



Gladstone Region

engaging in action

Together (GRT)

a community-led, place-based initiative
improving community wellbeing

Gladstone Regional Council Deputation
17 July 2023

Gladstone Region engaging in action Together

Acknowledgement

We acknowledge the Bailai, Goo reng Gooreng, Gurang, and Taribelang Bunda people, the traditional custodians of this land. We pay respect to Elders, past, present, and emerging. We extend this respect to other Aboriginal and Torres Strait Islander people.

Community-Led

GRT's vision, goals and actions are those of our community, informed by many voices on an ongoing basis

community includes everyone who lives, participates, impacts on, or is impacted by activity in the Gladstone Region.

GRT Vision

*opportunity, equity and quality of life
for everyone in our community*

Foundation Assumption

*Children born into safe homes with happy, healthy parents
are statistically more likely to have a happy, healthy life
and access to employment and education opportunities*

Progression of Collective Impact Establishment

2020



Open communication,
trust and meaningful
collaboration

2021



A shared
community aspiration
and agenda

2022



A shared action
plan with
mutually
reinforcing
activities

2023



A shared measurement
framework to
monitor progress



A skilled
backbone team
and resources
to keep the
work on track

Vision & Theory of Change (ToC) Gladstone Region Wellbeing Action Plan Measurement Framework (UMEL)

2022 and 2023 implementation of action plan and development of measurement framework

GRT Theory of Change

captures the focus areas community identified to prioritise for sustainable outcomes



Gladstone Region Wellbeing Action Plan

GRT's Committed Deliverables Being Implemented

Gladstone Region Wellbeing Action Plan
Draft Inclusions for Community Consideration

Core Principles: Community-led - actions are a result of community voice, sector identified improvements, and stakeholder contributions focused on community vision and identified priorities (Themes of Change)

Change Elements	Strategy	Objectives	Action
Our families have access to support services	Optimize Access to Support Service Information	<ul style="list-style-type: none"> Improve access to service information for clients and referrals Increase quality, accuracy, and coverage of service information and resources for the service system Standardize, embed, and efficient processes to maintain quality service information 	Service Orientation and Referral Pathway Review <ul style="list-style-type: none"> Map and update client and service user referral services in the region Review quality, accuracy, and coverage of service information Develop referral pathways to support effective client care
Our parents have access to supports	Early Intervention for Early Childhood Wellbeing	<ul style="list-style-type: none"> Increase wellbeing outcomes earlier while building resilience and reducing severity of client need Increase client retention - reducing disengagement resulting from extended wait times Divert and reduce demand on intensive support services 	Place Early Intervention Case Management Model <ul style="list-style-type: none"> Identify and address client and service user needs Develop and deliver active early interventions that support improvement of client care Support client with emerging or existing needs to achieve early support and provide warm referrals
Our parents have Parenting Confidence	Collaborative resources to complex cases	<ul style="list-style-type: none"> Develop collaborative resources to support client and service user pathways to support Develop collaborative resources to support client and service user pathways to support Increase and tailor pathways for client and service user and complexity 	Collaborative Case Management for Complex Cases <ul style="list-style-type: none"> Develop a case model Develop a collaborative case management model Collaborative case management of client care plan Develop a collaborative case management model to support client to achieve their goals
Our parents have Healthy Lifestyles	Integrated Service System	<ul style="list-style-type: none"> Increase collaboration Increase risk factors, change for client, increase and continue 	Service System Collaboration <ul style="list-style-type: none"> Collaborative program and service mapping Collaborative program and service mapping Shared practice framework, tools, and tools Training to support capacity building needs of whole sector
Our children have a Healthy Start to Life	Measurement and Evaluation	<ul style="list-style-type: none"> Ability of model, support for ability of what is being implemented Monitor capacity to control energy invested in relations and outcomes achieved - influence continuous improvement and enabling capacity to increase wellbeing outcomes 	Service System Continuous Improvement and Capacity Building <ul style="list-style-type: none"> Collective program and service mapping Data analysis for effective measurement, monitoring, and evaluation to identify improvements Continuous improvement Data and evaluation capacity building
Our parents have Healthy Lifestyles	Service System Capacity	<ul style="list-style-type: none"> Attract skills to region to meet needs - short term Address service to attract - mid-term needs Address the gaps - long term through local training opportunities 	Skills Attraction and Retention <ul style="list-style-type: none"> Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs
Our families have access to Employment	Training and employment pathways for parents	<ul style="list-style-type: none"> Increase accessible and effective training and employment pathways for parents Early supports to make eligibility for training and employment and enable retention employment 	Training and Employment Pathways <ul style="list-style-type: none"> Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs

