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Skilling Tasmania for a Sustainable Future

Milestone 2 Report 31st August 2013

Education for Sustainability Group

South

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Funded through the Skills for Carbon Challenge initiative

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1 Overview of funding agreement criteria

This project will partner with selected Tasmanian businesses and industries concerned to support the transition to a lower carbon, sustainability-focused future and will:

- Consult with key stakeholders across the state and others who have an interest in engaging in the project to work towards a sustainable workplace,
- Work with key stakeholders to identify priority industry sectors and occupations within these industries where there are significant opportunities for the nature of work and skill requirements to be transformed towards sustainability for management and other workforce members,
- Establish rapport with these key stakeholders to obtain information regarding:
 - What is already happening and working well?
 - What are the workforce development aspects of the identified opportunities?
 - Identify major restraints and opportunities within the current Tasmanian socio-economic challenges,
 - Provide an overview of key international and national case studies that have involved skills and employment transitions towards a lower carbon sustainable economy,
- Conduct facilitated workshops to create the impetus for action,
- Develop performance indicators and validation measures to identify success of the project with stakeholders.

2 Overview of project activity

The team has spent the first months of the project (June-August) assessing and reviewing a range of Tasmanian skills strategies and issues as well as engaging with a wide range of stakeholders. This stage of the project was seen as critical for the team to connect with existing networks and projects, understand the range of stakeholders interested in participating in SST, include their perspectives in the project development and scope their future participation in SST. This stage is still ongoing and this Milestone report summarises the learnings and issues identified in this first Stage.

3 Team communication

The project team, as planned, has divided into northern and southern teams to grapple with the place-based nature of this project. The team has established the following communication model to keep the project connected effectively:

- All day face to face meeting 1 – Campbelltown, May 25th
- Team Skype Meeting July 18th
- All day face to face meeting 2 – Ross, July 26th
- Team Skype Meeting August 7th and 27th

- Frequent email contact
- Dropbox set up for project documents.

We have found that the SST northern and southern team approach is critical to understanding the diversity of skills and workforce development issues in the three government designated areas of Tasmania: South, North and North West ((ref)[TH1]). Hence the SST Southern team overlaps the government designation of the South and the Northern team includes both government regions of the North and North West.

4 Stakeholder consultation

4.1 Overview

The following key stakeholders have been engaged in the first stage of the project through a range of forums, one-to-one meetings, roundtables and a survey (see link to survey below). The project has taken a different trajectory in the North and South of Tasmania as well as holding some joint forums and consultations:

Joint North and South forums

- UTas EfS Community of Practice (COP) teleconference (MDG with support from all)
- Statewide video conference initiated by project & hosted by UTas on provision of sustainability knowledge and skills (August 19) (All)
- LinkedIn group - Tasmanian Businesses Link Up – ongoing forum (all)
- Linked in Group – Utas Alumni – ongoing discussion (SL)
- Linked in Group - Collaborateat
- Tasmanian Climate Action Council/Community Exchange Aug 25th (CS)
- TCCI sending simplified survey monkey out to 1700 state-wide members

Southern forums

- Presentation May 6th then mini-forum with Hobart Business Sustainability Round Table September 3rd. 1:1 communication between events. (SL)
- Presentation then roundtable forum with Tassal and stakeholders/suppliers 26th September (SL)
- Roundtable with CPA Australia Hobart 25th September (SL)
- Attending Dept of Climate Change and Community Roundtables on Sustainable Tasmania 14th June (SL)
- Establish working group of sustainability professionals working in the built environment (eg design, sustainability assessment) to advise Tastafe on skill needs for sustainability (as it relates to the built environment). Tastafe hosting forum in Nov (MDG).
- Attend and network at Australian Solar Council conference on energy efficient buildings (MDG)

- Attending FINSIA Sustainability Event with panel fielding questions from audience 5th September (SL and MDG)
- Attending (to capture skill needs of health industry and review symposium for possible project use) Royal Hobart Hospital Management - Sustainability Symposium run by Wendy Armstrong (current EfS student) 15th Sept (SL and MDG)

