Gippsland 2035 – Outcomes Framework

The Latrobe Valley and Gippsland Transition Plan sets out a vision for a thriving Gippsland in 2035.

The Plan outlines high-level outcomes within the focus areas of:

* Education and training
* Employment
* The economy
* Liveability
* Coordination, collaboration, and shared leadership

The Outcomes Framework is a way of checking whether we are on track to achieve our goals. It communicates:

* What the Plan aims to achieve: these are the outcomes described in the Plan.
* What needs to change to help us get there: these are the indicators in this Outcomes Framework.
* How we will know if we are making progress: these are the measures in this Outcomes Framework.

This Outcomes Framework was developed in consultation with business, community, and government representatives. We acknowledge and appreciate their contribution.

## Our shared vision for Gippsland

We want an optimistic and realistic perspective on the future of our region. Our hopes and aspirations will be shared and understood. Our future includes:

* Education and training pathway options that link to future employment
* Appealing, meaningful local jobs and employment pathways
* A thriving economy
* A healthy, attractive, and sustainable natural environment
* Safe, welcoming, and vibrant communities
* A lifestyle that attracts new residents to the region and encourages existing residents to stay
* Coordinated action across industry, education, community, and governments that demonstrates clear roles and responsibilities
* Acknowledgment of our proud history and bright future in vital industries

## Guiding principles for transition

* Our people are at the heart of the transition process
* Equity and inclusion
* A sustainably developed future
* Build on identified strengths and advantages
* Adopting an evidence informed approach
* A coordinated approach across industry, education, communities, and government

## Enablers

* Community pride
* Shared leadership
* Institutional capability
* Understanding strengths of the region

## Focus areas

* Education and training
* Employment
* The economy
* Liveability
* Coordination, collaboration, and shared leadership

## Goals

* Increased access to relevant study and training opportunities
* Grow, develop, and retain a skilled workforce to meet the future needs of the region
* Increased workforce participation through accessible employment pathways and inclusive employment practices
* Support for transitioning workers in traditional industries
* Increased opportunities for local supply chains and local procurement
* Drive collaborative innovation to position Gippsland as a Victorian industry leader

## Outcomes

* Young people aspire to study and work in the region
* High quality, valued jobs, and career pathways in industries with a long-term future
* A thriving economy focused on identified areas of strength
* Sufficient housing to improve social outcomes and accommodate a growing workforce
* A healthy and attractive natural environment
* An inclusive and safe built environment that is appreciated by and caters to the needs of the community
* Empowered and thriving communities that are diverse and socially cohesive
* Accessible and inclusive services for health and wellbeing
* Integrated transport for access to jobs, education, and services
* Reliable digital connectivity to enable businesses and the community to access the full benefits of digital innovation and inclusion

# Outcome: Young people aspire to study and work in the region

## Headline Indicator (priority indicator for reporting)

More young people are studying and working in the region

### Measures

* Number of local secondary school students that are enrolled in tertiary education in the region and enrolled in tertiary education outside the region
* Number of young people (24 and under) that are working in the region full time and part time and by industry
* Number of apprenticeships created in Gippsland
* Proportion of young people (24 and under) that want to study in the region after secondary school
* Proportion of young people (24 and under) that want to work in the region after secondary school
* Year 12 completion rates

## Indicator

Increase in education and training programs, and employment pathways for young people

### Measures

* Proportion of young people (24 and under) that are satisfied with the types of local courses offered in tertiary education
* Proportion of partnerships formed through the Transition Plan that facilitate education and employment pathways for young people (24 and under) in the region
* Number of local student/graduate industry placements
* Proportion of training organisations collaborating with industry and/or delivering new training
* Number of workforce, training and skills programs/ pathways delivered in the regional strength areas

#### Sustainable Development Goals

4. Quality Education

8. Decent work and economic growth

9. Industry, innovation, and infrastructure

# Outcome: High quality, valued jobs, and career pathways in industries with a long-term future

## Headline Indicator (priority indicator for reporting)

Increase in decent jobs in new, emerging, and future regional strength industries