www.gladstonerighttogether.org.au

Change Elements	Strategy	Objectives	Action
Our families have access to housing	Working model for housing	<ul style="list-style-type: none"> Access to housing supports that enable and improve housing outcomes Reduce severity of families impacted by their stress Reduce financial and other barriers that prevent timely access to support services to deliver quality and timely support 	Housing Affordability <ul style="list-style-type: none"> Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs
Our parents have Parenting Confidence	Equitable participation and action to support for vulnerable families and children	<ul style="list-style-type: none"> Proportionate representation in support services and opportunities Appropriate service provision informed by feedback from community members and service users Reduce stigma and barriers to supports Community awareness of need and pathways to available supports Sufficient and appropriate community outreach, assistance, and support Access to enables - eg employment - relevant services 	Equitable Participation <ul style="list-style-type: none"> Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs
Our parents have Parenting Confidence	Measurement of childhood	<ul style="list-style-type: none"> Target prevention, education and awareness and support Reduce need for intensive services Identify and address capacity needs Identify and address capacity needs 	Early Childhood Development <ul style="list-style-type: none"> Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs
Our children have a Healthy Start to Life	Early intervention for early childhood wellbeing	<ul style="list-style-type: none"> Increase awareness of early intervention and prevention services Increase early assessment and support available Increase early assessment and support available 	Early Identification of Support Needs <ul style="list-style-type: none"> Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs
Our children have access to Quality Early Educational Supports	Early intervention for early childhood wellbeing	<ul style="list-style-type: none"> Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs 	Healthy Start to Life <ul style="list-style-type: none"> Identify and address capacity needs Identify and address capacity needs Identify and address capacity needs

The Gladstone Region Wellbeing Action Plan aims to:

- Build on and leverage local strengths, assets, and sector achievements, a continuous improvement approach to increasing wellbeing outcomes for clients and community
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www.gladstonerighttogether.org.au



Engagement in Action

Continuous community engagement program including events and locations such as:

- East Shores
- Agnes Water Beach
- BAM – Tannum Sands
- Shopping Centres
- Boyne Valley Showcase
- Ecofest
- Pride Festival
- Mt Larcom Show
- Motels & Caravan Parks
- Everybodies Secondhand Shop
- Soup Kitchen & Food Centre
- Slow Lane Café



The Voice of Our Children

During GRT engagements recently our local children recently shared some of their favourite things that make them feel loved and safe.

Parents enjoyed hearing their children's responses and were pleasantly surprised that it was the little things that meant the most to them.

- Getting kisses on the head at bedtime when I pretend to be asleep
- Playing board games with my family
- Washing the dog with my Dad
- Knowing Mum is always there when I need her
- Making cubby houses in the TV room
- Having Mum all to myself without sharing her with my brothers and sisters
- Lots of squeezey hugs
- Learning to ride a bike with Mum there in case I fall
- Sharing mealtimes with my family



2023 delivery of **The Gladstone Region Wellbeing Action Plan**

- Action Plan projects in development since 2022
- Delivery and implementation underway
- Measurement about to commence
- Further project partnerships in development
- Co-design of next Action Plan projects, including measurements



Support of First Nations Youth in engagement with support services and opportunities

