



## **AGENDA**

**FOR YOUTH COUNCIL SUB COMMITTEE MEETING TO BE HELD ON**

**13 JUNE 2017 AT 5.00 PM**

**IN THE JOHN HARVEY GALLERY, 12 JAMES STREET, SALISBURY**

### **MEMBERS**

Joel Winder (Chairman)  
Mayor G Aldridge (ex officio)  
Mimona Abdalla  
Cr D Balaza  
Bianca Bilsborow  
Liam Bilsborow  
Mon-Maya Chamlagai  
Reem Daou  
Rebecca Etienne  
Teya-Hanah Gribble  
Nick Griguol  
Eric Ngirimana  
Cameron Rowe  
Tyler Rutka-Hudson  
Taylor Sawtell (Deputy Chairman)  
Braden Thompson  
Tegan Turner  
Mark Verdini  
Thomas Wood  
Cr S White  
Cr R Zahra  
Roshan Chamlagai (Mentor)  
Andrew Chapman (Mentor)  
David Charlett (Mentor)  
Kimberlee Daniels (Mentor)  
Adelyne Huynh (Mentor)  
Sue McNamara (Mentor)  
Pau Lian Naulak (Mentor)

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## **REQUIRED STAFF**

General Manager Community Development, Ms P Webb  
PA to General Manager Community Development, Mrs B Hatswell  
Community Planner Youth Participation, Ms J Brett  
Community Planner Youth, Ms P Rowe

## **APOLOGIES**

## **LEAVE OF ABSENCE**

## **PRESENTATION OF MINUTES**

Presentation of the Minutes of the Youth Council Sub Committee Meeting held on 11 April 2017.

## **REPORTS**

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## **OTHER BUSINESS**

## **CLOSE**



**MINUTES OF YOUTH COUNCIL SUB COMMITTEE MEETING HELD IN THE  
COUNCIL CHAMBER, 12 JAMES STREET, SALISBURY ON**

**11 APRIL 2017**

**MEMBERS PRESENT**

Joel Winder (Chairman)  
Mimona Abdalla  
Bianca Bilsborow  
Mon-Maya Chamlagai  
Reem Daou (5.43 pm)  
Rebecca Etienne  
Eric Ngirimana  
Cameron Rowe  
Tyler Rutka-Hudson  
Taylor Sawtell (Deputy Chairman)  
Braden Thompson  
Mark Verdini  
Cr S White  
Cr R Zahra

**OBSERVERS**

There were no observers.

**STAFF**

PA to General Manager Community Development, Mrs B Hatswell  
Community Planner Youth Participation, Ms J Brett  
Community Planner Youth, Ms P Rowe

The meeting commenced at 5:04 pm.

The Chairman welcomed the members, staff and the gallery to the meeting.

**APOLOGIES**

Apologies were received from Mayor G Aldridge, Cr D Balaza, L Bilsborow, T Gribble, N Griguol, T Turner, T Wood, D Charlett, S McNamara and P Naulak.

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## LEAVE OF ABSENCE

Nil.

## PRESENTATION OF MINUTES

Moved B Bilsborow

Seconded R Etienne

The Minutes of the Youth Council Sub Committee Meeting held on 14 February 2017, be taken and read as confirmed.

**CARRIED**

## REPORTS

### YC1 Youth Council Project Teams update

Moved M Verdini

Seconded B Thompson

1. Information be received and noted.

**CARRIED**

### YC2 Youth Action Plan - Status Update April 2017

Moved M Abdalla

Seconded M Chamlagai

1. That the information be received.

**CARRIED**

### YC3 Twelve25 Salisbury Youth Enterprise Centre - April Update

*B Thompson left the meeting at 05:18 pm.*

*B Thompson returned to the meeting at 05:19 pm.*

Moved M Verdini

Seconded M Abdalla

1. That the information be received and noted.

**CARRIED**

## OTHER BUSINESS

*B Thompson left the meeting at 05:35 pm.*

*B Thompson returned to the meeting at 05:37 pm.*

**YCOB1 Youth Council Sponsorship – Gareth Bailey**

Moved M Verдини

Seconded E Ngirimana

1. That the City of Salisbury Youth Council sponsor Gareth Bailey for the UN Youth Australia National Conference taking place 5-11 July 2017, providing:
  - a. another funding source is not available;
  - b. an application is made in writing; and
  - c. a report is provided post event.

**CARRIED**

*R Daou entered the meeting at 05:43 pm.*

*M Chamlagai left the meeting at 05:44 pm and did not return.*

**CLOSE**

The meeting closed at 5:53 pm.

CHAIRMAN.....

DATE.....



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<b>ITEM</b>	YC1
	<b>YOUTH COUNCIL SUB COMMITTEE</b>
<b>DATE</b>	13 June 2017
<b>HEADING</b>	New Membership
<b>AUTHOR</b>	Jules Brett, Community Planner Youth Participation , Community Development
<b>CITY PLAN LINKS</b>	4.3 Have robust processes that support consistent service delivery and informed decision making.
<b>SUMMARY</b>	This report details Samuel Field's application for a vacant Youth membership position with the Youth Council.

## RECOMMENDATION

1. Samuel Field be appointed as a Youth member to the Salisbury Youth Council until December 2018.

## ATTACHMENTS

There are no attachments to this report.

## 1. BACKGROUND

- 1.1 In the Youth Council Terms of Reference under Membership Selection 4.9 it states that:

*Appointments will be held annually for vacant committee positions, or as required to fill a casual vacancy that arises during the term of appointment, for the balance of the remaining term*

- 1.2 In February 2017, Teagan Kelsh resigned from Youth Council and a Youth member position became vacant.

## 2. CONSULTATION / COMMUNICATION

- 2.1 Internal

- Samuel Field was interviewed by Julie Brett and a Youth Council member in April 2017 regarding the vacant Youth Council position.

## 3. REPORT

- 3.1 In March 2017, the Youth Council gave a presentation at the Valley View Secondary School's 'Big Day In' event which showcases youth participation opportunities.
- 3.2 Following the presentation, Samuel Field became interested in joining the Youth Council and discussed his intentions with a teacher (Mr Rob Loielo).

- 3.3 Mr Loielo provided Samuel with an application form. Mr Loielo had retained Youth Council application forms that he was issued during the annual recruiting period in November 2016 (as all schools in Salisbury receive) and was aware of the application process.
- 3.4 Samuel completed and submitted his application and was interviewed for the vacant position in April 2017.
- 3.5 With regard to his suitability for Youth Council membership, Samuel brings knowledge and interest in technology and computer programs. His social priorities for young people include the eradication of bullying and the promotion of acceptance and diversity as a strategy for reducing bullying. His community involvement activities include Book Clubs, Student Representative Council activities and volunteering. Samuel has also provided mentoring to younger students at his school and believes that cooperation and group problem-solving contribute to strong team work and positive outcomes.

