



**GIPPSLAND  
FORESTRY HUB**  
Promoting the Forestry Industry

# 30 YEAR STRATEGY

Implementation Plan  
2024-2027

<b>The Gippsland Forestry Hub</b> .....	1
Acknowledgment of and role of Traditional Owners .....	3
About the Hub .....	4
Key Achievements .....	4
The Future .....	4
<b>Gippsland Regional Overview</b> .....	5
<b>The 30 Year Strategy In Summary</b> .....	6
Strategic priority areas .....	7
Process for developing the implementation plan .....	8
<b>Implementation Plan</b> .....	9
Implementation Plan Overview .....	10
Stage 1: 2023 Emerging Priorities .....	11-12
Stage 2: 2024 - 2027 Strategic Implementation .....	13 -23
Appendix 1: Completed projects .....	24 - 26
Appendix 2: Project plans .....	26 - 32

This document is a summary of the Gippsland Forestry Hub Strategy prepared by Rise Coaching and Development and Para Digital. The complete strategy document is available at [www.gippslandforestryhub.com.au](http://www.gippslandforestryhub.com.au).



**Australian Government**  
**Department of Agriculture,**  
**Fisheries and Forestry**





### **Acknowledgment of and role of Traditional Owners**

The Gippsland Forestry Hub acknowledges the Traditional Aboriginal Owners of country throughout Gippsland and their ongoing connection to this land and we pay our respects to their culture and their Elders past, present and future. The Traditional Owners can play a significant and integral role in implementing this strategy as potentially part of the forest and forest products industry and provision of significant knowledge in land management.



## About the Hub

The Gippsland Regional Forestry Hub (GF Hub) launched in 2020. It supports and grows the Gippsland forestry industry as part of the former government's "Growing a Better Australia" plan.

The GF Hub's main focus has been to support industry growth, we have completed a number of successful research projects, reports and initiatives that is in line with our objectives.

A full list of reports are available on our website [www.gippslandforestryhub.com.au](http://www.gippslandforestryhub.com.au)

## Key Achievements

- **Workforce and Education report:** Influenced the government to invest \$10 million in forestry education.
- **Investing in Gippsland's Sustainable Forestry Future:** Provided valuable data used by government agencies, businesses, and manufacturers to inform decision making.
- **Carbon Farming Guide:** Used by both industry and farmers.
- **Promoting forestry careers:** Raising awareness about career options and connected students and job seekers with job opportunities.
- **Research and engagement:** Explored topics like training, community needs, data analysis, carbon, and farm forestry with stakeholders.

