

EDUCATION

More education opportunities

HEALTH

BET



CITY OF SALISBURY

Youth

**STRATEGIC
ACTION PLAN**

2017-2021





MAYOR'S MESSAGE

I am pleased to present the City of Salisbury's Youth Strategic Action Plan 2017-2021. The development of this Plan contributes to the City's vision Salisbury - *a flourishing City with opportunities for all*. This Plan sets the foundations for Council to increase our support for Youth in Salisbury to help them reach their full potential on their journeys to adulthood.

Our young people hold the key to unlocking the future of Salisbury. They are at the forefront of social change and they will lead, create, innovate, nurture and grow our City amid dynamic and changing approaches to city design, economic development, ways of doing business, housing and urban developments, advancing digital technologies, environmental management, education delivery modes and transport infrastructure – and crucially, they will also make up the human services that will provide for an ageing workforce and population, and other social provisions we will all need across the lifespan. The experiences they encounter during their young lives will impact on their resilience for meeting the challenges of adulthood, and will shape their capacity as active citizens, leaders, and custodians of our community. It is no exaggeration to say that we will rely on our Youth of today to lead us well into tomorrow, therefore, it is vitally important that we do our very best to support their development and learning along the way.

This Plan reflects Council's long-standing commitment to our young people. The Plan builds on the youth development work we currently undertake across the City, but crucially, and through extensive consultation with Youth in Salisbury, the new Plan is well-placed to respond to changing or emerging youth priorities that our young people have identified.

I would like to thank the 1551 young people who took part in the consultation workshops, and I commend the Salisbury Youth Council for taking the lead in facilitating the consultations. I would also like to thank the many



community groups, schools, organisations and individuals who assisted with the development of this Youth Strategic Action Plan. I look forward to working with our partners to shape an environment in which all of our young people can thrive and reach their full potential for participating in community life.

A handwritten signature in black ink that reads "Gillian Aldridge". The signature is written in a cursive style.

Gillian Aldridge JP
Mayor of Salisbury

DEVELOPING THE NEW YOUTH STRATEGIC PLAN

What we did

In total, we engaged 1551 young people, 156 youth service providers, 29 teachers, and 37 council staff members in face-to-face conversations throughout the year-long city-wide project. We also conducted consultation workshops with all ten secondary schools Salisbury, various community groups, and diverse youth population groups.

Why we did it

The methodology for developing Salisbury's Youth Strategic Plan 2017-2021 was driven by the ethos of co-creation with internal and external stakeholders. Internally, Salisbury Council undertook to partner with the Salisbury Youth Council to co-produce the new Youth Plan and to externally engage the broader youth community in co-creating the plan. The rationale behind the co-production methodology was to develop robust youth involvement in decision-making and to be transparent and rigorous in the project design and reporting.

How we did it

Research methods were based on positive inquiry methods to primarily inspire, energise and motivate young people towards positive social change, and to also mitigate risk to participants by not dwelling on sensitive issues and personal 'problems' that might have been distressing to talk about among peers and in community settings. Internal collaboration with the Youth

Council was underpinned by a Youth-Adult Partnership model of community evaluation and research. External engagement with broader youth populations was underpinned by the principles of youth voice, inclusion, deliberative democracy, and positive inquiry. Plan and to externally engage the broader youth community in co-creating the plan. The rationale behind the co-production methodology was to develop robust youth involvement in decision-making and to be transparent and rigorous in the project design and reporting.

What we learned

The methodology for developing Salisbury's Youth Strategic Plan 2017-2021 was driven by the ethos of co-creation with internal and external stakeholders. Internally, Salisbury Council undertook to partner with the Salisbury Youth Council to co-produce the new Youth Plan and to externally engage the broader youth community in co-creating the plan. The rationale behind the co-production methodology was to develop robust youth involvement in decision-making and to be transparent and rigorous in the project design and reporting.