#### **4. CONCLUSION / PROPOSAL**

- 4.1 Samuel Field has applied to fill the Youth member position that was vacated by Teagan Kelsh.
- 4.2 The Term of this appointment will be until December 2018 as this is when Teagan Kelsh was due to finish and Samuel is filling that position. Samuel will then be required to reapply for a further term

#### **CO-ORDINATION**

Officer: EXECUTIVE GROUP  
Date: 06/06/2017



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<b>ITEM</b>	YC2
	<b>YOUTH COUNCIL SUB COMMITTEE</b>
<b>DATE</b>	13 June 2017
<b>HEADING</b>	Youth Council Project Teams Update
<b>AUTHOR</b>	Jules Brett, Community Planner Youth Participation , Community Development
<b>CITY PLAN LINKS</b>	3.3 Be a connected city where all people have opportunities to participate.
<b>SUMMARY</b>	This report will provide an update on the 2017 Youth Council Project Teams

## **RECOMMENDATION**

1. That the information be received and noted

## **ATTACHMENTS**

There are no attachments to this report.

## **1. BACKGROUND**

- 1.1 The Project Teams were established and Project team leaders appointed at the February 2017 Youth Council sub-committee meeting. Membership of the project teams was included in the February Project Team report.
- 1.2 At the February meeting, the Youth Council established two project teams to undertake work on the following;
  - Safe City; and
  - Pathways and Opportunities
- 1.3 This report will provide an update on the work undertaken by the project teams. Team leaders will also provide a verbal update of the works undertaken to date at the meeting.

**2. CONSULTATION / COMMUNICATION**

- 2.1 Internal
  - 2.1.1 Nil.
- 2.2 External
  - 2.2.1 Nil.

**3. REPORT**Safe City

- 3.1 The aim of this project is to work with local agencies to host a community event that will provide young people with information and education about staying safe in their communities.
- 3.2 This will be achieved through working in partnership with SAPOL and agencies that offer services to young people in the areas of (but not limited to) domestic violence, drugs and alcohol, homelessness and health and well-being.
- 3.3 The Safe City team is partnering with Bagster Road Community Centre who have agreed to auspice a grant application for this event and another side project which is a domestic violence art project, this will be a piece of artwork at the Salisbury North Skate park with a morning tea launch and guest speakers at Bagster Road Community Centre.

Pathways and Opportunities

- 3.4 This project will focus on enhancing employability and networking skills for young people aged between twelve and twenty five years in the City of Salisbury.
- 3.5 One aspect of the project will be to host an employment expo focusing on skills of resume writing, cover letters, presentation and interview skills. Youth Council will partner with local job service providers and high schools to achieve a positive outcome for the young people who attend. This aspect of the projects focuses on 'job seekers'.
- 3.6 The second aspect of this project will be an employment expo at Burton Rd Community Centre focusing on training and employability within the food industry.
- 3.7 The third aspect of the project will be a "Shark Tank" working with local business owners to provide feedback for young people interested in starting a business and tips for those who already have market and Facebook businesses. This aspect of the project focuses on 'job makers'.

#### **4. CONCLUSION / PROPOSAL**

- 4.1 Project Teams provide the opportunity for Youth council members to plan, develop and implement key projects that address issues of importance to young people in Salisbury.
- 4.2 Project Team leaders/members will be able to provide further updates at the meeting.

#### **CO-ORDINATION**

Officer: EXECUTIVE GROUP  
Date: 06/06/2017



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<b>ITEM</b>	YC3
	<b>YOUTH COUNCIL SUB COMMITTEE</b>
<b>DATE</b>	13 June 2017
<b>HEADING</b>	Youth Strategic Plan
<b>AUTHOR</b>	Paula Rowe, Community Planner Youth, Community Development
<b>CITY PLAN LINKS</b>	3.1 Be an adaptive community that embraces change and opportunities. 3.3 Be a connected city where all people have opportunities to participate. 4.4 Embed long term thinking, planning and innovation across the organisation.
<b>SUMMARY</b>	This report details the completion of youth consultations; the development and purpose of the Youth Strategic Plan 2017-2021; and the purpose of the Youth Action Plan and Engagement Report that accompany the Youth Strategic Plan 2017-2021.

## RECOMMENDATION

1. That the Youth Strategic Plan 2017-2021 as set out in Attachment 1 to this report (Item No. YC3, Youth Council Sub Committee, 13/06/2017) be endorsed.
2. That the Youth Action Plan 2017-2021 as set out in Attachment 2 to this report (Item No. YC3, Youth Council Sub Committee, 13/06/2017) be noted.
3. That the Youth Engagement Report as set out in Attachment 3 to this report (Item No. YC3, Youth Council Sub Committee, 13/06/2017) be noted.

## ATTACHMENTS

This document should be read in conjunction with the following attachments:

1. Youth Strategic Plan 2017-2021 (For Endorsing)
2. Youth Action Plan 2017-2021 (For Noting)
3. Youth Engagement Report (For Noting)

## 1. BACKGROUND

- 1.1 At its February 2016 meeting Council endorsed a Youth-Adult Partnership model of community evaluation as the methodology to be used for the development of the Youth Strategic Plan 2017-2012.
- 1.2 The Youth Strategic Plan has been developed via the Youth Council project team (which consisted of Youth Council members), and a council project team (which consisted of internal council staff). Nick Griguol who represents Youth Council also worked with the internal council staff team to assist with developing and strengthening Youth-Adult Partnerships.

1.3 The methodology for developing the Youth Strategic Plan included a range of external consultations and responsibility for leading the various consultations was shared between Youth Council and council staff.

1.4 This report will provide:

- A summary of the works that have been undertaken.
- A description of the purpose of each document attached to this report.

## **2. CITY PLAN CRITICAL ACTION**

2.1 Contributes to the development of a Wellbeing Strategy for the Council and the community that incorporates healthy lifestyles and recreation, psychological wellbeing and resilience.

## **3. CONSULTATION / COMMUNICATION**

3.1 Internal consultation and communication has occurred throughout the development of the updated Youth Strategic Plan with:

- Twelve 25 Youth Enterprise Centre, manager, staff and volunteers
- Elected Members
- The Executive Group
- Council staff
- Youth Action Plan project team (comprised of representatives from various council departments)
- Youth Action Plan project board
- City of Salisbury youth workforce

3.2 External consultation and communication has occurred throughout the project with:

- 1551 young people
- 156 youth service providers
- 29 teachers and school executive staff
- 10 secondary school campuses
- Various community groups, services and program coordinators (full details are contained in the attached Engagement Report)

## **4. REPORT**

4.1 Community consultations were completed in February 2017, on time and within allocated resources.

4.2 The original target of 1500 participants was exceeded, 1551 young people were ultimately engaged in face-to-face conversations.

