

DRAFT Department of Premier & Cabinet

STAKEHOLDER CONSULTATION REPORT
FOR A TASMANIAN SUSTAINABILITY VISION AND STRATEGY

June 2022





Private & confidential

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Delivered via email: cameron.mclennan@dpac.tas.gov.au

15 June 2022

Dear Cameron

RE: SUPPLY OF FACILITATED FOCUS-GROUP WORKSHOPS FOR A TASMANIAN SUSTAINABILITY VISION AND STRATEGY

Thank you for the opportunity to work alongside the Department of Premier and Cabinet (DPAC) and the University of Tasmania (UTAS) to facilitate 6 stakeholder workshops. We have now completed the 6 workshops across Tasmania and followed up a large number of non-attendees post workshop.

We are pleased to present to you the results of the consultation process in this report.

The stakeholders engaged in the preliminary phase of the project have overwhelmingly identified positive opportunities for Tasmania, along with core challenges and risks in developing a sustainable development vision, strategy and framework for Tasmania.

It was pleasing to hear from attendees the work already being done in this space, but also the clarity of the responses around the role of Government. The latent value in Government leading collaboration and governance in an era of corporate-led ESG reporting, during the absence of standardised, government led frameworks was thoroughly recognised.

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Importantly, Tasmania can become a leader in sustainability and create incremental value for all walks of life that call Tasmania home. We believe there is a pathway forward where we can create value from values here in Tasmania.

Thanks for the opportunity to provide this work for DPAC. We look forward to collaborating with you in the future.

Yours sincerely,

Josh Geelan

Partner KPMG Enterprise TTA

David Harradine

**Lead Partner
KPMG Government Services, Tasmania**

Executive Summary



This report is the culmination of the six stakeholder workshops conducted across Tasmania, and the associated data that was collected throughout the process. The extensive and varied stakeholder responses informed 14 major findings surrounding the relationship between stakeholders and the proposed Sustainability Strategy and Vision for Tasmania, which are presented within the relevant section beginning at page 45.

The findings of this report address the positioning of the Project to enable a Tasmanian Sustainability Strategy and Vision that is positively received by the wider Tasmanian community, bringing individuals, industries, and any other subgroups along for the journey.

Concepts included in the findings of this report explore optimisation regarding the Project's timeline, tools to leverage participation, inclusivity, measurability, key considerations, and long-term outcomes for future Tasmanians. Briefly, the options and issues we have suggested for DPAC's consideration include:

- A 3-phase rollout with tailored sections for different major stakeholder groups, allowing effective prioritisation and reducing overwhelmed participants;
- Adopting both a circular economy and life cycle approach to avoid complete overhaul of processes and resources, rather, improving areas that require immediate attention, while supporting those that do not until they reach the end of their life cycle;
- Incentivising adoption of materials, behaviours and processes aligned with the Project through strategies such as regulation, certification, subsidies, and grant criteria integration;
- Focusing on the inclusion and elevation of the Tasmanian Aboriginal community, regional communities, and migrants;
- Improving the regulatory environment through, audit procedures, integration with the Project, and introduction of an unbiased expert to consult throughout the process;
- Increasing participation and effectiveness through education and facilitation of collaboration, knowledge sharing and the available climate modelling;
- Introduction of a Government ESG procurement policy that motivates better practice from suppliers and sets a precedent for entities considering their own policies.
- The major remaining challenges voiced by stakeholder groups to be addressed throughout the project;
- Compatibility and alignment with other reporting frameworks, particularly those that are likely to become part of the mandatory reporting landscape; and
- Discouragement, mitigation, and avoidance of greenwashing.

The remainder of this report provides detailed observations conveying stakeholder's perceptions on the proposed Project, existing contributions to sustainable development, and Tasmania's current state in relation to the Project.



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This report has been prepared as outlined with the Department of Premier and Cabinet (DPAC) in the Contract Information Table section of the contract dated 24 March 2022. The services provided in connection with this engagement comprise an advisory engagement, which is not subject to assurance or other standards issued by the Australian Auditing and Assurance Standards Board and, consequently no opinions or conclusions intended to convey assurance have been expressed.

The findings in this report are based on a qualitative study and the reported results reflect a perception of DPAC and the proposed project, but only to the extent of the sample surveyed, being DPAC's approved representative sample of stakeholders. Any projection to the wider stakeholders is subject to the level of bias in the method of sample selection.

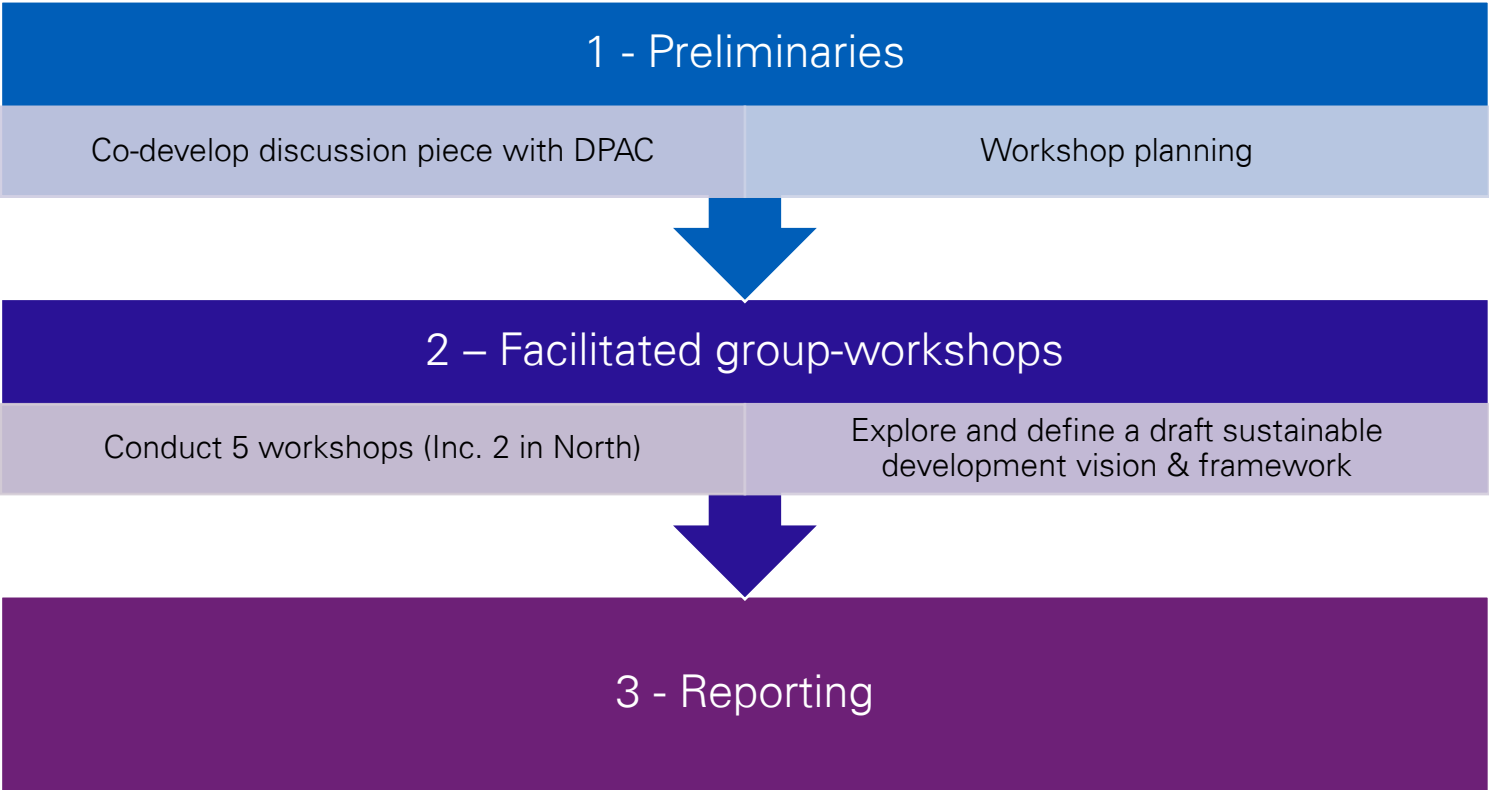
No warranty of completeness, accuracy or reliability is given in relation to the statements and representations made by, and the information and documentation provided by, DPAC's stakeholders consulted as part of the process.

No reliance should be placed by DPAC on additional oral remarks provided during the presentation, unless these are confirmed in writing by KPMG.

KPMG have indicated within this report the sources of the information provided. We have not sought to independently verify those sources unless otherwise noted within the report.

KPMG is under no obligation in any circumstance to update this report, in either oral or written form, for events occurring after the report has been issued in final form.

Our Approach



- Deliverables / Outputs:**
- Co-developed discussion piece to be circulated to workshop participants in advance of workshops
 - Workshop design & planning
 - Participants identified in collaboration with DPAC

Status



- Deliverables / Outputs:**
- 6 facilitated workshops (Including 2 held in the North)
 - Understand opportunities and risks involved
 - Explore and define a draft sustainability vision and strategy



- Deliverables / Outputs:**
- Initial feedback and draft report to DPAC
 - Draft sustainable development vision and framework defined
 - Practical next steps aligned to phases 1-3 of the project
 - Final report provided



Our Workshop Approach

Activity	Intended Outcome
<p>Released pre-workshop materials to workshop attendees, including:</p> <ul style="list-style-type: none"> • Video covering foundational knowledge on sustainability and the project. • Pre-workshop questionnaire • Short presentation to Department Deputy Secretaries 	<p>Inform attendees and their sponsors across Government about the aims and key ideas to be covered by the workshops ahead of time so as to allow for optimal engagement.</p>
<p>Workshop Activity 1: Understanding Opportunity & Risk for Tasmania</p>	<ul style="list-style-type: none"> • Determine which initiatives and efforts are already being undertaken government, industry, and NFPs to promote sustainable development in Tasmania. • Understand perceived key opportunities for government and non-government stakeholders. • Understand stakeholder expectations
<p>Workshop Activity 2: Current State Assessment</p>	<p>Understand Tasmania's perceived:</p> <ul style="list-style-type: none"> • Capabilities • Skills and Expertise • Motivations • Opportunities • Risks and Challenges
<p>Workshop Activity 3: Sustainable Development Goals Mapping</p>	<p>Attendees were asked to map where their organisation currently aligned with or contributed to the United Nations' 17 Sustainable Development Goals (SDGs). They were also asked to note down opportunities for future alignment or contribution, and any barriers that prevented current or future participation.</p>
<p>Data Collation and Review</p>	<p>We collected the attendees contributions to each of the activities in conjunction with any verbal commentary noted throughout the workshop. The data was reviewed to determine key themes, major contributors, and key focus areas.</p>

The Attendees



A comprehensive list of government organisations was invited to attend the workshops, to allow for the most balanced and representative data to be collated. Of the organisations invited, **representatives from the below Government entities attended:**

- Department of Natural Resources and Environment Tasmania (NRE)
- Commissioner for Children and Young People (CCYP)
- Brand Tasmania
- Department of Communities Tasmania
- Department of Education (DoE)
- Department of Health (DoH)
- Department of Justice (DoJ)
- Department of Premier and Cabinet (DPAC)
- Department of Police, Fire and Emergency Management (DPFEM)
- Department of State Growth (DSG)
- Environment Protection Authority (EPA)
- Hydro Tasmania (Hydro)
- Officer of the Coordinator General (OCG)
- Cradle Coast Authority (CCA)
- Queen Victoria Museum & Art Gallery (QVMAG)
- Regional Development Australia Tasmania (RDA)
- Renewables, Climate, and Future Industries Tasmania
- The Resource Management and Planning System
- Sustainable Timbers Tasmania
- Tasmanian Irrigation
- TasNetworks
- Tasracing
- TasRail
- TasWater
- Tasmanian Institute of Agriculture
- Tasmanian Health Service South (THS)
- Tasmanian Museum and Art Gallery
- Tourism Tasmania Corporate
- TT-Line
- University of Tasmania
- Heritage Tasmania
- Local Government Association Tasmania
- Premier's Health and Wellbeing Advisory Council

The Attendees (Cont.)



A comprehensive list of organisations was invited to attend the workshops, to allow for the most balanced and representative data to be collated. Of the organisations invited, **representatives from the below Industry entities attended:**

- Aged & Community Services Australia (ACSA)
- Australian Institute of Architects (AIA)
- AFL Tasmania
- Beacon Foundation
- Civil Contractors Federation Tasmania (CCFT)
- Certified Practicing Accountants (CPA)
- Eat Well Tasmania
- Early Childhood Australia (ECA)
- Engineers Australia
- Institute of Public Works Engineering Australasia (IPWEA)
- Indigenous Tasmanians Aboriginal Corporation (ITAC)
- Keystone Tasmania
- Lions Club
- Menzies Institute
- Mental Health Council of Tasmania (MHCT)
- Migrant Resource Centre Tasmania (MRC)
- Music Tasmania
- Natural Resource Management (NRM)
- Launceston Chamber of Commerce (LCC)
- Northern Midlands Business Association (NMBA)
- Tarkine Coast Progress Group
- Tasmanian Farmers and Graziers Association (TFGA)
- Tasmanian Minerals, Manufacturing & Energy Council (TMEC)
- Tasmanian Salmonid Growers Association (TSGA)
- Tasmanian Forestry Products Association (TFPA)
- Planning Institute of Australia (PIA)
- South East Regional Development Association (SERDA)
- Southern Waste Solutions
- Tasmanian Automotive Chamber of Commerce (TACC)
- Tasmanian Council of Social Service (TasCOSS)
- TasICT
- Tasmanian Hospitality Association (THA)
- Tasmanian Small Business Council (TSBC)
- Waypoint
- Ferment Tasmania
- Basketball Tasmania
- Circular Head Aboriginal Corporation (CHAC)
- Country Women's Association (CWA)
- Chartered Accountants Australia & New Zealand (CAANZ)
- Dulverton Waste Management
- Cradle Coast Waste Management Group (CCWMG)
- Business Northwest
- Northern Tasmania Development Corporation (NTDC)
- Tasmanian Freight Logistics Council (TFLC)
- Visit North Tasmania (VNT)
- Tasmanian Transport Council (TTC)
- Tasmanian Whisky and Spirits Association (TWSA)
- Royal Automobile Club of Tasmania (RACT)
- Australian Medical Association (AMA) Tasmania

A vertical silhouette of a wind turbine is positioned on the left side of the slide. The turbine's tower, nacelle, and three blades are visible against a background that transitions from a light blue at the top to a light orange at the bottom. The blades are slightly blurred, suggesting motion.

