



Brimbank
City Council

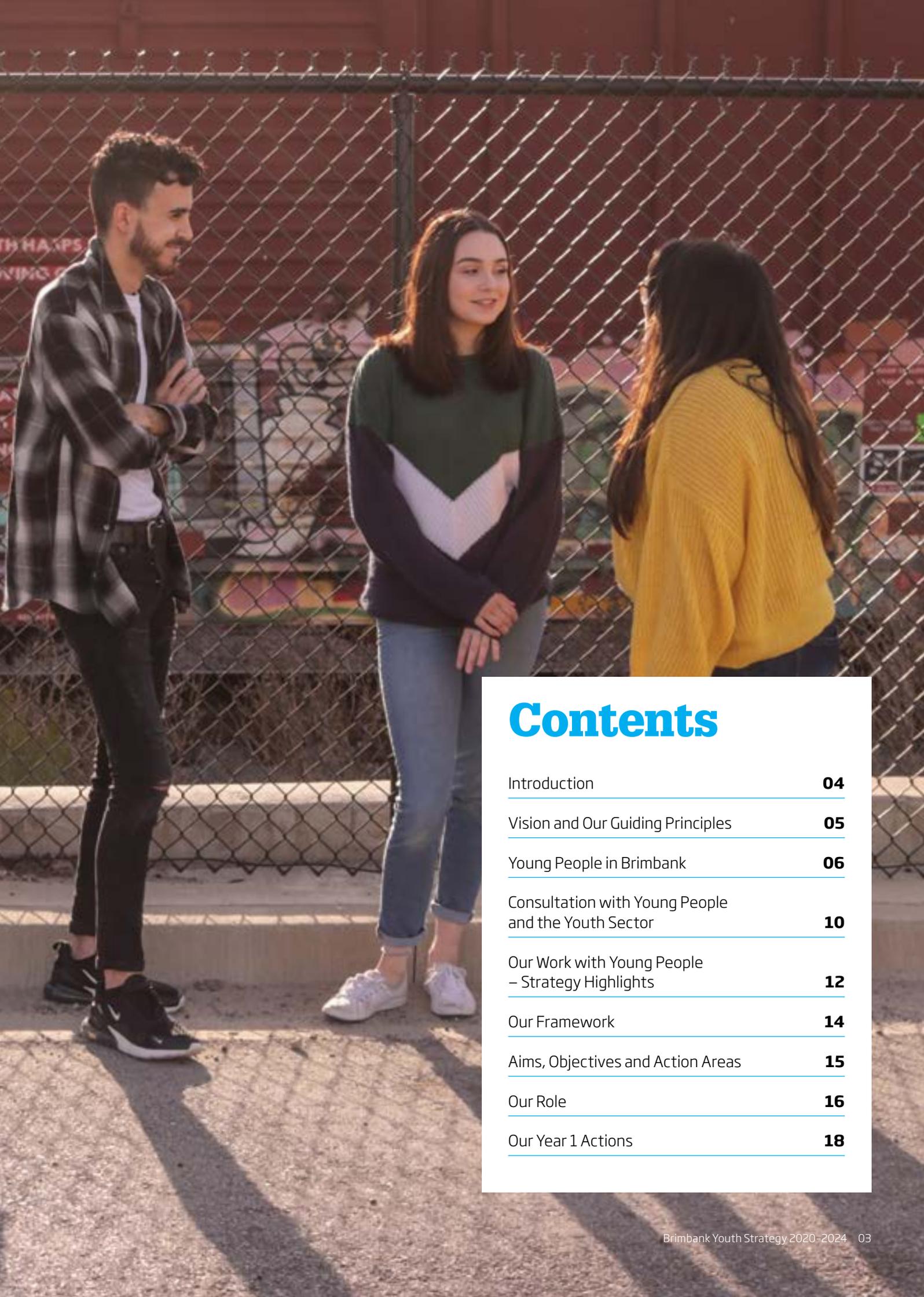


Brimbank Youth Strategy 2020–2024



Acknowledgement

Brimbank City Council acknowledges that the land the municipality now occupies has a human history that began with Aboriginal traditional custodians, the Kulin Nation. Brimbank City Council respectfully acknowledges the Traditional Custodians of the land on which we operate – the Wurundjeri people, and pay our respects to elders past, present and emerging.



