



FIVE YEAR PLAN

The Whittlesea Youth Commitment is a unique community initiative that addresses youth unemployment in the region. Its aim is to ensure that every young person leaving school in the City of Whittlesea, especially those who leave before completing VCE or its equivalent, make a smooth transition between education and further training or employment.

The aim of the WYC is to contribute to a student centred, high performance education and training provision, which will be achieved by

- Meeting the requirements of all young people in the education and training system
- Providing assistance with the transition between school and employment
- The regional community taking responsibility for the welfare of its young people by improved collaboration between agencies
- Improved links between employers and young people
- Continuously measuring the progress made toward meeting the needs of all young people in the region.

Vision Statement

The broad vision of the WYC is to enhance the capacity of young people in Whittlesea to be active, independent citizens. In partnership with young people, the WYC will be a demonstration of the level of community engagement in expanding work and learning opportunities in Whittlesea.

Purpose of the 5 Year Plan

The Whittlesea Youth Commitment is a long-term community based initiative, which promotes the desire of the community to secure real change for the benefit of young people.

Whilst the plan outlines a number of key areas upon which achievements can be evidenced, it is a dynamic document and therefore ultimately a rolling five year plan. The plan answers the questions – where are we going?, how will we get there?, how will we engage with each other and others to meet the needs of young people within the region?

Despite the significant achievements of the last two years, the WYC is just beginning to articulate the issues faced by young people within our community, and to understand the possibilities that stem from collaboration, goodwill and collective experience.

Proposed Key Areas

In order to meet the needs of young people in education and training and their transition to employment we will address a number of key areas which include:

- Youth
- Learning Environments
- Employment Pathways
- The Safety Net
- Building Relationships
- Research

Use of the plan

The plan will be used by the governing body of the WYC as a key management tool. The work plan of the governing body and secretariat will be for the most part derived from the 5 year plan. To ensure achievement against goals the 5yr plan will be on the agenda at each meeting of the governing body, which will be responsible for the realisation of the plan. The Plan will be the basis of negotiation with the Hume/Whittlesea Local Learning and Employment Network for priority projects for the Whittlesea LGA within the LLEN. However, as a first principle, funds to achieve this plan should come from participating organisations through a reorganisation of current resources and through attracting funds to the relevant sector to achieve WYC goals through mainstream channels. LLEN funds would then be sought for those priority projects which do not fall into these categories.

The implementation, active monitoring and review of the 5yr plan will support the WYC in the continued development of a shared understanding and ownership, by all participating organisations, of the WYC purpose and strategic directions. Progress against goals will be reported to participating organisations twice a year.

Management and Sustainability Strategy

In order to ensure the sustainability of the WYC the interim management group is charged with developing a governing structure for the WYC.

The interim management group and the future governing body are also charged with developing funding arrangements that secure the long-term sustainability of the WYC. This will include developing financial partnerships amongst stakeholders, encouraging cooperative submissions for funding, securing additional funds, lobbying government and securing a long term funding base for the transition brokers.

Understanding and interpreting the policy environment and context in which the WYC operates in order to maximise funding opportunities and influence policy directions will also form a part of the work of the governing body.

More importantly however, the WYC will only be sustained by the continued commitment by the all-participating stakeholders, acting both individually and collectively as a community of interest.

Suggested Key Area: YOUTH		
Vision Statement: The WYC will be youth driven, focused and responsive		
Proposed Goals What should we do?	Proposed Actions How should we do it?	Proposed Outcomes / Measures How will we know we have done it?
1 Develop structures and processes that engage young people in the development of the WYC	All processes are evaluated by young people and fed back to modify and improve processes	Focus groups organised
	Regular focus groups and surveys of young people in both: -school settings and -out of school settings	Surveys conducted Timely response and feedback to young people on issues raised by young people Results documented and put to WYC stakeholders Evidence of responses to issues raised by young people
2 Ensure that the WYC is guided by input from young people	Organised events with particular youth focus (eg industry visits) Systematic collection of data from young people attitudes to school, other educational settings, transition brokers, career aspirations; social issues such as drug and alcohol use and family pressures	Events organised Documentation of processes, survey and focus group formats and number of young people participating Analyse case notes from Transition Brokers on an annual basis to identify trends in issues raised by students considering leaving early Use Whittlesea Youth Network as a source of young people for research Teachers noted that Government sector school middle years surveys will contribute to our knowledge of issues impacting on younger students

Suggested Key Area: LEARNING ENVIRONMENTS

Vision Statement: A quality high performance system that is inclusive of the diversity of all young people's needs

