

Youth Development Plan

2022 - 2025



Town of
Port Hedland

Acknowledgements

The formulation of this *Youth Development Plan 2022-2025* (The Plan) was initiated by the Town of Port Hedland (the Town) as an expression of our commitment to supporting all Hedland young people to achieve their potentials and aspirations, and ensuring their unique gifts, contributions and insights are fully utilised in the development of our community.

The Town would like to acknowledge the Kariyarra, Ngarla, and Nyamal people as the Traditional Custodians of the Town of Port Hedland lands. We recognise their strength and resilience and pay our respects to their Elders past and present. We extend that respect to all Aboriginal & Torres Strait Islander people of the local community and recognise their rich cultures and continuing connection to land and waters.

Formulation of The Plan was undertaken by the Town's Youth Development and Community Development Teams (Josephine Bianchi, Cara Cascao, Shane Hayes, Rickiesha Deegan, Catherine Driscoll, Matt Ferris, Sheridan Green, Natalie Ness, Julie Rose and Erica Thompson) along with the input and support of facilitators from the Bank of I.D.E.A.S. – Peter Kenyon OAM, Maria D'Souza and Rhys Williams. Many thanks to the many young people, workers with youth, local organisations and community builders of the Hedland community who generously gave their time, unique local wisdom and ideas.

Disclaimer

While the information, opinions and advice for The Plan has been researched, collated and expressed in good faith, no guarantee can be given for total accuracy. Secondly, The Plan has been formulated on the belief that readers and users will exercise skill and a duty of care with respect to its interpretation and application. The contents do not necessarily account for all the factors, which may need to be considered before implementing the specific recommended actions of The Plan. Accordingly, The Plan should be used in conjunction with ongoing research, community consultation and professional technical assistance. Authors and sponsors of The Plan are not liable to any person or entity initiating or not instigating action based on any of its information, opinion or advice.

Feedback

Making our Hedland Youth Development Plan transparent, accurate and relevant is very important to us. We would value knowing what you think. To share your feedback and any corrections, please contact us on **08 9158 9300** or send us an email via **council@porthedland.wa.gov.au**

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1.

Message from the Mayor



Hedland's young people are an inspirational and resilient asset that must be nurtured, encouraged, supported, and mobilised to strengthen Hedland's liveability and opportunity for the future. Every young person in Hedland possesses unique aspirations and ideas and deserves the community's attention.

The Town is strongly committed to supporting all young people to reach their full potential, develop and utilise their unique gifts and realise their aspirations for the future. A successful transition to adulthood is critical for all young people. Council is committed to a variety of roles:- advocate, facilitator, Partner, funder and provider, actively empowering them to develop the knowledge, skills, capabilities and attitudes to be successful in education, work and life.

The *Youth Development Plan 2022-2025* and its 61 recommended initiatives is not just a strategy for the Town. It represents a roadmap for all Hedland residents, groups and service providers who care about creating relevant and practical responses to the issues and suggestions of our young people. Collaboration and partnership is central to enhance meaningful opportunities and support for Hedland's young people.

This Plan is the first youth strategy developed by the Town. As such, it is considered a transitional strategy which sets the foundations for a more long-term, community

wide youth strategy, to commence at the conclusion of this *Plan's* period. It is the result of a comprehensive formulation process of listening to young people, 'workers with youth' stakeholders, parents and community members about their issues, priorities and above all, their practical ideas for building a better future for young people.

Council welcome your feedback on the philosophy and practical directions elaborated in this *Plan*. Above all, we appreciate your willingness to contribute to a collective and integrated approach for providing the supportive environment, services and facilities that ensures that Hedland is a place where young people *'feel included, supported, empowered and inspired'*.

Peter T. Carter
Mayor
Town of Port Hedland

2. Preamble

2.1 Purpose of the Youth Development Plan 2022-2025

This *Youth Development Plan 2022-25* (The Plan) is a three-year strategy that encompasses the period 2022-2025. Given this is the first Youth Development Plan developed for the Town, The Plan is viewed as a transitional strategy which sets the foundations for a more long-term, community wide youth strategy, to commence at the conclusion of The Plan's period.

The Plan provides the recommended vision, guiding principles, framework, practical directions and success outcomes required for the community of Hedland including its local government to best support young people to *'feel included, supported, empowered and inspired'*. Specifically, The Plan seeks to:

- Summarise the current realities for young women and men in Hedland including their demographics, issues, challenges, opportunities and supports
- Express the aspirations and ideas of Hedland young people and *'workers with youth'* in terms of meaningful outcomes
- Provide a framework for guiding youth development activity in the Hedland community
- Specify a set of recommended priority strategic objectives and key initiatives for the next three years
- Identify specific community outcomes and impact measures.

"There are only two requests we can hope to give to our young people - one of these is roots, the other is wings"



Hodding Carter

The Youth Development Plan 2022-25 is not intended to be prescriptive – it is designed to be responsive to a dynamic and changing environment that characterises Hedland.

2.2 Hedland Youth Definition

For the purpose of The Plan, the terms 'youth', 'young people' and 'young women and men' are interchangeable and defined as persons aged 12 to 25 years. Youth age definition varies within Australia and globally. For example, the *WA Youth Health Policy 2018-2023* and *Australia's Youth Policy Framework* adopt age definitions of 10-24 years and 12-24 years respectively. The United Nations has a more limited definition of 15-24 years.





"The future belongs to young people with an education and the imagination to create"



Barack Obama

2.3 The Formulation Process

Like all strategic planning exercises, the formulation of a Youth Development Plan involves a process of defining future directions, setting priorities, focussing energy and allocating resources to achieve the desired outcomes. It simply involves the development of a shared vision of the future, and then collectively determining the best way for that future to happen.

The formulation of the *Youth Development Plan 2022-2025* occurred from July 2021 to February 2022. The engagement stage utilised a wide range of integrated activities (formal and informal) in which local young people, community members and youth development stakeholders exchanged ideas, opinions, information, knowledge and wisdom; sought common ground and weighed options through meaningful interactive conversations. It involved the following elements:

- Desktop research involving relevant reports, publications and websites. All recent and relevant community surveys and studies have been reviewed in terms of connection to young people. (See Section 2.4 below for a list of these documents)
- Under the banner, *'Hedland Huddle'*, hosting and facilitation of a range of community conversation sessions engaging community members, businesses and organisations occurred from July 2021 to November 2021. The Huddle provided many opportunities for a diverse range of local community citizens and groups to contribute, share and discuss ideas, aspirations and opinions about *'how we together as a community can build a stronger and more caring, connected and inclusive Hedland'*. These conversations involved one-on-one dialogues as well as operating through the creation of a highly visible presence at a series of community and sporting events

While the Huddle activities were aimed at collecting community input for the formulation of three community strategies (including the *Youth Development Plan*), specific community events and conversation questions were utilised to ensure a strong 'youth voice' was heard regarding their issues, priorities and ideas. Events included *'Hedland's Got Talent'*, Spinifex Spree, Hedland Senior High School Annual sporting carnival, NAIDOC Super Slam Youth Competition, Strelley and Yandeyarra community book week tour, *'Have A Try Night'* youth sports expo at South Hedland Aquatic Centre, Hedland Home Education Group morning tea and Shooting Stars Netball carnival

These interactive spaces provided an ideal environment to both generate meaningful conversations and elicit feedback and ideas. The conversation focus was on what youth community members personally 'cared about and were willing to act upon', and their priorities for the future of the community in terms of what needed to be *"Retained – Changed – Introduced"*

- Use of a specific youth *'My Big Idea'* card to stimulate ideas and opinions and how they could contribute to make it happen - 126 cards were returned, with over 93% indicating how they could assist
- Several weeks of targeted conversations in February 2022 with Hedland young people and youth development stakeholders focussed on a critical question, namely – How can the Hedland community collaboratively achieve the proposed Vision Statement of the Youth Development Plan, namely - *"Hedland is a place where all young people feel included, supported and inspired"*



- Implementation of an asset mapping exercise to identify and summarise ‘who’ and ‘what’ are operating in the youth development and support space. Besides desk top research of flyers, websites and Facebook sites, this activity has involved conversations and surveys with over 85 club and organisation staff and office-bearers, and its findings are summarised in Appendix 2. The conversations especially enabled community-based groups to express both their aspirations, challenges and frustrations.