Data: Tasmania's opportunities & barriers

Stakeholder perceptions on:

- Opportunities
- Barriers and Expectations
- Existing Efforts

Key Themes: The Data



All of the records from the first activity were reviewed and allocated between 1 and 3 relevant associated themes. From that process, the top key themes were found to be:

GOVERNMENT	
Theme	Count
Emissions	22
Regulation/policy	21
Education	18
Collaboration/Coordination	16
Transport	12
Sustainable Construction	10
Cultural Change	9
Funding	9
Electric vehicles	8
Reduced consumption/production/waste	8
ESG Procurement	6
Natural Resources	6
Sustainable Agriculture and Aquaculture	5
Circular Economy	4

NON-GOVERNMENT	
Theme	Count
Collaboration	34
Emissions	26
Education	25
Sustainable Construction	23
Cultural Change	21
Regulation/Policy	19
Transport	19
Health	17
Coordination	16
Reduced Production/Consumption/Waste	16
Cost	14
Natural Resources	13
Funding	11
Housing	11

The following slides split the above data into detailed observations of stakeholder comments surrounding key opportunities, barriers, and current efforts. Findings from the data are summarised from page 45 onwards.

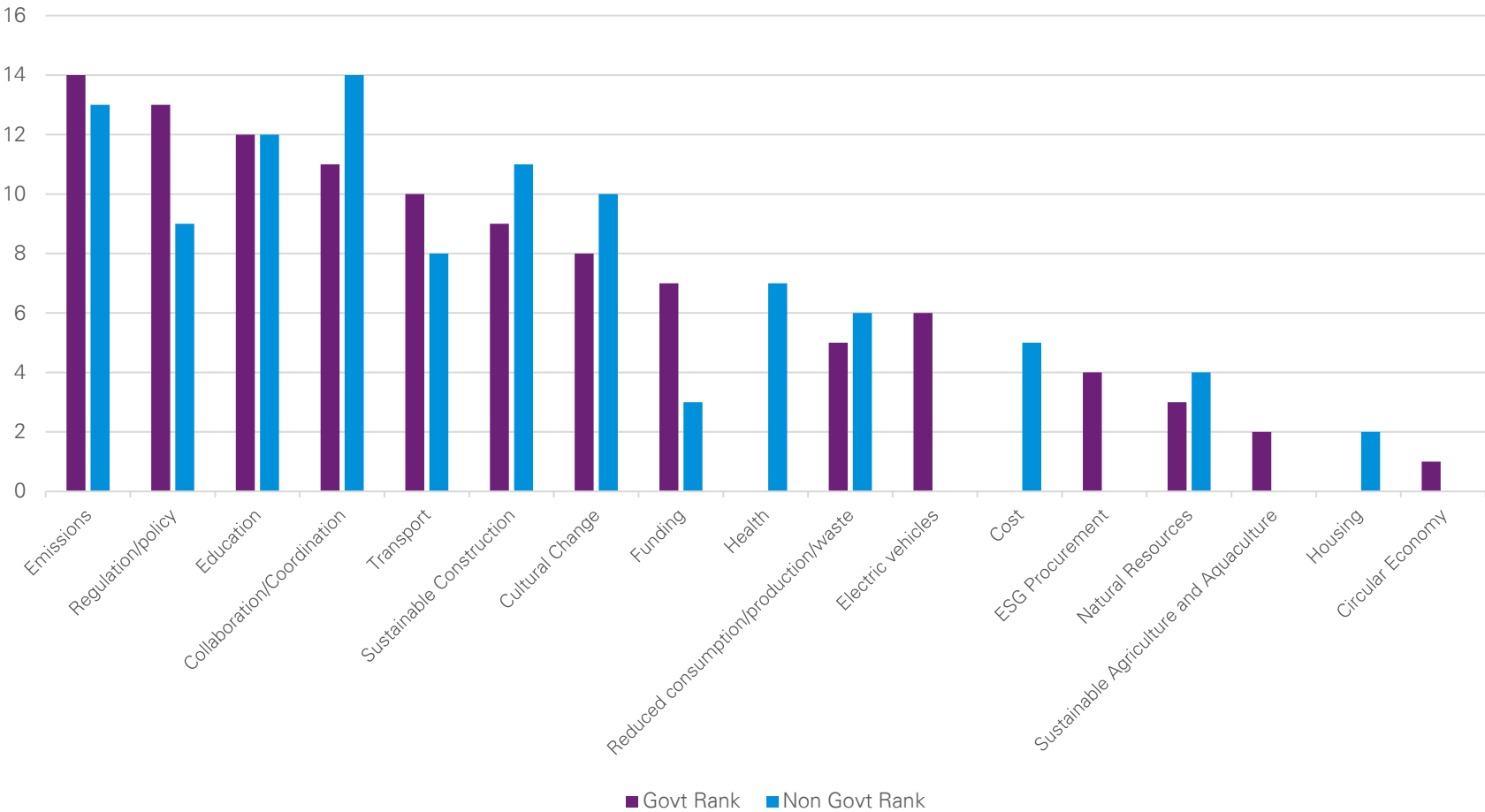
Recurring Theme Comparison:



A comparison of theme observations identifies that there is a disconnect in terms of both level of awareness, maturity and perception between Government and Non Governmental stakeholders consulted. This illustrates the broad nature of sustainability and complexity in perceptions, beliefs and values.

Areas such as health, cost, and housing were a much higher priority for Non-Government stakeholders, while there was a sense of similar sentiment for all stakeholders in areas such as emissions, education, transport, and sustainable construction.

Recurring Theme Ranking



Key Themes: The Detail - Opportunities



Stakeholder identified (Government) opportunities included:

- Uptake of **energy audits** and **ESG procurement policy**
- Increase in **charging stations** and their reliability, and uptake of **electric vehicles** of all kinds
- Reduced construction footprint, through **sustainable material uptake** and an attitude of conversion rather than starting over
- **Land use planning reform** – more strict controls to protect agricultural land and a more comprehensive marine planning system
- Build foundational sustainability **knowledge and understanding** of all
- Support **education** and advice to businesses surrounding **waste and supply chain management**
- **Overcoming conflicts** between government strategy and its interaction with non-government entities
- Include sustainability goals in **grant criteria**
- **Collaborative strategy and decarbonisation** between government and industry
- **Integrated decision making** between sectors
- Reframing sewage treatment plants as **resource recovery centres**

Stakeholder identified (non-government) opportunities included:

- Collaboration to **assist with the cost shock** involved with transitioning to more sustainable practices
- Cross industry and cross government silo collaboration, enabling **coordinated programs and initiatives**
- Make what we use and **promote local/sustainable products and produce**, reducing transport and packaging needs
- **Electric or hydrogen vehicles** of all kinds, including trucks, buses, and farm vehicles
- **Positive carbon capture** – not just neutrality
- Assistance to industry to **reduce energy demand** and **legislated use of low embodied carbon materials**
- Shared learnings, knowledge, and awareness campaigns. **Education and training** in sustainable products and best practice
- **Alternative construction methods** such as modular housing and prefabrication, and an increased use in sustainable materials. Use of policy and procurement influences to reduce short-sightedness
- **Public infrastructure** that considers social and environmental sustainability
- A **First Nations recognition** or engagement that is applied in the same way as the Modern Slavery Act
- Reduce difficulty around the **migration process**
- **Special allowance P Plates** for learning drivers in **remote areas**
- **Promoting use of Telehealth** to alleviate access difficulties for rural and remote patients, while reducing emissions and strain on healthcare workers
- **Health in All Policies** approach as a precedent
- **Planning reform prioritising sustainable development** with inclusion of infrastructure such as playgrounds and community gardens. Similarly, **sustainable subdivision designs**, allowing for variation in size, configuration, sustainable design, and lifestyles than enable good health and wellbeing
- **Long term planning**, vision and targets
- Enabling and promoting **packaging reduction and recycling** in the hospitality industry through the use of strong policy and incentives, as well as inclusion of hospitals in emissions audits
- **Natural capital accounting**, and making it easier for smaller businesses to implement
- **ESG credentials** of the state to be leveraged to increase **access to borrowing** funds to support projects
- **Facility development** that prioritises environmental sustainability and equality through design
- Prioritising **local artists and performers** in line with growing funding for festivals and events, and diverting from profit generation as a metric of success in that space

Key Themes:

The Detail – Barriers & Expectations



Stakeholder identified (Government) barriers included:

- **Limited public service resourcing**, making it difficult to efficiently advise and regulate.
- **Low levels of understanding** and practical education around both sustainability/ESG and more generally.
- **Limited information** iterating why people should care.
- Existing **mindset** does not prioritise sustainable development, and leans towards **short term thinking**.
- Politicised, short term, and scarce **funding**

Stakeholder identified government stakeholder expectations included:

- **Coordination** and support.
- **Collaboration** rather than competition.
- **Advocacy**
- Community **education**
- Ensuring degrees and **pathways** are developed in line with Tasmanian skills demand.
- **Leadership**
- **Investment**
- **Policy** development
- **Frameworks**

Stakeholder identified (non-government) barriers included:

- **Competing interests**, politically polarised population, and siloed thinking
- **Over regulation, conflicting regulation**, or regulation that promotes dated priorities
- Limited **integrated area planning**, regionally and state-wide.
- Competition policy and tendering **requirements that hinder collaboration**.
- **Price of electric vehicles** and the **increasing price of petrol** – effect is most detrimental on those that are already disadvantaged.
- **Low education levels** generally, paired with a lack of **understanding and awareness** around sustainable development within the community and within industries.
- **State specifications and procurement requirements** that don't allow for or don't prioritise sustainable products – for example, recycled concrete and pavement.
- **Crumbed rubber** and other sustainable alternatives – often expensive and not local. Difficult to justify investment required to modify plant/equipment for use when the demand is small.
- **High cost and lack of demand** for sustainable materials
- A need for **cultural change** to effectively implement sustainable developments. It is hindered by **current focus on profit, short term perspectives, resistance to change** and lack of public recognition or reward for sustainable investment.
- Waste that is expensive to manage due to a **lack of state facilities** – it is more expensive to do the sustainable thing, **incentivising the wrong behaviour**
- **GP shortage and a poorly coordinated health care system** with work force experiencing burnout, fatigue and mental health issues.
- **Housing affordability and supply**
- **Unstable funding environment**
- **Mental health and wellbeing**
- **Decentralised decision making due** to dispersed and diluted local council environment.