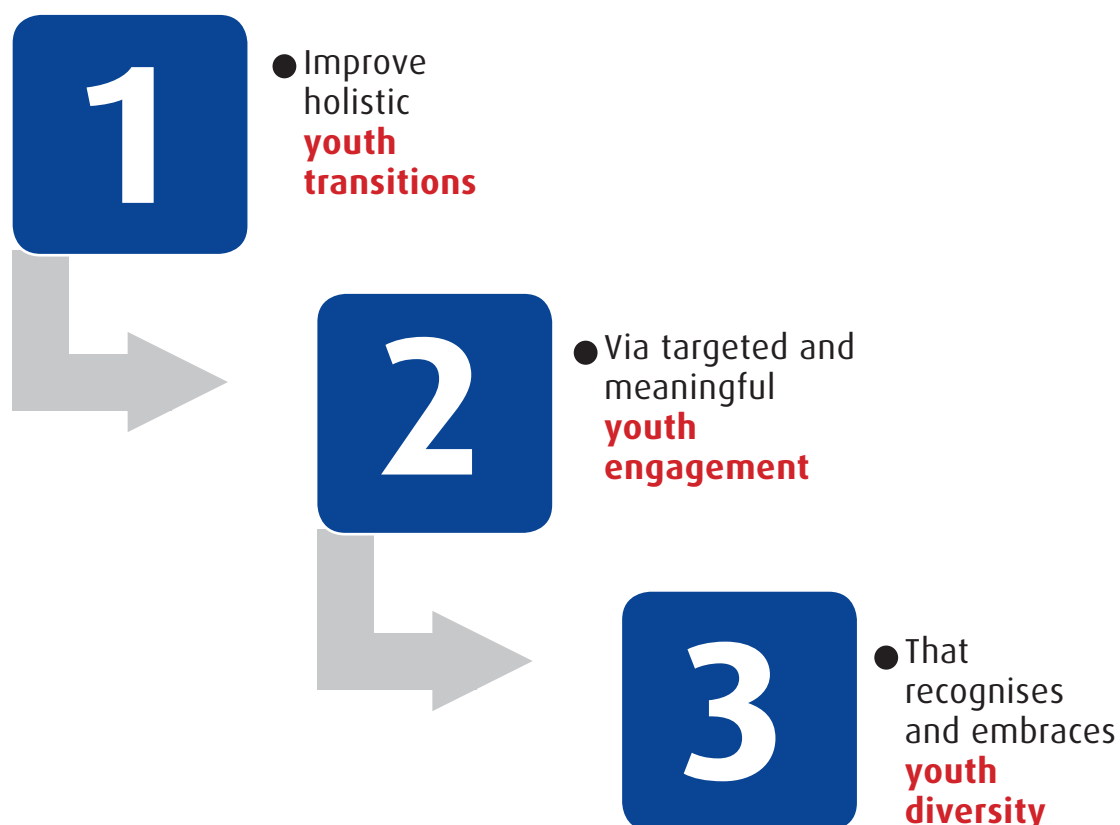
¹Zeldin, S., Christens, B. & Powers, J. (2013) The psychology and practice of Youth-Adult Partnership: Bridging generations for youth development and community change, *American Journal of Community Psychology*, (2013) 51, 385-397.





OUR VISION

As a direct result of the youth voice informing this plan, Council has established a vision to:



To achieve our vision, Council will focus its efforts in five key areas of:

1. Jobs and Education
2. Health and Wellbeing
3. Active and Creative Lifestyles
4. Diversity
5. Youth Participation

The five areas were identified by Salisbury Youth Council. The Youth Council formed working parties to lead community consultations and investigate youth opinions and experiences within these areas. The five areas will form the basis of the City of Salisbury's youth planning framework. Strategies emanating from these five areas will provide a basis for specific programs, policies and activities to be introduced annually.

