

Focus areas	Discussion questions	Responses to discussion questions
<b>Building human capital for a modern and evolving economy</b>		
<b>Lifting school performance and education outcomes</b>	<ul style="list-style-type: none"> <li>• How can the NSW Government improve student outcomes and the performance of NSW schools?</li> <li>• What are the core competencies that a modern school system should provide, given the increasing digitalisation of the economy?</li> </ul>	<p>It is critical that no child is left behind in efforts to improve the education outcomes of NSW children and young people. Vulnerable children are at heightened risk of poorer education and employment outcomes.</p> <p>Some options to address this, outlined below, include strategies that address the issues that lead to poorer educational outcomes for vulnerable children in the early years of life and during the school years.</p> <p>Ensure technologies and support is available for people with disability to reach for their potential:</p> <ul style="list-style-type: none"> <li>• While the personal support needs of children with disability in school is the responsibility of the NDIS, learning assistance, aids and equipment for educational purposes and training and awareness building for teachers and other school staff to support and engage students with disability at school is the responsibility of NSW.</li> <li>• In order to ensure 'no one is left behind' children with disability should be supported to learn and develop to optimise their potential for to contribute to productivity growth in NSW.</li> </ul> <p>Consider the productivity benefits that would flow from greater investment in evidence-based strategies to lift educational performance and general functioning of children and families at high risk of entering the criminal justice system:</p> <ul style="list-style-type: none"> <li>• Effective strategies would both reduce lifelong government expenditure and increase the supply of productive human capital.</li> </ul> <p>Focus on quality early childhood education and ensure all children attend a quality pre-school program in the year before school:</p> <ul style="list-style-type: none"> <li>• Research indicates that all children benefit from spending some time in a high quality early childhood education and care program (Elliott, 2006; Farrar, Moore, &amp; Goldfield, 2007; Sammons et al, 2007; Sylva et al, 2004; Wise et al, 2005 cited in Rosier and McDonald, 2011). However, for children aged 0-3 years, quality childcare is likely to provide greater benefits for disadvantaged children than for children who are not disadvantaged (AIHW, 2015).</li> <li>• Participation in a preschool program in the year before school has a positive impact on school readiness including improved literacy and numeracy skills, in particular receptive vocabulary skills (AIHW, 2015; Harrison et al, 2012). School readiness affects engagement in learning. If a child is not school ready, they can disengage from learning which can impact on educational outcomes in later school years (McLachlan et al, 2013).</li> </ul> <p>Support parents to improve the home learning environment:</p> <ul style="list-style-type: none"> <li>• There is strong evidence that one of the most important factors influencing a child's intellectual and social development is the quality of parenting and care they receive and the quality of the home environment this creates (Paterson, 2011).</li> <li>• The home learning environment has significant effects on cognitive, language and social development (Linver, Brooks-Gunn &amp; Kohen, 2002; National Institute of Child Health and Human Development, 2003b; Yeung, Linver &amp; Brooks-Gunn, 2002; Harrison et al, 2012) with the strongest effect being on cognitive development, which in turn impacts on attainment at preschool and transition to school (Sylva et al., 2004).</li> <li>• Family characteristics such as the home reading environment, number of books owned, parental involvement in the school and parental distress contributed to the reading outcomes of children in the early years of school (Aikens and Barbarin, 2008). Other family characteristics such as unemployment can also negatively impact on children's educational achievement (McLachlan et al, 2013).</li> </ul> <p>Provide adequate education support to children who have experienced maltreatment, abuse and neglect:</p> <ul style="list-style-type: none"> <li>• Children exposed to maltreatment before the age of 5 years are up to three times more likely than their peers to show developmental vulnerability on multiple Australian Early Development Census (AEDC) domains during their first year of formal schooling. They are also more than twice as likely to be at risk of developmental vulnerability across several domains. Those with multiple types of maltreatment are up to five times more likely to be developmentally vulnerable on multiple domains. Children whose maltreatment was first reported before the age of 3 years have a higher risk of being developmentally vulnerable (Green et al, 2018).</li> <li>• NAPLAN assessments should be used as a marker for focused intervention and additional supports, both inside and outside of school, when a student is achieving at or below the national minimum standards.</li> </ul> <p>Provide adequate education support to children in out-of-home care:</p> <ul style="list-style-type: none"> <li>• Australian studies show that, on average, children in out-of-home care achieve poorer educational outcomes than their peers due to a range of factors such as: spending significant time away from school, falling behind academically, behavioural issues, social issues, suspension, expulsion, bullying, early school leaving and leaving without qualifications (CREATE Foundation, 2001, 2004; de Lemos, 1997; NSW Office of the Children's Guardian cited in Townsend, 2012).</li> <li>• Almost 30% of children in the Pathways of Care Longitudinal Study (POCLS) who completed the AEDC in kindergarten were developmentally vulnerable on at least two of the five domains. This is three times greater than the rates for all children in Australia. The National Assessment Program – Literacy and Numeracy (NAPLAN) reading and numeracy scores of the children in the POCLS were substantially lower than for all children in NSW across Years 3, 5, 7 and 9 (Townsend et al, forthcoming). *</li> </ul>