Key Themes:

The Detail - Existing Efforts



Stakeholder identified key existing efforts: Government

- 100% **renewables**, with continual advocacy, education, and planning.
- **Stamp duty waivers on EVs**, and efforts to **electrify government fleet**.
- **Renewable action plans** and net zero targets
- **Green concrete** in dam constructions.
- **Land use planning** and acts with sustainability focuses
- **Biodiversity offsets**
- **Lifelong learning strategy**, skills and education, with a cross curriculum **sustainability priority**
- **Climate adaption** to extended range of species – utilising introduced species for the better.
- **Crumbed rubber** for road construction, Lids for Kids, and recycling prosthetic limbs.
- Investing in **health and wellbeing**

Stakeholder identified key existing efforts: non-government

- GreenSmart Program enabling residential building and construction sector to move towards **zero energy/carbon ready homes**.
- Increased engagement and partnerships with **Tasmanian Aboriginal communities**
- **Container Deposit Scheme**
- Pushing towards low sulphur and **alternative fuels for shipping and trucking**
- **Reducing diesel and gas in mining and industrial processes** through 2025 EV design and build target, and involvement with HILT CRC.
- **Timber production**
- UTAS **electric fleet** conversion
- 200% state target for **renewable energy**, and **carbon audits** and **reporting** to guide future decisions
- **Seaweed and other feed supplements** to reduce methane, as well as the Tarkine Eco Kelp program
- **Collaboration with production sectors** to encourage adoption of sustainable practices
- **Sustainability School of Business** at UTAS
- Government incentives to **improve access to training** for employees
- **Mental health and wellbeing** trainings and programs and flexible workplaces
- Crumbed rubber asphalt, Recycled Asphalt Pavement, and Recycled Crushed Glass all used by the surfacing industry to reduce the use of virgin materials. Other **sustainable construction materials** on market such as Recycled Crushed Concrete.
- **Women in Leadership** program
- National **Climate Conscious Planning** System Campaign
- **Tasmania Statement**
- **Circular economies** repurposing waste and refinement of supply chains
- Best practice **organics processing facility**, and a **man made wetland**, processing landfill for irrigation.
- **ESG reporting** for larger organisations
- **Marine pollution prevention** and reduction, as well as preserving, protecting, and **conserving priority natural and cultural assets** as outlined in the Regional Strategies

*"Where are we now ? &
Where do we want to be?"*

Perceived Current State

Stakeholder perceptions on:

- Capabilities
- Motivations
- Opportunities
- Risks & Challenges
- Skills & Expertise

CURRENT STATE: PERCEIVED CAPABILITIES

During the second activity, attendees expressed their perceptions on what **Tasmania's main capabilities** were. Emerging themes in order of the most recurrence were:

Theme	Summarised detail
Size of state	<ul style="list-style-type: none">• Ease of collaboration both horizontally and vertically• More efficient process when rolling out new projects• Focussed supply chains due to isolation allows for ease of ESG procurement initiative facilitation.
Renewables	<ul style="list-style-type: none">• Energy capabilities due to existing hydro and wind power• Opportunity to attract and supply high energy usage customers
Natural resources & stable climate	<ul style="list-style-type: none">• Perception of access to natural resources and a stable, cooler climate• Clean air, unique species, natural values, productive land and clean water
Skilled workforce & specialist expertise	<ul style="list-style-type: none">• Skilled and adaptable workforce, including migrants and youth• Expertise including Tasmanian Aboriginal community, NRMs, UTAS, Antarctic specialists, seaweed project specialists, agriculture and the community sector
Self sufficient & innovative	<ul style="list-style-type: none">• Innovative thinkers, self sufficient, problem solving• Creates environment for business incubation and state wide success
Community minded	<ul style="list-style-type: none">• Strong sense of community and support in regional communities• Strong community interest in sustainability
Land & forest management	<ul style="list-style-type: none">• Agricultural production, land management, forest management, food security, export opportunities.• High quality ACCUs and carbon capture
Arts & culture	<ul style="list-style-type: none">• Thriving arts and culture, complementing tourism capabilities
Brand & lifestyle	<ul style="list-style-type: none">• Tasmanian brand and the Tasmanian lifestyle – able to be leveraged for other opportunities.

CURRENT STATE: PERCEIVED MOTIVATIONS

Attendees expressed their perceptions on what **Tasmania's main motivations** were. Emerging themes in order of the most recurrence were:

Theme	Summarised detail
Leveraging & protecting Tasmanian brand	<ul style="list-style-type: none">• Enhance tourism industry and create opportunities for individual entities to market themselves as sustainable business partners to win work.• Attracts residents with skills and expertise
Improve health & quality of life	<ul style="list-style-type: none">• Through better climate, natural, economic, and social environment• Simpler lifestyle and more opportunities for an active and healthy community
Job creation & economic return	<ul style="list-style-type: none">• Through continual trade development, economic security & sustainable development• Circular economy initiatives key to success of this.
Tasmanian mentality, lifestyle & community	<ul style="list-style-type: none">• Continual improvement• Keeping relaxed lifestyle and close sense of community & connection to place
Climate change mitigation	<ul style="list-style-type: none">• Reducing threats such as warming temperatures, bush fire threats & coastal inundation through emissions reduction and capture strategies• Through evidenced based decision making and incentivisation
Environmental stewardship	<ul style="list-style-type: none">• Motivated by pride in natural values and inherent value for the environment• Understanding need for fresh water, biodiversity and reduction of waste to protect quality of life and the environment
Social equity	<ul style="list-style-type: none">• Sustainability strategy that considers all demographics and aims for equity through all decision making• Fostering intergenerational equity
Future generations	<ul style="list-style-type: none">• Better lifestyle and opportunities for Tasmania's future generations
Leadership	<ul style="list-style-type: none">• Tasmania to be seen as a national and global leader in sustainable development, increasing public recognition
Regulation and targets	<ul style="list-style-type: none">• Net zero, emissions mandates, and mature & responsible government policies

CURRENT STATE: PERCEIVED OPPORTUNITIES

Attendees expressed their perceptions on what **Tasmania’s main opportunities** were. Emerging themes in order of the most recurrence were:

Theme	Summarised detail
Collaboration	<ul style="list-style-type: none">• Knowledge and resource sharing to facilitate circular economy initiatives• Cross industry collaboration• Collaborative mapping of gaps and opportunities
Circular economies	<ul style="list-style-type: none">• Container Deposit Scheme key leadership piece to stimulate similar projects in this space• Sewage and resource recovery centres• State-contained/ESG procurement where possible• Best practice advice provided for businesses participating in waste and supply chain management and incentives to reward the right behaviour. Educational programs to change mindset around ‘waste’ to ‘resource’
Existing natural resources	<ul style="list-style-type: none">• Air quality, forest, water access, and future facing minerals used in electric vehicle manufacturing• Nature based solutions, environmental and carbon markets, emissions reduction projects
Brand	<ul style="list-style-type: none">• Communicating benefits of Tasmanian lifestyle as a way to grow skilled labour and expertise• Use of clean, green brand to leverage sustainable business opportunities and trial novel solutions
Small business	<ul style="list-style-type: none">• Foster healthy ecosystem of collaborative, resource sharing, small business• Leverage entrepreneurship, innovation, and changeability of small business• ESG, sustainability and carbon services that are more tailored to small business
Tourism	<ul style="list-style-type: none">• Leveraging culture, regenerative agriculture, regionality, environment, adventure, older tourists, history, gastronomy, natural beauty, and primary products• Emphasis on place based tourism, showcasing local artists and performers.• Leverage growing population and cooler climate
Better metrics for success	<ul style="list-style-type: none">• Long term planning, visions, and targets• Easily adoptable frameworks that are inclusive of all• High ESG standards with government guidance and alignment with industry approaches to better practice
Investment	<ul style="list-style-type: none">• Funding to support climate solutions, emissions reductions, natural resource management, enterprise, not for profits, and open up more markets
Size of state	<ul style="list-style-type: none">• Pilot ideas and trial an incubator solution approach• Creates opportunities for collaboration, localisation, ease of change, and fast decision making.
Future Generations	<ul style="list-style-type: none">• Training, upskilling, engaging and empowering future generations.• Investment in early childhood development and access for all demographics

CURRENT STATE: PERCEIVED RISKS & CHALLENGES

Attendees expressed their perceptions on what **Tasmania's main risks and challenges** were. Emerging themes in order of the most recurrence were:

Theme	Summarised detail
Education	<ul style="list-style-type: none">• Low literacy, numeracy, and health education levels, reducing opportunities for locals and imposing reliance on interstate resources.• Lack of sustainability education and understanding, resulting in mistrust and misconceptions. Short term climate modelling.• Weak vocational training sector• Education system unattractive to professional working families, reducing retention of skilled professionals and experts• Limited tertiary courses and a lack of key biological and chemical knowledge.
Disorganised approach	<ul style="list-style-type: none">• Lack of unity in approach from government and industry, and a fractured and inefficient local government system• Regulatory system outdated and unresponsive, often failing to facilitate or incentivise best practice.• Silo thinking and actions and short term strategies.
Under skilled/resourced work force	<ul style="list-style-type: none">• Low levels and a gap in young professionals, paired with a competitive labour market and loss of skill with aging work force.• Limited employment and career progression opportunities• Lack of investment in developing local talent and untapped skilled migrants.• Volunteerism
Inequality	<ul style="list-style-type: none">• Increased vulnerability – homelessness, air pollution, heat stress, mental health and wellbeing, and low literacy and numeracy rates.• Population movement increasing divide between demographics – significant social disadvantage seen in outer suburban areas, caught in vicious cycles• Low wages and high cost of living – equality must be considered in sustainable development initiatives• Housing
Resource allocation & trade offs	<ul style="list-style-type: none">• Discourse over which interest should be prioritised concerning many areas – natural resource management, funding/investment, policies, projects, targets, environmental issues & solutions.• Conservative attitudes and fear of losers in policy, slowing action and resulting in a failure to act
Infrastructure	<ul style="list-style-type: none">• Aging and lack of infrastructure surrounding: suitable and affordable housing, regional internet and mobile service, public transport, cycle and walking pathways, freight, recycling and waste, and generally sustainably built infrastructure.
Engagement	<ul style="list-style-type: none">• Inclusively engaging everyone in decision making• Lack of engagement regarding participation in sustainability initiatives, catalysed by the associated difficulty, time, and costs associated.
Inconsistent leadership & changing political environment	<ul style="list-style-type: none">• Inconsistent public leadership around sustainability policies and programs.• Government policies and programs biased by overly influential groups• Changing political environment creating policy, program, and funding instability.

CURRENT STATE: PERCEIVED SKILLS & EXPERTISE

Attendees expressed their perceptions on what **Tasmania's main risks and challenges** were. Emerging themes in order of the most recurrence were:

Theme	Summarised detail
Climate and Natural Resources	<ul style="list-style-type: none">• Climate, marine, Antarctic, agricultural and aquacultural, and environmental science• Tasmanian Aboriginal knowledge, natural resource management and sustainability committees within industry• CSIRO, IMAS, and UTAS
Agriculture and Aquaculture	<ul style="list-style-type: none">• Intergenerational knowledge and skilled farmers• Modern, sustainable and regenerative farming• Food production
Academia	<ul style="list-style-type: none">• Academic leadership and R&D skills• CSIRO, IMAS, UTAS, Menzies
Trade, maker and engineering expertise	<ul style="list-style-type: none">• Uniquely skilled designers, engineers, creators, and tradespeople• Technical and advanced manufacturing to assist with circular economy projects• Road works expertise
Innovation	<ul style="list-style-type: none">• Creative and innovative in development of businesses and cost effective solutions• Maritime and aquacultural projects
Connectivity	<ul style="list-style-type: none">• Connection to community, nature, and country.• Inclusiveness and collaboration
Social sustainability	<ul style="list-style-type: none">• Expertise around health and wellbeing• Social outcomes, resources and sustainability
Arts & culture	<ul style="list-style-type: none">• Local designers, artists and creators• Cultural experience knowledge and expertise
Renewables	<ul style="list-style-type: none">• Renewable energy and electrification of the economy
Business Environment	<ul style="list-style-type: none">• Established businesses with the capital to invest, as well as the rise of small businesses and entrepreneurs
Circular economy	<ul style="list-style-type: none">• Circular economy solutions and projects, and the technology to execute them
International students & migrants	<ul style="list-style-type: none">• Underutilised migrant professionals and international students

United Nations Sustainable Development Goals

PESRAC recommended the SDG's as the basis for a Tasmanian Sustainable Development vision, framework and strategy.

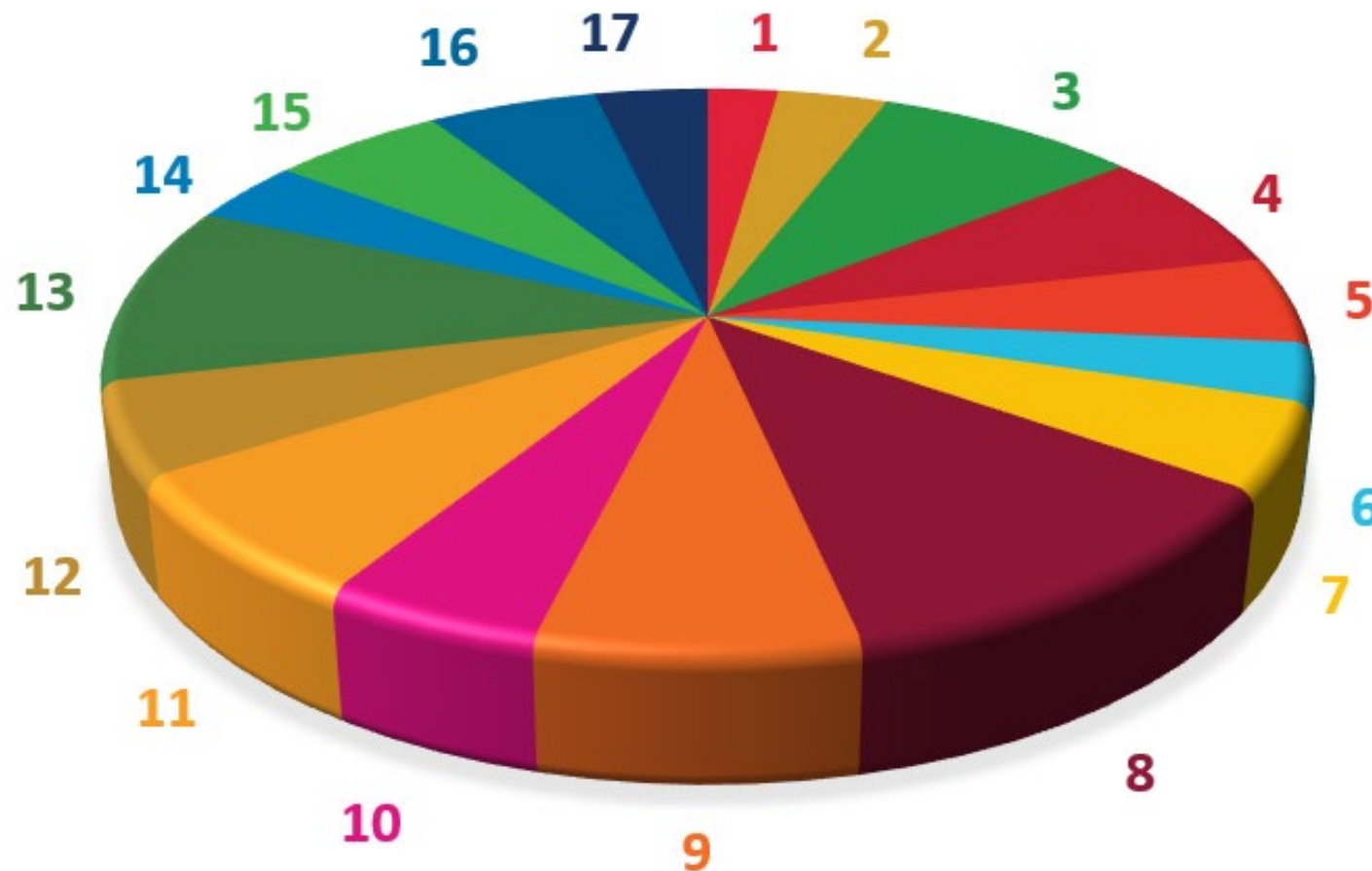
Our workshops used the SDG's as a starting point for stakeholder consultation, but acknowledged and explored the idea of various other potentially suitable frameworks as being available.



