



Youth voice

**Action Plan 2028
Snapshot**

Shaping the Beaches' Future



northern
beaches
council

Council acknowledges the traditional custodians of these lands and shows its respect to the Elders past and present.



Artist credit
Aleta Wassell, 19
Over 18's People's Choice Recipient
ArtDecko 2021

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Cover artist credit
David Cragg
Midnight Dream, 2020
Photograph by Connor Neil

Introduction

Overall, young people think the Northern Beaches is a great place to grow up.

“... I was born here. It's the best place ever to grow up.”

Why we need Youth Voice Action Plan 2028 - Shaping the Beaches' Future

Young people are active contributors and essential to a thriving and vibrant community. The experience of young people on the Northern Beaches is constantly evolving.

All young people on the Northern Beaches are empowered to participate in community life in a way that matters to them

This aspirational statement represents a collective vision for young people on the Northern Beaches.

We are fortunate on the Northern Beaches to be able to say that many young people already experience this, however we want this to be true for all young people.

The statement provides the ongoing guidance for everyone contributing over the long term as we work towards enduring change.



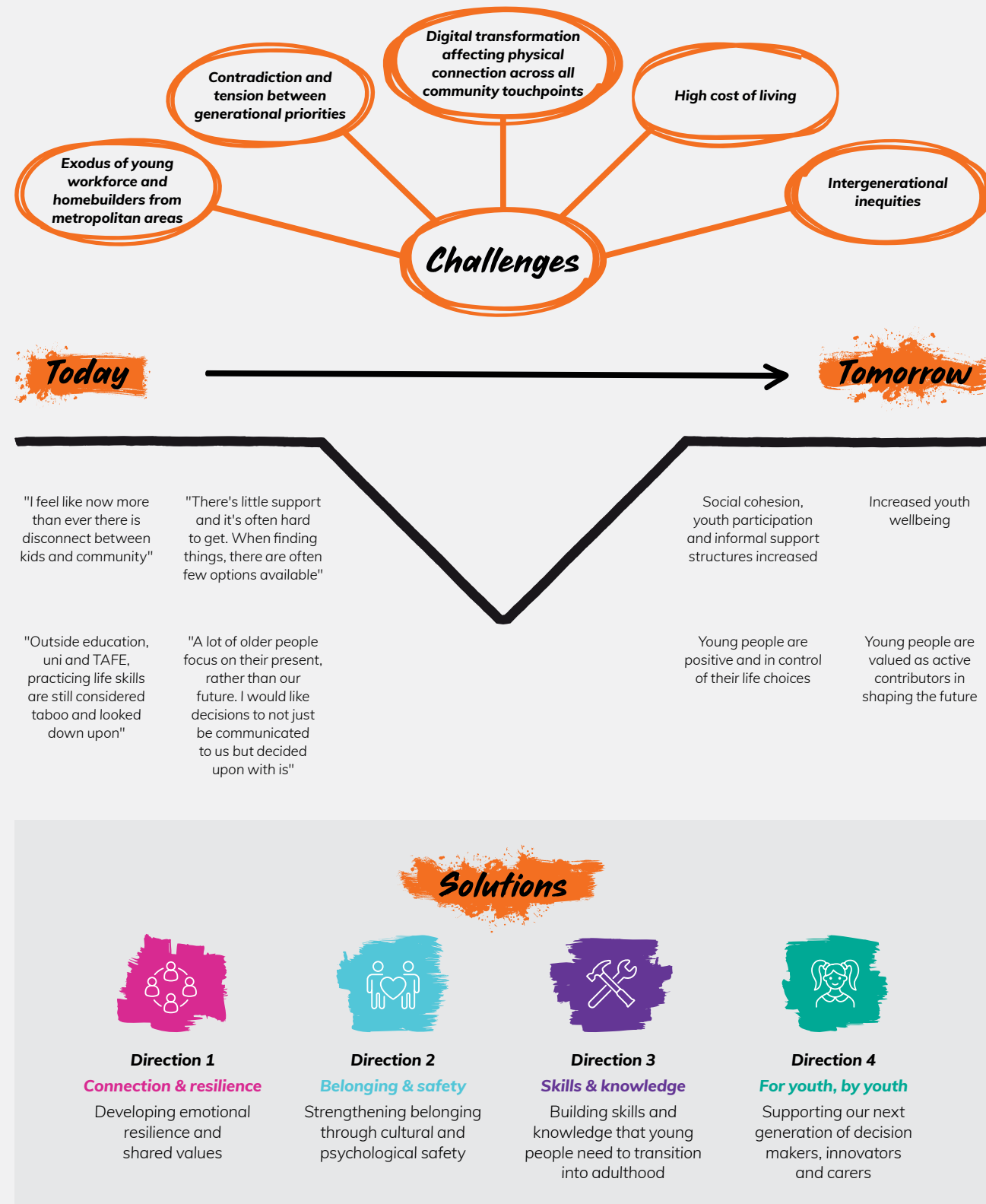
“The waves whisper to me: choose the simple things and find joy in national treasures, then life and living won't be hard”