		<p>Have a focussed agenda item on targeting girls/women in STEM:</p> <ul style="list-style-type: none"> <li>• In an ever-evolving world impacted by globalisation and increasing digitalisation, it is vital that the NSW school system prioritises the importance of high-quality science, technology, engineering and mathematics (STEM) for current and future productivity. As noted in the Commonwealth’s Department of Industry’s Advancing Women in STEM report, STEM skills play a crucial role in innovation, which is a key driver of economic growth.</li> <li>• Historically, a gender imbalance exists in STEM participation between males and females. Women NSW reported in 2017, 32.9% of female HSC students completed STEM subjects, compared with 43.0% of male HSC students. Early gender disparities in STEM engagement at school means gender inequities will persist in participation rates in the STEM workforce.</li> <li>• Addressing the gender imbalance in STEM industries is vital to ensuring STEM is representative of the society in which we live, and ensuring that women and girls are exposed to the same career opportunities in STEM.</li> </ul> <p>Some core competencies that a modern school system should provide include:</p> <ul style="list-style-type: none"> <li>• BYO device and security access to services</li> <li>• Wifi at schools to support mobility</li> <li>• User experience courses and development of agile ways of working</li> </ul>
<p><b>Improving Vocational Education and Training</b></p>	<ul style="list-style-type: none"> <li>• Do the issues and challenges identified in this section reflect the challenges facing the VET sector in delivering skills for a modern economy? What can be done to address these challenges?</li> <li>• How could governments raise the profile of VET, and shift cultural attitudes towards the sector?</li> </ul>	<p>To address these challenges, DCJ recommend:</p> <ol style="list-style-type: none"> <li>1. Having a targeted approach to shifting cultural attitude towards women and the VET sector. <ul style="list-style-type: none"> <li>• The trade sector has traditionally been a male-dominated industry. Women’s involvement in the trade sector has historically been low, based on various factors (including the cultural attitude and stigma towards women in trade). The VET sector has found continuing problems with women’s participation in VET, including under-representation and low completion rates in apprenticeships in non-traditional areas, and lower retention rates in traineeships.</li> <li>• This can be traced back to the substantial gender segregation in VET courses undertaken by males and females in Years 11 and 12. The lack of female engagement in the VET sector then locks women out of opportunities in the trade sector.</li> <li>• <a href="#">Women NSW reported</a> that in 2017, there was substantial bias in the VET Industry Curriculum Frameworks undertaken by boys and girls in Years 11 and 12.</li> <li>• In 2017, girls made up the majority of Year 12 students completing Human services (91.9%), Tourism, travel and events (88.4%), Business services (72.2%) Hospitality (69.7%), and Retail services (67.8%). In the same year, boys made up the majority of Year 12 students completing Electro-technology (98.3%), Construction (96.7%), Metal and engineering (95.2%), Automotive (92.7%), Information and digital technology (86.0%) and Financial services (62.6).</li> <li>• The gender segregation of males and females in VET courses poses flow-on effects for apprenticeship and traineeship opportunities – in NSW in 2017, women made up 34.1% of all apprenticeship and traineeship commencements and 39.7% of all completions.</li> <li>• Further consideration should also consider women who experience entrenched and intersectional vulnerability and discrimination, like Aboriginal and Torres Strait Islander women, and culturally and linguistically diverse women.</li> </ul> </li> <li>2. Improving course selection and guidance for people with disability entering VET and supporting their retention and completion.</li> <li>3. Promoting the opportunities for employment in the expanding disability sector through the range of specific VET programs</li> </ol>
<p><b>Ensuring labour market regulation works towards building human capital</b></p>	<ul style="list-style-type: none"> <li>• How can labour markets facilitate the need for future workers to continually undergo retraining or upskilling in response to technological advancements and innovation?</li> <li>• How should occupational licensing regimes deliver their objectives without imposing unnecessary regulatory burden?</li> <li>• What do best-practice Continuing Professional Development arrangements look like?</li> <li>• How could mutual recognition arrangements be improved to better facilitate interjurisdictional labour flow?</li> </ul>	<ul style="list-style-type: none"> <li>• With technological advancements and innovation there is a need to develop students in agile ways of working such that they can learn and be exposed.</li> <li>• Partnership with private sectors lead digital companies and how innovation and technology advancement has been a positive disruption to industries.</li> <li>• In terms of best-practice Continuing Professional Development, there is a need to watch emergency technology and digital market and how industries adopt these to bring back to education sector.</li> </ul>