4.3 The consultation data was collated and grouped in five key areas:

- Jobs and Education
- Health and Wellbeing
- Active and Creative Lifestyles
- Diversity and Multiculturalism
- Youth Participation

- 4.4 The five key areas represent topics that Youth Council working parties addressed via community consultations and workshops throughout 2016.
- 4.5 The data was analysed using inductive thematic coding methods to enable the mapping of trends and themes for different cohorts across each domain.
- 4.6 The consultation findings have informed the three documents attached to this report.
- 4.7 In line with Council's role to set strategic directions the Youth Strategic Plan 2017-2021, **Attachment 1 – is presented for endorsement.**
  - 1.1.1 The purpose of the Youth Strategic Plan is to set Council's strategic priorities for responding to youth-identified needs over the next four years. The strategic priorities are directly informed by Youth voice and stakeholder consultations, and are set out in the five key areas addressed by Youth Council during community consultations: namely, Jobs and Education; Health and Wellbeing; Active and Creative Lifestyles; Youth Diversity; and Youth Participation.
- 4.8 The Youth Action Plan and implementation plan, **Attachment 2 is presented for noting.**
  - 4.8.1 The purpose of the Youth Action Plan is to set out a plan for undertaking actions that address youth-identified needs, and to outline a priority timeline for commencing the actions and delivering programs to be introduced annually.
- 4.9 The Youth Engagement Report, **Attachment 3, is presented for noting.**
  - 4.9.1 The purpose of the Youth Engagement Report is to comprehensively document the processes and work undertaken in developing the Plan – including the background and methodology, the principles embedded in all engagement activities, raw data-sets, key learnings, details of partnerships and engagement outcomes, and testimonials from young people and the youth sector that highlight the positive outcomes from co-creating the Plan with the Youth Council, and broader youth communities.
- 4.10 Underpinning each document is a proposed commitment to:
  - Better understanding and support for contemporary youth transitions through education, training, employment, leisure, relationships, health and wellbeing and accommodation;
  - Developing and modelling Youth-Adult Partnerships to schools, businesses and the community in general; and
  - Greater awareness of multiple notions of Youth diversity.
- 4.11 This commitment has been synthesised in the Youth Strategic Plan as a Vision to:
  - Improve holistic youth transitions via targeted and meaningful youth engagement that recognises and embraces youth diversity.

**5. CONCLUSION / PROPOSAL**

- 5.1 Significant consultation has been undertaken with youth populations, youth service providers, and internal and external stakeholders.
- 5.2 In line with Council's strong commitment to youth participation and positive and effective youth development, it is recommended that Council endorse the Youth Strategic Plan 2017-2021.

**CO-ORDINATION**

Officer: EXECUTIVE GROUP  
Date: 06/06/2017



City of Salisbury

# Youth Strategic Action Plan

2017-2021

DRAFT

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## Acknowledgements

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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 further indebted to the enthusiasm and participation of the following partners:

- 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
- 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

## A Message from the Mayor

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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 their 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.

## Acknowledgement of Country

The City of Salisbury acknowledges that we are meeting on the traditional Country of the Kaurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kaurna people living today.

## Why we need a Youth Strategic Plan

The City of Salisbury recognises the importance of ensuring that young people have rich and rewarding opportunities for learning and development in family, schooling, and broader community contexts. Council also acknowledges that responsibility for positive youth development is shared by a range of stakeholders in young people's lives, including families, teachers, mentors, and service providers – and that all levels of government have a shared responsibility for developing Australia's youth through policy initiatives, service provision and advocacy.

## Timeline of Planning for the Needs of Young People

Salisbury developed its first youth strategy, *Responding to Young People*, in the late 1990s to clarify Council's role in youth affairs and address critical needs of young people in Salisbury, recognising that Salisbury had (and continues to have) a high proportion of young people in its population. This early work was underpinned by an extensive youth needs assessment in 1997, youth consultations, and (the then) Youth Advisory Council, Youth Strategy sub-committee and Salisbury Youth Action Network. While the form and names of these consultative forums has changed over time (and some ceasing to exist), the drive to plan for the needs of Salisbury youth has continued with this new iteration of Council's Youth Strategic Plan. The new strategy is based on extensive consultation and builds on the cumulative work undertaken to date to respond to the issues facing young people in the area today.

Previous work in this area included an important piece of advocacy that saw the case built for the development of what is today the Twelve25 Youth Enterprise Centre. Its development was a key focal project of the second Youth Strategy 2002 – 2005.

A key focus of the rationale for establishing Twelve25 was the centralised coordination, co-location and delivery of services to young people. Key outcomes were expected to include an increase in the number of disengaged young people going on to further education and an increased retention of at-risk youth at school. However, the overall focus was intended to include all youth – not just disadvantaged or disengaged young people – and the target audience was clearly defined as '*young people aged 12-25 years living, studying or working in the City of Salisbury*'. The centre commenced service in 2007 and most recent program review of Twelve25 was conducted in 2012.

## Focus of the new Plan

The new youth Plan will develop and maintain a strategic framework for coordinating and implementing actions that foster positive youth development and empowered youth transitions. By focussing on youth transitions we get a much clearer picture of what life is like for young people today, and where we can target supports and resources to assist them as they navigate a range of life-choices and pathways.

### *What are Youth Transitions?*

'In simple terms, youth transitions can be understood as the pathways that young people make as they leave school and encounter different labour market, housing and family-related experiences as they progress toward adulthood'<sup>1</sup>

We expand on this definition with a broader view of contemporary youth transitions that takes in pathways and transitions through schooling, further education and training, the workforce, work-readiness, accommodation, health, identity choices, spirituality, family and intimate relationships, community life and emerging business ventures. It is also important to remember that while the majority of our young people are on track for success, some young people face the additional challenges of transitioning through the youth justice system and require targeted support for getting back on track.

Adopting a focus on holistic transitions shows us there are complex (and growing) choices that young people must effectively navigate on their journey to adulthood. Compounding this is the more protracted nature of contemporary youth transitions that are continuing longer into adulthood than in previous generations<sup>2</sup>. In the past, youth transitions were far more linear in terms of leaving school, finding work, leaving home and potentially starting one's own family. But for various reasons, young people today are more likely to cycle in and out of the family home, in and out of education, in and out of work, and in and out of optimal health and stable accommodation. Transitions and pathways are far more circuitous than ever before, and we know that resilience for coping with these 'round-a-bout' pathways is vital for successful transitions and optimal wellbeing.

<sup>1</sup> MacDonald, R., & Marsh, J. (2005) *Disconnected Youth?*, Palgrave MacMillan, Hampshire.