Current perceived contribution & alignment to SDGs

During the third activity, **stakeholders mapped their organisations and initiatives to the SDGs** they assessed themselves to be aligned with or making contributions towards.

As shown in the pie chart, some goals, such as Decent Work and Economic Growth (SDG 8), were comprehensively covered by the participating stakeholders. There were other goals which, despite being related to systemic and wide reaching issues, garnered few contributions – as is observed with SDG 1, No Poverty. As requested, subsequent slides detail specific commentary from stakeholders, illustrating their self-assessed alignments and contribution to each SDG. It was noted, however, that stakeholders were not particularly confident in determining where their activities aligned, indicating a lack of knowledge in relation to sustainable development, or the SDGs. In these circumstances, KPMG remapped stakeholder submissions to the correct goal.



SDG Mapping

Stakeholders were tasked with mapping their organisations' alignments and contributions to United Nations' Sustainable Development Goals. The results have been grouped by each SDG, showing each organisations response.



Child and youth wellbeing strategy
Vision for what children and young people require to grow and thrive



High quality aged care services ensuring elderly Tasmanians are looked after



Advocacy, consultation and sector support



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Providing support to students to afford education.
Modern slavery statement and action plan that includes supply chain considerations.



Opportunity: to pay for work relative to cost of living. Even within the state service, band 1 is problematic



Australian Institute of Architects

Promoting development of low income and affordable housing models through policy, advocacy & members.



Facilitating access to mainstream support services.
Barrier: access to funding



Strategic Regional Plan focuses on wealth creation opportunities and wealth distribution



Running projects to teach life skills, providing programs to address food security, and sponsoring educational scholarships to local female students

SDG Mapping



Research bid for ARC industrial training and teaching, consortium on healthy food for health and aged care.



Providing migrants with community gardens and education surrounding Tasmanian climate and what can be grown here, as well as nutrition workshops.



Advocating for Launceston gastronomy food justice. Tascanteen school lunch program



Implementing a community garden approach and developing an edible campus strategy. Gathering data on food insecurity of students and staff.
Opportunity: vending machines in Tasmania that are capability of providing healthy, fresh food.



NRE: Agricultural & biosecurity policy and management development. Agricultural Precinct project. Collaboration with partners on innovation and food production



Promote practice change in agricultural production.



Trawmanna Cultural Precinct features a market garden and models farming practices



Leading projects to plant food in community and public spaces



Initiatives revolved around feeding the hungry.



Greening Launceston: Advocating for more community gardens, allowing community members in need to pick free fruit and veg



Implementing sustainable agriculture and seafood initiatives



PHWAC: Advice and recommendations to DPAC.



Assisting with movement from low to high yield agriculture operations



Input to food security provider network and food security strategy.



Delivering food and nutrition to aged care services
Opportunity: Increased meal allowance for meals on wheels etc.



Breakfast clubs, kitchen gardens, and lunch pilots



DPFEM: Conducting work with agencies regarding at risk children



Provide food security through food relief and food resilience strategy



OCG: Improving agricultural capacity, capability, and productivity



Providing for agricultural and rural industry through new planning schemes and old state policy



Provide more recycled water for food production.
Barrier: Cost due to scale and lack of users prevents provision of recycled water for food provision

SDG Mapping



- Mental health literacy and education campaign, and building community capacity
- **Opportunity:** State-wide stigma reduction program
- **Opportunity:** Establish regional youth networks for holistic coordination and shared care plans across youth services
- **Opportunity:** Increased focus on access and equity for regional and rural towns.



Provide for public and recreation space. Improve outcomes, policy, cross division action, measure outcomes, and review prescriptions.



- New Directions program focusing on maternal and child health
- Support around youth mental health and family violence
- Integrated care team assisting health system navigation, access to specialists, and transport to services.
- Drug and alcohol educators and provision of alcohol and other drugs resource library
- Lifestyle and Mind Balance program around health, wellness, nutrition and cooking
- Tazreach Health Services providing assistance in accessing specialists.
- Aged care packages supporting the aged to remain in their own homes
- **Barrier:** lack of vehicles to provide sufficient access assistance



Services supporting migrants with access to health care, vaccinations, torture and trauma counselling, suicide prevention activities, mental health workshops, and support groups



- Healthcare system sustainability program includes health/climate cobenefits measurement. Also evaluates impacts of an improved climate/environment on healthcare.
- Work around health impacts of bushfires, as well as physical activity, active transport, public transport, and chronic disease prevention.
- **Opportunity:** Green prescribing – use of natural environment as a therapeutic option. Social and commercial determinants of health – ie, impacts of gambling/pokies, fast food, sugar, and sweetened beverages)



- **DoE:** Child and student wellbeing strategy
- **DoJ:** Healthy and safe buildings
- **DoH:** Healthy Tasmanians Strategic Plan 2022-26 – focuses on preventative health and wellbeing and inclusive climate change.
- **DPFEM:** Work and other agencies to target elder abuse. Invest to ensure mental health and wellbeing.
- **NRE:** Planning policy for further health and wellbeing
- **PHWAC:** Advise around health and wellbeing to DPAC



- Child and youth wellbeing strategy with a broad definition of wellbeing.
- Promotion and monitoring of Tas child youth wellbeing framework and strategy.
- Monitoring, research and listening to children and advocacy around child wellbeing in Tas.
- **Opportunity:** Greater wellbeing focus in decision making



- Running the Tasmanian Project and the Wellbeing Framework project
- Developing our own internal wellbeing framework
- Supporting physical activity efforts
- Sustainable transport strategy focuses on active transport
- Climate Resilience Network Tasmania – network of GPs, psychologists, and psychiatrists who are climate trained
- Rural clinical school is training rural doctors
- **Opportunity:** Amend health risks due to inaction and climate crisis

SDG Mapping



Providing clinical aged care and allied health services across Tasmania
Barrier: Shortage of staff to ensure quality service delivery



Wellbeing and investment for employees



Through supporting environmental groups, help people get out and active and included in their communities



Providing health and wellbeing services throughout the state



Mental health and wellbeing program



Connecting young people with support services and guidance to assist with wellbeing and health for work and pathways to work



Industry wide EAP governing all employees and licenced participants



Encouraging people to connect with nature and forests



Providing opportunities for the community to engage in an active and healthy lifestyle



Businesses with initiatives such as 2.5% of profits towards fun fund.



Enabling healthy, active and connected lifestyles through sport



Proactive approach to safety and mental health



Brand Tasmania: Little Tasmanian project



Creating healthy Tasmanians through resources to educate Tasmanians around healthy eating.
Providing education around the link between eating healthy and mental health/wellbeing.



Providing education around growing food
Promoting self care and advocating for environmental protection for good health.



Youth eye health screening program, skin cancer screening, and diabetes awareness



Barrier: Need more funding to align significantly



Providing entertainment and activities to the community



Providing informal and formal health and wellbeing learning and engagement to K-12, tertiary, and industry.



Community and health industry committee seeks to bring health and community organisations together to collaborate.



Improvement of wellbeing through drought resilience



Health and wellbeing considerations through the strategic regional plan.
People are at the heart of it.



Providing opportunities for outdoor activities and improving mental health



Making healthy meals available for people who spend time on the road.



Counting On U program – mental health support for members, clients and the public.

SDG Mapping



Opportunity: Highly regulated aged care sector requires ongoing education – need to improve education of our future work force



Strong commitment to high standards of education, CPD, and practice. Contribution to DoE through design.



Supporting young Australians to have confidence to seek pathways into jobs beyond school



- Supporting people to access education, helping people understand education system in Tasmania.
- Supporting communities, families, and individuals through cultural awareness training etc.



Education programs with industry sectors and schools focused on sustainability (smart food, sustainable agriculture)



Education and grad program
Opportunity: Skills education to support major infrastructure projects



Youth programs such as youth of the year, leo clubs, and leo of the year.



Providing informal and formal learning and engagement to K-12, tertiary, and industry. Involvement in STEAM.



Advocating for educational standards improvement in Launceston



Early childhood education and care
Barriers: Lack of workforce, low pay and undervalued



High Vis Army program, WDP Skills TAS, TasTAFE program, and funding training through industry projects



Providing education, particularly around history, equality, climate and renewables.



Tasmanian ideas lab – yr 9 – 10 work studies curriculum.



Teaching leadership through sport, and enabling fit and healthy kids to learn faster



Regional Futures Plan: education, skills, attracting workers, supporting key industries and member councils



Monitoring data, listening to children, protecting the rights and wellbeing of children



Child and schooling early childhood program & learner driver mentoring program
Barrier: in need of more vehicles, preferably electric



Promoting education opportunities for employees



Pathway to employment programs for youth that need it.



Supporting employees to undertake further education

SDG Mapping



- Re-orienting curriculum to Tasmanian distinctiveness
- Getting certified for courses such as PRME (principles for responsible management education)
- Translating research into teaching and training, which is particularly relevant to Tas
- Offering diploma of sustainable living and a major in sustainability
- Times higher education reporting for universities
- Offering more courses start to finish at Cradle Coast UTAS campus



DoE:

- Australian curriculum and cross curriculum is prioritising sustainability
- Early learning strategies – birth to 5 years
- Yr 9-12 TASC, vocation learning and career education
- Strategic plan around access and participation
- Fairer funding model
- Learners first strategic plan – working together for 3 year olds – approach to school environment

DoH & DSG: Adult learning strategy

DPFEM: Partnerships with UTAS, post grad scholarships

OCG: Promote business investors with skilled labour and training

DSG:

- Jobs Tas – enables linking jobs to the unemployed
- Education skills Tasmania – TasTAFE
- **Opportunity:** to connect into new and emergin gsectors, align skills development with sustainability goals, and integrate sustainability into VET
- **Barrier:** Resources, adjustment of existing training, teacher training, time, building knowledge with providers.



Providing education to the construction industry. Beginning to provide sustainable construction education, though uptake is limited due to **barriers** such as opportunity costs of time and money, as well as general acceptance of current practice, which costs less and is already understood.



Working with industry on education to develop skills pathways in technology



Providing scholarships and internships



Supports industry training programs, employee training and continuous education



Tourism operators contributing to and funding programs to educate regional areas



Training and skills in tourism and hospitality – offering affordable and accessible training



SERDA: VET training and workforce development



Apprenticeships for the transport industry
Opportunity: Reducing costs related to obtaining very costly licences for apprentices and new starters in the bus and truck industry

SDG Mapping



Aged care employs mostly women
Barrier: Non clinical staff are underpaid & we need to attract more men



Australian Institute of Architects

Strong policy commitment to gender equality at all levels in the profession



Research and advocacy to influence policy and legislation re: gender equality and family violence



Promote and develop women in leadership through sport and inclusion of transgender kids and adults in sports



Supporting pipeline of women in leadership council



Women in civil program



Providing many opportunities to women in arts



Inclusive learning and engagement opportunities



> 50% women at board and senior exec level



Diverse views, gender equality in participation in strategic planning, vision, and target setting



Economic inclusion in strategic plan



Diversity and inclusion strategy



Diversity and inclusion plan, and board diversity



Providing education around gender equality



Inclusion strategy



Supporting schools and other education providers to understand the needs of migrants



Opportunity: Focus on equal opportunities for all – especially for women in engineering and construction.



DEI plan: includes 40:40:20 leadership goal and various other initiatives to advance gender equality



Providing opportunities for women in sport



- Continual board review to ensure gender equality.
- Biannual event promoting female leadership



Support member advocacy such as gender equality, women's health, shelters, FDV services etc.



Focusing on gender equality within organisations. Parental leave policy



Promoting the employment of women in operational roles



Improving inclusion and diversity amongst member companies



Developing a women in leadership program for the hospitality industry



SERDA: Support women in non-traditional roles



Tasmanian Government

DoE: Inclusive language guidelines & a high proportion of women in leadership

DoJ: Interagency work to recognise gender registration amendments and change of gender etc
Opportunity: Better ways to support women in business in Tas, through story sharing, celebration and growth.

