



Achieving the City's Vision of a 'place people call home' means investing in facilities and services which ensure young people are confident, capable and connected to all aspects of a full life.

It is my pleasure to introduce you to Youth Talk Back 2, the City of Kalgoorlie-Boulder's Youth Strategic Action Plan 2018-2021.

This Youth Plan is a framework which sets the course for the City's service delivery, planning and youth development work for young people aged 12-25 years in Kalgoorlie-Boulder.

Aligned to the City's Strategic Community Plan 2015 to 2025, and other key informing strategies, the Plan outlines what is currently working, what is needed and the way forward in meeting the aspirations of our young and dynamic population.

The City of Kalgoorlie-Boulder is committed to supporting, valuing and respecting these young people and recognises the importance they play in the social, economic and cultural aspects of our growing community.

Over the next three years we will work in partnership with youth agencies towards the objectives of the Plan to deliver on its three key aims of:

- Building confidence through utilisation of informal or formal supports and accessing safe places;
- Growing capability through a range of activities and achieving employment, education and/or training; and
- Fostering community connection by valuing cultural diversity and contributing to the greater good.

Through the delivery of these objectives, the City can ensure Kalgoorlie-Boulder is a supportive, stimulating and sustainable environment for all young people.

John Bowler
Mayor, City of Kalgoorlie-Boulder

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23 ACKNOWLEDGEMENT In 2014 the City conducted 'Youth Talk Back Time', a consultation process which led to the development of the City's inaugural Plan for young people - the Youth Strategic Action Plan 2014-2017.

The initial Plan, funded by the Department for Communities, engaged the views of young people and provided the foundation for service provision, partnerships and events for addressing the needs of young people in the City.

In 2017 the City of Kalgoorlie-Boulder followed through on its commitment to review and update the plan to measure and determine what had been achieved, what new factors were impacting young people and what was needed for the future.

Development of the second plan was branded as 'Youth Talk Back 2' by participants which included not only young people, but carers, clinicians and community members to capture the wider voice for young people.

The focus of the new plan, is to integrate youth activities, programs and services into the City's Integrated Planning Framework to support the delivery of a targeted approach for creating better opportunities for the young people of Kalgoorlie-Boulder.

This Plan also provides a snapshot of what our young people look like, and the strategic aims and actions the City will undertake to respond to the needs and gaps identified over the next three years.

For the purpose of this document young people, or youth, are defined as being aged between 12 and 25 years of age.



STRATEGIC THEMES

- 1. BUILD
 CONFIDENCE
 safety, resilience and
 self-worth
- 2. GROW
 CAPABILITY
 development, upskilling and taking on
 challenges
- 3. FOSTER
 CONNECTIONS
 inclusion, leadership
 and collaboration

DEMOGRAPHIC PROFILE



30.059

73% FAMILIES

P

YOUNG PEOPLE REPRESENT 16.5%

OF THE CITY'S TOTAL POPULATION

48% FEMALES





52% MALES



15%
OF THE CITY'S
YOUNG PEOPLE CARRY
OUT VOLUNTEER WORK

9.8%
IDENTIFY AS
BEING ABORIGINAL
OR TORRES STRAIT
ISLANDER

PROFILE OF YOUNG PEOPLE IS SIMILAR TO REST OF WA

Kalgoorlie-Boulder

1,114 12-14 years (3.7%)

1,787 15-19 years (5.9%)

2,029 20-25 years (6.8%)

Western Australia

75,400 12-14 years (3.0%)

149,997 15-19 years (6.0%)

160,332 20-25 years (6.4%)

Australia

698,591 12-14 years (2.9%)

1,421,595 15-19 years (6.0%)

1,556,793 20-25 years (6.7%)



The City of Kalgoorlie-Boulder continues to grow and promote the voice of young people in the community through a program of activities and events. Many of these initiatives are developed and implemented through the following mechanisms:

LORD FORREST

In August 2017, the City officially opened the redeveloped Lord Forrest Olympic Pool site as a public park. The site is now a dedicated space for youth-related activities and events and will provide an engaging space for future agency activities related to young people.

YOUTH SUMMIT

The City continues to work in partnership with agencies to consider initiatives linked to a Youth Summit held in Kalgoorlie-Boulder during 2016 and 2017. Many of the themes raised during those events are covered in the plan.