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Introduction

The world is changing rapidly and young people now face challenges and opportunities strikingly different to those of the generations before them.

Globalisation, new technologies, shrinking civic space, changing labour markets and climate impacts are very real issues being faced by young people today. At the same time young people are 'a vast source of innovation, ideas and solutions and have been pushing for needed changes in technology, climate action, inclusivity and societal justice'.¹

This is true for young people who live, work, study and recreate in Brimbank.

We are developing a Strategy that recognises the pivotal role young people play in shaping our communities and society now and into the future. As a Council, we are committed to valuing, celebrating and respecting young people and the contributions they make to Brimbank and beyond. We recognise that young people are actively and positively developing their communities by creating positive changes for themselves, their peers and families, and our role is to work alongside young people to create a place that is welcoming for all. This Strategy commits us to a long-term vision of empowered Brimbank citizens who have a strong sense of belonging, equitable access to our service, and whose voices are heard and acted upon.

Strategies such as these have traditionally focussed on young people aged 12 to 25 years. In this age range young people are developing physically, intellectually and emotionally, while forming autonomous identities, building independent social networks and initiating intimate relationships. Many are transitioning between secondary and tertiary education, or from education to work, and navigating shifts away from the family home.²

This strategy will also look to introduce services to young people aged between 10-12 years of age. Compared with early childhood and adolescence, young people in the middle years have received relatively little attention, other than how they are doing in school. There is growing recognition that this is a critical time when young people experience rapid physical and mental development, in addition to facing the significant transition from primary to secondary school.³

1 <https://www.un.org/development/desa/youth/news/2018/09/youth2030/>

2 Vic Health. Young people, health and wellbeing strategy (2017). VicHealth's Strategy to promote young people's health and wellbeing.
3 Are the kids alright? Young Australians in their middle years: The Australian Child Wellbeing Project [acwp] 2016.



Vision

Young people have access to ongoing opportunities for empowerment and active collaboration, enabling them to respond to evolving trends and to thrive in their communities.

Our Guiding Principles

The actions of the Brimbank Youth Strategy 2020–2024 are underpinned by the following Guiding Principles.

Strengths based

Committed to excellence in practice

Innovative, creative, open to new approaches

Young People in Brimbank

Population

In 2018, Brimbank was home to 33,198 young people aged between 12 and 24.⁴

By 2021 this will grow by 5,083 to over 38,000 (see opposite), and by 2036 the number of young people in Brimbank will have increased by 12,923 or 39 per cent.⁵

The growth in the number of young people will be significant in the Cairnlea and Sunshine district and minimal in the Keilor and Sydenham district.

Culturally Diversity⁶

194 young people in Brimbank identify as Aboriginal or Torres Strait Islander.

The proportion of Victorian young people who were born overseas is 23.1 per cent. In comparison, 31.8 per cent (10,855) of Brimbank young people were born overseas..

TOP 5 PLACES OF BIRTH

- 1 Vietnam
- 2 India
- 3 New Zealand
- 4 Philippines
- 5 Sudan

3.3 per cent of Brimbank's young people (1,120 people) speak English 'not well' or 'not at all' compared to 1.8 per cent across Victoria as a whole.

Brimbank was originally inhabited by the Kurung-jang Balluk and Marin-Balluk clans of the Wurundjeri people. Subsequent waves of migration and industrial development have seen Brimbank become one of the most culturally and linguistically diverse municipalities in Victoria.

Health and Wellbeing

The health and wellbeing of a young person plays a major part in supporting their capacity to navigate this time of their lives. In 2018, Brimbank was home to 691 young people with **disabilities** (*requiring assistance with activities of daily life*).⁷ Having a disability can lead to young people being excluded, marginalised and more at risk of health issues.