<p><b>Reliable, sustainable and productive use of our water and energy</b></p>		
<p><b>Improving service delivery in regional areas</b></p>	<ul style="list-style-type: none"> <li>• How could the efficiency of local water utilities be improved to increase water security and quality, and lower bills for regional communities?</li> </ul>	<p>Housing that is built to rent by not-for-profit community housing providers is more likely to consider the cost of occupancy for the tenants as part of the decision making at the planning and construction phases. This could mean both energy and water efficiency built in and considered as part of whole of building lifecycle ownership costs and as an additional benefit to low income tenants.</p>

<b>Smart ways to get more from our infrastructure</b>		
<p><b>Maximising value from investments</b></p>	<ul style="list-style-type: none"> <li>• How can we further strengthen the governance and transparency of infrastructure investment?</li> <li>• What types of targeted service improvements and demand management solutions could be considered to maximise value from our infrastructure?</li> <li>• How can we improve strategic land use planning and coordination with major infrastructure delivery?</li> </ul>	<p>A consistent way to quantify key economic impacts in business cases would allow productivity gains to be better assessed.</p> <p>Ways to maximise value from our infrastructure include:</p> <ul style="list-style-type: none"> <li>• Greater investment in digital technology, including the modernisation of legacy systems and to deliver reform at scale, would reduce pressure on existing physical assets as well as deliver financial efficiencies.</li> <li>• Ensure inclusive design principles and guidance are considered and integrated in all infrastructure development i.e. the infrastructure serves all people of different ages and abilities over time, to the greatest extent possible, without the need for adaptation or specialised design. Breaking the cycle of disadvantage is a key priority for the NSW Government. Poor design in infrastructure can create obstacles to economic and social participation for people with disability feeding into a cycle of disadvantage. Conversely the implementation of universal and inclusive design in physical infrastructure, IT and communications etc. will facilitate wider participation in the economy by all NSW residents and visitors.</li> </ul> <p>Comments:</p> <ul style="list-style-type: none"> <li>• Digital assets should be considered as part of the discussion of infrastructure. Many public service systems rely on legacy technology that is not able to support modern digital services even though they would deliver efficiency gains to government and productivity gains to the economy. In ability to update legacy systems prevents a move to more economically productive business processes. For example, major productivity gains could be achieved by digitising procedural hearings in the courts. This would avoid the need for large numbers of citizens and business to wait in courts for small matters to be heard. Digitisation requires a digital court file. Current legacy systems cannot support a digital case file because only extremely low file sizes can be uploaded.</li> <li>• Page 91: <ul style="list-style-type: none"> <li>○ omit Victorian meanwhile-use example - they have advised of likely high residual costs due to relocate and appropriate temporary dwellings on vacant land.</li> <li>○ including meanwhile-use as a potential solution in providing transitional housing for people who are homeless or at risk of homelessness.</li> <li>○ the feasibility of using other NSW Government owned vacant buildings as meanwhile-use housing, including empty schools and childcare centres is being considered (particularly in regional areas).</li> </ul> </li> </ul>
<p><b>Getting the most out of existing assets</b></p>	<ul style="list-style-type: none"> <li>• What further options should the NSW Government consider to alleviate congestion?</li> <li>• How could agencies use data and 'smart' infrastructure to improve asset management?</li> </ul>	<ul style="list-style-type: none"> <li>• Look at digital delivery to augment the physical assets. With age of smart cities and operational technology there is a large amount of data and insights that can be leveraged to learn and adopt different ways of working.</li> <li>• Continued focus on application of Agile Workforce principles</li> </ul>
<p><b>Exploring innovative service delivery models</b></p>	<ul style="list-style-type: none"> <li>• How can existing innovative service delivery models be further leveraged to improve productivity and customer outcomes?</li> <li>• What other innovative service delivery models should the NSW Government consider to improve productivity and customer outcomes?</li> </ul>	<p>Through insights and industry research within Australia and globe there is information that could inform improve productivity and customer outcomes. We need to analyse and define new services that supplement and enhance service delivery. This is happening today in AI world with bots and how we can continue to</p> <p>Other innovative service delivery models include:</p> <ol style="list-style-type: none"> <li>1. Funding for investment in business technology solutions such as process automation, innovation Whole of Government banking products to provide for faster payments and service management tools to improve the customer experience and minimise the cost to serve.