YOUTH COUNCIL

The Youth Council represents young people and is the link between the City and the youth community. The group continues to act as the advisory, consultative and action group for the City in the delivery of youth projects, youth engagement and the environment of young people in Kalgoorlie-Boulder. A review of the Youth Council will be required to support the delivery of the plan.



PCYC PARTNERSHIP FUND

The Youth Council has an ongoing partnership with the Kalgoorlie Police and Citizens Youth Club which provides funds to support the acquisition of goods and services for events, equipment and ongoing sustainable activities that benefit all young people of the community. The continuance of the fund is reviewed on an annual basis.

YOUTH EVENTS

The City provides an allocation in the Municipal budget to provide youth focussed programs and events to the young people of the community that include Youth Fest, Skateboarding workshops and activities, school holiday initiatives and events, and leadership programs

FUNDING TO AGENCIES

Through the Community Assistance Scheme grant support is provided to youth focussed initiatives and programs which include outreach services, diversionary programs, sporting programs and cultural activities. Grant support is also provided to outstanding young individuals who are selected to compete at the elite events and competitions.

INTERVENTION PROGRAMS

The City works collaboratively with youth service agencies and government departments to assist in the implementation and delivery of school holiday programs, diversionary projects such as leadership and skill-building projects to engage young people and divert them from behaviours that would be seen as anti-social.

LEADERSHIP WORKSHOPS

A regular youth leadership program is delivered to young people with a focus on developing skills and attributes that contribute to job readiness and employment opportunities, build confidence and motivation and equip young people with life skills.

GOLDFIELDS YOUTH INTERAGENCY NETWORK

As an initiative to come from the Leadership Summit, WAPOL, City of Kalgoorlie Boulder and youth agencies work collaboratively to ensure a range of programs and activities are developed and implemented to engage young people, particularly those most vulnerable and at risk, in positive and rewarding opportunities to develop new skills, build new relationships and participate in positive social interactions.







In reviewing the last plan, it is clear the City has made significant inroads into building a better community for the young people of Kalgoorlie-Boulder.

It has tailored services, developed partnerships and organised events to enhance confidence, increase artistic creativity and improve community and civic connection which featured as top priorities of the Plan.

Programs such as the Kalgoorlie-Boulder Youth Council, LEAD & AIM Leadership Program and the support provided to young people to join Youth Parliament, have all been delivered to align to the overarching strategy to engage in citizenship and leadership.

Youth events such as Youth Fest, Schools Out Pool Party, school holiday programs and spaces such as The Spot, provided opportunities for young people to engage in social development, entertainment and recreational activities.

New sporting facilities, grants and the establishment of the dedicated Lord Forrest youth space have helped to leverage partnerships between the City and youth agencies to strengthen joint facilitation of inclusive, culturally responsive, healthy and safe programs.

The City continues to source funding to enable the delivery of programs that build the resilience, confidence and capacity of young people. It has facilitated programs for mentoring, vocational training, volunteering and knowledge building around both physical and mental health.

In addition, the City continues to promote leadership and partnership throughout the implementation, monitoring and measuring the impact of the Youth Strategic Action Plan.

It is recognised however that there is still significant work to be done to ensure a bright and positive future for young people in the City. Community development issues are more complicated than ever before and we need to empower young people to work with us to make Kalgoorlie-Boulder a more inclusive and resilient into the future.

This concerted focus will help ensure that Kalgoorlie-Boulder is a supportive, stimulating and sustainable environment for all young people and that every young person will have the opportunity to become confident, capable and connected to all aspects of a full life.



Consultation was carried out over a six-week period during 2017.

