



CUMBERLAND
CITY COUNCIL



CUMBERLAND CITY
Youth Strategy

2022 – 2026

Acknowledgment Of Country

Cumberland City Council acknowledges the traditional custodians of the land, the Darug People, and pays respect to elders past, present and emerging, for they hold the memories, the traditions, the cultures and hopes of an inclusive Australia.

We acknowledge the Aboriginal and Torres Strait Islander Peoples as the First Peoples of Australia. Cumberland City Council also acknowledges the Aboriginal and Torres Strait Islander Peoples living in the Cumberland Local Government Area and reaffirms the important work with all Aboriginal and Torres Strait Islander communities to advance reconciliation.

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Message from our General Manager

The Cumberland City Youth Strategy 2022-2026 is an action plan we are proud to present and excited to implement. The development of this Strategy is a step in the right direction towards strengthening Council's work with and for young people in Cumberland City. We want our LGA to foster the ideal space to live, work, study, play and grow for our young residents.

The Youth Strategy is a strategic document which informs the direction and focus of Council's youth initiatives, projects and programs over the next four years. It also identifies focus points and addresses key themes in implementing young people's rights and delivering the things that matter to them in Cumberland City.

With 1 in 5 people in the Cumberland local government area aged between 12 and 25, young people form a substantial and valuable part of our community and offer diverse perspectives on how the dynamics of our local area affect and support them. Our youth contribute to our City in many ways as active members of Council's Youth for Youth Group, schools, community groups, cultural and creative groups, sporting groups and as volunteers and workers.

The role of young people within our City and community is important as current or future leaders, changemakers, problem solvers and innovators, making their way through our City's bright and successful future. It is our collective responsibility to ensure they are equipped to achieve their full potential.

The Youth Strategy reflects the strengths, priorities and ambitions raised by young people and has been informed by community consultation undertaken throughout 2021. Wellbeing, connectedness and identity were all identified as being important in young people's lives and these themes underpin the actions that Council will work towards achieving the best outcomes for our youth.

It's a strong plan for action that manifests Council's desire to collaborate with young people living in Cumberland City, and ensures we are well placed to recognise and respond to their evolving interests and surroundings. We look forward to working together with young people, our stakeholders and community to make Cumberland City the place where all young people can thrive, succeed and give back to the society that nurtured them.

Peter Fitzgerald,
General Manager
Cumberland City Council



Image: Courtesy of ParraNews

Message from Young People

Cumberland City is home to present and future young leaders with a passion for a diverse and inclusive community, offering access to opportunities and services for all, with welcoming places enriched with our cultural heritage.

We seek to support youth connection to community and strive to be active citizens by amplifying young people's voices and uplifting our peer's capacity through lived experiences and identities, and the collective ability to endeavour in harmony.

Cumberland City's growth rests with young people's wide involvement in community groups, from sporting teams and book clubs to religious and cultural gatherings and festivals.

We give back our time and effort through meaningful participation including volunteering with Council and other community organisations, creating positive change and supporting improved sense of belonging for young people in our local area.

The Cumberland Youth Strategy 2017-2021 contributed to the launch of the then new Council as an important framework and an inspiration for forming a new positive youth culture. Through involvement in planning and delivering this Strategy we gained valuable skills and experience that has developed our confidence and desire for youth-led initiatives despite the demographic, resourcing and COVID-19 challenges.

We are pleased to present the Cumberland City Youth Strategy 2022-2026 as a collective plan to make Cumberland a place where all young people can feel included, connected, healthy and can foster resilience and independence.

The opportunity is at hand for young people, organisations and communities to stand alongside us to pave our path towards a bright future.

Council's Youth for Youth Group



Introduction

1 in 5

PEOPLE IN CUMBERLAND CITY ARE AGED BETWEEN 12 AND 25 YEARS OLD

BY 2036, THE NUMBER OF YOUNG PEOPLE IS PREDICTED TO REACH

52,376

WHY HAVE A YOUTH STRATEGY?