Mackenzie Wolfe

Overall Winner, Youth Voice Photography Competition

Youth Voice - Creating a positive future

Using our collective strengths to overcome challenges and guide us from today into tomorrow.





Direction 1 - Connection and resilience

Developing emotional resilience and shared values.

Outcome measure - Increase in the number of young people agreeing that they feel connected with community life



Direction 1: Snapshot

**What young people
advocated for**

A whole of community approach to shifting attitudes and assumptions about young people, as well as more opportunities to connect across generations

In their words

I feel like now more than ever there is a disconnect between kids and community. There is a divide between kids, support, community and services.

Young person
12-17 years

First Nations Workshop

I think it's essential for young people to connect with older people as they need the support and connection with other people.

Young Person
12-17 years

Culturally Diverse
Workshop

I would like to connect more at public spaces with other young people interested in drawing, writing and the environment.

Young Person
12-17 years

School engagement
workshop

Plan outcome

Young people participate in community life and have access to services and networks to help

Young people connect across generations

Young people have access to and feel welcomed in community spaces

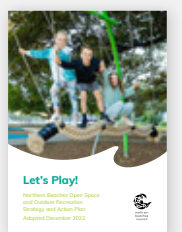
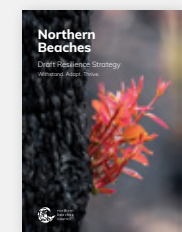
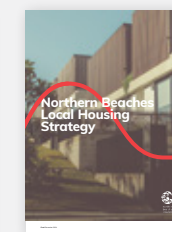
**Impact on Better
Together 2040
outcomes**

Broad range of supportive community and social networks that reflect the diversity of the Northern Beaches

Value of all people is recognised, respected and embraced

Sense of belonging to life on the Northern Beaches

**Links to
existing Plans
and Strategies**



Direction 1 - Actions

Connection and resilience

Action Plan outcome	Actions	Delivery Year
Young people participate in community life and have access to services and networks to help <i>"People with disabilities, we often experience inequity as people cannot understand our needs, and believe they know what is best for us. Events on the Northern Beaches are often planned for the able, and the disabled as taken as a second thought."</i> Young Person living with disability 12-17 years	Actions for Council	
	1.1 Trial the use of local social media influencers to support information and education delivery	Year 1
	1.2 Review current Youth Development activities so that they align with the strategic directions from Youth Voice	Year 1
	1.3 Work with internal stakeholders and young people to create a youth friendly guide to hiring and accessing Community Centres	Year 2-3
	1.4 Investigate and implement programs to strengthen support networks for young people	Year 2-3
	1.5 Develop and implement an approach to strengthening our work with 18-24 year olds	Year 2-3
	Actions in partnership with the Youth Sector	
	1.6 Coordinate advocacy to ensure the right services are available to meet the needs of young people living in the community	Ongoing
	Actions for young people	
	1.7 Encourage friends to participate in available opportunities	Ongoing
Young people connect across generations <i>"Older generation have their minds set on their way and don't stop for consideration of youth voices."</i> Young Person 12-17 years	Actions for Council	
	1.8 Coordinate a forum with Council, service providers and the community focused on building connections across generations	Year 1
	1.9 Explore ways to increase the amount of youth volunteering on the Northern Beaches	Year 1
	1.10 Increase opportunities for connection between Councillors and Council's Youth Advisory Group	Ongoing
	Actions for the community	
	1.11 When planning community activities, programs and events consider how to foster inter-generational collaboration	Ongoing
	Actions for Youth Advisory Group	
	1.12 Youth Advisory Group invite key stakeholders to meet and discuss initiatives to foster youth volunteering	Year 1
	Actions for young people	
	1.13 Register your interest with Council for volunteer opportunities	Ongoing