<sup>2</sup> Furlong, A., Woodman, D., & Wyn, J. (2011) Changing times, changing perspectives: reconciling 'transition' and 'cultural' perspectives on youth and young adulthood, *Journal of Sociology*, 47(4), 355-370.



## Our Young People

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*\*Indication only: To be updated when census data released and converted to Infographics\**

- Total population = 138,535
- 22% speak a language other than English at home (27% born overseas)
- Youth population aged 12-24 = 25,490 (18.4% of total population)
- Australian national average rate of youth not in employment, education or training (NEET) = 11.8% (OECD 2016)
- Salisbury rate of youth NEET = 13.2% and predicted to rise based on OECD (2016) indicators of NEET status (including cultural and linguistic diversity and youth living with disability)

Salisbury's youth population reflects the City's broader socio-economic and cultural diversity. Hence it is clear that robust youth planning is needed to frame Council's micro and macro-level responses to a host of emerging youth priorities.

It is also important to note that those aged 25-29 make up a further 7.9% of the total population, meaning that actions identified in the plan will potentially interface with around 25% of Salisbury's total population when taking into consideration the more protracted nature of contemporary youth transitions.

## Policy Contexts

### Federal

The Australian Government has allocated significant funding towards youth employment in successive budgets<sup>3</sup>. This commitment to supporting transitions to employment resonates with Council's understanding that employment and employability are also critical determinants of 'successful' transitions in other domains of life (such as accommodation, relationships, and civic participation) – as well as being key protective factors for mental health and wellbeing.

### State

A major component of *youTHRIVE: 2017 Youth Strategy for South Australia* is the State Government's commitment to youth transitions, largely through expanding the *Successful Transitions* program launched in 2015. Salisbury's Youth Plan has a strong focus on fostering the success of young people's transitions, but approaches this from a local perspective that understands the unique needs and circumstances of Salisbury Youth.

State and local initiatives also recognise that young people are situated on a spectrum of work-readiness spanning those who are disengaged from education, training and employment, through to young entrepreneurs on the cusp of launching innovative ideas and projects. Hence the ongoing delivery and extension of the *Be a Job Maker* program into the northern region will bring businesses and young people together 'with a focus on turning innovative ideas into results that strengthen the South Australian economy' (DCSI 2017).

### Local

In October 2016, Council launched the *City Plan 2030* with a succinct vision statement:

*Salisbury – A flourishing City with opportunity for all*

Salisbury's new youth plan shares the long-term vision at the heart of the *City Plan 2030* with the view that facilitating positive youth development and empowered transitions is key for achieving long term success in the four key direction areas outlined in the City Plan.

The strategic directions in Salisbury's Youth Plan have been developed with the understanding that empowered youth transitions through various domains including education, employment, accommodation, relationships, leisure and civic participation are vital for contributing to the achievement of objectives in The City Plan. Particularly, *The Prosperous City - Objective One: Have a community with the skills, knowledge and agility to participate in a rapidly changing economy.*

<sup>3</sup> 2015-2016 \$331m Youth Employment Strategy; 2016-2017 \$840m Youth Employment Package. Funding allocations provide intensive support for transition to work, vulnerable job seekers, employability skills and entrepreneurship.



## 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 in 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<sup>4</sup> 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.

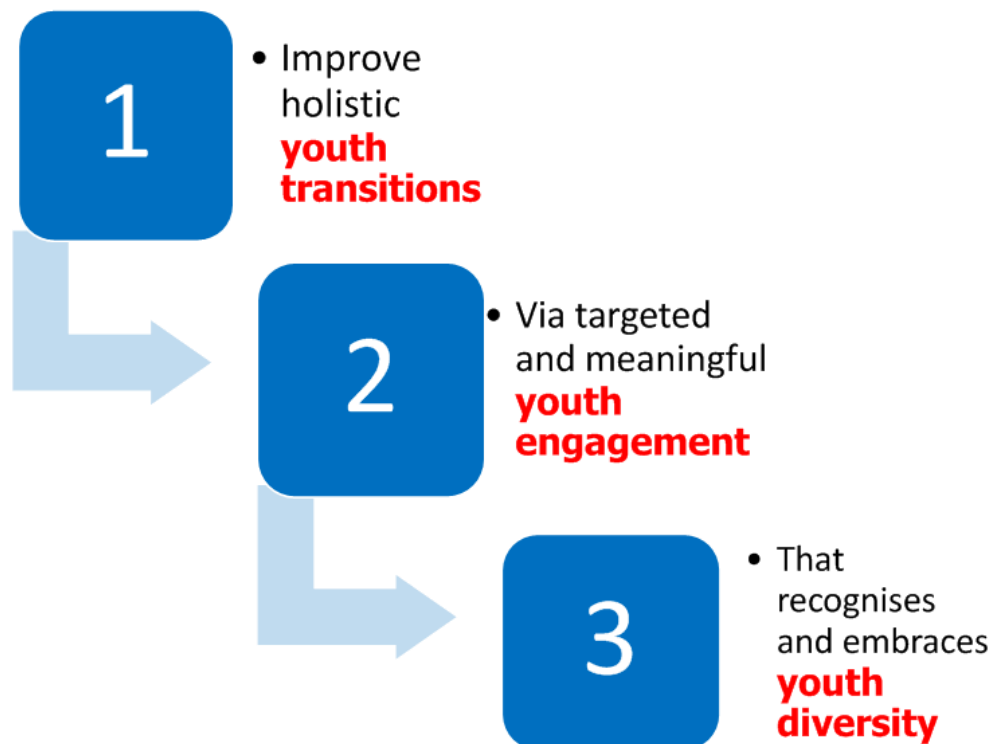
### What we learned

A full and comprehensive Engagement Report detailing the project background, the role of Salisbury Youth Council in the project, Youth-Adult Partnerships, the research design and methods, data-sets, learnings, outcomes and testimonials is available at ([insert URL link when available](#)). The 1551 young people we spoke to have provided a much-needed update about current youth priorities in Salisbury that will shape Council's youth planning framework going forward. The project has also generated significant development opportunities for youth partners as community researchers and facilitators, and has been pivotal in establishing community and service organisation partnerships that will play key roles in the delivery of actions identified as a result of consultation workshops.

<sup>4</sup> Zeldin, 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.

## 1. 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 and regionally specific policies that improve Youth transitions from school to work.
- 1.2** Develop a 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

## 2. 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 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

### 3. 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 which enhance digital learning.
- 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 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 and links to transition points such as work and study
- 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



## 4. 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 LGBTI 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 \*LGBTI; or multicultural youth living with disability).