With regards to health, a significant number of people on Brimbank are **overweight or obese**. Of the 79 Local Government Areas (LGA) in Victoria, Brimbank is fifth has the highest number of children and young people that are obese or overweight and is also fifth for people aged over 18.⁸ Being overweight and obese can have significant physical and mental health impacts on young people that can also present issues such as exclusion and marginalization.

Brimbank also has a higher percentage of people hospitalised for Type 2 **diabetes** 15 years and over (10.9 per cent vs 8.4 per cent in Melbourne metro areas). There are also higher hospitalisation rates for children aged 14 and under for **dental conditions** and **asthma**.⁹

Brimbank is the seventh most socio-economically **disadvantaged** LGA in Victoria.¹⁰ The measurement is based on factors that reflect disadvantage such as low income, minimal education and high unemployment.¹¹

4 ABS census update 2018.

5 Victoria in Future 2019 (VIF2019) Population and Household Projections.

6 ABS census update 2018.

7 ABS census update 2018.

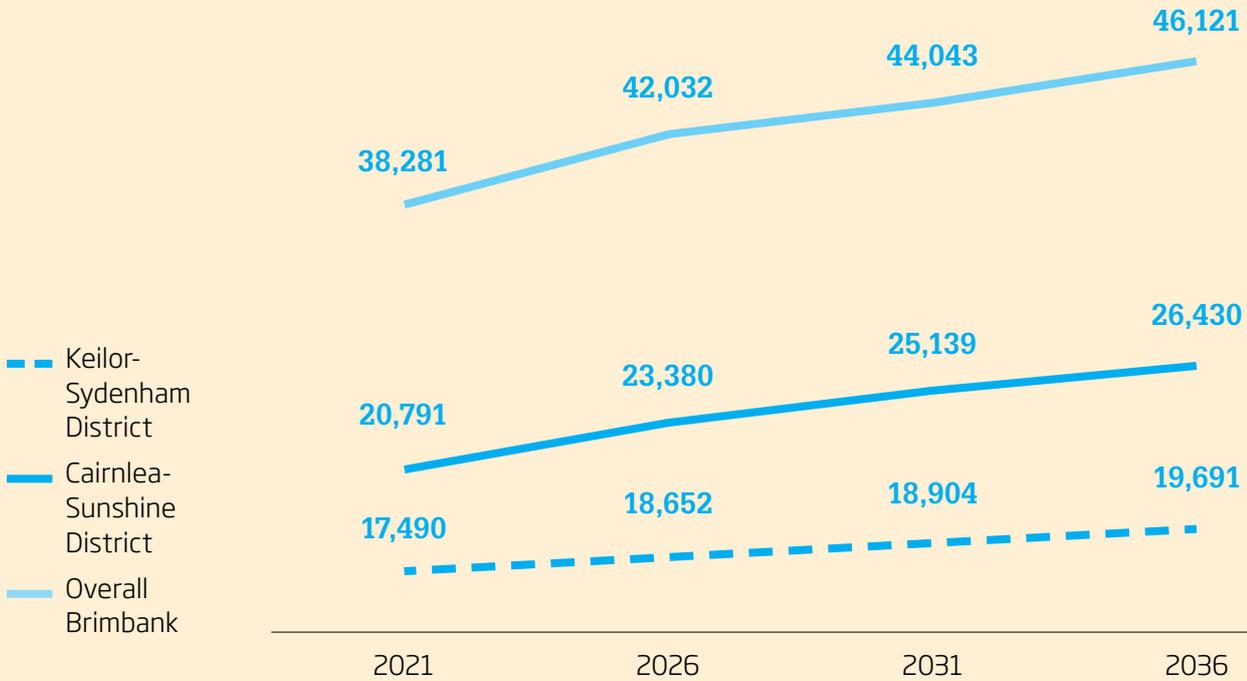
8 AHPC: Australian Health Tracker Atlas, Data by LGA 2017.

9 BCC: Brimbank Health and Wellbeing Status Report 2017.

10 ABS Census of Population and Housing: Reflecting Australia – Stories from the Census, 2017.

11 id the population Experts. City of Brimbank Community Profile.

