Mildura Rural City Council
Youth Engagement Strategy
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Introduction

Mildura Rural City Council in Victoria’s northwest, is home to approximately 50,979 (ABS 2011) Victorians living in a community currently identified as one the 5th most disadvantaged in Victoria (SEIFA 2012). Of these, young people aged 12-25 years make up 17.7% of the population.

The Youth Engagement Strategy aims to:-

1. Provide strategic directions for the provision of services to approximately 9000 young people 12-25 living, studying and working in Mildura LGA.

2. Address the development of Council’s:
   - Youth Policy
   - Youth information and consultation processes
   - Strategic directions for youth services to 2018

3. Strengthen Council’s commitment to social inclusion and engagement with its community.

The Youth Engagement Strategy 2015 -2018 will guide Mildura Rural City’s youth development and strategic planning for the next four years.

Its development and implementation will facilitate collaborative partnerships and planning to improve the four key areas of how:-

- youth, their families and youth services are informed
- youth access services and opportunities to engage and participate
- youth participate and develop their skills, knowledge and relationships
- youth achievements, needs and interests are promoted and advocated for

This will be achieved through:-

- Forward planning for youth services and facilities
- Engagement of young people aged 12-25 years
- Young people identifying issues that impact on them
- Raising awareness of youth and their families of existing services
- Identifying and addressing systemic barriers to young people accessing services and participating in community
- Identifying gaps in services and participation opportunities for youth
- Strengthening and building partnerships to diversify and extend the ways youth can participate in their community to develop their skills and interests.
Influencing factors

The Youth Engagement Strategy recognises that positive youth development, and the youth service delivery environment are influenced and shaped by social, educational, government, service, youth program policies and economic factors.

The Youth Engagement Strategy has therefore considered:

- Our youth demographics - how Mildura’s young people are faring compared to Victoria
- Existing Federal and State Government youth policies and frameworks
- Youth, service and education provider feedback and identified issues
- A proposal to develop an online service directory for young people and their families

Mildura’s Young People and How They are Faring

The social indicators for Mildura’s young people are detailed in Appendix 2. When comparing these with the Victorian average, the indicators for health, mental health and wellbeing, safety, living in financially secure families, engaged, learning and achieving, school retention and completion, youth employment and teenage pregnancy show that Mildura’s young people are not faring as well.

Policy Context

There are a number of policies from the State and Federal governments that impact on the Youth Engagement Strategy. Youth policy at all levels of government have been in a state of flux at the time of developing the Youth Engagement Strategy and there has been a greater degree of uncertainty regarding future funding models both at Federal and State levels.

The existing key policies that inform the development of this Youth Strategy include:

Federal policies

- National Strategy for Young Australians 2010, which articulates the aspiration for all young people to grow up safe, healthy, happy and resilient. (Now under review)
- Australian Youth Affairs Coalition strategic Plan 2011-2015, which focusses on building youth participation, supporting youth sectors, advocating for change, and driving research for better practice (Funding ceased 2014)
- Headspace Strategic Plan 2012-2015, to build awareness of this service, and enhance access to appropriate, person-centred and seamless services that are responsive to youth

State policies

- Engage, Involve, Create – Youth Statement 2012, which promotes a vision that all young Victorians experience healthy, active and fulfilling lives by getting them involved through social, community and economic participation, and access to appropriate and integrated services, and creating new
ideas and partnerships to do so.

- Victorian child and Adolescent Outcomes Framework 2008, which takes a life-course perspective from pregnancy to adulthood with a focus on four priority population groups: Aboriginal, those with a disability, new arrivals, chronically disadvantaged
- Office for Youth which provides information, programs and initiatives to help young people to be safe, grow their abilities and become involved in their community with a focus on youth homelessness, youth justice, disability and families.
- Department of Health and Human Services Policy and funding Plan 2012-2015, which seeks to protect vulnerable children, assist youth entering or leaving the justice system, assist those with disability, those who are homeless, and to promote the social, civic and economic participation of young people.
- Department of Education and Training Strategic Plan 2013-2017, which has prioritised improving opportunities for all learners, achieving large gains in literacy, maths and science, ensuring secondary schools are more including, flexible and engaging to equip youth for further study and work.
- Department of Education and Training Education State Targets, which include 255 more year 9 students will reach the highest levels of achievement in reading and maths, 335 more 15 year olds will achieve the highest levels of achievement in science, more students to achieve the highest levels in the arts, and critical and creative thinking, 20% increase in those who report high resilience, 20% increase in physical activity for an hour per day five time a week, reduce by 505 the proportion of student who leave education early (between Year9 and Year 12)
- Code of Ethical Practice – a first Step for the Victorian Youth Sector 2007, which outlines a set of principles and practice responsibilities for youth workers to ensure youth empowerment, justice, dignity, safety, connectedness, positive health and wellbeing and positive transitions.

Mildura Rural City Council’s Role in Youth Engagement

Local Government has a significant role to play when it comes to Youth Engagement. However, assistance from community partnerships and agencies is required to increase youth participation in community, their access to programs and services, and to increase the opportunities for their development.

Some of the recommendations in the Action Plan are to implement changes within Council, whilst others seek leadership and partnership facilitation by Council with key stakeholders and community.

The key identified roles of Council include:

- **Service provision** – delivering a range of youth programs, activities, services and initiatives
- **Facility planning** – planning, providing and maintaining infrastructure to cater for the participation and development needs of youth
- **Advocacy** – lobbying and advocating to state and federal governments and other peak bodies on behalf of youth and their families
- **Building community capacity** – facilitating community connections and participation in decision
making, including vulnerable youth and their families

The Youth Engagement Strategy links to the following goals of Mildura Rural City Council’s Plan (2013 - 2018)

- **1.1 Community Safety**
  - People feel safe
  - People are safe
  - A community well prepared for emergencies

- **1.2 Community Development**
  - Facilities, services and activities are accessible to everyone
  - Everyone feels part of the community and can participate in community life
  - Everyone has opportunities to help shape their community
  - Everyone has access to education opportunities

- **1.3 Community Health and Wellbeing**
  - High levels of community health and wellbeing

- **1.4 Community Services**
  - Youth are supported to reach their full potential

- **1.5 Arts and Cultural Heritage**
  - Everyone has access to a diverse range of arts and cultural experiences and opportunities
  - Everyone has access to a diverse range of quality library materials, services and programs

- **1.6 Recreation and Sport**
  - High participation rates in sport and recreation activities
  - Everyone has access to a diverse range of quality sporting and recreation facilities, programs and opportunities

- **Healthy Together Mildura**
  - Municipal Public Health and Wellbeing Plan

- **Unlocking Sunraysia’s Potential**
  - Unlocking Sunraysia’s Potential Blueprint
  - Youth Re-engagement Strategy

**A Collective Impact Approach**

The Youth Engagement Strategy has clear links to the Northern Mallee Community Partnership (NMCP) and the Mallee Children and Youth Area Partnership (MCYAP). These partnerships are both working together towards a Collective Impact approach to achieve significant and sustainable change to complex social problems. In doing so, they aim to:-

- create safe and supportive communities where children and youth can live free of abuse and neglect
- support the learning and development of all children and youth particularly those who are at risk of disengaging or who have disengaged