Northern forums

- Presentation to the Launceston Business Sustainability Round Table (VSL and CS),
- Presentation to the Burnie Chamber of Commerce and Industry (VSL, CS)
- Roundtable with CPA Australia Launceston 20th August (SL and CS)
- Introduction of project to northern stakeholders including local government managers, associations (Local Government Association of Tasmania LGAT), state government departments (e.g. DPAC, DED, Skills Tas, Education, Taste).
- Meeting with Priority Employment Area (PEA) Regional Co-ordinator for the North (James McCormack) (VSL and CS)
- Consultation with Institute for Regional Development (UTas) in Burnie re their workforce development (VSL and CS)
- Consultation with Enterprise Connect Northern Co-ordinator Sarah Jones.(VSL)
- Attending Cross-Pollinate conference Ulverstone 22nd July, re small business sustainable agriculture in Tasmania (VSL and CS)

Forums, presentations, surveys, face to face and roundtables will continue with existing groups who already have an interest in pursuing sustainability or who see this project value adding or enhancing existing initiatives. The project is acting as a conduit for contacts (below), who are linking with roundtables and forums that best align with their agendas and interests. Participants are keen to engage and invest time in facilitating the progress of the project, seeing that it has the potential to weave together a range of diverse threads employed to explore skills for sustainability within the Tasmanian context. The project team is seeking to help establish or maintain systems, networks, platforms etc for groups to sustain themselves once the project ends.

4.2 Stakeholders engaged in the North/North West

Table 1 Stakeholders engaged in the North / North-West

Name	Institution	Interest area	Skill development Issues	Notes
	Institute for Regional Development (IRD) UTas	Industry and development	Workforce and General skills development	
	North Tas Polytechnic, Newnham, Launceston	Sustainability		Interview pending
	Devonport City Council	Sustainable Communities Manager	Climate change mitigation and adaptation, lack of skills across local government especially planning	Will take over Kathryn Maxwell's role
	TFGA	CEO		Interview pending
	Roberts, Ulverstone	Agronomy, sustainable agriculture	Development of niche high value production	Interview pending

Name	Institution	Interest area	Skill development Issues	Notes
	TIA, UTas	Plant scientist		
	IRD, UTas	Researcher		
	IRD UTas			
	Burnie Chamber of Commerce and Industry	Chair, interested in project		VSL and CS to address BCCI
	CEO Natural Resource Management (NRM) Cradle Coast Burnie	Natural Resource Management		Interview pending
	Acting Statewide Unit Leader Skills Institute Tas Devonport		Skills development across trades	
	Enterprise Connect, Northern Regional Co-ordinator	Linking government support systems to new and established enterprises.		
	Devonport City Council	Sustainable Communities Manager	Climate change mitigation and adaptation, lack of skills across local government especially planning	
	PEA /DEEWR	Coordinator Northern Priority Employment Area,	Skills development for current and future industries	
	Studio Propellor	Facilitator and adviser, Business for the Millennium Development	Smarter branding	Melbourne-based
	Sprout Tasmania	Sustainable agriculture	Development of niche high value production	Interview pending
	Director Learning Partners Pty Ltd Launceston			Current VGC ETfS Champion Interview pending
	Cradle Coast Tours	Tourism	Skills development in sustainable tourism especially customer service, Tasmanian ecology	
	Parliamentary secretary for Small Business (Tasmanian Gov)	Promotion of small business		Interview pending

4.3 Stakeholders engaged in the South

Table 2 Stakeholders engaged in the South

Name	Institution	Interest area	Skills development needs	Notes
	Brotherhood of Saint Lawrence Hobart	Sustainability, EfS student	NFP	Providing data & info. in Survey Monkey (SM) &/or in forums
	Skills Tas	General Manager		Providing data & info. in (SM) &/or in forums
	SGSEP			Attending HBSRT