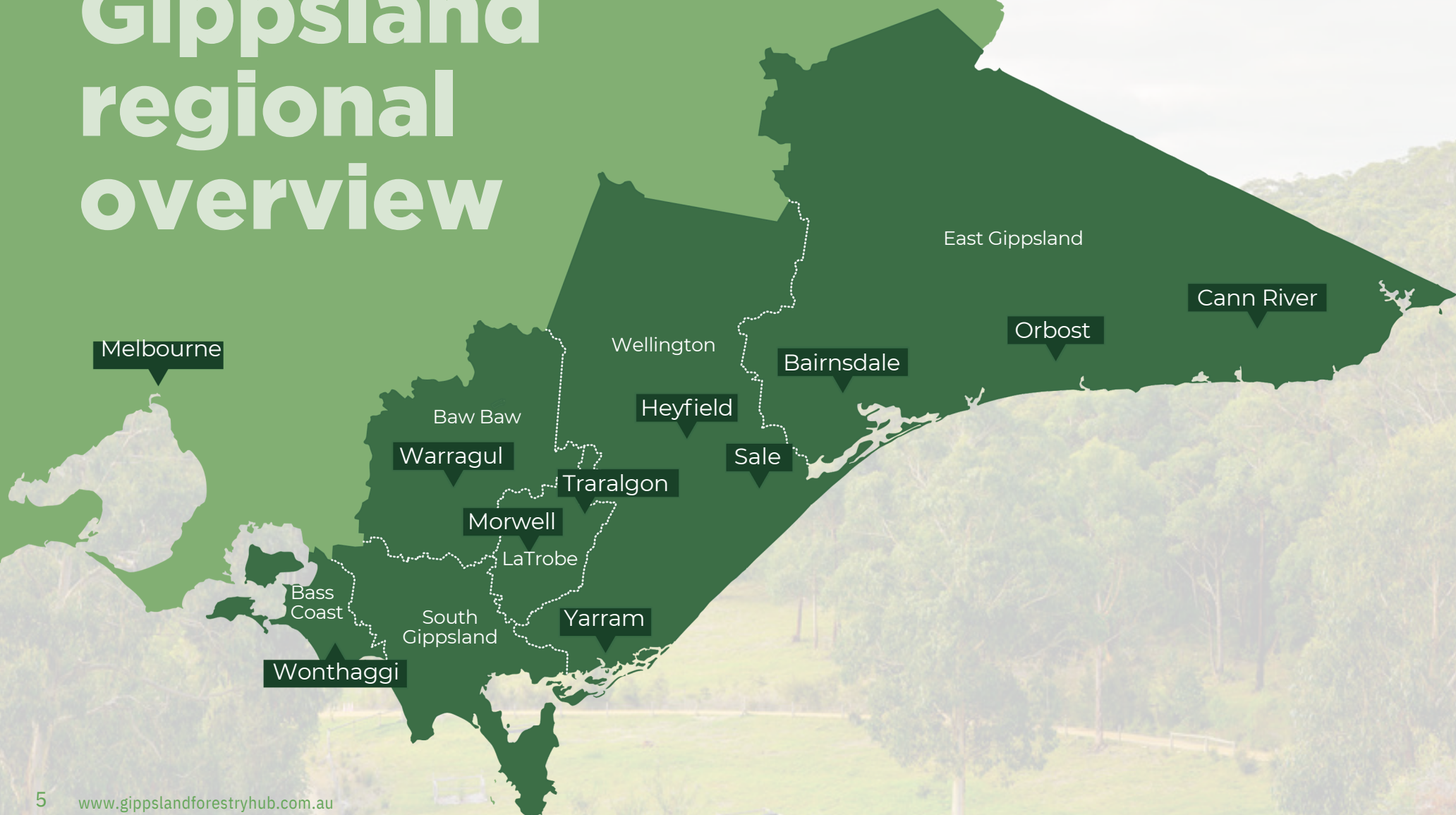
## The Future

The Gippsland Forestry Hub has secured funding until 2027. This plan guides their work over the next 3 years, supporting the implementation of the 30-year strategy for Gippsland's forestry industry.





# Gippsland regional overview





# THE 30 YEAR STRATEGY IN SUMMARY

**Fibre security  
for a thriving  
industry**

**Innovation for  
a world class,  
sustainable  
industry**

**A reliable and  
trusted source  
of industry  
information**

**Expanding the  
contribution of forestry  
to Gippsland's economy  
and community**

The principles for the short-term strategic focus are to fully understand the value of the industry to the region (economic, environmental and social) and identify opportunities for short-term value improvement.

**SHORT-TERM**



**VISION:**

Gippsland is home to a world class multi-faceted forest estate with secure access, capable of supporting a thriving, innovative and growing forestry and forest products sector. Gippsland's regional transport and related infrastructure will be capable of supporting a world-class, innovative and dynamic forestry and forest products processing and distribution sector that generates efficiencies and enhances community safety.



**VISION:**

Gippsland is home to a world-class and innovative forest products primary and secondary processing sector.



**VISION:**

All levels of government, the community and the industry itself embrace, actively support and advocate for a sustainable, viable and innovative forestry and forest products sector in Gippsland. Support is based on accurate and reliable information presented in a coordinated and collaborative way on behalf of the industry.



**VISION:**

The forestry and forest products sectors are recognised and acknowledged as an integral, value-adding part of the entire Gippsland community and economy. Gippsland is a preferred employment location for forestry and forest products sector employees, and forestry education, training and skills development.

The principles for the medium-term strategic focus are around development of an agile, responsive sector capable of identifying and acting on opportunities for sustained growth.

**MEDIUM-TERM**

The principles for the long-term strategic focus relate to ensuring that the sector can drive value growth for both the industry and the regional community, with the forest and forest products sector recognised and accepted as an integral part of the region's profile.