DoC/DoJ: Family violence prevention policies, services and law reform

DPFEM: Ensuring government targets for senior executive positions are met

NRE: Rural women's awards

OCG: Gender diversity and inclusion policy

DSG: Sector strategies such as manufacturing to support and encourage women into non-traditional roles. Driving gender diversity initiatives in mining and forestry sectors
Opportunity: Work more actively with industry and groups

Barrier: Channing attitudes and access at school levels.



Tourism Tasmania

- Equality at all levels including management and executive.
- Gender equality goals set by the Tourism Council
- Programs are underway to improve representation of women on boards and in senior leadership positions



UNIVERSITY of TASMANIA

Gender balance focus and requirement from Uni Council to Management Group.



Working with women and men to get more women in the industry

Barrier: Gender bias – need programs to address this

SDG Mapping

6 CLEAN WATER AND SANITATION



Introducing water filtration to remove chemicals from water so it is safe to be poured down the drain



Promote water quality and push for catchment management and clean waterways



Catchment and river health initiatives contribute to drinking water quality



Advocacy on Taswater to perform



- Provide drinking water and sanitation in Tasmania
- **Opportunity:** Better compliance for sewage
- **Opportunity:** Recycle water and biosolids use
- **Barrier:** cost for emerging contaminants



Sponsoring projects in South Pacific countries to provide water tanks and sanitation after tsunami



Opportunity: water recycling at a community level to reduce dependency on Tas Water



Opportunity: Sewage management
Opportunity: Water security



Water reclamation processes on tracks



- Comply with relevant regulations and legislation
- Risk appetite statement that includes zero appetite for environmental harm such as stormwater run off, trade waste etc.



DoH: Act and regulations around water. Also have an environment health unit with guidelines and resources.

DoJ: Safe sanitation of buildings and associated infrastructure.

NRE:

- Rural water use strategy and river health work
- Rural water round table
- Contributes to policy/management of inland and freshwater resources



- Water quality improvement planning across catchments
- River health action plan – incentive grants for improved catchment management in Tamar estuary and Esk Rivers catchment



- Aquatic environment program
- Eel migration investment
- **Opportunity:** Freshwater resources (biodiversity values): it would be great if Tas Gov could adopt clear objectives and targets for this.



Constant advocacy for improvements to Tamar estuary health.



Recycling waste from water treatment



- Water quality environmental protection policy, WQOs, PEVs.
- Managed sewage plants, regulated water, and incident response

SDG Mapping

7 AFFORDABLE AND CLEAN ENERGY



Opportunity: Focus on renewables as an industry in its own right and an enabler for other sectors



Partnerships with wind and hydro sector to support sustainability outcomes – catchment management, species and land management



Supporting Aurora and TasNetworks



Partnership with Aurora & TasNetworks for energy consumers – pricing and energy mix advocacy

Opportunity: Greater support and involvement of government policy makers, eg, energy policy etc.



Sustainable forestry providing an abundance of feedstock for bioenergy biomass



Providing support to businesses to adapt clean energy



Motivation for renewable energy, pumped hydro, hydro generated power.



Barrier: Electric vehicles are a good step forward but recycling cars and trucks batteries when they die needs to be addressed.



Future energy hub



Hydro generation



Solar panels on shed roof



Integrated reporting



Co-Generation for electricity

Opportunity: Energy efficiency increase

Opportunity: More co-generation, more partner co-digestion

Barrier: Lack of resourcing prevents energy efficiency increase

Barrier: Cost and scale



Opportunity: Aged care would be well suited to solar energy



Strong commitment to sustainability in design and responsible development – aim for all new buildings to be low draw

Opportunity: All new buildings to be low draw



- Centre for Renewable Energy and Power Systems (CREPS)
- Partner with Hydro, TasNetworks and others for research
- Deploying PV systems
- Blue Economy CRC



DoH: Mandated energy efficiency standards for capital projects

DSG: Crumbed rubber recycling program – reuse of car tyres grant program

OCG: Promote development and use of renewable energy

RECFIT: Advancing our renewable energy capability through Tasmanian Renewable Energy Target, Tasmanian Renewable Energy Action Plan, and Tasmanian Renewable Hydrogen Action Plan



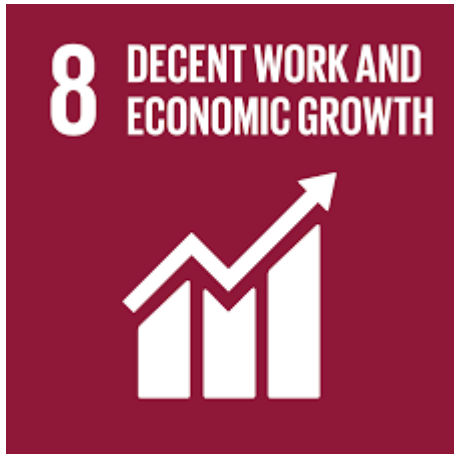
- Battery of the nation
- Tarraleah rebuild
- Pumped hydro
- Upgrading Bass Strait Islands renewables
- Upgrading West Coast Station

Opportunity: Renewable generation on island currently equals demand. Therefore, new development is needed to maintain 100% renewable status



- Facilitating connection of renewables to meet 200x renewable by 2040 target
- Sustainable pricing
- Electrification of transportation within organisation and EV strategy to enable action for Tasmanians
- North West development
- Marinus Link
- Large scale renewables development
- Hydro generation hub strategy/planning


SDG Mapping




 **Opportunity:** Workforce project focused on building capacity across mental health sector

 Skills workforce development through TasTafe programs.

 Chamber aims to make Launceston best place for business

 Industry in huge growth phase, increasing direct and indirect Tasmanian job opportunities

 Providing work for the arts community and STEAM.



Encourage business opportunities

Barrier: lack of access to obtaining driver's licences to get to work, and a lack of housing holding back population growth



Equal opportunity employment and recruitment systems



Advocacy to support skilled employers, lessen red tape, and ensure higher productivity.



Economic development – 2 key goals to increase wages and workforce participation

Barriers: education, connecting job seekers and employers, and investment



Developing small business and preparing young people for employment and future business ownership



Pathways for decent work and economic growth.



Creating jobs and policy development on tech related initiatives that will generate economic benefit.



Supporting business improvement by delivering capital investments efficiently & sustainably



Fermentation hub incubator providing new training, careers, businesses, and jobs

Opportunity: Build entrepreneur culture to allow multiple ways to support self.



Social enterprise café and catering business for migrants
Learn to drive program for migrants
Networking opportunities for migrants looking for work and supporting job applications



Barrier: Consistently raise the significant challenge of delivering lengthy complicated projects for low or insufficient funds



Opportunity: Aged care one of the largest growth sector in Tas and needs to be prioritised as an economic pillar

Barrier: Need better wages in the aged care sector – Tas govt lobby in Federal Court.



Opportunity: To activate Tasmanian development and provide new opportunities for all Tasmanians to participate through wealth creation



Sport industry jobs such as coaching, admin, development, and volunteer roles



Regional Futures Plan: education, skills, attracting workers, supporting key industries and member councils



Align the engineering and university sector, creating graduates ready to work



Advocacy for decent work, pay and conditions. Community Services Industry Plan.
Opportunity: Plan implementation, employment strategy to address workforce issues



Regional employment opportunities



Tarkine Eco Kelp Enterprise creating jobs in the NorthWest



Providing work to Tasmanians, especially in Regional areas.



Current model for employment of artists and performers is unsustainable and under resourced.

Opportunity: A well paid arts community would contribute to many other sectors, such as tourism, stimulating economic growth



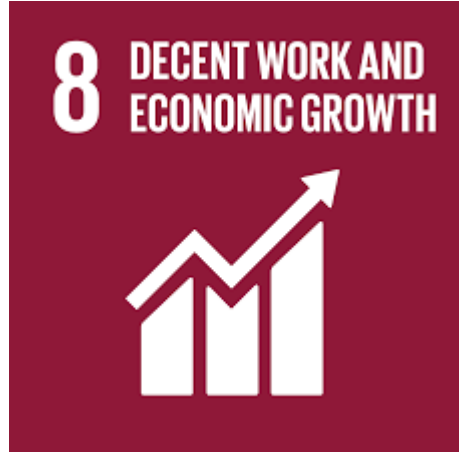
Through industry, activation in the entrepreneurial and start up space, as well as support for small business clients



Providing professional roles in regional areas



Barrier: Enabler of workforce participation but not valued or Tas funded – ie, subject to market forces. There is a lack of supply in regional areas.



DSG:

- Local procurement opportunities and local employment in construction
- Providing regulatory services and setting policy for productive mining sector
- Sectoral and brand development, as well as financial assistance and small business support through grant programs, loans, industry engagement, info, and access to best practice
- Indigenous tourism development support
- Science and tech industry – collaborating with science and tech
- Trade action plan, promoting Tas into target markets
- give info, advice, and assistance to business selling off-island
- support Tas brand
- New tech and practices, advanced manufacturing action plan
- Programs, info, business Tasmania service, business enterprise centres etc, conduit to businesses
- Employer of choice - integrate sustainability into award and use as exemplar
- **Opportunity:** Integrate sustainability into all programs including trade plans.
- **Opportunity:** Promote, research, develop, adopt in green tech and digital infrastructure
- **Opportunity:** Traceability tech and portal to support sustainability credentials
- **Opportunity:** Sustainability integrated into export and other awards
- **Opportunity:** Better work with manufacturing supply chain for big manufacturers and industries to adopt better practices
- **Opportunity:** Circular economy focus
- **Barrier:** skills, acceptance and knowledge, industry engagement, low or long ROI.
- **Barrier:** Barriers to tech adoption and lack of money.

Heritage Tasmania: Encouraging more labour intensive heritage trades provides very meaningful work.

Tourism Tasmania: Creating jobs in regional and city areas.



OCG: Promoting and facilitating job creation, and attracting investment & promoting economic growth

DoJ:

Worksafe programs & creating jobs and driving economic growth

Opportunity: Review how we will reach 2050 \$15bn exports target – what are the ESG costs?

DPFEM: Employer of choice – promoting healthy work practices.

NRE: AgriVision target to grow the farm gate value of agriculture to \$10bn by 2050



On ground investment and job creation – \$57-70m secured statewide for NRM initiatives, resulting in \$168 – 170m downstream economic activity



Disability Inclusion Action Plan



Promote flexible and family first work arrangements



Ensuring decent work through Responsible Procurement Standard, community partnership, workforce strategy, modern slavery, community benefits sharing, economic development plan for the NW region and Marinus link, and the Reflect Reconciliation Action Plan.



Providing safe, reliable, and efficient export supply chains for Tasmania's exporters, and supporting industries operating in regional areas.



Spread of workforce across regions, with a growth of recruitment from the North West



UNIVERSITY of TASMANIA

- Modern slavery statement and EBAs
- Embedding into supply chain assessment through procurement function
- Uni college focus on OEM training and supporting local industries
- Tas institute for Agriculture



Opportunity: Research opportunities into wellbeing economics and the caring economy - decent work in the care sector for an aging population



Operating business in regional areas to increase employment opportunities

Regular pay review to attract talent



Regional employment – around 1000 staff and contractors



Employer of around 900 Tasmanians with the **opportunity** to increase skills

Barrier: Upskilling workforce is hard due to aging workforce

SDG Mapping

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Working with industry to innovate via technology – ie, IOT.



Museums and galleries promote STEM/STEAM



Complying with low sulphur legislation and future proofing new vessels for 30 years with new fuel types



Encouraging and educating for ESG reporting with larger organisations



First dementia village in Aus – offers sustainable living for residents and takes them away from institutionalised care



Design excellence in public infrastructure promotes quality public places, construction employment, and innovative and sophisticated Tasmanian brand



Opportunity: for sporting structure innovation



Projects of regional importance and the Regional Futures Plan covering education, skills, worker attraction, key industry support, and member councils.



EMPCA regulatory framework around air, noise, and water



Collaboration, communication, and networking



Helping business deliver capital projects efficiently



Providing sport facilities and considering how to ensure they are built and run sustainably



Opportunity: Better collaboration with clients such as DSG, and early contractor engagement.



Providing services to support implementation



Promoting innovation, seeking improvement to entrepreneurial ecosystem, and advocating for improvements to city infrastructure to allow trade.



Arts culture and industry.

Key powerhouse for innovation.



Growing industry seeking innovative solutions to economic growth and sustainable development



Community Services Industry Plan – sustainability goals address workforce issues etc.



Industry development focus



Delivering a record infrastructure program for rail and terminals



Planning Institute Australia

Infrastructure provision and management in planning schemes.

Opportunity for policy development, funding mechanisms, and standard improvement



Queen Victoria Museum & Art Gallery

Key for showcasing innovation, supporting STEAM, and the arts and culture industry



Assist industry to drive wealth creation and knowledge sharing



Promote regional priority projects, industries, and innovation as a driver.

Barrier due to lack of innovation mindset.



Opportunity to use ships to be a SOA highway, improving access to mainland to move freight as well as visitors

Barrier caused by current freight equalisation program not being utilised enough

SDG Mapping

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Tasmanian Data Linkage Unit – research infrastructure

Physical activity, active transport, and public transport and chronic disease prevention

Opportunity for health, environment, and economy cobenefit of public transport infrastructure investment.



Assist businesses to access infrastructure and promote improvements

Promoting renewable energy



- **DoJ:**
Circular economy initiatives – Treasury TCCO
- Building resilience – climate resilience and efficient and healthy buildings

DSG: Crumbed rubber recycling program (reuse of car tyres) and green infrastructure buildings.