Name	Institution	Interest area	Skills development needs	Notes
				Providing sust panel forum with FINSIA Sept 5th
	Southern Storm Env consultants	Business consulting sustainability		Providing data & info. in (SM) &/or in forums
	Skrettings	Sustainability officer	Internal training for Skretting staff in operational sustainability	Working with Tassal on joint stakeholder forum
	Local Government Association of Tasmania (LGAT)	Snr Policy Officer		Providing data & info. in (SM) &/or in forums
	Brennan Environmental	Consultancy		HBSRT
	Climate planning	Speaker and stakeholder - synergies with KCC and DPAC/Tassal	Need for specialists in climate change risk identification and opportunities	Providing data & info in (SM) &/or in forums – climate change specialist with LGAT
	Lecturer, Geography Dpt UTas			Providing data & info. in (SM) &/or in forums
		Gerard Castles & Associates Pty Ltd		
	NRM			Interviewed and data in Survey Monkey
	Tas Farmers and Graziers & HSBRT			HBSRT
	SL Geography Dept Utas Hobart	EfS CoP		Providing data & info. in (SM) &/or in forums
	Kingborough Council	Environmental Health Officer	Interpretation skills for Councillors and stakeholder engagement for planners	
	Eco Haven		Skills in how to support businesses in addressing sustainability – carbon accounting, energy efficiency etc	Providing data & info. in (SM) &/or in forums
	Tassal	Community liaison	Internal cultural and behavioural change training for all operational staff	Providing data & info. in (SM) &/or in forums
	Elgin	Enviro scientist		HBSRT and 1:1 interview
	ZOIOD	GRI trainer	Integration of sustainability into business	Advising about GRI 4 and connection with

Name	Institution	Interest area	Skills development needs	Notes
				CPA Aust
	D Economic Development	Enterprise Development Strategy, Enterprise and Regions		Providing data & info. in (SM) &/or in forums Meeting 4 th Sept
	HCC	Regional Councils Climate Adaptation Project		Providing data & info. in (SM) &/or in forums
	CPA Australia	Financial services	Internal training in energy audits and external opportunities for increasing knowledge around data monitoring systems such as GRI, Carbon Accounting, energy audits and LCA	Providing data & info. in (SM) &/or in forums
	DED	Social Enterprise Program manager		Meeting 4 th Sept
	Brand Tasmania	Executive Director		Has not responded to contacts (yet)
	SLT	CEO		Providing data & info. in (SM) &/or in forums
	RDS Partners			HBSRT
	SenseT			
	Env Tas	Board member	Citizen juries and stakeholder engagement	Forum participation and 1:1 interview
	RDS Partners			HBSRT
	NRM Burnie	CEO		
	DIIRSTE			
	RDS Partners			HBSRT
	Olde Woolstore Hotel adn Hadleys	Managing Director	Strategic monitoring of sustainability – i.e carbon accounting	Providing data & info. in (SM) &/or in forums
	Prof Economics UTAS			Providing data & info. in (SM) &/or in forums
	Skills Tas	Mgr WF Development		Attending COP forum 19/8

Name	Institution	Interest area	Skills development needs	Notes
	Pitt and Sherry			HBSRT
	TasTAFE Hobart	VET		
	SLT	Chair		
	UTas			
	UTas	COP EfS/ESD		Providing data & info. in (SM) &/or in forums
	Stmes Solutions			HBSRT
	DPAC			Providing data & info. in (SM) &/or in forums
	Forestry Tas	RTO		HBSRT
	Utas	Sustainability Manger		Providing data & info. in (SM) &/or in forums
	Hobart Technologies	TAESUS grad		
	Pitt and Sherry	Hobart Sustainability Round Table	Stakeholder engagement	1:1 interview and HBSRT
	Tassal		Internal operational training for staff	Forum Sept
	Corporate Communications Tas Pty Ltd		Managing media in terms of sustainability	Tassal Forum
	SLT Board and Business Network			1:1 and survey monkey – facilitating forums online with TBLU
	UTAS	Wine Industry		
	Destination Sth Tas	Tourism		Sent survey
				HBSRT
	Utas	COP EfS/ESD - lecturer - Staff Professional Learning & Recognition		Providing data & info in (SM) &/or in forums
	Sustainable Building Consultant	Sustainability, EfS		Providing data & info. in (SM) &/or in forums
	Forestry Tas			HBSRT

Name	Institution	Interest area	Skills development needs	Notes
	Sustainable Forest Management			HBSRT

5 Sustainability education and training issues

5.1 Overview

The North and North West Tasmania is a Priority Employment Area (PEA) which funds a Local Employment Coordinator (James McCormack) to work with local employers, employment and training providers, community groups and all levels of government to deliver better outcomes for training and employment for the north. The local labour market vulnerability issues are documented in the local PEA Regional Employment Plan and overlay this project in relation to the sustainability skills and training challenges embedded in this Project¹. The parallel issues of school retention, work readiness and employability are omnipresent with high unemployment rates and economic changes in the north and north-west. These factors combine to make the provision and uptake of sustainability education and training a lower priority for many industries.

