

Temora Shire Council

# Youth Plan

*Providing young people of the district with opportunities and support through projects and initiatives conducted by the Temora Shire Council*

Youth Officer: Kim Sandgren  
Community and Cultural Services: Amanda Gay-McCrone

2016-2020

105 Loftus St, PO Box 262  
Temora, 2666  
Ph. (02) 6980 1100

# Contents

---

Executive Summary	2
Demographics	3
Current resources and activities	6
SWOT Analysis	7
Youth Development Action Plan Summary	8
Methods to review and conclusion	9
References	10
Appendix 1: Implementation Strategy	11
<ul style="list-style-type: none"><li>• <i>Collaborate with young people, schools, families, and relevant organisations to create diverse and relevant opportunities for our young people that are accessible and affordable</i></li><li>• <i>Engage youth and establish greater youth involvement in the community</i></li><li>• <i>Develop future community leaders</i></li><li>• <i>Improve mental and physical health outcomes for young people</i></li></ul>	

# Executive Summary

---

Temora Shire Council is committed to the wellbeing of young people in our community. The Youth Plan provides the guiding principles that will set the direction and tone for Temora Shire Council's youth programs, services and engagement priorities. The Plan will be applied to Temora Shire's own delivery of youth services and to the way Temora Shire operates as a corporate citizen.

Temora Shire Council recognises the valuable contribution young people make to our community, in particular, the essential role they play in sustaining the viability of our small rural communities. Temora Shire Council will continue to support young people and the community to ensure Temora is an attractive and positive place for young people to live, work and raise a family.

Temora Shire Council is committed to working for the benefit of all young people who live in our Shire. We recognise the need to retain more young people aged 18 – 35 years within our Shire and through the Youth Plan commit to working collaboratively with partners to provide more opportunities for young people aged 12-25.

Temora Shire Council acknowledges its leadership role within the community and will collaborate with key stakeholders to create innovative workshops and programs relevant to young people, which develop and expand their potential, and encourage positive participation in community life.

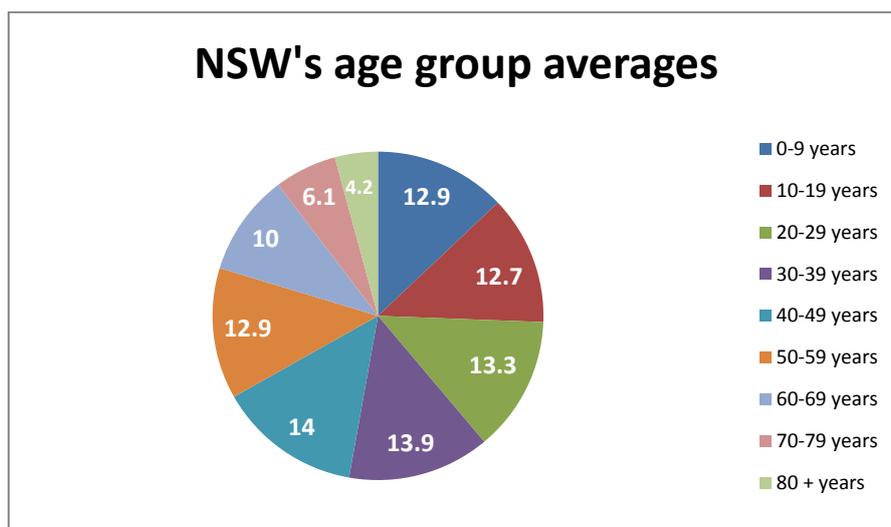
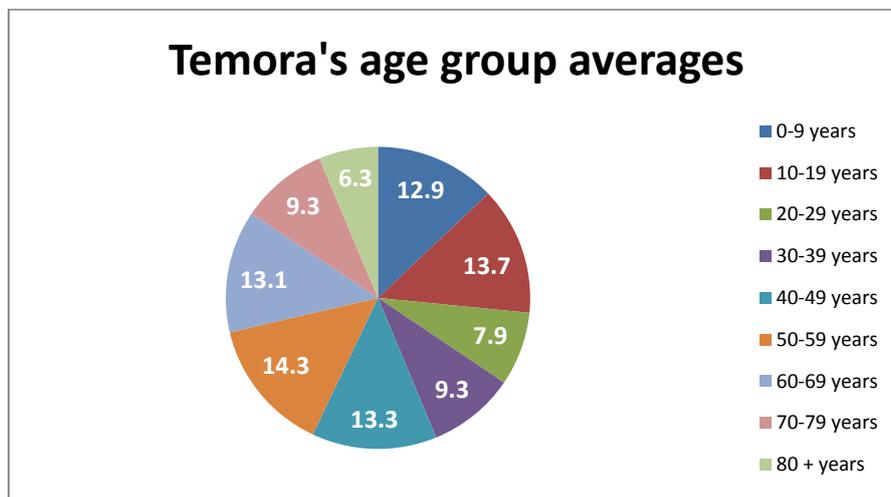
The Youth Plan defines the term youth or young people as a transitional stage rather than a specific age, further demonstrating our genuine commitment to understanding the needs and development of young people in our community.