The Youth Engagement Strategy is structured so that it can respond to the emerging Common Agenda of the Northern Mallee Community Partnership to improve outcomes for children, youth and their families.
Methodology

The Youth Engagement Strategy’s development was informed by:

- A comparative state and local analysis of safety, health and wellbeing and education (Appendix One: Profile of Mildura’s Youth and How They Are Faring)
- The existing Youth Policy environment at all levels of government
- Consultation with young people, council, staff, local schools and service providers

Consultation

Consultation to inform the development of the Youth Engagement Strategy has been conducted through:

1. Focus groups held with youth, local secondary schools and the service providers network for their input into the issues and key recommendations
2. Collation of youth surveys conducted in 2014 and the subsequent recommendations for action based on the survey data developed during the 2015 Youth Summit
3. Workshops held with council staff, services and young people
Consultation Outcomes

Current Key Strengths and Achievements

These consultations indicate the following strengths and achievements in supporting youth

- **Youth Information and Services**
  - Strengthened case management approach to provide a more wrap-around support for youth disconnected from school

- **New Level of Partnerships**
  - Co-location with education provider at FLO Connect to facilitate and strengthen the provision of a more holistic wrap-around service

- **Programs and events**
  - Programs and events planned, developed and delivered by youth as smoke, drug and alcohol free, and fully supervised

- **Opportunities for youth voice**
  - Youth Charter developed and endorsed by Council
  - Youth awards program gathering strength
  - Youth Ambassadors are consulted before the development and delivery of a program
  - Social media and monthly community radio sessions support youth having a voice within the community

- **Use of public spaces and facilities**
  - Relocation from sporting ground to central business area near public transport supports accessibility
  - Planning for delivery of youth programs and events has led to a more adaptive use of Council and community facilities

- **Promotion of Youth Achievements and Contribution**
  - Youth Awards and competitions promote their contributions and skills and encourage further strength building
Current Youth Issues and Challenges

Consultations with youth, youth services, and schools indicate that the following are issues that youth may face in Mildura’s Local Government Area, listed in order of perceived priority.

**Youth**
- Suicide
- Drugs
- Physical Bullying
- Alcohol
- Self-harm
- Cyberbullying
- Mental health/Anxiety
- Physical/sexual abuse
- Education
- Discrimination
- Self-esteem
- Unplanned pregnancy
- Career advice
- Housing or accommodation
- GLSSA

**Youth Summit**
- Suicide
- Stress/Study
- Body image
- Mental health
- Drugs/alcohol
- Cyberbullying

**Youth Services**
- Youth unemployment
- Increased ICE use
- Decreased apprenticeships
- Cost of education
- Personal safety/family violence
- Youth homelessness
- Drugs/Alcohol
- Lack of mental health outreach
- Transition school/work
- Agencies working together
- Lack of connect – youth and community
- School wellbeing tensions
- Youth suicide
- Cross border issues
- Social media

**Schools**
- Drugs/alcohol
- Resources
- Family support
- Specialist services
- Low service awareness
- Schools will ‘fix’
- Motivating young people
- Managing technology
- Parent attitude
- Diet: No breakfast/food
- Home issues
- Lack of resilience
- High absenteeism
- Mental health
- Social networking
- Lack of physical activity
- Family unemployment
## Summary of Issues and Challenges Youth May Face

<table>
<thead>
<tr>
<th>Category</th>
<th>Issues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Home &amp; Safe</td>
<td>• Provision of adequate food/breakfast before school</td>
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<td></td>
<td>• Lack of family employment</td>
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<tr>
<td></td>
<td>• Insufficient family support</td>
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<tr>
<td></td>
<td>• Housing and accommodation issues leading to homelessness</td>
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<tr>
<td></td>
<td>• Family violence, personal safety and other related issues</td>
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<tr>
<td></td>
<td>• Physical/sexual abuse</td>
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<tr>
<td>Health &amp; Wellbeing</td>
<td>• Youth Suicide</td>
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<tr>
<td></td>
<td>• Drugs, ICE and Alcohol Use</td>
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<td></td>
<td>• Self-Harm</td>
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<td>• Mental health/anxiety</td>
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<td>• Lack of physical activity</td>
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<td>• Self Esteem</td>
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<td>• Body image</td>
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<td></td>
<td>• Low resilience</td>
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<tr>
<td></td>
<td>• Unplanned pregnancy</td>
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<tr>
<td>Social Connectedness</td>
<td>• Discrimination</td>
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<td></td>
<td>• Cyber and physical bullying</td>
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<td></td>
<td>• Lack of connection with community</td>
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<tr>
<td>Education &amp; Employment</td>
<td>• Study Stress</td>
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<td></td>
<td>• Managing technology</td>
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<td>• Absenteeism</td>
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<td>• Education costs</td>
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<td>• School wellbeing tensions</td>
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<td>• Career advice</td>
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<td>• Transition between school and work</td>
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<td>• Reduced access to apprenticeships</td>
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<td></td>
<td>• Youth unemployment</td>
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<tr>
<td>Access to services</td>
<td>• Insufficient mental health outreach</td>
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<td>• Insufficient awareness of available services</td>
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<td>• Degree to which service agencies work together</td>
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<td>• Cross border issues</td>
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Benefits of a Youth Engagement Strategy

Youth engagement realises many benefits to both youth and the community they participate in. Some of these are listed below:-

1. Benefits to Council
   - Relevant council decisions
   - Inclusive public policy
   - Resilient, diverse, engaged communities
   - Retention of young people through fostering a sense of community connectedness

2. Benefits to Youth
   - Having a say in community decisions that affect them
   - Building youth capacity, relationships and self-confidence and esteem
   - Strengthening connection and belonging to community and networks
   - Gaining a sense they are valued and respected by community
   - Providing them with opportunities to demonstrate their potential and challenge stereotypes about young people
   - Increasing willingness to participate and contribute
   - Developing personal, social and enterprising skills that improve employment outcomes
   - Understanding the systems that drive and support their community
   - Gaining credibility, respect and trust in the community
   - Providing opportunities to recognise and celebrate the achievements of young people and their contribution to community

3. Benefits to Other Organisations
   - Attracting increased resources to support young people
   - Developing partnerships that may create more effective results for young people
   - Developing increased credibility with public and funding agencies
   - Raising the profile of young people that can lead to more effective youth advocacy

4. Benefits to Community
   - Understanding the needs and issues of young people
   - Recognising the value, contribution and positive potential of young people
   - Developing confidence in the future leadership of the community
   - Building a stronger community that people can feel comfortable in and proud of its life and culture
   - Strengthening the foundations of a community’s economic, social and environmental future
   - Bridging the perspectives of young children and adults
   - Reducing unwarranted concerns about the ‘problems’ of young people
   - Potentially retaining young people in the local area
Our Vision for Youth
Resilient, healthy, safe, productive, and skilled young people, connected to their community.

Mission
We promote youth engagement, participation and development so young people enter adulthood best equipped to enjoy strong, safe families, and a vibrant, inclusive community in which to achieve sustainable prosperity.