The overall community engagement activities during the period July 2021 – February 2022 ultimately involved:

- 1,045 community members engaged in conversations
- 180+ structured one-on-one and group conversations
- 6,470 contributed ideas and opinions.

Regarding specific youth engagement:

- 625 local young people engaged in conversations
- 21 structured youth conversation sessions
- 2,764 youth contributed ideas and opinions.

Key issues, ideas and suggestions are summarised in Section 3 below.





2.4 Connection to Other Town Planning Documents

The formulation of the Youth Development Plan was undertaken simultaneously with the preparation or review of three other Town Plans:

- **Community Development Plan**
 A strategy that provides the vision, framework and practical directions needed for positive community development for the Hedland community during the 2022-2027 period.
- **Aboriginal Partnership Plan**
 An agreement on how the Hedland community works together to increase recognition of the culture, history, challenges and achievements of Aboriginal people in Hedland and aligning actions on issues affecting the community.
- **Strategic Community Plan 2018-2028**
 A 10 year Plan that guides the future direction of the Town and every activity that it undertakes.

Other key Town planning documents were essential foundational resources for the preparation of The Plan:

- *Community Engagement Strategy (2014)*
- *Economic Development and Tourism Strategy (2021)*
- *Community Safety Plan (2020)*
- *South Hedland Place Plan (2021)*
- *Arts and Culture Strategy 2019-2022*
- *Disability Access and Inclusion Plan 2017-2022*
- *Recreation Hubs' Master Plans (2020)*
- *Reconciliation Action Plan 2016-2019*
- *Coastal Foreshore Management Plan (2021)*
- *Local Planning Strategy (2021)*
- *2021 Community Perception Survey.*

Finally, a set of other local, regional, state and national strategies were important resources in the formulation of The Plan:

- *A Framework for Young People’s Recovery from COVID-19 in Western Australia (YACWA)*
- *Australia’s Youth Policy Framework (DESE)*
- *A Western Australia for Everyone: State Disability Strategy 2020-2030 (DoC)*
- *Aboriginal Health Strategy 2019-2024 (WACHS)*
- *Hedland Community Wellbeing Action Plan (WACHS)*
- *Hedland Youth Charter (Creating Communities)*
- *National Agreement on Closing the Gap (Closing the Gap in Partnership)*
- *National Crime Prevention Framework (Australian Institute of Criminology)*
- *National Action Plan for the Health of Children and Young People 2020-2030 (Australian Government, Department of Health)*
- *Pilbara Health Promotion Strategic Plan 2020-2021 (WACHS)*
- *Pilbara Annual Report 2019/2020 (RDA Pilbara)*
- *Pilbara Recovery Plan (Government of Western Australia)*
- *Port Hedland Alcohol and Other Drug Management Plan*
- *Report of the Inquiry into the mental health and wellbeing of children and young people in Western Australia (Commissioner for Children and Young People)*
- *Strategic Plan 2019-21 (PDC)*
- *Ten Year Community Plan for the NGO Sector in the Pilbara (RDA Pilbara)*
- *WA State Priorities Mental Health, Alcohol and Other Drugs (MHC)*
- *WA Youth Health Policy 2018-2023 (DoH)*
- *WACHS Strategic Plan 2019-24*
- *Welcome to the Hedland Opportunity: A Roadmap (Hedland Collective)*
- *Western Australia Aboriginal Youth Health Strategy 2018-2023 (Aboriginal Health Council of Western Australia).*
- *Western Australian Mental Health Promotion, Mental Illness, Alcohol and Other Drug Prevention Plan 2018-2025 (MHC)*
- *Western Australian Suicide Prevention Framework 2021 – 2025 (MHC)*

2.5 Role of the Town in the Implementation of the Plan

The *Youth Development Plan* is not just a strategy for the Town of Port Hedland. It is intended as a guiding document for all Hedland residents and organisations who care about youth development and active participation, seeking to be an effective contributor to helping all young women and men fulfil their potentials and realise their aspirations. The Town recognises that it is a significant stakeholder with substantial capacity to positively contribute and influence the outcomes and ambitions of The Plan. The Town has identified five possible roles that it can play in relation to The Plan’s strategies outlined below:

- **Provider** – the Town delivers a range of services and facilities to meet youth interests and needs
- **Advocate** – the Town acts as a voice for the Hedland community, promoting local

youth aspirations and needs to appropriate government agencies and industry/ business stakeholders

- **Facilitator** – the Town ‘*opens doors and windows*’ to enable youth priorities to happen
- **Funder** – the Town funds local residents (including directly to young people) and groups to explore and implement youth projects of passion
- **Partner** – the Town forms strategic alliances and collaborative partnerships to further Hedland youth needs and priorities

In terms of the key strategies outlined in Section 5, the appropriate role(s) for the Town are indicated below.



3.

Overview of Hedland Youth Demographics, Issues, Priorities and Ideas



The following summary seeks to provide a snapshot of Hedland’s young women and men in terms of composition, interests, concerns and suggestions. Demographic information is given with the understanding that some statistics are derived from the 2016 ABS Census, and that the Hedland community has changed as a result of its evolving economic circumstances. 2021 Census figures will be available by mid-2022, providing a more current and accurate update.

3.1 Key Youth Statistics

Estimated Hedland Population (30 June 2021)
15,471 persons

Represents an annual growth of **2.1%** (318 persons), compared to Regional WA population growth of **0.51%**

Median age **31 years**
 Pilbara-wide figure: **34 years**
 State average: **36 years**

Number and percentage of population identifying as ATSI: **16.7%**
 Pilbara figure: **14%**
 State figure: **3.1%**

Youth Population (2016)
 0-14 years
3,425 and 23.7%
 State average: **19.2%**

15-24 years
1,583 and 10.2%
 State average: **12.6%**



School Population (2022)

Total Primary School enrolments (age 5-11)

2,150 students

Total Primary School ATSI enrolments (age 5-11)

628 students (30% of total)

Total HSHS enrolments (age 12-17)

964 students

Total HSHS ATSI enrolments (age 12-17)

380 students (40% of total)

High school student attendance rates (2016 census):

63% for Aboriginal and Torres Strait Islander students compared to 77% for non-Aboriginal students

NE TAFE Pundulmurra South Hedland Campus Student Population (2021)

Number of students:

1,978 (1,500 in 2020)

Number of ATSI students:

390 (344 in 2020)

Number of students with a disability:

82 (60 in 2020)

Apprentices and Trainees:

324 (237 in 2020)

19 years and under:

230 (142 in 2020)

20-24 years old:

194 (165 in 2020)

Most popular courses: **Engineering, Heavy commercial vehicle, Nursing, Electro technician**



Socio-economic Indexes for Areas (SEIFA) Index

This ABS tool ranks areas in Australia according to relative socio-economic advantage and disadvantage. SEIFA 2016 has been created from Census 2016 using information derived from attributes that reflect disadvantage such as low income, low educational attainment, high unemployment, and jobs in relatively unskilled occupations. SEIFA scores are standardised against a mean of 1000 with a standard deviation of 100. Thus, the average SEIFA score will be 1000 and the middle two-thirds of SEIFA community scores will fall between 900 and 1100 (approximately).

