



Regional Assembly

TRANSCRIPT

This is an unedited version of notes
taken by scribes at the Assembly

31 August 2017

WORKFORCE PLANNING

Table 1

Workforce Planning	
<p>The problem we are trying to fix is: Retention, renewal, recruitment and attraction with regard to regional areas and regional jobs.</p>	<p>The outcome we are trying to achieve is: Develop and evolve a culture that looks at workforce planning within regional Victoria that's an employment and community destination.</p>
<p>Top of mind for us tonight is: Supporting young people to have a voice, rates of youth unemployment and how to stop them going up Getting a job in the future Interested in contributing to the discussion around workforce planning Identifying opportunities to support skill development Top issue energy, second workforce planning and pathways to work for young people Where does Fed Uni fit in workforce development</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> Meeting skill needs, industry works globally, need to attract the skills to a regional area Holistic outcome - economic outcome Cohorts are part time (in health) mostly females returning to work into the regional areas Build industry capability to earn as you learn Education structure needs to be flexible to meet local industry needs Workforce planning needs to be at all points across sector - certificate, diploma, degree Vocational learning needs to be valued more highly Increase flexibility in education to meet demand Relationships and experience are extremely important Students in industry tend to stay in workforce longer Workforce diagnostic needs to be undertaken by industry - not skills shortage rather skills gap, Young people need to be able to combine study and experiential learning Challenges to get placement in organisations for young people due to preconceptions Education centres need to be well connected with industry work integrated learning currently resourced by education provider needs to be integrated into the industry Companies need to be ready to take in young people, need not to charge students to learn on site (eg. health) Pathways and transitions - need to understand links between education, industry and students - work integrated learning - need to look from a workforce strategy outcome Enterprise skills and work profile of the future, - is resonating strongly with young people aged 15- 26 Young people need qualifications, qualifications need experience - chicken & egg Challenges with workforce planning and youth, Ballarat has the highest youth unemployment since 1980s, still very high and an issue, cyclical repetition</p> <p>Small gene pool within Ballarat, obligation to employ locally (due to funding model) Work here, live here - need to have strong understanding and sense of community Need to have attractiveness to attract new residents - education, health and affordability Opportunity to commute if required Liveability - how robust is Ballarat in terms of disadvantage?</p>	

Youth unemployment highest in the state

Youth homeless highest rate in state, high cost of rental accommodation in Ballarat

Social disadvantage is having a huge impact on education rates, disengaged with community and social connections, Next to impossible to get a job if homeless and retain it.

Economic divide - lots of money and lots of no money

Housing affordability - mortgage stress is an issue, living week to week 40 - 50 % of income on housing affordability

Issue with low income families - sometimes better to be on a healthcare card (benefits)

Challenges with young people being able to get part time jobs whilst at high school

Increase in casual employment

Challenges with having two tertiary university, rental is an issue

Education workforce - creating mobility within the workforce, need to find ways to attract young teachers into the schools

Attraction of female leadership opportunities with secondary education is a challenge

Increased casualisation of workforce is doing a business a disservice - less loyalty

Youth employment is exploited, young people don't have a voice (too scared)

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

Education and work force planning need to be integrated

Social implications of unemployment needs to understand eg. youth mental issues - outside connection supports improvements in health and wellbeing

Mental health and wellbeing is huge over 15-24 age bracket, what is the link and how can this be addressed

Early intervention is key, environment makes a huge difference, funding is key

Employers need to open to understanding mental health first aid - impact on the business, very hard bridge to gap

Community needs to take a proactive role in education of mental health issues

Government support for small, medium size business

Increased work experience opportunities however it is becoming challenging legislative prohibitive

Publicly funded bodies should be supporting work experience for young people from disadvantaged backgrounds

Opportunities to support students undertaking their degree, teaching in industry

Link to industry and education (particularly for teaching staff)

Our most important messages to the Partnership to assist them with their work in the next year are:

Jobs for young people, reducing the youth unemployment

Don't forget vulnerable and disadvantaged families

Public funding needs to be tied with public obligation to give young people work experience opportunities

Table 2

Workforce Planning	
<p>The problem we are trying to fix is: Retention, renewal, recruitment and attraction with regard to regional areas and regional jobs.</p>	<p>The outcome we are trying to achieve is: Develop and evolve a culture that looks at workforce planning within regional Victoria that's an employment and community destination.</p>
<p>Top of mind for us tonight is:</p> <ul style="list-style-type: none"> - Future of work, what sort of industry and how will they do their work - Promote economically sound environment for culturally diverse community. Possible education, training or pathways for culturally diverse people. Give these people to grow their businesses. - Filling gaps made by JobActive for culturally diverse peoples - Youth Path Program: federally funded program for young entrepreneurs - Unemployed youth, lack of motivation and direction for their future - Hydroponic facilities in Landsborough: creates 300 jobs. Jobs created by wind farms. 1,500 jobs to be filled in the future. Need to find workers (skilled and unskilled) for these jobs. Expand population by inviting migrants into Landsborough. Small farmers are being pushed out by big companies. Collaborate with unemployment services - Ballarat Innovation and Research Collaboration for Health: bringing together the two main hospitals and universities and schools to develop research. Seed funding, need funding for infrastructure. Need to bring people into the region - Getting people in the community to work together to create pathways from education to jobs. - What are the jobs going to be? With the changing world the way jobs are done will change also. 	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <ul style="list-style-type: none"> - Landsborough (Stawell, Ararat etc) case study: to bring 300 workers to regions, you need houses, education for children and families, we need transports for people to get to and from jobs, we need training for people to take these jobs. - Wind farms, are going to supply the power to the region with a back up solar battery. - Starts in 4 months - Nectar Farms, need to plan, perhaps we can help? - Closing down of the mine led to this development? - Slaughterhouses are expanding, as are the jails in Stawell and Ararat - Visa's that allow refugees to move to the regions for jobs, however, they do not gain support from government, they must be self-sufficient. They need to be prepared with training and education. - Colleges and schools will need to provide specialist staff to support migrants coming in. - Getting support from government - Countries are a more welcoming communities than metro suburbs - Needs someone to coordinate these changes in government and companies - How to bring big investments to small towns and rural communities? - Sustainability? Construction of new facilities are temporary - Advertising the lifestyle of the region and jobs in the region - Creation of housing for workers - Someone to coordinate the charge for more of these projects in the rural areas - Priming the labour market, connecting the participants, ensuring skills are present - Bring people in metro areas that are struggling and show them the fantastic opportunities in the regions - Prepare for jobs that don't exist yet so we have the skill sets for these new jobs - Provide teachings for "life skills" in schools (financial planning, resume building etc.) - Provide other options for training rather than just university and provide jobs that you can learn on the job - Remove the stigma around alternative education options like TAFE 	

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

- Priming the labour market, connecting the participants, ensuring skills are present
- Creation of housing for workers
- Bring people in metro areas that are struggling and show them the fantastic opportunities in the regions
- Advertising the lifestyle of the region and jobs in the region
- Bring the private sector to regions with regard to workplace markets
- Design culturally diverse communities to attract all kinds of people
- Ensure connectivity to metro areas to ensure youth are attracted to the regions
- Ensure social connectivity is possible in the regions so they can feel supported by loved ones and peers
- Draw older people to the region with the family rhetoric to free up jobs in metro areas for younger people
- Highlight the commonalities of cultures to assist with acceptance
- Promote alternative education options and remove the stigma around VCAL or TAFE
- Provide for alternative learning capabilities and pathways into industry
- VCAL is meant to allow for immediate entry into the workforce after high school
- Put practical subjects with academic subjects to collate skills with academia
- Make business more accountable for exposing young people to work experience

Our most important messages to the Partnership to assist them with their work in the next year are:

- **Major education overhaul to achieve goals**
- **Remove prejudice regarding alternative education options and ATAR results**
- **Career advice “Nothing like doing something to learn about it”**
- **Celebrate everyone’s victories not just those who get 99% ATARs**
- **Bridging the gap between education, training and workplaces and ensuring accessibility to all of the above**
- **Volunteerism is a valuable asset and needs to be supported as it is a great skills provider**
- **Education is power and needs to be evolved to cater to more learning types**

Table 3

Workforce Planning	
<p>The problem we are trying to fix is: Retention, renewal, recruitment and attraction with regard to regional areas and regional jobs.</p>	<p>The outcome we are trying to achieve is: Develop and evolve a culture that looks at workforce planning within regional Victoria that's an employment and community destination.</p>
<p>Top of mind for us tonight is: Pyrenees is looking good for the size of their shire Industry transition: ie McCains introducing new technology which has resulted in 20 jobs being lost. What will replace those job (new technology)? Need to make sure we have jobs to replace and retrain people in other industries (potentially) Aged care & health have growth opportunities for retraining Shires with agriculture - how do we provide the infrastructure to support them. What do we do for the people who want to come and live here? Fast becoming a low paid workforce with high housing rates. Need to get better at tourism to boost the economy. Linkages between workforce planning & visitor economy are closely linked Need to start thinking outside the box. Local aboriginal community need to access jobs to link in with all the infrastructure projects occurring. There is no formal links for Aboriginal communities and industries to gain employment. Transition from job loss to other jobs doesn't offer match the wages from their position the left.</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> Attraction, retention Need to retain the young people within the region and train Struggle with trying to attract staff to fulfill roles at Sovereign Hill for specific roles that are hard to fill. (Visitor services, curators, chefs, animal handlers)). want to employ young local people TAFE teachers do not have the skills to pass on particularly in the building sector. Need to jobs expansion to be at the same rate as employment Encourage people that the region has fantastic opportunities but there is a skills mismatch Public transports need to improve to bridge the employment shortage gap (ie - Ararat - AME) Why can't we set up FIFA scenario in Ararat? Creswick is on the doorstep to Ballarat and they don't have any manufacturing FEDUni need to start having more relevant courses to new jobs & industry within the region. ie: windfarms course. Farmland needs to be protected Have jobs available but don't have the appropriate skills within the community and no training options People inside jobs need to understand that they need to continually upgrade their skills to retain their jobs Workforce needs to understand that they need to change the way they work and retrain. Starts with employers - work with inducements for workers to gain skills In manufacturing, more processes will be automated to keep competitive leading to more tiers to the workforce, particularly in the niche manufacturing marketplace More complex processes in non-production or work areas required of core floor staff (eg compliance, documentation, form filling) Flexibility of people in the workforce and outside of the workforce required. Hours of work in some areas are significantly less which leads to lack of security and risk Lack of security from casualisation of the workforce having a negative impact Dichotomy of having the industrial relations space forcing a high level of security for people currently in full time work at perhaps of the expense of those wishing to change jobs or enter the workforce.</p>	

Education and training pathways need to evolve to take up new industry opportunities (eg servicing of renewables and ancillary services)

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

Need to be attractive to young people to retain them in the region

As employers, what can we do to make it more attractive for a better intake of population.

why do we have a probation period? If employees aren't meeting the targets, ask why? Do they need more training? Are there social issues affecting their performance?

Should be recruiting as a region not as an employer. Have regional vocational plan, look at more secondments. Come & work in Ballarat or Creswick & we'll find a jobs to fit your needs.

Real problem is shortage of jobs, quantum of jobs is getting smaller, youth employment an issue

Fundamental shift from over-reliance on manufacturing and unskilled work to a more skilled employment base

Skills mismatch and training mismatch in the region needs to be addressed

Connection with community and building resilience with the non-core work skills - eg resilience, adaptability, creativity, community-focus

Look more creatively at the opportunities in new industry areas and job/skills generations in those areas (eg. renewables and community structure for this new businesses)

Fraying of support networks in the community which is leading to lack of participation in the workforce and the ability for individuals in the community to adapt to changed workplaces and practices

Need to keep flexibility in the workforces

Ripple effect of off-shoring of business processes where those business processes could be undertaken in the region but our lack of connectedness and ability to change is hampering this

Our most important messages to the Partnership to assist them with their work in the next year are:

High level of support to education with a strong connection to industry - educate but make sure people have somewhere to go - a real pathway from skills to employment.

More effective placement services for specialist or required skills in sectors in the region.

Free renewable energy for all and mental health.

Building a community of respect where women and children feel safe and able to thrive

Stable secure affordable accommodation for everyone in this region

Investment in the core catalysing infrastructure that will leapfrog our population numbers to 300,000 by 2030 in order to provide critical mass in both service provision and private sector investment

Ballarat and Ararat considered to be Zone 2 (with Zone 2 fares) in the public transport network

As a region we are only as good as the most vulnerable people that we have, therefore we need to work on this first

VISITOR ECONOMY

Table 4

Visitor Economy	
<p>The problem we are trying to fix is: Lack of coordinated investment by government and private sector in infrastructure and visitor experience in Regional Victoria.</p>	<p>The outcome we are trying to achieve is: Increased private and government investment that triggers growth in visitor numbers and yield, creating new jobs in the visitor economy.</p>
<p>Top of mind for us tonight is:</p> <ul style="list-style-type: none"> - Ensuring that we can meet the demand for growth from asia and international visitation. We need to look at our infrastructure in regional vic - Infrastructure. The quality of infrastructure. And positioning the CH as a place to visit - Thinking about the visitor economy and dispersal from Melbourne, so we can grow our numbers from Melbourne. Increasing length of stay beyond just day visits. - Growing international visitor nights in regional areas (data shows the growth is being outstripped by Melbourne) - Growing Photo Biennale to a nationally significant event that can attract international visitors. Need the support of good transport connections to support a dispersed event. - Events growth has been a significant success for Ballarat. Looking after local residents and promoting pride of place to help with VFR market. Ensure tourists are serviced the way they want, and that it's aligned with Ballarat's offering.. 	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <p>Round 1:</p> <ul style="list-style-type: none"> - Public transport infrastructure. Pilot program utilising HopShuttle app to service tourism infrastructure locations. Advantage was that it serviced visitors regardless of their capacity to use the internet. Was tailored to the tourism industry. Locally developed app (almost like an Uber bus). Advantages are it's not fixed, it's not traditional, it operates in real time and is trackable in real time, and it's specifically tailored to the needs of visitors that are coming to visit Ballarat. We have a great train service and a city with a beautiful built heritage and improvements to pedestrian - Melbourne by 2025 needs 110 Sofitels with a 100% occupancy rate just to deal with demand. Vic has grown from 20m visitor nights to 50m visitor nights over a decade, but bulk of that growth has been in Melbourne. Ballarat needs something that will get 50,000 additional visitor nights each year (Eqv of a 100 room hotel) serviced by at least 4.5 stars. - Challenge is investors need to take massive risks to invest in accommodation in regional areas. How might we reduce the risk gap to attract money to invest? What's the role of Government in helping to achieve this? Marysville example where Govt 'de-risked' the project by investing alongside the private sector... - CoB has committed funding to improving Main Road, next step needs to extend out as far as Sovereign Hill. What else can we do with what we've got? - Art Series Hotel investment in Bendigo received some State Government support. - Specific challenge our region faces is coordination and collaboration of tourism strategies. North East Victoria has great track record of collaboration and a clear set of goals.. Region competes with itself. and it makes us less effective as a result.. RTBs could be underfunded, but could also be inefficient, hence the importance of improving regional collaboration. 	

