

Grow Your Own – Urban and Regional Planners Workforce Initiative (GYO)

August 2026

Evaluation

Outcome 1: Increased Access to Planning Qualifications

Evaluation Question	Indicator	Data Source	Success Measure
Did the program increase access to higher education opportunities for regional employees?	Number of employees enrolled in planning qualifications	Enrolment records	Target number of participants enrolled. 3 student enrolments. Achieved.
Did participants remain engaged in study?	Retention and progression rates	University and Study Hub records	1 student with draw 1 student continue study 1 student study on hold.
Were barriers to study reduced?	Participant feedback	Surveys and interviews	Positive feedback regarding accessibility and support

Outcome 2: Strengthened Regional Workforce Capability

Evaluation Question	Indicator	Data Source	Success Measure
Did the program build planning knowledge and skills within councils?	Skills gained and application in workplace	Participant and supervisor feedback	Student progression through study units.
Did councils benefit from retaining employees while they studied?	Staff retention rates	Council HR data	Participants remain employed during study
Has the program increased workforce development opportunities?	Number of councils participating	Program records	Strong council engagement maintained

Outcome 3: Creation of a Local Workforce of Urban and Regional Planners

Evaluation Question	Indicator	Data Source	Success Measure
Has the program contributed to the pipeline of future planners?	Number of students progressing towards qualification	University records	Students continue progression through course
Have participants moved into planning-related roles?	Promotions or role transitions	Council HR records	No evidence of movement into planning functions
Has local planning capacity increased?	Council feedback	Feedback	Improved access to planning capability

Note: Full achievement of this outcome is expected over the longer term due to the duration of part-time study pathways.

Outcome 4: Effective Collaboration and Partnership

Evaluation Question	Indicator	Data Source	Success Measure
Did partners work effectively together?	Partner satisfaction	Verbal conversations	Positive feedback from partners
Did the Study Hubs provide effective support?	Student satisfaction with support services	Student surveys	Satisfaction reported
Were strong relationships established for future workforce initiatives?	New or ongoing collaborative projects	Partner records	Continuation of partnerships beyond project

Outcome 5: Sustainable Workforce Development Model

Evaluation Question	Indicator	Data Source	Success Measure
Is the model transferable to other professions?	Replication of model in other sectors	Project records	Model adopted for additional professions
Has the project informed future workforce programs?	New initiatives developed using the model	Council and Study Hub records	Evidence of continued investment
Will benefits continue beyond the funding period?	Ongoing participant study and partnership activity	Program monitoring	Continued engagement after project completion

Evidence of Sustainability

A key measure of the program's long-term success is that the model has already been adapted for a similar workforce initiative supporting finance students. This demonstrates that the collaborative approach between councils, regional study hubs and education providers is scalable beyond planning and has the potential to address workforce shortages across multiple professions in regional South Australia.

Overall Evaluation Assessment

Rating	Description
Achieved	Partnerships established, participants enrolled, support systems implemented, and workforce pathways created.
Partially Achieved	Increase in qualified planners not yet fully realised due to the extended timeframe required for part-time study completion.
Long-Term Impact Expected	Graduate planners entering the workforce, improved retention of skilled staff, and replication of the model in planning, finance and other professions.

This framework acknowledges that the project's major outcome, producing qualified planners, is a long-term result while still demonstrating the significant foundations and partnerships established during the pilot.