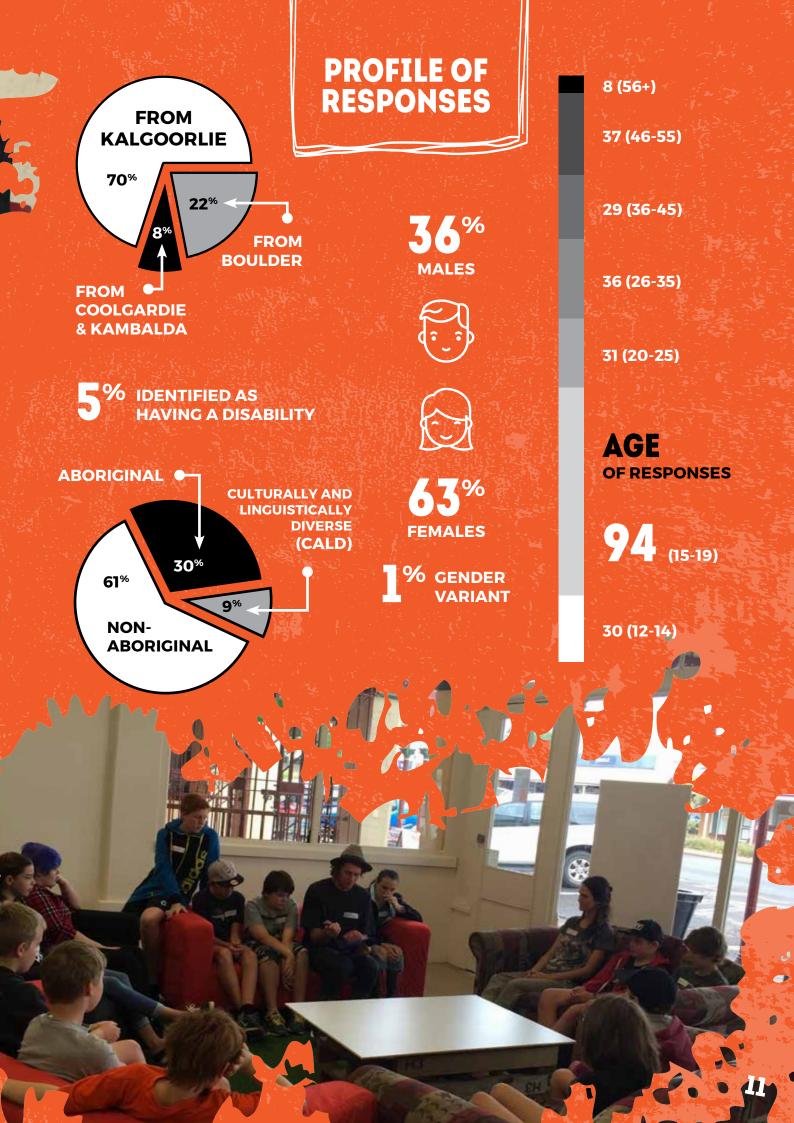
Participation was encouraged and invited through conventional communication channels such as newspaper, household newsletters, social media, and emails to over 200 stakeholders in youth-related roles.

More than 500 people were directly engaged in the consultation process through site-based surveys in youth-related spaces and workplaces, and six large workshops with schools, agencies and young people.

The consultation process generated 265 survey responses from people over the age of 12 years with a cross-section of the Kalgoorlie-Boulder community. Residents of both Coolgardie and Kambalda contributed to the survey as participants of school or work in the Kalgoorlie-Boulder community.

The detailed consultation process maximised input from young, disconnected or marginalised groups through inclusive methods such as:

- 1. Multiple survey completion options via paper, digital, workshops or face to face 'Q & A' interviews
- 2. Optional length and style of survey tool including;
 - short survey with tick boxes to collect demographics and
 - four open-ended questions in plain English, or
 - longer survey with multiple choice questions to gather greater depth and specificity in answers,
- 3. Facilitated discussions during workshops; and
- 4. Targeted follow up with key agencies and stakeholders to increase engagement with the survey.



DEVELOPING THE NEW PLAN

EMERGING THEMES FROM PEOPLE UNDER THE AGE OF 21

WHAT'S WORKING WELL?

- 1. Activities, arts, recreation, sports
- 2. Education, training, employment
- 3. Supports
- 4. Community connection

THEIR WISHES

THEIR WORRIES

1. Safety, fighting, bullying,

4. Activities, arts, recreation, sports5. Education, training, employment

2. Lack of transport

3. Supports

- 1. Activities, arts, recreation
- 2. Supports
- 3. Education, training employment
- 4. Community connection
- 5. Safety

THE WAY FORWARD

- 1. Supports
- 2. Community connection
- 3. Activities, arts, recreation, sports
- 4 Safety
- 5. Education, employment, training

OTHER NEEDS

- 1. Community, culture
- 2. Activities
- 3. Youth groups, workers
- 4. Facilities
- 5. Support programs



MOST CHALLENGING ASPECTS

- 1. Drugs and alcohol
- 2. Bullying and peer pressure
- 3. Boredom
- 4. Poor decision-making
- 5. Poor self esteem

ZI TO ZS TEAK

MOST PARTICIPATION

- 1. Hanging out with friends
- 2. Outdoor sports
- 3. Sporting groups

BIGGEST BARRIERS

- 1. Lack of things to do
- 2. Identified as anti-social
- 3. Insufficient employment
- 4. Lack of community acceptance
- 5. Lack of education supports

IMPORTANT SUPPORTS

- 1. Safe environments
- 2. Skills development
- 3. Education programs
- 4. Activities and events
- 5. Employment opportunities



What's working well?