- .We need to broaden the scope of product so people have a reason to stay.

Round 2:

- There's a lack of tourism coordination across Regional Tourism Boards and across Local Government boundaries.
- Extension of the rail trail from Bullarto to Hanging Rock to help link the regional tourism product.
- Massive issue of 'chicken and egg' in tourism. Difficult to know when and where to invest..
- How can we (businesses) attract business and commercialise the value of State Government investment in things ;like the Peaks Trail
- Great opportunity to invest in the Goldfields Heritage project.. Problem is that we haven't mapped the stories and the opportunities that can activate the Goldfields heritage project. Very unique opportunity that links built and natural environment. Exactly the kind of project that needs government intervention to be achieved.
- Opportunity for Govt is to bust apart the myth that regional victoria is monocultural.
- Needs to be a dedicated tourism infrastructure and events fund that forms part of the Regional Jobs and Infrastructure Fund.
- Change the funding model to trigger collaboration across local gov and RTB borders.
- .

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

- need ability to disperse into the wider region, so people stay multiple nights.
- How do we give Visit Vic a 'collaboration piece' that makes them want to support us with increased funding etc?
- How do we position Ballarat as a jumping off point within the region.
- Cross township collaboration where markets can be aligned around visitor interests. i.e fine art offering in Ballarat aligned with food and wine in Daylesford.
- Example of Royal Mail Hotel in Dunkeld and the halo effect. Kangaroo island has built an entire market off one iconic property. What are the signature experiences that will make us the best version of ourselves? We need to create an offer that people want to bother to travel to. 'Yield customers' need product or experience that are iconic.
-

Round 2:

- Membership model of RTBs is far more successful than relying on Local Gov funding to support RTBs
- Equity of govt funding and decision making is a challenge, when Govt investment in one area creates competition for other tourism businesses (example of State Gov running school camps against private operators).
-

Our most important messages to the Partnership to assist them with their work in the next year are:

- **Collaboration. Doing regional scale projects rather than just local scale projects.**
- **be brave. Take on the massive infrastructure challenges, and don't let them be politicised.**
- **Understand place identity. Know what people and places have to offer, and support them to grow contextually, taking notice of place. Use a participatory approach to achieve it in partnership with communities.**
- **Good hard look at land use planning in order to innovate land use holdings (example. rural activity zone).**

Table 5

Visitor Economy	
The problem we are trying to fix is: Lack of coordinated investment by government and private sector in infrastructure and visitor experience in Regional Victoria.	The outcome we are trying to achieve is: Increased private and government investment that triggers growth in visitor numbers and yield, creating new jobs in the visitor economy.
Top of mind for us tonight is:	
What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i>	
Under this theme: what other problems need to be solved or new initiatives implemented in this region? <i>(two rounds of notes from two group rotations)</i>	
Our most important messages to the Partnership to assist them with their work in the next year are:	

Table 6

Visitor Economy	
<p>The problem we are trying to fix is: Lack of coordinated investment by government and private sector in infrastructure and visitor experience in Regional Victoria.</p>	<p>The outcome we are trying to achieve is: Increased private and government investment that triggers growth in visitor numbers and yield, creating new jobs in the visitor economy.</p>
<p>Top of mind for us tonight is:</p> <ul style="list-style-type: none"> - training for tourism visitor staff to generate positive experience - not a satellite city - right facilities to leverage new conference market - jobs visitation visitor nights, overnight stays critical - Chinese visitation is big but have no signs in Mandarin, need to do more to get opportunities from Chinese market because potential is significant - region needs to work hard to be ready for bypass - bypass can improve town atmosphere 	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <ul style="list-style-type: none"> - <i>Surprised by problem - not the lack of coordinated investment but the lack of private sector investment but things are improving but more exponential</i> - <i>More strategic leverage of success stories i.e. Bendigo Marilyn exhibition</i> - <i>Amenity is improving so things are building</i> - <i>-Coordinated?? Need to look at working group between government and industry</i> - <i>Hepburn Shire is out in front, Melburnians going to Daylesford for the weekend but not going beyond</i> - <i>Need to sell the region more as a whole so can leverage off success</i> - <i>identifying gaps - so undertake activity where there is a gap -Pyrenees wine product i.e. Red Series Wine Event - 30% from outside Ballarat - need to run more events</i> - <i>Need to bring more people to Ballarat by train and consume alcohol and dont need to drive</i> - <i>Education and training is key</i> - <i>Problem with problem - enough infrastructure but not enough content that tells the regional story</i> - <i>have great theatre and only get imported content</i> - <i>need more high quality accommodation product in regional towns then more people would come - view that the demand for premium</i> - <i>RTB's want to play with big players but the reality but 90% is small business and don't have money to invest in bigger stuff</i> - <i>Book Town Clunes - LGA's can assist and can help with buildings</i> - <i>World Heritage Listing will clash with Jigsaw Puzzle of tourism -</i> - <i>Need to drive overnight visitation with public transport initiatives</i> - <i>Cross regional transport needs to be better - LGA's need to drive this better</i> - <i>Get on a train from Melbourne and go somewhere - train is the solution</i> - <i>Iconic service in Ballarat as a hub and explore from there and BALLarat can offer an experience</i> - <i>Developing unique value propositions for regional areas - artistic, authentic, regional creative content is critical</i> - 	

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

Public transport & packaging of tourism product through public transport avenues need to be developed further

Public transport for internationals is incredibly challenging and more needs to be done in this area

Accommodation is the big gap currently so more needs to be done to encourage investment in this space - government needs to remove barriers - regulatory and risk and economic barriers - and this investment needs to be subsidised by government

Public transport needs improving so Myki goes beyond Melbourne - and more accessible for internationals - tourism booth at regional rail stations - no advertising around VLine

Need more accommodation offerings and hotel at Sovereign Hill would be ideal as then visitors

Glamping investments need to be encouraged

Welcoming and hospitality for international needs to be better

More facilities to house big events so government needs to support this enabling infrastructure

Supportive authentic creative initiatives in regional towns

Explore brand frameworks and the city's unique areas and values

Visitor Economy is often based on volunteers and potential action could be making these organisations more sustainable and providing a solution for these vulnerable - small business solutions?

Our most important messages to the Partnership to assist them with their work in the next year are:

Infrastructure is not just physical - we keep funding capital and not people.

Regional events and tourism product to bring people who can start to open up awareness of living in regional areas.

Start being braver and think about the things we can't measure - trap that we should not fund what we have always funded.

Don't think too small - think big and authentic and long - 10/20/30 years ahead - next generation and legacy level

Focus on process because bring people with you - not so much on outcome and then it becomes more organic - about the journey together

Need to facilitate and demonstrate quick wins which are on way to the outcomes - start with more public transport connections

ADVANCED MANUFACTURING

Table 7

Advanced Manufacturing	
<p>The problem we are trying to fix is: Insufficient industry collaboration at a local level. The local environment lacks a culture of innovation, and an eco-system to support to innovations.</p>	<p>The outcome we are trying to achieve is: Create a cluster of creative thinkers to support regrowth advanced manufacturing innovations and capability. Create innovation spaces with education providers that aligns with industry needs.</p>
<p>Top of mind for us tonight is:</p> <ul style="list-style-type: none"> - Specific focus for the regional demands, considering Health and Advanced Manufacturing. Don't leverage our strengths in IT and Manufacturing for our region. - How to we support start ups, to be successful, facilitating and idea to inceptions 	
<p>What action needs to be taken to move from the problem to the ideal outcome? (two rounds of notes from two group rotations)</p> <ul style="list-style-type: none"> - Don't have physical space to leverage the knowledge and skills, idea's get lost. - Incubators need a purpose built building (co-working space, Technology, Skills) - Focus on a specific area (i.e. Deakin - carbon fibre) - Sharing of equipment/ technology (3d Printing) for innovation and start-ups - Not only start ups, but supporting existing business to innovators - Link into University is critical for success for innovation - Uni to provide Industry required studies, not just current certification (i.e. The energy training centre proposal for BWEZ) - Require critical mass, for education to deliver the new skills - Design capabilities is lacking for R&D for businesses 	
<p>Under this theme: what other problems need to be solved or new initiatives implemented in this region? (two rounds of notes from two group rotations)</p> <ul style="list-style-type: none"> - Collaboration between start-up and large business (mentoring support through Incentives) - Large Business financially support start ups, capturing equity, secure future orders. - Attract the knowledge from Metro, with a specific focus and through cheap / Free transport - capture the interest of the minds of from around World, through the specified focus - is Tech focus and data management, is currently our strength - Commercial ideas through investors (angel investors) - Start ups / Innovation support team - to help turn an idea into commercial proposition - Supply chain support is necessary 	
<p>Our most important messages to the Partnership to assist them with their work in the next year are:</p> <ul style="list-style-type: none"> - Facilitation needs occur to make advanced Manufacturing to happen. - Internet Connectivity is a concern for moving into advanced Manufacturing - attract workforce into the Grampians from outer Melb - Strive to be world leader in something (i.e. Wind) 	

Table 8

Advanced Manufacturing	
<p>The problem we are trying to fix is: Insufficient industry collaboration at a local level. The local environment lacks a culture of innovation, and an eco-system to support to innovations.</p>	<p>The outcome we are trying to achieve is: Create a cluster of creative thinkers to support regrowth advanced manufacturing innovations and capability. Create innovation spaces with education providers that aligns with industry needs.</p>
<p>Top of mind for us tonight is: Employment in manufacturing is decreasing , but what is happening to push the job numbers higher. How do we improve the focus of manufacturing to promote to the next generation. We are very close to the ports, we need to leverage off this competitive advantage. What are the blockers e.g. internet access is not adequate. NBN access is poor. Connection to school and academics is important. We need to promote the manufacturing sector to our children that there is an exciting career path. Salaries and wide range of careers within the sector are very attractive. This needs to be better promoted. Internet of things, Shared economy to be promoted in the near future. Infrastructure is very important (land availability) - creating an incubator environment.</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <p>PROBLEM We do have an industry group, however it is only a small percentage of the manufacturing sector in Ballarat. Also, we do not have McCains and Mars because there business models are different You only going to be in that space if there is a need i.e. if you don't have a market then you move into that space. e.g. Automotive companies are needing to make the step change. Facilitation role of RDV, ICN helps to make the connection. Programs only running for one year, and they need to go for say three years. Need to bring in other sectors, need diversity in the group Market is working toward a Tier one solution (but unless your large multinational it is very difficult to move toward tendering for this solution. This is possible through a united front and as a group of companies).</p> <p>SOLUTION:</p> <ul style="list-style-type: none"> - Need to support an ongoing program. - Need to minimise the risk and bring firms together in clusters. Governments just need to support, not create the cluster. <p>HOW?</p> <ul style="list-style-type: none"> - TCI network is a good example of a cluster. - Everyone has their own expertise, but sharing resources is important. - Global expertise - Grabbing industry by the scruff of the neck to join a cluster - It could be that we make receiving a grant a condition of joining a cluster. - Scale up a company is more important than start ups. i.e. allocate resources to an established business that is growing. <p>PREMIER FOR THE DAY</p> <ul style="list-style-type: none"> - Energy is the biggest problem at present. i.e. raw cost. - Need to be faster with delivering grants to market. - Assistance and training. - industrial relations review and overhaul - Bring GOOGLE to Ballarat 	

Under this theme: what other problems need to be solved or new initiatives implemented in this region?
(two rounds of notes from two group rotations)

Our most important messages to the Partnership to assist them with their work in the next year are:

Table 9

Advanced Manufacturing	
The problem we are trying to fix is: Insufficient industry collaboration at a local level. The local environment lacks a culture of innovation, and an eco-system to support to innovations.	The outcome we are trying to achieve is: Create a cluster of creative thinkers to support regrowth advanced manufacturing innovations and capability. Create innovation spaces with education providers that aligns with industry needs.
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Our most important messages to the Partnership to assist them with their work in the next year are:	

