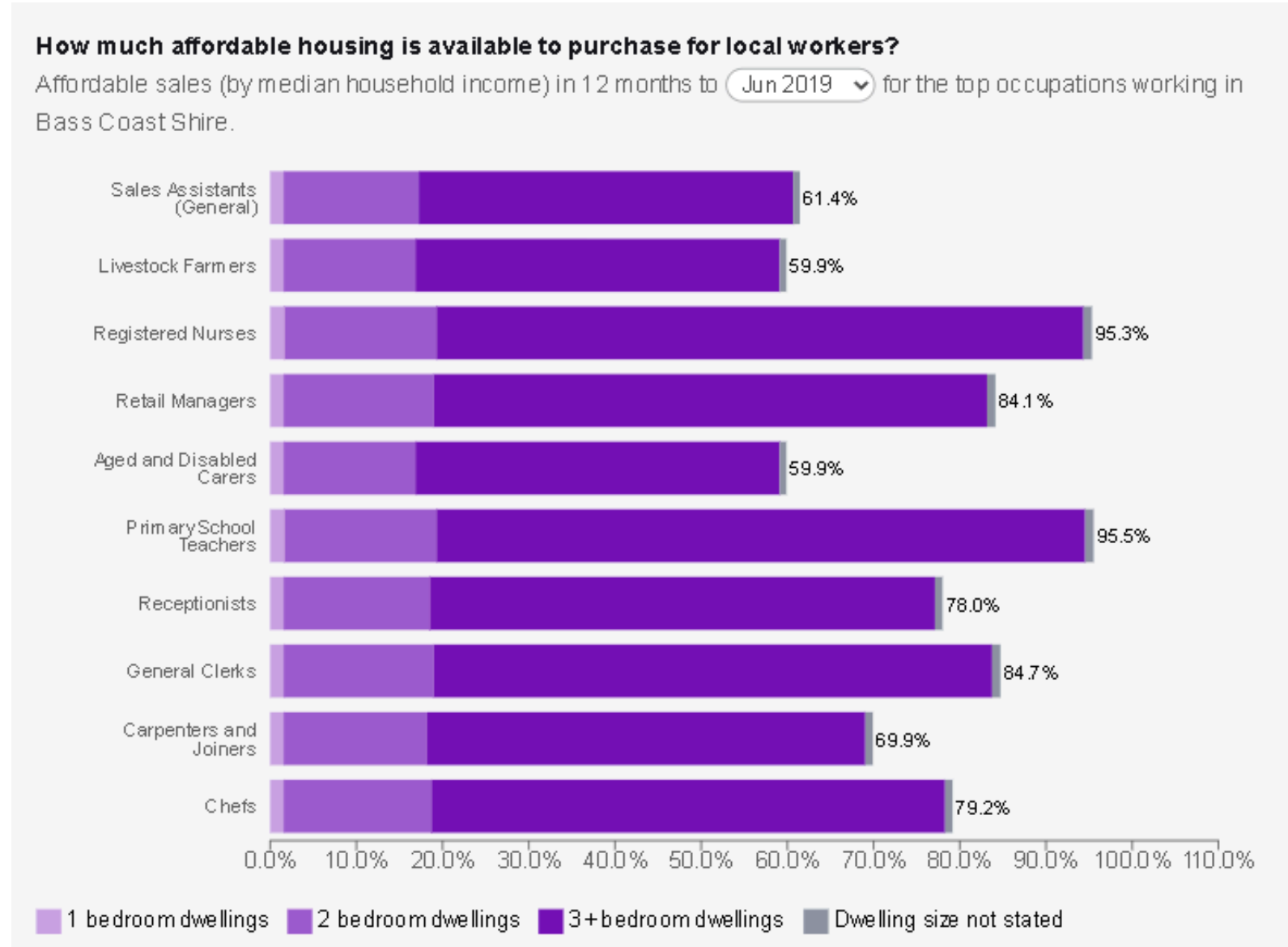
June 2024



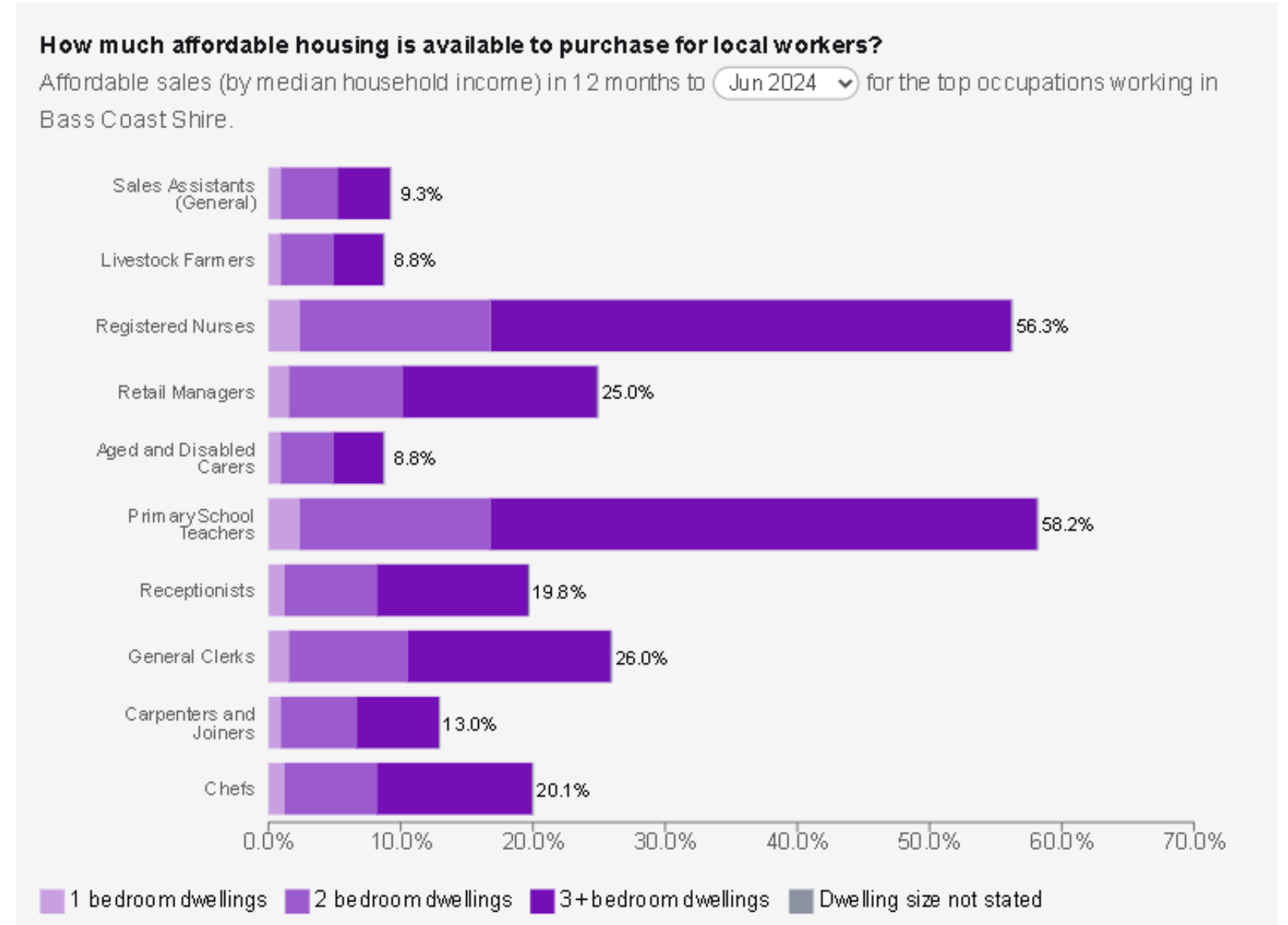
Information from .id's Housing Monitor tool for Bass Coast Shire housing.id [housing monitor](https://housing.monitor.id)

What type of housing can workers afford?