The Youth Plan identifies the priority areas that the programmes and services address from the Community Strategic Plan – Temora 2030, available through [www.temora.nsw.gov.au](http://www.temora.nsw.gov.au), the NSW Strategic Plan and State Priorities, and Youth planning surveys and team meetings.

# Demographics

This section provides an overview of demographics relevant to the Shire's young people. Results were obtained from the 2011 Census and concentrate on the Temora local government area (LGA). Of the shire's total population 5,776, young people (10-24 years) contribute to 18% of the total population. The two largest proportions of the shire's population are those aged 5 – 14 years and 45 – 54 years, with the median age sitting at 44 years. These figures demonstrate the gap in young to middle aged people living in the shire and a relatively matured median age representing an ageing population. When comparing the Temora Shire's percentage to the state's average, those aged in the 20 – 34 year age group is almost half of the NSW states average. The 45 years and above age groups in the Temora Shire, rated above the NSW average. (Australian Bureau of Statistics (ABS), 2011)

Below are shown the comparison between all of the age groups of those living in the Temora Shire and the NSW average.



When considering young people's employment in the Temora Shire, the concern does not lie chiefly with unemployment, but with the lack of diversity in occupations. When comparing the different occupations listed in the 2011 census results, 'managers' were the leading occupation at 22.3% for the Temora Shire. Despite a high proportion of this group being farming related, the reality of most young people gaining a managerial role straight from school or university is highly unlikely. When comparing the percentage of 'managers' to the states average of 13.3%, or the nation's average of 12.9%, there is a significant difference and implies fewer work opportunities available in the Shire.

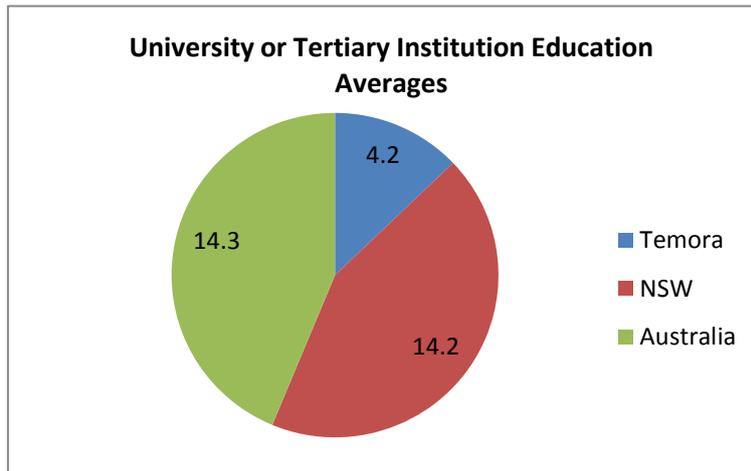
'Trade workers and technicians' are the second most common occupation for the Shire, representing 14% of the work force, closely followed by professionals, labourers and clerical/administrative workers. This is a positive factor for the shire, as many of these positions can be offered as a traineeship, apprenticeship or as a recently graduated position. However, the Council are faced with the challenge of working alongside local businesses and community members to try and increase the overall number of opportunities and positions available and to try to keep young people living, working and contributing to the Temora Shire.