Rationale Participation is a Human Right

Purpose
The core purpose of the Youth Engagement Strategy is to assist youth in:

- Keeping healthy and connected
- Staying safe
- Enjoying and achieving
- Making a positive contribution
- Achieving economic well-being

The Youth Engagement Strategy seeks to be person centred whilst providing front-line delivery of engagement services. It endeavours to integrate its youth engagement and service processes with those provided by other agencies, and through partnerships develop a more integrated youth engagement strategy to improve youth connectedness to and participation in community life.
Goals

The goals of the Youth Engagement Strategy are to:

- Strengthen Council’s understanding of the demographics, needs and priorities of young people
- Strengthen relationships between the Council and young people aged 12 to 25
- Engage youth in the development of Council strategies and policies that consider young people and their roles and place in the community
- Encourage young people’s contribution to decision making, and sense of ownership of, strategies, projects and decisions to support long-term sustainability of positive youth participation and development
- Assist youth, through provision of services, programs and events to:
  - Be healthy
  - Stay safe
  - Enjoy and achieve
  - Make a positive contribution
  - Achieve social and economic wellbeing

A Change in Strategic Direction

The Youth Engagement Strategy moves Council from its previous approach of providing a program and referral based Youth Service to a service model that includes a more strategic capacity to partner with education and service providers and community organisations to:-

- Develop a person centred approach to engaging young people and increasing their capacity to access services, participate in community and engage in a learning to earning pathway.
- Further support the development of strategic partnerships and community interventions that promote the competence and confidence of young people
- Promote inclusion and positive participation by young people in community activities and events
- Generate greater community acceptance and valuing of youth culture
- Increase young people’s access to services, engagement in education and training, and their responsible contribution to community.

The Strategic Intentions of the Youth Strategy Action Plan

The intentions of the Youth Engagement Strategy and its supporting Action Plan are summarised as follows:-

System

- Further shape a person-centred youth engagement and service system
- Expand dedicated youth engagement services and partnerships
- Build workforce capacity to provide effective services with qualified staff

Scope and reach

- Ensure priorities reach vulnerable youth and their families
• Ensure priorities reach socially and geographically isolated youth
• Encourage local planning for youth services
• Tailor responses to particular groups

Youth engagement and development activity
• Identify early the needs, interests and opportunities to participate
• Encourage activities which connect young people to each other and their community in ways that can help develop their interests, assets and relationships
• Empower and support youth self-care and participation in community
• Promote youth health, safety, enjoyment, achievement, contribution and economic wellbeing
• Promote engagement in education, training and employment

Youth Service
• Improve access to information, services and support through relationships, referral systems & innovative technologies
• Improve integration of service provision by government providers and community agencies

Youth Advocacy
• Advocate for the needs and interests of youth within an increasingly aging population
• Promote a positive youth image and celebrate youth achievements

Approaches to Youth Engagement and Decision Making
The Youth Engagement Strategy includes the following approaches to engage with young people:-
• Information provision
• Consultation with interest groups
• Engagement of young people to develop, implement and deliver programs, policies and events that impact on young people.

Consultation Methodologies
• **Information provided by means of:-**
  SMS. Social media, Presentations, radio, posters/flyers, newsletter
• **Conversations facilitated through:**
  Vox pops, online polls, surveys, suggestion box, focus groups, social media, graffiti wall, discussion board, face to face service provision points
• **Influence enabled through:**
  Arts and cultural activities, education and training, joint projects, youth reference groups, ambassador program, volunteer program, web based projects, social media Peer interviews, focus groups, workshops, discussion forums, online polls
Decision making

Youth engagement is not the sole determinant in a decision-making process. There are many other stakeholders and factors that need to be taken into consideration. Some of these include:

- Budget
- Legislation
- Councillors
- Existing Council Policies and Strategies
- Other levels of government

Youth Engagement Policies

The following are recommended for future Council policy development:-

- Council Youth Policy – consideration of means used to identify the needs and interests of youth when planning and implementing strategies
- Outreach policy – considerations and means of reaching remote, isolated and hard to reach young people

Youth Engagement Strategy Framework

A simple four key area framework will serve to communicate the objectives of the Youth Engagement Strategy and its Action and Accountability Plan.

Youth Strategy Key Areas and Objectives

Key Area 1

- **Inform**: Develop partnerships with relevant community agencies and services and build the capacity of Council units to engage with and inform young people

Key Area 2

- **Access and Opportunity**: Promotion of young people as valued members of the community through access to programs, services, activities and events

Key Area 3

- **Participation and Development**: Engage young people in planning and decision making processes on things which affect them

Key Area 4

- **Advocacy and Coordination**: Advocate to State and Federal Government, the community and across Council for appropriate recognition of, and responses to young people’s needs and interests.
# Youth Engagement Strategy Framework

<table>
<thead>
<tr>
<th>Key Area 1</th>
<th>Key Area 2</th>
<th>Key Area 3</th>
<th>Key area 4</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Inform</strong></td>
<td><strong>Access to opportunity</strong></td>
<td><strong>Participation and development</strong></td>
<td><strong>Advocacy</strong></td>
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<tr>
<td><strong>OBJECTIVE</strong></td>
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<tr>
<td>Develop partnerships with relevant community agencies and services and build the capacity of Council units to engage with and inform young people and their families</td>
<td>Promote and support the participation of young people in community through access to programs, services, activities and events</td>
<td>Empower young people to plan and make decisions about things which affect them</td>
<td>Advocate to State and Federal Government, the community and across Council for appropriate recognition of and responses to young people’s needs and celebrate their achievements</td>
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<tr>
<td><strong>HOW WE WILL DO THIS</strong></td>
<td><strong>HOW WE WILL DO THIS</strong></td>
<td><strong>HOW WE WILL DO THIS</strong></td>
<td><strong>HOW WE WILL DO THIS</strong></td>
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<tr>
<td>Provide information and resources regarding youth needs and interests in a variety of appropriate formats, FLO Connect partnership development Youth Partnership Program development Structured Outreach Professional Development Local Area Planning Annual Youth Survey Reports to Council and community</td>
<td>Youth empowerment Youth Re-engagement programs and case management Arts and personal development programs Provide opportunities for healthy social interaction Provide opportunities for skill development and training Partnerships for Youth and community participation programs</td>
<td>Leadership development Youth Led Action Teams Learning and employment pathways coaching and mentoring Provide opportunities for trainees Support volunteers, and social work and community services students Support opportunities for social enterprise</td>
<td>Support the Youth Charter Facilitate youth networks Raise awareness of youth issues and what they really want Promote positive youth images and stories Promote youth celebration and awards Pursue funding opportunities Develop youth policy Advocate and lobby for youth needs to be met</td>
</tr>
</tbody>
</table>

**OUTCOME:** Resilient, healthy, safe, productive, and skilled young people, connected to their community
### Summary Action Plan Youth Engagement Strategy 2015-2018