Action Plan outcome	Actions	Delivery Year
Young people have access to and feel welcomed in community spaces <i>"I would like to see the Northern Beaches Council use more effective planning policies... The Northern Beaches' future success hinges on younger generations - we should thus have a voice in the future development of our community."</i> Young Person 18-24 years	Actions for Council	
	1.14 Facilitate active youth representation in stakeholder engagement for the Community Connection Plan that will explore the importance of spaces and places for connection	Year 2-3
	1.15 Identify what makes a good communal gathering space for young people (Bumping Space), especially those aged 18-24 and investigate ways of activating them to increase young people's access and use of them	Year 2-3
	1.16 Advocate for and support young people to participate in the development of the Affordable Housing Action Plan	Year 4-5
	1.17 Engage with young people on the delivery of library programs, services, and spaces to encourage utilisation of libraries	Ongoing
	1.18 Strengthen meaningful participation of young people in land use planning including precinct, structure, and place planning	Ongoing
	Actions for Youth Advisory Group	
	1.19 Identify community spaces and places that can be better utilised by young people and facilitate intergenerational connection	Ongoing



Direction 2 - Belonging and safety

Strengthening belonging by helping young people feel safe and included.

Outcome measure - Increase in the number of young people agreeing they feel safe at home and in the community



Direction 2: Snapshot

**What young people
advocated for**

Council to have a leadership role within the community and take purposeful steps towards authentic and ongoing inclusion of diversity of all kinds within community life

In their words

**"I feel valued when
there is representation
in public spaces."**

Young Person
12-17 years
School engagement

**There's little support, and
it's often hard to get.
When finding things,
there are often few
options available."**

Young person
12-17 years
School engagement

Plan outcome

A culturally safe and inclusive community
for all young people

Reduced stigma and
decreased systemic barriers
for accessing services

**Impact on Better
Together 2040
outcomes**

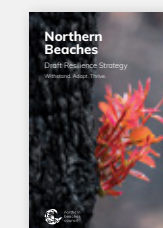
Celebrating
First Nations
people

Sense of
belonging
to life on the
Northern
Beaches

Safe
places

Safe
people

**Links to
existing Plans
and Strategies**



Action Plan outcome	Actions		Delivery Year
A culturally safe and inclusive community for all young people “The biggest barrier for feeling safe in the Northern Beaches is the fears of discrimination and violence directly from difference of any type”. Young Person 12-17 years	Actions for Council		
	2.1	Build the capacity of local community and sporting groups to connect young people to services and supports	Year 1
	2.2	Develop a toolkit to improve youth participation and cultural safety in community life, especially for priority populations	Year 2-3
	2.3	Engage First Nations young people to contribute to developing programs to increase understanding of Aboriginal culture and heritage including local history and storytelling	Ongoing
	Actions in partnership with the Youth Sector		
	2.4	Develop a working group to explore safety issues relating to LGBTIQA+ community, with a focus on younger people	Year 1
	2.5	Collaboratively deliver workshops/seminars/forums to parents, caregivers, and community members on how to engage and understand the issues and challenges young people face	Year 2-3
	2.6	Find new ways to support young people from multi-cultural backgrounds and encourage participation in community wide activations	Ongoing
	Actions for Youth Advisory Group		
	2.7	Help Council identify and curate an internal image library of local young people to increase visibility of young people in council documents	Year 1

Action Plan outcome	Actions		Delivery Year
Reduced stigma and decreased systemic barriers for accessing services “I don’t hear about support within my communities, it’s something that is much more taboo and difficult for young people to engage with. However, once people become open to ideas of social safety, it becomes much easier for younger people to engage.” Young Person 12-17 years	Actions for Council		
	2.8	Build the capacity of young people to support their peers through evidence based mental health training	Year 1
	2.9	Review and determine best channels of communication for young people to promote information, including sexual health and share with services	Year 2-3
	2.10	Map current support services available to young people who identify as LGBTIQA+ and identify gaps in support	Year 2-3
	2.11	Engage with the Youth Advisory Group to understand how to improve young people's connectedness and access to information during an emergency event to increase their resilience and safety in significant climate events	Ongoing
	Actions in partnership with other government departments		
	2.12	Promote No Wrong Door tool that captures current mental health education and support programs available to young people on the Northern Beaches	Year 1
	2.13	Co-design with young people and deliver an educational program focused on alcohol and substance abuse	Year 2-3
	Actions in partnership with the Youth Sector		
	2.14	Build stronger connections between Student Support Officers and local services to improve access to services for young people	Year 1
	2.15	Develop strategies for better connecting sport and community organisations and access to services for young people	Year 1
	Actions for young people		
	2.16	Proactively share experiences and impact of cost of living and other factors that affect ability to engage in community activities and support structures	Ongoing
	2.17	Participate in evidence based mental health training	Ongoing
	2.18	Plan and run awareness programs at school in the community e.g. “R U OK” day	Ongoing