June 2019

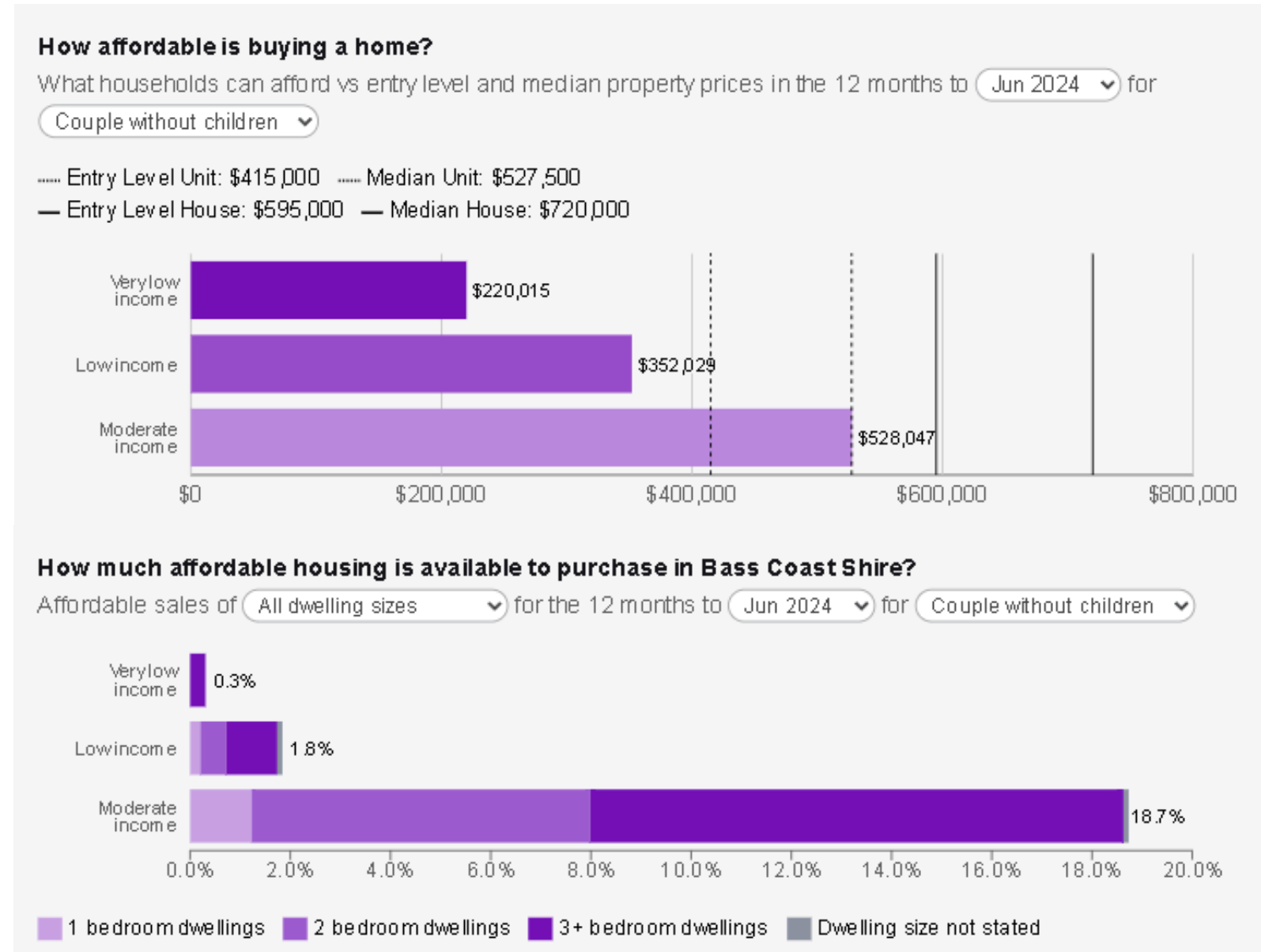


June 2024

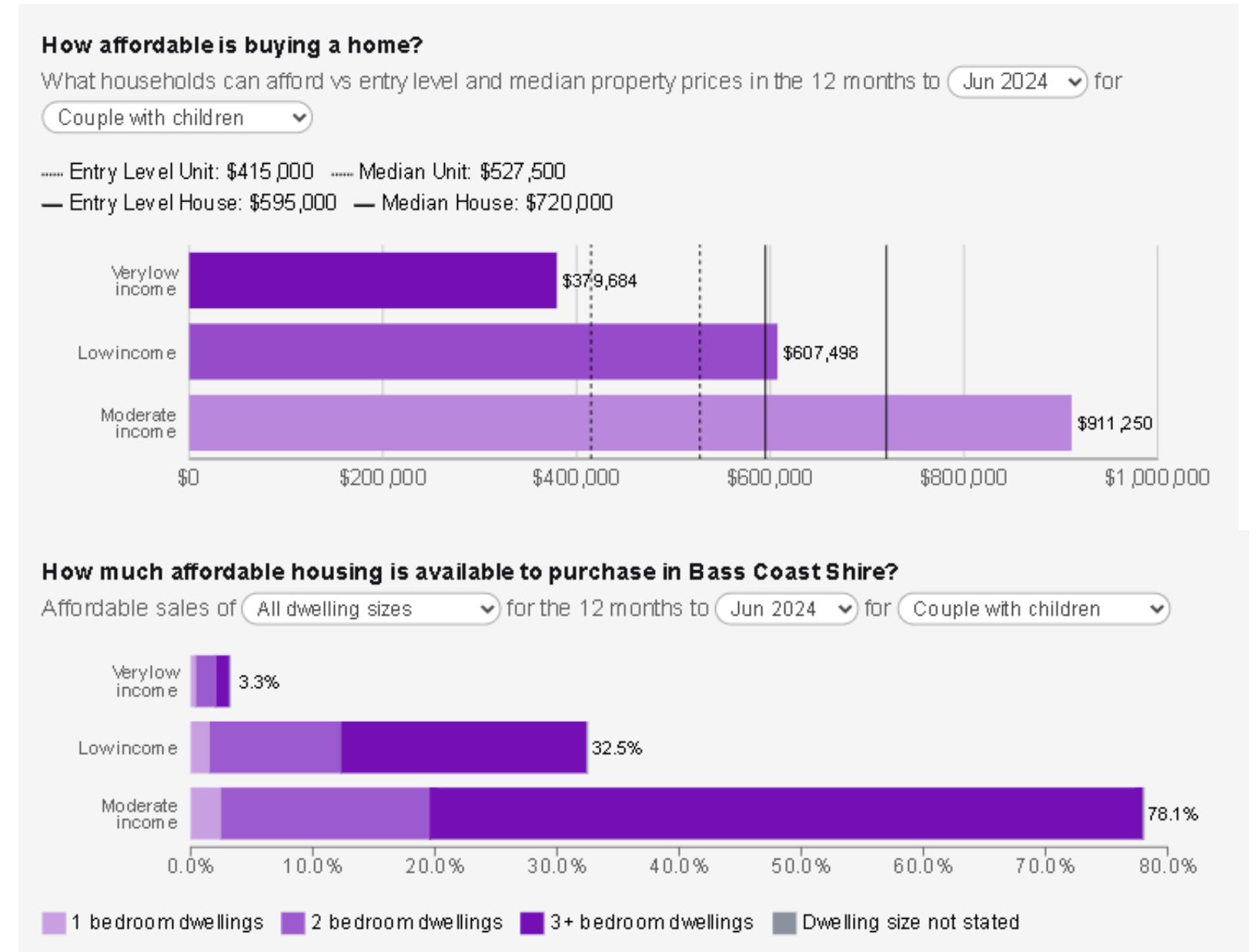


Housing "suitability" of affordable housing

Couples without children

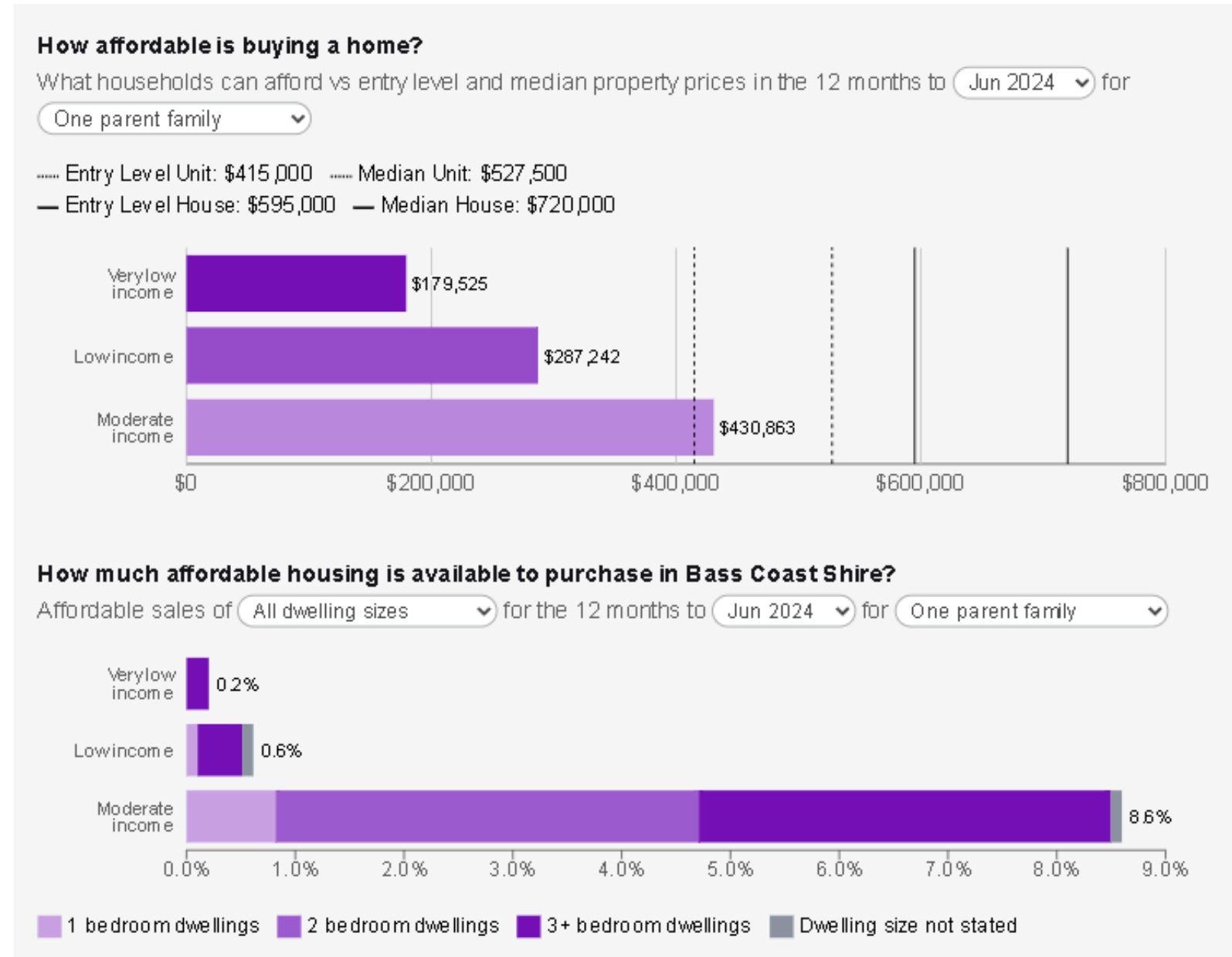


Couples with children

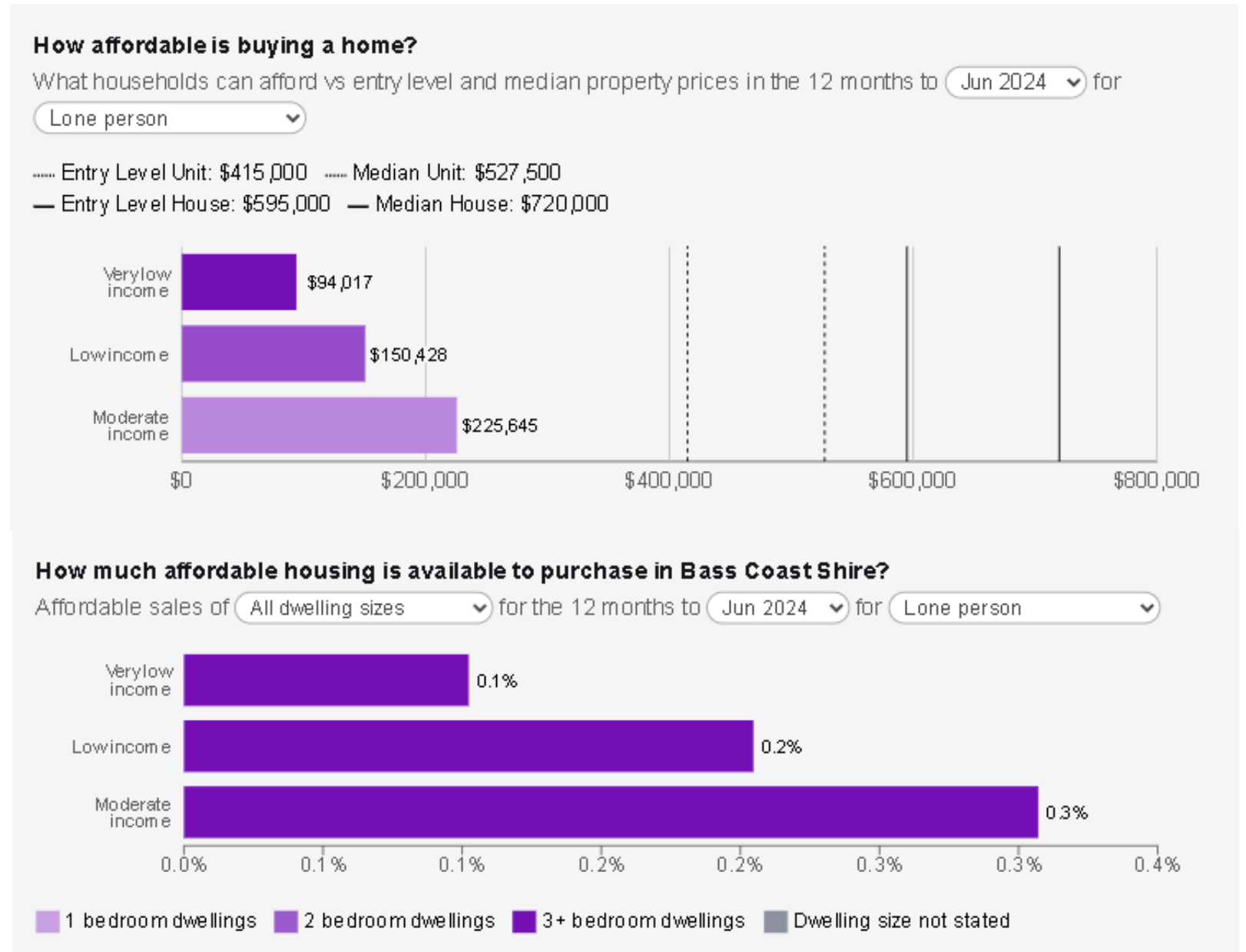


Housing "suitability" of affordable housing