\*LGBTI is a long-standing acronym for Lesbian, Gay, Bi-sexual, Trans and Intersex Youth. Currently, the acronym is being debated for its continuing relevance in terms of inclusively capturing the diversity of experiences and orientations within the community. LGBTI is used here in the understanding that, once a consensus has been reached, this will likely be replaced with a more suitable acronym

## Key Objectives

- Enhance the positive image of diverse youth populations
- Increase community and sector awareness of multiple notions of youth diversity
- Expand opportunities for diverse youth populations to co-create innovative activities and programs that showcase their strengths and talents

## 5. 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 regional 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 regional youth leadership development with a focus on diverse youth representation
- Develop and model effective Youth-Adult partnerships within Council and with external stakeholders





City of Salisbury

# Action Plan

Youth Strategic Action Plan 2017-2021

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## Youth Strategic Action Plan 2017-2021 Action Plan

Item YC3 - Attachment 2 - Youth Action Plan 2017-2021 (For Noting)

1. Jobs and Education		
Strategic Priorities	Actions	Priority of Actions
<p><b>1.1</b> Advocate and work with Australian and State Governments, the education sector and service organisations to develop robust and regionally specific policies that improve Youth transitions from school to work.</p> <p><b>1.2</b> Develop a regional leadership approach to supporting Business to engage the workforce of the future.</p> <p><b>1.3</b> 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.</p>	<p><b>1.1.1 Action:</b> Work with stakeholders to identify gaps in services and supports for post-school transitions. Advocate for priority youth needs for school to work support that are not sufficiently addressed by existing services and programs.</p> <p><b>1.1.2 Action:</b> Work with stakeholders to develop effective models of youth engagement and youth take-up of support services for transitioning to the workforce.</p> <p><b>1.1.3 Build on existing work:</b> Expand Council's support for youth in Salisbury to identify, plan and develop their business ideas.</p> <p><b>1.2.1 Action:</b> Engage local businesses in training workshops with youth to foster greater two-way understanding and communication between employers and 'Millennial' Youth.</p> <p><b>1.3.1 Action:</b> Review Council's Work Experience program.</p> <p><b>1.3.2 Build on existing work:</b> Investigate and develop opportunities for youth to gain practical work skills within Council operations and programs.</p> <p><b>1.3.3 Build on existing work:</b> Expand youth traineeship opportunities within Council.</p>	<p><b>Year 1</b></p> <p><b>1.1.1</b> Jobs and education are a high priority for successful youth transitions, identifying gaps in post-school support for transitioning to the workforce is prioritised to commence in year one.</p> <p><b>1.3.1</b> It is opportune to undertake a review of Council's Work Experience program in year one and to incorporate the youth feedback received during consultation workshops.</p> <p><b>Year 2</b></p> <p><b>1.1.2</b> Having identified gaps in post-school support for transitioning to the workforce in year one, develop effective models of engagement between young people and business in year two will maximise the take-up of services by young people.</p> <p><b>Year 3</b></p> <p><b>1.2.1</b> By year three, local businesses will be engaged in training workshops with young people.</p>

## Youth Strategic Action Plan 2017-2021 Action Plan

### 2. Health and Wellbeing

Strategic Priorities	Actions	Priority of Actions
<p><b>2.1</b> Advocate and work with Australian and State Governments and service organisations to develop programs and services with a greater regional focus on youth-specific health and wellbeing needs – with a strong emphasis on mental health and accommodation services.</p> <p><b>2.2</b> 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.</p> <p><b>2.3</b> Develop Youth-Adult partnerships in co-designing outdoor spaces with an emphasis on inclusive outdoor fitness participation to meet diverse youth needs.</p> <p><b>2.4</b> Work with partners to develop a holistic Youth wellness program incorporating youth-led prevention strategies for wellness.</p>	<p><b>2.1.1 Action:</b> Work with stakeholders to identify gaps in services and supports for youth mental health issues. Identify and advocate for priority youth needs for mental health support that are not sufficiently addressed by existing services and programs.</p> <p><b>2.1.2 Action:</b> Work with stakeholders to identify gaps in youth accommodation services. Advocate and work with partners to co-ordinate a regional response to both prevention and intervention services around youth homelessness.</p> <p><b>2.2.1 Action:</b> Work with partners to identify and develop a ‘safe space’ model for homeless, at-risk and youth in crisis.</p> <p><b>2.3.1 Action:</b> Work with partners to identify and develop a professionally staffed ‘safe space’ for outdoor group fitness and other outdoor activities.</p> <p><b>2.3.2 Action:</b> Develop opportunities for young people to co-design outdoor spaces.</p> <p><b>2.4.1 Build on existing work:</b> Build on existing programs in Community Centres and identify collaborative opportunities to further develop holistic youth wellness programs.</p>	<p><b>Year 1</b></p> <p><b>2.1.1</b> The withdrawal and/or restructuring of regional youth mental health services necessitates that the identification of gaps and priority youth needs is to commence in year one.</p> <p><b>2.1.2</b> The identification of gaps in youth accommodation services is also prioritised to commence in year one.</p> <p><b>Year 2</b></p> <p><b>2.2.1</b> Having worked with partners to identify gaps in services for at-risk youth in year one, working with partners to develop a ‘safe space’ model will commence in year two.</p> <p><b>Year 3</b></p> <p><b>2.3.1</b> By year three, work will commence to identify and develop youth-friendly outdoor fitness programs.</p> <p><b>Year 4</b></p> <p><b>2.3.2</b> By year four, work will commence to engage young people in designing outdoor spaces.</p>

## Youth Strategic Action Plan 2017-2021 Action Plan

Item YC3 - Attachment 2 - Youth Action Plan 2017-2021 (For Noting)

3. Active and Creative Lifestyles		
Strategic Priorities	Actions	Priority of Actions
<p><b>3.1</b> Work with stakeholders to develop innovative programs and opportunities for digital leisure and lifestyles.</p> <p><b>3.2</b> 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.</p> <p><b>3.3</b> Work with stakeholders to develop inclusive sports development programs with learning outcomes.</p> <p><b>3.4</b> Work with stakeholders to explore joint-use opportunities for Youth exhibitions, markets and performances.</p>	<p><b>3.1.1 Action:</b> Work with partners to develop and deliver a dedicated youth-led 'Mental Sports' program. ('Mental Sports' was named by Salisbury youth to capture ideas around developing a regular space for digital gaming, board games, Cosplay and intellectual problem-solving).</p> <p><b>3.2.1 Action:</b> Work with stakeholders to identify barriers to youth participation in active and creative programs to inform effective solutions for increasing participation opportunities.</p> <p><b>3.3.1 Action:</b> Work with partners to identify and develop a cost-effective model of inclusive sports programs that incorporate developmental and life skills components.</p> <p><b>3.4.1 Build on existing work:</b> Expand on the success of the pilot Youth Arts Market program in 2016. Develop regular program of Youth Arts markets and supporting workshops to foster creative youth enterprise initiatives.</p>	<p><b>Year 1</b></p> <p><b>3.1.1</b> A regional digital learning program ('Mental Sports') was consistently prioritised by young people during consultations, therefore its development is prioritised to commence in year one.</p> <p><b>3.2.1</b> Inclusion and diversity were consistent themes during consultations, therefore the identification of barriers to participation in active (sports) and creative (arts) programs is prioritised to commence in year one. This action embeds principles of other Council plans and strategies and seeks to ensure participation for diverse youth populations including multicultural youth, young people living with disability, and at-risk youth.</p> <p><b>Year 2</b></p> <p><b>3.3.1</b> Council has previously delivered sports programs with developmental components. This action will identify opportunities to work in partnership to develop and deliver innovative sports development programs that are cost-effective and inclusive.</p>