The *Cumberland City Youth Strategy 2022-2026* provides a clear direction for Council and local youth organisations over the next four years to support better outcomes for young people and make Cumberland City a vibrant place of opportunity where all young people are supported to learn, be safe, belong, work and connect.

Cumberland City's population is forecast to grow by approximately 30% over the next 20 years to reach approximately 300,000 people by 2036. This requires a strategic approach that caters for this growth. Increases are forecast for couple families with dependants. Access to education, care and services for young people will be among our community's highest priorities¹.

The Youth Strategy sets the direction for Council's own facility and capacity building of youth services and programming to support young people into the future. This direction is provided through the development of key themes, strategies and actions outlined in the Strategy. An important focus in the development of the Strategy has been ensuring that Council is collaboratively planning for the growing and changing needs, interests and aspirations of young people in Cumberland City.

WHO ARE YOUNG PEOPLE?

Youth is often described as a transitional period in human development. It can be defined as 'a period of rapid emotional, physical and intellectual change, where people progress from being dependent children to independent adults' (Vodanovich et al., 2014)². There is also some overlap when it comes to children and young people when referencing child protection and child and youth participation. In developing the Strategy, Council acknowledges the wide-ranging perspectives and meanings of the terms 'youth' and 'young person' generally and even within Cumberland's culturally diverse communities. Council recognises the inherent change associated with this life stage however highlights that youth is not merely a transition but also a significant life stage in its own right.

Stereotypical narratives about young people have often been problem saturated, focusing on social deficits, risk taking behaviour and emotional turmoil. The Strategy aims to stress the importance of thinking about young people in terms of their priorities, developmental potential and positive outcomes. For the purpose of the Strategy;

- The terms youth and young people are used interchangeably
- A young person is defined as a person aged between 12 to 25 years
- The youth or young people of Cumberland City refers to those who live, study, work or frequent the local government area.

WHAT ARE THE KEY THEMES FOR YOUNG PEOPLE?

Young people and services who work with young people in Cumberland have identified the following four themes:



¹ Cumberland 2030: Our Local Strategic Planning Statement, Accessed at <https://www.cumberland.nsw.gov.au/sites/default/files/inline-files/cumberland-2030-our-local-strategic-planning-statement.pdf>

² Vodanovich, S., Sundaram, D., Rohde, M. & Dong, J. (2014) 'Youth web spaces: design requirements, framework, and architecture of wikis to promote youth well being', ECIS 2014 Proceedings - 22nd European Conference on Information Systems, Paragon Group, Israel, pp. 1-18.

CREDIT: Inclusion: Gillian Kayrooz, 2022, Step by Step, 2022, Digital Painting; Identity: Gillian Kayrooz, 2022, Backyard Party, 2022, Digital Painting; Wellbeing and Resilience: Gillian Kayrooz, 2022, At the Table, 2022, Digital Painting Independence: Gillian Kayrooz, 2022, Suburban Song, 2022, Digital Painting;

A snapshot of young people in the Cumberland local area



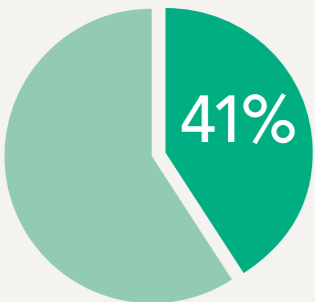
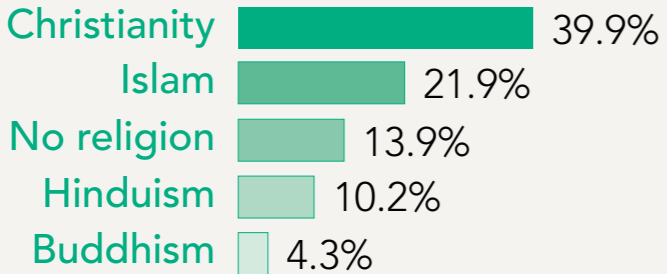
11.5%

OF PEOPLE AGED 15-24 YEARS OLD ARE NOT EMPLOYED OR ATTENDING AN EDUCATION INSTITUTE

This is higher than Western Sydney (10.8%) or Greater Sydney (8.1%).