self-identity, culture & community

We are connected to

Our parents have access to supports

Support of vulnerable families and children in engagement with support services

Our children have access to Quality Early Education Support

Promotion of child development and parenting supports

Our children have a healthy start to life

Parent supports focused on ages 0-3 years made more available



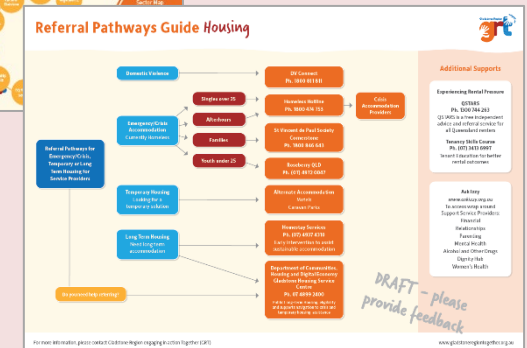
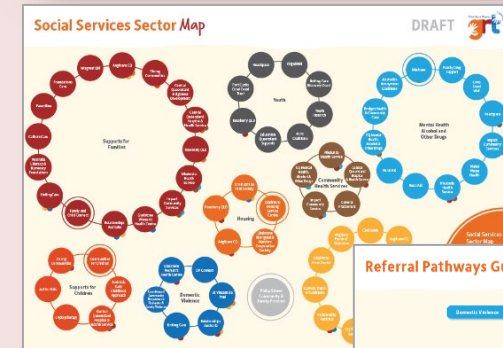
Our parents have access to employment

Training and Employment Pathways identified and training opportunities designed



Integrated Service System

- Service Mapping
- Referral Pathway Guide – Housing
- Referral Pathways Optimisations Toolkit
- Coordinated Case Management - Suite of Practice Tools
- Collaborative training in identified priority areas
- Training enabled
 - Trauma Informed Practice Training 2022
 - Culturally Informed Trauma Informed Practice Training 2023
- Additional Training and Learning Opportunities
 - Data Capacity Building 2022, 2023
 - Power and Equity 2022
 - Changefest23
 - Systems Leadership Training 2022, 2023



Increasing connections between services and shared practice and language



Power and Equity Training 2022

Integrated Service System next steps

- Program Mapping
- Referral Pathway Guides
- Referrals Data to support optimisations and map gaps

Funding Proposal for Collective Training

Pilot to enable priority training needs to be met while assessing the gap between training allocations and access to professional development in the region required to overcome skills shortages

Organisations Providing Support to the Proposal include Council and

- Roseberry Queensland
- Autism Queensland
- Integreat Queensland
- The Salvation Army Gladstone
- Strong Communities
- Communities for Children (GAPDL)
- UnitingCare
- Gladstone Local Level Alliance
- Kin Kora Community Kindergarten
- CQ Rural Health



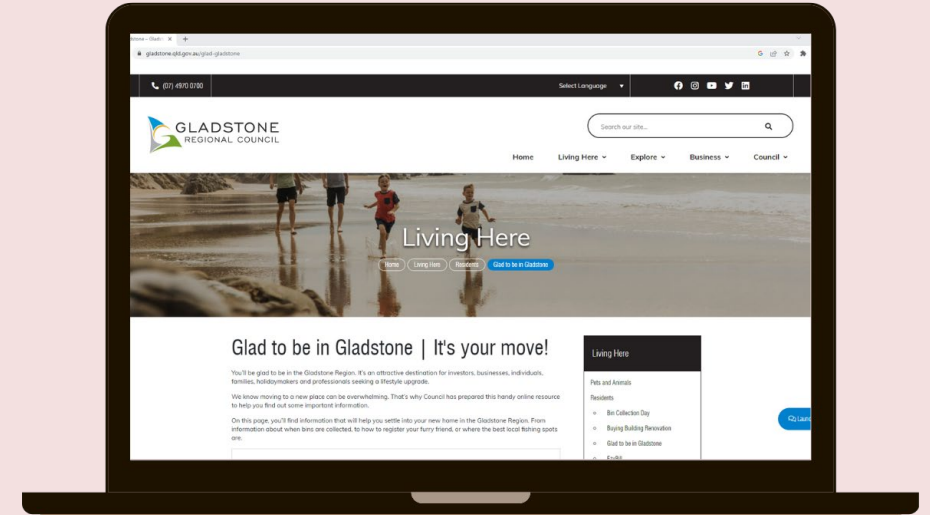
Skills Attraction

- Glad to be in Gladstone webpage
- You'll be Glad you did ! video case studies
- Employers Toolkit to support use of the online resources and related recruitment campaign tools

Project Partners

- Gladstone Regional Council (GRC)
- Gladstone Area Promotion and Development Limited (GAPDL)
- Gladstone Engineering Alliance (GEA)
- Gladstone Chamber of Commerce & Industry (GCCCI)

