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:

1. **What the Plan aims to achieve – these are the outcomes described in the Plan.**

2. **What needs to change to help us get there – these are the indicators in this Outcomes Framework.**

3. **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 |

OUTCOMES FRAMEWORK

Outcomes	Headline Indicators *(priority indicators for reporting)*	Indicators	Sustainable Development Goals
Young people aspire to study and work in the region	More young people are studying and working in the region	Increase in education and training programs and employment pathways for young people	4 Quality Education; 8 Decent Work and Economic Growth; 9 Industry, Innovation and Infrastructure
High quality, valued jobs and career pathways in industries with a long-term future	Increase in decent jobs in new, emerging and future regional strength industries	Increase support provided for transitioning workers in traditional industries; Increase in training opportunities, accessible employment pathways and inclusive employment practices	1 No Poverty; 8 Decent Work and Economic Growth; 9 Industry, Innovation and Infrastructure
A thriving economy focused on identified areas of strength	Increase in contribution to the Gippsland economy by regional strength industries	Increase in opportunities for local businesses through supply chains and procurement; Improve collaboration and innovation to position Gippsland as a Victorian industry leader in a range of sectors; Increase in participation and opportunities for First Peoples communities to contribute to the regional economy	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
A healthy and attractive natural environment	Improvement in sustainable practices and reduced emissions and pollution	Increase in access and use of local outdoor amenities; Local community have a positive perception of the natural environment of the region	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
Sufficient housing to improve social outcomes and accommodate a growing workforce	Increase housing availability and diversity to support growth in the region	Increase access to adequate, safe and affordable housing; Increase in student accommodation in the region	1 No Poverty; 10 Reduced Inequalities; 11 Sustainable Cities and Communities
An inclusive and safe built environment that is appreciated by and caters to the needs of the community	Increase in availability of safe, welcoming and accessible places to gather in built environments	More local community members feel safe; More rehabilitated mining land is being utilised and caters to the needs of the community	7 Affordable and Clean Energy; 10 Reduced Inequalities; 11 Sustainable Cities and Communities; 13 Climate Action
Empowered and thriving communities that are diverse and socially cohesive	More local community members feel the region is socially cohesive, diverse and inclusive	Increase accessible, social and community activities, catering to diverse communities	5 Gender Equality; 10 Reduced Inequalities; 11 Sustainable Cities and Communities
Accessible and inclusive services for health and wellbeing	More local community members have increased access to health and wellbeing services	Increase in inclusivity of health and wellbeing services in the region	1 No Poverty; 3 Good Health and Well-being; 5 Gender Equality; 10 Reduced Inequalities; 17 Partnerships for the Goals
Integrated transport for access to jobs, education and services	Increase in access and ease of using transport in the region	Improvement in transport services to, from and within the region	9 Industry, Innovation and Infrastructure; 11 Sustainable Cities and Communities
Reliable digital connectivity to enable businesses and the community to access the full benefits of digital innovation and inclusion	Businesses and local community members feel there is an improvement in digital connectivity and access in the region	Increase in digital capability of businesses and local community members; Increase in digital inclusion and literacy for the region's First Peoples community	9 Industry, Innovation and Infrastructure; 10 Reduced Inequalities
Clear roles and responsibilities across industry, education, community and governments	More collaboration with the community to achieve a fair and proportionate response to transition and build trust	Increase in involvement of First Peoples in discussions and decision-making processes; Increase in partnerships between industry, community, education and government; Australian, Victorian and local governments are aware of and incorporating the Transition Plan into their policies and decision making	13 Climate Action; 16 Peace, Justice and Strong Institutions; 17 Partnerships for the Goals

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

INDICATOR

More young people are studying and working in the region

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MEASURES

Number of local secondary school students that are:

a) enrolled in tertiary education in the region

b) enrolled in tertiary education outside the region

Number of young people (24 and under) that are working in the region:

a) full time

b) part time

c) 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

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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

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

INDICATOR

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

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MEASURES

Jobs advertised in new, emerging and future regional strength industries by:

a) total number

b) 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

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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

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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:

a) First Peoples

b) people living with disability

c) culturally and linguistically diverse households

d) women

e) single parent

f) LGBTIQ+

Outcome:
A thriving economy focused on identified areas of strength

INDICATOR

Increase in contribution to the Gippsland economy by regional strength industries

MEASURES

Total Gross Value Add (GVA) for the region:

a) overall

b) by identified regional strength industries

Proportion of Gippsland businesses in regional strength areas exporting to:

a) domestic markets

b) 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:

a) Gippsland Renewable Energy Zone

b) other sectors

Number of local jobs created along supply chains as a result of the:

a) Gippsland Renewable Energy Zone

b) other sectors

Number of local businesses that have received contracts:

a) total number

b) total $ 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:
a) total participant number
b) total $ amount