HEALTH

Table 10

Health	
<p>The problem we are trying to fix is: An increasing prevalence of preventable chronic disease within our region is resulting in growing strain on the health system, on the community, and is a significant financial burden to government and taxpayers - not only through health and welfare spending but through lower workforce participation rates and productivity losses.</p>	<p>The outcome we are trying to achieve is: Improved health and wellbeing of families and communities in the Central Highlands achieved by a 5% increase in the amount of people meeting the healthy eating and physical activity guidelines resulting in population health gain at a regional level.</p>
<p>Top of mind for us tonight is:</p> <ul style="list-style-type: none"> - Jenny - consecutive officer from leadership of Ballarat, Ballarat Health Services. 5% increase in people meeting the outcome is important when looking at population numbers. Could we be more ambitious? - Energy, effort and resources is put in trying to help people who are unwell - we should aim to help people. Prevent before it gets bad. - Good for younger people it be able to voice their opinions - ideal goal is to become a physiotherapist - to help people get back to being 100% and being themselves again. Be able to increase their health and increase their mobility - health is deteriorating as a population, we should aim to lift that. - Rosemary: Thinks it is important to look at issues that affect smaller communities, its the services that can be delivered locally and to regional areas that really counts as well. We should recognise more than physical health - mental health is a major problem and we need to be able to deal with it. Police should be localised for efficiently as people fear the hoons, drugs and criminals in the town. There are many things both internally and externally that are real issues in rural Victoria and we should focus on. - Level of funding should be coming in and out of regional towns across Victoria and in Ballarat and surrounding. - Smythesdale has doctors and dentists and podiatrists, including a pharmacy. First time in 100 years since there was a pharmacist in Smythesdale. It is accessible in rural towns and should have it in more places - including transportation for elderly people who enjoy their houses in rural towns without having to move. - Mobile care vans further than some towns closer to Ballarat however not all the time is there transportation to help people coming in and out of the towns surrounding the main city. - It is difficult to meet the demands of people as many people want to go different places at different times. How do we get someone in a car, next to an elderly person. - Will the elderly people feel comfortable to that, they might understand the necessity however we work best face to face - connection between people. What are their thoughts on it? We should hear more about the people. - Our interest in prevention, health promotion - both the management with the elderly, however what can we do with everyone else? 	
<p>What action needs to be taken to move from the problem to the ideal outcome?</p> <ul style="list-style-type: none"> - in regards to getting the balance right - campaigns made locally and relevant. awareness will only go so far. <ul style="list-style-type: none"> - people have to want to change and education isn't enough, engagement is the key because then they actually want to go further with health and finding out what is actually the barrier. lack of understanding about what people are eating and why do they need to eat better. we are in a low SES community and food that is better for you (more expensive) gets put behind us - busy lives tend to result in 'quick fix' or 'tv dinners' foods when they don't have time to prepare healthy meals. should we be teaching more people to cook? so that they know it's cheaper and healthier. 	

- public transport needs to take people to supermarkets rather than take away food places. so that their option is only healthy.
- focusing on obesity is fat shaming. healthy eating should be framed in a positive way. improvements rather than what is wrong with individuals. needs to be made relatable to all people.
- 'this is the healthy way' breakfast programs at schools
- schools need to provide more healthy foods that are more accessible to all children. be taught from a young age that the healthy option is the best option. make food more appealing.
- BRAND- needs to be everywhere, especially social media because it takes up such a large part of teenagers lives. including peer pressure to eat healthier. discovering healthy options to cook with and the ingredients we use.
- school subjects around preparing healthy foods. tv creates an impression that cooks need to be over the top and remarkable. false advertising
- gardens for young children needs to be more obvious.
- getting employers onboard to increase health levels. gym subscriptions, health care services,
- pathways to be safe in and well lit during the darker times.
- new developments in new communities need to provide more.
- access for rural areas with gyms etc. is not practical but potentially a transport system to take rural people into town to go into town to have access to recreational facilities. access is key for rural people and that decreases fitness levels without adequate access. proving engagement to best suit particular communities and what they need. maybe even outdoor setting for people to enable facilities to increase fitness levels.
- utilisation of facilities!!!! space with the potential to be used after hours. organised
- platform to promote fitness groups to engage groups of people to increase fitness levels. different forms of PA not necessarily structured. with balance.
- activating bike trails (skipton rail trail - needs destinations) - tourism/visitor economy
- 'adventure syndicate' - leigh cragey (teaches self reliance
- education and awareness (long term commitments to funding) - sustainable investments
- holistic approach
- bowel screening, slip slop slap - big campaign needed
- park run (ararat) - 50-70 people participating every week.
- View this positively
- biggest loser activated community groups (Activ8 Ararat)
- social connection of physical activity
- social media - use events function to meet up with friends
- improved transport for accessibility and connectivity
- housing and homeslessness
- reorient investment in roads to other priorities who relate directly to health and wellbeing

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

- funding models of prevention rather than treatment- social model of health care.
- health care facilities being payed to prevent rather that treat.
- social connection are key to mental health, especially amongst teenagers. being able to manage mental health issues rather than deal with it.
- GP to refer someone to mental health issues, PA rather than a quick fix solution.
- talking to the community that is relevant to what they need and require. having many programs that still keep it understanding regular human beings rather than clinical talk.
- SLIP SLOP SLAP recognises a hidden threat. - maybe we need similar programs. litter in correct bin and making it brand recognised.
- lobbying federal governments to change laws like tobacco, gambling etc. to make it illegal- as a collective we need to shift culture and understandings. once everyone is on the same thought of topics.
- sugary drinks focus (school canteens)
- access to food, convenience and access to fresh sources of food
- better use of land planning
- reinforce viable alternatives
- working with private health insurance companies
- one seed (nudge) campaign
- include strategies in alcohol in healthy eating

- alcohol and drugs prevention, particularly focused on youth people

Our most important messages to the Partnership to assist them with their work in the next year are:

- **How to we use assets of Central Highlands to use to our advantage to improve health and wellbeing.**
- **Proximity to Melbourne - attracting people to region and better capitalise on that.**
- **Continue to focus on education and prevention (x2)**
- **Focus on prevention**
- **Free train travel during certain times to Ballarat from Melbourne to increase people coming to the area**
- **Centre for health technology in Ballarat - use technology to localise international events e.g. tour de france, climb everest in stairs (strava)**
- **Incubator, prevention lab, pilot site, wrap rigorous evaluation**
- **Social affordable housing**

Table 11

Health	
<p>The problem we are trying to fix is: An increasing prevalence of preventable chronic disease within our region is resulting in growing strain on the health system, on the community, and is a significant financial burden to government and taxpayers - not only through health and welfare spending but through lower workforce participation rates and productivity losses.</p>	<p>The outcome we are trying to achieve is: Improved health and wellbeing of families and communities in the Central Highlands achieved by a 5% increase in the amount of people meeting the healthy eating and physical activity guidelines resulting in population health gain at a regional level.</p>
<p>Top of mind for us tonight is: Chronic disease and level of obesity and costs to the society and community including the impacts to peoples qulaity of life mentoal health alchol and drugs leveraging research to address some of the problems not lab based research - in most cases we know what we should do but we don't know how to apply or measure it. We have significant number of stakeholders in Ballarat that could collaborate to do research six Universities and 2 health Services. eg ACU has a great walking lab (the best Mark Yates has ever seen) however we need resources to do it. regional workforce - how we retain people and expertise in the region Early intervention or prevention of mental health and drug abuse particularly for young people to intervene before young people end up homeless Working in silos - we have resources in the community but we need to collaborate competitive funding for agencies is not helping to maximise outcomes where is the entry point to the system - community don't know where to go - quality of treatment is dependent on which door people go through embed system change to ensure follow up eg - when someone has a fall then before they are discharged that we are asking what support services are required what is needed to be put into place. index of community resilience rather than community wellbeing what can we do to force change? what are the levers - making the smoking age higher we are at now the cusp of having one generation come through with the 'no smoking' campaign it will be interesting</p>	

What action needs to be taken to move from the problem to the ideal outcome?

(two rounds of notes from two group rotations)

residential aged care dent

how do you turn around the prevalence at the secondary level?

we need to understand what we are doing - we need to what we know we should do well -we haven't built the systems to do that well - systems need to identify issues early as they emerge

We are not going to find one model that works
health literacy is the key

how do we know how to engage in the social media space -
connecting social geography with a model of care and evaluate it

Work needs to be done three key areas
model
workforce
funding model

we are not capitalising on every time someone goes to a GP we need to focus on this
social media - we need to get the message out there

Queensland examples

banning soft drink etc in sports venue

smoking or wine tax - or a sugar tax (done in Mexico very successfully)

Two strands to a response
primary prevention
care and recovery (secondary prevention)

PRIMARY PREVENTION

Primary prevention comes through education and economic status it also comes through behaviour change

Advertising in a different way
Regulatory role - room for government to implement policy such as a sugar tax

what's the motivation and incentives for people to change

SECONDARY PREVENTION

flexible trials
education
relationships between services

what's the interface between primary and secondary

IT infrastructure
culture change

discharged vs 'returned to the community'

building the intersect from hospital back to community
what are social services doing in this space making connections?

high level frequency - low level intervention might get better value for money i.e. better outcomes

the research questions need to come from the health providers not the academics

discharge planning and connecting care are all there but it's expensive and the outcomes were not commensurate. we need to change the focus to make 'discharge' everyone's responsibility
discharge has become very reactive

we need systems change and it needs to be segmented into cohorts as opposed to geographical or place-based necessarily

if we can do one thing in health to make an impact what would it be?

Youth perspective

innovative way to make fast healthy food

helping a wider range of people educating people about nutrition - more education

blood donation should be mandatory

educating people on the benefits of health. we only have one health education we need to have community health organisations come into - like a clinic/hub

Broader Perspectives

Mental health in young people. Should we be building resilience programs into schools.

Young people are over subscribed between education and work it's hard to fit everything in

Example - Tonga - evaluated and has achieved significant outcomes - needs to be explored

Traffic light guide for food in cafeteria (St Johns) behaviour has changed people choosing better foods which is great but the turnover has dropped (which is ok and not a concern) how can we address the economic impact of such an example in commercial enterprise.

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

Mental Health

Work needs to be done in three key areas of health

models of care

workforce

funding models

Our most important messages to the Partnership to assist them with their work in the next year are:

Youth employment between the ages of 15-25

Workforce planning

Health education is critical

Facilitating pathways from education to employment crucial

A Central Highlands Community that Cares

Education is so powerful

Building resilience in our community across the life-span

Table 12

Health	
<p>The problem we are trying to fix is: An increasing prevalence of preventable chronic disease within our region is resulting in growing strain on the health system, on the community, and is a significant financial burden to government and taxpayers - not only through health and welfare spending but through lower workforce participation rates and productivity losses.</p>	<p>The outcome we are trying to achieve is: Improved health and wellbeing of families and communities in the Central Highlands achieved by a 5% increase in the amount of people meeting the healthy eating and physical activity guidelines resulting in population health gain at a regional level.</p>
<p>Top of mind for us tonight is:</p> <ul style="list-style-type: none"> - Learning how this process works - Trying to link health, kids and athletics to build capacity and facilities in the region - Prevention of family violence, access to good sexual and health reproductive services for women in this region which there are issues - Women's participation in sport and older women in particular - Prevention of chronic disease, children, obesity and diabetes - Ballarat a key stone in the region for rural communities - Social enterprise and health connections - listening and checking in to see if we are on the right path. - A gap in inequity is becoming more and more apparent for communities and families suffering disadvantage and not connected with the 'haves' .. we need to ensure these people are a focus going forward. - Understanding differences between small rural communities and regional urban centres 	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <p><i>reduce sugary drinks</i></p> <p><i>provide more water option</i></p> <p><i>increased exercise opps</i></p> <p><i>more volunteering eg little aths, some people volunteering diff groups</i></p> <p><i>transport in rural areas</i></p> <p><i>learning how to swim is expensive - inequity, should be a basic skill in rural areas</i></p> <p><i>more cycling opp - notice decline in cycling as parent drive kids</i></p> <p><i>safe environments for physical opp</i></p> <p><i>park run as a program great opportunity - global movement</i></p> <p><i>increase in sedentary jobs</i></p> <p><i>fast food access is unfettered, kids after school going to maccas then queus at dinner time</i></p> <p><i>does LG have a role to disencourage fast food outlets - special levy?</i></p> <p><i>need smart and savvy social marketing to promote healthy eating</i></p> <p><i>rise up get angry about fast food</i></p> <p><i>education program</i></p> <p><i>health and social issue is intertwined</i></p> <p><i>promote alternatives</i></p> <p><i>sport central initiatives</i></p> <p><i>bottled water is expensive and not as good as tap</i></p>	

choose water choose tap
water fountains in public places
govt should legislate for no sugar beverages in schools state wide
need alternatives for tuck shops
govt hesitant to invest in prevention
community driven initiatives operating on a shoestring - need investment
bacchus marsh fresh produce and mildura not capitalising on local fresh food.
hepburn sharing food culture
breakfast in schools
get rid of school canteens
stephanie alexander program
if regulate then need to enforce it
get rid of sugary drinks at reg partnerships

Under this theme: what other problems need to be solved or new initiatives implemented in this region?
(two rounds of notes from two group rotations)

Our most important messages to the Partnership to assist them with their work in the next year are:

Table 32

Health	
<p>The problem we are trying to fix is: An increasing prevalence of preventable chronic disease within our region is resulting in growing strain on the health system, on the community, and is a significant financial burden to government and taxpayers - not only through health and welfare spending but through lower workforce participation rates and productivity losses.</p>	<p>The outcome we are trying to achieve is: Improved health and wellbeing of families and communities in the Central Highlands achieved by a 5% increase in the amount of people meeting the healthy eating and physical activity guidelines resulting in population health gain at a regional level.</p>
<p>Top of mind for us tonight is:</p> <ul style="list-style-type: none"> ● interested in obesity and what others think should be happening in this space ● stronger together, across sectors, promoting intersectoral working in social policy areas where determinants of health are mediated/managed/constructed ● promote best use of what we have already ● understanding the time it takes to effect change ● effort without evidence is wasted -we need effort with evidence ● release of stress ● cost of participation in activities is a barrier, especially for young people ● maintaining good health is costly ● what is good health - confusing ● sport and active living is overlooked in good health ● homelessness contributes to poor health 	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <ul style="list-style-type: none"> ● is 5% enough and over what timeframe ● two measures that are measured every 4 years currently -trend data is heading in the wrong direction ● population level approach to social isolation for example likely to have bigger impact, ● physical activity and nutrition are important however unlikely to have an impact on chronic disease unless part of a more holistic approach ● the most vulnerable i.e, homeless, lack of financial resources, have significant impact on them achieving good health ● access to physical activity and healthy eating unequally distributed ● impact of the built environment ● not always about more funding, it's about the increasing cost to access services ● healthier choices are difficult to identify and less nutritional food is cheaper ● evidence about what is most suitable for Central Highlands, local context research ● individual approach required, tailored to individual needs ● Victoria partially only state that doesn't receive a subsidy to participate in sport,, provide equipment ● policy around the types of rewards sporting associations provide that support healthy eating, active living ● incentivizing desired behaviour, healthy eating, active living 	
<p>Under this theme: what other problems need to be solved or new initiatives implemented in this region? <i>(two rounds of notes from two group rotations)</i></p> <ul style="list-style-type: none"> ● universal approach required, whole of person, whole of community ● translation agency from evidence to implementation to glue sectors together, mediate social determinants of health -corporate and private ● big enough to achieve it 	

- agree on shared goals, be clear on what we need to achieve, shared commitment to resourcing it and achieving it
- commitment and partnership
- funding models encourage people not to work together and in some instances the competitive nature of funding supports working in isolation
- funding of individual/community outcomes as opposed to targets
- **joined up service delivery**
- **the importance of localised research and data**
- **research can help maximise the investment and return on investment, Central Highlands a perfect region for research**

Our most important messages to the Partnership to assist them with their work in the next year are:

AGRICULTURE & ENVIRONMENT

Table 13

Agriculture & Environment	
<p>The problem we are trying to fix is: As we are currently failing to maximise the full economic potential of the region, liveability and economic sustainability of our diverse mix of gourmet niche to large corporates is at risk.</p>	<p>The outcome we are trying to achieve is: Maximised opportunities for our diverse food and fibre enterprises to participate and prosper delivering improved employment opportunities and liveability across our regional and rural communities.</p>
<p>Top of mind for us tonight is: Creswick is on a biolink to great barrier reef - not in good health and should be considered in future planning; passionate about Ag sustainability; land use planning for ag and environment; public land management - how to create community value; passion for agriculture. hard to define ag in CH due to mix of ag types in the region; land use conflict and protecting ag land; want to keep wildlife corridor - whole region planning - council areas too small for these strategies; need to support local farmers better from competition; farms need better internet service; environmental overlays can work with ag - supporting ag sector eg through fox and wild dog control. bioenergy; general environmental concerns for everyday application ; connectivity untapped for the region; role of family farms in CH - family farms need to keep up with change - they are glue that lets regions stick together; best practice for intensive ag - eg Parwan Precinct..</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> tourism is an important part of small scale ag problem could relate to investment in ag land by banking it rather than farming it challenge is in peri urban area but solution is to maximise land use through planning across the region bring in legislation to allow on farm selling of produce - govt needs to respond more to need for farm gate sales being allowed. Got to create experiences through agritourism cost of farm land is an impediment to young people going into farming. Challenge for young people having to leave the region to get skills they need them maybe not going back to farm. find the opportunities to blend ag and environment rather than see them as a conflict in planning. Need to blend environmental management of private and public land - example is how landfield could have been done better - need to get over culture differences. Identify high value assets in the region - inc water. Trade of relationship between high value ag and environment - could produce a premium. Need to apply identifying high value assets on private land too - part of solution is land use planning through whole farm planning. Could we go back and look at programs that we know work eg landcare and apply them to the new scene of high technology. Could look to diversify produce into new areas include baling weeded crops for hay. Use new tech to communicate innovative farm solutions that some farmers are using to others in the region. Look to link with other community organisation to deliver new information. Social media could have a place to communicate new ideas in ag and environment initiatives. could we have pooled farms in peri-urban areas so we have a whole farm with a manager and workers but the people that own the land have jobs elsewhere. - this could help build populations. could reinvigate local food systems by developing understanding of local foods - food alliances etc - grass roots community action; take opportunity for province for whole region not just hepburn - eg food hubs and farmers markets - targeting locals and agritourism ; promote the benefits of local produce - send bite; promote low food miles; make animal ag more sustainable to help environment - need to address high water use ag., be innovative in food diversity - eg eat chicken feet - festival of not eaten produce (eg chicken feet).</p>	

Jobs could come from farms that are more environmentally conscious - eg free range eggs instead of battery eggs - jobs come from premium produce
Need to link young people to farms especially these artisan farms and larger farms - currently lack of knowledge by young people about getting work and training on farms,

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

depopulation is a problem in sustaining ag for small town

looking to create whole region planning. need planning to use unused land for forestry. - fits with wildlife corridors and sustainable environment. need to create a market for this type of forestry. Forestry could improve water tables in the region. Improving water infiltration can improve ag production.

This is room for both small traditional farms and big intensive ag farms. Regulations and planning have to address and promote both.

**Our most important messages to the Partnership to assist them with their work in the next year are:
the importance of sustaining and the family farm and activating local communities for social econ and enviro benefits.**

Get biochar for recognises as a method for sequestering carbon.

Address sustainability of animal ag business - because animal ag contribute to environmental damage.

Build a straight road through Vic Park.

Social connectivity - make sure immigrants are connected into our community

CH needs to do more with its diversity - take advantage of it; diversity - embrace it!

Address inequality throughout priorities

Walking and cycling infrastructure

Car parking spaces in Ballarat CBD,

Table 14

Agriculture & Environment	
<p>The problem we are trying to fix is: As we are currently failing to maximise the full economic potential of the region, liveability and economic sustainability of our diverse mix of gourmet niche to large corporates is at risk.</p>	<p>The outcome we are trying to achieve is: Maximised opportunities for our diverse food and fibre enterprises to participate and prosper delivering improved employment opportunities and liveability across our regional and rural communities.</p>
<p>Top of mind for us tonight is: Ballarat saleyard financial impact/farm gate sales/food processing/machinery. Concern is underlying financial and economic impact is misstated. how to increase farm production while also protecting natural environment Red tape a problem in Victoria for farmers and food processors with opportunities lost to other more nimble states where start ups are easier Disconnect between cities and farmers Unrealised potential for value adding Periurban development resulting in conflict between hobby farms and others an issue for municipalities in the Region closer to Melbourne or near Ballarat Patchy internet access in rural areas and also uneven mobile phone coverage Isolation of farmers as traditional modes of connection decline Lack of clarity in planning schemes re intensive farming Lack of effective protection for endangered flora and fauna from activities such as farming and native grasslands</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> Need a properly resourced regional peak body to reflect the interests of agriculture - more so than Cultivate can do. See 2 reports that provide a road map for development out to 2070 to deliver higher outcomes. See “Line of Sight’ and “Future Landscapes”. Water availability is a huge issue, also the connectivity between planning schemes and water management. Government to provide more support for innovation leading to benefits for food and fibre production Need to have a way of connecting local government planning capacity to the users as this is not currently the case: needs an education of officers into the needs of users in the real world and to be able to respond quickly. Or where state government is responsible, to make the connections between state, local and end user. examples that were discussed included abattoirs, intensive farming Concern to stop productive land being zoned for housing: should be kept for farming. Planning schemes should protect the best farming land. The data exists to enable this eg soil health, water etc Support institute of gastronomy linking training from paddock to plate workers Need for instrumentalities to integrate their initiatives eg Vicroads and water authorities in Grampians’. Discussion needs to happen at early stages of project planning Importance of having environmental offsets to pay farmers to protect endangered habitat. such as native grasslands Need to encourage self sufficiency in renewable energy production</p> <p>Food, fibre and energy all need to be considered together - in all deliberations. This is what makes up modern agriculture.</p>	

Use contemporary research to engage the agriculture sector in 'waste to energy' projects. Eg: Straw Pellets projects. We have a resource (straw stubble), but we need a market for it (eg: energy plants or energy users).

Use the contemporary research to inform decision making & development of new energy opportunities.

Good use of agronomist advice and activity suggestions - over the last 3 generations properties are yielding up to 3 times as much as they were for the first generations.

Well maintained roads and bridges to enable access and transport of the farming sector's products - rural roads can be addressed by LGAs.

We need to correctly calculate the returns of the agriculture sector to ensure our economic contribution to the region.

Recognising the opportunities that 'climate change' presents to the agriculture sector - being able to respond to these changing circumstances and creating economic growth through change. Please check Deakin Uni and Pyrenees Shire project.

Workforce challenges - ageing agri workforce, need to create opportunities for young people to enter and remain in the agriculture sector. Young people leaving rural & regional communities have a range of social and economic impacts.

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

Our most important messages to the Partnership to assist them with their work in the next year are:

Recognise the value of agricultural product to the whole CH region.

Understand the issues - take the time to drill down and really understand the local issues. Greater understanding leads to better decisions.

HEALTH - we need to ensure we support greater collaboration across the CH health sector. We have a fabulous health workforce who are committed to seeing the health & wellbeing of the community improve. Harness this goodwill and energy!!

Be open to new ways to doing things - be bold and make it safe to make mistakes, but allow people to move on and try again.

Gov't must change the methods of funding agencies on 'silo' approach - enable collaboration through flexible and innovative funding models.

Table 15

Agriculture & Environment	
<p>The problem we are trying to fix is: As we are currently failing to maximise the full economic potential of the region, liveability and economic sustainability of our diverse mix of gourmet niche to large corporates is at risk.</p>	<p>The outcome we are trying to achieve is: Maximised opportunities for our diverse food and fibre enterprises to participate and prosper delivering improved employment opportunities and liveability across our regional and rural communities.</p>
<p>Top of mind for us tonight is:</p> <ul style="list-style-type: none"> - Agriculture, environment, working together to manage this better. - Making a sustainable living from farming. - Wanting more information on how the environment can be managed better and how the individual can help with this. - Exploring other opportunities for renewable energy and income from this for landowners. - Tapping into what schools can do / provide to help with renewable energy. - Investment into energy, agriculture, managing the environment to develop these opportunities. 	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <ul style="list-style-type: none"> - Dealing with / working with the issue of foreign ownership. The challenges this presents are labor, materials, etc being brought in from outside of the region. - Longer term contracts for suppliers to give additional assurances of longevity of their business. Business owners are more inclined to invest into their operation if there is a level of security. - Encouraging people to buy from local farmers = supporting local farmers. - Shortening the supply chain process to keep down prices. - Less red tape to get approvals for farming. Making it harder for councils to subdivide and sell off land for farming. - Marketing the organic, ethical, etc production of produce. Mandating alliances to interest groups. - Differences in needs amongst producers i.e. vineyards vs. cattle. Planned burning. - Modelling or mentoring - Lots of legislation to be across and the potential for expensive mistakes. Tried and trusted methods. Networks. Opportunities for collaboration. - Helping people keep up with the times and accept that change is required on a regular basis. - Encourage farmers to diversify to reduce risk. Resilient communities. - Greater respect for the work that goes into farming. - Investment opportunities that don't require significant investment and time to establish. 	
<p>Under this theme: what other problems need to be solved or new initiatives implemented in this region? <i>(two rounds of notes from two group rotations)</i></p> <ul style="list-style-type: none"> - Having better internet connection may allow for farmers to increase exposure and potential for further business opportunities. - Better access to technology to minimise inefficiencies in the farming process. - More integrated processes for land management activities. - No dominant industry as a focus for the area (strength and a weakness). Diversity = strength however lack of brand/ marketing = weakness. - Opportunities for by-products to be used for other means i.e. straw petters to be used in furnaces for heating. - Identifying and projecting the impacts of climate change to maximise the potential of future crops. - Addressing skills shortages associated with diversifying. Accessible and cheap centres for learning, tailored to the requirements of the region / industry / people. Collaboration. - Opportunities for succession mapping. 	

- IT programs and other innovative ways to gather data and use to be more efficient.
- Mental health support for farmers.

Our most important messages to the Partnership to assist them with their work in the next year are:

- **Invest to bring people, jobs, skills and opportunities for the region and to make farming sustainable.**

NEW AND RENEWABLE ENERGY

Table 16

New and renewable energy	
<p>The problem we are trying to fix is: New energy generation is required due to a shortfall in energy in the system. How do we position Central Highlands to maximise the opportunity?</p>	<p>The outcome we are trying to achieve is: Ensure energy security and affordability, generating economic growth and community benefit for Central Highlands.</p>
<p>Top of mind for us tonight is: Straw pellets to energy. Potential for bio energy in region is huge. Centre for renewable energy linked to Fed Uni across multiple energy types Natural interest in renewable energy interest in renewable energy based in Beaufort Gaps in training and education to up skill</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? Vret opportunities could lead to energy precincts <i>to attract further investment linked to production which will drive broader economy</i> <i>Develop investment prospectus to attract investment</i> <i>Industry demand for technical roles and expertise to capture development opportunities</i> <i>Biomass offers opportunities as a base load generator through production, transport, generation Ability to lock in power take off agreements to secure industry in the region</i> Government needs to lead the way by utilising biomass in their new or retrofits to Gov buildings Government need to lead the way but not with old thoughts and actions. We, as the Central Highlands need to lead the way for Australia. It is time to lead not follow. Learn from past experiences like the Beaufort Hospital project Opportunities for community based generation models to make town responsible for their own generation needs Effectively leave the grid. Explore Clean energy funding to implement energy savings at Fed Uni buildings Consistency of policy so that messages going to market to energy suppliers so they are prepared to invest. (byoartican support and interduristictanal) Linking low energy household design to become self sufficient for energy linked to good design with renewable energy outcomes. Improved water catchment and renewable outcomes. Better linkages to health sector and government to drive better outcomes.</p>	
<p>Under this theme: what other problems need to be solved or new initiatives implemented in this region? <i>Policy framework to assist with ground up industry development, grower subsidies to attract production of biomass, tighter frameworks on environmental issues like stubble burning. tax incentives to drive buy in.</i> <i>Overcome social licence issues associated with alternative energy generation, wind solar biomass.</i> <i>Go back to old ways, modern technologies are damaging the environment. Regulatory energy system is failing energy consumers.</i></p>	

Mechanism in place to make alternative energies available to low income households. Subsidised systems.

