

# 10 YEAR ROADMAP

*Connected Communities, Growing Together and Alive with Opportunities*

## Building Readiness to Mobilise

**Engage stakeholders:** foster collaboration among community, industry and government partners. Develop a shared vision and establish a start-up governance structure

**Needs assessment:** conduct comprehensive research to understand local needs and strengths

**Resource mobilisation:** secure initial funding to support backbone organisation

## Standing Up

**Innovative partnerships:** consult and collaborate with Working Groups to design and launch innovative pilot projects addressing priorities

**Pilot programs:** implement pilot initiatives focused on housing, education, employment, health, and community safety

**Community engagement:** actively involve residents in project planning and execution, building collaborative habits amongst partners

## Scaling Impact

**Monitoring & evaluation:** establish robust data collection and impact assessment mechanisms

**Scaling success:** expand successful pilot programs and explore new opportunities for growth

**Cross-sector collaboration:** strengthen partnerships across various sectors, enhancing synergies and cross-pollination of ideas

## Systems Change

**Policy advocacy:** working closely with government agencies, advocate for policies that support long-term community development

**Community leadership:** Empower local leaders to take charge of initiatives and become change agents

**Sustainability:** ensure the financial sustainability of initiatives through diversified funding sources

## Connected Communities

**Community Resilience:** celebrate the achievements and resilience of the Western Downs region

**Sustainable legacy:** orient priorities and adapt to the next 10 years of Western Downs Futures

**Replication & sharing:** share lessons learned and successful models with other communities, contributing to regional and national development

# 2 YEAR ACTION PLAN

2024-2025

Western Downs Futures is a place-based collective impact initiative and throughout 2023 the collaborative efforts of community, industry, and government partners, have all been working together towards building readiness to collaborate.

Over the next two years, our collaboration will build readiness to mobilise the Western Downs Futures governance structure, establish shared measures, implement pilot projects, and launch our Leadership, Backbone, and Working Groups.

Collective impact is a collaborative approach to addressing complex problems that cannot be solved by any single organisation or entity alone. We have been building the five conditions for meaningful collective impact:



**Common Agenda**



**Shared Measurement**



**Mutually Reinforcing Activities**



**Continuous Communication**



**Backbone Support**

## ACTIVITIES

### Needs assessment:

- Collect and analyse data
- Develop high level shared measures

### Resource mobilisation:

- Secure funding for independent staff on the backbone

### Innovative partnerships:

- Stand up Leadership Team and form Backbone
- Establish Working Groups particularly leveraging existing community collaborations

### Pilot programs:

- Develop pilot programs that meet needs and highlight strengths in the collaboration

### Community engagement:

- Engage community broadly and build public will, particularly First Nations community
- Support Working Groups to be actively involved in planning and mobilising projects

## OUTCOMES

### Needs assessment:

- Data analysis identifies needs and priorities
- Shared measures support the implementation and evaluation of programs

### Resource mobilisation:

- Funding is successful and positions recruited

### Innovative partnerships:

- Leadership Team and Backbone are operational
- Working Groups are formed or integrated into Western Downs Futures.

### Pilot programs:

- Working Groups co-design and mobilise priority projects based on data analyses.

### Community engagement:

- Increase in community and industry stakeholders who are engaged
- First Nations community are engaged in project design and delivery
- Relationships with community partners are strengthened

## OUR PRIORITY AREAS

### Housing

**Goal?** Having available and flexible housing stock for current and future needs of Western Downs residents.

**Who?** Department of Housing, WDRC Planning & Building, Developers, Construction Groups, Community Housing Providers

### Employment

**Goal?** Increase training and apprenticeship opportunities, leveraging off large industry employers to reduce unemployment in the Western Downs region.

**Who?** Group training organisations, TAFE Qld, Department of Training, Chambers of Commerce

### Education

**Goal?** Increase student attendance in Early Years Education and School; Attract qualified educators to the region.

**Who?** Department of Education, School Principals, Private Schools, Child Care & Early Years Education

### Health

**Goal?** Attract health workers to the region; Provision of new health services for Western Downs residents.

**Who?** Darling Downs Health, Primary Health Network, Department of Health, Aged Care Providers, NDIS Providers, Allied Health Providers

### Community Safety

**Goal?** Collaborate to improve community safety with programs and initiatives, with a focus on youth.

**Who?** Queensland Police Service, Department of Justice, Queensland Corrections, Neighbourhood Centres, Support Services

## PROJECTED BUDGET

Western Downs Futures projected expenditure per annum:

### Salaries & Superannuation

\$300,000

### Operational Programs

\$125,000

### Corporate Overheads

\$50,000

### Professional Development

\$25,000

## RISK MITIGATION

Key risks to mitigate for the Western Downs Futures include:

- Managing collaborative decision making.
- Assessing and measuring performance routinely.
- Ensuring diverse stakeholders are engaged to plan and mobilise activities.
- Continuous communication that builds trust.
- Fund independent staff dedicated to manage the Backbone and maintain program momentum.