Number of First Peoples businesses operating in the region:
a) cultural tourism enterprises
b) sustainable bushfoods businesses and horticulture enterprises
c) other

Proportion of First Peoples that feel they have the capacity and opportunities to participate in water management

Outcome:
A healthy and attractive natural environment

INDICATOR

Improvement in sustainable practices and reduced emissions and pollution

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MEASURES

| Number of agricultural, tourism, energy production, extractives and manufacturing activities delivered through sustainable practices | Proportion of houses that have energy savings 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 for 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

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MEASURES

| Proportion of houses in a neighbourhood 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

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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 |

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

INDICATOR

Increase housing availability and diversity to support growth in the region

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MEASURES

Total housing stock on the market by:

a) region

b) LGA

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

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MEASURES

Annual percentage change of prices by:

a) rent

b) house sales

Average dwelling size by affordable rental price range

Housing stress rates in Gippsland by:

a) rental stress

b) mortgage stress

Homelessness rate in Gippsland

INDICATOR

Increase in student accommodation in the region

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MEASURES

Purpose built-student accommodation centres that are accessible to amenities:

a) number available

b) total $ investment

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

INDICATOR

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 $ investment 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

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

INDICATOR

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

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MEASURES

Proportion of local community members who believe the region is inclusive and responsive to their needs by:

a) overall

b) women aged over 45 years

c) long-term unemployed people (6+ months)

d) First Peoples

e) families experiencing disability or whom have special needs

f) families seeking asylum

g) culturally and linguistically diverse households

h) young parents under 25 (18–24)

i) veterans

j) older people

k) other low income families

l) LGBTIQ+

m) 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

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MEASURES

How often do community members:

a) attend community events such as markets or festivals

b) attend meetings/ social events or local clubs/groups

c) 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

Outcome:
Accessible and inclusive services for health and wellbeing

INDICATOR

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

MEASURES

Community members rating of access to:

a) general health services

b) mental health services

c) specialist health services

Proportion of local community members that feel the health and wellbeing services available meet the community's needs:

a) overall

b) LGBTIQ+

c) First Peoples

d) 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 wellbeing services in the region:

a) women aged over 45 years

b) Long-term unemployed people (6+ months)

c) First Peoples

d) families experiencing disability or whom have special needs

e) families seeking asylum

f) culturally and linguistically diverse households

g) young parents under 25 (18–24)

h) veterans

i) older people

j) other low income families

k) LGBTIQ+

l) young people

Proportion of health and wellbeing services in the region that are actively improving their capability in inclusivity

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

INDICATOR

Increase in access and ease of using transport in the region

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MEASURES

Community members rating of access to public transport

Proportion of local community members that feel confident and safe to use transport:

a) public

b) community

c) private (e.g. taxis)

Proportion of local community members that feel they can use transport to get where they need to go:

a) public

b) community

c) private (e.g. taxis)

INDICATOR

Improvement in transport services to, from and within the region

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MEASURES

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

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

INDICATOR

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

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MEASURES

Proportion that feel there is an improvement in digital connectivity and access in the region by:

a) businesses

b) 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

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MEASURES

Number of digital capability projects funded in Gippsland through the Connecting Victoria Program

Number of support programs available to improve capability of:

a) businesses

b) community

Proportion that feel there is support available to improve digital capability in the region by:

a) businesses

b) community

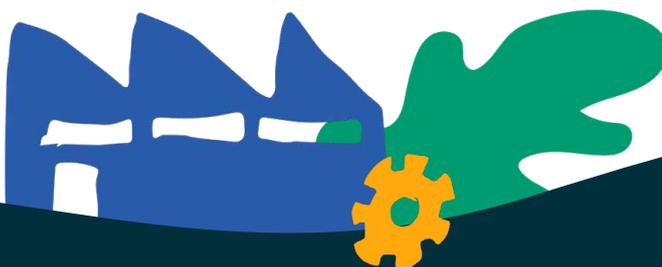### INDICATOR

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

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MEASURES

Number of support programs available to improve capability of:

a) First Peoples businesses

b) First Peoples community members

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

INDICATOR

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

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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

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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

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MEASURES

Partnerships developed through the Transition Plan by:

a) total number

b) 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

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MEASURES

Number of instances of formal inclusion in work by:

a) Australian Government

b) Victorian Government

c) Local government

Number of engagements/workshops/presentations to raise awareness of the Transition Plan

Our Region.
Our Future.

OUTCOMES FRAMEWORK

Navigating Change Together