### Measures

* Jobs advertised in new, emerging, and future regional strength industries by
  + total number
  + industry
* Number of new jobs created in Gippsland by region and industry
* Total number of post graduate research opportunities available
* Proportion of community members that feel they have a decent job (i.e. safe, secure, and meaningful with good conditions)

## Indicator

Increased support provided for transitioning workers in traditional industries

### Measures

* Number of transitioning workers that have received support through worker transition programs
* Proportion of transitioning workers that have continued employment in the region
* Level of satisfaction with transitioning worker support provided through the Transition Plan

## Indicator

Increase in training opportunities, accessible employment pathways and inclusive employment practices

### Measures

* Total and type of industry training opportunities available
* People feel they can easily access education and training programs and employment pathways in the region
* Number of people employed by:
  + First Peoples
  + people living with disability
  + culturally and linguistically diverse households
  + women
  + single parent
  + LGBTQI+

#### Sustainable Development Goals

1. No poverty

8. Decent work and economic growth

9. Industry, innovation, and infrastructure

# Outcome: A thriving economy focused on identified areas of strength

## Headline Indicator (priority indicator for reporting)

Increase in contribution to the Gippsland economy by regional strength industries

### Measures

* Total Gross Value Add (GVA) for the region:
  + overall
  + by identified regional strength industries
* Proportion of Gippsland businesses in regional strength areas exporting to:
  + domestic markets
  + international markets

## Indicator

Increase in opportunities for local businesses through supply chains and procurement

### Measures

* Number of opportunities for local businesses to participate in supply chains created as a result of the:
  + Gippsland Renewable Energy Zone
  + other sectors
* Number of local jobs created along supply chains as a result of the:
  + Gippsland Renewable Energy Zone
  + other sectors
* Number of local businesses that have received contracts:
  + total number
  + total dollar amount

## Indicator

Improve collaboration and innovation to position Gippsland as a Victorian industry leader in a range of sectors

### Measures

* Research and development expenditure as a proportion of Gross Regional Product (GRP)
* Investment in knowledge-based capital as a share of GRP
* Number of local businesses that are supported through the Transition Plan to increase productivity and innovative capacity
* Number of research partnerships established (innovation) through the Transition Plan
* Number of Transition Plan supported projects that led to new products, processes, or investment
* Number of knowledge sharing and/or peer learning events in the region leading to new understanding
* Number of innovation opportunities developed from networks

## Indicator

Increase in participation and opportunities for First Peoples communities to contribute to the regional economy

### Measures

* Proportion of government procurements and collaborative partnerships that facilitate growth in local First Peoples businesses
* Funding opportunities for First Peoples community organisations in the region that have been generated through the Transition Plan by:
  + total participant numbers
  + total dollar amount
* Number of First Peoples businesses operating in the region by:
  + cultural tourism enterprises
  + sustainable bushfoods businesses and horticultural enterprises
  + other
* Proportion of First Peoples that feel they have the capacity and opportunities to participate in water management

#### Sustainable Development Goals

2. Zero hunger

7. Affordable and clean energy

8. Decent work and economic growth

9. Industry, innovation, and infrastructure

12. Responsible consumption and production

13. Climate action

14. Life below water

15. Life on land

# Outcome: A healthy and attractive natural environment

## Headline Indicator (priority indicator for reporting)

Improvement in sustainable practices and reduced emissions and pollution

### Measures

* Number of agricultural, tourism, energy production, extractives and manufacturing activities delivered through sustainable practices
* Proportion of houses that have energy saving installations
* Proportion of neighbourhoods in the region that have community energy grids
* Total landfill volume in the region
* Total recycling volume in the region
* Number of remediation and infrastructure works to improve environmental outcomes and waterways
* Number of activities delivered to reduce emissions related to transport in the Transition Plan

## Indicator

Increase in access and use of local outdoor amenities

### Measures

* Proportion of houses in neighbourhoods that are within easy walking distance of a natural public open space
* Proportion of local community members that use public open spaces