Single parent families



Lone person households

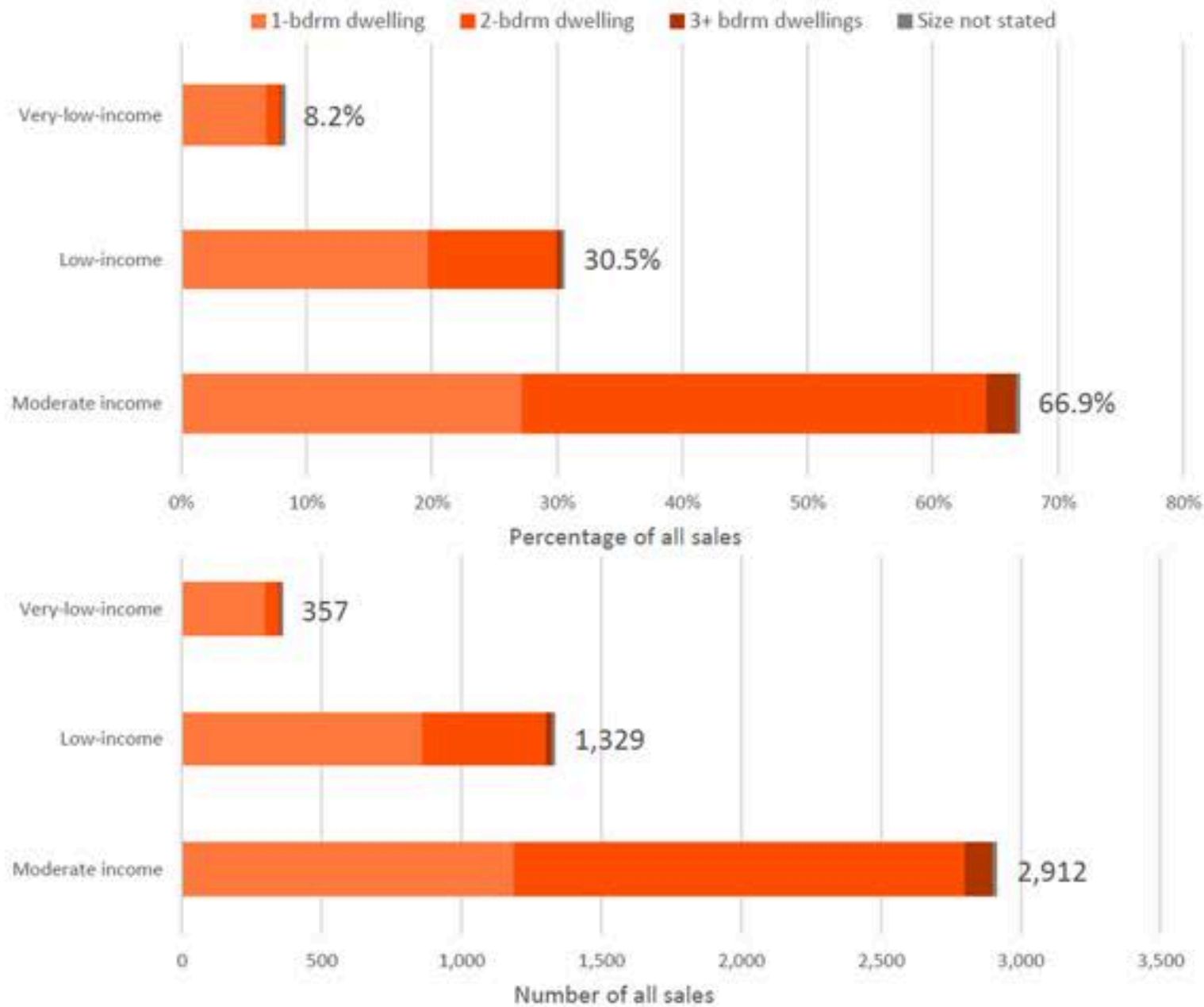


Information from .id's Housing Monitor tool for Bass Coast Shire housing.id [housing monitor](#)

Housing "suitability" for Key Worker households

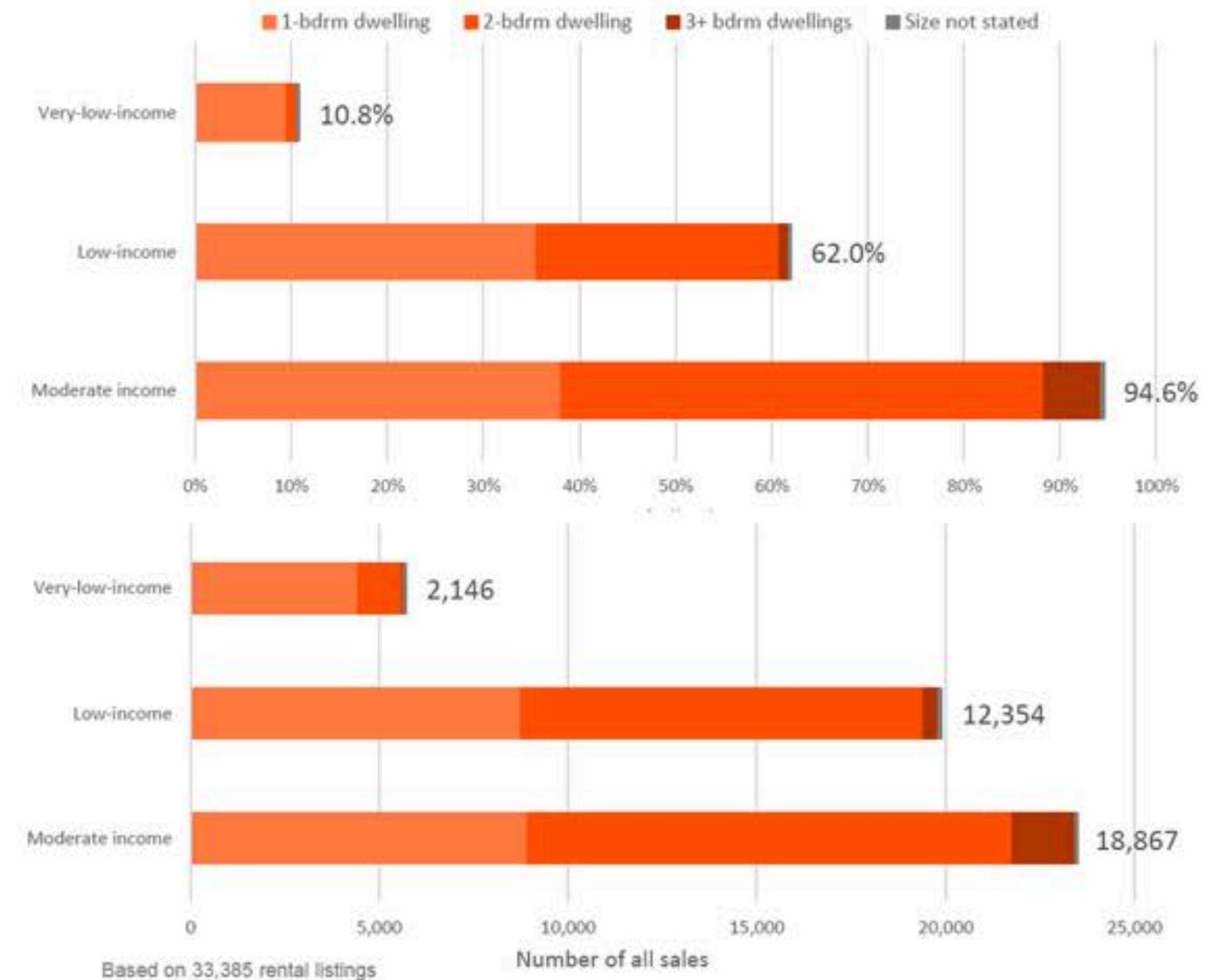