**LONG-TERM**





# THE WAY FORWARD 2024-2027

The Commonwealth Government has developed 5 strategic priority areas (pillars) based on the work of Forestry Hubs across Australia. These priorities are aligned with the Gippsland Hub's previously identified focus areas and form the basis of this plan.

## STRATEGIC PRIORITY AREAS

01

Increasing  
resource security  
and domestic  
supply volume.

02

Expanding the  
production of  
timber and wood  
products.

03

Expanding forestry's  
contribution to  
climate change  
mitigation.

04

Expanding timber  
industry workforce  
opportunities and  
capacity.

05

Continued  
sustainable  
management of  
forests.



# Process for developing the implementation plan

## Hub Committee Planning Day



On February 8th, 2024, Jeanette White of Rise Coaching and Development facilitated an interactive planning session with the Gippsland Forestry Hub's Committee members.

The session aimed to:

- Leverage past successes and identify new challenges and opportunities
- Define actions aligned with both the new funding body priorities and the established 30-year plan
- Develop new priority projects that address both previously identified needs and the revised framework.

### ATTENDED

Simon Gatt (Chair) | AKD  
Trevor Nicklen | DEECA  
Tony Cantwell | C4G  
Ian Reid | AUSTIMBER  
Christy Hoiles | LA TROBE SHIRE COUNCIL  
Paul Boys | GIPPSLAND TECH SCHOOL  
Mark Coleman | WELLINGTON SHIRE COUNCIL  
Peter Devonshire | DEV TREE PTY LTD  
Jon Lambert | HEARTWOOD UNLIMITED  
Linda Austin | TAFE GIPPSLAND  
Deb Kerr | VFPA  
Lesia Goodwin (GM) | GIPPSLAND FORESTRY HUB

### APOLOGIES

Louise Bourke (Dep. Chair) | HVP  
Steven Zyhajlo | OPAL  
Sandy Kam | NATIONAL TIMBER COUNCILS ASSOCIATION  
Angela & Luke Olarenschaw | ALBERTON TIMBER

### ADMIN SUPPORT

Megan Para | PARA DIGITAL



# Implementation Plan





# Implementation Plan Overview

## **Stage 1: 2023 Emerging Priorities**

Following the completion of previously identified projects, the committee identified five new critical projects to address immediate needs. These projects commenced before the planning workshop and are currently underway as of 1 March, 2024.

## **Stage 2: 2024-2027 Strategic Implementation**

This plan outlines nine key projects driving the long-term strategic implementation of 30-year Gippsland Forestry Strategy.

## **Stage 3: Future Potential**

Other potential projects have been identified and will undergo further evaluation to determine their suitability and scope.





# STAGE 1: 2023 EMERGING PRIORITIES

PROJECT	DESCRIPTION	PILLAR	STATUS	PROJECT TIMELINE
First Nations Engagement Project	<p>This project will provide a framework and industry specific protocols for meaningful engagement with First Nations people in Gippsland.</p> <p>Through the process it aims to contribute to the resilience and cohesion of regional communities.</p>	Continued sustainable management of forests	Consultant: Karen Raabe Communications	2024
Mid Rotation Management	<p>This project will investigate how the industry can reduce the cost of harvest and haulage for mid rotation management and increase the price and market diversity for the product.</p>	Increasing resource security and domestic supply volumes	Consultant: Heartwood Unlimited Pty Ltd	2024
Comprehensive Literature Review - Gippsland Forestry	<p>The Comprehensive Literature Review Gippsland Forestry will research and document key knowledge and events from the last 20 years, providing a resource for the future.</p>	Continued sustainable management of forests	Consultant: Sylva Systems	2024