SEIFA 2016 indicated that the Town of Port Hedland has a Socio-Economic Index of 1019 (Pilbara wide- 1016).

However, while the overall economic level of advantage is very high due to mining employment incomes, there is a significant number of disadvantaged families and young people as illustrated by annual service usage numbers for the 12-25 year age cohort attending social support programs of Bloodwood Tree.

ATSI unemployment (2016)

16.9% – 13.9% higher than for non-Aboriginal people (3.8%)

Youth Crime 2021

Total of **749** juvenile court charges involving persons under 18 years

Drug & Alcohol Support Services –
Counselling Appointments and Drug &
Alcohol Education Sessions combined
351

Aboriginal Training & Employment
– Resume Assistance, Work Ready
Program Participants, Clients Into
Employment, Aboriginal Youth Career
Plans combined
348

Cultural Mental Health
50

Wapa Maya/Sobering Up Centre
– Homeless Support Breakfast Program
350

Sobering Up Centre Overnight Stays
110

Community Patrol Service Pickups
1429

3.3 Key Youth Issues

The following prominent themes have resulted from conversations with Hedland's young people:

- > Lack of educational diversity
- > Crime, anti-social behaviour and personal safety
- > Mental health support and stigma
- > Poor public transport options – especially between South Hedland and Port Hedland
- > Bullying at school
- > Discrimination and inclusion
- > Litter, glass and pollution
- > Limited range of part time employment opportunities
- > Drugs and substance abuse
- > Limited indoor recreation spaces and opportunities
- > Lack of 'youth voice' opportunities
- > Limited eating and retail options
- > Feel of Shopping Centre
- > Crowded housing
- > Lack of non-sporting recreational activities
- > Cost of some activities
- > Stray dogs
- > Poor communication and lack of information about options and services.



3.4 Key Popular Youth Ideas

- > Increased support for mental health services
- > Improved bus services
- > Second high school
- > 24/7 youth hostel
- > Cleaner and greener spaces - less glass and pollution
- > More youth leadership development opportunities
- > More language classes
- > Ten Pin Bowling centre
- > Rock Climbing Centre
- > Trampoline Park
- > Escape rooms
- > Pump Track - mountain bike trails
- > More horse related activities
- > Dungeons and Dragons Group
- > More focus on ocean and beach related facilities and activities
- > Grow women's football
- > More family friendly spaces and events
- > More focus on environment issues including 'Clean Up Hedland Day'
- > More vibe at Shopping Centre
- > Weekly markets
- > Better and free WiFi



"It is an important message to young people that they can do wondrous things"



Greg Darnieder

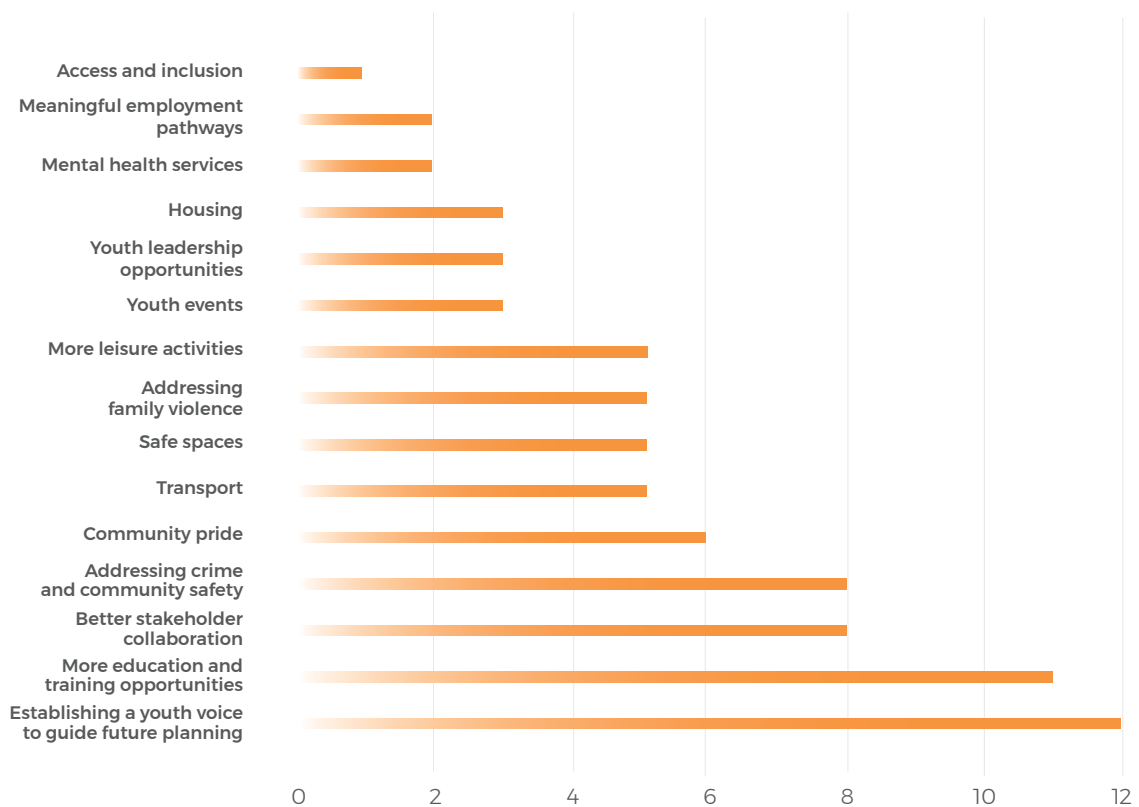
3.4 What Youth Value

- > Family
- > Employment opportunities / apprenticeship and traineeship opportunities / industry pathways
- > Environment
- > Outdoor lifestyle options
- > Beach and fishing
- > Community connection, and willingness to help
- > Diversity of sporting and recreational clubs and options
- > Pools and skate parks

3.5 Community Priorities Regarding Youth Development Priorities

As part of the consultation in formulating the *Youth Development Plan 2022-2025*, one set of Community Conversations involving a total of 30 youth development stakeholders focussed on the question “How do we collectively ensure ‘Hedland is a place where all young people feel

included, supported and inspired?’”. Utilising the dot-mocracy methodology, participants were asked to rank the top two priorities for enabling this vision to occur in Hedland. The following chart outlines the results of their response:



In addition, three sub-questions were posed:

1. What are we currently doing as a community that is contributing positively to this vision?

Key responses:

- > Community infrastructure
- > Extensive range of volunteer clubs and sporting groups
- > Significant sponsorship and grant opportunities from industry
- > Strong community spirit
- > Increasing community events program
- > Apprenticeship and traineeship opportunities / industry pathways.