<table>
<thead>
<tr>
<th>Key Area 1</th>
<th>Develop partnerships with relevant community agencies and services and build the capacity of Council units to engage with and inform young people</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inform young people and their families</td>
<td>Outcome: Improved access to youth friendly information, and support services for young people and their families. How: • Build constructive relationships, effective referral systems &amp; access to information by internal and external stakeholders. • Develop, promote and maintain an Online directory and information portal • Manage a Youth Facebook page to promote youth activities and opportunities, local safety and health campaigns • Develop <em>Partnerships For Youth</em> toolkits to assist youth and potential community partners in planning for and including youth</td>
<td>Ongoing 2017 Ongoing 2016-2017</td>
</tr>
<tr>
<td>Develop partnerships with relevant community agencies and services</td>
<td>Outcome: Enhanced provision of quality youth services and programs through further partnership development with community services, agencies, and government organisations How • Lead a youth services network to promote information exchange and partnership development leading to improved youth development programs, and services for young people and their families • Liaise with local schools, community services, agencies, and organisations to engage them as partners and co-contributors in the implementation of the Youth Engagement Strategy. • Develop and promote a ‘What Youth Really Want’ flyer and Youth Investment Prospectus as an invitational guide in how to participate in Partnerships for Youth</td>
<td>Ongoing Ongoing 2016-2017</td>
</tr>
<tr>
<td>Build the capacity of Council units to engage with youth</td>
<td>Outcome: Increased capacity and effectiveness of Council staff and Councillors to effectively engage with youth. How • Build workforce capacity to provide effective services with qualified staff • Recruit appropriately qualified staff should vacancies arise • Coordinate professional development for Youth Engagement Services staff Conduct Youth Engagement Services planning days. • Develop a Council Youth Policy and Youth Outreach Policy • Liaise with Council units to support their strategic planning for and engagement of youth • Support partner organisations applying for Community Grants that promote positive youth development</td>
<td>Ongoing As required Annually 2017-2018 As required As required</td>
</tr>
<tr>
<td>Key Area 2</td>
<td>Access to Opportunity</td>
<td>Promote and support the participation of young people in community through access to programs, services, activities and events</td>
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</table>
| **Provide access to programs, services, activities and events** | Shape a person centred youth engagement service system that provides access and opportunity to programs, services and events. | **How**  
• Conduct youth-led FREEZA events that reflect the diversity of musical interest, cultures and tastes of young people across the municipality  
• Utilise and promote festivals and events as a catalyst for youth empowerment and celebration  
• Provide training and opportunities for youth to participate in volunteer work develop social/emotional skills, and leadership capacity  
• Provide opportunities for young people to participate in alternative arts and cultural activities.  
• Provide opportunities for healthy social interaction through Holiday programs and other social and personal development programs youth can meet each other and try new experiences  
• Develop an annual calendar of training/skill development opportunities for youth, including an induction to Mildura for those new to the community | **Timeframe**  
**Annual events, training and programs plan** |
| **Re-engage youth to assist them to participate in a learning to earning pathway and in community** | Reduce disengagement and promote engagement in education, training and employment. | **How**  
• Promote early identification and intervention  
• Provide tailored programs and case management for particular groups of vulnerable youth and their families, in particular those enrolled in FLO Connect  
• Ensure priorities reach socially & geographically isolated youth | **Timeframe**  
**Ongoing**  
**Annual plan** |
| **Expand and diversify opportunities for youth to access programs, services and events** | Strengthen and diversify opportunities for youth to access programs, services, activities and events. | **How**  
• Develop a Partnerships for Youth strategy to encourage community services and organisations plan for and engage youth.  
• Apply for funding to support events such as National youth Week, FREEZA etc to encourage young people to be recognised as equal citizens and have active participation in community life  
• Expand dedicated youth engagement services and apply for funding to further the Youth Engagement and Re-engagement Strategies where State or Federal funding opportunities arise | **Timeframe**  
**2016-2017 Annually , as available**  
**Ongoing, or as grants are available** |
<table>
<thead>
<tr>
<th>Key Area 3 Participation and Development</th>
<th>Strategic Objective</th>
<th>How</th>
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</table>
| Youths Engagement                      | Engage young people in planning and decision making. | • Conduct annual Youth Leadership Summits and include in the planning and provision of these, youth development opportunities, youth voice and participation  
• Identify a structure and associated support for a youth led advisory group(s) to help inform community planning for youth engagement, participation and services  
• Support youth action teams and reference groups  
• Include youth in the planning development, implementation and evaluation in programs events and services  
• Promote a youth-led approach and support this by developing youth planning toolkit  
• Foster youth engagement through the promotion of the Youth Charter | Annually  
• Annually  
• Ongoing  
• Ongoing  
• Ongoing 2016-2017 |
| Youths training and development        | Build youth capacity to empower and support them in self-care and community participation | • Promote youth health, safety, enjoyment, achievement, contribution and economic wellbeing through local initiatives, partnerships and community campaigns  
• Provide appropriate Youth governance training and development  
• Provide appropriate leadership development and mentoring for Youth  
• Support youth in identifying their learning to earning needs and develop goals and plans to achieve these through Coaching Young People For Success (CYPFS) | Ongoing  
• Annually  
• Ongoing  
• Ongoing  
• Ongoing |
<table>
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<tr>
<th>Key Area 4 Advocacy</th>
<th>Advocate to State and Federal Government, the community and across Council for appropriate recognition of and responses to young people’s needs</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Awareness of youth needs and issues</strong></td>
<td>Outcome: Assist Council and community organisations and services to be aware of current youth needs and issues.  How  • Provide regular reports re youth issues/needs to Council, FLO Connect, community, services/partners, NMCP, schools and Youth Services Network  • Promote ‘What Youth Really Want’ flyer</td>
<td>Quarterly  Annually</td>
</tr>
<tr>
<td><strong>Promote young people as valued members of community</strong></td>
<td>Outcome: Develop, implement and evaluate a plan to promote positive youth outcomes through programs and services that facilitate positive youth development.  How  • Provide promotional materials in alternative formats to ensure access for all young people and promote MRCC LGA as a safe and vibrant place to work, live and play.  • Build and review a marketing strategy to promote a youth leadership/voice governance structure  • Promote positive images, case studies and stories of youth in local media  • Maintain a portfolio of local youth issues and responses to these</td>
<td>Ongoing 2016-2017  Ongoing  Ongoing</td>
</tr>
<tr>
<td><strong>Promoting and Celebrating Youth Achievements</strong></td>
<td>Outcome Promote positive youth development across the community.  How  • Develop a marketing and communication plan to promote the value of youth, and positive youth images  • Promote, conduct and evaluate a Youth awards system</td>
<td>2016-2017 Annually</td>
</tr>
<tr>
<td><strong>Advocacy to government and community to better respond to youth needs</strong></td>
<td>Conduct a multi-pronged approach to advocate for meeting the needs of youth within an increasingly aging community.  How  • Advocate at all levels of government for the expansion and diversification of appropriate youth services and programs  • Advocate through Council for opportunities for youth to be engaged in Council plans and evaluation  • Advocate for a Partnerships For Youth approach for contribution and support to engage, include and develop youth</td>
<td>Ongoing and as opportunity arises</td>
</tr>
</tbody>
</table>
Appendix One: Profile of Mildura’s Youth and How They Are Faring

Profile of Our Young People and How They are Faring
The following sources of information help to provide a context of young people in Mildura’s LGA and serve to inform the development of the Youth Strategy 2015-2018.

- The State of Mildura Rural City’s Children and Young People 2014 report to develop the following Youth Profile.
- Consultation during 2015 with youth, the Youth Summit, and youth education and service providers identified the key issues young people in the Mildura LGA may face.

Youth Demographics

Population Changes
At the 2011, ABS Census the population of the Mildura LGA was 50,979 of which 17.7% was made up of youth 12-25 years (9023 young people)

According to the Department of Planning and Community development projections (summarised in Victoria in Future 2012) the population of the Mildura LGA is expected to increase from 54,666 in 2011 to 64,288 by 2031, with an annual average growth rate of 1.0%.