# STAGE 1: 2023 EMERGING PRIORITIES

PROJECT	DESCRIPTION	PILLAR	STATUS	PROJECT TIMELINE
Steps Towards a Greener Future	Investigate opportunities for renewable, low emission materials like wood in the construction industry. Develop a strategy for their use to reduce greenhouse gas emissions and address climate change. Also, recommend ways local, state, and federal governments can support this shift through policies, planning, and education.	Expanding forestry's contribution to climate change mitigation	Consultant: TPC Solutions Pty Ltd, Wood Products Victoria	2024
Investigating Future Markets	<p>The Gippsland forestry industry faces challenges due to the cessation of native forestry harvesting. Existing processing sites require adaptation to utilise new and future markets for forest products.</p> <p>This project aims to help government and industry navigate these challenges by:</p> <ul style="list-style-type: none"> <li>• <b>Identifying potential markets:</b> analyse market trends and demand to explore opportunities for Gippsland &amp; forest products.</li> <li>• <b>Adding value:</b> explore new products like biofuels and analyse their economic impact to maximise the industry &amp; potential.</li> <li>• <b>Building resilience:</b> by identifying new markets and enhancing value-added opportunities, the project contributes to a more resilient and productive forestry industry for Gippsland.</li> </ul>	Expanding the production of timber and wood products	Consultant: Sylva Systems Pty Ltd, Greenwood Strategy, TWS Project Partners	2024-2025



# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 1: Increasing Resource Security and Domestic Supply Volumes

### PROJECT

Protecting and Managing Existing Timber and Fibre Resources

Transport Infrastructure Barriers and Opportunities

Removing Barriers to Private Plantations: Solutions for Resource Security

## Pillar 2: Expanding The Production of Timber and Wood Products

### PROJECT

Expand the Utilisation of Existing Wood Fibre Resources

Next Generation Wood Processing Facilities

## Pillar 3: Expanding Forestry's Contribution to Climate Change Mitigation

### PROJECT

Value of Forestry and Timber Products to Climate Change Mitigation in Gippsland

## Pillar 4: Expanding Timber Industry Workforce Opportunities and Capacity

### TASKS

The Future of Forestry: Workforce Development and Career Pathways

Promote Forestry

Explore utilising Pacific Island workers to fill job vacancies

## Pillar 5: Continued Sustainable Management of Forests

### PROJECT

Risk Mitigation





# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 1: Increasing Resource Security and Domestic Supply Volumes

### PROJECT

Protecting and Managing Existing Timber and Fibre Resources

### DESCRIPTION

- The ability to use land for existing and new plantation for at least 3 rotations (clear pathways)
- Existing resources and commercially rated resources



### CONTEXT

Forestry provides Australia with long term employment and products that are natural, recyclable and renewable, making them an excellent substitute for more carbon-intensive materials in an increasingly waste-conscious society.

Maintaining and growing the size of Australia's plantation estate will provide confidence to our forest industries that they will have the resource security they need into the future to underpin their investment decisions for decades to come.

In order to do so, work around the ability to use land for existing and new plantations for at least 3 rotations is crucial (including clear pathways).

This project will aim to explore how to better protect and manage existing timber and fibre resources.

### STRATEGIC AIM

To research and define the ways to better protect and manage existing timber and fibre resources within Gippsland.



# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 1: Increasing Resource Security and Domestic Supply Volumes

### PROJECT

Transport Infrastructure Barriers and Opportunities

### DESCRIPTION

- Roads, bridges, larger vehicle capacity

### CONTEXT

Forestry transport infrastructure plays a pivotal role in the efficient movement of timber from forests to processing facilities, contributing significantly to the forestry industry's overall productivity and sustainability.

This project aims to address the critical issue of forestry transport infrastructure by identifying existing barriers and exploring potential opportunities for improvement.

Once barriers have been identified, the project will then explore opportunities for the forest industry. This phase will involve engaging with stakeholders including government agencies, forestry companies, and transportation experts to brainstorm innovative solutions.

The project will also consider existing papers and research like the Timber Towns Victoria 'Timber Industry Roads Evaluation Study (TIRES) 2023'.

### STRATEGIC AIM

To generate actionable insights and recommendations that can inform policy-making, investment decisions, and strategic planning efforts aimed at enhancing forestry transport infrastructure in Gippsland.



# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 1: Increasing Resource Security and Domestic Supply Volumes

### PROJECT

Removing Barriers to Private Plantations:  
Solutions for Resource Security

### DESCRIPTION

- Policy reform state & local

### CONTEXT

Private plantations play an important role in meeting the growing demand for timber products while also contributing to biodiversity conservation and rural livelihoods.

This project aims to address barriers hindering the establishment and growth of private plantations.

For example, challenges such as land tenure insecurity, access to finance, and regulatory constraints often impede their development.

Based on the research and survey findings, the project will develop tailored solutions to address these barriers and enhance resource security for private plantation owners.