2. What are we currently doing as a community that is detracting from making this vision come to fruition?

Key responses:

- > Lack of collaboration between agencies
- > Lack of youth involvement in decision making
- > Declining volunteerism
- > Access to community infrastructure for community groups
- > Duplication of services and activities
- > No consistent advocacy or lobbying efforts to Government
- > Poor public transport
- > Poor infrastructure
- > 12-hour shifts and implications on family life and club life.

3 What are the external barriers that we need to influence to bring this vision to fruition?

Key responses:

- > Safe spaces
- > Lack of second high school option
- > Competitive funding
- > Poor internal transport
- > Red tape and bureaucracy
- > Housing accessibility and affordability
- > Incentives to reduce staff turnover
- > Lack of services for people living with disabilities.





*"Youth are the leaders
of today, not tomorrow,
we are assets, not liabilities,
we are solutions,
not a problem to be solved"*



Sooraya Mentor



4.

Vision Statement, Guiding Principles and Goals



A vision statement, guiding and principles and goals provide the context for our strategic objectives and key initiatives as outlined in Section 5 below.

4.1 Community Vision Statement

A Vision Statement is a vivid description of what a community aspires to achieve for its young people, without its current barriers, but tied to what it values as a community. It is a compelling mental image of our desired future.

The statement below is the intended outcome of this *Youth Development Plan*:

“Hedland is a place where all young people feel included, supported and inspired.”

4.2 Guiding Principles

Guiding principles are the fundamental, moral, and ethical beliefs that we share as a community. They represent core values and in terms of the *Youth Development Plan* capture what our Hedland community considers important in terms of supporting and engaging our young women and men. Guiding principles also help to foster trust, respect, collaboration and unity amongst those seeking to enable young people to realise their potential and aspirations.

The following seven community ‘*Guiding Principles*’ provide the context for The Plan’s identified actions and initiatives:

- **Youth Empowerment** – respecting youth voice and providing all our young people with experiences, skills, knowledge and support which enables them to participate effectively, fully and responsibly in society and community decision-making experiences
- **Social Justice, Equity and Inclusion** – enabling all our young people to experience a greater quality of life and opportunities regardless of cultural background, location or life experience; opposing all forms of discrimination based on age, ethnicity, ability, gender or sexual orientation

- > **Collaboration and Partnerships** – committing to a higher level of community and stakeholder involvement, cooperation, collective action, reciprocity, cross promotion and networking; and a reduction in siloism, duplication and overlap in our services
- > **Asset and Opportunity Focus** – building upon our local community assets, creativity and existing resourcefulness; especially facilitating experiences that enable our young people to contribute their knowledge, skills, capacities and cultural strengths
- > **Cultural Competence** – appreciating the impact of history and contemporary cultural practices, priorities, obligations and protocols, including the importance of ‘Country’, kin and lore/law to Aboriginal people and their influence on our young people
- > **Evidence-based Practices** – ensuring all our activities, programs and services are informed by, and grounded in research, ‘what works’ frameworks and local wisdom
- > **Sustainability** – focussing on building the capacity of our community, individual and family wellbeing, long term financial support and appropriate workforce recruitment, development and support.

4.3 Goals

Goals represent broad statements of intent that direct our efforts towards accomplishing our vision in line with our guiding principles.

The *Youth Development Plan 2022-2025* has five goals:

- > Our young people experience a **real sense of safety, belonging, wellbeing and resilience**
- > Our young people **feel prepared and excited about the transition from school to work**
- > Our young people have access to **a diverse range of safe spaces, events, programs and facilities that meet their needs and aspirations**
- > Our young people have **real opportunities to shape their lives and contribute to the development and future of our town**
- > Our local organisations and service providers establish and maintain strategic partnerships and networking arrangements which **strengthen our community’s ability to respond to the current and emerging aspirations, needs and opportunities of your young people.**





5. Key Strategies



Key Strategies describe our intent in terms of priority actions and how we plan to deploy our resources to accomplish the vision statement and goals of our *Youth Development Plan*. They simply prioritise, assign, allocate and leverage available resources and partnerships within a defined timeframe.

Priority Theme 1: Connecting & Engaging

Goal: Our young people experience a real sense of safety, belonging, wellbeing and resilience.

Community Partners: HYSAG, YIC, IBN, headspace, HSHS, RLSSWA, WAPOL, YJD, HCSAG, HCSAF, SMF, EPIC, PDC, RDA, DoC, DoE, NIAA, NIAA, PCADS, AATS, PCYC, PFF, Foodbank, CF, SS, HCR, MM, PMHS, GBTQIA+ community, HHSM, RLSWA, HCWBWG, community sporting and cultural groups.

Strategic Objectives	Key Initiatives	The Town's Role	Timeline
1. Improve the safety of our young people through the development of youth specific community safety initiatives.	1.1 Support the implementation of the Community Safety Plan.	Partner, Advocate	Ongoing
	1.2 Creatively involve young people in addressing Hedland youth safety and crime issues.	Advocate, Facilitator	Ongoing
	1.3 Support the IBN research project to identify why young people are disconnected and disinterested in current youth programs and services.	Partner	Year 1
	1.4 Continue to provide a range of low cost or free youth activities.	Partner, Facilitator, Funder	Ongoing
	1.5 Explore the viability of regular community patrol services.	Advocate	Ongoing
	1.6 Trial wider the successful juvenile justice model piloted at Yandeyarra of having an Elder sit with the judge in the juvenile court.	Advocate	Years 1 and 2
	1.7 Research the viability of re-establishing a 'Boarding House' for Hedland young people.	Advocate	Years 1 and 2
	1.8 Research the viability of establishing a 'Youth Safe House' for Hedland young people.	Advocate	Years 1 and 2
	1.9 Continue a collaborative agency run school holiday program.	Facilitator, Provider, Partner, Funder	Ongoing
	1.10 Develop night youth diversionary recreational programs.	Facilitator, Provider, Partner, Funder	Ongoing

2. Attract new youth development services to Hedland.	<p>2.1 Explore the introduction of The International Duke of Edinburgh Award Scheme.</p> <p>2.2 Attract a PCYC presence in Hedland.</p> <p>2.3 Support the establishment of the 'Fathering Project' in Hedland.</p>	<p>Advocate, Facilitator, Partner</p> <p>Advocate, Facilitator, Partner</p> <p>Advocate, Facilitator, Partner</p>	<p>Year 1</p> <p>Ongoing</p> <p>Ongoing</p>
3. Improve youth awareness of support services and lifestyle options.	<p>3.1 Develop and implement a digital plan that effectively communicates resources and options for young people.</p> <p>3.2 Increase youth awareness of mental health and wellbeing services.</p> <p>3.3 Support Hedland Community Radio to develop youth-led communication initiatives.</p>	<p>Facilitator, Partner</p> <p>Facilitator, Partner</p> <p>Partner, Funder</p>	<p>Year 1</p> <p>Ongoing</p> <p>Ongoing</p>
4. Support initiatives that raise awareness and inclusion of diversity.	<p>4.1 Support actions that increase awareness and inclusion of all young people irrespective of ability, ethnicity, culture or sexual preference.</p> <p>4.2 Support the Review of the <i>Disability and Inclusion Action Plan</i> ensuring key focus on young people.</p>	<p>Advocate, Partner, Funder</p> <p>Advocate</p>	<p>Ongoing</p> <p>Year 1</p>
5. Explore a whole of community option for collaborative action that provides comprehensive support to our young people.	<p>5.1 Design and promote a 'Hedland Promise' community initiative for all young people that involves access to:</p> <ul style="list-style-type: none"> > a meaningful employment and training post-school option > an opportunity to experience an 'iconic 'over the horizon' personal development experience > a mentor > personal development experiences and critical tools to succeed and build resilience > safe places to learn and grow > opportunities to make a difference in the world. 	<p>Advocate, Facilitator, Partner</p>	<p>Year 3</p>