Ability to purchase - City of Melbourne

What City of Melbourne key worker households (total) can afford to purchase; for 12 months to December 2022



Ability to rent - City of Melbourne

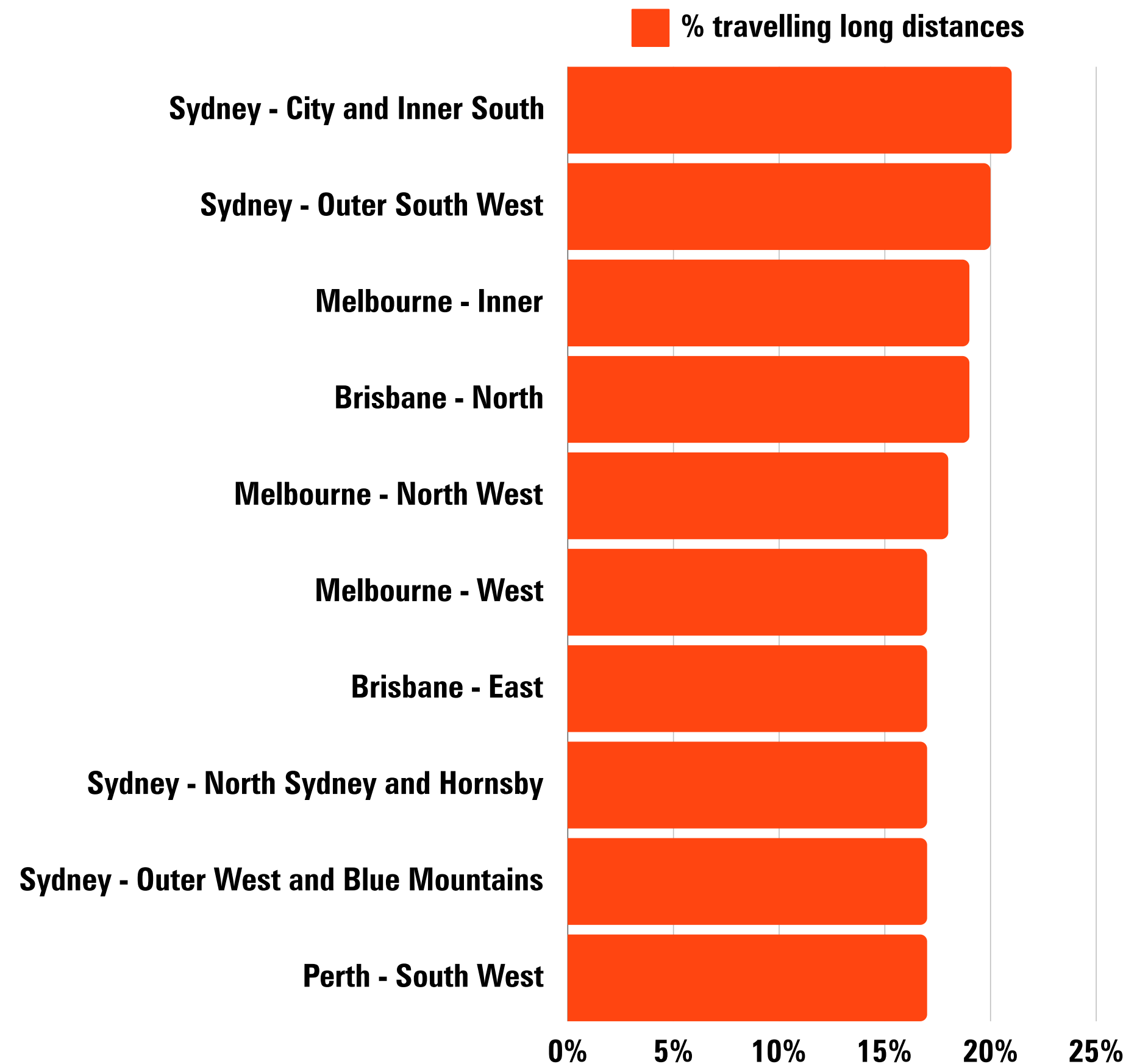
What City of Melbourne key worker households (total) can afford to rent; for 12 months to December 2022