By removing barriers to private plantation establishment and growth, and fostering resource security, this project aims to unlock the full potential of private forestry investments.

### STRATEGIC AIM

To research and define barriers to private plantation establishment and growth, and provide solutions to aid forest growers for future investment.



# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 2: Expanding The Production of Timber and Wood Products

### PROJECT

Expand The Utilisation of Existing Wood Fibre Resources

### DESCRIPTION

- Potential to increase solid wood products from the resource which can bridge the gap in timber availability and help construction industry



### CONTEXT

Inefficiencies in utilisation and processing often limit the production of solid wood products, constraining the supply for industries such as construction and housing.

As of current, to hit the government's housing targets, 20,000 homes will need to be built every month from July this year to June 2029.

This project seeks to harness the full potential of existing wood fibre resources to expand the production of solid wood products, thereby addressing the shortage of timber availability and supporting the housing sector's needs.

The project aims to bridge the gap in timber availability and bolster the supply of solid wood products for the housing sector. This will not only support the construction industry's needs but also promote sustainable forest management practices, economic growth, and job creation in rural communities.

### STRATEGIC AIM

To determine any inefficiencies in the utilisation and processing of solid wood products and establish strategies to increase timber supply.



# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 2: Expanding The Production of Timber and Wood Products

### PROJECT

Next Generation Wood Processing Facilities

### DESCRIPTION

- New or retooled mills
- Investigate biochar and bioenergy markets to minimise waste



### CONTEXT

By embracing cutting-edge technologies and innovation, new facilities will play a pivotal role in modernising the wood processing industry, enhancing efficiency, and minimising environmental impact.

This project aims to facilitate the establishment of next-generation wood processing facilities, either through the creation of new mills or the retooling of existing ones. It will also investigate topics like biochar and bioenergy to minimise waste.

The project aims to enhance the competitiveness and sustainability of the wood processing industry. These modernised mills will not only improve efficiency and product quality but also contribute to the conservation of natural resources and the transition towards a more sustainable and resilient forest products sector.

### STRATEGIC AIM

To examine and report on new generation wood processing facilities for consideration by the Gippsland forestry industry.



# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 3: Expanding Forestry's Contribution to Climate Change Mitigation

### PROJECT

Value Of Forestry and Timber Products to Climate Change Mitigation in Gippsland

### DESCRIPTION

- Understand policy requirements e.g. wood encouragement policy
- Emissions intensity of timber vs steel & other products
- Gippsland's carbon footprint

### CONTEXT

This project aims to explore the significant role of forestry and timber products in climate change mitigation efforts within the Gippsland region and produce Gippsland's carbon footprint.

By understanding policy requirements, assessing emissions comparisons between timber and alternative materials such as steel, and effectively communicating Gippsland's contributions to climate change mitigation, the project seeks to promote the value of sustainable forestry practices and timber utilisation.

Through life cycle assessments and data analysis, the project will quantify the environmental benefits of utilising timber products, highlighting their lower carbon footprint and potential to contribute to climate change mitigation efforts.

By highlighting the value of forestry and timber products to climate change mitigation in Gippsland, the project aims to foster a greater appreciation for sustainable forest management practices and promote the use of timber as a renewable and low-carbon building material.

### STRATEGIC AIM

To explore, research and communicate the significant role of forestry and timber products in climate change mitigation within the Gippsland region and produce Gippsland's carbon footprint document.



# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 4: Expanding Timber Industry Workforce Opportunities and Capacity

### TASK

The Future of Forestry: Workforce Development and Career Pathways

### DESCRIPTION

- Pathways to employment
- Cert II into secondary colleges
- Gippsland Tech School– Year 7-9 taster programs
- Engage students in the Gippsland Tech School
- Attracting more females into industry

### CONTEXT

Fostering workforce development and creating clear career pathways for aspiring professionals is crucial for the future of forestry in Gippsland.

Recognising the importance of early engagement and education, this project will focus on providing pathways to employment through initiatives such as integrating Certificate II programs into secondary colleges, attracting more females into the industry and offering taster programs at the Gippsland Tech School.

Emphasis will be placed on fostering mentorship opportunities and providing guidance and support to students as they navigate their career paths.