PROJECTED BRIMBANK YOUTH POPULATION GROWTH



In addition, just over 18 per cent of children (aged up to 15 years) in Brimbank live in families where **neither parent is employed**. This rate is much higher than across Greater Melbourne (average of 11.8 per cent) and is third only to Greater Dandenong and Hume within metropolitan Melbourne. There are strong links between this and other indicators of socio-economic disadvantage like high rates of unemployment and houses that are overcrowded.¹²

In 2018, 1,487 young people aged between 15 and 24 were **carers**. Carers provide unpaid care and support to family members who have a disability, mental illness, chronic condition, terminal illness, an alcohol or drug related problem, or who are frail aged. Young carers in Brimbank miss, on average, 50 school days a year due to the carer role. Young carers can struggle with stress and fall behind in their studies.¹³

Adolescence and early adulthood are peak periods during which **mental health conditions** first emerge. 75 per cent of mental health conditions first occur between the ages of 12 and 25 years, with 26 per cent of young Australians experiencing a mental illness every year.

People who have experienced trauma and adverse events in childhood, have lower incomes, lower education, live in lower socio-economic areas and identify as LGBTQI are more likely to develop a mental health condition than others.¹⁴

¹² Brimbank Atlas of Health and Education 2nd Ed. PHIDU Torrens University Australia (due for publication 2019/2020).

¹³ DHHS: Victorian Carer Strategy 2018-2022.

¹⁴ Vic Health: Mental Wellbeing Strategy 2019-2023.

Disengagement

Youth disengagement is measured by the numbers and percentage of young people who are not in paid employment or enrolled in education. In 2016, 10.3 per cent of young people in Brimbank were disengaged, considerably higher compared to 7.5 per cent across Victoria. In addition, 34 per cent of all people who are unemployed across Brimbank are young people aged from 15 to 25 years old.¹⁵

High levels of youth unemployment; relatively lower levels of tertiary education completion; challenges presented by rapidly changing worlds of work and the complexity and nuances of young people suggest that in Brimbank they are struggling to navigate career pathways post high school.

Marginalised young people can include those who have a disability, young carers, socioeconomically disadvantaged and young people from culturally and linguistically diverse backgrounds. They may also have histories of trauma and mental health and substance abuse problems.¹⁶ These factors also have a strong correlation with health complaints, bullying and low engagement at school. Young people who are identified as marginalised have a high concentration of low wellbeing.¹⁷

It is important that our Strategy and actions include working with, supporting and empowering marginalised young people.

¹⁵ ABS Census 2016.

¹⁶ Marginalized Young Adults: Investing in the health and well-being of young adults. Institute of Medicine and National Research Council U.S. (no date).

¹⁷ Are the kids alright? Young Australians in their middle years: The Australian Child Wellbeing Project [acwp] 2016.



