



Hume Youth Commitment Action Plan 2023-2025

The Hume Youth Commitment (HYC) 3-year Action Plan (2023-2025) has been developed to align with the HYC Spirit of Cooperation Agreement renewed in 2023 for a 3-year period. The HYC operates as part of the governance structure for the Hume Whittlesea Local Learning & Employment Network (HWLLEN) within the Hume LGA. HWLLEN funds the staffing to facilitate the oversight of HYC operations and development of partnership collaborations.

Vision Statement

The Hume Youth Commitment is committed to providing young people in the Hume LGA the support required to enable inclusive access to engage in education, training and employment.

Statement of purpose/aims

The Hume Youth Commitment (HYC) aims to:

- provide a collaborative platform for local organisations, businesses, education providers, community groups, and government departments to explore ways of working together to enhance young people's access to education, training and employment.
- address identified needs and barriers for vulnerable young people which impact their access to education, training and employment.
- enhance school industry engagement and career pathway development by encouraging and brokering partnerships which will provide additional supports.
- further support the key transition points for young people (e.g., primary to secondary school and secondary to further study, training and employment).
- advocate for services and facilities that provide improved access and support for young people in Hume.

Objectives

The objectives for the HYC are to:

- Facilitate a platform for local organisations, businesses, education providers, community groups, and government departments to share inclusive education, training and employment opportunities appropriate to the needs of young people in the Hume LGA.
- Provide opportunities for the sharing and disseminating of updated information which impacts education, training and employment policies, procedures and practices relevant to the needs of young people.
- Act as a conduit for providing access to key stakeholders working to support outcomes for young people for the purpose of knowledge sharing and development of potential collaborations.
- Support young people's transition from secondary school to further study, training and employment by providing initiatives which improve their access and awareness of career pathway opportunities.
- Work in collaboration with other networks and initiatives operating in Hume, such as the Community Investment Committee, to support outcomes for young people.
- Advocate for additional support to further enhance transition programs from primary to secondary school.
- Support collaboration with stakeholders to develop and implement programs/projects that support the needs of young people to overcome barriers to education, training and employment.



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- Improve local connections between schools, community and industry to increase awareness of future employment options and to further develop employability skills.
- Promote the importance and benefits of year 12 completion with a focus on supporting school retention.

Evidence informed actions.

The HYC aims to identify needs relating to young people's access to education, training, and employment as identified through current and emerging trends noted through the stakeholder networks (HYC and HYC Supporters Strategic Advisory Group).

The HYC's evidence informed approach is supported by relevant data sourced from various local, regional, and statewide data sets such as:

- 2021 Census data for Hume
- Hume Human Services Needs Analysis
- Hume City Council demographic, employment, and industry data
- Department of Education On Track and On Track Connect
- Local programs such as Navigator, Reconnect, LOOKOUT, Transition to Work
- NORTH Link – report: [MelbNrth-Workforce-Strategic-Summary-Report-Final-2022.pdf \(northlink.org.au\)](https://northlink.org.au/reports/melb-nrth-workforce-strategic-summary-report-final-2022.pdf)
- Research reports as relevant

Priority Groups

Young people attending school in Hume
Disengaged youth – school age
First Nations
CALD background

Disengaged youth - post compulsory school (17-25)
Disadvantaged (generational unemployment, poverty, etc)
Young people with a disability
LGBTQI+



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Action Plan 2023-2025

Input	Output	Outcome – measurable
HYC Spirit of Cooperation Agreement formulated and HYC Action Plan 2023-2025 implemented	HYC Action plan developed by HYC Strategic Advisory Group members HYC Action Plan is endorsed and shared with representatives from key organisations.	HYC Action Plan completed Spirit of Cooperation (SoC) Agreement activated for 2023-2025 and supported by key stakeholders Number of key stakeholders signing HYC SoC
HYC Strategic Advisory Group Establish renewed HYC Strategic Advisory Group and facilitate meetings 4 times year or as required	Representatives from key stakeholders commit to establishing the renewed HYC Strategic Advisory Group Representatives participate in meetings to: <ul style="list-style-type: none"> • identify emerging issues and prioritise responses • identify potential partner organisations • support existing partnership programs • promote the development of partnership collaborations to further support access for young people to education, training and employment • promote engagement of industry representatives to elevate school industry pathway planning 	Meetings conducted, minutes recorded key stakeholders attended, priorities identified partnerships supported, Collaborations formed, Industry representatives engaged in meetings and activities
Youth Voice – explore a pilot program for the purpose of incorporating the representation of young people in HYC meetings	Pilot a process to access youth representation at HYC meetings Explore avenues for youth representation from local youth groups	Pilot program initiated, developed and implemented Youth groups approached for interest in participation at HYC meetings Young people attending HYC meetings
HYC Supporters email distribution	Share information regarding education, training and employment opportunities appropriate for young people. Representatives from organisations who are working to support young people’s access to education, training and employment attend meetings, share information, make connections and provide input which potentially enhances the work of organisations and further supports the needs of young people.	Number of active HYC supporters contributing to and receiving communication via HWLLEN Number of key stakeholders engaging in activities as promoted
HYC supported events - eg VET Discovery Expo Real Industry Job Interviews	Events held Attendance recorded Evaluation feedback sought	Feedback provides evidence of relevance, effectiveness



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Community Forum School Industry engagement Other events as required		Review of feedback leads to improvements/changes
Partnership programs -eg School Industry Pathway Plans L2P Imagineering Plus* VR Headset program Others as required	Industry engagement established and pathway plans developed Programs conducted Attendance recorded Evaluation feedback sought	Feedback provides evidence of relevance, effectiveness Review of feedback leads to improvements/changes
Inclusion & diversity support to develop strategies supporting equity and access to all HYC facilitated programs/events	Gaps and needs identified Strategies developed (eg, Access Keys for events)	Programs and events have strategies in place to promote access and equity to programs and events.
Support for student transitions from secondary school to further study, training and employment	Identify ways to further support students transitioning from secondary school Strategies developed and implemented	Support requirements identified Strategies implemented
Support for local partnership programs and initiatives	HYC members support local programs by: <ul style="list-style-type: none"> • Providing support letters for grants and funding opportunities. • Discussing potential collaboration opportunities to deliver programs and or services as appropriate. • Promoting local programs through networks. 	Number of programs supported Number of collaborations delivering programs Programs promoted through networks
Advocate for identified service gaps for young people	Advocating for services, facilities, and programs that provide improved support young people in the Hume LGA	Number of opportunities to support advocacy for identified gaps in services and programs.
Evaluate impact of HYC	Develop a short survey (3-5 questions) for stakeholder feedback on the impact of the HYC HYC Strategic Advisory Group review survey responses	Survey developed and distributed annually Surveys reviewed Responses evaluated and actions taken as required