Particular lense across equity issues. equity assessment to policy decisions

Stop selling our assets offshore. Government ensure that utilities , gas electricity and water are all retained in Australian ownership

Our most important messages to the Partnership to assist them with their work in the next year are:

Government has huge purchasing power, they should stop through all government building etc ban sugar related drinks and products

Provide support to low income household to transition toward renewable energy wind solar biomass

Central highlands water is the most expensive board in Australia, please fix it, inline with metro pricing, It has to stop.

Table 17

New and renewable energy	
<p>The problem we are trying to fix is: New energy generation is required due to a shortfall in energy in the system. How do we position Central Highlands to maximise the opportunity?</p>	<p>The outcome we are trying to achieve is: Ensure energy security and affordability, generating economic growth and community benefit for Central Highlands.</p>
<p>Top of mind for us tonight is: Seeing what can be done to facilitate locally owned community energy - micro grids etc reduce red tape. See the region be a leader in new energy technologies - distribution, generation and management. Get out of Spring St and understand - talk to us in the regions so we can have positive conversations. Driving the economic prosperity that comes with the renewable - making it local. See the region be the leader for energy - the innovation place for the nation - have the government be less risk averse - past feasibility - more overt support. Have a clear plan of where we are going - with renewables. - Being able to articulate the aspirations of the region and and have government back it - especially as a national leader. Have confidence to put up propositions that will be backed and supported. Tech innovation be understood and supported.</p> <p>Second discussion Connect Bio-energy back to landholders - localised</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <p>There needs to be an acknowledgement of the new model of distributive model How do we get our communities and industry to see the big -picture - see things holistically - and identify the limitations of our current infrastructure to accommodate the new technology. we don't want to lose small projects initiative - but still need to keep an eye on the community needs - cost or volume. We need to link the small projects and have them talk to one another. if we deal in waste - we need to understand type and volumes of waste and understand the waste is a driver not perhaps the most efficient generator but it deals with other issues. This is about the business and investment models - need the financial systems to understand the business model - look at all the drivers not just the energy Voluntary towards zero strategy - have this driven by the financial rationale not the altruism - the benefit is that we articulate the vision and then have something to finance. Help industry engage with generators - this is about job security when this is not understood we risk the loss of industry - if 'McCains' can't secure affordable supply we risk losing them. Communities understand and engage with our regional communities - embed these into our regional communities - supporting our universities and manufacturing - small businesses as well as large business - we want to avoid single points of failure. Stronger policy setting to support regional outcomes. Bring the leaders together and support their endeavours - air a unified voice and as a single direction and vision.</p> <p>Build our investment portfolio - be bold and determined! Look at a change of name from "renewable energy" to "energy" - help gain the attention of our communities - something .</p> <p>Second discussion</p>	

Under this theme: what other problems need to be solved or new initiatives implemented in this region?.

(two rounds of notes from two group rotations)

we need to have the industry to understand the region.

Have our community have energy 101 opportunities to educate our communities.

We need a bold vision as the exemplars

Fill the vacuum of ignorance is filled with good information

Attend to "not in my backyard"

Telecom towers are now built without - we need to get to a position where we don't need to canvass our communities at every turn.

Second discussion

Create jobs for school leavers - renewables provides for this.

Facilitate discussions between communities - to share ideas - have templates for small community projects - to avoid reinvention - and give a leg up to small communities. Have Government support this and facilitate the financing the projects. Helps communities understand what the projects and the science and technologies.

Communities do not have to invest in renewables in their space they can do it elsewhere.

Our most important messages to the Partnership to assist them with their work in the next year are:

Focus on our smaller communities - planning for the smaller rural communities / local governments - assistance to help this planning, housing, schooling jobs.

Understand every decision affects all elements of the community - to the smallest element plan all the way down.

Keep doing these forums.

Table 18

New and renewable energy	
<p>The problem we are trying to fix is: New energy generation is required due to a shortfall in energy in the system. How do we position Central Highlands to maximise the opportunity?</p>	<p>The outcome we are trying to achieve is: Ensure energy security and affordability, generating economic growth and community benefit for Central Highlands.</p>
<p>Top of mind for us tonight is: How do we get the vision for renewable energy into practical reality How do we get more serious about environmental issues and not just tell people to take shorter showers How do we take renewable energy to the next level in the region What are the things stopping renewable energy development in the region - learning more about it How do we bring the community along with us to get renewable energy Want to have a positive experience at the forum and how do we shift the community to be more self sufficient in their own home Creating a sustainable and resilient community in this region but also how do we replicate this uplift and mitigate problems around youth unemployment, what is the community going to look like, better sharing models in the community . How will renewable energy help with youth unemployment.</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> Sharing information and building the environmental literacy among council - Hepburn example Taking a business attitude to addressing the problem Getting the right type of solution for the problem that is being addressed - horse for courses What do we need to do to get young people to understand the opportunities for our region in renewables - particularly job opportunities. How do we sell the opportunity to the community. Is pumped hydro an opportunity? Could schools be community power hubs - as part of the infrastructure for the community ResourceSmart Schools program to be compulsory to teach energy literacy All state government facilities should become carbon neutral within a certain period Hepburn Towards Energy Zero road map - leadership in government Getting government departments to talk to each other Setting up the CH region to be a leader in renewable energy technologies - set a target for the region to do this Education and advocacy - teach the students about renewable energy</p>	
<p>Under this theme: what other problems need to be solved or new initiatives implemented in this region? <i>(two rounds of notes from two group rotations)</i> Community engagement needs to be addressed planning and buffer protections for projects Surety of price for large energy users in the region Community benefits through the project model of community energy corresponding infrastructure improvements Are we looking at a renewable energy system through the prism of an old poles and wires mentality still Legislative change to allow export of energy across title boundaries What is the investment vehicle that allow community energy to continue reinvestment into more renewable energy projects.</p>	

Our most important messages to the Partnership to assist them with their work in the next year are:

Keep the momentum on renewable energy happening

Pump money into it

Connecting the Wombat Forest to Creswick to Canadian to Enfield to Pyrenees as a biolink

Making it mandatory for state government buildings to be zero energy and carbon neutral

Education in sustainability and teach kids to value things

SOCIAL WELFARE & COMMUNITY

Table 19

Social welfare and community	
<p>The problem we are trying to fix is: System, services and agencies need to be better aligned. more cooperative and locally responsive.</p>	<p>The outcome we are trying to achieve is: A culture of active cooperation and collaboration in and between agencies in and around social sector. Services respond to local needs collaboratively and engage Government Departments in developing localised responses.</p>
<p>Top of mind for us tonight is: Strong attitudes about change Want to have a say about youth Q? Recent changes in regard to the introduction of drug testing for welfare recipients - I don't believe that it is likely to be effective - I would prefer that someone receive a food card REading report - stigma around people accessing housing based on drug use, media promote this but is it true Police moving in on homeless people - I have seen this - why is this the response Homelessness is visible and invisible in Ballarat, eg; young people couch surfing Ballarat - not a lot of things that youth can be involved in, the Youth Council is one but it is not enough - teen drug use is visible - we need more programs for these young people Programs for young people should not have people lecturing but should be people who have their own story to tell Didn't know how many services are out there Passionate about social inclusion cultural inclusion</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> Schools as a place for service delivery for young people: Yes but it should also be outside of the school school is a good place to start the conversation young people who understand these issues should be available to young people so they can be supported what we have already - drunk driving but not a lot of drug training, aware of the domestic violence training mental health is talked about talk about the disease differential but no the reality and it needs more context forums talking about stuff that happens is haphazard and disjointed eg; police comes and talks bout car crash these things are not happening when they can have the most impact high school is a good time to have education programs about social issues - mental health, AOD, before the age of 18 would be best - before drinking age health and social wellbeing programs happen when we are young about year 7 and year 8 and didn't feel like I was old enough to really understand gap with sexism - the way we deal with subjects - things that are provided to girls is about what will happen to them when it is for boys it is about what they will do to themselves - this sends a strong message about the difference in the value of the sexes tell them something with a movie star or with a sports person that is a very strong way of getting message to young people social media is a strong way of getting messages out there Facebook is the most common way of finding out about news and following links to news items and whats happening in the world both locally and also internationally social media negative thoughts- not being anonymous, everybody knows what's happening in your life government departments, agencies, services - how can they connect to you - social media or webpage for information about services would be the best - but need more that social media - need to find ways how to get information to young people. Schools have FB pages and that is good and is able to get information to students Government business plan how to engage young people to review? - young people thought that sounded boring but</p>	

would be prepared to do the review if it was made interesting
When government is asking young people to participate is often about meeting the objective for the participation ie; having a Koorie young person because they have to be represented not because govt wants their thoughts and views
The plan needs to be more about the reality rather than principles
What do you think you will need in the future - not a lot of choice for VCAL subjects, so someone should be asking what subjects young people want to do and what they think they need.
Better career guidance would be helpful
huge emphasis on completing VCE and going straight to university - that takes students into a space of wanting to find an alternative education option, there are lots but it is difficult to navigate

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

Problem with the intended outcome is that it does not include community as part of the process

A personal view is that they are well connected and actually do work together at the moment

There are so many services and it is not easy to know where to go for a service people not in the system struggle where to go

Now there is a need to do marketing so that agencies can promote their services, they are starting to this

Ararat - do not know the answer as I do not deal regularly with agencies

What has happened is that every gap promotes another agency or another service and this creates a very big and complex system

Idea of continuity of care system - by having an overarching body with all of the services in one place provides a better service - maybe

Homelessness Think Tank - recently in Ballarat - to get community ideas to solve the problem

Food security Think Tank - recently - what this told us is that agencies are in competition with each other

How do we use Collective Impact as a way of solving big complex issues by harnessing what is locally on the ground to work together better

Government procurement processes drive competition across service agencies this is not ideal when working with people who have complex issues in their lives

Different ways of engaging different communities - this forum suits some people (wonderful) but will not bring everyone in to the conversation - need to do a range of different engagement with community

What is missing - a where do I go to get a service

What about those people who are well, have housing but are not presenting to services but are not getting the services they need to support them - people who are lonely, depression, stress and anxiety

Our most important messages to the Partnership to assist them with their work in the next year are:

**Every person across the CH has the opportunity and can understand anxiety, better mental health, better awareness of mental health issues - reducing stigma to allow people to tackle their own mental health early
Transport is a critical issue for young people and young people believe that this is what gives them access to all of the things they need, education, jobs, fun activities etc**

Everyone who has any kind of state, federal, local government funding should be trained in collective impact so that they can work together in this way and get better outcomes.

Disconnect all wellness funding from the election / political cycles

Create better continuity of funding in a way that is meaningful and has the longevity to move from testing new models and to make them more likely to be successful

The two education systems (catholic and public) need to talk more and also work together for better outcomes

Table 20

Social welfare and community	
<p>The problem we are trying to fix is: System, services and agencies need to be better aligned. more cooperative and locally responsive.</p>	<p>The outcome we are trying to achieve is: A culture of active cooperation and collaboration in and between agencies in and around social sector. Services respond to local needs collaboratively and engage Government Departments in developing localised responses.</p>
<p>Top of mind for us tonight is:</p> <p>Corrections, helping to support prisoners with accommodation options, feeling abandoned, no family, they need someone to look out for them. We need them to connect with one person, they need help, not just practical help, teach him how to budget, and navigate the community.</p> <p>housing and homelessness, connection between services not seamless. camping ground at Ararat is often used, council has raised the challenges with affordable housing.</p> <p>the stigma impacts, transport and connecting services. boundary restrictions impact on resources.</p> <p>close boundary lines with Wimmera South West.</p> <p>people don't live their lives within the boundaries we set for them</p> <p>drive in drive out model.</p> <p>men's shelter is dangerous, and not appropriate accommodation</p> <p>homelessness- driving up the supply of affordable housing</p> <p>Bacchus Marsh high rates of homelessness and family violence</p> <p>believe in process, believe in diversity and different perspectives</p> <p>We need to prioritise homelessness,</p> <p>senior citizens lack of facilities, groups have to operate out of their homes</p> <p>multipurpose centre.</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <p>community groups do not have a central area where they can meet properly - Hepburn.</p> <p>some action has occurred- need funding to build on the land that has been accessed.</p> <p>search Victoria for an old orphanage to use as a space. Community facility,</p> <p>Hepburn have no vacant buildings - the town hall is the only facility. limited infrastructure</p> <p>health services - access to counselling, drug rehabilitation as a gap in service, PHN do work in this area, service funding is in its infancy. Getting people into the community, still siloed, but the funding models encourage collaboration, virtual, interconnectivity,</p> <p>we're inward looking. drug and alcohol system is not working, the way agencies are required to provide services are difficult. not enough money for outreach it all goes into intake.</p> <p>competitive tendering and consortium. example brief intervention PHN, people get turned away, 'wrong door' approach.</p> <p>60% went to an intake function and was taken away from the treatment services.</p> <p>system integration, difficult to give people an holistic service.</p> <p>place based - intake and assessment,</p> <p>funding is the problem and don't understand why it's so hard, - wasting money on a football game.</p> <p>have we set our priorities right, Mars stadium. is great for tourism and the community but consider how many people we have living on the streets.</p> <p>need to bring the community along with you.</p> <p>interested a a community member,</p> <p>homelessness</p>	

anxiety and depression - youth mental health, a big issue for small
1 in 5 of children born in 2005 were reported to Child Protection by the age of 10
resilience - self worth, mental health for children
generation of young people in the thick of technology, traumatized by what they are exposed to online
double youth unemployment, joining the dots
mental health, more discussions happening now, reducing the stigma behind it

shared of whole of community, we have segregated a lot over the years.
spend some time with the aged
housing - suggested solutions young people living with elderly, trust is an issue.
we don't talk about the big issues like trust, friendship, connections,
missing the discussion about human connection,
always find this in the community, people focus on what they are going to get rather than empathy
making the system about people,
how do we make people not have to navigate us.
community being responsible for each other
halving homelessness initiative as an example.
youth homelessness example; youth council held a forum and are presenting a case
council say that homelessness is not their responsibility.