RELIGIOUS BACKGROUND (entire population)



BIRTHPLACE
Just over half of the youth in Cumberland were born in Australia. 41% of young people were born in over **150 DIFFERENT COUNTRIES**

ONLY 31%

SPEAK ENGLISH AS THEIR FIRST LANGUAGE

OTHER LANGUAGES SPOKEN INCLUDE

Arabic	18%
Cantonese	5.61%
Mandarin	5.33%
Turkish	4.46%
Dari	2.13%
Tamil	2%
Vietnamese	1.99%
Hazaraghi	1.63%
Hindi	1.58%
Korean	1.55%



FUTURE POPULATION

The youth population of Cumberland is forecast to grow.

39,027 in 2016
52,376 in 2036

39,027

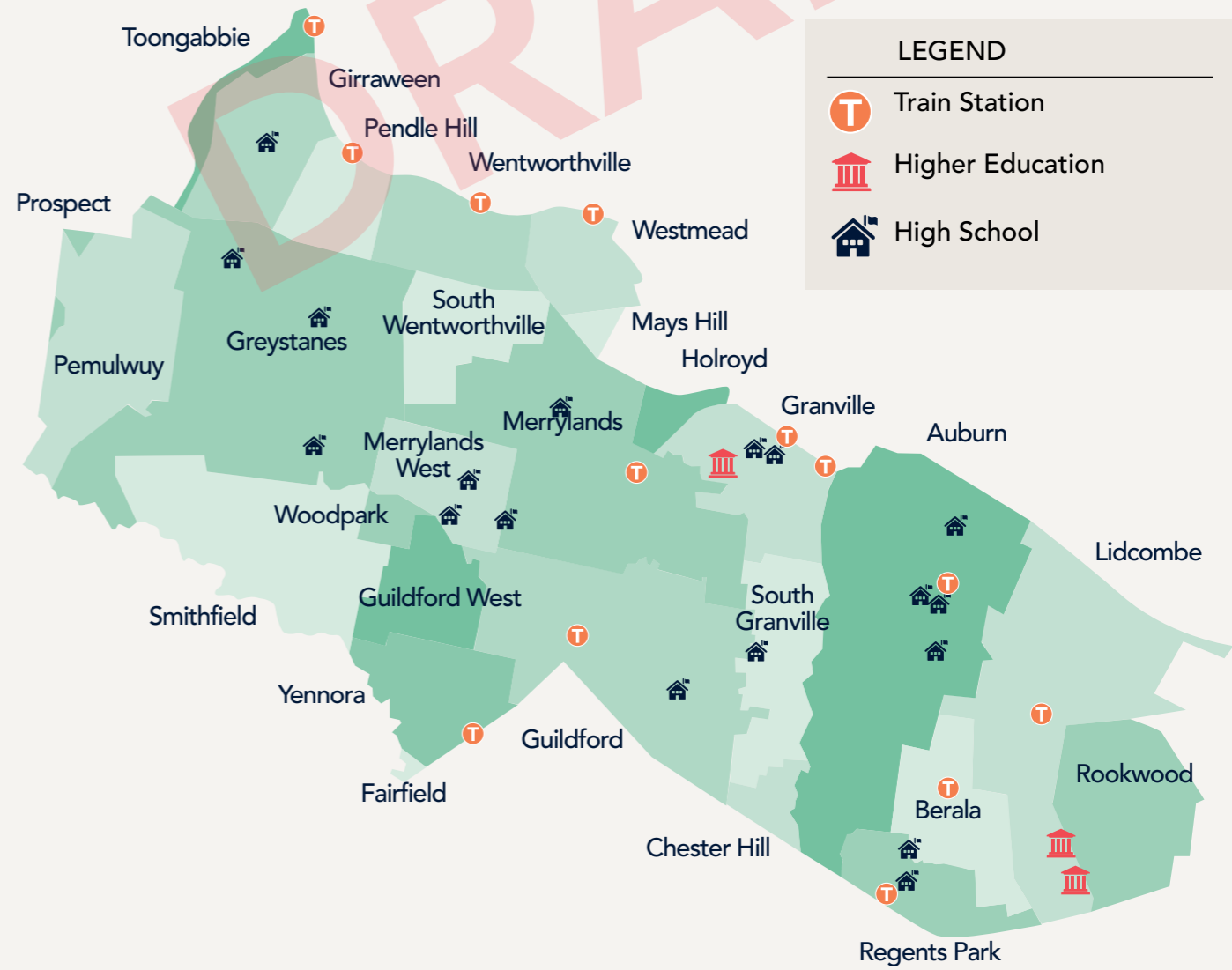
YOUNG PEOPLE IN CUMBERLAND



1 in 5

Residents in Cumberland LGA are aged 12-25 years old (20.2% of total population)

DEFINITION OF YOUNG PEOPLE: PEOPLE AGED 12-25 YEARS OLD



Council facilities accessible to young people



LEGEND

- Train Station
- Outdoor Sports Facilities
- Youth Facilities
- Libraries
- Aquatic Facilities
- Skate/BMX Facilities

A snapshot of Cumberland city council

	5 aquatic facilities		1041.5 ha of parks
	44 parks with sport fields		85 ha of sportsgrounds
	10,735m ² of community floor space		700 ha of green space
	8 libraries		211 playgrounds
	Auburn Botanic Gardens		59 outdoor courts (37 netball and 22 basketball)
	637km of roads		41 cricket wickets
	159 buildings and facilities		2 customer service centres
	884km of footpaths		Extensive school holiday programs
	Annual youth-led events and programs		Large & active Cumberland Youth Interagency Network
	Leaders in Local Government child protection		Growing community resources online

Development of the Strategy

The Cumberland City Youth Strategy 2022 – 2026 has been developed on a strong evidence base to ensure the themes, strategies and actions accurately reflect the priorities and aspirations of young people in Cumberland City.

GLOBAL CONTEXT