</li> <li>2. Consolidation of transactional services across departments based on standard evergreen process and systems.</li> <li>3. Considering improvements to NSW infrastructure service delivery models and how they cater to the safety of female customers for agenda reforms.</li> </ol> <ul style="list-style-type: none"> <li>• Women's safety is a vital consideration in conversations around using infrastructure to improve liveability and productivity of cities and regions. For example, engaging public transport coming to and from workplaces or education providers.</li> <li>• A number of recent reports have highlighted the importance of considering and planning for women's safety when they utilise public transport. The Australian Human Rights Commission's Change the Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities found that 1.6 per cent of students were sexually assaulted in a university setting, and of these, 15 per cent of incidents occurred on public transport to or from university. Plan International's report Unsafe in the City: Sydney compiled information by young women who reported that sexual harassment commonly occurred on public transport, especially at train stations and bus interchanges.</li> </ul>
<b>Modernising our tax system to help our economy grow</b>		
<p><b>Enabling councils to deliver better services</b></p>	<ul style="list-style-type: none"> <li>• Should performance monitoring and benchmarking be adopted for local governments in New South Wales?</li> <li>• Would regular community satisfaction surveys help make councils more responsive to their residents?</li> <li>• How could councils improve their funding arrangements to provide greater flexibility in meeting their residents' service needs?</li> </ul>	<p>Councils could improve their funding arrangements to provide greater flexibility by adopting digital service delivery options in a more uniform and strategic way. It could adopt same model of life journeys and map user experience to key services and join up to Service NSW</p>

<b>Planning for the housing we want and the jobs we need</b>		
<b>Unlocking the potential of our employment zones</b>	<ul style="list-style-type: none"> <li>• How could the New South Wales zoning system be simplified and improved to support greater business innovation and competition?</li> <li>• What other planning policy options should the NSW Government consider to ensure the planning system support job creation and respond to consumer preferences?</li> </ul>	<p>The NSW Government could continue to look towards redeployment of business areas to Regional NSW locations Eg: Goulburn.</p> <p>The planning system should not solely focus on job creation / needs of people in the labour market. The draft report identifies issues with Sydney's growing population but does not address the changing nature of the population and the key issue of our ageing population. Planning policy should be consistent with the NSW Ageing Strategy to ensure housing needs/issues identified in the Strategy are supported by/not undermined by planning policies.</p>
<b>Building dwellings that better match our preferences</b>	<ul style="list-style-type: none"> <li>• What steps could the NSW Government take to improve residential development regulations to support an adequate supply of affordable housing?</li> <li>• How could the NSW Government ensure regulations around zoning, building codes and design guidelines are flexible and aligned with demand and preferences?</li> </ul>	<p>The Social and Affordable Housing Fund experience has demonstrated market interest in build to rent properties. The experience of builders and developers involved in this scheme is that they have had to take very different considerations into account at the plan, design and build stage to take into account whole of building lifecycle ownership costs. For example reducing underground parking, limiting the number of bathrooms, energy efficiency for occupying tenants as well as for common areas. They report having to consider future maintenance costs including durability of fittings and fixtures. This doesn't necessarily require additional regulation because owners of build to rent buildings will be incentivised to reduce their lifecycle costs anyway. Additional support for build to rent which could come in the form of planning regulations, incentives to build and hold properties and potentially a partnership with the Commonwealth around tax or other incentives for corporate owners of residential leasehold properties.</p> <p>The National Disability Strategy 2010-2020 includes the following policy direction 3 - Improved provision of accessible and well-designed housing with choice for people with disability about where they live. The Strategy goes on to state: Barriers are often presented by designs which do not allow the building structure of the home to change without significant expense, to meet the needs of a person who is ageing or who has a disability. A number of housing design guidelines exist including NSW Government guidance that encourage design, performance and functional innovation in the creation of new homes. Consideration could be given to incentivising the take up of Universal Design Principles and Liveable Housing Design standards in new housing developments in NSW.</p> <p>Housing supply and planning policy must take into account the diverse needs of all cohorts within the population – including, for example, both labour force participants (both active and potential) and older people (retirees).</p> <p>The Government will need to ensure a balance between supporting residential mobility (to enable people to move with employment and lifestyle opportunities) and supporting policies that allow people to age in place within the communities where they have their connections and supports. Effective service delivery and prevention initiatives rely on existing social and communal connections.</p> <p>Assisting councils to develop their Affordable Housing Contribution Plans under the State Environmental Planning Policy 70 would allow more affordable housing to be developed in a shorter time frame. Note that SEPP 70 is not referred to in the report.</p>