The IRD reported that sustainability had high currency with large enterprises in the north compared with a lower priority with small and medium enterprises. After consultation with key service providers in the north, the SST Project will collaborate with these providers in the next stage to conduct sustainability skills forums with a range of industries in the north. Initially CS and VSL selected the key northern industries of food manufacturing, forestry, tourism and aquaculture as the first stage foci for the SST Project. After the first round of consultations with stakeholders, the priority has moved to engaging key industries with sustainability skills and training issues to identify gaps and link with potential providers through these forums. This overall sustainability skills strategy will be the focus while still retaining the emphasis on the key northern industries at the secondary level.

5.2 Sustainability skills issues

The following issues have been identified in the first stage of the stakeholder consultations

- The SST project has identified a generally high level of recognition that:
 - basic skills levels are low, particularly in the NW across all industries canvassed,
 - lack of worker qualifications and skill sets are common across all sectors,
 - too many students are leaving school post Year 10 with minimal skills or further education,
 - sustainability skills are critical to the future industries in Tasmania and a high interest in attending forums or round tables to raise the profile of these issues.
- There is a diversity of understandings of sustainability in the workplace including:

¹ http://foi.deewr.gov.au/system/files/doc/other/north_westnorthern_tasmania_priority_employment_area_print.pdf

- the triple bottom line approach that some industries have adopted
 - the need to reduce resource use, waste, water and energy (agriculture, manufacturing/processing)
 - support for the development and retention of new sustainable agribusinesses
 - economic sustainability (i.e. maintaining or increasing employment).
 - “Survival” (survey monkey response)
3. This diversity underlines the basic skills gaps in being able to articulate what “sustainability” means in a range of industry contexts and highlights the importance of a range of sustainability skills training.
 4. The larger industries recognise that sustainability is an issue driving ‘high end’ industries with the introduction of Triple Bottom Line (TBL), Corporate Social responsibility (CSR), and/or Global Reporting Initiative (GRI) reporting requirements. Stakeholders such as Tassal Pty Ltd, Simplot and Pitt & Sherry are using GRI, providing their stakeholders annually with a plan of action, targets and reports against issues and concerns. Others such as Norske Skogg, Nyrstar and Skrettings are well recognised for their actions in reducing carbon emissions. Mapping the sustainability skills they have obtained over the last decade as well as those they will need to achieve their preferred future will provide a valuable pathway for others to follow.
 5. There is some recognition that ‘legacy’ extraction industries (e.g. forestry, mining, top predator fishing) are struggling to remain viable into the future in Tasmania, and new ways need to be sought to develop a long term, ecologically sound, socially inclusive, economically independent and viable future. A number of stakeholders see this as coming from small to medium scale high value and value-added industries and enterprises e.g. agriculture/food production/aquaculture/viticulture, sustainable forestry, tourism, other small business. The establishment of key and niche markets further enhances and helps build on the existing ‘clean and green’ brand.
 6. The financial services industry, represented by CPA Australia, see themselves as both; pivotal in enabling businesses to adopt and benefit from sustainability initiatives and; “value adding” accounting services to include provision of information and systems that support businesses in identifying and addressing inefficiencies in line with a preferred low carbon future.
 7. Those in the “sustainability” industry (eg Sustainable Living Tasmania (SLT) assessors and management/board) or those driving policy in this direction (Dept of Climate Change) identify the need for:
 - sustainability leadership skills at a strategic and operational level, including stakeholder engagement skills (encompassing marketing opportunities to small business creating a business case for sustainability as well as developing change agents) and;
 - climate change risk, mitigation, adaption and opportunity management.
 8. Building industry feedback focusing on the lack of skills and knowledge in the built environment needed to design and build more sustainable buildings.
 9. It is understood that smaller businesses and those not yet cognizant with sustainability will only jump on board where it will alter the bottom line.