## Indicator

Local community have a positive perception of the natural environment of the region

### Measures

* Proportion of community members who agree there are attractive natural places in their community
* Community members perception of the health of the environment in their local area
* Community members rating of the landscape and aesthetics of their community

#### Sustainable Development Goals

2. Zero hunger

3. Good health and well-being

6. Clean water and sanitation

11. Sustainable cities and communities

12. Responsible consumption and production

14. Life below water

15. Life on land

# Outcome: Sufficient housing to improve social outcomes and accommodate a growing workforce

## Headline Indicator (priority indicator for reporting)

Increase housing availability and diversity to support growth in the region

### Measures

* Total housing stock on the market by:
  + region
  + Local Government Area
* Rental vacancy rate of total housing stock that is currently available
* Proportion of employers who report they cannot house their workforce

## Indicator

Increase access to adequate, safe, and affordable housing

### Measures

* Annual percentage change of prices by:
  + rent
  + house sales
* Average dwelling size by affordable rental price range
* Housing stress rate in Gippsland by:
  + rental stress
  + mortgage stress
* Homelessness rate in Gippsland

## Indicator

Increase in student accommodation in the region

### Measures

* Purpose built student accommodation centres that are accessible to amenities:
  + number available
  + total dollar investment

#### Sustainable Development Goals

1. No poverty

10. Reduced inequalities

11. Sustainable cities and communities

# Outcome: An inclusive and safe built environment that is appreciated by and caters to the needs of the community

## Headline Indicator (priority indicator for reporting)

Increase in availability of safe, welcoming, and accessible places to gather in built environments

### Measures

* Average share of the built-up area of cities that is allocated for public use for all
* Proportion of community members who feel the public spaces in the city or area where they live are safe, well maintained and include an adequate mix of amenities
* Total dollars invested in development of safe and accessible facilities
* Proportion of local community members who are satisfied with the availability of inclusive and accessible facilities

## Indicator

More local community members feel safe

### Measures

* Proportion of community members who feel safe walking alone at night where they live
* Proportion of community members who feel the city or area where they live is aesthetically pleasing and safe from traffic
* Proportion of parents that allow and encourage their children (young people) to walk or cycle to parks and local amenities

## Indicator

More rehabilitated mining land is being utilised and caters to the needs of the community

### Measures

* Stakeholders and delivery partners are satisfied with progress on the development and implementation of plans for the use of land
* Community members feel satisfied with their level of engagement and decision-making on the way the land is being rehabilitated
* Community members feel satisfied that the development plans address their needs

#### Sustainable Development Goals

7. Affordable and clean energy

10. Reduced inequalities

11. Sustainable cities and communities

13. Climate action

# Outcome: Empowered and thriving communities that are diverse and socially cohesive

## Headline Indicator (priority indicator for reporting)

More local community members feel the region is socially cohesive, diverse, and inclusive

### Measures

* Proportion of local community members who believe the region is inclusive and responsive to their needs by:
  + overall
  + women aged over 45 years
  + long-term unemployed people (6+ months)
  + First Peoples
  + families experiencing disability or whom have special needs
  + families seeking asylum
  + culturally and linguistically diverse households
  + young parents under 25 (18-24)
  + veterans
  + older people
  + other low-income families
  + LGBTQI+
  + young people
* Proportion of people who believe that multiculturalism makes life in their community better

## Indicator

Increase accessible, social and community activities, catering to diverse communities

### Measures

* How often do community members:
  + attend community events such as markets or festivals
  + attend meetings/social events or local clubs/groups
  + take part in sports groups or teams
* Number of events for diverse communities in the region, as a result of the Transition Plan
* Number of participants that attend community activities, as a result of the Transition Plan
* Local community events have accessible arrangements for diverse communities to participate, as a result of the Transition Plan

#### Sustainable Development Goals

5. Gender equality

10. Reduced inequalities

11 Sustainable cities and communities

# Outcome: Accessible and inclusive services for health and wellbeing

## Headline Indicator (priority indicator for reporting)

More local community members feel they have access to health and wellbeing services