<u>Occupation</u>	<u>Temora (A)</u>	<u>%</u>	<u>New South Wales</u>	<u>%</u>	<u>Australia</u>	<u>%</u>
<i>Employed people aged 15 years and over</i>						
Managers	530	22.3	418,333	13.3	1,293,970	12.9
Technicians and Trades Workers	333	14.0	414,668	13.2	1,425,146	14.2
Professionals	325	13.7	713,548	22.7	2,145,442	21.3
Labourers	271	11.4	273,129	8.7	947,608	9.4
Clerical and Administrative Workers	262	11.0	473,141	15.1	1,483,558	14.7
Community and Personal Service Workers	238	10.0	297,667	9.5	971,897	9.7
Sales Workers	218	9.2	290,496	9.3	942,140	9.4
Machinery Operators And Drivers	164	6.9	199,438	6.4	659,551	6.6

ABS, 2011

Education is a strong focus in the Temora Shire, with first class educational facilities available to the community's school aged and TAFE students. Within the Shire there are a number of pre-schools, primary and high schools (both Catholic and Government), Community Education and a recently constructed TAFE campus.

The education challenge for the community is the increased number of young people pursuing tertiary education outside the Shire. A large proportion of the Shire's young people are forced to move even further to Canberra, Wollongong or Sydney Universities to pursue their education. Subsequently this poses an issue in attracting young people back to Temora Shire after they complete their degree or diploma.



# Current Resources & Activities

---

- Youth Officer (Part-time)
- Community Services Officer
- Council Youth Committee
- Platform Y
- The 'Youth Room' at Aria Park
- Various venues that have council access – sporting grounds and parks, Lake Centenary, Temora Indoor Heated Pool, Temora Aerodrome, Temora Showgrounds, The Bundawarra Centre, The Town Hall, Town Hall Theatre, Town Library, Skate Park
- Equipment at the Stadium, Platform Y and Council
- Collaboration with Randwick City Council, sister city relationship
- Randwick Lifeguard Program
- Eastern Riverina Arts
- Grants, funding and sponsorship
- Youth Week (held once a year in April)
- Regional Youth Focus
  - Networks in neighbouring towns
  - REROC
  - REROC Take Charge Leadership Forum
  - Youth Leaders Program
  - School visits
  - Community Centre
  - Sporting groups
  - Church Groups
  - Girl Guides
  - Arts Council
  - Service Club Groups
  - Schools
  - Service Clubs
  - Randwick City Council
  - Road Safety Officer
  - Goldenfields Learning Network
  - Temora and District Education Funds
  - Student Representative Councils
  - V8 Jetboats

# SWOT Analysis

---

<p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• Temora Shire Council Youth Officer</li> <li>• Flexibility and response</li> <li>• Ability to develop and execute events and programs</li> <li>• Community Networks</li> <li>• Grass roots delivery</li> <li>• Platform Y and Youth Hall</li> <li>• Community infrastructure and availability</li> <li>• High percentage of community volunteer</li> <li>• Support, education and training from Randwick City Council (Sister Council )</li> <li>• REROC and associated programs</li> </ul>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>• Limited employment</li> <li>• Limited public transport</li> <li>• Isolation</li> <li>• Limited fiscal resources</li> <li>• Limited training available</li> <li>• Insufficient representation by young people on community committees</li> <li>• Limited succession planning on many of our committees</li> <li>• No active Youth Team for 10 months</li> </ul>
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• Local business and community support</li> <li>• Ability to engage with neighbouring Councils to collaborate on ideas and combined programs for the youths</li> <li>• Access to a number of council operated facilities and venues within the community</li> <li>• Opportunities for young people to volunteer</li> <li>• Developing relevant and tailored programs</li> <li>• Events</li> <li>• To create meaningful partnerships with young people to ensure the relevance of projects and programs to their group.</li> <li>• Create effective youth participation by giving young people a voice in the community</li> <li>• Councils participation with Social Media</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>• Stereotyping young people</li> <li>• Small, rural and isolated location</li> <li>• Limited higher education opportunities in small towns</li> <li>• Not listening and respecting the views of young people</li> <li>• Creating programs which do not resonate with young people</li> <li>• Council sensitivity to contemporary culture</li> <li>• Youth spaces becoming community spaces</li> <li>• Parent, community and council not respecting the privacy of young people</li> </ul>