Through these key areas, key objectives have been identified that will assist Council to evaluate the ongoing effectiveness of youth programs, policies and activities.



headspace Edinburgh North

1 hour ago · 🌱

#youth #headspace #awesome



150 Likes, 90 Comments

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OUR YOUNG PEOPLE



Total population
140,906



Australian national average
rate of youth not in
employment, education or
training (NEET)

11.8%

(OECD 2016)



Youth population
aged 12-24

23,548



Speak a language other
than English at home
(30% born overseas)

28%



Salisbury rate
of youth NEET

13.5%

(and predicted to rise
based on OECD)

YOUTH PARTICIPATION

Young People said...

- > “We want to have our say about things that will affect our future”
- > “It’s great doing this [taking part in consultation workshops] because usually it’s only SRCs [student representative councils] and stuff who get a say” (Young people from various backgrounds enjoy civic participation but don’t always know or believe it is available to them)
- > “We have great ideas, but we need help to make them happen” (Youth-Adult Partnerships work when adult partners are sensitive to power dynamics and are able to provide meaningful support for youth-led ideas)
- > “We need strong youth leaders and positive youth role models in all different youth communities” (Young people consistently identified the importance of diverse youth leadership)

Our Commitment

Council will work in partnership with community groups and services to identify youth leadership opportunities; and to ensure youth voice and participation is valued, supported and encouraged within Council and local service organisations.

Strategic Priorities

5.1 Review Council’s engagement guidelines and consultation framework. Revise, where necessary, to ensure youth voice in Council activities such as Master Planning, Strategic Planning, service provision and advocacy.

5.2 Identify and develop regional youth leadership opportunities with diverse and vulnerable youth populations.

5.3 Build and grow Youth-Adult Partnerships across Council and with external stakeholders.

5.4 Develop a Salisbury Youth Charter to complement and capture Council’s commitment to youth participation.

Key Objectives

Increase youth voice in Council planning and decision-making

Expand opportunities for local youth leadership development with a focus on diverse youth representation

Develop and model effective Youth-Adult partnerships within Council and with external stakeholders



JOBS AND EDUCATION

Young People said...

- > “We have some really creative business ideas but we don’t always know how to take them further or where to go for youth-friendly support and advice”
- > “We’re really interested in jobs of the future, like robotics, digital media and work-from-home options for young parents. We just need more information and support to make it happen”
- > “We want more work experience opportunities and a wider range of jobs to try because we don’t always know what we’re good at, what career paths we could take, or what’s actually achievable”
- > “We don’t always understand what employers expect, but we know we need to improve on the main skills they’re looking for like time management, team work, communication, initiative and confidence”
- > “Sometimes we feel cut-off and on our own when we leave school. We don’t always know where to get help and advice about jobs, or if we can find help, it isn’t the sort of help we really need”

Our Commitment

Council will work with stakeholders to support and advocate for improved post-school transitions through education, training and employment pathways for young people across the City of Salisbury.

Strategic Priorities

1.1 Advocate and work with Australian and State Governments, the education sector and service organisations to develop robust locally and regionally specific policies that improve Youth transitions from school to work.

1.2 Develop a local and regional leadership approach to supporting Business to engage the workforce of the future.

1.3 Build on the success of Council’s Youth Traineeships and Work Experience programs. Identify and develop inclusive work experience and traineeship opportunities for Aboriginal and Torres Strait Islander Youth, Multicultural Youth, and young people living with disability.

Key Objectives

Increase stakeholder awareness of contemporary youth transitions to the workforce and develop more effective post-school supports that meet diverse youth needs

Expand opportunities for young people to build skills and have greater access to a wider range of work experience and volunteering activities

Develop opportunities for employers to build skills and knowledge around developing the youth workforce



HEALTH AND WELLBEING

Young People said...