Impact Measures

- > Increased feeling of 'connection' by young people to the Hedland community
- > Improved access to information for young people
- > Improved community perception regarding youth crime and anti-social behaviour
- > Growing school holiday program options
- > Introduction of evening youth recreational options
- > Operation of effective community patrols
- > Progress towards establishing a 'Boarding House' arrangement in Hedland
- > Progress towards establishing a 'Youth Safe House' in Hedland
- > Implementation of evening recreational youth options
- > Improved youth perceptions regarding level of tolerance and inclusion
- > Improved youth perceptions regarding level of bullying
- > Improved perception of greater local educational outcomes and choice
- > Development of a 'Hedland Promise' collaborative model.



Priority Theme 2: Learning & Earning

Goal: Our young people feel prepared and excited about the transition from school to work.

Community Partners: HSHS, NR TAFE, HYSAG, YIC, PHCCI, PPA, RLSWA, MM, HHSM, local business community.

Strategic Objectives	Key Initiatives	The Town's Role	Timeline
1. Support improved pathways to education and learning outcomes.	1.1 Support programs that enhance work awareness and readiness.	Advocate, Facilitator, Partner	Ongoing
	1.2 Support the continuous expansion of the HSHS's 'School-based Traineeship Program.'	Advocate, Partner	Ongoing
	1.3 Create ongoing opportunities for full-time apprenticeships and school-based traineeships at the Town.	Provider, Funder	Ongoing
	1.4 Support investment in the Hedland Senior High School.	Advocate, Partner	Ongoing
	1.5 Support the existing working group exploring additional secondary and tertiary education options.	Partner, Advocate	Ongoing
	1.6 Support the Hedland home education community (HEWA).	Partner	Ongoing
	1.7 Support the expansion of the Pilbara Universities Centre presence in Hedland.	Advocate, Partner	Ongoing
2. Enhance the opportunities for our young people to access part-time employment, including community mentoring / coaching roles.	2.1 Through facilitated discussions with local organisations who either have young members interested in community mentoring/coaching roles or have resources to help create part-time casual employment, instigate a community connection model.	Facilitator	Ongoing
	2.2 Facilitated conversations with businesses requiring young casuals, address barriers to such employment, including the transport issue.	Facilitator	Ongoing



"Provide a supportive environment for learning from all ages - primary to university - this includes facilities, mentorships, inclusive places and cultural support"



Suggestion from Hedland parent

3. Develop employment opportunities for Aboriginal young people that relate to their Country	3.1 Explore the creation of more ranger-based employment initiatives within the Hedland community.	Advocate	Year 1
	3.2 Explore the creation of practice-based on-country employment options especially related to health and ageing in-place initiatives.	Facilitator	Years 2 – 3

Impact Measures

- > Increased local employment and training options
- > Growth in the number of students and local businesses participating in the 'School-Based Traineeship Program'
- > Creation of 15 Town apprenticeship and traineeships positions
- > Improved resident perception of secondary and tertiary options
- > Growth in the opportunities for young people to gain meaningful part-time casual employment
- > Creation of new employment opportunities on Country



Priority Theme 3: Activating Places & Spaces

Goal: Our young people have access to a diverse range of safe spaces, events, programs and facilities that meet their needs and aspirations.

Community Partners: YIC, IBN, HSHS, RLSWA, HYSAG, headspace.

Strategic Objectives	Key Initiatives	The Town's Role	Timeline
1. Provide infrastructure and facilities that create youth friendly and relevant environments and activities.	1.1 Creatively engage young people in the planning, design and activation of public spaces.	Facilitator	Ongoing
	1.2 The Town undertake an operational review of the JD Hardie Youth and Community Hub including current service delivery and consideration of ways of increasing collaboration and partnerships in delivering the Centre's core functions.	Provider, Partner	Year 1
	1.3 Increase activation of places for young people including YIC, headspace, Wanangkura Stadium, Matt Dann Theatre & Cinema, aquatic centres and art galleries through creative use of space, diverse programming and increased service provision.	Provider, Advocate, Facilitator	Ongoing
	1.4 Ensure the proposed South Hedland Integrated Sports Hub and Port Hedland Sports and Community Hub consider the needs and opinions of young people as a priority in their redevelopment.	Provider, Facilitator	Ongoing
	1.5 Build a Pump Track.	Provider	Year 2
2. Improve local transport options.	2.1 Improve public transport services and frequencies throughout both residential and industrial estates, especially after hours.	Advocate	Ongoing
	2.2 Explore and coordinate community transport sharing options that particularly enable youth to participate in recreation and employment options across the town.	Advocate, Facilitator, Funder	Ongoing
3. Develop opportunities for our Aboriginal young people to connect more to their Country	3.1 Support local initiatives that enable young Aboriginal people to spend time on their Country.	Advocate, Facilitator, Funder	Ongoing
	3.2 Expand JD Hardie youth programs to include regular excursions and cultural experiences to natural sites around Hedland and Pilbara.	Facilitator, Partner	Ongoing

4. Foster and support opportunities that enable our young people to be active in environmental activities.	4.1 Support environmental education and youth programs in local schools and by local environmental groups.	Advocate, Facilitator, Funder	Ongoing
	4.2 Create specific opportunities for young people to respond to local environmental challenges.	Facilitator, Funder	Ongoing

Impact Measures

- > Greater opportunities for young Aboriginal people to connect with their Country
- > Completed review of the JD Hardie Youth and Community Hub
- > Improved transport connectivity
- > Increased usage and satisfaction of recreational spaces and facilities by young people
- > Increased number of young people contributing to planning and design of spaces and places
- > Growth in number of young people volunteering in environmental initiatives.



"We need safer, greener and more litter-free spaces - involve us in making it happen"



observation and offer from Hedland young man

Priority Theme 4: Leading and Creating

Goal: Our young people have real opportunities to shape their lives and contribute to the development and future of our town.

Community Partners: HYSAG, YIC, PHCCI, RSLWA, HASL, headspace, PHIC.