Consultation with Young People and the Youth Sector

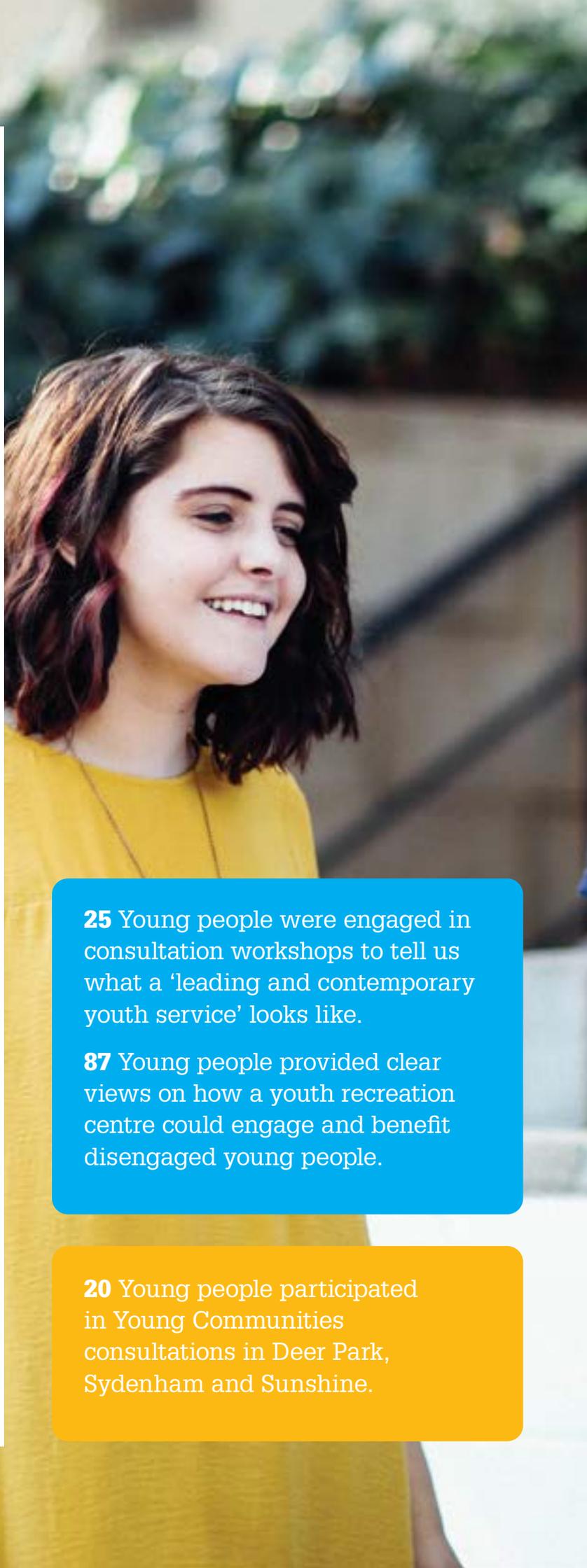
More than 1,000 people and 20 partner organisations participated in a large consultation process that developed the Brimbank Community Vision 2040.

The community developed several community aspirations including 'everyone has access to education, training and lifelong learning to support their learning and employment aspirations'.¹⁸ Initiatives include 'drive coordinated action to improve youth employment outcomes' and 'reduce youth disengagement'.

Over the past year we have engaged with more than **300 young people** in a variety of places and ways, for example we consulted with small groups of young people face-to-face in facilitated workshops and focus groups. This approach allows for great depth in data collection and has provided other positive outcomes including: increased trust between young people, community and staff; employment opportunities; and further referrals.

As part of a Review of Brimbank Youth Services leading up to the development of this strategy, a total of four workshops were held that included young people, state wide youth service agencies, western local government youth service teams and Brimbank youth service stakeholders. These workshops focused on a range of possible futures and key drivers that could influence young people's futures and youth services over the next ten years. 78 participants were involved in these workshops.

¹⁸ BCC: Brimbank Community Vision Collaboration 2018-21.



25 Young people were engaged in consultation workshops to tell us what a 'leading and contemporary youth service' looks like.

87 Young people provided clear views on how a youth recreation centre could engage and benefit disengaged young people.

20 Young people participated in Young Communities consultations in Deer Park, Sydenham and Sunshine.



20 Young people developed our Youth Participation and Engagement Model.

100+ Young people contributed to Council's Youth Jobs Strategy, informing us of the barriers and facilitators to successful employment.

35 Young people attended our Climate Emergency Summit voicing numerous, innovative ideas to act on climate change.

19 Young people participated in interviews to help us investigate the role of our Youth Services in supporting young people into work experience and employment.

17 Young people told us what is important in the design and provision of a community hub and library.

Our Work with Young People — Strategy Highlights

Key themes emerged through consultation with young people and stakeholders through the development of the strategy - these form the foundation of the strategy.

Participation and Influence

Young people will be purposefully engaged in the design, delivery and evaluation of our policies, strategies and services.

Young people have greater control over their lives when they are included, can participate and influence real time outcomes. They possess the contemporary, real-world knowledge and experience of issues and opportunities impacting them and their communities. Therefore it makes sense to engage with young people and for them to speak for themselves.¹⁹

Transitions

We will develop deliberate strategies that engage young people at key transition points.

Periods of transition (see opposite²⁰) offer promising opportunities for better health and wellbeing, and can help create healthy patterns that continue into the future.