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

The problem is a lack of interconnectivity
family violence is a significant complex issue.
We need to do community education to remove the stigma, how do we create a community that cares.
Family violence and isolation there are lots of volunteer programs, in-house support options, New programs to support
young people at risk of justice involvement.
Amount of money that's put into case management but no counselling money. Invest in the therapy. lots of investment
bringing multi-disciplinary teams together but not always with the family
need specialist play therapy.
Not enough bus service in smaller regional areas.,

long term - the community needs to change, buddy system.
example - University of the third age teaching young children to drive
community events, ensure a focus on safety.
we need to put money into community connecting
communities supporting communities, and these models being funded and supported
no more new services and programs
community controls the solutions.

family violence and connection with homelessness.
electricity bills - cost rising

applaud the idea of the CYAP - critical of the lack of moving it forward. due to low attendance from partners
need to find ways to talk with the community
children and youth need to be consulted
youth voice is captured but not enough, target the people that want to talk.
give people the power to make decisions where it affects them.
lack of social and community connection.
community development is the key

Our most important messages to the Partnership to assist them with their work in the next year are:

Govt should fund and support community solutions, not new services and programs.

Communities supporting each other, ensure its place based.

Wellbeing for children and young people.- emotional, social, physical.- this is a critical issue and should be a priority.

lack of connection

youth homelessness,

we want to live in a village. - learn from Indigenous communities

focus on relationships.

aged care places for young people to live

tiny houses initiatives, mix of ages - visiting the aged care.

community health example HESSE community health - tried to link children to grandparents - buddy system.



Table 21

Social welfare and community	
<p>The problem we are trying to fix is: System, services and agencies need to be better aligned. more cooperative and locally responsive.</p>	<p>The outcome we are trying to achieve is: A culture of active cooperation and collaboration in and between agencies in and around social sector. Services respond to local needs collaboratively and engage Government Departments in developing localised responses.</p>
<p>Top of mind for us tonight is: Social issues: Housing affordability and increasing homelessness Mental health and stigma in the community. Making sure young people have the opportunity to make a contribution. Youth homelessness. Homelessness and in particular emergency homelessness and women fleeing domestic violence. Provision of social and affordable housing - probably 75 sleeping rough and 400 in insecure accom in Ballarat. Lack of availability of social housing, rents too high. There needs to be more emergency accommodation providers in Ballarat. Funded by government but needs to be more funding.</p> <p>Other issues: Lack of transport for people living on the land who don't have a car. Public transport in Baccus Marsh is a big issue. Can be socially isolating. Safety concerns for young people getting home at night after work. Employment opportunities. Finding accommodation for young people who need to leave home.</p> <p>Ballarat Pride Hub LGBTI community needs to be heard by the State Government. Mental and social support services is on my mind. Social support services. Child protection. How do we build connection and keep it alive. The issue of social well-being underlies a host of other issues. Support for young people who are homeless and support for the homeless. How do we engage in a way that creates opportunities for people to contribute to society. Social well-being underpins everything. Depression in the farming community is an issue. Pressures associated with farming community is an issue. Child safety is a big issue with kids being abused. Social wellbeing is important in the regions and rural areas with lots of people who can't access services to fulfill their potential. Children can be under pressure from a young age. Hard to get social services out to rural areas. A lot of social support services end after the age of 25. No 'after support' for people who 'age out' of the system. For example foster children don't get support once they turn 18. Generational poverty is an issue. Cyclical poverty is ingrained. Over 25 year olds fall out of support. Better integration of services so that agencies work together more. Cultural change needed in services. Need to move past rhetoric and move outside of the strict limits of a particular job and focus on the client.. In some cases the funding may be there so the issue might be innovation and creativity. People coming out of prison are not supported. Competition for funding amongst support agencies doesn't lead them to work together collaboratively.</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <p>First round: We don't have a strong enough support network for young people. It is really hard to get a job as a young person. It can be daunting to leave home. Alcohol and substance abuse could force young people out of home. Homelessness has a relationship with substance abuse and mental health. Need more support for young people who need to leave home. Lots of young people are in insecure accommodation. Language is key for young people to understand that they are homeless. They need to realise that staying with friends is a form of homelessness. Young people don't realise that they are in insecure accommodation as they don't have the language or experience to describe that they are homeless. An obvious place for young people to turn to is their school so schools need to assist young people who find themselves in insecure accommodation or are homeless. An incentive could be provided to landlords to rent properties to young homeless people. Three bad decisions could make a person homeless. There are various types of homelessness in Daylesford shire 1. people who choose to live in the forest 2. people who lose their jobs or become ill physically or mentally. Can't afford rents for single people on welfare in Daylesford. Tiny houses could be the solution. Tiny houses are cheap and can be manufactured to order. Needs to be more cooperation between</p>	

local and state government. Local government has surplus land which could be used to develop cheap housing for homeless people. Need to increase the stock of public housing.

Second round:

Need to have funding to support people over 18 and over 25 who may still need social support.

Agencies need to work together to support young people as they turn 18 and beyond 25 so they don't fall through the gaps.

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

First round:

Need to raise awareness about homelessness. Government policy doesn't allow people to stay in caravan parks indefinitely. People can only stay in a caravan park on a short term basis. Perhaps this policy needs review. Educating people about the problem helps to raise awareness and solve it. There are time limits on most services as organisations are only funded to provide a service for a period of time. Sometimes there are waiting periods to get into services that are longer than the services themselves. Counselling services are available and this can help.

Youth employment is an issue. There needs to be more opportunities for young people to get into the workforce. Longer work experience placements might help.

Our most important messages to the Partnership to assist them with their work in the next year are:

Needs to be a strong focus on social help and social well-being as it underpins everything. We need to care for the massive aging population.

We need to value add in the farming community as they are struggling to make a living.

We need to make sure that there is connectedness within the community. Connect smaller communities so they have access to services . Agencies need to work together more. Technology won't solve people problems. Build and strengthen existing and new support systems and structures in the community. We have a huge resource in our people who we don't engage with . The 'soft sciences' the people side of things are important. A more supportive community across the board.

DIGITAL CONNECTIVITY

Table 22

Digital connectivity	
<p>The problem we are trying to fix is: Lack of information, lack of education about the technologies and their potential. This translates to a lack of certainty that constrains economic and social participation.</p>	<p>The outcome we are trying to achieve is: An agreed plan between governments, community and industry that defines what 'digital' success looks like for the region that provides the roadmap to addressing gaps and realise the social and economic potential of the region.</p>
<p>Top of mind for us tonight is:</p> <ul style="list-style-type: none"> ● huge issue that IT isn't the best thing in rural areas - Ballarat isn't specialised currently in one area - when it comes to economic development there is tourism, retail, IT - where is the specialisation ● Been waiting for the region to catch up the rest of the world with connectivity ● more availability of internet - world class internet - not copper based internet services ● black spots for connectivity - resolve and deliver high speed connectivity 	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <ul style="list-style-type: none"> ● Subject to internet connectivity issues being resolved then these are the types of actions and outcomes that can be achieved ● Make things more reliable - in terms of business operations and service delivery ● For some people - there is still some fear around technology which impedes adoption ● It will take time for everyone to transition towards optimal digital connectivity ● Next generation coming through will be able to better support technology adoption ● Conversations around technology are taking place - with more emphasis on the technology opportunities rather than 'fear factors' ● Got to find the catalyst for different community members and businesses to deliver support and education linked to adoption and expanded technology use ● Target a combination of issues or target interest based ● Using an Agricultural example, if you had \$10k to spend on digital advancement, not sure you would find appropriate service provider to deliver a significant outcome ● Tractor - average cab half a dozen monitors - explosion of technologies - agricultural dealerships now need a new type of employee - ag technicians (rather than machinery mechanics) ● Tractor data - is it getting to the manufacturer or being used to improve the farmers practices? Do farmers know how to extract the data from the USB stick? Can they take this to their dealer and get the IT analysis ● Data farming is a new opportunity for agriculture - so much data how is it made useful, how can it make farmers more profit ● Student exchange between between metro and regions ● Understanding and education - gaps in knowledge across sectors about what is possible with technology ● Interoperability issues vs open data, open standards data practices ● NBN vs mobile data via phones vs opportunity to educate Victoria that IT goes way beyond computer /desktops in agriculture / tourism / etc ● How can the education around IT opportunities be translated to business leaders, Mums and Dads? Still a missing link. - need to use more dynamic content, videos, story driven education approaches to what the possibilities are for people like me, industries like mine ● Can story driven approaches make a difference to multi-generational technology adoption - what can be showcased - what will influence my peers ● GIG - get into games - opportunity for amazing stories of success in this non-traditional sector to be told to parents, to future workforce participants ● Technology can be used as a connector - can bring other people together 	

- Connectivity is currently limiting - access to education (online), realisation of new business ideas, communication ect.
- Digital connectivity could save my business \$25k per year but I can't get
- Expectation that NBN was going to 'change the world' but we have sat idle if outside of the prescribed roll out zone which has therefore limited innovative thinking.

Under this theme: what other problems need to be solved or new initiatives implemented in t his region?

(two rounds of notes from two group rotations)

- Encourage more people to move to regional communities - new people will bring new skills, generate economic and other opportunities
- People smile more in regional Victoria - can this be a selling point?
- Need to think more laterally for infrastructure solutions - eg Internet off electricity grid in Canada - Prohibitive factor is regulation preventing solutions
- Thought leadership is needed to explore what is happening throughout the world.
-

Our most important messages to the Partnership to assist them with their work in the next year are:

- **The lack of reliable connectivity is a deterrent to staying in or coming to a region - resolve this and with high speed, reliable connectivity and resident attraction and retention will be enhanced**
- **Storytelling could be a key educational tool in the awareness raising and take up of technologies that can enhance economic and social outcomes**
- **Thought leadership**
- **Realise importance of renewables and digital education**
- **Public education through success story's**
- **High speed accessible internet in community infrastructure to promote business in regional areas.**
- **Look at barriers - red tape and disablers - develop enabling strategy**
- **Look at what is specific to 'THIS REGION' to differentiate from other regions competing for the same 'connectivity'**
- **Investment in solutions that are community and grassroots driven, not short lived resource or infrastructure boost which is never going to be a long term solution**

Table 23

Digital connectivity	
<p>The problem we are trying to fix is: Lack of information, lack of education about the technologies and their potential. This translates to a lack of certainty that constrains economic and social participation.</p>	<p>The outcome we are trying to achieve is: An agreed plan between governments, community and industry that defines what 'digital' success looks like for the region that provides the roadmap to addressing gaps and realise the social and economic potential of the region.</p>
<p>Top of mind for us tonight is: When will we get the NBN. Video conferencing to save on time and travel and increase connectivity by taking down the barriers of distance. In addition to what will we get as an NBN, will it be good enough? Will the connectivity we get allow for remote/home tele-commuting. Connectivity is important for expanding Regional population, allowing for people to live Regionally and work for Melbourne/Sydney based businesses from Regional Hubs/Home. In addition to to connectivity we need to look at black spots and lack of connectivity.</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i></p> <p>How do we improve the knowledge and skillset of “ordinary” people to fully utilise and harness the opportunity of the “digital connectivity”. How do we lift the level of understanding of EVERYONE so we do not create a digital divide. How do we make sure we are matching needs and services, not providing a rolls royce system or a 1920s VW, how do we get the expertise.</p> <p>What training is available?</p> <p>How do we get the education to everyone?How do we build the collective knowledge of Community?</p> <p>Can we expand what opportunities in existing businesses utilising the Digital Connectivity available?</p> <p>Hologram technology.</p>	
<p>Under this theme: what other problems need to be solved or new initiatives implemented in this region? <i>(two rounds of notes from two group rotations)</i></p> <p>What is the security implications? How do we meet needs and fears?</p> <p>Can facilities be used for multiple purposes (think schools - can their facilities be used outside of school time needs for the community).</p>	
<p>Our most important messages to the Partnership to assist them with their work in the next year are:</p>	