Strategic Objectives	Key Initiatives	The Town's Role	Timeline
1.1. Establish structural opportunities for Hedland young people to participate in community decision-making.	1.1 The Town create and support a structural voice for young people 16-25 years to contribute to Town decision-making by creating a Youth Advisory Group. Such a mechanism operates as any other Council advisory group, including governance training, terms of reference and a clear procedure to participants for providing advice.	Provider	Year 1 and ongoing
	1.2 Key Hedland community organisations explore and implement mechanisms that increase youth participation in community consultation, leadership and decision making.	Advocate	Ongoing
	1.3 Develop and utilise creative ways to involve young people in the review and design of youth initiatives.	Advocate, Facilitator	Ongoing



Our young people do not need critics, but role models and opportunities"



opinion of a Hedland grandmother

2. Identify and support opportunities for all our Hedland youth to experience ‘over the horizon’ iconic personal and leadership development experiences.	2.1 Continue and expand the opportunity for local youth to participate in Leeuwin Ocean Adventures.	Facilitator, Partner, Funder	Ongoing
	2.2 Monitor youth personal and leadership development opportunities being offered at a regional, state, national or international level and encourage local participation e.g., RYLA, Minister for Youth’s Western Australian Youth Advisory Council, YMCA Youth Parliament, Indigenous Youth Leadership Scholarship, ABC Heywire, Zero2Hero, Kokoda Challenge, RYPEN.	Facilitator, Advocate	Ongoing
	2.3 Create specific leadership development experiences for emerging Aboriginal leaders.	Advocate, Facilitator, Partner	Ongoing
	2.4 Continuously identify emerging young Hedland leaders and the provision of relevant local and external training and development experiences.	Facilitator, Provider	Ongoing
3. Instigate initiatives that highlight and promote positive stories of young people and the opportunities presented to them growing up in Hedland.	3.1 Develop a proactive media strategy focussed on local youth and their achievements and positive contributions including monthly profiles.	Advocate, Facilitator, Partner	Ongoing
	3.2 Identify and utilise opportunities for Hedland youth to be recognised in local, regional, state and national awards.	Advocate, Facilitator, Partner	Ongoing
	3.3 Showcase the talent and contributions of Hedland young people throughout WA Youth Week.	Advocate, Facilitator, Partner, Funder	Ongoing
4. Focus on supports for the 5 to 11 age group.	4.1 Formulate a ‘Hedland Children’s Development Strategy’ that focusses on the 5 to 11 age group, and their limited support services.	Provider, Partner, Partner, Funder	Year 2

Impact Measures

- > Increased engagement between the Town and young people
- > Operation of a Hedland Youth Advisory Council
- > Increased involvement by young people in leadership and advisory capacities across Hedland organisations
- > Growth in number of Hedland young people participating in personal development and leadership development experiences at regional, state, national and international levels
- > Growth in the number of Hedland young people who experience the Leeuwin Ocean Adventures
- > Increased number of Hedland young people recognised in awards at regional, state and national levels
- > Increase in the number of positive media stories promoting Hedland youth and their contributions.



Priority Theme 5: Collaborating and Networking

Goal: Our local organisations and service providers establish and maintain strategic partnerships and networking arrangements which strengthen our community’s ability to respond to the current and emerging needs, aspirations and opportunities of our young people.

Community Partners: HYSAG, HSHS, NR TAFE, RLSWA, YIC, HASL, headspace

Strategic Objectives	Key Initiatives	The Town’s Role	Timeline
1.1. The Town review resource commitment to their youth development to ensure alignment with key goals of The Plan.	1.1 Review staff structure and position descriptions to ensure positions reflect a shift towards facilitation and stakeholder coordination.	Facilitator, Advocate, Partner, Provider	Year 1
	1.2 Review youth budget allocations to ensure they reflect The Plan’s priority initiatives.	Facilitator, Advocate, Partner, Provider	Year 1
2. Create powerful partnerships.	2.1 Strengthen HYSAG as a collaborative impact mechanism.	Partner, Advocate	Ongoing
	2.2 Continue the Hedland School Holiday Program as a collaborative agency initiative through HYSAG.	Partner, Advocate, Provider, Funder	Ongoing
	2.3 Instigate bi-annual funding forums convened that bring together all major funders to identify youth development priorities and enhance collaboration.	Facilitator, Advocate, Partner	Ongoing
3. Provide stronger support to place based groups and clubs that offer extensive sporting and cultural youth options.	3.1 Develop a group of dedicated ‘Club Development Officers’.	Advocate, Partner, Provider, Funder	Ongoing
	3.2 Design and deliver a program that strengthens the capacity of local place-based community groups, builds their volunteer base and enhances the knowledge and skill set of their leadership.	Provider, Facilitator, Partner, Funder	Ongoing

4. Improve community and youth awareness and utilisation of the youth development assets and opportunities available in Hedland.	4.1 Develop and maintain an asset mapping initiative that continuously discovers, maps, connects and promotes the multiple youth development assets of Hedland.	Provider, Partner	Ongoing
	4.2 Actively promote the importance of cross promotion and linkage of youth development programs and services.	Advocate, Partner	Ongoing

Impact Measures

- > Stakeholder and public perception of improved networking and collaboration
- > Growth in the number of cross referrals between youth services and clubs
- > Improved outcomes and collaboration regarding funding allocations including instigation of bi-annual funding forums
- > Creation and maintenance of a practical and up to date community youth development asset map
- > Growing number of "Club Development Officers" who support and strengthen club life in Hedland
- > Growth in the leadership and volunteer capacity of Hedland place-based clubs
- > Growth in the Hedland volunteer base.



Talk and listen to students at the high school, engage Aboriginal people in developing strategies... use my own experience and knowledge "



offer from a Hedland resident

5. Implementation, Monitoring and Review





Measuring achievement of recommended initiatives will be challenging as some impact measures are easily quantifiable, while others are more perception or experience based. Evaluation of The Plan's success will involve:

1. Preparation of an 'Annual Implementation Plan' by the Youth Development Team as an internal working document, outlining specific actions, budget, community partners, impact measures and timelines for each of the 61 recommended 'key initiatives.' Most 'key Initiatives' will be delivered within existing budgets. Any additional funding required will be identified in the Annual Implementation Plan and will be the focus of collaborative partnerships with other agencies and the result of external funding.
2. Preparation of an 'Annual Progress Review' to track impact by utilising the 'Results Based Accountability Framework' which utilises a set of qualitative and quantitative indicators to respond to the following three questions:
 - > **How much did we do?**
 - > **How well did we do it?**
 - > **Is anyone better off?**

Central to this 'Annual Progress' will be the use of satisfaction ratings captured through engagement with young people and other community stakeholders. The 'Annual Progress Review' forms the basis of the "Annual Implementation Plans" for Years 2 and 3.

3. Implementation in 2024 of a 'Plan Review'. This is recommended as a 12-month planning process that involves significant stakeholder engagement and data analysis. Such a comprehensive Review will be undertaken with the assistance of an external evaluator.

The *Youth Development Plan 2022-2025* has been planned and developed as a three-year transitional strategy to set the foundations for a more long-term, community wide youth strategy, to commence at the conclusion of this plan period, namely mid-2025.

Key References

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North Regional TAFE 2021, *Reconciliation Action Plan 2021-23*

2014, *Community Engagement Strategy*

2016, *Reconciliation Action Plan*

2017, *Disability Access and Inclusion Plan 2017-2022*

2017, *Port Hedland Marina and Waterfront Master Plan*

2018, *Strategic Community Plan 2018-2028*

2019, *Arts and Culture Strategy 2019-2022*

2019, *Public Open Space Strategy*

2021, *Community Safety Plan*

2021, *Crime Prevention Through Environmental Design Analysis - South Hedland Town Centre*

2020, *Strategic Workforce Plan 2020-2024*

2020, *Public Arts Strategy*

2021, *Coastal Foreshore Management Plan*

2021, *South Hedland Place Plan Report A*

2021, *South Hedland Place Plan*

2021, *Port Hedland Community Directory*

2021, *Community Grants Program*

2021, *Economic Development and Tourism Strategy*

2021, *Community Perception Survey*

Triple J 2019, *What's Up in Your World Youth Survey*

WACHS 2019, *Aboriginal Health Strategy 2019-2024*

WACHS 2019, *Your Voice Community Consultation Forum - Mental Health, Suicide and Self Harm – Hedland*

WACHS 2020, *Hedland Community Wellbeing Action Plan*

YACWA 2021, *A Framework for Young People's Recovery from COVID-19 in Western Australia*



Glossary of Terms

Access and inclusion: refers to equitable access to services, facilities, buildings and information in a way that facilitates increased independence, opportunities and inclusion within the community for all community members.