These predictions indicate that over the forecast period there is anticipated to be an actual and relative decline in young people 5-14 years and a small increase in the actual number of young people 15-24 years, and a small decline in as a percentage of the population from 12.9% in 2011 to 11.4% in 2031.

Youth Population - General

<table>
<thead>
<tr>
<th>Proportion of residents(of all residents) 2011</th>
<th>Mildura</th>
<th>Victoria</th>
<th>Time trend</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-14 years (3930 young people)</td>
<td>7.7%</td>
<td>6.1%</td>
<td>Decreasing</td>
</tr>
<tr>
<td>15-19 years (3677 young people)</td>
<td>7.2%</td>
<td>6.5%</td>
<td>Static</td>
</tr>
<tr>
<td>20-24 years (2911 young people)</td>
<td>5.6%</td>
<td>7.0%</td>
<td>Increasing</td>
</tr>
</tbody>
</table>

Youth Population - Subgroups of Interest

Indigenous
The median ages: Indigenous population is 18 years Non-Indigenous is 40 years

<table>
<thead>
<tr>
<th>Proportion of Indigenous residents(of all Indigenous residents) 2011</th>
<th>Mildura</th>
<th>Victoria</th>
<th>Time trend</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-14 years (3930 young people)</td>
<td>12.35%</td>
<td>11.65%</td>
<td>Decreasing</td>
</tr>
<tr>
<td>15-19 years (3677 young people)</td>
<td>10.1%</td>
<td>10.7%</td>
<td>Decreasing</td>
</tr>
</tbody>
</table>
Birthplace and English proficiency in Spoken English

Within rural and regional Victoria Mildura LGA was the 3rd highest resettlement area behind Greater Geelong and greater Shepparton 2011-2012

| Households where Language other than English is spoken, 2011 | Mildura 13.8% | Victoria 27.6% | Time trend Increasing |

Young People with a Disability

| Percentage of children aged 0-19 years (of all children aged 0-19 years) requiring core activities need for assistance, 2011 | Mildura 2.7% | Victoria 2.0% | Time trend Increasing |

Teenage Parents

Parenthood in the teenage years can result in interrupted education, greater dependence on government assistance and increased challenges in entering the labour market.

| Teenage Fertility (per 1000 women aged under 19 years) 2012 | Mildura 22.6 | Victoria 10.4 | Time trend Decreasing |

How Our Young People Are Faring and the Issues They Identified

Indicators of Wellbeing

The following indicators of wellbeing provide a profile of how our young people are faring

Safe and Secure
- Financially secure families
- Young people safe at home
- Young people safe in community

Happy and Healthy Young People
- Physical Health
- Mental Health

Engaged, Learning, Achieving
- Connected to school
- Academic proficiency
- School Retention and Completion
- Active Citizens
Safe and Secure
Abuse and neglect have both immediate and long term adverse consequences for children. Children are particularly vulnerable to harm in families experiencing multiple disadvantages such as housing instability, poverty, low education, social isolation, neighbourhood disadvantage, parental substance abuse and mental health problems.

Financially Secure Families
Families solely or largely dependent on government support have the lowest incomes and fewest resources. Young people form these can be deprived of items considered as essential such as access to medical and dental treatment, substantial meals each day, school activities and outings, secure housing, warm clothes and bedding. In turn these factors can have an effect on health and education outcomes

| Students from families whose SFO category is Unskilled/Semi Skilled Occupations or Unemployed, 2010 | Mildura | N/A | Time trend
|---|---|---|---
| | 44.9% | | Significantly Increasing

| Single parent families with children aged less than 15 years, 2011 | Mildura | Victoria | Time trend
|---|---|---|---
| | 27.9% | 19.6% | not available

| Jobless families with children aged less than 15 years, 2011 | Mildura | Victoria | Time trend
|---|---|---|---
| | 20.2% | 12.3% | Increasing

Young people, youth services and schools said that these are home and family issues
- Provision of adequate food
- Provision of breakfast before school
### Young People Safe At Home

<table>
<thead>
<tr>
<th>Child Abuse Substantiations per 1000 children aged 0-17 years, 2010/2011</th>
<th>Mildura 13.2</th>
<th>Victoria 6.7</th>
<th>Time trend decreasing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children on child protection orders per 1000 children aged 0-17, 2010</td>
<td>15%</td>
<td>5.4%</td>
<td>not available</td>
</tr>
<tr>
<td>Children in Out of Home Care aged 0-17 years, 2012</td>
<td>7.1%</td>
<td>5.5%</td>
<td>Decreasing</td>
</tr>
<tr>
<td>Percentage of family violence incidents where children and young people aged 0-17 years are present, 2011/2012</td>
<td>35.9%</td>
<td>36.3%</td>
<td>increasing</td>
</tr>
</tbody>
</table>

### Young People Safe in Community

Research indicates a relationship between child abuse, neglect, homelessness and criminal activity among young people.

<table>
<thead>
<tr>
<th>Crime where the victim was a child or young person aged between 0-17 ( rate per 1000 children) 2011/2012</th>
<th>Mildura 16.2</th>
<th>Victoria 10</th>
<th>Time trend Increasing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crime where the offender was a child or young person aged between 0-17 ( rate per 1000 children), 2011/2012</td>
<td>45.3</td>
<td>24.4</td>
<td>decreasing</td>
</tr>
<tr>
<td>Rate of young people ( aged 10-17 years) on community based supervision ( per 100,000 young people)</td>
<td>7.2</td>
<td>2.4</td>
<td>static</td>
</tr>
<tr>
<td>Feel safe or very safe walking alone in my local area during the day, 2011</td>
<td>97.1%</td>
<td>97%</td>
<td>increasing</td>
</tr>
<tr>
<td>Feel safe or very safe walking alone in my local area during the night, 2011</td>
<td>56.1%</td>
<td>70.3%</td>
<td>increasing</td>
</tr>
<tr>
<td>Proportion of children who report being bullied in Years 5 and 6 (combined) 2013</td>
<td>14.8%</td>
<td>14.9%</td>
<td>decreasing</td>
</tr>
</tbody>
</table>

Young people, youth services and schools said that these are home and family issues:

- Insufficient family support
- Family violence and other related issues
- Housing and accommodation issues leading to homelessness
Proportion of children who report being bullied between Years 7 to 9, 2013

<table>
<thead>
<tr>
<th></th>
<th>26.3%</th>
<th>20.4%</th>
<th>increasing slightly</th>
</tr>
</thead>
</table>

Young people, youth services and schools said that these are some key safety issues that young people may face

- Cyber and physical bullying
- Physical/sexual abuse
- Personal safety/family violence

Happy and Healthy

An individual’s health and wellbeing result from a complex interplay of social and biological factors starting from early childhood. Food plays a major role in health and wellbeing.