## Youth Strategic Action Plan 2017-2021 Action Plan

4. Youth Diversity		
Strategic Priorities	Actions	Priority of Actions
<p><b>4.1</b> Work with service partners and community groups to identify and develop opportunities to celebrate and showcase the skills and strengths of diverse youth populations.</p> <p><b>4.2</b> Advocate and work with partners to identify opportunities for innovation in youth programs for diverse youth populations.</p> <p><b>4.3</b> 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 *LGBTI; or multicultural youth living with disability).</p> <p><small>*LGBTI is a long-standing acronym for Lesbian, Gay, Bi-sexual, Trans and Intersex Youth. Currently, the acronym is being debated for its continuing relevance in terms of inclusively capturing the diversity of experiences and orientations within the community. LGBTI is used here in the understanding that, once a consensus has been reached, this will likely be replaced with a more suitable acronym.</small></p>	<p><b>4.1.1 Action:</b> Identify partnership opportunities for intercultural youth activities and projects.</p> <p><b>4.1.2 Action:</b> Identify and develop lifespan diversity projects that cultivate collaboration between Youth and Seniors.</p> <p><b>4.1.3 Build on existing work:</b> Continue to work with stakeholders to identify opportunities to engage and celebrate LGBTI Youth.</p> <p><b>4.1.4 Build on existing work:</b> Continue to work in partnership and deliver community events that celebrate Aboriginal and Torres Strait Islander Youth.</p> <p><b>4.1.5 Action:</b> Develop partnership opportunities to showcase the skills and talents of young people living with disability.</p> <p><b>4.2.1 Action:</b> Work with partners to identify opportunities for innovation in youth programs for Aboriginal and Torres Strait Islander Youth.</p> <p><b>4.3.1 Action:</b> Work with stakeholders to promote awareness in the Youth sector and the community around emerging issues of intersectional diversity.</p>	<p><b>Year 1</b></p> <p><b>4.1.1</b> The identification of opportunities to showcase and celebrate intercultural youth is prioritised in year one.</p> <p><b>4.1.5</b> The identification of opportunities to showcase and celebrate young people living with disability is prioritised in year one.</p> <p>These two actions join Council's ongoing work in celebrating other diverse youth groups.</p> <p><b>Year 2</b></p> <p><b>4.2.1</b> The priority action for year two is to identify opportunities to develop programs for Aboriginal and Torres Strait Islander Youth that take in interests beyond sport and the arts. For example, during consultations, young people identified interests in bio-diversity; flora and fauna; and STEM-related programs (science, technology, engineering and mathematics).</p> <p><b>Year 3</b></p> <p><b>4.1.2</b> Develop lifespan diversity programs, projects or activities.</p> <p><b>Year 4</b></p> <p><b>4.3.1</b> This action addresses complex ways that gender, identity and cultural diversity can intersect with socio-economic diversity, work-readiness diversity, domestic diversity, emotional diversity and physical diversity; and ways this can shape youth transitions.</p>



## Youth Strategic Action Plan 2017-2021 Action Plan

Item YC3 - Attachment 2 - Youth Action Plan 2017-2021 (For Noting)

5. Youth Participation		
Strategic Priorities	Actions	Priority of Actions
<p><b>5.1</b> 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.</p> <p><b>5.2</b> Identify and develop regional youth leadership opportunities with diverse and vulnerable youth populations.</p> <p><b>5.3</b> Build and grow Youth-Adult Partnerships across Council and with external stakeholders.</p> <p><b>5.4</b> Develop a Salisbury Youth Charter to complement and capture Council's commitment to youth participation.</p>	<p><b>5.1.1 New Action:</b> Develop and embed a Youth engagement and consultation "Tool kit" for Council Departments based on the principles of positive inquiry, capacity building, civic participation, Youth-Adult Partnerships, and youth-friendly engagement methods.</p> <p><b>5.2.1 New Action:</b> Work with service partners and community groups to identify and support leadership and participation opportunities for Aboriginal and Torres Strait Islander Youth, gender diverse youth, multicultural youth and young people living with disability.</p> <p><b>5.2.2 New Action:</b> Work with stakeholders to identify and address barriers to youth participation. Ensure that leadership and participation opportunities are inclusive of young parents and carers, and others for whom barriers to participation exists.</p> <p><b>5.3.1 New Action:</b> Share learning from Youth-Adult Partnership model with providers of Youth and mainstream services.</p> <p><b>5.3.2 Build on existing work:</b> Continue to grow the Youth Council's capacity for modelling Youth-Adult partnerships with external service organisations and community groups.</p> <p><b>5.4.1 New Action:</b> Develop a Salisbury Youth Charter.</p>	<p><b>Year 1</b></p> <p><b>5.1.1</b> This action is prioritised for year one in order to capitalise on the learnings from the extensive youth consultations undertaken throughout 2016 and set a foundation for Youth engagement strategies going forward.</p> <p><b>Year 2</b></p> <p><b>5.2.1</b> Ensuring leadership opportunities are diverse.</p> <p><b>5.2.2</b> Ensuring leadership opportunities are equitable.</p> <p>The focus of these two actions is to increase the scope of regional leadership opportunities, and to embed youth leaders with lived experience as positive role models within diverse communities.</p> <p><b>Year 3</b></p> <p><b>5.3.1</b> By year three, a significant body of work will have been undertaken around Youth-Adult partnerships through various programs and activities identified in this plan. This action will provide sector education and leadership around the benefits and application of Youth-Adult partnerships.</p> <p><b>Year 4</b></p> <p><b>5.4.1</b> Develop a Salisbury Youth Charter.</p>

**Plan of Action and Policy implementation  
Youth Strategy**

**Status Legend**

'IP' = 'In Progress'  
'SAR' = 'Specific Action is Required'  
'IM' = 'Implemented'