Key workers are traveling greater distances to work

The proportion of key workers traveling more than 30 kilometers to reach their jobs in Inner Melbourne increased from 16% in 2016 to nearly 20% in 2021.

Key workers travelling more than 30km to work



Source: ABS Census of Population and Housing, 2021

Rising Healthcare Demand vs. Workforce Challenges

Ageing will create strong demand for key workers, especially in health

Regional Australia's health workforce is ageing

Regional Australia's 65+ Population

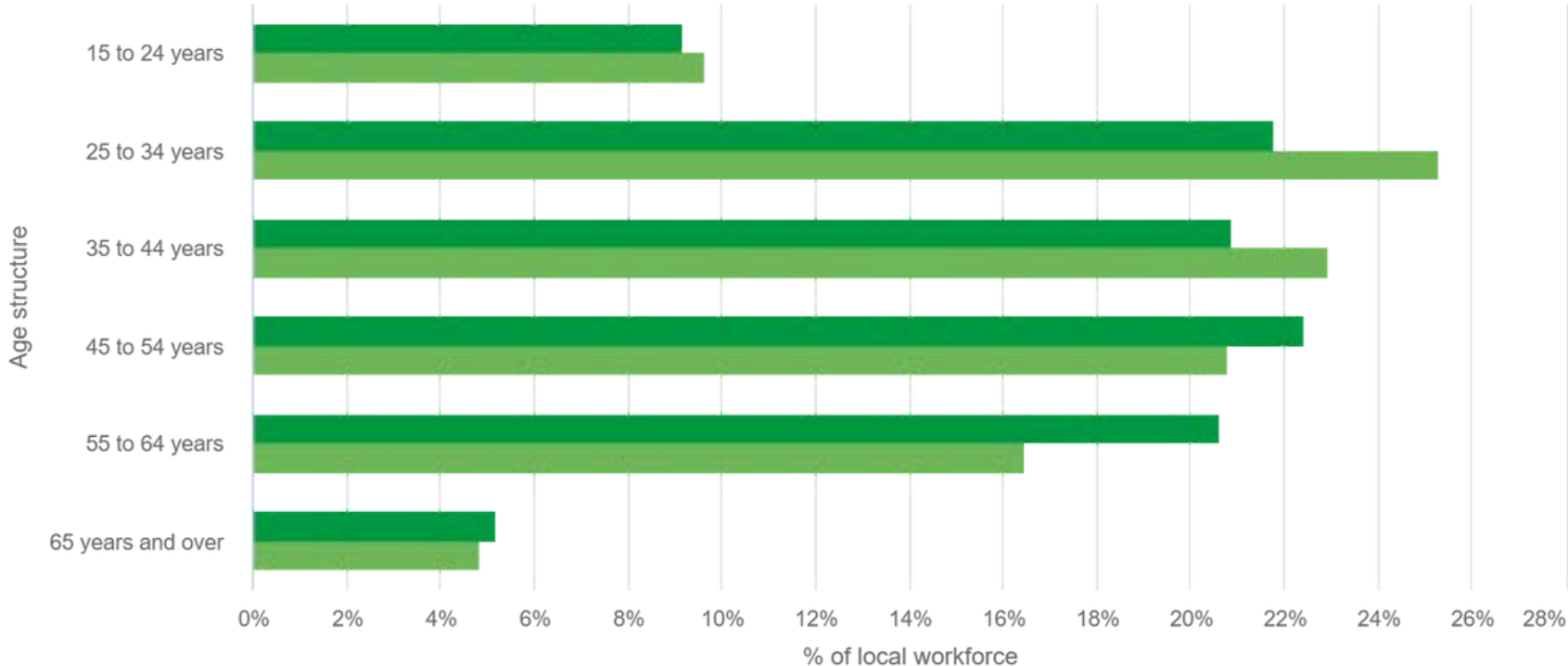


**+1.4 Million
by 2044
(+50%)**

Local workers age structure, 2021

Regional Australia - Health Care and Social Assistance Persons

Health Care and Social Assistance Greater Capital Cities



Source: Australian Bureau of Statistics, Regional Population Growth, Australia (3218.0). Compiled and presented in economy.id by .id (informed decisions).

But housing affordability and limited availability issues creates a barrier to entry for health workers

Defining Key Worker Housing



Key worker housing is a contested term.

Elected members

“...the investment returns will build 10,000 affordable housing properties for **frontline workers**, the heroes of the pandemic...” - Anthony Albanese

“We should be giving awards to **essential workers**, and any of the other heroes out there doing an amazing job...” - Dan Andrews

“... we need to make sure there is accessible space for everyone in Melbourne – including our **key workers**...” - Sally Capp

Planning Permit applicants

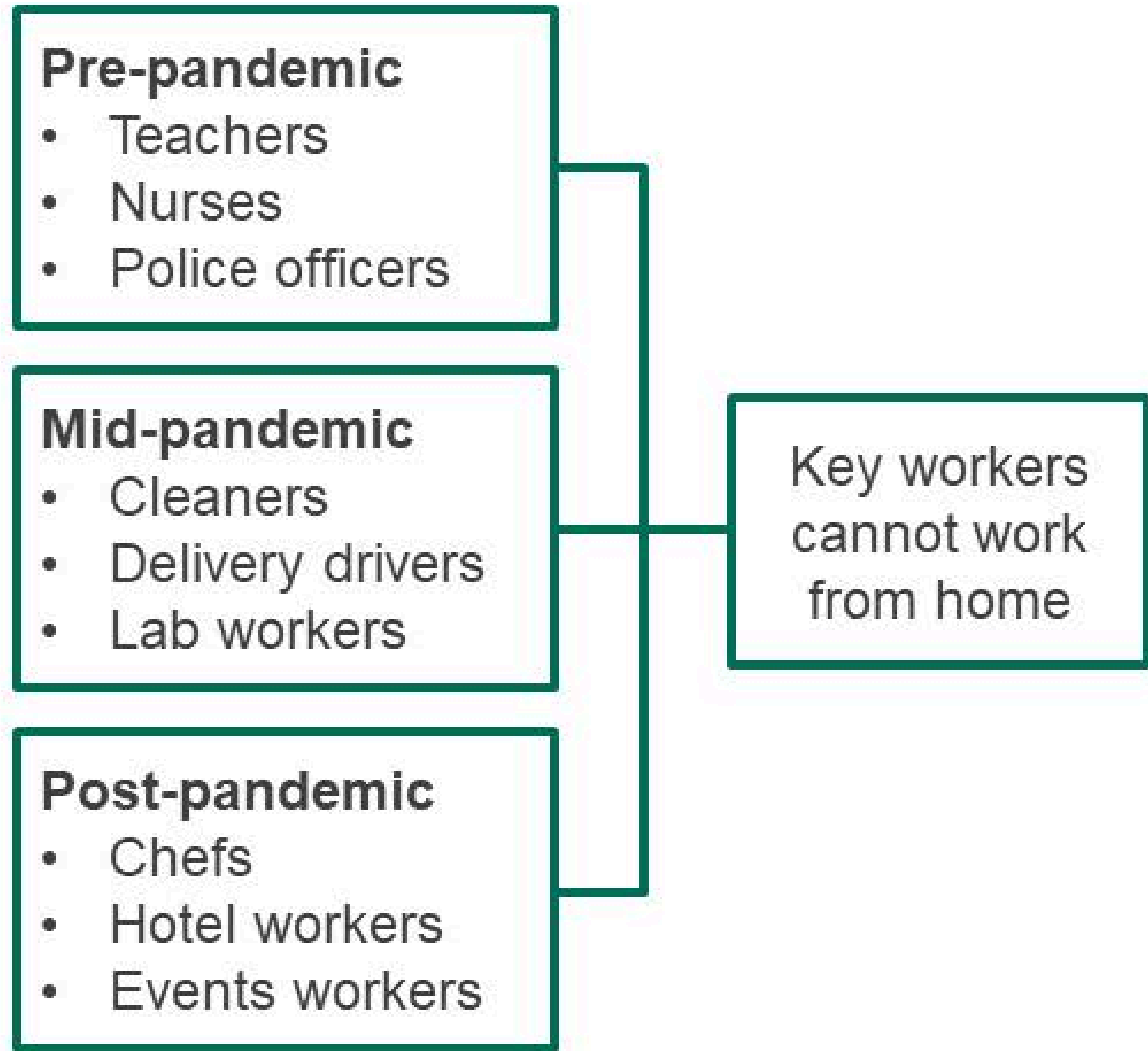
“If a key worker definition were to be considered the following would be recommended: An employee who provides a vital service...”