Direction 3 - Skills and knowledge

Building skills and knowledge that young people need to transition into adulthood.



Outcome measure - Increase in the number of young people agreeing they have the life skills and knowledge they need for the future

Direction 3: Snapshot

What young people advocated for

More opportunities to learn and contribute to Council processes, more volunteering, mentoring and work experiences, and innovative ways of thinking about how to teach young people foundational life skills.

In their words

"Outside of education, uni and Tafe, practicing life skills are still considered majorly taboo and looked down upon."

Young Person
12-17 years
Targeted workshop (LGBTQI+)

"The more they (children) understand, the better they can make decisions and be financially independent in their adulthood. We need to start teaching kids about money early on, so they grow up with a good understanding of how to manage their finances."

Young Person
12-17 years
YourSay comment

"Judgment in the workplace where young people cannot progress and skill is not taken into account - just age."

Young person
12-17 years
School engagement session

Plan outcome

Opportunities to access mentoring

Increase opportunities and improve infrastructure to facilitate skills and education

Workplaces that support and value young people

Impact on Better Together 2040 outcomes

Strong volunteering culture

Safe people

Ensuring equity and inclusion

Value of all people is recognised, respected and embraced

Links to existing Plans and Strategies



Action Plan outcome	Actions	Delivery Year
Opportunities to access mentoring "I think that there should be better community strategies implemented to help the youth learn how to make money and become financially independent" Young Person 12-17 years	Actions for Council	
	3.1 Map current mentoring programs across the Northern Beaches open to young people	Year 1
	3.2 Create a Youth Mentoring Hub to promote existing and future youth mentoring programs	Year 4-5
	3.3 Encourage and support established business owners on the Northern Beaches to mentor young people wanting support to set up their own business	Ongoing
	Actions in partnership with the Youth Sector	
	3.4 Promote opportunities to young people and prospective mentors and provide resources to improve mentoring practice	Year 4-5
	Actions for Youth Advisory Group	
	3.5 Create "How do I" videos that enable participation through peer-to-peer mentoring	Year 4-5
	Actions for Council	
	3.6 Deliver the Youth Employment Action plan as part of the Workforce Management Plan	Year 2-3
Workplaces that support and value young people "I think when we all have a shot at things, and people are given the support they need, some really good stuff can happen" Young person 12-17 years	3.7 Develop a mentoring program that connects young Council employees with more senior staff	Year 2-3
	3.8 Trial a program to empower young people to participate in the recruitment of council roles, that have a key impact on young people	Year 4-5
	3.9 Broaden the types of roles represented by Council at the local Northern Beaches Careers Expo to allow for young people to engage with the many career options that exist within local government	Ongoing

Action Plan outcome	Actions	Delivery Year
Increase opportunities and improve infrastructure to facilitate skills and education [equity to me is] "Fair opportunities to services and life choices regardless of circumstances" Young Person 12-17 years	Actions for Council	
	3.10 Develop resources and tools educating adults about how to have conversations about money and financial literacy with young people	Year 2-3
	3.11 Work with business groups and training providers to promote pathways for young people to access work experience	Ongoing
	Actions in partnership with the Youth Sector	
	3.12 Map education, training and volunteer pathways on the Northern Beaches and develop a resource that can be used to increase opportunities and better promote what is available to young people	Year 2-3
	3.13 Partner with education providers to increase equity of access to education through the development of additional resources including online content	Year 4-5
	3.14 Promote and deliver capacity building workshops for young people that focus on saving and spending habits and developing positive future focused behaviours	Ongoing
	Actions for Youth Advisory Group	
	3.15 Young people identify relevant local internships, short skill courses, mentoring and volunteer opportunities and utilise youth led promotional opportunities to distribute information	Year 1



Direction 4 - For youth, by youth

Supporting our next generation of decision makers, innovators, and caretakers.