Implementation plan and status update report						
Related Policy Clause	Current Gaps	Implementation Challenges	Implementation Strategy	Lead	Status	Due Date
1. Jobs & Education						
1.1 Increase stakeholder awareness of contemporary youth transitions to the workforce and develop more effective post-school supports that meet diverse youth needs	Services and supports for post-school transitions not adequately identified	Advocating and working with partners in Government, education sector and business to identify robust and regionally specific policies that identify the gaps in services and supports.	<ul style="list-style-type: none"> <li>Define the relevant Government, education sector and businesses</li> <li>Further develop the model of youth engagement working with the relevant Government, education sector and business partners</li> </ul>	Youth Council, Twelve25		June 2018
1.2 Expand opportunities for young people to build skills and greater access to a wider range of work experience and volunteering activities	Role for youth in Council work experience and volunteering programs is out of date	Youth work experience and volunteering programs require youth feedback to improve outcomes	<ul style="list-style-type: none"> <li>Scope current and new opportunities for youth work experience program and volunteering, working with identified partners</li> <li>Process for incorporating youth feedback into the review of Council programs to be developed</li> <li>Review and expand youth traineeship opportunities within Council</li> </ul>	Twelve25, Community Health & Wellbeing Team, Youth Council		2018/19

1.3 Develop opportunities for employers to build skills and knowledge around developing the youth workforce	Gaps in local business skills and knowledge needs as employers of youth has not been analysed	Level of understanding and communication between employers and potential youth employees is unknown	<ul style="list-style-type: none"> <li>• Scope purpose, methodology and outcomes for a business partner model with local business to address gaps in skills and knowledge</li> <li>• Advocate for; and engage local businesses based on developed methodology to close the gap between employers and youth employees</li> </ul>	Economic Development & Urban Policy Team, Employment Providers (City of Salisbury), Youth Council		June 2018
2. Health & Wellbeing						
2.1 Listen to youth wellness priorities and develop prevention programs and services based on youth needs	Priority youth wellness needs are not identified	Withdrawal and/or restructuring of regional youth mental health services	<ul style="list-style-type: none"> <li>• Work with stakeholder to identify gaps in programs and services</li> <li>• Scope options for the process for identifying youth wellness priorities to be developed</li> <li>• Build on existing Council programs to meet youth needs</li> </ul>	Youth Council, Twelve25, Mental Health Service Providers, Community Centres		June 2018
2.2 Improve access to youth mental health and youth accommodation services	Barriers to youth mental health and youth accommodation	Withdrawal and/or restructuring of regional youth mental health services	<ul style="list-style-type: none"> <li>• Work with stakeholders to identify existing barriers to youth mental health and youth accommodation services</li> <li>• Advocate to address barriers and determine Council role</li> </ul>	Youth Council, Twelve25, Mental Health Service Providers		June 2018
2.3 Increase access to positive role modelling and 'safe spaces' for at-risk-youth	Model not in place for 'safe spaces' for at-risk-youth	Withdrawal and/or restructuring of regional youth mental health services	<ul style="list-style-type: none"> <li>• Work with partners to develop a 'space safe' model</li> </ul>	Youth Council, Twelve25, Mental Health Service Providers		June 2019



2.4 Expand opportunities to engage young people in outdoor space planning and usage	Outdoor 'safe spaces' for at-risk-youth are not identified	Engagement of at-risk-youth to co-design outdoor spaces that meet diverse youth needs	<ul style="list-style-type: none"> <li>Develop a process to engage youth in broad planning of outdoor spaces</li> <li>Develop a process to engage and work with youth in the broad design of outdoor spaces</li> </ul>	Community Planning & Vitality Team, City Infrastructure Team, Youth Council, Twelve25		June 2021
3. Active & Creative Lifestyles						
3.1 Respond to changing patterns and trends in youth leisure past times	Ad hoc response to changing patterns and trends	Rapid change in patterns and trends in youth leisure past times	<ul style="list-style-type: none"> <li>Work with partners to develop youth-led programs in design and delivery</li> </ul>	Youth Council Twelve25, Community Centres		June 2018
3.2 Improved access and inclusion for diverse youth populations to participate in active and creative programs	Barriers to access and inclusion for diverse youth	Identification of barriers to diverse youth participation	<ul style="list-style-type: none"> <li>Work with stakeholders to identify existing barriers to diverse youth participation in active and creative programs</li> <li>Develop a regional digital leisure program with partners and youth</li> </ul>	Youth Council Twelve25, Community Centres, City of Playford, City of Port Adelaide Enfield		June 2018
3.3 Expand opportunities for young people to perform, display and market their creative outputs.	Regular opportunities to foster creative youth initiatives	Cost effective and inclusive model	<ul style="list-style-type: none"> <li>Continued review and development of Youth Arts and other supporting markets, workshops and enterprises</li> </ul>	Youth Council, Community Development teams		2019
4. Youth Diversity						
4.1 Enhance the positive image of diverse youth populations	Diverse youth skills and strengths identified	Range of actions required to be inclusive of youth diversity	<ul style="list-style-type: none"> <li>Identify and connect the range of diverse youth populations (intercultural, disability, Aboriginal and Torres Strait Islander and LGBTI) to the other key strategies to showcase and celebrate</li> </ul>	Youth Council, Community Development teams		June 2018/19

4.2 Increase community and sector awareness of multiple notions of youth diversity and intersectionality	Lack of community awareness and education in youth diversity and intersectionality	Embedding community awareness and education into existing actions	<ul style="list-style-type: none"> <li>Provide sector leadership in promoting, researching, educating and embedding the notion of youth diversity and intersectionality.</li> </ul>	Youth Council, Community Development teams		2020
4.3 Expand opportunities for diverse youth populations to co-create innovative activities and programs that showcase their strengths and talents	Expansion of existing activities and programs	Effective and cost efficient range of activities and programs	<ul style="list-style-type: none"> <li>Map the diverse youth populations to target in line with critical and new actions</li> </ul>	Youth Council Twelve25, Community Centres		2018/19
5. Youth Participation						
5.1 Increase youth voice in Council planning and decision making	Youth voice is considered throughout planning and decision making	Active participation in sub-committees and other community consultation processes	<ul style="list-style-type: none"> <li>Review intersections between the current participation / consultation framework and youth voice in planning and decision making processes.</li> <li>Develop process to embed youth engagement and consultation</li> </ul>	Youth Council, Twelve25, Community Development teams		June 2018/19
5.2 Expand opportunities for regional youth leadership development with a focus on diverse youth representation	Expansion of leadership development with diverse youth representation	Identification of the barriers to leadership for diverse youth	<ul style="list-style-type: none"> <li>Develop a model to identify barriers and implement critical actions to encourage diverse youth leadership</li> </ul>	Youth Council, Twelve25, Community Development teams		2020
Develop and model effective Youth-Adult partnerships within Council and with external stakeholders	Endorsed model for Youth-Adult partnerships	Body of work to develop Youth-Adult partnerships	<ul style="list-style-type: none"> <li>Formalise a Youth-Adult partnership with providers of Youth and mainstream services</li> <li>Development of Salisbury Youth Charter</li> </ul>	Youth Council, Twelve25, Community Development teams		

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<b>ITEM</b>	YC4
	<b>YOUTH COUNCIL SUB COMMITTEE</b>
<b>DATE</b>	13 June 2017
<b>HEADING</b>	Twelve25 Salisbury Youth Enterprise Centre - June Update
<b>AUTHOR</b>	Kate Kitching, Youth Services Project Officer, Community Development
<b>CITY PLAN LINKS</b>	4.1 Strengthen partnerships that enable us to better address our community's priorities.
<b>SUMMARY</b>	This report provides a program update from Twelve25.