Profile of Gladstone significantly improved in online relocation searches



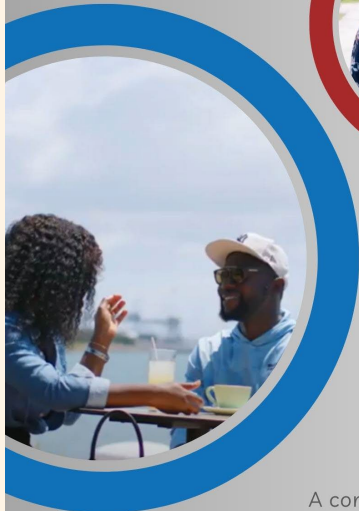
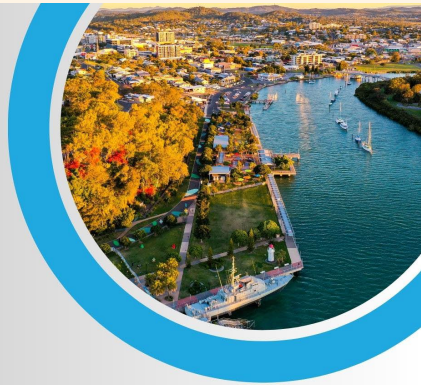


Skills Attraction Forum 2022

Gladstone Region

SKILLS ATTRACTION

Employers Toolkit



A community owned resource developed in collaboration by:



Skills Attraction next steps

- Promotion this week of the Gladstone Region Skills Attraction Employers Toolkit through a local campaign delivered across all project partners
- Collation of access data measuring interest in the resources
- Collation of feedback from employers using the Toolkit in their recruitment campaigns
- Collation of feedback from skilled candidates using the resources in their consideration of relocating to the region
- Evaluation of effectiveness of the campaign

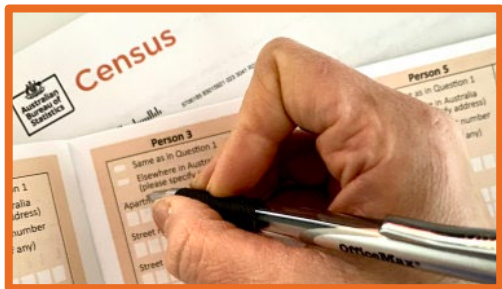


Data and Measurement

- Data sharing MOU's (12 in place or development) are growing to widen data sharing strength
- Support of three inaugural organisations to grow capacity in data collection, analysis and interpretation
- A co-designed request for data from government organisations is in submission development
- Representation and analysis of publicly available investment data (regional resourcing) is underway
- Thriving Queensland Kids (TQKP) Partnership – collective work to optimise data requests and data capacity building initiatives across Queensland place-based initiative
- Restacking the Odds (RSTO) Partnership – local data collection to support improved outcome and evidence-based decision making
 - Pre and ante natal care
 - Early education
 - Parenting supports
- A Gladstone Region Wellbeing Measurement Framework is in development to measure outcomes of the Gladstone Region Wellbeing Action Plan

Increased data being collected to quantify and evidence needs and outcomes

Data Sources & Flow



Census Data > ABS



Service Provider Participant Presentation and Survey Data



Service Provider Output Reporting Via P2i & DEX

- Presentation #s
- Referrals #s
- Participant outcomes



Community Survey

- Self-assessment of own wellbeing e.g. Quality of life
- Capacity to access services
- Confidence



&

Case Studies

- Story telling to convey real life outcomes

Government Held Data

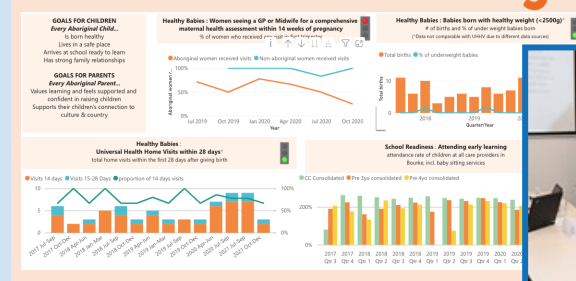


Data from government funded services and supports and Census

Community Held Data

Community Reporting

Community Dashboard



Local Analysis & Planning

Measurement Framework - in development (2023)

captures the measures community have identified to ensure that outcomes achieved through the Stronger Places, Stronger People investment and collective community supports meet community expectations

- Monitor
- Measure
- Evaluate



Gladstone Region Wellbeing Data Hub

Summary Housing Education Employment

We acknowledge the Byeleele, Gooreng Gooreng, Gurang, and Tarbeland Bunda people, the traditional custodians of this land. We pay respect to Elders, past, present, and emerging. We extend this respect to other Aboriginal and Torres Strait Islander people.