5.3 Survey Monkey

To view the Skills Survey that has been uploaded onto Survey Monkey, follow this link:

<https://www.surveymonkey.com/s/STas4aSF>

This survey is being distributed where appropriate to Project stakeholders (over 30 currently have responded) and results will be reported on in the next Milestone Report.

6 Project Evaluation

The formative evaluation for this project is centred on the key project objectives and the measurement of these objectives through the project tasks and milestones. The following table summarises the Key Performance Measures for each of the Objectives and highlights the progress for this Milestone 2 Report.

Table 3 Summary of Key Performance Measures

Key Objective	Key Performance Measures	When
1. Identify the skills' issues that constrain and/or promote the transition and growth of established and emerging low carbon industries in Tasmania	<ul style="list-style-type: none"> Stakeholder database and proforma established 	Milestone 1
	<ul style="list-style-type: none"> Breakdown of new and emerging industries in progress 	During stakeholder 1:1 consultation
	<ul style="list-style-type: none"> Skill Gap inventory identified by stakeholders, classified into specific technical vs soft (or cross-cutting) skills; and new grad skills vs current workforce re-skilling (include pathways taken by leaders) in progress 	Milestone 2 Ongoing 1:1 consult
2. Identify whether these skill needs are being addressed currently by the Higher Ed/VET sectors in Tasmania	<ul style="list-style-type: none"> Documented factors that have helped identify & implement new and emerging skills also in progress. 	Consultation at events 1&2
	<ul style="list-style-type: none"> Review of transition skill programs internationally and nationally and key learnings included with this report 	Milestone 3 Ongoing 1:1 consult
	<ul style="list-style-type: none"> List of skill gaps for low carbon industries in Tasmania commenced Identify any initiatives currently being considered, developed or implemented also in progress. 	Consultation during event 3
Interventions to assist this transition,		Milestone 4
		Ongoing 1:1 consult
		Consultation during event 4&5

7 Budget Report

Due to the significant differences in the skills and workforce development issues in the north and south of Tasmania (as outlined above in section 5), the SST Project team has decided to change the timing of the statewide forum until the last stage of the Project in March 2014 (see Minutes of Team Meeting 06.08.13). The issues at this stage are indeed place-based and require forums that are locally focused and explore local challenges and network solutions. Hence local forums will be held separately in the north and south in October/November and the statewide forum deferred until March 2013.

Consequently, the funds for the statewide forum (\$7,315 ex GST) will be held over to enable it to be conducted in the last stage of the project.

Table 4 Expenditure to date

Expenditure item	Funds	Recipient Contributions	Other Contributions	Total Cost
Work & finance plan, Stakeholder consultation south, Project management, Auspicing & miscellaneous	\$16,110.00	\$7,875.00	\$0.00	\$23,985.00
Stakeholder consultation north, Project management, international research, Forums 1 & 2, evaluation & Report 1	\$20,650.00	\$11,587.50 ^[TH2]	\$0.00	\$32,238.00
Project management and Forum 3 preparation	\$0.00	\$0.00	\$0.00	\$0.00
Project management, Facilitation of Forum 3 & 4	\$0.00	\$0.00	\$0.00	\$0.00
Evaluation of forums, Face to face meeting and Final report	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$36,760.00	\$19,463.00	\$0.00	\$56,223.00

Table 5 Recipient contribution details

Item	People-hours	Value
SL to 1 st August (includes meetings @ Campbelltown and Ross)	41	\$4,612.50
MDG to 12 th August	43	\$4,837.50
CS (includes meetings, travel, planning, reviews)	40	\$4,500.00
VSL (includes 15 hours in kind for Review)	49	\$5,512.50
Total	173	\$19,462.50

Table 6 Other contribution details

Item	People-hours	Value ²
HBSRT	10	\$0.00
LinkedIn	5	\$0.00
SurveyMonkey	8	\$0.00
COP	55	\$0.00
CPA	42	
S Holder 1:1	70	
Total	0	\$0.00

A range of other small forums are planned & anticipated between Aug and Nov. Numbers of stakeholders are growing each week, therefore the targets will be exceeded. ^[TH3]

8 Attachments

- Face to face and Skype meeting minutes
- M&E plan

² Other contributions are conservatively valued at \$50 per hour