



## Whittlesea Youth Commitment Action Plan 2023-2025

The Whittlesea Youth Commitment (WYC) 3-year Action Plan (2023-2025) has been developed to align with the WYC Spirit of Cooperation Agreement renewed in 2023 for a 3-year period.

The WYC operates as part of the governance structure for the Hume Whittlesea Local Learning & Employment Network (HWLLEN) within the Whittlesea LGA – thus it is the HWLLEN that funds the staffing to facilitate the oversight of WYC operations and development of partnership collaborations.

WYC receives funding from the City of Whittlesea to provide activities under a Service Agreement arrangement each financial year with current funding set at \$55k per annum.

### Vision Statement

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

### Statement of purpose/aims

The Whittlesea Youth Commitment (WYC) 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
- to address identified needs and barriers for vulnerable young people
- develop partnerships to provide additional supports for young people with identified needs.
- advocate for services and facilities that provide improved support for young people in the City of Whittlesea.

### Objectives

The objectives for the WYC 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 Whittlesea 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.
- 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
- Improve local connections between schools, community and industry to increase awareness of future employment options and to further develop employability skills

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### Beginnings and background

In 1998 an action research project undertaken by The Dusseldorp Skills Forum identified a lack of connection between the various agencies working with young people and identified a low level of systems knowledge among young people. Data at this time showed low school retention rate in comparison to other regions and high unemployment. The research across Australia indicated significant numbers of young people were not in work or education or were in part-time work with no training. It also showed that 70% of those at risk of long-term unemployment were early school leavers. Local data was presented in a series of forums within Whittlesea and, as a result of those presentations to key stakeholders, the Whittlesea Youth Commitment was formed. With the establishment of the Hume Whittlesea Local Learning and Employment Network in 2001, a strong collaborative relationship was developed with the HWLLEN whereby the WYC became recognised as the local planning group for Whittlesea within the LLEN.

Since its inception, WYC has continued to work closely with key stakeholders who support young people in the Whittlesea LGA and maintains connections with stakeholders via a Spirit of Cooperation Agreement process every three years. This Agreement unites representatives from various organisations to the 'Commitment' of supporting young people in the City of Whittlesea and is underpinned by the renewal of the WYC Action Plan. The WYC Action Plan, as a living document, is developed and refined to ensure it remains current and relevant to addressing emerging challenges and gaps and aims to create opportunities for collaborative initiatives to be developed and implemented within the existing scope of participating partners.

### Evidence informed actions.

The WYC 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 (WYC Community Team and WYC Strategic Advisory Group). Themed WYC Community Team meetings help direct issues to the attention of the WYC Strategic Advisory Group for further consideration and action.

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

- 2021 Census data for Whittlesea
- Whittlesea Human Services Needs Analysis
- City of Whittlesea demographic, employment, and industry data
- DET On Track and On Track Connect
- Local programs such as Navigator, Reconnect, LOOKOUT, Job Advocates/Mentors
- NORTH Link – report: [MelbNOrth-Workforce-Strategic-Summary-Report-Final-2022.pdf \(northlink.org.au\)](https://www.northlink.org.au/wp-content/uploads/2022/07/MelbNOrth-Workforce-Strategic-Summary-Report-Final-2022.pdf)
- Research reports as relevant

### Priority Groups

Disengaged youth – school age  
Young people with a disability  
CALD  
Disadvantaged (generational unemployment, poverty, etc)

Disengaged youth - post compulsory school (17-25)  
First Nations  
LGBTQI+

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### Action Plan 2023-2025

Input	Output	Outcome – measurable	
<b>WYC Spirit of Cooperation Agreement</b> formulated and <b>WYC Action Plan 2023-2025</b> implemented	WYC Action plan developed by WYC Strategic Advisory Group members WYC Action Plan is endorsed and shared with representatives from key organisations.	WYC Action Plan completed Spirit of Cooperation (SoC) Agreement activated for 2023-2025 and supported by key stakeholders Number of key stakeholders signing WYC SoC	
<b>WYC Strategic Advisory Group</b> meeting is facilitated 4 times year or as required	Representatives from key stakeholders participate in meetings to: <ul style="list-style-type: none"> <li>• identify emerging issues and prioritise responses</li> <li>• identify potential partner organisations</li> <li>• support existing partnership programs</li> <li>• promote the development of partnership collaborations to further support access for young people to education, training and employment</li> </ul>	Meetings conducted, minutes recorded key stakeholders attended, priorities identified partnerships supported, Collaborations formed	
<b>WYC Community Team</b> meeting is facilitated 4-6 times per year	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	Meetings conducted Organisation representatives attend	
<b>Youth Voice</b> – explore a pilot program for the purpose of incorporating the representation of young people in WYC meetings	Pilot a process with Baseline Youth Advisory Council to access youth representation at WYC meetings Explore other avenues for youth representation from local youth groups such as WCC, SRC, schools, etc	Pilot program initiated, developed and implemented Youth groups approached for interest in participation at WYC meetings Young people attending WYC meetings	
<b>WYC email distribution</b>	Share information regarding education, training and employment opportunities appropriate for young people.	Number of key stakeholders engaging in activities as promoted	

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<p><b>WYC supported events</b> - eg          Career Networking for young People          Whittlesea Careers Expo          Real Industry Job Interviews          Community Forum          Making Choices          Other events as required</p>	<p>Events held          Attendance recorded          Evaluation feedback sought</p>	<p>Feedback provides evidence of relevance, effectiveness          Review of feedback leads to improvements/changes</p>	
<p><b>WYC Partnership programs</b> -eg          Invigor8ing Education          Finding My Place          Youth Mentoring          VR Headset program          Neurodiverse Young People          Others as required</p>	<p>Programs conducted          Attendance recorded          Evaluation feedback sought</p>	<p>Feedback provides evidence of relevance, effectiveness          Review of feedback leads to improvements/changes</p>	
<p><b>Inclusion &amp; diversity support</b> to develop strategies supporting equity and access to all WYC funded programs/events in 2023</p>	<p>WYC surplus funding used to engage an Inclusivity and Diversity project worker to offer support and advice for programs and events.</p>	<p>Programs and events have strategies in place to promote access and equity to programs and events.</p>	
<p><b>Support for local partnership programs and initiatives</b></p>	<p>WYC members support local programs by:</p> <ul style="list-style-type: none"> <li>• Providing support letters for grants and funding opportunities.</li> <li>• Discussing potential collaboration opportunities to deliver programs and or services as appropriate.</li> <li>• Promoting local programs through networks.</li> </ul>	<p>Number of programs supported          Number of collaborations delivering programs          Programs promoted through networks</p>	
<p><b>Advocate for identified service gaps for young people</b></p>	<p>Advocating for services, facilities, and programs that provide improved support young people in the City of Whittlesea</p>	<p>Number of opportunities to support advocacy for identified gaps in services and programs.</p>	
<p><b>Evaluate impact of WYC</b></p>	<p>Develop a short survey (3-5 questions) for stakeholder feedback on the impact of the WYC          WYC Strategic Advisory Group review survey responses</p>	<p>Survey developed and distributed annually          Surveys reviewed          Responses evaluated and actions taken as required</p>	