Industry mentors and career advisors will offer insights, advice, and networking opportunities to help students make informed decisions and pursue their goals in the forestry sector.

By empowering workforce development and creating clear career pathways, the aim is to cultivate a skilled and diverse workforce that meets the evolving needs of the forestry industry.

### STRATEGIC AIM

Ultimately, this seeks to pave the way for a new era of innovation and growth in wood processing, driving economic development and environmental stewardship.



# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 4: Expanding Timber Industry Workforce Opportunities and Capacity

### TASK

Promote Forestry

### DESCRIPTION

- Promote Social Licence
- Promote forestry as a modern industry to students

### CONTEXT

Promoting forestry has been a long standing challenge within the industry. This project aims to aid the promotion of forestry in Gippsland by fostering social license and showcasing forestry as a modern and sustainable industry, specifically to students.

Recognising the importance of community support and engaging the next generation, the project will focus on multifaceted approaches to raise awareness and appreciation for forestry in the region.

### STRATEGIC AIM

To strategise and action forestry activities to the public and students within Gippsland.



# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 4: Expanding Timber Industry Workforce Opportunities and Capacity

### TASK

Explore utilising Pacific Island workers to fill job vacancies

### DESCRIPTION

- Identify opportunities for overseas workers to fill vacancies including accomodation opportunities



### CONTEXT

There is a potential to utilise overseas workers to supplement domestic labor supply. This project will focus on establishing partnerships and mechanisms to facilitate the recruitment and integration of Pacific Island workers into vacant positions.

Conducted thorough an assessment of labor market needs and identifying sectors experiencing critical shortages where Pacific Island workers can make valuable contributions.

By harnessing the potential of overseas workers, the project seeks to create win-win opportunities for both parties, contributing to global workforce mobility and economic resilience.

### STRATEGIC AIM

To assess and report on critical employment shortages in Gippsland and where overseas workers can fill any gaps.



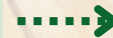
# STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION

## Pillar 5: Continued Sustainable Management of Forests

### PROJECT

#### Risk Mitigation

- Navigating challenges: ensuring continued sustainable forest management through contingency planning



### CONTEXT

To ensure the continued sustainable management of forests, robust contingency plans need to be developed to navigate unforeseen challenges and disruptions.

Recognising the complex and dynamic nature of forest ecosystems and management practices, the project will focus on identifying potential threats, building resilience, and implementing proactive strategies to mitigate risks and maintain sustainable practices.

Threats like environmental, major industry shutdowns, industrial action, biosecurity threats or any closures of any businesses in the Gippsland industry.

By promoting contingency planning and resilience-building strategies, the project aims to safeguard the long-term sustainability of forest ecosystems and the livelihoods of forest-dependent communities.

### STRATEGIC AIM

Research, consult and develop contingency plans and resilience strategies within the Gippsland forestry industry.



## Appendix 1

### COMPLETED PROJECTS

<b>Decision Tree: Stage One</b> A tool for potential tree farmers to support informed decision making about viable crop options for their farms.	<b>2023</b>
<b>Carbon Farming Guide</b> This guide focuses on the significant potential of tree plantations to sequester carbon and outlines options for farmers to either sell or retain the carbon credits generated by their plantations.	<b>2022</b>
<b>Training, Education and Skills Development Report</b> A forestry industry engagement report that identified two key recommendations for further Training, Education and Skills Development in Gippsland.	<b>2022</b>
<b>Innovation &amp; Infrastructure</b> A report to identify and address gaps in critical regional infrastructure.	<b>2022</b>
<b>Gippsland Community Survey and Analysis</b> Assessment of community views, knowledge, and perceptions to support future efforts by Gippsland Forestry Hub and its members to engage Gippslanders.	<b>2022</b>
<b>Investing in Gippsland's Sustainable Forestry Future</b> Survey and assessment of the opportunities for plantation expansion in Gippsland, constraints to fibre security for a thriving industry, and future market needs.	<b>2022</b>



## Achievements to date

<b>Agro Forestry Network Case Study</b> Four case studies of Gippsland farmers who have experienced Agroforestry.	<b>2022</b>
<b>Skills, Employment and Education Report</b> A skills and assessment project to better understand what education, skills and training are required to support the changing industry needs.	<b>2021</b>
<b>Gippsland Forestry Hub 30 Year Strategy (Implementation Plan)</b> A 30-year strategy and framework for Gippsland's forest and forest products industry.	<b>2021</b>

## Appendix 2

### STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION - DETAILED PROJECT PLANS

#### Pillar 1: Increasing resource security and domestic supply volumes

##### Protecting And Managing Existing Timber and Fibre Resources

What is the project idea?

