There are four critical issues that come out of the discussion:

1. Coal and coal alone: The question is more than brown coal. It is important to consider two points;

   Coal is not just about generation, as owners have indicated. It is important to remember that coal can be used in a number of ways, to develop fertilisers and fuel. Secondly, the Latrobe Valley is not only about coal. While important there are other industries in the Valley and there is a wider base to the economy than just coal. Any set of proposals must consider this broader context – of manufacturing, retail, education, agriculture, tourism, services and so on. These two aspects should be taken into account as policy is developed.

2. Transition Policy: Following on from the first point it is necessary to consider transition – after all in some respects that is what the Carbon Pollution Reduction Scheme is about. However, with Gippsland, and the Latrobe Valley in mind we need to ask what steps should be taken to address this process, who should be involved and in what way. Moreover, others are central. (1) Employers can play a part in the process of change and adaptation. Identify ways of greening the workforce. (2) Unions can be involved in audit and the development of policy. (3) The community comprises retail, agriculture, and services, as well as others - they also have a part to play.

3. Employment and skills policy: central to a transition policy will be a concern with employment (in all its forms) and with skills. Clearly there is a very strong skills base in the Valley and in Gippsland. The question is how should we think about transferring skills, from one industry to another, and how should skills be broadened to take into account the world that is emerging.

4. Regional and industrial policy: It is important to look at the Latrobe Valley and the surrounding areas. Too often the focus is on an industrial policy as if there is no unity of interest and concern.
For this reason it is important to consider the way in which an integrated industrial policy can be developed.

Note: these developments will be contested. This must be taken into account and affirms the need for knowledge (eg on skills profiles) and for policy debate.

So what would enable such developments

1. Debate – open up the question
2. Skills audit – what is the current situation and how do we change?
3. Industrial policy audit – address the community and the region
4. Policy formation