Heritage Tasmania: Opportunity to use maritime heritage (wreck sites) for dive tourism

NRE

- Irrigation infrastructure (Tas, Aus Gov, Tas Irrigation, and farmers) and sustainable irrigation development.
- Joint venture between Crown and UTAS for Tasmanian Institute of Agriculture and Agriculture Precinct in Launceston.

RECFIT:

- TRET – renewables target
- RECF – framework to guide the placement and development of renewables
- Project Marinus involvement
- Hydrology strategy

Barrier caused by mismatch between demand for renewable energy and opportunities to supply it – need to make choices between opportunities.



Advances in building and equipping current buildings with environmental infrastructure.

Electric buses at Cradle Mountain

Road investment on East Coast based around visitor volume

Opportunities for safe roads and regional mobile coverage and internet connectivity



Domestic wood processing and engineered wood products



Utility with significant capital program

Opportunity to implement circular economy principles and use material to lower GHGs

Barrier caused by cost and lack of expertise



New campuses meet leading sustainable outcomes

Supporting innovation hub

Establish UTAS Holdings to support emerging Tasmanian businesses

All new builds are solar ready

30% reduction in embodied carbon in new buildings

Conducting research on the environmental sustainability of businesses

SDG Mapping



DoC: Aboriginal employment opportunities under closing the gap

DoH: food security initiatives supported by public health (partnerships, grants, information and resources)

DoJ: Diversity and inclusion policies in recruitment, & anti-discrimination

DSG: indigenous tourism development support

DPAC: Aboriginal employment opportunities under closing the gap

NRE: Aboriginal employment opportunities under closing the gap, connection to country, and Tas wilderness world heritage projects providing aboriginal people with access to cultural lands

PHWAC: Advise DPAC on health impacts, SDoH and commercial DoG



Provide services for aging Tasmanians
Opportunity to focus on the benefits older Tasmanians bring to the state. They are not a burden but a contributor to job sharing and volunteering etc



Strong policy on inclusion and commitment to equality within the profession



Building more productive relationships with Tasmanian Aboriginal community groups



Inclusive Regional Futures Plan



Economic inclusion



Promoting women in automotive



Reconciliation Action Plan



Gender, racial and all abilities inclusion through sport



Assisting migrants and new Tasmanians with work opportunities



Women in tech programs



Diversity policy



Role of clubs in providing opportunities and assistance to disadvantaged kids.



Connect industry to young people in local schools and communities, enabling more localised employment. Reducing inequality



Diversity, equity & inclusion plan focused on reducing inequities with initial focus on women, people with disability, and first nations people



Providing opportunities to regional areas and providing high salaries and pathways



Advocacy for women's rights and access to educational opportunities, and fundraising for NW regional hospitals for medical aids and equipment



Connection to culture & heritage, cultural tours 'on country', indigenous art gallery

Barrier: Conflict



Opportunity: to grow footprint across Tasmania



Advocate through considered awareness and projects which stimulate education, dialogue, innovations and recognition



Advocacy and support on behalf of members, community submission, and research/reports. Eg, human rights act advocacy



Cultural awareness training and advocacy to access mainstream services

Programs supporting migrants with access to employment and education, for example, social enterprise café and catering business.



Pathways work for education through TSBE, TasTAfe etc. Existing collaboration between St Giles, Ferment Tas and Harvest Market training those in disability seeker to find meaningful work



Museums and culture are supportive of diversity, and provide education relating to it.



Provide financial support programs for low socio-economic backgrounds etc, and support a global focus and bringing international students in.
Opportunity to fund LGBTQIA+ people.



Tourism Tasmania

Providing opportunities for all genders, ages, abilities, and indigenous Tasmanians.



Connect industry to young people in local schools and communities, enabling more localised employment

SDG Mapping

11 SUSTAINABLE CITIES AND COMMUNITIES



Provides safe housing for elderly Tasmanians. Residential care, retirement villages, ILVs and also the ability to stay at home. With 25% of Tasmanians being aged 65+ by 2030, need to ensure aging well community infrastructure



Forefront of the burgeoning of healthy, innovative and sustainable cities, towns and communities



Collaborative carbon offset program between Harvest Market, UTAS TSBE, NRM North and Farmers



Promote and work for biodiversity in urban areas and benefits



Asset management practices



Physical activity, active transport and public transport and chronic disease prevention



Connecting renewable energy industry with community. Regional Futures Plan.



Circular economy, **barriers** caused by expertise and resources



Supporting industry with sustainable waste options



Brand Tasmania: Placemaking partnerships with local councils



Barrier: due to red tape and expenses when attracting skilled migrants to Australia



Hub for agriculture and water in the North



Creating local solutions to food security and encouraging circular food economies



Aboriginal heritage engagement strategy, and working on partnerships with local Aboriginal communities



Align with sustainable development, **barrier** due to state policies holding things back.



Provide affordable housing to allow for home stability & better cash flow for essentials in the home. Housing in areas that have schools, medical facilities, bus routes etc.



building community facilities - BBQs and exercise equipment and providing disaster relief after natural disasters



Thriving arts and culture community key to holistic sustainable cities and communities



Relevant informal and formal learning and engagement offerings, as well as involvement in STEAM



Safe, reliable and resilient electricity supply to all communities. Community partnerships in all regions and collaboration with industry, customers, partners, stakeholders.



Support Your Town initiative



Policy & rest areas for road safety. **Opportunity** to build roads using high quality, local, and low emissions materials.



DoE: High standards for vehicle fleet

DoH: Global green and healthy hospitals network – expansion of membership to cover dept focus on leadership, waste, buildings and fleet

Opportunity to develop specifications to support green and healthy hospital design and construction.

DoJ: Sustainable accessible building regulation

DSG: Planning controls for protecting natural areas or developing sustainably. Residential land rebate and ancillary dwelling program. Hobart city deal seeking to improve liveability and public transport. Crumbed rubber recycling program – reuse of car tyres grant program.

Opportunity for better integration of transport, infrastructure and land use planning.

DPAC: Disaster resilience strategy, coastal inundation, drought resilience

DPFEM: Community protection plans and initiatives to support PT and active transport.

PHWAC: Built environment that removes barriers to healthy lifestyles

RECFIT: Reduction in transport emissions and building climate resilience, directed by Sectoral Emissions Reduction and Resilience Plans and Tasmania's next Climate Change Action Plan

RMPS: Impact on sustainability of cities

THS South: Royal Hobart Hospital sustainability committee

Tourism Tas: Contribute to sustainable cities and communities through ecotourism. **Opportunity** for affordable housing.



Repurposing old campuses with world leading new sustainable developments and reinvigorating parts of the main CBD. Focus on sustainable transport, energy efficiency, waste management, resource recovery, and reduced up front carbon etc.

SDG Mapping

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Brand Tasmania: procurement of Tasmanian made merchandise



Opportunity: Recycling sporting equipment and developing equipment from waste.



Promote circular economy and waste reduction/management



Promoting waste education in schools



Events industry working towards zero waste, phasing out single use plastic, THA waste audit.



aged care service providers are currently focusing on how to repurpose community stockpile PPE that is unuseable



FermenTas Hub build on circular economic model



Circular economy working group and project to map ecosystem gaps and opportunities to inform future work



Sustainable forestry



Price on water leads to greater efficiency



Resource recovery centres – **barriers** are cost and scale



Commitment to paperless trade



Improving technology and processes/systems to reduce power requirements both vessels and land based



Barrier: Need government procurement to change to accept products that are sustainable and pay the right price.



No food waste strategies, We Love Leftovers campaign, and promoting Tas producers/produce and sustainable farming practices.



Providing services to support this



Opportunity for Housing/homelessness collaborative MH/employment/education/housing program



Circular economy implementation and waste to landfill reduction targets. **Barrier** to CE implementation due to cost and lack of expertise.



SERDA: ingle use plastics with Sorell Council, CCC.



Developing an organic waste strategy for the Tas Hospitality Industry.



Encourage/lobby for mine tyres to be recycled in to road base material



Climate friendly travel by 2025. **Barrier** as businesses not funded or set up or educated on ESG, supply chains and waste management



Looking at strategies to reduce waste from the health care industry. EG, moving back towards sterilising etc.



Analysing sustainability of supply chain and seeking practical solutions



DSG:

- Crumbed rubber recycling program
- Circular economy for transport and infrastructure waste
- **Opportunities:**
 - Set rules for mining operations relevant to community expectations.
 - Road design specifications that allow for recycled materials in construction
 - Crumbed rubber plant and funding for industry to use crumbed rubber in roads.

NRE:

- Introduction of CRS, waste levy, and waste infrastructure funding
- Container refund scheme
- Rec Fishing Strategy - promotes responsible fishing
- Wild fish plans - eg, rock lobster promotes sustainable production

OCG:

- Recycling and CE investment and promotion
- Renewable energy and hydrogen investment

PHWAC

Advice and recommendations to DPAC food sustainability and healthy food access

THS South: RHH sustainability committee



Healthy system sustainability program (research) to reduce environmental impact of healthcare. Reducing overconsumption and overuse of health care.



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Modern Slavery Statement, sustainable procurement policy, membership of Australian Universities Procurement Network for modern slavery risk. Circular economy focus – reused gas pipes as pilings, reconophalt for carparks etc.

SDG Mapping



Listening to and promoting views of children and young people on climate change and environment



Implemented green policies across a large number of aged care facilities



Tasmanian Forest Products Association

urgent action to combat climate change - not deforesting, leading countries who do so to a sustainable forestry model



Opportunities to trial hydrogen and reduce diesel use through trial of hydrogen trucks, EVs, & underground design changes



waste tyres to be used for renewables & lobbying government for emissions mandate.



ESG reporting models & climate change and financial reporting guide 20/21

Industry level advocacy of natural capital reporting



Programs to address food security, carbon sequestration, healing the land with native planting. Have also adopted SDGs as org. framework



Opportunities to source raw material locally and alter specifications matched to what is locally available



Relevant informal and formal learning and engagement areas K-12, tertiary, and industry. Involvement in STEAM.



ACOSS (National body) advocacy, support and promotion in Tas. **Opportunity** for funded climate action/support



Aviation industry addressing carbon emissions



Providing services to address this



National campaign climate action & policy and regulatory tools

Opportunity: New policy to reflect current science and improve regulatory tools. Build back better



IMO regulations to face reduction in high emission fuels



Championing sustainable design, responsible development & cohesive sustainable communities through design strategy



Industry blue print currently being developed plans to set a 2027 carbon neutrality target.

SDG Mapping



Promote practice change in climate initiative. Carbon and biodiversity markets, and circular economy



To grow in alignment we need a state framework



Providing relevant education and awareness.



Climate change statement with actions, as well as climate change strategy and renewable development.



Ministers statement of expectations and statement of intent re: consideration of climate change in regulatory decisions



UNIVERSITY of TASMANIA

- Strong research focus, IPCC authors, climate futures
- certified carbon neutral across all 3 scopes
- climate focus in teaching
- full divestment from fossil fuel investments
- carbon neutral certification since 2016
- curious climate schools program
- Low carbon building promoting community environmental sustainability



Sustainable forestry & net carbon sequesterers and produce ACCUs to help others abate. Reporting CO2e emissions accounting for all 3 scopes.



Researching zero emission locomotive technology options such as HFC and battery. Encouraging modal shift from road to rail – lower CO2e.



DOH: Health sustainability taskforce - to establish environmentally responsible practices within healthcare, and initiatives to support people moving - active transport

DPFEM: Electric vehicles including fire trucks

DSG:

- Crumbed rubber recycling program - reuse of car tyres grant program
- Transport emissions - stamp duty waiver for EV's

Opportunity: Modern, carbon efficient bus replacement program

Heritage: Conservation of existing building stock helps lock in carbon, rather than making new concrete at a cost to the environment

PHWAC: Advice and recommendations to PC re: impacts of climate on health and wellbeing

RECFIT:

- Supporting business, industry and community to lower emissions and shift to a low carbon economy
- Sectoral emission reduction plans
- Statewide climate risk assessment
- Finding opportunities for monetising carbon reduction and emission reductions to finance the task on its own basis
- Growing a climate ready economy and building climate resilience per Sectoral Emissions Reduction and Resilience Plans and Climate Change Action Plan
- Reducing transport emissions and advancing renewable energy capability per net zero 2030 target, Sectoral Emissions Reduction and Resilience Plans, next Climate Change Action Plan, and whole of government policy framework

RMPS: Climate change mitigation measures through planning controls - hazards, inundation, erosion

Tourism Tasmania: Climate positive, carbon neutral travel to Tas by 2025

THS South: RHH Sustainability Committee

SDG Mapping



Regional local government strategy



we must have greater biodiversity control underwater, more marine reserves, and increased litter and pollution control



Promote biodiversity and species protection



Opportunity: Support stormwater - stormwater planning and stormwater development in a sustainable way



Environmental pollution and health impacts across the spectrum of pollutants



Aquatic habitat assessment



Applying processes developed for real estate and infrastructure projects to help uplift capability in marine and environmental projects



Informal and formal learning and engagement areas K-12, tertiary, and industry. Involvement in STEAM.