- Ability to use land for existing and new plantation for at least 3 rotations
- Existing resources = commercially rated resources

Why is it important?

- Protecting investment, infrastructure + surety of offtake, and investments in processing

Who will benefit?

- Everyone – community, Government, supply chains, owners

Who will lead and who needs to be involved?

GF Hub to lead with:

- Local & State Government
- Plantation owners
- Supply chain through to finished product
- Ecological specialist, economist

Is it ours or someone else's?

- Gippsland with state and national significance

What's the process?

- Involve key strategic players to ensure social licence

When does it need to happen? How urgent and important is it?

- 2024/25 project

#### Pillar 1: Increasing resource security and domestic supply volumes

##### Removing Barriers to Private Plantations: Solutions for Resource Security

What is the project idea?

- Planning barrier (native) – clear pathways for private plantation harvesting
- Policy reform – state & local
- Private forest
- Highlight the barriers
- Make recommendations on solution to clear the barriers

Why is it important?

- Social license
- Managed Investment Schemes
- Roads
- Greenfield

Who will benefit?

- Policy makers
- Local Government
- New investors
- Cultural heritage

Who will lead and who needs to be involved?

- GF Hub to lead
- VFPA to help

What's the process?

- Survey – industry / Government
- Desktop – review of planning regulations



## Appendix 2

### STAGE 3: FUTURE POTENTIAL PROJECTS

#### Pillar 1: Increasing resource security and domestic supply volumes

##### Protecting And Managing Existing Timber and Fibre Resources

- Government policy biodiversity management or private forestry e.g. koalas coming from public land
- Right of land use – est. plantation exemption
- Domestic supply volume- Gippsland needs more diversity
- Build capacity of local Government planning teams for better decision making
- Communicate farm forestry model
- Increasing domestic supply via technology, optimisation
- Bio mass potential

## Appendix 2

### STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION - DETAILED PROJECT PLANS

#### Pillar 2: Expanding the production of timber and wood products

##### Expand The Utilisation of Existing Wood Fibre Resources

What is the project idea?

- Gippsland's resource is unlikely to expand significantly therefore how can this resource be better used?

Why is it important?

- Potential to increase solid wood products from the resource which can bridge the gap + help the building industry

Who will benefit?

- Whole supply chain – harvesting, trucks, mills, building industry

Who will lead and who needs to be involved?

- The Hub could explore what the potential is for conversion of low-value wood (pulp, etc.) and forest waste
- Higher value or structural products i.e. what are the opportunities

### STAGE 3: FUTURE POTENTIAL PROJECTS

#### Pillar 2: Expanding the production of timber and wood products

##### Priority projects

- Next-Generation Wood Processing Facilities - New or Retooled Mills

##### Other

- Scarce resource – better use and increased recovery
- Continue investigating – bio energy and local markets
- Ag. Sector – new requirements around diesel + emissions
- Researching the existing + future opportunities like small scale mills + barriers for market entry for the fibre
- High end products, supply & demand
- Shorter rotation
- Circular economy



## Appendix 2

### STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION - DETAILED PROJECT PLANS

#### Pillar 3: Expanding forestry's contribution to climate change mitigation

##### Value Of Forestry and Timber Products to Climate Change Mitigation in Gippsland

What is the project idea?

- Assessing the carbon footprint of the industry (above and beyond any registered carbon) both standing trees and wood products including private and public forests.

Why is it important?

- To quantify Gippsland's contribution to climate change to provide social license.

Who will benefit?

- Industry directly – more broadly the nation

Who will lead and who needs to be involved?

- Hub could lead for an assessment in Gippsland – Fabiano Ximenes, NSW Department of Primary Industries

What's the process?

- Using Fabiano Ximenes work to be applied to Gippsland

When does it need to happen? How urgent and important is it?