It is important to acknowledge and highlight the macro context in which the Strategy was created. The COVID-19 global pandemic has impacted all parts of community life worldwide however in context of the Strategy, the pandemic and associated restrictions have led to additional challenges and barriers to engagement for and with Cumberland City's young people. Due to the community engagement period largely coinciding with the COVID-19 lockdown within Greater Sydney, the majority of community engagement activities took place utilising online platforms. Council acknowledges that online engagement at such a time has limitations including young people reported experiencing digital fatigue, as many were engaging in education, employment and/or social connections virtually. Further, the full and long-term extent and impact of COVID-19 on young people is not yet known meaning that ongoing engagement and research is critical in this space. However preliminary insights uncover the following;

The economic and social impacts associated with COVID-19 are having a particular effect on young people; from disruptions to face-to-face learning, through to job losses in the industries hit hardest by the pandemic. These challenges, along with lockdown requirements, have exacerbated social isolation, disengagement and mental health concerns. COVID-19 highlights and heightens existing issues for some young people. In particular, it negatively impacts Australians' mental health, with young adults aged 18-24 reporting higher levels of psychological distress in May, August and October 2020, than before the pandemic (Biddle et al, 2020).¹



LITERATURE & POLICY CONTEXT

Consideration has been given to the local, state, national and international policy and planning context to understand key directions, challenges and opportunities in planning for the needs of young people in Cumberland City (as illustrated below).