“The contribution will house workers that provide services to residents such as teachers, doctors, pharmacists, or Council staff”

“...Will provide housing for workers in key local industries, e.g. finance”

Who is a key worker?

Changing perceptions of key worker occupations



What is the problem we are trying to solve?

The problem

1. Key worker housing is not defined in local or state government policy.
2. Without an endorsed position the sector is using varying terms or approaches, which is creating inconsistency in the market.
3. Wage growth is not keeping up with the increase in rental prices:

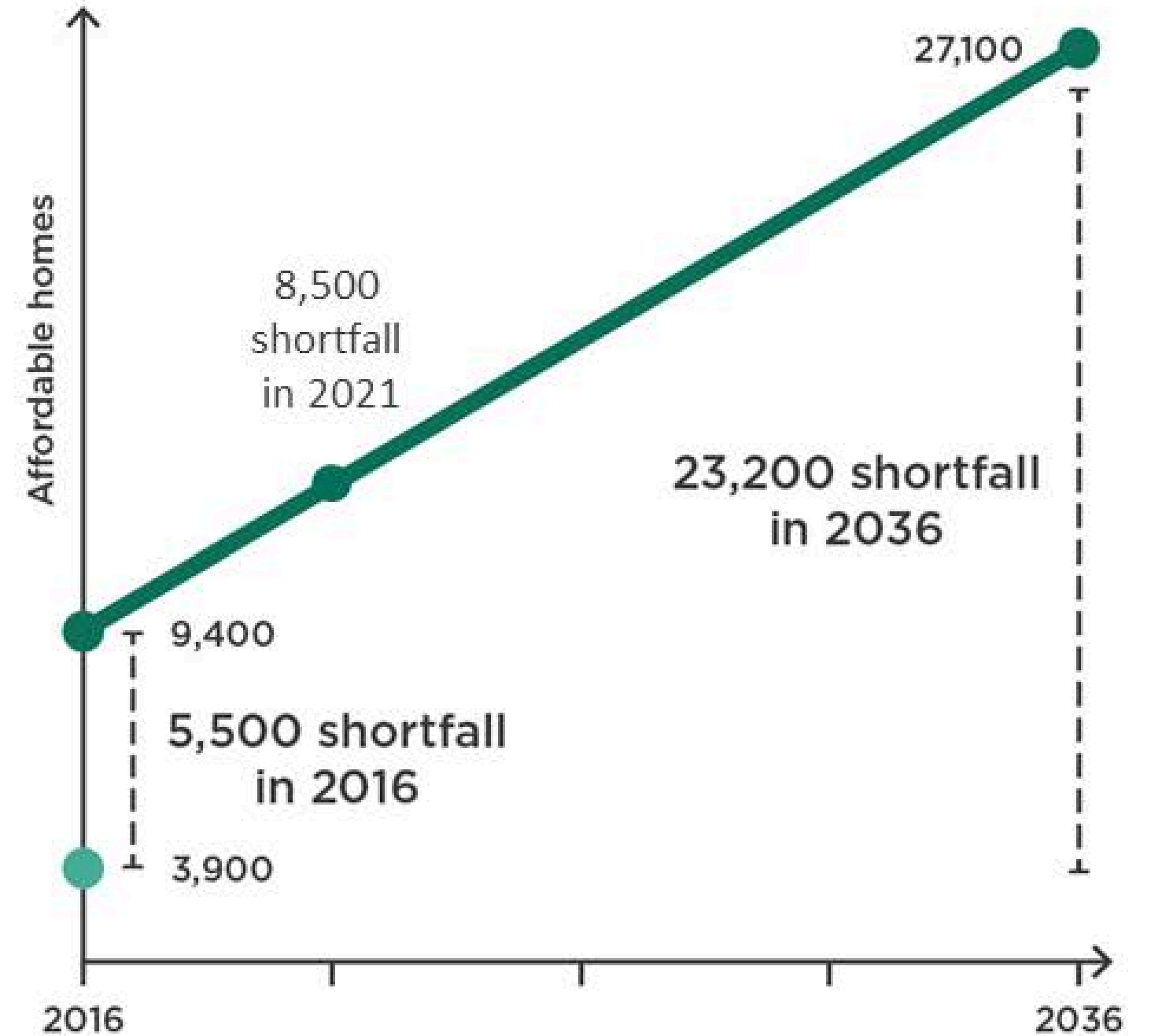
4%

Growth in the
Wage Price Index
to September 2023
ABS, 2023

15.8%

12-month change
in Melbourne rents
to September 2023
Homes Vic, 2023

Shortfall of affordable housing in the City of Melbourne, 2016-2036



Key

- Existing supply of affordable housing
- Homes needed for people experiencing housing stress

How did we approach the problem?

1. Understand the issue through data

Engaged .id Consulting to complete analysis of key worker data.

2. Explore preferences of key workers

Surveyed actual key workers on their employment and housing preferences.

3. Engage on a draft definition

Consulted with community, internal staff, industry partners, and State Government on our draft definition.