Physical Health

<table>
<thead>
<tr>
<th></th>
<th>Mildura</th>
<th>Victoria</th>
<th>Time trend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to Food, 2008</td>
<td>90.7%</td>
<td>94.4%</td>
<td>not available</td>
</tr>
<tr>
<td>Achieves usual daily intake of two or more serves of fresh fruit 9 modelled estimate rate per 100) persons aged 5 to 17 years 2007/2008</td>
<td>58.9%</td>
<td>63.2%</td>
<td>not available</td>
</tr>
<tr>
<td>Obese persons (modelled estimate, rate per 100), person 18 years and over, 2007/2008</td>
<td>19.9</td>
<td>17</td>
<td>not available</td>
</tr>
<tr>
<td>Physical inactivity (modelled, rate per 100) persons aged 15 years and over, 2007/2008</td>
<td>38.1</td>
<td>32.6</td>
<td>not available</td>
</tr>
<tr>
<td>Rate of sexually transmissible diseases in young people aged 12-17 years (per 100,000 young people), 2012</td>
<td>621.6</td>
<td>406.4</td>
<td>significant increase</td>
</tr>
</tbody>
</table>

Mental Health

There is a very strong association between physical activity and physical and mental health, social skills and relationships. Good mental health in young people is a precursor to good social development, success at school and improved life chances.
### Psychiatric hospitalisations for 10-17 year olds per 1000 adolescents 2009/2010

<table>
<thead>
<tr>
<th>_location</th>
<th>Mildura</th>
<th>Victoria</th>
<th>Time trend</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8.3</td>
<td>6.7</td>
<td>Increasing</td>
</tr>
</tbody>
</table>

### Engaged, Learning and Achieving

Children who feel bullied are more likely to feel disconnected from school, and have lower academic outcomes, including lower attendance and completion rates. They are also more likely to become socially withdrawn, leading to lower self-esteem and increased rates of depression, poor mental health, increased anxiety and be at a greater risk of developing substance abuse in later years.

School connectedness and attendance are important for young people to obtain the full benefits of schooling and to build lifelong academic and social skills and a healthy self-esteem.

#### Connected to School

<table>
<thead>
<tr>
<th>Measure</th>
<th>Mildura</th>
<th>Victoria</th>
<th>Time trend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion of children who report feeling connected to school in Years 5 and 5 (combined), 2013</td>
<td>88%</td>
<td>85.8%</td>
<td>Increasing</td>
</tr>
<tr>
<td>Proportion of children who report feeling connected to school in Years 7 to 9, 2013</td>
<td>57.2%</td>
<td>61.7%</td>
<td>decreasing</td>
</tr>
<tr>
<td>Fulltime participation in secondary school education at age 16, 2011</td>
<td>75%</td>
<td>81.8%</td>
<td>improving</td>
</tr>
</tbody>
</table>

### Young people, youth services and schools said that these are health and wellbeing issues that young people may face
- Lack of physical activity
- Self Esteem
- Body image
- Mental health/anxiety
- Low resilience
- Unplanned pregnancy
- Drugs, ICE and Alcohol Use
- Self Harm
- Youth Suicide

### Young people, youth services and schools said that these are access issues that young people may face
- Insufficient awareness of available services
- Insufficient mental health outreach
- Degree to which service agencies work together
- Cross border issues

### Young people, youth services and schools said that these are social connected issues that young people may face
- Discrimination
- Social media and networking
- Lack of connection with community
Academically Achieving

Literacy and numeracy skills are the foundation on which all further education is built.

<table>
<thead>
<tr>
<th>Proportion of students in Year 7 who meet or exceed the benchmarks for literacy, 2011</th>
<th>Mildura 92.8%</th>
<th>Victoria 95.8%</th>
<th>Time trend Increasing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion of students in Year 9 who meet or exceed the benchmarks for literacy, 2011</td>
<td>87.9%</td>
<td>94%</td>
<td>decreasing</td>
</tr>
<tr>
<td>Proportion of students in Year 7 who meet or exceed numeracy benchmarks, 2011</td>
<td>93.9%</td>
<td>95.8%</td>
<td>increasing</td>
</tr>
<tr>
<td>Proportion of students in Year 9 who meet or exceed numeracy benchmarks, 2011</td>
<td>91.3%</td>
<td>94.6%</td>
<td>decreasing</td>
</tr>
</tbody>
</table>

School Retention and Completion

Remaining engaged in, and successfully completing secondary school improves transitions into further study and employment, and serves as a significant predictor of future earnings and employment. Therefore education is important in breaking cycles of intergenerational poverty.

<table>
<thead>
<tr>
<th>Year 10-12 Apparent Retention rate, 2012</th>
<th>Mildura 72.2%</th>
<th>Victoria 82.1%</th>
<th>Time trend Increasing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion of young people aged 19 Year who have attained Year 12 or equivalent, 2011</td>
<td>82.5%</td>
<td>84.2%</td>
<td>increasing significantly</td>
</tr>
<tr>
<td>Learning or Earning ages 15 to 19, 2011</td>
<td>75.5%</td>
<td>83.8%</td>
<td>worsening slightly</td>
</tr>
</tbody>
</table>

Young people, youth services and schools said that these are education and achievement issues that young people may face

- Study Stress
- Managing technology
- Absenteeism
- Education costs
- School wellbeing tensions
Active Citizens

Youth Unemployment

The fulltime employment rate of young people 15-19 years (2011) is 20.75%. The trend is decreasing, but some of this may be attributed in part to the changes to the school leaving age.

The fulltime employment rate of young people 20-24 years (2011) is 56.84%.

The part-time employment rate of young people has increased for both age cohorts, but particularly for young people in the 15-19 year old cohort.

The proportion of young people 15-19 years (2011) not in the labour force is 45.63%, is relatively static.

The proportion of young people 20-24 years (2011) not in the labour force is 20.95% and is increasing.

<table>
<thead>
<tr>
<th>Young people 15 to 24 receiving an unemployment benefit, 2012</th>
<th>Mildura 10%</th>
<th>Victoria 4.4%</th>
<th>Time trend decreasing slightly</th>
</tr>
</thead>
<tbody>
<tr>
<td>People aged over 15 who participated in voluntary work for an organisation or group, 2011</td>
<td>20.2%</td>
<td>17.7%</td>
<td>static</td>
</tr>
</tbody>
</table>

Young people, youth services and schools said that these are participation issues that young people may face regarding post education and employment

- Reduced access to apprenticeships
- Youth unemployment
- Career advice
- Transition between school and work
Appendix 2: Youth Engagement Strategy Detailed Action Plan