# Youth Development Action Plan

*(As identified from the NSW State Strategic Plan, NSW State Priorities, Temora Community Strategic Plan, Youth Planning Survey and Youth Team Meetings)*

---

1. Collaborate with young people, schools, families, and relevant organisations to create diverse and relevant opportunities for our young people that are accessible and affordable
  - a. Establish communication pathways
  - b. Promote role of Youth Officer and create strategic partnerships with a focus to build participation in the Youth Team and programs
  - c. Ensure general programs have rich outcomes and positively challenge our young people
  - d. Promote the Temora Shire as a viable long term option for youth education, employment and opportunity
  - e. Encourage feedback to ensure relevance of programs
  - f. Value community contribution
2. Engage youth and establish greater youth involvement in the community
  - a. Provide platforms for young people to have a voice within the wider community
  - b. Increase participation in programs and services offered by the Council and other organisations
  - c. Establish Platform-Y as a safe and engaging, program based hub for youth engagement
  - d. Protect the privacy of young people so they can engage at a deep and honest level
  - e. Investigate the viability of “The Youth Room” at Ariah Park becoming a youth hub for the villages
3. Develop future community leaders
  - a. Create programs and opportunities that build confidence and motivate young people to succeed and reach their full potential
  - b. Provide young people with responsibility, and guidance to be involved in the organisation of activities and events
  - c. Model and acknowledge positive behaviours and leadership demonstrated by young people
4. Improve mental and physical health outcomes for young people
  - a. Reduce obesity rates
  - b. Provide regular opportunities for recreational, mindful, cultural and social activities outside of school hours
  - c. Run regular life-skills workshops that help teenagers become resilient and healthy adults

*See appendices for Implementation Strategy*

By achieving these key focus areas we hope to not only meet the state and community goals as outlined in the strategic plans, but enhance the reputation of Temora as an amazing place to live and work. This strategy is designed to accommodate the current and emerging needs of the community’s young people both here in Temora and villages and can be altered to respond to these issues as they develop.

# Methods to review effectiveness of Youth Development Action Plan

---

- Youth Officer attending schools regularly and publishing reports in newsletters
- Youth Officer meeting with key organisations and attending relevant meetings/events
- Regular media coverage of events and opportunities
- Youth Teams established and meeting regularly
- Platform Y and existing equipment being utilised effectively
- Regular programs established and well attended
- Programs reviewed, surveyed and data actioned
- Budget effectively managed
- Statistics of attendance collated and published
- Youth Officer Performance Review

## Conclusion

---

The Youth Strategy provides a framework to guide Temora Shire Council and the Youth Officer to work with young people in the community.

Annual reviews by Council will highlight the strengths and weaknesses of the plan with feedback given on the effectiveness of the programs established and delivered.