Housing Insights

GRT Focus Area
Our families have access to housing
Learn more about our focus areas
www.gladstoneregiontogether.org.au/focus

Location: Multiple selections

Click for Interactive Map

Median Rent

The Median rent for the Gladstone LGA declined from 2011 to 2016, by 14%, compared to an increase of 4% for Queensland for the same period.

Rental Stress

Household rental stress, in the Gladstone LGA had increased to 8.7% in 2016, compared to Queensland at 12.8%.

Median Personal Income

The Median personal income for the Gladstone LGA declined from 2011 to 2016 by 1.5%, compared to an increase of 3.5% for Queensland.

Mortgage Stress

The Median mortgage payment for the Gladstone LGA declined from 2011 to 2016, by .5%, compared to a decrease of 1.0% for Queensland.

Median Mortgage Payment

The Median mortgage payment for the Gladstone LGA declined from 2011 to 2016, by .5%, compared to a decrease of 1.0% for Queensland.

Rent Assistance

The percentage of households receiving rent assistance in the Gladstone LGA is X%, compared to X% for Queensland in 2016.

Rental stress, (where rental payments are greater than 30% of income per week) had increased from 6.9% in 2011 to 8.7% in 2016.

The percentage of households receiving rent assistance in the Gladstone LGA has increased from 2011 to 2016 by X%, compared to an increase of X% for Queensland for the same period.

The Median personal income for the Gladstone LGA declined from 2011 to 2016 by 1.5% compared to an increase of 3.5% for Queensland.

[Further Housing Insights](#)

Shared-Decision Making

The recent Australian Government budget announcement included

- \$64M over 6 years, for the Stronger Places, Stronger People (SPSP) initiative nationally (taking the original investment end date from next year, to 30 June 2029)
- funding for SPSP communities with a community-designed and owned Action Plan to support shared decision-making
- over \$3M funding to support SPSP initiatives deliver community-designed and owned Action Plan items
- ‘Investment Dialogue’ funding to support government and philanthropics develop a ten-year commitment of sustained investment, innovation and reform efforts in a shared vision and resourcing towards an inclusive and equitable Australia where all children, families and communities can fulfill their aspirations



Gladstone is one of 6 communities nationally that has been invited to participate in the development of shared-decision making practices between government and community-led, place-based initiatives.

Together. action

WEDNESDAY 16 AUGUST 2023
8:30AM – 5:00PM

**GLADSTONE ENTERTAINMENT
CONVENTION CENTRE (GECC)**

56 GOONDOON ST, GLADSTONE

**A community showcase sharing community-led action
being taken to create improved wellbeing for our children
and families in the Gladstone Region.**

Join us to learn more about the collaborative effort of our community
and the pathways being built to improve community wellbeing.

**Hear from a partner community, demonstrating outcomes
through community-led, place-based work, and about how
the work our community is doing now, will lead to improved
outcomes for local families and children in the future.**

Community leading change to grow opportunity, equity
and quality of life for everyone in the Gladstone Region

**Participants will have an opportunity to share their
voice to shape the next stages of the valuable work
for the Gladstone Region.**



Event Registration

Free Ticketed Event
Register by 31 July 2023
to secure your seat

'Together in Action'

16 August 2023

a community showcase of outcomes being created through
the collective action of the Gladstone Region community

hear from local partners who are creating change

understand where Gladstone is at on our collective impact
journey together and hear from Logan Together on the
results that can be achieved in later chapters

*outcomes showcased include those driven and supported by
service sector, groups and individuals, three levels of
government, business and industry - our community*

Thank You

GRT is a community driven initiative across the whole Gladstone Local Government Area.

Everyone is Welcome!