Being active. Most respondents were satisfied with activities in the areas of arts, recreation and sports, but emphasised overwhelmingly that there could be an increase in number and variation to include the broader arts, inter-cultural expressions and digital formats.

However, education, training and employment initiatives, were also acknowledged to be working well with an increased wrap-around focus needed on improving school attendance and progression.

What are the main worries?

Lack of solutions. Most respondents were worried about claims of bullying and peer pressure and were concerned at the potential for escalation to fighting and violence within the community and family unit.

These concerns were compounded by the lack of transport after hours and availability to access activities. There were also many concerns about the pathways to education, training and employment raised along with the need for more community connection.

What are the future wishes?

To be culturally involved. The overwhelming response was for more cultural responsiveness and inclusion, and for broader activities in cultural expression to keep young people positive, connected and developing.

The request for more arts, music, theatre and digital pursuits were again included in the responses, as well as an expanded and integrated range of supports like youth groups, services and workers to address the concerns around safety, violence and wellness.

What is the way forward?

Become connected. The main way identified to address the worries and wishes were for a wider and integrated range of targeted supports across all hours.

This was further supported by a proposal to also work towards increasing community connection by creating more education and training pathway programs both inside and outside of the formal classroom.





Several priorities were identified through the consultation process:

- 1. Increase the confidence of young people to stand up to peer pressure and bullying;
- 2. Enhance information and support with substance misuse and the resulting poormental health:
- 3. Increase the amount of accessible safe places, houses and drop-in centres, youth groups and workers along with the need for informal and formal support programs;
- Increase the range and number of activities which counteract boredom and isolation and therefore anti-social and at-risk behaviours:
- 5. Address the negative stereotypes of different cultures and young people who already lack broader community connection; and
- 6. Increase the cultural responsiveness and community connection through intercultural activities, volunteering or civic leadership.

In broad terms, these priorities indicate that young people in the community are concerned about bullying and peer pressure, substance misuse and poor mental health, boredom and isolation and the lack of acceptance and understanding of the diverse cultural community.

This has been condensed into three aims of supportive, stimulating and sustainable and are reflected as three key aims in the plan:

- That the City is a supportive place, where young people grow into confident adults that can access assistance when needed in the form of advice, services, safe places and transportation.
- That the City is a **stimulating** place where young people grow into capable adults through activities and opportunity, by addressing barriers such as transportation access and costs, lack of work opportunities and facilitating education and training pathways.
- That the City is a sustainable place where young people become connected to the broader community through valuing cultural diversity and civic contribution as well as leadership and volunteering to keep our community viable, by living and working well together for the longer term.

Achieving these key aims will be dependent on achieving the below goals:

- Build confidence (safety, resilience and selfworth);
- Grow capability (development, up-skilling and taking on challenges); and
- Foster connections (inclusion, leadership and collaboration).



AIM ONE

SUPPORTIVE

That the City is a supportive place, where young people grow into confident adults that can access assistance when needed in the form of advice, services, safe places and transportation.

The City can achieve this by:

- Partnering with others to build supports, add value to existing initiatives and letting community members know what is available to them; and
- Promoting drug, alcohol and smoke free lifestyles through events and the development of safe spaces with transport assistance across expanded service delivery hours.

The City will measure its progress through:

- Community satisfaction with initiatives, events or activities undertaken;
- The number of new supports and partnerships developed; and
- The number of times households are informed of initiatives for young people.