<table>
<thead>
<tr>
<th>Key Area 1</th>
<th>Strategic Objective: Develop partnerships with relevant community agencies and services and build the capacity of Council units to engage with and inform young people</th>
<th>Outcome measures: Satisfaction with information support provided to youth and their families, youth service and program providers, community partners and Council</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inform young people and their families</td>
<td>Improve access to youth friendly information, and support services for young people and their families. How: 1. Through constructive relationships, effective referral systems &amp; access to information by internal and external stakeholders. 2. Develop, promote and maintain an Online directory and information portal 3. Effectively manage a Youth Facebook page to promote youth activities and opportunities, local safety and health campaigns 4. Develop a Partnerships For Youth toolkits to assist youth and potential community partners in planning for and including youth.</td>
<td>Grant required for: Online directory and information portal Promotion launch Partnerships for Youth prospectus and toolkits Annually  • Monthly promotion of all youth activities and events • Review referral and information systems, and update regularly as required 2016 (grant dependent)  • Develop online portal  • Develop toolkits 2017-2018  • Evaluate Youth and their families know where to get information to meet youth development needs. Youth training and service providers and community groups know where to get and display youth engagement and development information</td>
</tr>
<tr>
<td>Develop partnerships with relevant community agencies and services</td>
<td>Enhance the provision of quality youth services and programs through further partnership development with community services, agencies, and government organisations. How: 1. Lead a youth services network to promote information exchange and partnership development leading to improved youth development programs, and services for young people and their families 2. Liaise with local schools, community services, agencies, and organisations to engage them as partners and co-contributors in the implementation of the Youth Engagement Strategy. 3. Develop and promote a ‘What Youth Really Want’ flyer and Youth Investment Prospectus as an invitational guide in how to participate in Partnerships for Youth</td>
<td>Facilitation of meetings and forums Flyer Partnerships for Youth Prospectus Annually Facilitate a Youth Services Network to focus on:-  • providing youth and their families with information and services  • engaging youth in activities and development programs  • identifying emerging youth issues/needs 2016  • Flyer and Youth Investment Prospectus Youth service providers Youth education and training providers NMLLEN Community groups MRCC media unit Existing partnerships are strengthened Partnerships for youth are increased and diversified. Partnerships actively provide greater opportunities for youth access, participation and development</td>
</tr>
<tr>
<td>Build the capacity of Council units to engage with youth</td>
<td>Increase the capacity and effectiveness of Council staff and Councillors to effectively engage with youth. <strong>How</strong> 1. Build workforce capacity to provide effective services with qualified staff 2. Recruit appropriately qualified staff should vacancies arise 3. Coordinate professional development for Youth Engagement Services staff 4. Conduct Youth Engagement Services planning days. 5. Develop a Council Youth Policy and Youth Outreach Policy 6. Liaise with Council units to support their strategic planning for and engagement of youth 7. Support partner organisations applying for Community Grants that promote positive youth development</td>
<td>Professional development  Engagement activities, facilitators and venues  Toolkits for Youth engagement  Cross functional meeting time</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------</td>
</tr>
<tr>
<td>Measure and Report</td>
<td><strong>Outcome Measure:</strong> <em>Satisfaction with information support provided to youth and their families, youth service and program providers, community partners and Council Actions For Evaluation</em>  - Identify the appropriate means for providing a quarterly report to youth, Council, and partner organisations  - Conduct youth surveys annually to identify and explore current youth issues, and to track core youth development indicators  - Engage youth in the evaluation in areas that relate to them  - Gather opinion from partnerships  - Develop case studies  - Provide regular reports to youth service and education and training providers, and Council on youth issues, the status of information and service provision across the LGA</td>
<td><strong>Outputs</strong>  Youth Directory  Promotions  Satisfaction surveys  - Youth and families  - Services, Schools RTO’s  - Staff re training  Partnership agreements and offerings  Policies</td>
</tr>
<tr>
<td>Key Area 2</td>
<td>Strategic Objective</td>
<td>Outcome measures:</td>
</tr>
<tr>
<td>------------</td>
<td>---------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Access to Opportunity</td>
<td>Promote and support the participation of young people in community through access to programs, services, activities and events</td>
<td>Satisfaction with access opportunities provided to youth and their families</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Actions</th>
<th>Resources</th>
<th>Priority Timeframe</th>
<th>Potential Partners</th>
<th>Measures</th>
</tr>
</thead>
</table>
| Provide access to programs, services, activities and events | **Shape a person centred youth engagement service system that provides access and opportunity to programs, services and events.**  
**How**  
1. Conduct youth-led FREEZA events that reflect the diversity of musical interest, cultures and tastes of young people across the municipality  
2. Utilise and promote festivals and events as a catalyst for youth empowerment and celebration  
3. Provide training and opportunities for youth to participate in volunteer work, develop social/emotional skills, and leadership capacity  
4. Provide opportunities for young people to participate in alternative arts and cultural activities.  
5. Provide opportunities for healthy social interaction through Holiday programs and other social and personal development programs youth can meet each other and try new experiences  
6. Develop an annual calendar of training/skill development opportunities for youth, including an induction to Mildura for those new to the community | FREEZA budget  
Youth training programs  
Mentors  
Youth programs and activities budget  
Youth induction to Mildura kit/program | Annual program planner | Youth Engagement Services  
Youth Events unit  
Media Unit  
Local press  
Schools  
Youth services  
Sport and Service clubs  
Non-profit groups | Number and diversity of events, programs and activities offered to youth  
Youth participation levels in events, programs and activities  
Number and success of youth led events, programs and activities  
Number of partners organisations supporting youth in leading, planning and participating in events, programs and activities  
Youth satisfaction and opinion |

| Re-engage youth and assist them to participate in a learning | **Reduce disengagement and promote engagement in education, training and employment.**  
**How**  
1. Promote early identification and intervention  
2. Provide tailored programs for particular groups of vulnerable youth and their families | Re-engagement programs  
CYPFS  
Case workers  
Youth program | Annually | Red Cliffs Secondary College  
NMLLEN Youth Services  
Families | Number of youth re-engaged into a learning to earning pathway  
Range of tailored programs and services |
| **to earning pathway and in their community** | **3. Ensure priorities reach socially & geographically isolated youth** | **staff**  
Unit Coordinator  
Administration  
IT/phones/Offices  
Vehicles | **offered**  
Programs and services delivered to isolated youth |
|---|---|---|---|
| **Expand and diversify opportunities for youth to access programs, services, activities and events.** | **Strengthen and diversify opportunities for youth to access programs, services, activities and events.**  
**How**  
1. Develop a Partnerships for Youth strategy to encourage community services and organisations plan for and engage youth.  
2. Apply for funding to support events such as National youth Week, FREEZA etc to encourage young people to be recognised as equal citizens and have active participation in community life  
3. Expand dedicated youth engagement services and apply for funding to further the Youth Engagement and Re-engagement Strategies where State or Federal funding opportunities arise | **Facilitation**  
**Printing** | **Youth**  
**Schools**  
**Youth services**  
**Sport and Service clubs**  
**Non-profit groups**  
**A Partnerships For Youth strategy review.**  
Number of available grants are applied for  
Types and frequency of Advocacy activities for expanding dedicated youth engagement services |
| **Measure and Report** | **Outcome measure: Satisfaction with access to opportunities provided to youth and their families**  
**Actions for Evaluation**  
Evaluate programs and events for youth interest, participation, social connection and empowerment  
Evaluate youth training and development programs  
Conduct partnership surveys annually to identify effectiveness and further opportunities  
Engage youth in the development and evaluation of promotional materials  
Gather opinion from partnerships regarding effectiveness of programs and services  
Provide regular reports to youth service and education and training providers, and Council on youth access to and participation in programs and services | **Outputs**  
Programs  
Services  
Youth issue portfolio  
Partnerships For Youth strategy  
Grant applications  
Advocacy meetings/communications | **Reports**  
Quarterly Reports and newsletters to:  
• MRCC  
• Youth  
• Partners  
• Community |
| Key Area 3 Participation and Development | Strategic Objective | Outcome measures: |  
| Empower young people to plan and make decisions about things which affect them | Community satisfaction with participation and development opportunities provided to youth |