Advocacy and lobbying around sustainable fisheries and aquaculture



Providing education



Partnering and members working in education and industry

Opportunity: Value-add sustainably sourced seafood



Chamber aims to make Launceston best place for business



Policy and regulatory tools

Opportunity: Improve policy review regulation and establish goals for improvement. Measure progress and report it



- Strong marine, aquaculture and southern ocean research and teaching
- Blue economy CRC



DOE:

- marine discovery centre

NRE:

- LMRMA review
- TOBI
- 10 year salmon plan
- fisheries plans
- blue economy crc
- imas/smrac
- aboriginal fisheries
- **Barrier:** fragmentation of responsibility for use of marine waters
- **Barrier:** Lack of comprehension around spatial plans (xxx) to land use planning
- **Barrier:** Inadequate research
- **Barrier:** Insufficient staff in south
- **Barrier:** low marine literacy in Tas population



Operators who support or run conservation and environment based programs.

SDG Mapping



Promote practice change in sustainable agriculture



Fauna and Flora Surveys



Opportunity: Review into the relationship between trade and urban environment

Barrier: Port versus urban living



Tasmanian Agrifood network



Building 'aged' friendly environment across Tasmania including dementia village, residential aged care, and retirement villages



- Established Recycling businesses
- Good design preserves biodiversity and curates built space and environment for all people, all Tasmanians



Removing obstacles to agricultural output - dam permits taking too long



biowaste disposal and recycling, and biosecurity safe disposal



Sustainable forestry and policies in place to minimise impact on life on land



- Improving soil health and vegetation management on farms
- Connecting habitat and protecting threatened species on private and public land



Providing services



Step change in environment maturity focus areas - vegetation management, aboriginal cultural heritage, threatened bird species, waste management.



Opportunity: Investigate sustainable farming practices using new technology



Operators who support or run conservation and environment based programs.



Parks, Infrastructure, restoration, support local, and tourism giving back



Regenerate land rehabilitation targets



Protecting threatened species during construction projects - penguins and freshwater crayfish



Sustainable forestry - conservation, production, tourism, jobs etc



Providing education



- Biodiversity/forestry/agriculture research
- Climate futures work for industries and land managers
- Grounds management delivering using an integrated pest management approach
- Biodiversity reserves on campuses, green roof in Burnie



- **Opportunity:** Green prescribing' - using natural environment as a therapeutic option
- Health impacts of bushfires (and climate change increase in bushfire risk)
- Environmental pollution and health impacts across the spectrum of pollutants



NRE:

- Planning controls for protecting agricultural land
- Tasmanian Threatened Species Strategy Review
- Management of national parks
- **Opportunity:** Carbon, biodiversity, stewardship, national soil strategy, local linking programs

DSG:

- Administering abandoned mines rehabilitation. Trust fund. Uses money to repair legacy sites. There's an opportunity to invest more
- Indigenous tourism development support

DOE:

- Field study centres: sustainability learning centre, school farms, paddock to plate programs

Heritage:

- **Opportunity:** Underutilised rural heritage buildings - their activation could enrich the lives of the rural population

SDG Mapping



- Independent advocacy for rights of children and child wellbeing
- Holding Govt to account
- Promoting awareness of views and experiences of children and need to take account of their views in decision making
- Research, advocacy, listening to children and influencing policy and legislation on child youth protection. Youth justice and child safe organisations
- **Opportunity:** Research, advocacy, listening to children and influencing policy and legislation on child youth protection. Youth justice and child safe organisations



Implement findings from aged care royal commission - highly regulated sector



Brand Tasmania: statutory function to promote Tasmania as a place to live, work, study, invest and trade with



Integrated family support services - more funding to improve capacity to reach more families at risk



Reconciliation Action Plan



Country women's association in Tasmania



Barrier: Can provide early support for families experiencing violence, disadvantage etc but are not funded to do so



Businesses with initiatives eg, sustainability fund - 5% of all revenue to sustainability initiatives



Chamber works with panel to address shoplifting, antisocial behaviour and vandalism in Launceston



- Community and Aboriginal engagement and procurement strategies and targets
- Draft reconciliation action plan



DOE:

- Tasmanian library network: services, spaces, statewide locations, democratic access for all.
- Modernising the governance of our education regulations and regulators

DOJ:

- Ensuring measures in place to protect the vulnerable in society
- Anti-discrimination
- 2022 bill to restrict searches of children in custody
- Implementing protocol against torture
- Progress closing the gap - Aboriginal contact with justice
- Royal commission into child sex abuse
- Work health safety, consumer protections, anti-discrimination tribunal, effective courts, custodial and community corrections
- amend guardianship legislation to improve rights for people with disability and safeguard older Tasmanians

DPFFEM:

- Family violence initiatives.
- Working with at risk youth through PCYC programs



- Advocacy for migrants and refugees at State Federal and International levels
- Advocacy re: benefits of cultural diversity
- Training re: cultural awareness, rights of migrants and refugees.
- Justice for migrants and refugees



- Law reform institute
- **Opportunity:** climate justice: intergenerational and interspecies



- Working with local government to collaborate for regional outcomes and make stronger institutions
- **Barrier:** Collaboration is hard
- **Opportunity:** Include other institutions



Relevant informal and formal learning and engagement areas K-12, tertiary, and industry. Involvement in STEAM



Best practice board governance for oversight



- Commitment to ethical logging practices
- Commitment to non slavery
- Commitment to reduction of transmission of agricultural pest threats



- Authority with respect to 'truth telling' and licence to explore issues pertaining to peace, justice etc
- Providing education

SDG Mapping



- **Opportunity:** Activating Tasmanian development
- **Opportunity:** Providing new opportunities for all Tasmanians to participate through wealth creation
- Collaboration as vital to success including community engagement



Leadership role of sport in global politics



Build communities and develop policies that are 'age friendly' and inclusive for all Tasmanians



Fostering strong connections with Inst. Engineers and state govt



Regional futures plan: education, skills, attracting workers, supporting key industries and member councils



Works to bring together councils, state, federal gov, industry and communities to work together to sustainably manage natural values



Fostering partnerships and collaboration



Working with Gov and industry to collaborate on waste and management



Working with council and tourism association to promote community goals



Enable with partners and collaboration comes research, programs, development and capacity building



Partnering with irrigators, government and NGOs



Bringing industry stakeholders together to network and ideate



- We are mandated to partner with private and public sector
- Providing education



T21



- Education for sustainable development community of practice
- EFS Tasmania
- UN SDGs group/network
- SIPS
- Education for Sustainability Tasmania



NRE:

- Research partnerships (blue economy crc, IMAS smrac)
- Industry partnerships e.g. AIRF
- Community partnerships e.g., Fish Care, NRM Smart Seafood partnerships

DPFEM:

- **Opportunity:** Build on existing partnerships and retain actions and outside goals

DOJ:

- **Opportunity:** International partnerships with ESG values - geopolitical alignments

DSG:

- Collaborate with research such as OAD, CSIRO, ASA etc

PHWAC:

- Advice and advocacy, partnerships, and health in all policies

OCG:

- Connecting business and investors with government and service providers promoting clusters



Issues, themes and options for consideration

In the development of a sustainability strategy for Tasmania

- Timing
- Leveraging Change
- Inclusivity
- Quantification & Regulation
- Education
- Infrastructure
- Facilitation
- Tailored Approach
- Major Challenges
- Convergence
- Maturity
- Greenwashing
- SDG's
- Climate Impact Modelling

Sustainability

Transitioning to sustainable value, and transforming the impact on the Planet, on People, on economic Prosperity, and the Principles on how you govern and operate

People (S)

Workforce – Decent Work & Skills for the Future

Creating a decent work environment and building the skills and experience across the workforce required to meet the needs for today and tomorrow

Inclusion, Diversity & Equality

Creating an inclusive, diverse, and equitable environment both within the enterprise, and across suppliers and partners

Health & Safety

Providing access to non-occupational health and medical and reducing the incidences of work related injury

Prosperity (S)

Economic Contribution

Delivering economic benefit, maximising investments and returns, and providing/ accessing sustainable capital

Social Contribution

Generating and delivering financial, and non-financial, societal and individual contribution

Innovation & Products/Services

Maximising investment in the development of existing, and innovation of new, products and services

Following the stakeholder engagement exercises, we analysed the data to determine the current state of sustainable development in Tasmania. Having reviewed the opportunities, challenges, and existing initiatives posited by participating stakeholders, we have collated issues, themes, and options for consideration to aid in the successful implementation of a sustainable development vision, strategy, and framework. The suggestions encompass the holistic sense of the word sustainability, addressing more than just the environment. Heavy emphasis is placed on improving the health and wellbeing of people, and cultivating an inclusive, equal and prosperous Tasmania.

Theme 1 - Timing

BACKGROUND

Stakeholder data observations revealed that there is concern over existing resistance to change hindering the success of the Project. Additionally, there was apprehension towards cost and culture shocks that would arise should the strategy, vision, and framework be implemented too quickly, leaving the onus on industry and individuals to adapt without sufficient support or incentive to do so.

Without sufficient support or incentive, there is a risk that shortcuts would be taken, or the strategy, vision and framework would be ignored altogether.

RESPONSE

Given the background above, it is suggested that the strategy, vision, and framework are implemented with the following considerations:

1.a: Staggered & Measurable Approach

1.b: Life Cycle Approach

1.a Staggered & Measurable Approach

To reduce the likelihood of overwhelming Tasmanians and increase palatability of the strategy, vision, and framework a staggered approach should be considered.

This would involve rolling out the Project over three time horizons, with a logical order based on priority. For example:

Phase 1: Facilitating easy wins and phasing out highly detrimental processes.

Phase 2: Addressing the pressing issues and potential improvements that were not addressed during Phase 1.

Phase 3: Maintenance phase – continual, periodic measurement of improvements and updating the strategy, vision, and targets to cater to changing priorities and issues.

It is also suggested that the strategy and framework set out clear, measurable, targets that are reviewed on a set period basis. It should be thoroughly considered which Department is responsible for measuring and improving targets, and whether the allocated resources are appropriate for the scope of work involved.

1.b Life Cycle Approach

While the staggered approach addresses the macro-level timing issues, it does not address the systemic, embedded issue of short term thinking that stakeholders cited as a major barrier and concern throughout the workshop activities. For this reason, it is suggested the Government considers placing significant emphasis, with associated policy and incentive strategies, on a life cycle approach at the micro-level. For example, supporting initiatives to circularise economies, and setting up systems that are designed for continual measurement and improvement.

Theme 2 – Leveraging Change

BACKGROUND

Analysis of stakeholder responses revealed a significant number of assertions that there is currently insufficient or misguided incentivisation for sustainable practices.

Examples included:

- Recycled material use on surfacing projects
- Sustainable materials and practices in the construction industry being underutilised due to cost and a lack of incentive or access to the associated training.
- More sustainable methods of administering health care services are costly, time consuming, and lack incentivisation
- Comparatively low carbon prices and opportunity costs for land owners.

It was identified in almost all situations that more sustainable options are seen as inaccessible or unjustifiable as they are typically more expensive, more time consuming, or they lack provision of associated training.

RESPONSE

Given the background above, it is suggested that the strategy, vision, and framework is implemented with intent to incentivise best practice, incorporating regulation and policy as guidance where necessary. Specific areas for consideration include:

2.a: Incentives for behavioural change

2.b: Integrated grant criteria

2.a Incentives for behavioural change

To assist with adoption of the vision, strategy, and framework, it is suggested that tax-based measures are considered as a tool to leverage behavioural change. These measures could be similar to the proposed waste levy or the stamp duty concession for electric vehicles. Other measures to be considered could include regulatory incentives or certification for sustainable products and services.

It is presently cheaper for raw material to be procured in comparison to recycled material. The Government should consider strategies to increase the use of recycled or repurposed materials in roads, infrastructure, building, and construction through procurement and other policies.

Strategies to counter the comparatively low Australian carbon prices should also be explored. For example, State Government purchasing from Tasmanian carbon abatement projects at a set price higher than the market.

2.b Integrated Grant Criteria

As a means to encourage uptake of the framework, it is suggested that, similar to existing grant criteria surrounding local procurement, there is integration between grant criteria requirements and the sustainability framework.

The level of detail required by entities reporting against the criteria could vary based upon the size of the entity, allowing for reporting requirements to be relative to reporting capabilities.

Theme 3 – Inclusivity

BACKGROUND

There were numerous concerns voiced from stakeholders surrounding existing systems that create inequalities, and the importance of creating a vision, strategy, and framework that is inclusive of all Tasmanians.

Particular emphasis was placed upon the Tasmanian Aboriginal community, regional communities, integration of migrants, disadvantaged Tasmanians, and the consideration of future generations.

RESPONSE

It is suggested that construction of the vision, strategy, and framework fosters inclusivity, with consideration given to:

3.a: Tasmanian Aboriginal Community

3.b: Regional Communities

3.c: Integrate and create pathways for migrants

3.d: Benefit the lives of future generations

3.a Tasmanian Aboriginal Community

The Tasmanian Aboriginal community has long been the pillar of sustainability and shares a rich history of expertise in this field. Despite this, Closing the gap is a crucial aspect of a sustainable development strategy that creates meaningful change. Engagement with and recognition of the Tasmanian Aboriginal community is a key consideration. Future engagement around reconciliation and treaty should also be considered. The chosen framework could be tailored to include a pillar or goal surrounding engagement with, recognition of, and opportunity for the Tasmanian Aboriginal community. Concurrent strategies to achieve reconciliation and treaty should also be considered as a goal under the framework to enact meaningful and impactful change.