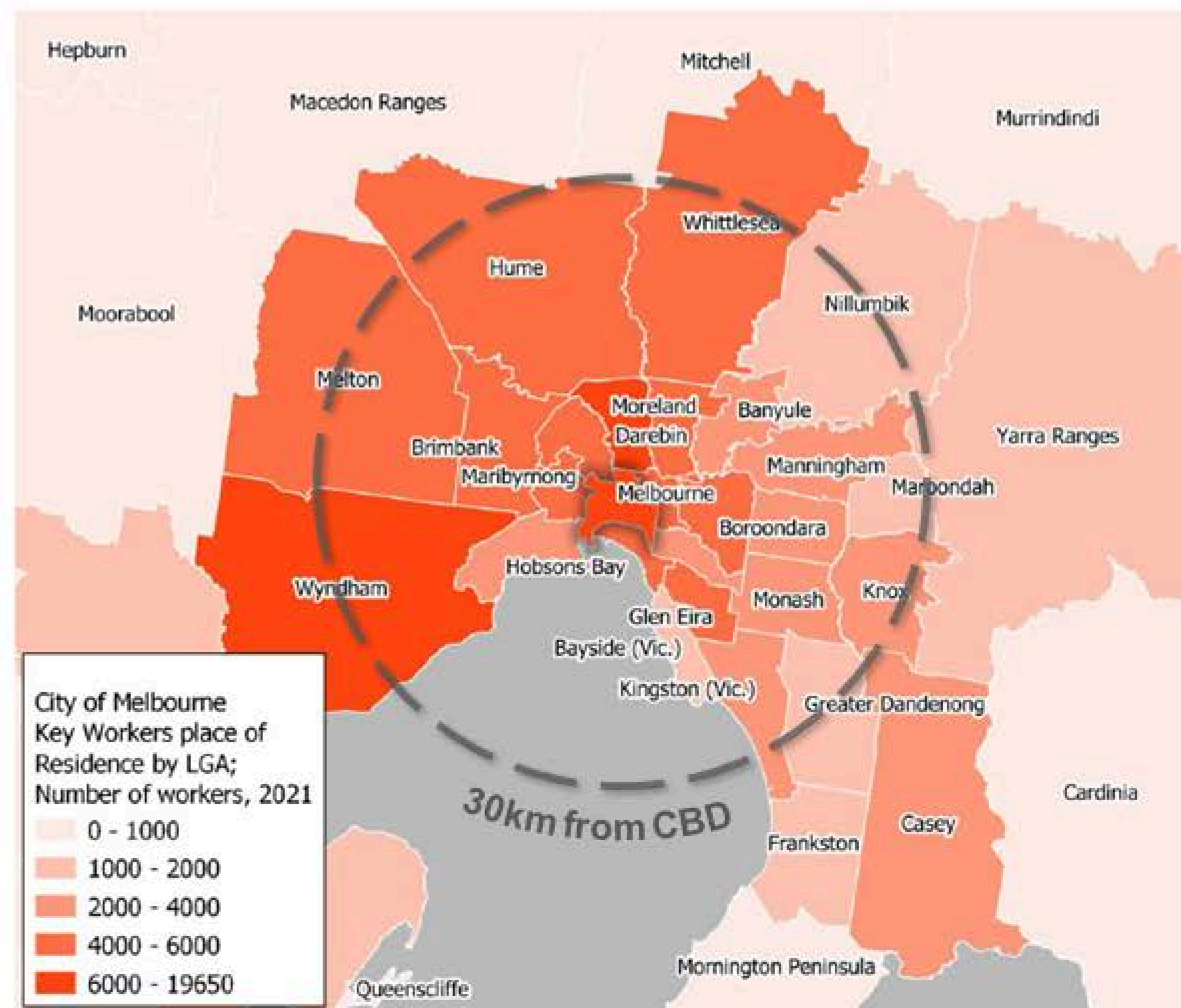


What did the data analysis tell us?

Key findings from the ABS data analysis

- CoM has more key workers than any other Victorian LGA (approx. 142,000).
- 48% of CoM key worker households earn very low to moderate incomes.
- 20% of CoM key worker households who earn very low to moderate incomes are in 'housing stress'.
- 'Traditional' key workers such as teachers, nurses and police are less likely to be in housing stress.
- 22% of CoM key workers are travelling more than 30km to work.

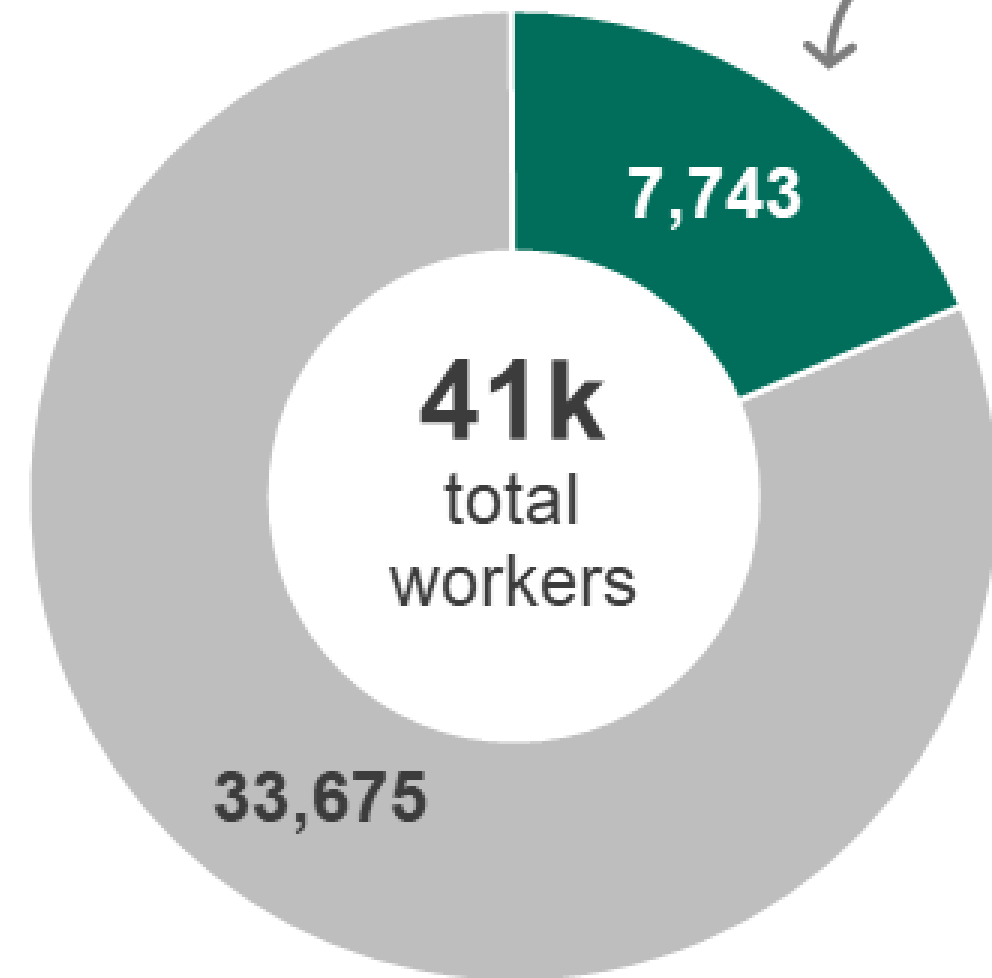
City of Melbourne key workers place of residence by LGA, 2021



.id Consulting, ABS census of population and housing, 2021.

What did the data analysis tell us?