- 2024/25 financial year

### STAGE 3: FUTURE POTENTIAL PROJECTS

#### Pillar 3: Expanding forestry's contribution to climate change mitigation

##### Priority projects

Understand policy requirements e.g. wood encouragement policy – have they been successful? Outcomes? Current promotion?

- Emissions intensity of timber vs steel & other products
- Communications- Gippsland contribution to climate change mitigation

##### Other

- Cost of auditing
- Collaboration to share costs
- Anti-small growers
- Opportunity for tertiary educators to educate on forestry contribution to climate mitigation. Targeting engineers, architects, future, construction sector
- Information, awareness of contribution of forestry to climate change mitigation

## Appendix 2

### STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION - DETAILED PROJECT PLANS

#### Pillar 4: Expanding timber industry workforce opportunities and capacity

##### **The Future of Forestry: Workforce Development and Career Pathways**

Who: Forestry Hub, TAFE Gippsland, Gippsland Tech School, Local Learning and Employment Network (LLEN)

What:

- Pathways to employment
- Cert II into secondary colleges
- Gippsland Tech School– Year 7-9 taster programs
- Engage students in the Gippsland Tech School
- Promote forestry as a modern industry to students
- Source overseas workers to fill vacancies

**Further scoping required.**

### STAGE 3: FUTURE POTENTIAL PROJECTS

#### Pillar 3: Expanding forestry's contribution to climate change mitigation

##### **Priority projects**

Understand policy requirements e.g. wood encouragement policy – have they been successful? Outcomes? Current promotion?

- Priority projects
- Explore utilisation of Pacific Island workers to fill job vacancies

##### **Other**

- Partner with TAFE Gippsland to develop “VET Delivered to Secondary Students” program to commence 2025 as an entry point, pathway to industry
- Pathways to employment
- Promotion – forestry roles, skills, career pathways with a focus on tech. Career educators.
- Workforce Development Officer – industry to fund (forestry training hub)



## Appendix 2

### STAGE 2: 2024-2027 STRATEGIC IMPLEMENTATION - DETAILED PROJECT PLANS

#### Pillar 5: Continued sustainable management of forests

##### **Navigating Challenges: Ensuring Continued Sustainable Forest Management Through Contingency Planning**

What needs to be done to mitigate the risks associated with the following events to ensure full utilisation of the timber resource?

- Mill closures
- Fires
- Floods
- Power
- Gas

Why is it important?

- No knee jerk reactions- be prepared
- People leaving industry
- Confidence / competency

Who will benefit?

- Industry
- Gov
- Workers – supply chain

Who will lead and who needs to be involved?

- Gippsland Forestry Hub to lead

What's the process?

- To be scoped

When does it need to happen?

- How urgent and important is it? To be scoped

## Appendix 2

### STAGE 3: FUTURE POTENTIAL PROJECTS

#### Pillar 5: Continued sustainable management of forests

##### Priority projects

- Report- advantages of long-term sustainable forestry planning
- Government education
- Knowledge retention and sharing

##### Other

- What are the metrics of a sustainable plantation?
- How to optimise in a plantation setting
- Messaging, communication, promotion of environment, economic, social, cultural
- Education + training
- Stakeholder networking (united front)
- Engagement – other industries & communities
- More resource?
- Technology



# GF HUB COMMITTEE



Energy,  
Environment  
and Climate Action



GIPPSLAND  
TECH  
SCHOOL

**TAFE  
GIPPSLAND**



This report was prepared for  
Gippsland Forestry Hub by:  
JEANETTE WHITE  
Principal Consultant  
Rise Coaching and Development  
Mirboo North, Victoria, Australia.  
[www.risecoachdevelop.com](http://www.risecoachdevelop.com)

and MEGAN PARA  
Para Digital  
[paradigital.com.au](http://paradigital.com.au)

[www.gippslandforestryhub.com.au](http://www.gippslandforestryhub.com.au)



**GIPPSLAND  
FORESTRY HUB**  
Promoting the Forestry Industry



# **GIPPSLAND FORESTRY HUB**

Promoting the Forestry Industry

Website: [www.gippslandforestryhub.com.au](http://www.gippslandforestryhub.com.au)

Phone: 0429 300 716