Education

We will scope a technology innovation space that harnesses and supports young people's digital, communications and technological capability.

As the world of work changes, so too do the needs of young people for educational opportunities that allow for the development of necessary skills to adapt and transition.²¹ Skills in innovation, digital literacy and collaboration will be vital.

Employment

We will develop a toolkit for the employment, training and remuneration of young people within Council.

High levels of youth unemployment and relatively lower levels of tertiary education completion suggest that young people in Brimbank are struggling to navigate career pathways post-high school. Consultation with young people found a general lack of understanding about career pathways and we know that racism and discrimination based on age, gender and other identities can also impact on young people's ability to find employment.

Wellbeing and Belonging

A Youth Wellbeing and Belonging program stream will give young people access to prevention and early intervention health services including generalist counselling services and a range of group and targeted programs delivered in schools and community spaces.

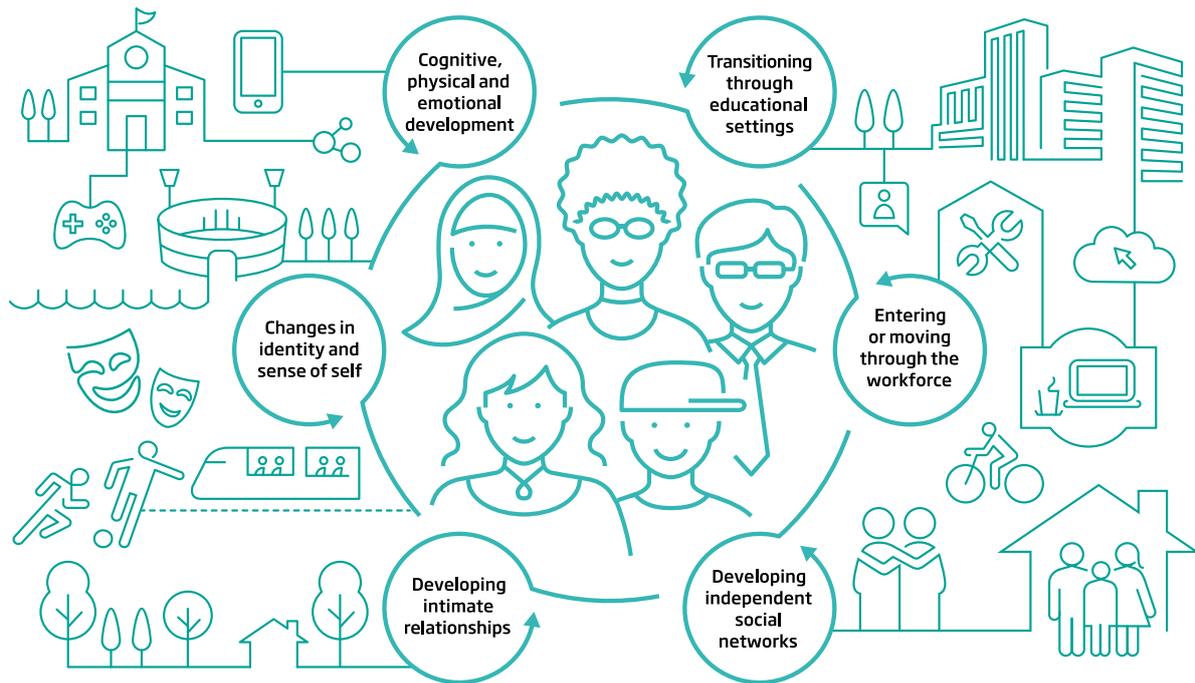
Brimbank Youth Services will focus on the delivery of services to young people in the promotion, primary prevention and early intervention levels of risk as set out in the Vulnerable Youth Framework and VicHealth's 'Young People, Health and Wellbeing Strategy 2017–2019'²⁰. Brimbank Youth Services will actively partner with specialist service providers to support access to more intensive, longer term, specialist services.

19 <https://www.yacvic.org.au/resources/youth-participation/#TOC-5>

20 VicHealth. Young People, Health and Wellbeing Strategy (2017). VicHealth's Strategy to promote young people's health and wellbeing.