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Actions</th>
<th>Resources</th>
<th>Priority Timeframe</th>
<th>Potential Partners</th>
<th>Measure</th>
</tr>
</thead>
</table>
| Engaging youth | Engage young people in planning and decision making.  
How  
1. Conduct annual Youth Leadership Summits and include in the planning and provision of these, youth development opportunities, youth voice and participation  
2. Identify a structure and associated support for a youth led advisory group(s) to help inform community planning for youth engagement, participation and services  
3. Support youth action teams and reference groups  
4. Include youth in the planning development, implementation and evaluation in programs events and services  
5. Promote a youth-led approach and support this by developing youth planning toolkit  
6. Foster youth engagement through the promotion of the Youth Charter | Budget for Youth summit  
Facilitation of youth committees/governance structures  
Youth Planning Toolkit | Annual cycle | Youth  
Youth engagement services  
Partnership groups  
Events Unit  
Media unit | Frequency and quality of Youth led summits held  
Effectiveness of Youth advisory/governance structures  
Number of Youth engaged in youth led planning  
Usage rate by youth of toolkit used to support their planning of events, activities and programs  
Awareness levels of the Youth Charter |
| Youth training and development | Build youth capacity to empower and support them in self-care and community participation  
How  
1. Promote youth health, safety, enjoyment, achievement, contribution and economic wellbeing through local initiatives, partnerships and community campaigns  
2. Provide appropriate Youth governance training and development  
3. Provide appropriate leadership development and mentoring for | Media  
Leadership training budget  
Mentors  
CYPFS kit  
Social/emotional wellbeing | Annual cycle  
Review quarterly | Youth engagement services  
Partner organisation mentors | Numbers of Youth provided with appropriate training and mentoring |
4. Support youth in identifying their learning to earning needs and develop goals and plans to achieve these through Coaching Young People For Success (CYPFS)

| Measure and Report | Outcome measure: **Community satisfaction with participation and development opportunities provided to youth**
| Actions for Evaluation | Evaluate youth summits and youth led action structures and activities for effectiveness in developing youth empowerment
| Evaluate youth leadership training programs for effectiveness and interest
| Evaluate mentoring programs for effectiveness and support
| Outputs | Youth Summits
| Youth Action led structures and activity
| Youth leadership training programs
| Youth mentors
| CYPFS offerings
| Opinion surveys
| Reports | Quarterly Reports and newsletters to:
| MRCC
| Youth
| Partners
<p>| Community |</p>
<table>
<thead>
<tr>
<th>Key Area 4</th>
<th>Strategic Objective</th>
<th>Outcome measures:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advocacy</td>
<td>Advocate to State and Federal Government, the community and across Council for appropriate recognition of and responses to young people’s needs</td>
<td>Community satisfaction with promotion of youth and their achievements Community satisfaction with advocacy provided on behalf of youth and their families</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Actions</th>
<th>Resources</th>
<th>Priority Timeframe</th>
<th>Potential Partners</th>
<th>Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness of youth needs and issues</td>
<td>Assist Council and community organisations and services to be aware of current youth needs and issues. <strong>How</strong> 1. Provide regular reports re youth issues/needs to Council, FLO Connect, community, services/partners, NMCP, schools and Youth Services Network 2. Promote ‘What Youth Really Want’ flyer</td>
<td>Flyer</td>
<td>Annual cycle Quarterly review</td>
<td>Councillors NMCP NMLLEN Local members of parliament Partner organisations Youth Services Education and Training Providers</td>
<td>Awareness of youth needs and issues by community sectors Reach of flyer ‘What Youth Really Want’</td>
</tr>
<tr>
<td>Promote young people as valued members of community</td>
<td>Develop, implement and evaluate a plan to promote positive youth outcomes through programs and services that facilitate positive youth development. <strong>How</strong> 1. Provide promotional materials in alternative formats to ensure access for all young people and promote MRCC LGA as a safe and vibrant place to work, live and play. 2. Build and review a marketing strategy to promote a youth leadership/voice governance structure 3. Promote positive images, case studies and stories of youth in local media 4. Maintenance of a portfolio of local youth issues and responses to these</td>
<td>Printing Meeting venues Facebook Website advertisements</td>
<td>Monthly and as needed Track and Review each quarter</td>
<td>Youth Engagement Services Youth Media Unit Local press Schools Youth services</td>
<td>Evaluation of promotional materials and their reach Case studies and stories</td>
</tr>
</tbody>
</table>
| Promoting and Celebrating Youth Achievements | Promote positive youth development across the community.  
How  
1. Develop a marketing and communication plan to promote the value of youth, and positive youth images  
2. Promote, conduct and evaluate a Youth awards system | Youth Awards budget  
Facebook  
Media  
Venue | Annual cycle  
Quarterly review | Councillors  
Media unit  
NMCP  
NMLLEN  
Local members of parliament  
Partner organisations  
Youth Services  
Education and Training Providers | Satisfaction with the implementation of the marketing and communication plan  
Satisfaction with the Youth Awards system |
| --- | --- | --- | --- | --- | --- |
| Advocacy to government and community to better respond to youth needs | Conduct a multi-pronged approach to advocate for meeting the needs of youth within an increasingly aging community.  
How  
1. Advocate at all levels of government for the expansion and diversification of appropriate youth services and programs  
2. Advocate through Council for opportunities for youth to be engaged in Council plans and evaluation  
3. Advocate for a Partnerships For Youth approach for contribution and support to engage, include and develop youth | Travel  
Advocacy time  
Media | Opportunities as arise  
Annual cycle with quarterly review | Councillors  
NMCP  
NMLLEN  
Local members of parliament  
Partner organisations  
Media unit | The range and reach of advocacy activity by Councillors for youth needs and interests, and partnership support  
Number of opportunities for youth to engage in council plans and evaluation |
| Measure and Report | Measures:  
*Community satisfaction with promotion of youth and their achievements*  
*Community satisfaction with advocacy provided on behalf of youth and their families*  
Actions for Evaluation  
Evaluate the marketing and communication program to promote positive images of youth for reach and satisfaction  
Evaluate the Youth Awards system processes and outcomes  
Evaluate advocacy activities for effectiveness and reach | Outputs | Reports | Quarterly Reports and newsletters to:  
• MRCC  
• Youth  
• Partners  
• Community |
Appendix 3: Resources for Youth Participation

Office for Youth publications
Provides a series of publications on different aspects of youth participation. They offer practical tools to help young people and their partners develop effective models for youth participation.
www.youth.vic.gov.au

Youth Consultation Toolkit
This Toolkit will assist organisations in learning how to effectively consult with young people. It provides information on different methods of consultation, tips about what method to use, and checklists to ensure a good consultation.

Youth Services Toolkit
This Toolkit has sections for people who are just starting out, and also for trainers to teach people. There are 3 sections: Managing Activities, Manage Staff & Volunteers and Running the Organisations.
www.youthservicestoolkit.com.au

Practising Participation
These resources outline some principles of young people’s participation and practical advice that help ensure that young people are meaningfully included, empowered and purposefully engaged. They were written following consultations with young people and youth service providers across the state.
http://www.yacvic.org.au

Participation Kit
A great resource for organisations who want practical advice about how to involve children and young people in activities, events and decision making.

Youth Partnerships Toolkits and Partnership Prospectus
Examples of toolkits for youth and for community organisations and partnerships, and a Youth Partnerships Prospectus can be found at the Wyong Shire website