Asset-mapping: a systematic process of discovering, cataloguing and connecting key resources, benefits, activities and services within the community, such as individuals' skill and passion sets, organisational resources, physical space, institutions, clubs, and elements of the local economy. Asset mapping helps to identify community assets, capacities and strengths.

Co-design: refers to a participatory approach to designing strategies and solutions, in which community members are treated as equal Partners in the design process.

Collaboration: represents a purposeful relationship in which parties chose strategically to cooperate in order to achieve shared outcomes.

Collective Impact: a disciplined approach to multi-sector collaboration and systems change aimed at addressing complex issues. The Collective Impact framework involves five core conditions namely: development of a common agenda; utilising shared measurement to understand progress; building on mutually reinforcing activities; ensuring continuous communications and creating a 'backbone' organisation to move the collaboration forward.

Community: a broad term used to define groups of people and their sense of attachment; whether they are stakeholders, interest groups, citizen groups, etc. A community may be community of place, a community of interest, or a community of affiliation or identity. Most people belong to multiple communities.

Community Capacity: refers to the ability of a community to develop, mobilise and use resources and skills to achieve its goals and manage change.

Community Development: represents the capacity of people to work collectively in addressing common interests, opportunities and challenges in building a positive future. It involves a number of processes that bring people together to influence change, generate solutions or achieve outcomes that improve the quality of life for those within the community.

Community Engagement: a process which empowers and facilitates community members and groups to provide input to community decision making.

Hedland Huddle: a Town program of community engagement events that involved hosting and facilitation of a range of community conversation sessions engaging community residents, businesses and organisations.

Key Stakeholder(s): a person, a group or organisations that have an interest or can be affected by an action, issue or decision.

Place-based Community Group/Organisation: a not for profit organisation, club or group consisting of people within a locality that share common interests. It is an entity that carries on activities for a public purpose. It includes sporting clubs, faith communities, social clubs, arts and cultural groups and service organisations.

Project/Program: a planned initiative aimed at achieving a desired outcome within a defined scope and resource allocation.

Relationships: represent those intentional and purposeful interactions between people.

Service Provider: an institution organised for the specific purpose(s) of supporting individuals and groups experiencing life challenges.

Social Justice: the view that everyone deserves equal economic, political and social rights and opportunities. It encompasses the five principles of access, equity, diversity, participation, and human rights.

Strategic Planning: a process of defining future directions, setting priorities, focussing energy and allocating resources to achieve the desired outcomes.

Youth/Young People Definition: For the purpose of this *Plan*, the terms 'youth', 'young people' and 'young women and men' are interchangeable and defined as persons aged 12 to 25 years. Youth age definition varies within Australia, with the *WA Youth Health Policy 2018-2023* and *Australia's Youth Policy Framework* adopting age definitions of 10-24 years and 12-24 years respectively. The Australian Government often splits the age definition into categories for certain measurements. For example, youth economic productivity is measured in two age groups: 15-19 and 20-24.



Acronyms and Abbreviations

ABS: Australian Bureau of Statistics

ATSI: Aboriginal and Torres Strait Islander

BOI: Bank of I.D.E.A.S.

CSP: Community Safety Plan

DATS: Drug and Alcohol Treatment Service.

DESE: Federal Department of Education, Skills and Employment

DFES: WA Department of Fire and Emergency Services

DoC: WA Department of Communities

DoE: WA Department of Education

DoH: WA Department of Health

DOH: Federal Department of Health

DLGSCI: WA Department of Local Government, Sport and Cultural Industries

EPIC: Empowering People in Communities

HASL: Hedland Aboriginal Strong Leaders

HASN: Hedland Aboriginal Support Network

HCR: Hedland Community Radio

HCSAG: Hedland Community Safety Action Group

HCSAF: Hedland Community Safety Advisory Forum

HCWBWG: Hedland Community Wellbeing Working Group

HEWA: Home Education WA

HMI: Hedland Maritime Initiative

HSHS: Hedland Senior High School

HYSAG: Hedland Youth Stakeholder Action Group

IBN: Yinhawangka, Banyjima and Niyiyaparli Peoples

JDHYCH: JD Hardie Youth and Community Hub

KAC: Kariyarra Aboriginal Corporation

LGBTIQ+: Lesbian, Gay, Bisexual, Transgender, Intersex

MHC: Mental Health Commission

MM: Mirnutharntu Maya

MYAC: Western Australian Ministerial Youth Advisory Council

NIAA: National Indigenous Australians Agency

NR TAFE: North Regional TAFE

PCADS: Pilbara Community Alcohol and Drug Service

PCLS: Pilbara Community Legal Services

PCYC: Police and Community Youth Centre

PDC: Pilbara Development Commission

PFF: Polly Farmer Foundation

PHAODMP: Port Hedland Alcohol and Other Drug Management Plan

PHCCI: Port Hedland Chamber of Commerce and Industry

PHIC: Port Hedland Industries Council

PHLAGS+: Port Hedland Lesbian and Gay

PMHS: Pilbara Mental Health Service

RDA: Regional Development Australia Pilbara

RLSWA: Royal Life Saving Society WA Inc.

RYLA: Rotary Youth Leadership Award

RYPEN: Rotary Youth Program of Enrichment

SEIFA: Socio-Economic Indexes for Areas

SMF: Stephen Michael Foundation

Town: Town of Port Hedland

TAFE: Technical and Further Education

WA: Western Australia

WACHS: WA Country Health Service

WMPALC: Wangka Maya Pilbara Aboriginal Language Centre

WAPHA: WA Primary Health Alliance

WAPOL: WA Police

WMHSAC: Wirraka Maya Health Service Aboriginal Corporation

YACWA: Youth Affairs Council WA

YIC: Youth Involvement Council

YJD: WA Youth Justice Department



John Kania

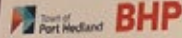
2021 Town of Port Hedland
BHP Community Sports Awards