TRANSPORT CONNECTIVITY

Table 24

Transport connectivity	
<p>The problem we are trying to fix is: Transport access and options to health, recreation, education and markets within and across adjacent regions is difficult, costly and affecting amenity leading to disadvantage, isolation and / or lack of opportunity.</p>	<p>The outcome we are trying to achieve is: Create transport connectivity across the Central Highlands that promotes health, well-being and economic sustainability.</p>
<p>Top of mind for us tonight is: difficult to get to and from Ballarat to Beaufort, too long between services, getting home is difficult, ability to get to beaufort for students from Ballarat,, buses and trains don't suit school timetables from either Ballarat or Stawell, accessing part time jobs in Ballarat, have to rely on parents for all transport. miss out because no transport available, buses not regular, timetables don't suit any delays, extra curriculum not supported by transport options, school buses aren't always suitable, rural regional areas and school zones. can't get public transport back to Melb on Sunday night - kids leaving high school, and returning for weekends. weekend tourism Maryborough line connection getting up on a Friday but not back on a sunday. extra morning service from Maryborough getting people to Melb before 8.30 recognition of the importance of the visitor economy</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> more suitable timetables, make it more cost effective, subsidies for transport, local forums to hear about issues and opportunities to improve transport options, keeping them local and then bringing it back to a CH level, MYKI further than Ballarat!!!!!!! using volunteers to help transport, social access for children to movies etc coordination of local issues and opportunities. Sun afternoon train service for Maryborough line ride sharing opportunity getting visitors into rural and regional areas, flexible range of solutions talking to the business operators, tapping into the short break, promotion getting to Southern Cross, then the business operators looks after them. job in Ballarat and rely on PT, asked to do extra hours how do you get back, need part time jobs but how can we do that without PT opportunities. school leavers ability to access jobs, apprenticeships etc reallocation of budgets to support services local councils to bring their community to the table, help provide input to service planning look for opportunities for reallocation of budgets if necessary second round lot of transport barriers to education, started at La Trobe at Shepparton - forced to study there due to transport opportunities, only one option in Shepparton forced to do BA, but wanted to do film. Transport important to provide connections to allow transport to Melb for study, but still stay with family. need to link all the towns together and to Melb to grow opportunities in regional towns so they can still access home and Melb. more affordable to live in rural place and travel to Melb, benefit to live in regional centre but need good transport links to provide for study. Ability to use time on train to do some work. uninterrupted wifi on trains and have a seat so that can work on train. speed of rail travel is still a barrier. cost of train travel is expensive. less people in cars and more people on trains. free public transport in regional towns - similar to free trams in Melb. other costs associated with car travel that is not accounted for - environmental, congestion etc. keeping skills, young leaders in regional towns and centres. charging opportunities for computers and phones on the trains - USB at each seat. better transport opportunities can help address other issues eg access to mental health issues.</p>	

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

employment opportunities for people in small regional towns and access to employment. Apprenticeships and how can they access the opportunities through transport options.

no transport from small towns to other areas. employers asking potential employees if they have a car, and access to a car so that they can drive to the job.

how much is paid in unemployment that could be used to provide a small shuttle bus - local solutions

older people living in smaller towns, backfill a school bus to provide transport for those that cannot drive safely on public transport - feel safer on the city trains and trams, but not necessarily feel safe on night time train trips to the regional areas.

Our most important messages to the Partnership to assist them with their work in the next year are:

opportunity to provide learn to drive - provision of cars and people to teach them, expensive to pay an instructor.

difficulty to get to the 120 hours due to cost. partnering builds communities LTP

Value add to agriculture and you will create job opportunities, processing of raw produce within the region, take away red tape

services based in Ballarat or Ararat, why can't services be based in smaller towns e.g. Mental Health, HeadSpace better transport connections to access services based in larger population areas

investment in infrastructure will enable rural places to survive and thrive - education, transport, libraries, health provision, supporting small towns as a key places in the broader Victorian landscape

free public transport in regional towns

connections in hubs and services

buses taking too long

Table 25

Transport connectivity	
<p>The problem we are trying to fix is: Transport access and options to health, recreation, education and markets within and across adjacent regions is difficult, costly and affecting amenity leading to disadvantage, isolation and / or lack of opportunity.</p>	<p>The outcome we are trying to achieve is: Create transport connectivity across the Central Highlands that promotes health, well-being and economic sustainability.</p>
<p>Top of mind for us tonight is: Hear what the priorities are about for the region. Fair & reasonable representation for my shire. Hear about others have to say, esp about transport and feed it back to govt agencies Inequitable road funding that Moorabool gets grossly underfunded, On cusp of getting public transport in GPS, and issues for older residents and students who cant drive yet Live in Miners Rest, very poor public transport on week ends, lots of yp who live here but are isolated Live in Buninyong - for yp- rely on parents and public transport, needs to be reliable and fast. Could be extended, better connectivity, real issues with job options for yp.</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> Transport connectivity' for this group is mostly focussed on public transport. The time it takes to get from one location to another is an issue, the distance may be short , but if the traveller is reliant on public transport, the distance may be immense. For some, travelling within and across the region is only possibly if you have access to a car, or rely on others. Interconnectivity of public services between townships or regions is problematic. Transport connectivity is an issue between regional centres, ie Ballarat Geelong, Ballarat bendigo, Aarart- Bendigo, not just about the service from Ballarat to Melb. Having a transport connectivity planning commitment that all LGAs use, which is, more coordinated VicRoads are looking at access to markets and improving safety interaction between pedestrians, cycling and vehicles, al transport in the rural areas is roads, for taxis drivers, buses, need to look at condition on roads, safety, There are hot zones of development to get infrastructure in place. This is informed by Councils. Other connectivity issues , look to place services within smaller communities, a more de-centralised model of service delivery to alleviate transport reliance. Decentralisation of services is a possibility, but only if planning is commensurate with connections between these services. Planning priorities for any new infrastructure should include public transport and physical connectivity ie Internet business hub, MCH as one of the key planning considerations. Passive transport options could also be better coordinated in the long term, ie walking track and bike tracks, bu in the short term there does need. Need to have a solution of how we prioritise where the coordinated transport service. A lot of decisions are based or triggered by population. For access to Recreation options there are many limitations with timing of public transport services. There is a black hole between the Bendigo and Ballarat line and Ballarat Geelong and there is no passenger service between these towns. The biggest driver of tourism in the region is the Daylesford Hepburn region and this is completely outside of the train service system. Workers in the tourism sector can't afford to live here, so they are sleeping in there car. Places where there are trains, the services are limited, esp if you are a yp who doesn't have access to parents to take them</p>	

to where they need to go,
Ballarat is becoming a sponge at the expense due to the lack of connectivity at some of the smaller towns and regions.

A possible solution is a better connected driverless buses or light rail that connects the smaller townships and centres between the larger service areas.

Airport link between Southern Cross to Tullaraine, is looking at becoming more distributed which could advantage our region access to airports, for passenger and freight.

There is a state wide dividend to be made, if there was an other transport ring of Melb , we need another one to connect bendigo, ballarat & Geelong, known as a outer ring road.

Murray Basin is investing with freight at the moment, it will be connected back to the Ballarat line., an opportunity to find out more about this and how our region can take advantage of this.

We need significantly more investment in public transport

We should be looking at other solution other than roads, a step forward allocate some resources to explore the connection between the three major cities. But there is a lot work that has gone into this space, the numbers don't seem to add up still be explored

we need more Rail trails that interconnect region, we haven't taken advantage of this.

Ararat doesn't have miki, so we need to have miki across all regions.

We are planning for the short term, it needs to be commensurate with where the technology will be going in the future. The regional line needs to be electrified and dedicated and goggled up with the growth in this space.

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

To be less reliant on transport connectivity, focus more resources on technological connectivity.

Our most important messages to the Partnership to assist them with their work in the next year are

What can be done to change the p plate limitations, this limits YP access to work along with making sure that regional roads are fixed. And maybe the alcohol levels are higher, with restrictions on the type of vehicle.

Dare to Fail

Connectivity opens up all other options for our region

Upgrading transport facilities in the smaller regions

Get a long term transport plan that transcends political positioning

Start planning now to connect Regional victoria without relying on transit through Melb.

More \$ spent on rural and regional, whether it be education, health or transport.

EDUCATION

Table 26

Education	
<p>The problem we are trying to fix is: There is currently a disconnect between students, industry training and employers. Too many young people in the region are not having a successful journey through the education and training system to reach meaningful employment.</p>	<p>The outcome we are trying to achieve is: Young people are thriving and meaningfully engaged in employment and / or education.</p>
<p>Top of mind for us tonight is: where does the early education sector fit in? More emphasis needed on 0 to 4. LLEN does work in early years having identified early years as a gap. Many of the issues LLEN was dealing with stem from early years Many gaps in services school and industry Expectations from industry are quite different now Schools need to catch up lagging behind causing big issues Linking and supporting people to help them get to jobs - this No flexible learning options - big challenge for disengaged and vulnerable young people who are having difficulties in mainstream education Disengaging and disengaged both require services - LLEN work with both Structured work place learning is an option becoming more appealing Health services in Ararat Lack of VET cluster - ability to select a school based on their interests due to limits of cour</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> The problem needs to be widened to recognise transiting workers - not just young people. No opportunity for additional studies in the current environment Could be possibly be solved by One hub to deliver training as numbers are so small - there is no incentive for people to do professional development The hub could deliver a mix of online learning but provide support people to learn Place based solution to deal with the issue A facilitator to provide hands on support. Teaching come from the online material but facilitator is on hand in the room to How can it be better for young people? Better career information - not just careers expos! But can be useful if - Good advice on subject choice and the broader industry Work experience and structured workplace learning - ability to try - valuable experience Reduce barriers to students undertaking work experience in school holidays - need to increase the flexibility -adapt to when industry is open Principals need more flexibility to solve their local issues - respond to the issues they have eg- Capstone - Tasmania model Increase programs like mindshop to other areas in the region - currently just in Ballarat Improve careers advice in schools - currently a contributing issue</p>	

Role models in schools to motivate kids to complete their education or aspire to better jobs

schools need need to catch up - major digital divide. Teachers don't necessarily know the jobs the kids will be going in to.

Students are increasing agile but the system is NOT this is where the disconnect occurs.

All workers are needing to learn new skills to participate in the workforce.

Lack of aspirations - linked to not having a clear idea about what they want to do

The parents attitudes and experiences have a big impact on the future of young people and their aspirations

Breaking down some of the stigmas around some of the career directions ie vocational - not very sexy - lack of media exposure

School structure has not kept pace with the changing environment - school still being delivered in the same way

The range of skills is REALLY important - life skills will be what helps kids get into work/career

Better support for careers teachers - current advice - finger on the pulse. Need dedicated time time to work with industry

Managed Individual Pathways - career advice from year 9 - a great initiative but seriously stretched!! only 2 in a school of 1300

VET is a great way of experiencing different industries and training but reliant on critical mass.

Education of employers to recognise the skills young people can bring to a job..

Possible partnerships between U3a to schools to pool resources and share facilitators

Create learning hub to be more about learning than formal training/education

Creswick has no community hub to use - U3A is currently run out of dinning rooms - opportunity to bring the groups together to cross pollinate.

Getting people into the classroom with lived experience - great resources and wealth of knowledge in U3A that could be used in the classroom to improve aspirations. Need to understand the valuable human resources that are available within the community

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

Attitude of continual development - life long learning is no prevalent in the community

There needs to be an increasing understanding of the need to improve, educate retrain - remaining stagnant is not going to work anymore

Raise aspirations of people currently in jobs to get better jobs

Online studying is not necessarily the answer as many people find that difference - people need to learn how to learn.

Our most important messages to the Partnership to assist them with their work in the next year are:

The importance of a diverse range of young people's voices heard in these and future discussions

Mental health is a growing problem that is causing disengagement in schools and communities - this is causing problems - schools currently using equity funding for psychologist in schools - this is a much needed resource and should be extended.

Focus on housing and homeless for young people is needed - many at a huge disadvantage due to vulnerable housing situations - Report from Ballarat Youth Council soon to be released with recommendations for action.

Isolation of the elderly is a problem - need a community owned centre for social interaction - safe warm space - in Creswick

Joined up solutions are needed for for joined up problems.

Alternative school setting in Ararat - deal with kids with mental health issue - a least 30 kids currently in this category in Ararat alone

Table 27

Education	
<p>The problem we are trying to fix is: There is currently a disconnect between students, industry training and employers. Too many young people in the region are not having a successful journey through the education and training system to reach meaningful employment.</p>	<p>The outcome we are trying to achieve is: Young people are thriving and meaningfully engaged in employment and / or education.</p>
<p>Top of mind for us tonight is: Would like an increase in number and variety of universities in the region the issue of pathways - the choice of moving forward into a job the leverage education has in building community the need to hear the voice of our students in the region on what matters an increase in course offerings at universities in the region lack of direct link between education and industry - especially yr 10-12 being able to understand the skill gaps and being able to fill them The drainage of young people from the region - need for diverse opportunities for our young people Young people not being engaged in appropriate education Young people under duress - evidenced in anxiety, stress - what structures can we put in place to help build the resilience of our young people - assisting parents to be parents Young people are globally connected - creates both a challenge and opportunity - it's a generational challenge</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> There needs to be more places to get information about the connection between the career the student wants to pursue and what students are actually studying. This will help the student understand why they are studying what they are and its relevance to their future career Schools/teachers need to be able to identify the best pathway for the students to follow to achieve their desired career The definition of success needs to be widened/redefined from VCE ATAR to students achieving their desired career through many other pathways The discussion/education of students on pathways and what students would like to do as a career needs to be done much earlier than the end of year 9 (say year 8 and 9) Understand your student, find their strengths and find the opportunity to match this to help move them along the most appropriate pathway for the student When teachers take active interest and commitment in supporting the student - the student does much better Early education of students about what they need to do to achieve their desired career. Help them understand the pathway they need to follow what they need to do to achieve this at an early stage. Our young people need to be inspired so they can identify careers they want to do and our education system needs to be able to guide them through the process. We need to help our students have realistic expectations of what careers they can achieve and help match them to an appropriate pathway. Teachers need to go back to the old ways of learning. There needs to be a recognition of student responsibility and the student needs to have a realistic understanding of why education is important. Needs to be a lot more industry tasters where students can really try and understand whether they would like to do that career. More formalised structure for interaction between industry and students to expose students to a realistic experience of jobs within the workforce. Need specialised training and opportunities for CALD students so they can grasp the learning required to engage with people, community and industry. Need more focus on lifestyle training for students to be able to manage life</p>	

Need to provide careers counselling for students much earlier than is currently done. year 12 is too late.
Need to provide effective ways to engage students with careers understanding

Under this theme: what other problems need to be solved or new initiatives implemented in this region?