Outcome measure - Increase in the number of young people agreeing that they feel included in community life



Direction 4: Snapshot

**What young people
advocated for**

**Better processes around engagement and decision making that build
consensus with young people on decisions that impact them.**

In their words

**I believe that young people
are overlooked and due to
a stigma around us
(young people being seen
as immature, stupid etc)
our views aren't
taken seriously.**

Young adult
18-24 years

Targeted workshop
(Mental Health)

**"A lot of older people focus on
their present, rather than our future.
I would like decisions to not just be
communicated to us but decided
upon with us"**

Young Person
12-17 years

School engagement session

Plan outcome

A platform for youth voice

Processes that build consensus with young
people on decisions that impact them

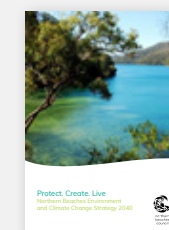
**Impact on Better
Together 2040
outcomes**

Value of all people is
recognised, respected
and embraced

A resilient and
adaptive social
services sector

A sense of belonging
to life on the Northern
Beaches

**Links to
existing Plans
and Strategies**



Direction 4 - Actions

For youth, by youth

Action Plan outcome	Actions	Delivery Year
A platform for youth voice <i>“Something that would make young people feel heard is being asked. I feel like sometimes young people are overlooked and viewed as if our opinions do not really matter and we are often not asked serious questions, therefore our voices aren’t heard.”</i> Young person 18-24 years	Actions for Council	
	4.1 Seek to include youth voice in all Consultative Council Committees	Year 1
	4.2 Implement a Young Thinker in Residence (YTIR) program to enable young people to lead research and advocacy work with support of Council and other stakeholders	Year 2-3
	4.3 Promote and share examples of successful youth engagement techniques	Ongoing
	Actions in partnership with the Youth Sector	
	4.4 Develop a set of meaningful engagement indicators for young people and embed them in decision making processes for youth services	Year 1
	Actions for Youth Advisory Group	
	4.5 Create a Q & A session with Councillor’s and council staff where young people can come and ask questions of decision makers	Year 2-3
	Actions for Young People	
	4.6 Provide feedback that can improve access for young people to Council engagement processes	Ongoing
	4.7 Register to speak to Council on a matter that is important to you	Ongoing

Action Plan outcome	Actions	Delivery Year
Processes that build consensus with young people on decisions that impact them <i>“I feel most heard when someone sits with me and listens without interrupting”</i> Young Person 12-17 years	Actions for Council	
	4.8 Review approaches to youth advisory groups and strengthen the ability of Council's Youth Advisory Group to allow for meaningful participation of young people	Year 1
	4.9 Develop a quarterly reporting mechanism from Youth Advisory Group to Council	Year 1
	4.10 Establish a Youth Panel subgroup from Youth Advisory Group to meet monthly with the community engagement team to review upcoming engagement projects and identify those of most interest to young people and provide feedback on activities and channels	Year 2-3
	4.11 Create an online toolkit that provides practical actions for young people and the community to increase youth participation in planning and decision making	Year 2-3
	4.12 Implement a youth participation tool to monitor and evaluate participation by young people in Council decision-making processes	Year 4-5
	4.13 Support Youth Advisory Group to review Council Agenda monthly, and build capacity, participation and knowledge of Council process	Ongoing
	4.14 Ensure young people are included when collecting local knowledge to support and enable decision making in preparing for and responding to natural hazards and climate change	Ongoing
	4.15 Include the Youth Advisory Group in the ongoing review of existing Council Strategies, as well as the development of future Council Strategies	Ongoing
	Actions in partnership with the Youth Sector	
	4.16 Establish a working group for practitioners who facilitate youth advisory, youth steering, and youth engagement activities to collaborate on possible integration and alignment of these programs	Year 1
	Actions for Youth Advisory Group	
	4.17 Provide feedback and contribute to the design of youth focused support services	Year 2-3
	4.18 Actively participate in the Youth Advisory Group subgroup focused on engagement to review upcoming Council engagement projects	Year 2-3



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