21 Foundation for Young Australians. The New Work Order (2017). <http://www.fya.org.au/wp-content/uploads/2015/08/fya-future-of-work-report-final-lr.pdf>

MAJOR INFLUENCES ON THE HEALTH AND WELLBEING OF YOUNG PEOPLE AGED 12-25



DELIVERY OF YOUTH WELLBEING AND BELONGING SERVICES TO YOUNG PEOPLE

Promotion and Primary Prevention

- Health promotion
- Health information
- Health education

Early Intervention

- Generalist counselling, wellbeing and belonging
- Individual and group programs
- Transition points

...and if required, supported referral and access to...

More intensive, longer term specialist services

E.g. Headspace, Orygen

Our Framework

This strategy works towards the achievement of **three key aims** for young people in Brimbank.

They are:

A Sense of Belonging: Young people have a strong sense of pride and belonging to their communities, culture and identity.

Empowered Participation: Young people are valued members of the community and are empowered to lead conversations around change.

Healthy and Well: Young people have equitable and timely access to health and wellbeing services that meet their specific needs.

To achieve these aims, we have identified **six key objectives**.

These objectives focus on the process of achieving the aims of the strategy, rather than our direct areas of work. These will develop and shift with the changing nature of young people's lives over the course of the strategy, and which will be driven by young people themselves.



Aims, Objectives and Action Areas

AIMS

A Sense of Belonging:

Young people have a strong sense of pride and belonging to their communities, culture and identity.

Empowered Participation:

Young people are valued members of the community and are empowered to lead conversations around change.

Healthy and Well:

Young people have equitable and timely access to health and wellbeing services that meet their specific needs.

OBJECTIVES

ACTION AREAS

1. Shape and sustain an internal culture of respect, value and commitment to young people.

Leading organisational best practice with young people.
Enhancing positive perceptions and narratives of young people.
Developing internal relationships and profile of Brimbank Youth Services.

2. Develop and deliver opportunities for young people to connect to peers and place, learn, transition and earn.

Providing opportunities for advocacy, leadership and empowerment.
Developing skills for employment, education and navigating transitions.
Recognising annual events and celebrations.

3. Enable young people to access the health, wellbeing and support services they require.

Addressing needs through promotion, primary prevention and early intervention.
Delivering life-skills, personal development and resilience-building programs.
Implementing holistic interventions, including parent and school engagement.

4. Understand and address the structural and systemic barriers faced by young people to enhance inclusivity.

Capacity-building for young people to advocate for systemic change.
Coordinating a sector-wide approach to inclusive practice.
Ensuring diverse voices are heard and included.

5. Build and sustain partnerships to improve service access, increase resources and support advocacy.

Coordinating advocacy and service provision across sector.
Demonstrating commitment to and support of stakeholder initiatives.
Celebrating and acknowledging successes and positive outcomes.

6. Continuously improve services and systems through using and generating evidence.

Improving data collection and management systems.
Identifying trends and service gaps through evidence and research.
Listening to youth voices and perspectives.

Our Role

Strategy

Brimbank Youth Services develop strategies to guide our work with, and for, young people. Our Brimbank Youth Strategy 2020–2024 focuses on young people aged from 10–25 years.

Plan

Brimbank Youth Services will work with young people, partner agencies and community stakeholders to plan effective and coordinated services for young people in Brimbank through research, mapping of emerging issues and data analysis.

Partner

We facilitate a range of partnerships and networks to strengthen service connections, local planning and improve service access.

Advocate

Brimbank Youth Services will advocate, in partnership with young people, to ensure young people's ideas and voices are heard around priority areas of need and concern.

Deliver

Brimbank Youth Services will work to enhance the wellbeing of young people by providing a range of primary prevention to early intervention services, using a youth and community development lens, to support positive participation in the community.