Suggested Goals	Proposed Actions	Proposed Outcomes / Measures
<p>1 The availability of a range of learning environments that are inclusive of the diversity of young people's needs</p>	<p>Mapping of provision, and settings</p> <p>Identify gaps in provision and services</p> <p>Establish structures for joint planning for the needs of young people in the region</p> <p>Establish an 'alternative setting' in the City which builds on good practice elsewhere such as The Island in Collingwood</p>	<p>Identified gaps in provision are filled over agreed timeline</p> <p>No of schools offering diverse programs especially at yr 9 & 10</p> <p>Community providers and TAFE offering programs and settings attracting 15 – 18/19yr olds</p> <p>% increase in retention rate % decrease in truancy rates % increase in completion rates in modules/certificates etc</p>
<p>2 The availability of comprehensive career guidance/employment preparation in all schools</p>	<p>Pool Managed Individual Pathways (MIPs) and other resources to provide greater flexibility in curriculum across local schools, and to improve community liaison for students who are 'at risk' so that these students spend more time out of school in valued activities eg volunteer work; work placements etc</p> <p>Develop industry involvement in school Career Preparation Programs</p> <p>Establish a working group to develop a model of best practice, seek funding for and run a pilot program</p> <p>Establish a set of good practice principles for the design of courses/services for young people in the city</p>	<p>MIPs funds pooled for priority projects</p> <p>Best practice model established; pilot program running; number of schools/guidance officers involved</p> <p>Young people can make informed decisions on training, jobs and careers</p> <p>Schools' curricula incorporate a broad Career Preparation Program</p>

<p>3 Develop links with industry in areas of skill shortages</p>	<p>Provide structured work placements in these areas</p> <p>Work with NIECAP, NIETL and similar organisations to improve links with industry</p>	<p>Teachers and parents are aware of a broad range of career paths</p> <p>Industry has active involvement in School Career Preparation Programs</p> <p>Reduction in skill shortages in industry</p>
<p>4 Ensure smooth transition from school to work or/and education and training for young people leaving school including more feedback from TAFE to Brokers about progress of exiting students</p>	<p>Improved links between TAFE and Brokers/schools so that if courses discontinue or a student drops out of TAFE, the College lets a Broker/referral school know for immediate follow-up; or TAFE provides transition support to students who drop out</p> <p>Further develop the role of transition workers in schools within the region More brokers are needed - use a survey to assess demand each year; develop group work eg the Transition Broker Team itself; attach work readiness; job search; provide opportunities to attach Brokers to an appropriate team in each school; provide professional support to brokers</p> <p>Provide ongoing feedback to all school staff about the progress of exited students, and provide detailed case studies of how the broker worked with students to (a) keep them in school (b) assist a managed exit process</p>	<p>Transition workers' role refined and integrated into recurrent school activity</p> <p>Measurable increase in the number of young people using transition passports and staying within the education/training provision or employment opportunities</p>

Suggested Key Area: EMPLOYMENT PATHWAYS

Vision Statement: A system that is effective in providing experience and knowledge that allows employment and life long learning

Proposed Goals	Proposed Actions	Proposed Outcomes / Measures
<p>1 The development of an employment brokerage that aggregates casual and part-time employment opportunities into sustainable employment</p>	<p>Undertake feasibility of such an employment brokerage with employers, regional bodies and job network</p> <p>Send all employment vacancies to careers teachers in schools and to brokers</p>	<p>Feasibility study completed</p> <p>Employment vacancies sent regularly from all providers</p>
<p>2 Reconcile the needs of young people and employers in order to maximise employment opportunities for young people</p> <p>and</p> <p>ensure that the WYC is guided by input from employers and employer organisations</p>	<p>Accredit part-time work undertaken by school students through work place assessment</p> <p>Stronger community involvement in schools' Career Education Programs</p> <p>Regional careers/industry information evenings for parents, students and teachers</p> <p>Provide more exposure for teachers to local employment opportunities for their students via industry visits by teachers</p> <p>Regular focus group meetings of employers</p> <p>Have a community careers expo</p> <p>Brokers bring students together from different schools for group work</p> <p>NSIN and schools to facilitate increase in VET opportunities with business and industry Business and industry with skill shortages to be targeted for VET placements</p>	<p>Increase in the number of part-time New Apprenticeships</p> <p>Increased employer participation in the WYC</p> <p>Events organised</p> <p>Decrease in skill shortages</p>