PROUDLY PRESENTED TO

Taj Brittain

Official/Umpire of the Year

Mayor Peter Carter



Town of
Port Hedland

Official of the Year

Taj Brittain

2021

Appendix 1 Current Role of the Town in Youth Development

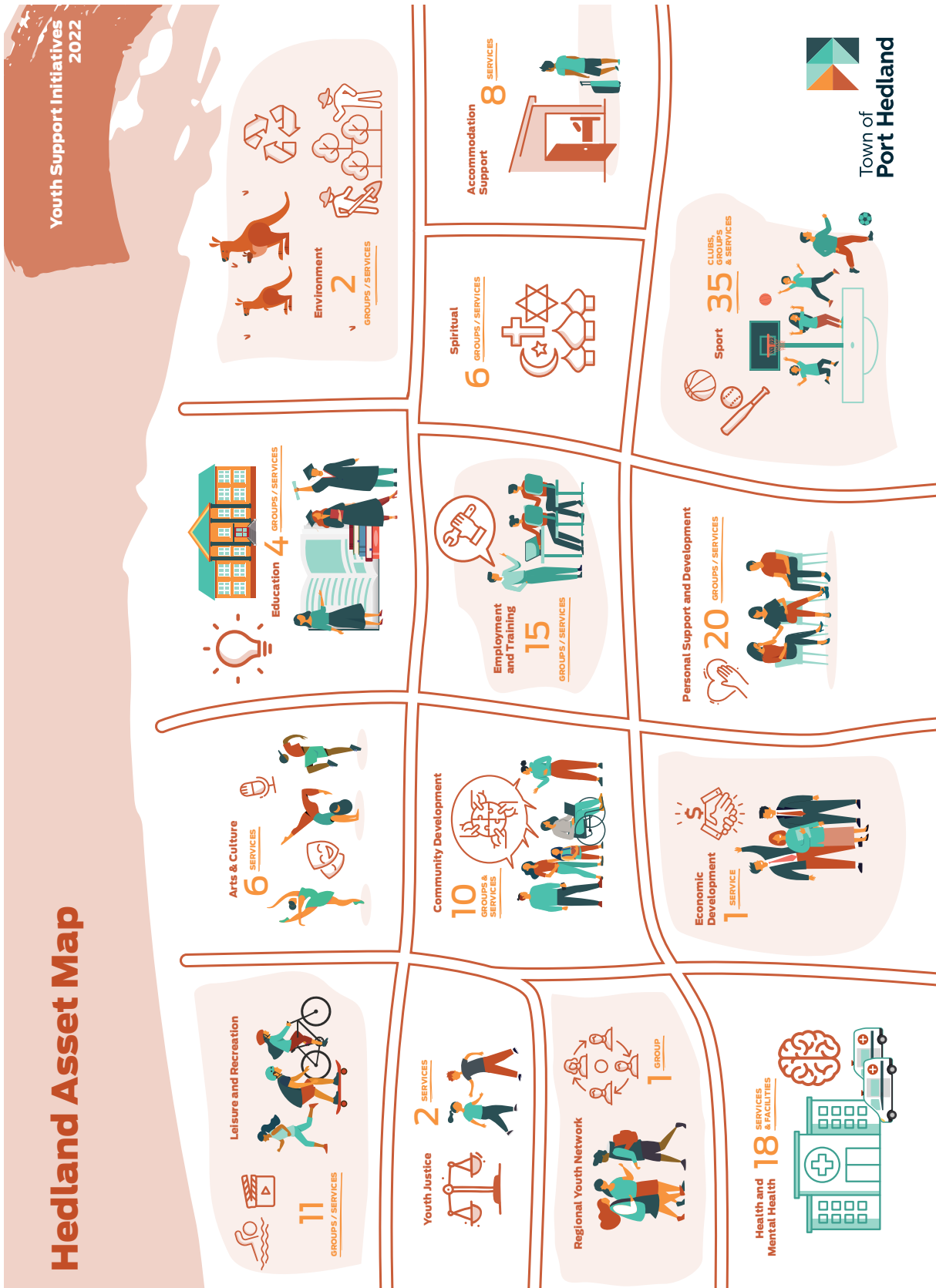
1. Youth Services Team and the JD Hardie Youth Zone	
Purpose	<p>Operate a safe and supervised facility to engage in educational programs and leisure activities which encourage the growth of positive self-esteem through:</p> <ul style="list-style-type: none"> ➤ Providing a safe environment in which young people can take part in a wide range of sports, arts and music activities in which they can develop their personal and social skills and qualities needed for learning, work and the transition to adulthood ➤ Raising young people’s aspirations, build their confidence and resilience and provide them with information that will assist them in making the right lifestyle choices – particularly in relation to substance misuse and involvement in crime and anti-social behaviour ➤ Improving young people’s physical and emotional health and wellbeing ➤ Assisting young people at risk of dropping out of learning to engage in activities that will enable them to realise their full potential ➤ Having the capacity to make a significant impact in their local communities, through improved community cohesion, a reduction in crime and anti-social behaviour, improved perceptions of the area ➤ Ensuring a real ‘community’ asset, which promotes and facilitates close partnership working.
Provision	<ul style="list-style-type: none"> ➤ Consistent high-quality care to the youth who are spending their time at the JD Hardie Youth and Community Hub ➤ Operation of a five days a week structured program run of high-quality activities and learn sessions for youth. All sessions are based on evidence-based programs and practices, including <i>Australia’s Youth Policy Framework</i>. ➤ A working in progress philosophy, which we believe can be improved, expanded upon and revised at various intervals. We welcome additions and contributions by youth and team members to our philosophy ➤ Team members, that are trained to work with the youth building life skills and positive relationships ➤ A collaborative link between the Town, schools, the community and families.

2. The Youth Leadership and Development Grant	
Purpose	to provide assistance to young people (up to \$1,000.00) to increase leadership, participation and skill development.
Grant Objectives	<ul style="list-style-type: none"> > Providing assistance for young people for activities that encourage and support personal development and growth, such as leadership training, career guidance and development, or extra-curricular educational opportunities > Support young people to deliver an initiative developed and implemented by themselves or with a group of other young people that addresses a need within the community.

The Town provides 11 other community grants which may be relevant to youth development projects
 - see Town Community Grants Program Booklet:

<https://www.porthedland.wa.gov.au/our-community/community/town-of-port-hedland-new-community-grants.aspx>

Appendix 2 Asset Map of Hedland Youth Support Initiatives



Appendix 3 Youth Leadership and Personal Development Experiences

Below is a range of available youth leadership and personal development experiences and award programs which Hedland young people could be supported to participate in. Such experiences represent the type of 'Over the Horizon' experiences quoted in the above *Plan* strategies.

Youth leadership and Personal Development Programs

- > **ABC Heywire:**
<https://www.abc.net.au/heywire/>
- > **Indigenous Youth Leadership Scholarship:**
<https://www.thesmithfamily.com.au/programs/aboriginal-and-torres-strait-islander/indigenous-youth-leadership>
Kids Teaching Kids Conference: <https://ktk.delegateconnect.co/>
- > **Kokoda Challenge:**
<https://www.kokodachallenge.com/kokoda-youth-programs>
- > **Leeuwin Ocean Adventure Foundation:**
<https://sailleeuwin.com/>
- > **MYAC:**
<https://www.wa.gov.au/organisation/department-of-communities/ministerial-youth-advisory-council>
- > **RYLA:**
<https://www.rotary.org/en/our-programs/rotary-youth-leadership-awards>
- > **RYPEN:**
<https://rotary9465.org.au/sitepage/new-generations/rotary-youth-program-of-enrichment>
- > **YACWA Youth Summit:**
<https://www.yacwa.org.au/youth-leadership/catalyst/>
- > **YMCA Youth Parliament:**
<https://www.ymcawa.org.au/what-we-do/youth-services/western-australian-youth-parliament>
- > **Zero2Hero:**
<https://www.zero2hero.com.au/>

Award Programs

Below is a set of recognition initiatives that acknowledge the achievements of young people:

- > **Port Hedland Citizen of the Year Award (Youth):**
<https://www.porthedland.wa.gov.au/our-community/events/2021-community-citizen-of-the-year-awards.aspx>
- > **WA Youth Awards:**
<https://www.yacwa.org.au/major-events/wa-youth-awards>
- > **Youth Achiever Awards:**
<https://awardsaustralia.com/about/>
- > **Young Australian of the Year:**
<https://awardsaustralia.com/about/>







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Town of
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