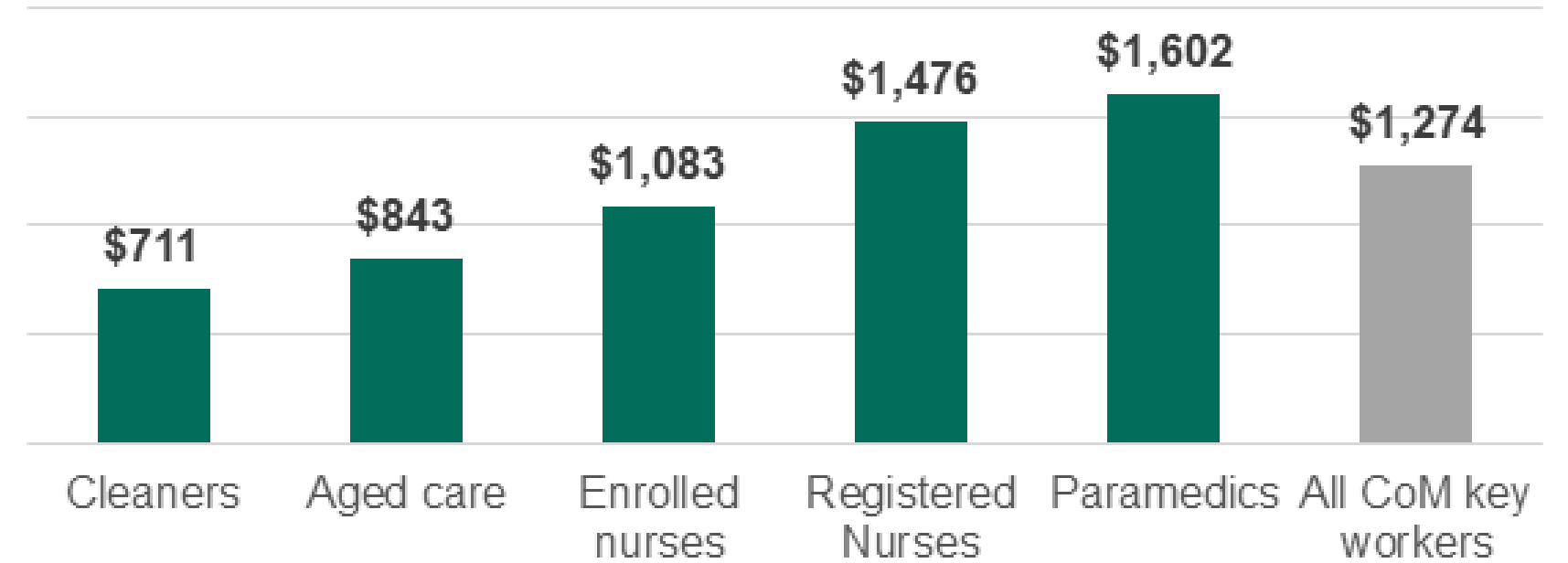
Healthcare workers



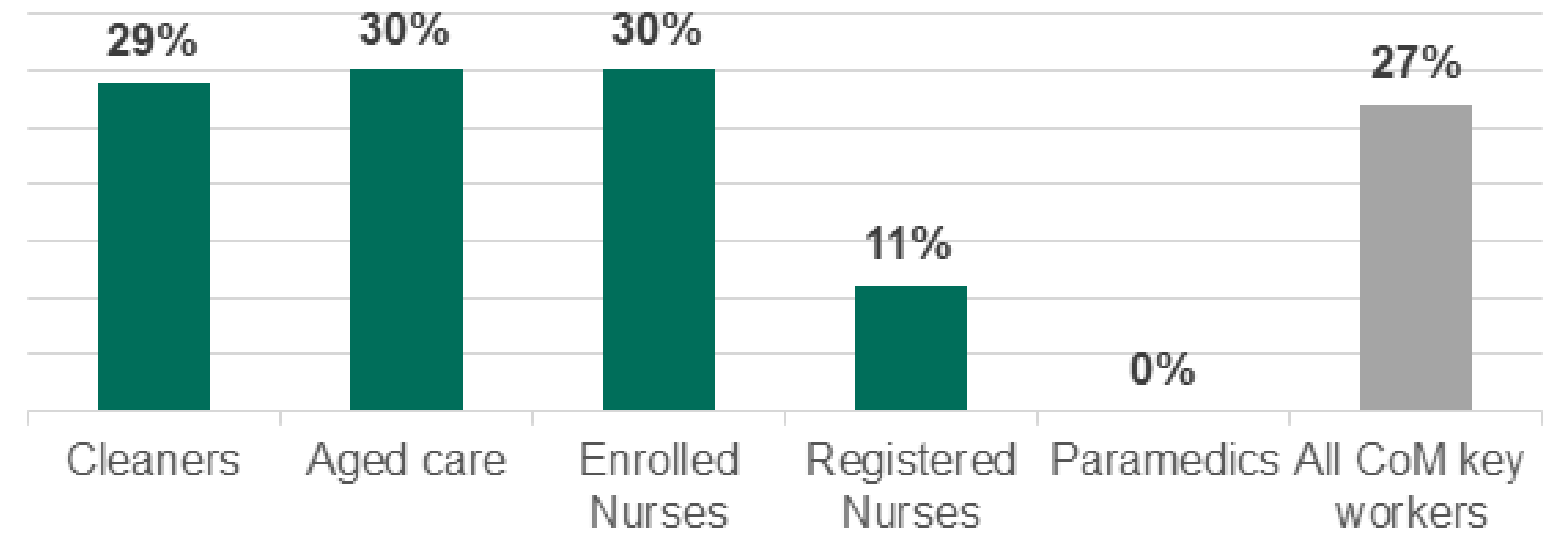
■ High income ■ Very low to moderate income

19% of workers in healthcare earn very low to moderate incomes

Median weekly income by occupation



% Households that spend more than 30% income on rent



.id Consulting, ABS census of population and housing, 2021.

Key findings from the key worker survey

- 304 online and intercept surveys completed.
- Responses were consistent with the ABS data analysis.
- Key worker respondents were more likely to have lower incomes.
- Key worker respondents were more likely to drive to work.
- The most common response for wanting to move to CoM was to seek 'more employment opportunities'.
- The most common response for not moving to CoM was the 'higher cost of housing'.
- 64% of key workers were 'interested' or 'very interested' in moving to CoM.

Willingness to spend on different housing typologies in CoM

Maximum rent	Stand-alone house	Townhouse	Apartment (<9 storeys)	Apartment (9+ storeys)
\$900 to \$999	3%	3%	0%	1%
\$800 to \$899	7%	3%	4%	4%
\$700 to \$799	8%	8%	4%	3%
\$600 to \$699	7%	8%	5%	4%
\$500 to \$599	17%	12%	4%	5%
\$400 to \$499	21%	23%	29%	23%
\$300 to \$399	17%	23%	21%	23%
\$200 to \$299	12%	14%	22%	23%
Under \$200	9%	7%	12%	13%

A discount of 27% from the median two-bed unit price (\$680 per week) is needed to meet respondents willingness to spend on housing (<\$500 per week).

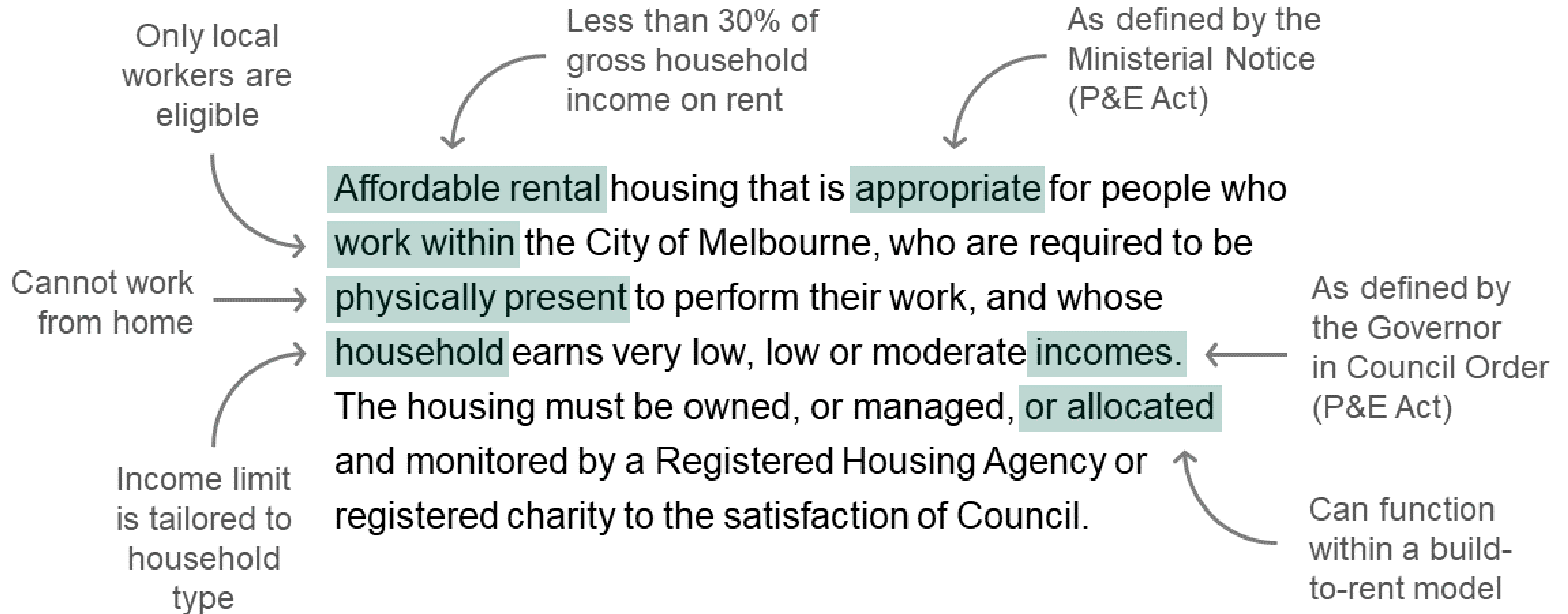
What were the lessons from developing the definition?

Policy alignment and implementation

- The data told us that Key Worker Housing should be a subset of affordable housing.
- It would be facilitated in the same way as affordable housing, using existing planning processes and regulatory tools.
- To assist with alignment, the Key Worker Housing definition is modelled on the existing Planning Act affordable housing definition: *“Housing, including social housing, that is appropriate for the housing needs of very low, low, and moderate-income households”*
- The research was effective in debunking myths about who lives in Affordable Housing.
- The project helped to build a supportive coalition of internal work areas.



What was the final definition?



What was the outcome of the draft definition?

Outcomes

1. Key Worker Housing definition adopted by Council, April 2024.
2. Media coverage in The Age:
'Melbourne's plan to get cleaners, retail staff and baristas into city homes'
3. A key input into a new key worker housing model being developed by Community Housing Industry Association (CHIA).
4. Research Award Winner at the 2024 Planning Institute of Australia (PIA) Awards for Planning Excellence.
5. First planning permit application with a key worker housing contribution submitted in October 2024.





CITY OF MELBOURNE



Q&A and closing

In summary...

The research presented highlights several implications for strategic planning and economic development, particularly in the context of key worker housing:

- Recognising the importance of key workers - economic, social and environmental
- Understanding it's not just a metropolitan issue
- Addressing housing affordability and stress
- Mitigating the negative impacts of long commutes
- Supporting key worker retention and attraction
- Encouraging data-driven decision making

Thank you

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decisions