3.b Regional Communities

Stakeholders highlighted the complex challenges faced by regional communities as being a priority consideration in the creation of the vision, strategy and framework. A lack of sufficient internet and mobile service, public transport, and career pathways were seen by stakeholders as key challenges to address. The Project may consider both long and short term solutions to increase connectivity and opportunity for regional Tasmanian communities.

3.c Migrants

The integration of migrants into the Tasmanian community was voiced by stakeholders to be an important aspect of the Project. Avenues encouraging migrants to engage could be incorporated into its design. This would begin to address the many concerns voiced around providing meaningful pathways for migrants into both the wider community and the workplace, especially in circumstances where qualifications and skills lack acknowledgement.

3.d Future Generations

Stakeholders outlined a key motivation for sustainable development to be the health and wellbeing of future generations. Heavy incorporation of this sentiment into the wording and intent of the Project could encourage engagement from the community.

Theme 4 – Quantification & Regulation

BACKGROUND

There was significant frustration voiced by stakeholders over the seemingly disorganised and underinformed regulatory environment, acting as a deterrent to initiatives surrounding sustainable development. Siloed decision making and over regulation or conflicting, outdated regulation were seen as major contributors.

Stakeholders found this to be apparent through a neglected planning scheme, ineffective or unnecessarily duplicated government policies, and a lack of information about the magnitude of issues.

RESPONSE

To address the above and improve the efficiency of the Project, the following is suggested:

4.a: Resource and Waste Audit

4.b: Policy Audit

4.c: Chief Scientist

4.d: Planning Reform

4.a: Resource and Waste Audit

To enable the most efficient, collaborative use of waste resources, an understanding of the quantity available should be obtained. A comprehensive state-wide waste audit would inform the most logical prioritisation of management, and establishment of an informed, collaborative circular economy.

4.b: Policy Audit

Cohesive and strategically geared policies are key to the successful implementation of the Project. However, as outlined by the stakeholders, the current policy environment is overpopulated, diluting effectiveness and creating a lack of cohesion. To begin amending this challenge, a policy audit could be conducted to quantify which policies already exist in the realm of sustainable development, both directly and indirectly.

4.c: Chief Scientist

Stakeholders expressed concern over a lack of science-based decision making, influenced by changing political environments. Within the Department of State Growth, Tasmania does have a Director of Science and Technology, who is a representative on the Forum of Australian Chief Scientists (FACS). With this in mind, the Government could consider the merits of an elevated Chief Scientist role in Tasmania, with whom collaborative decisions relating to the project could be made.

4.d: Planning Reform

Given the planning system is currently undergoing significant reform, it is suggested that sustainable development principles and practices are promoted and prioritised throughout the process. The improved Tasmanian Planning Policies could engineer sustainable decision making that enables the health and wellbeing of future generations.

Theme 5 – Education

BACKGROUND

In two distinct ways, education was a major concern for stakeholders. The systemic issue pertaining to the low literacy and numeracy skills present in Tasmania was a high priority. As was the lack of understanding, awareness, training, and resources relating to sustainable concepts and practices. This was observed through the lack of understanding from many present at the stakeholder workshops. Both of these challenges are key items to address to create a holistic sustainable development strategy for Tasmania.

RESPONSE

To address the education related challenges, it is suggested the vision, strategy, and framework provide solutions surrounding:

5.a: Comprehensive and Collaborative Pathways

5.b: Knowledge and Resource Sharing

5.c: Sustainability Resource Provision

5.a Comprehensive & Collaborative Pathways

It is suggested the Project places a strong emphasis on creating comprehensive and collaborative pathways for Tasmania's youth. This may consider not only the provision of inclusive and comprehensive education systems, but also collaboration with prospective employers throughout the education experience. Encouragement of these collaborative pathways could be built into the design of the strategy.

5.b Knowledge & Resource Sharing

Stakeholders were outspoken about the desire to collaborate, rather than duplicate, with the government acting as a facilitator. For this reason, it is suggested a dedicated forum could be established for discussion specific to the strategy, vision, and framework.

5.c Sustainability Resource Provision

There were concerns that the Project would be rolled out without sufficient assistance or guidance provided to the Tasmanian community in terms of how to adhere. To address this, the Government may consider a website containing related guiding resources be published. An equivalent of the ATO resources providing guidance surrounding tax would allow the Tasmanian community to engage with confidence. It would be useful for the plethora of publicly available tax and accounting advice to be matched in the realm of reporting related to ESG.

Theme 6 – Infrastructure

BACKGROUND

There was a desire from stakeholders to see prioritisation of circular economies and sustainable infrastructure development within the strategy, vision, and framework. Challenges are faced due to a lack of facilities existing within the state to process waste, making it costly to manage appropriately. Numerous stakeholders expressed a desire for collaboration within and across industries to establish facilities for management and repurposing of waste, as well as strategies surrounding electric vehicles.

RESPONSE

Given stakeholder appetite for circular economies, infrastructure development and collaborative waste strategies, we suggest consideration of the following to foster successful adoption:

6.a: Circular Economy

6.b: Electric Vehicle Considerations & fuel excise tax

6.a Circular Economy

As suggested, the vision, strategy, and framework should prioritise fostering a culture that adopts a whole of life approach, moving away from single/limited use products, or products without an end of life strategy. A whole of life approach and establishment of circular economies should be a major part of the design. To incentivise efficient circular economy strategies that encourage collaboration, rather than duplication.

6.b Electric Vehicle Considerations

There was a significant contribution from stakeholders surrounding existing, prospective, and desired strategies pertaining to electric vehicles. While this is an exciting and impactful space, there are changes in the associated environment that must be considered. The Federal Government intends to implement policies exempting electric cars from import tariffs and fringe benefits tax. This is a favourable initiative in terms of electric vehicle uptake. However, increased electric vehicle uptake will trigger another factor for the State Government's consideration. Being, the existing **fuel excise revenue** stream derived from use of conventionally powered vehicles is likely to fall as the uptake of electric vehicles increases. As the diversion towards electric and hybrid vehicles manifests, an alternative strategy to implement road use charges will need to be considered. It is suggested that this is considered when the time comes to implement regulatory fees and taxes designed to discourage poor environmental or social practices whilst concurrently providing safe and efficient transport infrastructure.

Theme 7 – The role of government: Facilitation

BACKGROUND

Heavily emphasised by the stakeholders was the need for the government to sufficiently facilitate sustainable development initiatives. This was mainly desired in the form of coordination, strong and cohesive supporting policies, and provision of guidance and resources.

The previously discussed suggestions to undertake a policy audit, seek chief scientist consultation, provide educational platforms, and implement strategic incentives will assist in the successful facilitation of the strategy, vision and framework. However, further strategies could be implemented to increase success.

RESPONSE

Additional suggestions relating to facilitation strategies include:

7.a ESG Procurement Policy

7.b Cross-Pollination Platforms

7.a ESG Procurement Policy

There is currently a barrier experienced by entities wanting to engage in sustainable practices, as demand is inhibited by the increased cost associated with sustainable practices and materials. Implementation of ESG procurement policy is a way to increase investment in entities that are conducting practices with a positive environmental or social impact. A government procurement policy that incorporates ESG would not only encourage improved practice from suppliers, it would also set the precedent for other entities wishing to implement their own ESG procurement policy.

7.b Cross-Pollination Platforms

Overwhelming stakeholder response was observed in terms of government facilitating platforms for collaboration. In addition to the suggested knowledge and resource sharing platform specific to the vision, strategy and framework, a more general, state-wide resource sharing platform could be established. Adoption of existing technology serving this purpose has already begun, with multiple Tasmanian councils in subscribing to the CSIRO created platform ASPIRE. This could be adopted across the state, to create a cohesive and connected environment for Tasmania's collaboration.

Theme 8 – Tailored Approach

BACKGROUND & RESPONSE

Obviously, there is a broad array of stakeholders involved in a strategy, vision and framework created for all of Tasmania's individuals and entities. As each of these stakeholder groups have varying requirements for successful participation, it is suggested the project design could include additional tailored sections for industries or groups with different requirements.

For example:

- Individuals Tasmanians
- Small entities
- Large entities

And industry groups, for example:

- Health Services
- Construction
- Mining
- Agriculture and Plantations
- Education
- Tourism

These sections could include both additional requirements and exemptions, decreasing the amount of irrelevant or inefficient engagement required from entities and individuals in the community.

Theme 9 – Major Challenges

BACKGROUND & RESPONSE

Across the stakeholder population, certain topics were raised as having the potential to cause a major strain on the Tasmanian community, and implementation of the strategy, vision, and framework. Many of these have already been addressed within the findings of this report. However, they are reiterated below with some additional challenges – these are major challenges to be considered during the design of the project:

- Housing affordability and supply
- Shortage of GPs and mental health workers
- Policy and regulation environment
- Public transport
- Regional connectivity
- Waste management facilities
- Education levels
- Inequality
- Under-skilled and/or under resourced work forces

Theme 10 – Global convergence of Sustainability & ESG reporting frameworks and reducing 'red tape.'



BACKGROUND & RESPONSE

A common concern raised throughout the workshops, but particularly from small business stakeholders was red tape, cost and compliance risk. Specifically, the potential issue of having to report under a Tasmanian based framework, but also a Federal framework.

Given the IFRS Foundation and ISSB are moving towards the Integrated Reporting Framework it is increasingly likely that the corporate reporting landscape in Australia (Governed by the AASB's) will eventually impose mandatory ESG reporting for Australian reporting entities. This will also potentially apply downstream to smaller business (non reporting entities) through either:

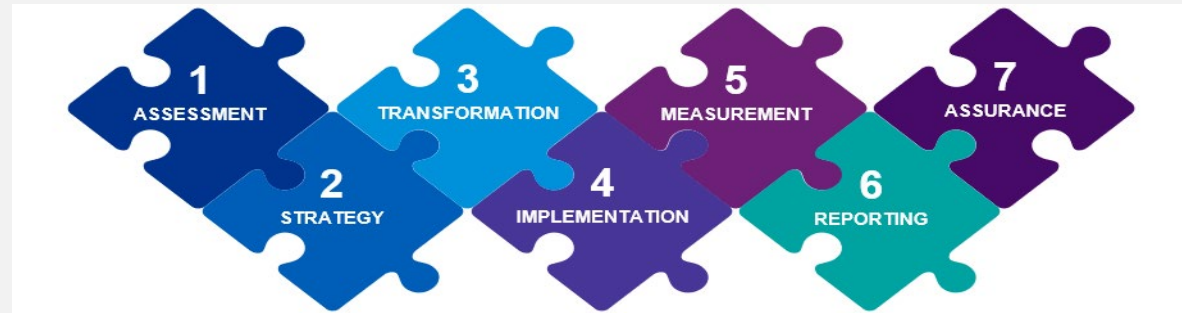
- The need to capture supply chain performance and impact for corporate reporting (reporting entities)
- Investor and capital market pressure
- Social licence and stakeholder pressure and expectations to conduct voluntary reporting

Therefore, the Government should consider the alignment of State and Federal frameworks, particularly where reporting and compliance activity exists.

Theme 11 – Sustainability is a journey

BACKGROUND & RESPONSE

Sustainability is a journey. Levels of maturity and understanding varied greatly across the stakeholder groups. We have identified a sustainability value chain (and likely business roadmap to sustainability) as follows:



When designing the framework, consider how it:

- Supports, encourages and influences entities to continue their journey, irrespective of where they are now on their journey
- Can have strong awareness, learning and capacity development activities to help entities start their journey and create ROI.

Theme 12 – ‘Greenwashing’ risk could erode brand and value



BACKGROUND & RESPONSE

Greenwashing is becoming an increasingly stressing risk. The ACCC and ASIC has prioritised and communicated their planned activities ahead of the 30 June 2022 reporting season and greenwashing identification and enforcement is a top priority.

Workshop stakeholders identified that greenwashing is a potential by-product and risk of sustainability and ESG reporting frameworks, particularly where there is value from such activity (i.e Green and social procurement, stakeholder reporting, investor reporting). Accordingly, if Tasmania were to adopt a framework, governance structures and compliance activity would need to be carefully thought out to minimize greenwashing and protect the brand of sustainability and Tasmania.

When designing the framework, enforcement and possible Government led interventions, consider:

- Inherent risk of greenwashing in structure and intervention design
- Mitigation activity and discouragement
- Compliance and enforcement activity

Theme 13 – UN SDG's

BACKGROUND

The 17 UN SDG's were recommended by PESRAC as a suitable basis for a Tasmanian sustainable development vision, strategy & framework. The SDG's were used throughout the workshops alongside discussion of other ESG related and alternative (albeit complimentary) frameworks.

RESPONSE

Whilst the SDG's are broad, they are suitable macro economy level goals that can be tailored for Tasmania. Accordingly we suggest considering the adoption of tailored SDG's as a basis for setting targets and interventions under a sustainable development vision, strategy and framework for Tasmania.

Theme 14 – Climate impact modelling

BACKGROUND

There was concern raised from stakeholders that short term climate modelling available created a limitation surrounding the ability to make informed, science based decisions. Climate Futures for Tasmania has completed climate modelling through to 2100, with associated impact reporting around agriculture, water and catchments, extreme events, tide and sea-level, and severe wind hazard and risk.

RESPONSE

While the Climate Futures reporting covers environmental factors quite comprehensively, reporting over social and economic impacts are very limited. Given the known social and economic impacts of climate related risks, consider completing the relevant impact reporting to increase the robustness of decision making in Tasmania.



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