Brimbank Youth Services

Young Communities

- Innovative Youth Voices Framework
- Promotion and advocacy across community and Council
- Project development and management
- Access and Inclusion opportunities
- Sector network development

Youth Wellbeing and Belonging

- Generalist Counselling
- 1-on-1 Youth Support
- Group Work
- In-School Program Delivery
- LGBTQIA+ Social Support
- L2P Learner Driver Program
- Community Partnerships
- Youth Recreation and Programming



Our Year 1 Actions

OBJECTIVES	ACTIONS	COUNCIL'S ROLE	TIMING
1. Shape and sustain an internal culture of respect, value and commitment to young people.	1. Develop ways to address young people's representation in local media and community narratives.	Deliver	Ongoing (commenced 2019)
	2. Facilitate the involvement of young people in Transforming Brimbank initiatives and any other infrastructure developments within the municipality.	Partner, Advocate and Deliver	Ongoing
	3. Promote representation of young people and Brimbank Youth Services in relevant Council forums and initiatives.	Partner and Advocate	Ongoing
	4. Advocate for expansion of programs where demand has exceeded capacity to deliver.	Plan and Advocate	Ongoing
	5. Promote and enhance internal awareness and understanding of the value and importance of Youth Voice.	Partner, Advocate and Deliver	Ongoing
2. Develop and deliver opportunities form young people to connect to peers and place, learn, transition and earn.	6. Deliver training to young people around advocacy, leadership and peer support models.	Deliver	Ongoing from 2020
	7. Support access to employment opportunities through: <ul style="list-style-type: none"> a. Development of a toolkit for the employment, training and remuneration of young people within Council. b. Increased number of roles for young people within Brimbank Youth Services team. 	Partner and Deliver	June 2020
	8. Engage young people in the design of youth-specific infrastructure and community facilities.	Plan and Deliver	June 2020
	9. Work with key partners to deliver events and opportunities during Victorian Youth Week 2020.	Partner and Deliver	For completion April 2020
	10. Pilot a work experience and placement program for tertiary and secondary students.	Deliver	End of 2020

OBJECTIVES	ACTIONS	COUNCIL'S ROLE	TIMING
3. Enable young people to access the health, wellbeing and support services they require.	11. Deliver school-based wellbeing and belonging services to students and parents.	Plan and Deliver	2020
	12. Develop a person centred referral and early engagement process.	Deliver	2020
	13. Develop and deliver life skill and personal development group programs.	Deliver	Ongoing
	14. Provide a coordinated approach to training school staff in supporting LGBTQ+ young people.	Plan and Deliver	March 2021
	15. Build partnerships across Council with a focus on Arts and Culture; Neighborhood Houses and Leisure to support feelings of belonging, development of confidence, reductions in barriers to participation and improve physical health outcomes for young people.	Partner	Ongoing
	16. Deliver 'Tuning into Teen's' program to parents in partnership with schools.	Deliver	October 2020
4. Understand and address the structural and systemic barriers faced by young people to enhance inclusivity.	17. Cultural awareness training to be offered to all Brimbank Youth Services volunteers through the BCC Volunteer Program.	Plan and Deliver	End of 2020
	18. Partner with Western Youth Services to develop coordinated service delivery across the Western Metropolitan Region.	Plan, Advocate and Partner	Ongoing
	19. Investigate an after-hours outreach service that covers the western Local Government Areas of Brimbank, Wyndham and Melton.	Plan and Partner	October 2020
	20. Implement the Brimbank Inclusion Framework.	Plan and Deliver	Ongoing
5. Build and sustain partnerships to improve service access, increase resources and support advocacy.	21. Support young people's access to opportunities throughout the Western Metro Region by coordinating information about low and no-cost programs.	Partner and Deliver	Ongoing
	22. Provide internal and external partners with a platform to acknowledge and celebrate their contributions.	Partner and Deliver	Ongoing
	23. Continue to co-ordinate, resource and develop the 'Youthlinks' service provider network.	Partner and Deliver	Ongoing
6. Continuously improve services and systems through using and generating evidence.	24. Investigate a coordinated data and client management system across western Local Government Area Youth Services.	Plan and Partner	December 2020
	25. Improve service and program planning through data collection and local profile information, including expanding scope and delivery of L2P program.	Plan and Deliver	Ongoing
	26. Improve reporting and measurement of service outcomes.	Plan and Deliver	Ongoing

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