	<p>Brokers and Job Network agencies implement strategies that ensure school leavers seeking employment receive the desired level of assistance</p> <p>School curriculum and Career Preparation programs inform students of pre-requisites for likely career paths</p> <p>Develop strategy to approach DEWRSB to introduce new policy that provides immediate Intensive Assistance for all unemployed young people</p> <p>Job Network agencies provide statistics on numbers of young people placed in employment; and numbers still seeking employment at each agency</p> <p>Develop a 'Basic Skills Centre' which focuses on preparing young people for work</p> <p>Involve employers in specific projects rather than a Reference Group; or involve Industry Groups rather than individual employers</p> <p>Survey employers re</p> <ol style="list-style-type: none"> a. recruitment (ages; types of employment; frequency) b. ability to /interest in offering work placement to young people 	<p>Increase in job placement rate of school-leavers</p> <p>Decrease in youth unemployment</p> <p>Young people have skills to achieve career objectives</p> <p>Job Network agencies have an incentive to assist all young people to find employment</p> <p>Quarterly collection of statistics from each Job Network agency</p> <p>Exposure of young people to a broad range of opportunities/work/materials/processes</p>
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<p>3 Coordinated career guidance and pathways across WYC organisations</p>	<p>Extend vocational pathways programs to including Certificate 1 courses from Year 9</p> <p>Extend work experience from the traditional two weeks to a variety of workplacement opportunities such as one day a week for a term or more, according to the needs of each student</p> <p>Establish a practice firm</p> <p>Expand number and range of VET placements particularly in skill shortage areas</p> <p>Effective communication and coordination between transition brokers and job network agencies</p>	<p>Working group established to look at effective and possible work placement for school students interested in community sector as a future career. At present agencies are inclined to say no because of confidentiality issues. However, some young people express a clear interest in this career.</p> <p>Measurable increase in the number and length of work experience availability</p> <p>A database is established of employers in the City of Whittlesea who are interested and involved</p> <p>Practice firm established and maintained by WYC Stakeholders</p> <p>Placements are expanded</p> <p>Increase in job placement rate for young people</p>
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Suggested Key Area: THE SAFETY NET

Vision Statement: A system of strategies and services that provides ongoing support for young people facing multiple barriers

Proposed Goals	Proposed Actions	Proposed Outcomes / Measures
<p>1 Ensure WYC outreach to isolated or disengaged young people within the City of Whittlesea that facilitates the re-integration into education, training and employment</p>	<p>Identify, locate and work with these young people through direct contact with services and agencies and by using the Passport</p> <p>Get email addresses of young people</p> <p>Identify most appropriate way of conducting dialogue/assistance</p> <p>Regular meetings of key agencies that young people access</p>	<p>Services and agencies engage this group</p> <p>Establishment of programs which focus on the unmet needs of the young person</p> <p>Improved links between young people and their community and with local employment options</p>
<p>2 Maintenance of the Community Team Model as a safety net for young people</p>	<p>Make explicit that the Community Team provides space for brokers to work with/build relationships with agencies and for professional relationships to develop across sectors</p> <p>Track young people for longer than twelve months</p> <p>More integrated services</p> <p>Mentoring Program to link young people with community members to improve self esteem and awareness of career opportunities</p>	<p>Calendar of meeting times circulated</p> <p>Community Team continue to expand activities to include integrated service delivery</p>

Suggested Key Area: BUILDING RELATIONSHIPS

Vision Statement: A community collaborating effectively to maximise services to young people

Goals	Actions	Outcomes / Measures
1 To further develop collaborative arrangements and relationships amongst WYC stakeholders in order to improve the provision of services to young people in the region	Conduct forums, which engage stakeholders with common charters to integrate and improve services to young people	Forums conducted and evaluation completed
2 To build relationships with government, industry and community agencies that expands the sphere of influence for the work of the WYC	Inform and engage government, industry and community agencies in the work of the WYC There should be a higher profile for the WYC in the community	Information sessions, visits etc conducted
3 Deepen understanding and ownership of the WYC within and across stakeholder organisations	Develop a program within stakeholder organisations that inform and involve staff in the WYC	Visits conducted
4 Develop a marketing and communications strategy that promotes and informs the community about the WYC	Regular column in the local paper	

Suggested Key Area: RESEARCH

Vision Statement: A knowledgeable and informed community effectively responding to the needs of young people

Goals	Actions	Outcomes / Measures
<p>1 To build a research base within the city of Whittlesea that provides all WYC stakeholder with data that contributes to the performance of stakeholder organisations to service young people in the region</p>	<p>Develop service/program benchmarks for individual stakeholders/sectors</p> <p>Develop sets of baseline data within the region</p> <p>Develop common assessment instruments to measure stakeholder and system performance</p> <p>Collation and reporting of data to WYC stakeholders</p> <p>Translate existing data so that it is accessible and meaningful to stakeholders</p> <p>Link WYC research with Youth Network research needs</p>	<p>Stakeholder reports against benchmarks presented annually</p>
<p>2 To build the capacity of WYC stakeholders to undertake effective data collection that contributes to work of the WYC</p> <p>To encourage WYC stakeholders to develop assessment, evaluation and program improvement practices that ensure that programs and services are responsive to student demand</p>	<p>Analyse trends in school attachment and career interests available from Brokers through their work with students and with those who have left; reflect this information back to education and employment sector for program and recruitment review</p> <p>Undertake longitudinal research on outcomes for those who were assisted; reasons for positive outcomes</p>	<p>Inclusion of commitment to WYC in the annual plans of organisation</p> <p>Research with parents of young people assisted by brokers to determine what difference this made</p>