AIM SUPPORTIVE GOAL BUILD CONFIDENCE

OBJECTIVES	STRATEGIES FOR YOUNG PEOPLE	KEY ACTIONS FOR THE CITY
Gain informal and formal supports	 Linking in with youth workers, groups and services Finding a range of youth services, programs, groups and workers 	 Partner with organisations to develop informal and formal supports for initiatives, programs, events and activities Add value to existing key support Promote City-wide initiatives across the community
Find and use safe places	 Locating alcohol, drug and smoke free places at all hours of the day Recognising and using safe transport options 	 Organise and promote drug, alcohol and smoke-free events Encourage development of safe places that also address cultural and disability considerations Provide transport options across activities and programs

STIMULATING

That the City is a stimulating place where young people grow into capable adults through activities and opportunity, by addressing barriers such as transportation access and costs, lack of work opportunities and facilitating education and training pathways.

The City can achieve this by:

- Increasing the range and number of activities to promote community connectivity by providing access to sponsorship and grant funding; and
- Promoting buddying, mentoring and other forms of workplace supports and more education, employment and training pathways such as apprenticeships and traineeships.

The City will measure its progress through:

- Availability, number and range of activities through sponsorship and grant funding;
- Satisfaction and availability of education and training pathways and opportunities; and
- Participation rates of young people at events, programs and activities.

AIM
STIMULATING
GOAL
GROW CAPABILITY

OBJECTIVES	STRATEGIES FOR YOUNG PEOPLE	KEY ACTIONS FOR THE CITY
Keep active and be creative	 Enjoying a wide range and number of activities Gaining access to low cost of free transport options 	 Increase the range and number of activities on offer for: Indoor and outdoor sports Visual, musical and theatrical arts Online and interactive digital engagement Aboriginal and Torres Strait Islander people Culturally and linguistically diverse backgrounds Improve connectivity in the City such as youth hot spots Develop a communications strategy to support greater engagement and communication with young people Explore new sponsorships and ways to promote participation
Take opportunities and make pathways	Becoming work aware Linking back in to education and training through support mechanisms	 Promote buddy, mentoring and coaching programs including shadowing City workplaces and partnership initiatives Support more education, employment and training opportunities and incentives for casual and part-time opportunities Identify employers implementing successful programs and encourage the use of those models by broader business environment Continue structured supports like funding and forums

AIM THREE

SUSTAINABLE

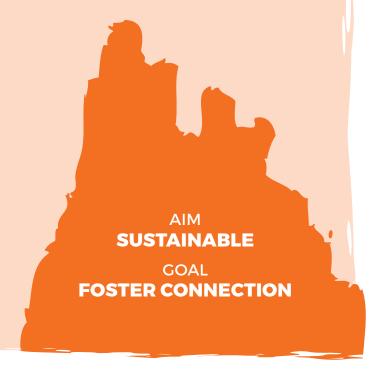
That the City is a sustainable place where young people become connected to the broader community through valuing cultural diversity and civic contribution as well as leadership and volunteering to keep our community viable, by living and working well together for the longer term.

The City can achieve this by:

- Providing a range of inter-cultural opportunities, including access and cultural considerations in all initiatives and encouraging contributions from diverse stakeholders, and
- Encouraging participation in civic life, leadership and volunteering.

The City will measure its progress through:

- · Increases in cultural activities within the City,
- Satisfaction with cultural activities within the City, and
- Participation rates of young people in volunteering and civic life.



OBJECTIVES	STRATEGIES FOR YOUNG PEOPLE	KEY ACTIONS FOR THE CITY
Value diversity and inclusion	 Accessing a range of inter-cultural activities Connecting with positive role models 	 Provide a variety of inter-cultural opportunities Promote access and inclusion in all initiatives and events Integrate cultural considerations in all initiatives and events Encourage contributions of diverse cultures to the City's activities and events through inclusions in the City's Reconciliation Action Plan
Give back to the community	 Maximising opportunities to be positive leaders Accessing volunteering opportunities 	 Encourage participation in civic life Provide a structured volunteering program linked to training and work options

KALGOORLIE-BOULDER IS A SUPPORTIVE, STIMULATING AND SUSTAINABLE ENVIRONMENT FOR ALL YOUNG PEOPLE

	OBJECTIVES	STRATEGIES FOR YOUNG PEOPLE
AIM SUPPORTIVE	Gain informal and formal supports	 Linking in with youth workers, groups and services Finding a range of youth services, programs, groups and workers for specific needs
GOAL BUILD CONFIDENCE	Find and use safe places	 Locating alcohol, drug and smoke free places at all hours of the day Recognising and using safe transport options
AIM	Keep active and be creative	 Enjoying a wide range and number of activities Gaining access to low cost of free transport options
STIMULATING GOAL		
GROW CAPABILITY	Take opportunities and make pathways	Becoming work aware Linking back in to education and training through support mechanisms
AIM SUSTAINABLE GOAL FOSTER CONNECTION	Value diversity and inclusion	 Accessing a range of inter-cultural activities Connecting with positive role models
TOSTER CONNECTION	Give back to the community	Maximising opportunities to be positive leaders Accessing volunteering opportunities