- > “We want to learn about managing money, not getting into debt, affordable nutrition, home and car maintenance, stress reduction and relationship skills, all the stuff that helps you live a healthy life, like yoga and mindfulness workshops too” (Prevention programs and life skills are a high youth priority)
- > “With work and school commitments, it gets hard to make set times for team sports as you get older, so we need more general fitness programs to help us stay healthy”
- > “We like being outside, we want more input about outdoor spaces and how we use them, especially for fitness”
- > “Youth mental health and housing are big issues, we need more services for young people in the North”
- > “If you’re homeless you don’t want to hang around with ‘bad’ people, but sometimes that’s the only option if you’ve got nowhere else to go” (At-risk youth want access to positive role models in community settings)

Our Commitment

Council will work with government and service partners to ensure that youth in Salisbury have access to safe and supportive environments, programs and services that foster optimal health and wellbeing.

Strategic Priorities

2.1 Advocate and work with Australian and State Governments and service organisations to develop programs and services with a greater local and regional focus on youth-specific health and wellbeing needs – with a strong emphasis on mental health and accommodation services.

2.2 Work with partners to develop a model of Youth ‘safe place’ in Salisbury that is inclusive of diverse youth needs, including at-risk and/or homeless youth.

2.3 Develop Youth-Adult partnerships in co-designing outdoor spaces with an emphasis on inclusive outdoor fitness participation to meet diverse youth needs.

2.4 Work with partners to develop a holistic Youth wellness program incorporating youth-led prevention strategies for wellness.

Key Objectives

Listen to youth wellness priorities and develop prevention programs and services based on youth needs

Improve access to youth mental health and youth accommodation services

Increase access to positive role modelling and ‘safe spaces’ for at-risk youth

Expand opportunities to engage young people in outdoor space planning and usage



ACTIVE AND CREATIVE LIFESTYLES

Young People said...

- > “Not everyone plays sport, we want clubs for mental sports too like chess and board games and puzzles. There’s a stigma around gaming and sometimes people think there’s something wrong with us because we don’t come out of our rooms, but really there’s just nowhere else for us to go. We’d love to have a café-style club for all types of games and thinkers where we can connect with each other in person”
- > “We [young people living with disability] want more opportunities to try different physical activities and sports programs”
- > “I speak much more English since I started playing soccer. I have more friends and I get help with homework from other parents at the club” (Sporting clubs and programs are important developmental, networking and learning spaces, especially for newly arrived youth)
- > “The Youth Arts Market was great. I made some money and met new people and handed out cards for my web-store, we should do this more. One of the guys playing guitar got asked to play at Secret Garden and he’s getting more shows now. It would be good if we had somewhere to perform more often and show our art to the public, and regular places to sell our arts, crafts and music”

Our Commitment

Council will identify, grow and build on opportunities for youth in Salisbury to participate in a wide range of active and creative lifestyles that reflect young people’s changing needs.

Strategic Priorities

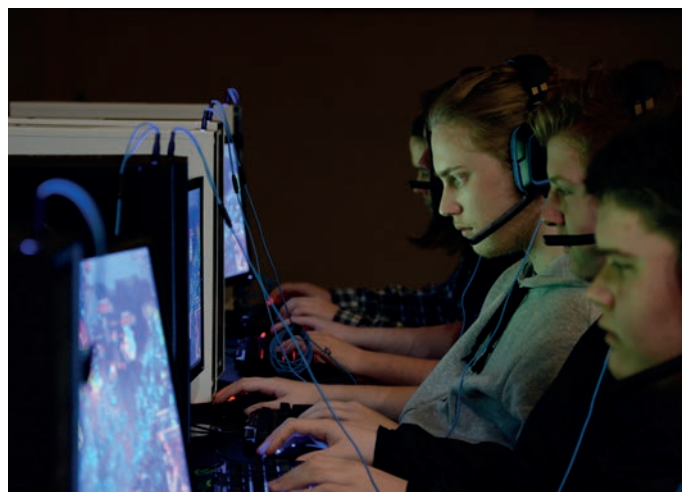
- 3.1 Work with stakeholders to develop innovative programs and opportunities for digital leisure and lifestyles. 3.2 Advocate and work with partners to develop and promote active (sports) and creative (arts) programs that actively support the inclusion of diverse youth populations and vulnerable or at-risk youth.
- 3.3 Work with stakeholders to develop inclusive sports programs with learning outcomes.
- 3.4 Work with stakeholders to explore joint-use opportunities for Youth exhibitions, markets and performances.