# References

---

Australian Bureau of Statistics (ABS) 2011, Temora Local Government Area Demographic, Canberra

Connecting Young People in Local Communities, A guide for the development of a local government youth charter, Department of Victorian Communities, September 2004

Temora Shire Council Community Plan – Temora 2030

Temora Shire Council Delivery Program 2016-2020, May 2016

Temora NSW Riverina, Temora-the friendly town 2010, <<http://www.temora.com.au/>>

# Appendix 1

---

## Youth Plan Implementation Strategy

## The Outcome We Seek Is:

Outcome 1: Collaborate with young people, schools, families, and relevant organisations to create diverse and relevant opportunities for our young people that are accessible and affordable

Strategic Objectives	Strategic Actions	Operational Actions	Lead Person	Support	Timing
<b>Establish communication pathways</b>	Link YO and community electronically	Provide YO with mobile phone	Kurt Tinnock		Complete
		Provide YO with laptop computer	Kurt Tinnock		Complete
		Provide YO with connection to TSC network	Kurt Tinnock		Complete
	Create marketing material	Order business cards	Anne Rands		Complete
		Order name badge	Anne Rands		Complete
	Utilise TSC communication platforms	Bookings through trybooking	Kim Sandgren	Kurt Tinnock	Ongoing
		Naraburra News	Kim Sandgren	Renee Power	Monthly
		Youth Facebook page	Kim Sandgren		Ongoing
		"Get Involved" Temora.com	Kim Sandgren	Kurt Tinnock	Ongoing
	<b>Promote role of Youth Officer and create strategic partnerships with a focus to build participation in the Youth Team and programs</b>	Write to and visit schools	Send introductory email to Principals	Kim Sandgren	Amanda Gay
Meet with school principals			Kim Sandgren		Complete
Attend school assemblies, SRC meetings, P&C Meetings			Kim Sandgren		Ongoing
Write regular articles and event notices for inclusion in school newsletters, on their facebook pages, school stream aps			Kim Sandgren	Youth Team	Ongoing
		Meet with staff including careers, counsellor, hospitality, PE, agriculture...	Kim Sandgren		Ongoing
		Meet with Temora Police, Community Centre, TemFM, TBEG, Museum, TAFE, Men's shed, Community Groups	Kim Sandgren	Youth Team	Ongoing
Link with government, community organisations and wider community		Editorial in local paper	Kim Sandgren	Steve Firth	Complete
		Connect with young people and their parents	Text previous members of youth team and introduce YO	Kim Sandgren	
Introduce YO via facebook			Kim Sandgren		Complete
Community meeting - meet the Youth Officer and tour Platform Y, hear the vision for 2017			Kim Sandgren		20th Oct 6pm
Identify members 18 - 25 age group and offer leadership opportunities		Kim Sandgren	Amanda Gay	Oct-16	

<b>Ensure general programs have rich outcomes and positively challenge our young people</b>	Formulate a Temora Shire Youth Team framework to support program implementation		Kim Sandgren		Sep-16	
	Require program developers to outline the planned outcomes of the program or event		Provider	Kim Sandgren	Ongoing	
	Youth Officer to determine relevance to Youth Plan and approve all programs		Kim Sandgren	Amanda Gay	Ongoing	
<b>Promote the Temora Shire as a viable long term option for youth education, employment and opportunity</b>	Identify existing programs		Kim Sandgren		Nov-16	
	Create an entrepreneurship program which encourages young people to create their own opportunities	Establish Youth Entrepreneurs Team (YET)		Kim Sandgren		Feb-17
		Partner with community organisations		YET	Community	Nov-16
		Arrange mentoring/training		YET	Community	Ongoing
		Launch Products/Service		YET	Community	Ongoing
	Build partnerships with local businesses and organisations to mentor, provide work experience and create employment opportunities	TBEG, Associations, Men's shed, etc		Kim Sandgren		Ongoing
Offer/apply for grants and scholarships		Kim Sandgren	Amanda Gay	Ongoing		
<b>Encourage feedback to ensure relevance of programs</b>	Utilise existing data from Youth Planning Survey 2013	Create youth teams based on survey outcomes	Kim Sandgren		Feb-17	
	Utililise survey monkey and facebook polls to guage interest of young people	Get TSC survey monkey account details	Kim Sandgren	Kurt Tinnock	Sep-16	
		Ensure surveys are purposeful, have a clear roll out and collation strategy and plan for implementation	Kim Sandgren			As relevant
Ask participants to complete a short survey after programs and events to feedback to Youth Officer	Create a template for general use		Kim Sandgren		Nov-16	
<b>Value community contribution</b>	Send thank you letters to those who support and provide mentoring for the youth team	Create a template for general use	Kim Sandgren	YLT	Oct 16 + Ongoing	