<b>Providing greater housing choice to balance labour mobility with tenure security</b>	<ul style="list-style-type: none"> <li>• Should the NSW Government level the playing field in the housing sector by supporting a more stable source of housing supply? If so, how?</li> <li>• What is the most efficient mix of planning, regulatory and tax settings to deliver outcomes that get the balance right between tenure security and housing mobility?</li> </ul>	<p>Insecure tenure in the private rental market and unaffordability are key drivers of demand for Government funded housing assistance. The NSW Government should act to give greater security of tenure for renters as a key strategy to reduce the need for social housing and to facilitate more exits from social housing into a more accessible and tenant friendly private rental market.</p>
<b>Moving toward more efficient and equitable developer contributions</b>	<ul style="list-style-type: none"> <li>• What principles could be applied to the developer contributions system to ensure transparent, consistent and efficient outcomes?</li> <li>• How might developer contributions be improved to support growth in new areas and service growing community needs?</li> </ul>	<p>The Disability Council of NSW wrote to the NSW Government in 2016 to express concern about the 'lack of supply of accessible housing stock with real choice of dwelling types to meet the diverse housing needs of people with disability'. Planning agreements to facilitate the development of affordable housing could also include accessible housing that meets appropriate design standards.</p>

Other questions	Comments
<p>Have the right priorities been identified? If not, what priorities would you recommend for consideration? Provide evidence (data / documentation) to support your recommendation.</p>	<p>Public sector productivity may be worth separate consideration, specifically whether existing governance mechanisms and fiscal settings provide agencies with sufficient incentive to prioritise projects that improve economic productivity. Currently attracting project funds to implement projects that drive economic productivity is difficult, particularly to achieve benefits at scale. It is not clear that government business cases have a common way to assess or quantify impacts on the broader economy, potentially reducing investment in high quality projects. For example digital reform may reduce the need for staff to be absent from work or businesses to employ agents. There does not seem to be a consistent way to quantify the value to the economy of increased attendance at work.</p> <p>Women NSW recommends to either include a female-specific priority area in the Discussion Paper, or to have a female-specific issue identified in each of the six priority areas. Given that current estimations of female underemployment in NSW is at over \$1 billion, it is our view that it is imperative for the conversation around NSW's productivity growth to include a focus on the impact of gender.</p> <p>By way of overall comment, conversations around NSW's productivity growth is intrinsically tied to women's participation in the workforce. Barriers to women's participation in the workforce has implications on the economic prosperity of NSW, and also impacts NSW's capacity to harness the full potential of women's productive power. Currently in NSW, as of July 2019, 10.3% of women are underemployed, compared to 6.7% of men that are underemployed. Current estimations are that lost earnings due to underemployment in women is over \$1 billion per annum.</p>
<p>What other policy options could be considered? Provide evidence (data / documentation) to support your recommendation.</p>	<p><b>Priority area 4 – Modernising our tax system to help our economy grow</b></p> <p>Another policy option that should be considered that is not currently included in the Discussion Paper is the impact of tax rates and childcare arrangements on women's participation in the workforce.</p> <p>From a welfare and costs lens, high effective tax rates and cost of childcare are two major barriers to the re-entry of Australian women into the workforce. High cost of childcare and possible loss of tax rebates and/or benefits are determinants of whether parents choose to return to the workforce. This may lead to extended periods of time out of the workforce, which compounds barriers to re-entering workforces, when individuals lose skills and/or opportunities for career advancement. As women usually take on the carer responsibility in the family domain, inaccessibility to affordable childcare arrangements and tax rates/deductions are thus intertwined with the issue of women re-entering the workforce.</p> <p>Relevantly, KPMG has recently released their report <a href="#">Unleashing our potential – the case for further investment in the child care subsidy</a>, with proposals to modernise the tax system's approach to child care subsidisation. To allow greater opportunity for equal workforce participation and leadership progression, the tax system needs to allow men and women to feel equally empowered to share the care-giving role.</p>

**References for 'Lifting school performance and education outcomes'**

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