Key Objectives

Respond to changing patterns and trends in youth leisure past times

Improve access and inclusion for diverse youth populations to participate in active and creative programs

Expand opportunities for young people to perform, display and market their creative outputs



YOUTH DIVERSITY

Young People said...

- > “Diversity means a lot of things” (Young people told us that diversity is far more complex than we tend to characterise it. A more holistic view would build an understanding of ways that gender, identity and Cultural diversity can intersect with each other (intersectional diversity), as well as socio-economic diversity, work-readiness diversity, domestic diversity, emotional diversity and physical diversity; and ways this can shape youth transitions)
- > “It’s great when we have exhibitions like this [Art Exhibition for LGBT Youth coinciding with Feast Festival]”
- > “We have really interesting cultural stories and ways that we do things, it would be great for everyone to see this and to bring different cultures together” (Young people identified intercultural events and activities as an important aspect of community building)
- > “It’s important that people can see what young people living with disability can do, instead of what we can’t do”
- > “Aboriginal Youth love sport and music, but we like lots of other things too about being outside, like looking after parks and creeks and animals”

Our Commitment

Council will work with stakeholders to support and advocate for the development of inclusive practice strategies and community activities that celebrate and embrace multiple notions of Youth diversity.

Strategic Priorities

4.1 Work with service partners and community groups to identify and develop opportunities to celebrate and showcase the skills and strengths of diverse youth populations.

4.2 Advocate and work with partners to identify opportunities for innovation in youth programs for diverse youth populations.

4.3 Provide sector leadership in researching and promoting emerging issues of intersectional diversity (for example, the additional social complexities for young people living with disability who identify as LGBT; or multicultural youth living with disability).

Key Objectives

Enhance the positive image of diverse youth populations

Increase community and sector awareness of multiple notions of youth diversity and intersectionality

Expand opportunities for diverse youth populations to co-create innovative activities and programs that showcase their strengths and talents



ACKNOWLEDGEMENTS

First and foremost, we acknowledge and thank the 1551 young people who gave their time, wisdom and expert advice throughout the year-long city-wide consultation sessions and workshops that inform this Plan.

We are also grateful for the enthusiasm and participation of the following partners:

- > MatchWorks
- > Lighthouse Disability
- > NDIS Northern Office
- > Novita Children's Services
- > Staff and students at all ten secondary schools across Salisbury
- > St Augustine's Parish School
- > Burton Park Football Centre
- > Parafield Gardens Recreation Centre
- > Minya Fullas and Bagster Road Playgroups
- > Northern Carers Network
- > Salisbury Youth Services Network
- > Youth Affairs Council of South Australia
- > The Salisbury Youth Council
- > Twelve25 Youth Enterprise Centre staff and volunteers
- > City of Salisbury Libraries and Community Centres
- > Program coordinators at Twelve25 (True North, Theatre Group, Duke of Edinburgh, Jibba Jabba TV, AGFA, Car Maintenance for Girls, RYDA, Beyond Racism, Youth Connections, Homework Club)
- > Salisbury City Rotaract Club
- > Workskil Transition to Work
- > Workabout Centre
- > Headspace Edinburgh North and Rainbow Mates
- > Employer showcase: Peter Kittle Toyota, Auto Transformers, Woolworths Parabanks
- > Paralowie House
- > The Rev Youth Group, Salvation Army Ingle Farm
- > Hope Central Church
- > Northern Adelaide Senior College
- > Julia Farr Youth
- > Jocelyn Nuemueller, young Paralympian



CITY OF SALISBURY

YOUTH STRATEGIC ACTION PLAN 2017-2021

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