### Measures

* Community members rating of access to:
  + general health services
  + mental health services
  + specialist health services
* Proportion of community members that feel the health and well-being services available meet the community’s needs by:
  + overall
  + LGBTQI+
  + First Peoples
  + culturally and linguistically diverse households

## Indicator

Increase in inclusivity of health and wellbeing services in the region

### Measures

* Number and proportion of people that access health and well-being services in the region by:
  + women aged over 45 years
  + long-term unemployed people (6+ months)
  + First Peoples
  + families experiencing disability or whom have special needs
  + families seeking asylum
  + culturally and linguistically diverse households
  + young parents under 25 (18-24)
  + veterans
  + older people
  + other low-income families
  + LGBTQI+
  + young people
* Proportion of health and well-being services in the region that are actively improving their capability in inclusivity

#### Sustainable Development Goals

1. No poverty

3. Good health and well-being

5. Gender equality

10. Reduced inequalities

17. Partnerships for the goals

# Outcome: Integrated transport for access to jobs, education, and services

## Headline Indicator (priority indicator for reporting)

Increase in access and ease of using transport in the region

### Measures

* Community members rating of access to public transport
* Proportion of local community members that feel confident and safe to use transport:
  + public
  + community
  + private (e.g. taxis)
* Proportion of local community members that feel they can use transport to get where they need to go:
  + public
  + community
  + private (e.g. taxis)

## Indicator

Improvement in transport services to, from and within the region

### Measures

* Proportion of local community members that feel transport services to and from the region need to be improved

#### Sustainable Development Goals

9. Industry, innovation, and infrastructure

11. Sustainable cities and communities

# Outcome: Reliable digital connectivity to enable businesses and the community to access the full benefits of digital innovation and inclusion

## Headline Indicator (priority indicator for reporting)

Businesses and local community members feel there is an improvement in digital connectivity and access in the region

### Measures

* Proportion that feels there is an improvement in digital connectivity and access in the region by:
  + businesses
  + community
* Proportion of households and businesses with access to high speed, reliable internet
* Proportion of local population with access to mobile phone reception

## Indicator

Increase in digital capability of businesses and local community members

### Measures

* Number of digital capability projects funded in Gippsland through the Connecting Victoria Program
* Number of support programs available to improve capability of:
  + businesses
  + community
* Proportion that feel there is support available to improve digital capability in the region by:
  + businesses
  + community

## Indicator

Increased digital inclusion and literacy for the region’s First Peoples community

### Measures

* Number of support programs available to improve capability of:
  + First Peoples businesses
  + First Peoples community members

#### Sustainable Development Goals

9. Industry, innovation, and infrastructure

10. Reduced inequalities

# Outcome: Clear roles and responsibilities across industry, education, community, and governments

## Headline Indicator (priority indicator for reporting)

More collaboration with the community to achieve a fair and proportionate response to transition

### Measures

* Proportion of local community members who agree I can get involved in local decision making if I want to
* Proportion of local community members that feel satisfied with the engagement and consultation opportunities to participate in the transition process
* Proportion of local community members that have trust in the transition process

## Indicator

Increase in involvement of First Peoples in discussions and decision-making processes

### Measures

* Number of First Peoples participating in consultations and engagements
* Proportion of First Peoples that feel included in the discussions and decision-making in the transition process

## Indicator

Increase in partnerships between industry, community, education, and government

### Measures

* Partnerships developed through the Transition Plan by:
  + total number
  + type of group
* Proportion of partners that feel satisfied with the partnership

## Indicator

Australian, Victorian, and local governments are aware of and incorporating the Transition Plan into their policies and decision-making

### Measures

* Number of instances of formal inclusion in work by:
  + Australian Government
  + Victorian Government
  + Local Government
* Number of engagements / workshops / presentations to raise awareness of the Transition Plan

#### Sustainable Development Goals

13. Climate action

16. Peace, justice, and strong institutions

17. Partnerships for the goals