KEY ACTIONS FOR THE CITY

- Partner with organisations to develop informal and formal supports for initiatives, programs, events and activities
- · Add value to existing key supports
- Promote City-wide initiatives across the community
- Organise and promote drug, alcohol and smokefree events
- Encourage development of safe places that also address cultural and disability considerations
- Provide transport options across activities and programs
- Increase the range and number of activities on offer for:
 - Indoor and outdoor sports
 - Visual, musical and theatrical arts
 - Online and interactive digital engagement
 - Aboriginal and Torres Strait Islander people
 - Culturally and linguistically diverse backgrounds

- Improve connectivity in the City such as youth hot spots
- Develop a communications strategy to support greater engagement and communication with young people
- Explore new sponsorships and ways to promote participation
- Promote buddy, mentoring and coaching programs including shadowing City workplaces and partnership initiatives
- Support more education, employment and training opportunities and incentives for casual and part-time opportunities
- Identify employers implementing successful programs and encourage the use of those models by broader business environment
- Continue structured supports like funding and forums
- $\boldsymbol{\cdot}$ Provide a variety of inter-cultural opportunities
- Promote access and inclusion in all initiatives and events
- Integrate cultural considerations in all initiatives and events
- Encourage contributions of diverse cultures to the City's activities and events through inclusions in the City's Reconciliation Action Plan

- · Encourage participation in civic life
- Undertake a review of the Kalgoorlie-Boulder Youth Council'
- Provide a structured volunteering program linked to training and work options

NEXT STEPS

This document will be utilised as a source document to help inform Council decisions, and to influence planning and respond to the needs and interests of young people in the City.

The City will continue to provide leadership and partner agencies in the implementation, monitoring and measurement of the Plans' success.

It will also continue to use the key performance indicators which are written into the plan as a means of evaluating progress against the Plan.

This integration will ensure the Plan doesn't sit on the shelf and is truly a document which makes our community a supportive, stimulating and sustainable place for all our young people.

As a first priority the City will undertake a review of its Youth Council and the role it plays in supporting the achievement of the Plan's objectives. The review will determine a pathway which enables young people to engage with civic processes and to continue to develop as leaders of the community.



The City would like to acknowledge the young people, families and carers, youth groups, services and workers, and all the members of our diverse and rich community who took part in contributing to the development of the Plan.

- Artgold
- · Aboriginal Legal Service
- · Aboriginal Youth Group Maku
- · Australian Red Cross Short Stay, Brown Avenue
- Bega Garnbirringu Aboriginal Health Service Nindila Learning Centre
- Brighter Futures of the YMCA Eastern Goldfields
- · Clontarf Foundation
- · Churches including:
 - Baptist
 - · Church of Christ
 - Churchwest
 - Salvation Army
 - Seventh Day Adventist
- Goldfield's Esperance Development Commission
- Department of Sport and Recreation
- Disability Sports
- Goldfields Education Mining Industry Alliance
- Goldfields Aboriginal Workforce Development Centre
- · Goldfields Institute of Technology
- · Coldfields Individual Support Service
- · Goldfield's Interagency Youth Group
- · Goldfields Rehabilitation Services Incorporated
- · Goldfields Women's Health Care Centre
- John Paul College

- · Hannans North Tourist Mine
- headspace Kalgoorlie
- Hope Community Services
- · Kalgoorlie Girls Academy
- Kalgoorlie-Boulder Chamber of Commerce and Industry Inc.
- · Kalgoorlie-Boulder Community High school
- · Kalgoorlie-Boulder Youth Council
- Lynn Hazelton
- · Maku Youth Group
- Max Employment
- MEEDAC
- NAIDOC week contributors
- Police Youth Diversion
- Safe Spaces of the Police and Citizen's Youth Committee
- Sports groups including basketball, football, soccer
- · Skaterz Rool
- · SMYL
- Stirling Skills Centre
- Trilby Cooper
- Youth Action Group
- Youth Justice Groups