## The Outcome We Seek Is:

### Outcome 2: Engage youth and establish greater youth involvement in the community

Strategic Objectives	Strategic Actions	Operational Actions	Lead Person	Support	Timing
Provide platforms for young people to have a voice within the wider community	Establish and build numbers on the Youth Team	See Temora Shire Youth Team Structure and implementation strategy	Kim Sandgren	Schools	Ongoing
	Promote opportunity for young people to apply for the 2017 NSW Youth Advisory Council	Share with schools, facebook, YLT	Kim Sandgren	Gary Lavelle	Sep-16
	Establish a Youth Media and Promotions Team (YMPT)	Identify strategic partners to help out with supervision and provide training and support	Kim Sandgren	Annette TemFM, Beau Greenway	Oct-16
		Formulate Media strategy	YMPT	Amanda Gay	Nov-16
		Support other teams in promoting their programs	YMPT	Kim Sandgren	Ongoing
	Increase participation in REROC (Riverina Eastern Regional Organisation of Councils) events	Take Charge, Youth Forum, Youth Dinner, Youth Network meeting	Kim Sandgren	Tracey Cornell	Ongoing
Increase participation in programs and services offered by the Council and other organisations	Promote programs in school newsletters and assemblies, in local newspapers, on facebook, on council website and other youth and community events		Kim Sandgren	Schools, Independent, TSC	Ongoing
	Formulate transport strategies for young people living outside of the Temora township	Ariah Park Central School are happy to donate their bus for relevant activities	Justin Dunn	Kim Sandgren	Sep-16
	Develop guidelines for groups who engage youth volunteers to ensure sustainability and good will of young people is protected	Create guidelines and policy documents	Kim Sandgren	Steve Firth	Oct-16

<b>Establish Platform-Y as a safe and engaging, program based hub for youth engagement</b>	Upgrade fire safety and security of room	Fire Safety Plan	Kerry Wallace		Aug-16
		Security and Keys	Kris Dunstan		Nov-16
	Promote membership and attendance rules of Platform Y	Establish a rules based membership program and exclusion process for youth attending Platform Y	Ross Devereux		2015
	Clean up and beautify room	Equipment audit of Platform Y	Kim Sandgren		Oct-15
		Equipment audit of Stadium	Kim Sandgren		Oct-16
		Equipment audit of Council Office	Kim Sandgren		Oct-16
		Engrave, photograph and keep record of equipment serial numbers	Kim Sandgren		Oct-16
		Storage plan for Platform Y and youth equipment	Kris Dunstan	Max Oliver	Nov-16
		Establish a Youth Environment Team (YET) who will take ownership of keeping the space and it's surroundings clean, tidy and inviting.	Kim Sandgren		Oct-16
		Investigate viability of edible gardens for use with the Youth Hospitality Team	YET		2017
	Purchase or comission artwork	YET		Nov-16	
Build teams of young people with a common interest and provide support and training to help them self-start and create new possibilities for themselves	Create an implementation timeframe to roll out teams. Teams to potentially include: event management, hospitality, environment, child services, media and promotions, entrepreneurship, recreation, health and wellbeing, youth culture...	Kim Sandgren	Youth Team, Community	Ongoing	
Establish Wi-Fi accessibility strategy		Kurt Tinnock	Kim Sandgren	Oct-16	
<b>Protect the privacy of young people so they can engage at a deep and honest level</b>	Limit youth space access to participants and mentors only (unless otherwise invited)				
	Create policy for use and visitation in youth spaces	Kim Sandgren	TSC		
<b>Investigate viability of "The Youth Room" at Aria Park becoming a youth hub for villiages</b>	Visit the Youth Room and make a plan for sustainable use	Check fire safety plan	Kerry Wallace	Kim Sandgren	TBA
		Check security	Kim Sandgren	Kris Dunstan	TBA
		Read feedback from community consultations and meet with key stakeholders to formulate plan	Kim Sandgren	Justin Dunn and community members	Feb-17