(two rounds of notes from two group rotations)

There is a gap in the question - the role of the family is missing. This is absolutely critical and we must engage the students family in the education process of the student from very early on..

There are challenges in being able to connect with government support systems for family and the educational issues for the student.

There is not a willingness perhaps to address the societal issues of parents not engaging with the children on their educational matters..

There is an educational process required for both the students and the parents - there is a disconnect between the way we focus just on the student and not bring the parents along on the journey..

Early childhood education is absolutely crucial - often the issues arising in yr 7 and later are a result of poor education in the very early years. Must do more in getting the education in ear years much more effective.

The inflexibility of the rural school bus system - restricts the capacity of educational institutions to engage with the students at the most effective times.for them

Our most important messages to the Partnership to assist them with their work in the next year are:

Must have meaningful employment x 3

More money for road infrastructure

CALD folk to be engaged through meaningful employment

Community having a better understanding of the key issues the region is following and what needs to be done to address them.

Genuine implementation projects to directly address waste and energy in the region

Table 28

Education	
<p>The problem we are trying to fix is: There is currently a disconnect between students, industry training and employers. Too many young people in the region are not having a successful journey through the education and training system to reach meaningful employment.</p>	<p>The outcome we are trying to achieve is: Young people are thriving and meaningfully engaged in employment and / or education.</p>
<p>Top of mind for us tonight is: Getting strategies to keep young people engaged in school What is happening in the local area and give my opinion Completion of year 12 or equivalent for all young people Listen to the voice of youth The lower rate of participation in higher education and research in our region Education is important for all To hear what has happened since the last assembly</p>	
<p>What action needs to be taken to move from the problem to the ideal outcome? <i>(two rounds of notes from two group rotations)</i> Offer more courses online for students who live in rural areas so they can afford education and not disconnect with family. Mixed mode delivery might be the solution. Perhaps a visiting teacher for those students who are undertaking VCE subjects through distance education and struggle to maintain motivation. Improve the opportunities to do part time work or undertake placements in the industries they want in rural areas. . Raise the profile of VCAL as a viable and valuable alternative to VCE. Ballarat as a year 9 alternative Hub where local schools and others across Victoria can come here to undertake a unique experience. We already have Clunes, like the idea of the Alpine school but available to more students for a term perhaps. this will assist with independence and engagement. Facilities are problem in the actual school. Laptops with only year 11 and 12 having their own and junior levels that are government funded are terrible: never work, slow. Facilities not modernised or up to scratch, optimise learning to assist us. Getting a refurbishment down but when government switched hands can't afford what we require. Regional school being public are missing out. Lacking opportunities through subjects and funding. Remote schools have a real wastefulness of where funding is being distributed. Overload in technology with minimal students and more students receiving far less. Teaching by correspondence worse decision in high school as it is just too hard. Moving to a different schools with the problems arising with distance ed. Difficult for a VET to miss VCE classes are crucial and hard to catch up a full class. Buses are a difficult issue. Not enough seats, not safe. Just give students a laptop rather than overloading. Easy viruses. Reliant upon internet and internet is a massive problem with glitching. Is an issue in rural areas and a lack of internet. VCE using edrolo videos on average go for half an hour and they take up around about a gb of data.</p>	
<p>Under this theme: what other problems need to be solved or new initiatives implemented in this region? <i>(two rounds of notes from two group rotations)</i> Innovative delivery in schools to retain students Industry mentors to assist young people who might want to start their own business locally. Start career conversations earlier, in Primary schools. Many people at year 11 and year 12 level unsure of career pathway but at year 10 level starting conversations then and giving all the detail. Also job opportunities are limited in rural and remote areas. Students that come from Ballarat and the public transport is not in time for school. Reliant on public transport or parents.</p>	

Towards exam period teachers are willing to take after school lessons, local football, netball clubs available in terms of opportunities. Classmates not orientated by families from low socioeconomic areas creates students unable to afford technology for facilities. Course not covered and funding not covered is a massive barrier. School isn't for everyone. Entire time at school worrying about career courses and saying that you aren't more than what your ATAR is.

Our most important messages to the Partnership to assist them with their work in the next year are:

- **It's not just schooling, its funding, transport, everyone getting equality with technology needs for students and looking at areas that are needed to support that group of students.**
- **Making sure facilities for education are improved to meet the current needs of students.**
- **More accessible, adequate transport needs, safety, affordability, broadening opportunities.**
- **More apprenticeship opportunities, more incentives, can actually get skills and jobs and trade getting really difficult and opening that up.**
- **Testing out new careers and finding out more information about it and not many people knowing about it, not advertised at school.**
- **No guidance or opportunities not starting VCE in year 10.**

OTHER

Table 29

Other

Top of mind coming into tonight is:

- education and youth issues, ensuring young people are engaged and have a voice
- education in universities, not offering courses in Ballarat to keep people in the region and attract others. travel to undertake course of choice
- transport issues. lack of transport causes isolation. To service tourism need people to work in the area (hepburn). Transport services are inadequate in the Daylesford region.
- here for leadership. To answer question regarding leadership. Education and transportation develop the region and retain and attract young people.
- being part of a community that works together and is inclusive of all minority groups.
- community wellbeing and social support. Health support services.

The problem/s that need to be solved are:

- fed uni needs to offer more courses and there needs to be fluent transport in ballarat.
- youth unemployment because of lack of education.
- lack of job opportunities.
- want to create pathways education and employment for disadvantaged and at risk.
- better support for education (wellbeing and welfare stuff, financial, emotional, different learning opportunities and pathways)
- more educational opportunities in rural towns (outreach education)
- attract population to rural towns through broader education opportunities
- Government needs to be less major town centric and focus on ensuring smaller rural communities to major towns
- provide funding to medium rural towns to see if can connect major towns to smaller towns (use as a guinea pig)
- transport in Hepburn is lacking, minimal services across shire
- issues need to be fixed sooner rather than later.
- need to focus on mental health and domestic violence, sexual health. After 25 no support services for those suffering, affected by these issues, Need to recognise both sexes are affected by these not just female. Education isn't only academic.
- Homelessness is on the rise, needs to be addressed.
- Outsourcing job opportunities.

- Needs to be more collaboration and connected communities, that are inclusive and welcoming.
- Lack of transport services, geographical isolation needs to be addressed.
- Lack of communication between generations. Certain social media platforms are more useful than others.
- Agricultural sector and the pressure they're under to produce. Perfect fruit, goods, etc.
- No education in Ballarat for Agricultural Sciences or agribusiness.
- Retain students in Ballarat, stop them from moving.
- Sense of adventure want to leave.

The ideal outcome would be:

- **better connected communities through education, transport, job opportunities.**
- **more services for mental health services.**
- **transport and education increases population.**

- **A healthy and happy community who feel connected, well educated, and in control of it's own destiny.**

- **TRANSPORT INFRASTRUCTURE from rural to regional communities improved.**

- Big cities (Melbourne) too big for people to move to.
- Like to see a more connected community.
- Want to experience big city culture.
- Broaden educational opportunities to encourage young people to come back to town.

The action/s that need to be taken to move from the problem to the ideal outcome are:

- **More funding for transport and education in rural towns and communities.**
- **Create a more multi cultural society.**
- **Hold people's interest through events, multi-culturalism, etc.**

Our most important messages to the Partnership to assist them with their work in the next year are:

- **Rural, smaller communities are as important as Ballarat and Melbourne.**
- **Sense of social belonging. What is Ballarat, it's more than Sovereign Hill.**
- **Need to create inclusive communities through connectivity (technology) and encourage them to remain in the community and feel part of the community.**
- **You don't get the sense of inclusiveness at a bigger university. Ensure educators have the passion to teach (and a good sense of humour).**
- **The future of work, types of industries that will evolve. How do we ensure we are proactive in the space and moving with those industries and skilling up our young people have the necessary skills.**
- **we need to do more to attract start ups (more funding).**

Table 30

Other

Top of mind coming into tonight is:

community issues, social cohesion and diversity
 revitalise CBD - amazing city with amazing structures that we don't utilise - community being more involved in this response to the treatment of asylum seekers
 regional settlement needs to increase - Ballarat is at 1% narrow minded to what this can bring to the community
 group acknowledged that there is some work being done in this space, but diversity definitely needs to improve
 what's going on in region funding in the arts is lacking to help with social cohesion - all sorts of issues can be tackled in a safe way through the arts
 holistic approach to understanding place - place and place identity is missing in this forum. how the state govt can make place attractive from multi-cult/ cult heritage landscape - we need to place more emphasis
 transport, education and growing schools, road safety (more fatalities here than anywhere in the state), youth crime and social cohesion, place identity and what does this growth mean for us to all get along.

The problem/s that need to be solved are:

Lack of multicultural social cohesion
 Risk of losing identity and what the community stands for
 Connecting Ballarat globally
 senior leaders don't see the importance of linking Ballarat to other regional centres and metro
 Decision making is not inclusive
 People make the assumption that their voices don't count
 We don't capture all information from real people
 people don't feel safe to express themselves
 challenges around living in a heritage sensitive regional town
 transport
 lack of coordinated services - distance having to travel for smaller groups too expensive
 Ballarat is seen as the core and the smaller communities - this is boundary and the cost of delivering outside the boundaries
 Kids disengage from school
 need

The ideal outcome would be:

Inter cultural understanding
 Non linear outcomes - a combination of thinking from broad representation of community
 People sitting on boards and being heard
 population based funding for resources and services ie police health services

 diverse approach for educating people
 community spaces and places for people from all backgrounds
 increase jobs in the smaller communities
 strong economic presence (ie less empty shops)
 sense of belonging and pride

 having infrastructure to support social cohesion within new housing communities

 social planning

 cohesive transport services for smaller communities
 having a strong offering in our community and build on what we have
 addressing drug issues and disengaged youth

**The action/s that need to be taken to move from the problem to the ideal outcome are:
Need more support around planning schemes to make things easier to access and have**

Democratic planning and consultative processes

More interaction for younger groups across diverse range

Police resources need to be increased in smaller rural communities - population

Equal voices through strong being involved in all conversations

More incentives to keep business open longer areas to attract tourists

Diversity of use of CBD through creative activities

Better access for tenants interested in cultural spaces and interactivity

Innovation levels lacking in council - we do the same thing and just keep recycling so we need to think more broadly

programs that need to be in place to support new business etc ie business incubators and hubs/social enterprise

Our most important messages to the Partnership to assist them with their work in the next year are:

Arts and Culture is important to ensuring that we retain and attract people to Ballarat and the broader region.

Decision makers and leaders need to listen to all voices within the community and we cannot keep doing the same /same all the time. The partnerships need to advocate for stronger and more diversity of voices within the community.

Recognising the whole region and acknowledging the diversity and needs of smaller communities including place based and local service providers delivering services including health, education, policing etc .

Table 31

Other
<p>Top of mind coming into tonight is: Social inclusion and diversity, how to support everyone in the community of all backgrounds and abilities. Financial inclusion for education. Education options within the region, diverse specialties in study options. Difficulties for remote and rural youth to attend tertiary facilities, having to move out of home, cost impacts, transport connectivity. Young people not being able to access education for a range of issue including: migration, financial, living expenses Potential of sharing resources across private, public and independent schools. Need to change the paradigms that we work in and look for different ways of doing things. Lack of youth services and outreach in the region.</p> <p>Social inclusion and diversity Improve the way of thinking of students. ie not to give up too early Ballarat needs to be an international attraction - get tourism here. Connect outer regions</p>
<p>The problem/s that need to be solved are: Better supporting our young people Giving a voice to our children Unemployment rate increases across the region Social inclusion Racism Access to language services</p> <p>Youth housing - forum to follow Limited resources eg. educations , certain courses. Courses not local. Students pushed to leave family to access courses. Isolation of students that have to leave the family home to study what they want to study. Travelling to Melbourne for courses is tiring and time consuming. Unemployment - particularly youth unemployment. Lack of apprenticeships.. Uni students taking the jobs. Studying online is unmotivating and unconnected to other. no social connection. Too much pressure on youth to decide their career path. Youths not catered for with “what to do”.</p>
<p>The ideal outcome would be: Equality of access to services and getting services out to all areas across the region Equity Mobile and accessible services Share ideas to get support for youth</p> <p>Offer more courses in Ballarat. classroom based. Better online courses? .More financial support for students. More opportunities to try different things to decide Swap classes between eg. st pats and loreto so students can experience subjects that aren’t offered at their school. Put posters in areas kids hang out to advertise events they can go to.</p>
<p>The action/s that need to be taken to move from the problem to the ideal outcome are: Remove the barriers that are in place Look through a customer focussed lens Develop community hubs in rural and remote areas Become an enabling region Community consultation Skills audit across the region that leads to skills matching</p>

Engage youth in predominantly older boards to get a younger view.

Our most important messages to the Partnership to assist them with their work in the next year are:
Tell the success stories - e.g. Mt Clear College, welcoming students from all nationalities which has expanded the knowledge and life experience of all students
Prioritise service provision for young people across the region - there was no reference to it on the slides!
Equality and access

Join the dots together, use the data already identified
Look, analyse and implement using a customer focussed lens, listen to the end user/community
Enable the small voice to be heard

Include and listen youth to be heard. Today was great!
Government should provide incentives to attract businesses to the region.
Are government keeping up with population growth? Need long term strategic planning.
Our decisions now need to consider further generations. eg. think like the eskimos
Govt ask the community to what they want and need.
Silent majority miss out.