## RECOMMENDATION

1. That the information be received and noted.

## ATTACHMENTS

There are no attachments to this report.

## 1. BACKGROUND

- 1.1 The staff from Twelve25 participates in the Youth Council Sub Committee Meetings to ensure a strong working relationship with the Youth Council.

## 2. CITY PLAN CRITICAL ACTION

- 2.1 N/A

## 3. REPORT

- 3.1 The report provides Youth Council members with an update and information on previous and upcoming programs and activities.
  - 3.1.1 On Wednesday 24 May forty workers attended the Salisbury Youth Services Network - how to engage with disengaged youth session with an interactive guest speaker from Operation Flinders. Funding support will continue from Office for Youth for the next series to be delivered from June onwards.
  - 3.1.2 On Thursday 25 May, 170 students from Thomas More College attended Rotary Youth Driving Awareness (RYDA) hosted by Rotary Club of Mawson Lakes with support from Rotary Club of Salisbury and Twelve25.

- 3.1.3 On Friday 26 May, the LaunchME Good Shepherd Microfinance loan and mentoring program was held at Twelve25 with the Hon Zoe Bettison MP attending. A fantastic diversity of business startups - catering, guided walks, 3D printing, journals for children and disability transportation to name just a few. For eligibility and details: [www.goodshepherdmicrofinance.org.au/LaunchME-signup](http://www.goodshepherdmicrofinance.org.au/LaunchME-signup)
- 3.1.4 On Friday 26 May, a 10 year collaboration event was held celebrating 10 years of youth services, Salisbury Country Women's Association, Salisbury Arts Society, Salisbury City Band and PBA FM working together from Twelve25. Joel Winder, Taylor Sawtell, Julie Brett and Paula Rowe attended with Joel 'cutting the cake' with Mayor Gillian Aldridge and Denise Guest from PBA FM. Special guests enjoyed pizza by Pizza Gioventu, coffee by Coffee Connoisseurs and a showcase of performers and speeches.
- 3.1.5 The Airbrush Tattoo Operators have provided tattoos at the Pooraka Farm Community Centre Family Fun Day on Saturday 6<sup>th</sup> May, National Sorry Day at the John Mcveity Centre on Friday 26<sup>th</sup> May and Burton Community Centre Market on Saturday 27<sup>th</sup> May.
- 3.1.6 Northern Adelaide Senior College - Community Learning Centres programs will celebrate on Thursday 15 June with an exhibition 4:30 - 7:30pm. Aerosol Art and Digital Photography will be on display and for sale.
- 3.1.7 The Salisbury City Rotaract Club is having their 2017 Changeover Celebration on Friday 23 June at the Parafield Gardens Community Club. For meal details and bookings: <https://tinyurl.com/RotaractSC2017>
- 3.1.8 The next Getting Your L's course is being delivered by Bagster Road Community Centre trainers on Monday 3<sup>rd</sup> and Tuesday 4<sup>th</sup> July with the test on Friday 7<sup>th</sup> July. For more information and bookings: <http://e.mybookingmanager.com/learnersjuly17>
- 3.1.9 Twelve25 is celebrating NAIDOC Week by hosting a screening of The Sapphires. The event is being held on Friday 7 July, 7pm, free entry with light refreshments of Australian Native Foods from Creative Native. For more information and bookings: <http://e.mybookingmanager.com/thesapphires>
- 3.1.10 During the school holidays, the teachers and young people from Academy Gaming Film Animation are hosting a Come and Play Gaming Day for 10 to 17 year olds on Wednesday 19 July, 10am - 4pm, \$8.00. There will be a variety of consoles to play on computers, multiple big screens and lots of interactive gaming activities. Games will range from FIFA, LOL, CS:GO, Minecraft & Rocket League. Bookings at: [www.youthgamingday.eventbrite.com.au](http://www.youthgamingday.eventbrite.com.au)

- 3.1.11 The next Salisbury Esports Tournament is being held on Thursday 20 July, 12 noon until 9pm. The game for this tournament is League of Legends, with teams of 5 for the cost of \$50. Prizes and dinner included. Bookings at: [www.esportsloljuly.eventbrite.com.au](http://www.esportsloljuly.eventbrite.com.au) Council is considering a new initiative bid to extend Esports Tournaments, until an evaluation is conducted and considered by Council into the success of the initiative.
- 3.1.12 The next round of training for Coffee Connoisseurs commences on 27 July. The training is 2 days a week over four weeks with a cost of \$10.00. Unemployed young people aged 17 to 25 years living in the City of Salisbury will develop the skills and abilities to become a casual paid barista for the coffee van. For more information and bookings: <https://coffeejulyaug2017.eventbrite.com.au>
- 3.1.13 The current Jibba Jabba Radio group will conclude with a celebration on Friday 7<sup>th</sup> July. The next round 16, will commence with a team building session on Friday 28<sup>th</sup> July. The program is for 16 to 25 year olds to host their own live radio show with PBA FM on Friday's 4-6pm. The City of Salisbury and City of Playford are looking to increase the number of participants and have another element of film clips.
- 3.1.14 Twelve25 is again supporting the Salisbury Writers Festival (18 - 27 August) by working with the Cultural Development Officer and providing a venue for a school workshop and Poetry Slam.
- 3.1.15 A Basic Car Maintenance Workshop, delivered by a mechanic from Peter Kittle Toyota is being held on Saturday 19 August. A practical session to learn how to change a tyre, check tyre pressure, jump start a car and check oil and water levels. The session is from 8:45am - 12 noon and costs \$12.00. For more details and bookings: <https://basiccarmaintenance.eventbrite.com.au>

#### 4. CONCLUSION / PROPOSAL

- 4.1 The Youth Council members to be aware of programs and services on offer at Twelve25 for their own information and to share their knowledge with the wider community of young people.

#### CO-ORDINATION

Officer: EXECUTIVE GROUP  
Date: 06/06/2017