## The Outcome We Seek Is:

### Outcome 3: Develop future community leaders

Strategic Objectives	Strategic Actions	Operational Actions	Lead Person	Support	Timing
Create programs and opportunities that build confidence and motivate young people to succeed and reach their full potential	Communicate our objective to each provider, and ask them to keep this in mind when developing content or working with our young people	Add to guidelines for providers	Kim Sandgren	Providers	Oct-16
		Allow young people to take the lead in implementing projects/events	Providers		Ongoing
Provide young people with responsibility, and guidance to be involved in the organisation of activities and events	Create several youth teams that are responsible for an area of youth development	Identify and introduce mentors to guide the process when invited by the youth team running the event	Kim Sandgren		Ongoing
		Provide guidelines to all mentors and volunteers outlining our values and requirements	Kim Sandgren	Amanda Gay	Oct-16
Model and acknowledge positive behaviours and leadership demonstrated by young people	Require all mentors and volunteers to have a current working with children check	TSC to pay for check of any person providing a free service	Kim Sandgren	Cath New	Ongoing
	Provide volunteering and participation certificates for young people who support community events	Create template	Kim Sandgren		Oct 16 + Ongoing
	Create a Youth Leadership Community Award to recognise significant contributions each year	Meet with Rick Firman	Kim Sandgren	TSC Youth Committee	Oct-16

# The Outcome We Seek Is:

## Outcome 4: Improve mental and physical health outcomes for young people

Strategic Objectives	Strategic Actions	Operational Actions	Lead Person	Support	Timing
<b>Reduce obesity rates</b>	Model, educate and provide healthy food options at youth events	Create a healthy food policy for use during Youth events	Kim Sandgren	Mentors	Nov-16
<b>Provide regular opportunities for recreational activities outside of school hours</b>	Establish regular recreational programs at the stadium, or on lawns outside Platform Y	Establish Youth Recreation Team (YRT)	Kim Sandgren		Oct-16
		Ask TSC to supply use of the stadium	Kim Sandgren	TSC	Oct-16
		Check available dates and times at stadium	YRT + Kim Sandgren	Judy Mannion	Sep-16
		Identify what sporting equipment is available for general use	YRT + Kim Sandgren	Judy Mannion	Oct-16
		Research cost and viability of outdoor recreational equipment	Kim Sandgren	Judy Mannion	Nov-16
		Identify strategic partners to help out with supervision and provide support	YRT	Kim Sandgren	Oct-16
		Create program and advertise	Kim Sandgren	Community	Ongoing
<b>Provide regular opportunities for mindfulness activities outside of school hours</b>	Establish a regular "quiet space" for relaxation, stretching, mindfulness, yoga, meditation, support.	Establish a Youth Health and Wellbeing Team (YHWT)	Kim Sandgren		Oct-16
		Identify strategic partners to help out with supervision and provide support	YHWT		Oct 16 + Ongoing
		Identify what mats/pillows are available for general use	YHWT		Oct-16
		Create program and advertise	Kim Sandgren	Community	Ongoing
<b>Provide regular opportunities for cultural activities outside of school hours</b>	Establish regular music, choir, dance games and arts programs at Platform Y, and large scale events at various venues	Establish Youth Cultural Team (YCT)			Oct-16
		Establish Event Management Team (YEMT)	Kim Sandgren		Feb-17
		Identify strategic partners to help out with supervision and provide support	YCT + YEMT	Kim Sandgren	Ongoing
		Create programs, advertise	YCT, YEMT, YMT	Community	Ongoing
<b>Run regular life-skills workshops that help teenagers become resilient and healthy adults</b>	Topics to include:cooking classes, building resilience, preparing to launch, road safety, e-safety, domestic violence programs, etc	Identify providers, set up dates, advertise and run	Providers/ Volunteers	Kim Sandgren	Ongoing