¹ Biddle, N, Edwards, B, Gray, M & Sollis, K (2020) 'Alcohol consumption during the COVID-19 period', The Australian National University, Accessed at: <https://csrcm.cass.anu.edu.au/research/publications/alcohol-consumption-during-covid-19-period-may-2020>

Development of the Strategy

continued

COUNCIL CONTEXT

Under the NSW Local Government Act 1993, councils are required to develop a hierarchy of plans known as the Integrated Planning and Reporting (IP&R) Framework. Councils undertake long term planning that is based on community engagement and the framework is designed to help councils plan sustainably for the future. The Strategy will be incorporated into Council's Delivery Program and Operational Plan.

The IP&R Framework is designed to give Council and the community a clear picture of:

1. Where we want to go (Community Strategic Plan)
2. How we plan to get there (Delivery Program and Operational Plan)
3. How we will measure our progress (Quarterly, Annual and End-of-Term Reporting)

Council's policies, frameworks and strategies were considered in the development of the Strategy, including Council's;

- Evaluation of the Cumberland Youth Strategy 2017 – 2021
- Child Protection Policy and framework
- Children and Youth Participation Framework
- Other adopted Action Plans and Strategies including the Children and Families Strategy, Cumberland Cultural Plan and Community Safety and Crime Prevention Plan.

COMMUNITY ENGAGEMENT

Community engagement was undertaken in 2021 to gain community and stakeholder input into the development of the Strategy. The information received through engagement activities helped Council to better understand the priorities and interests of Cumberland City's young people and directly informed the content for actions for Council to implement over the next four years.



People participated in interviews, focus groups and online surveys conducted with:

- parents/service providers
- local young people
- key services within the youth sector
- Youth for Youth groups
- Cumberland Youth Sector
- Council Staff



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PARTICIPANTS

THE COMMUNITY ENGAGEMENT PROCESS INVOLVED THE FOLLOWING PHASES:

PHASE ONE

Evaluate previous Strategy

Evaluation of the Cumberland Youth Strategy 2017 – 2021 was complete and involved analysis of activities delivered by Council to address issues identified in the Strategy. The evaluation considered feedback from young people including Council's Youth for Youth as well as from Council staff and the Cumberland Youth Sector. The evaluation concluded that Council should carry over actions to establish a Youth Hub and to implement an employment pathways program.

PHASE TWO

Identify what is known regionally

Research and literature review of relevant research and reports concerning young people in Western Sydney was undertaken to identify high level priorities on a regional level. The following areas were identified;

- Identity
- Health and wellbeing
- Acceptance and welcoming spaces
- Employment
- Mental health and trauma
- Diversity and culture

PHASE THREE

Identify high level themes

Commenced direct community engagement with Cumberland City's young people and internal and external stakeholders through focus groups, an online survey and interviews. This level of engagement was to determine what themes would benefit young people. The following themes were identified;

1. Access and Inclusion
2. Connectedness and Identity
3. Wellbeing and Resilience
4. Pathways and Independence

PHASE FOUR

Identify what is known regionally

A detailed online survey was developed with young people for young people, to identify the action level content to inform the Strategy. Cumberland City's young people were invited to identify and prioritise the actions. Further, young people were invited to online workshops to unpack the meaning behind prioritised actions and what outputs they would like to see.

PHASE FIVE

Data collation and analysis

Data collected from Phase 1 – 4 was summarised and analysed looking for patterns and trends. Collected data that referred to enquiries or feedback relating to other Council business units or relevant government departments were deidentified and forwarded to the relevant receipts for consideration. Draft themes, strategies and actions were developed based on the data.

PHASE SIX

Stakeholder review

The Draft themes, strategies and actions were reviewed by internal and sector stakeholders for input, feedback and consideration of collaboration.



What did young people say?

“ People from all over the world come to Cumberland to make this a vibrant, interesting and exciting place to work and visit. ”

“ I love the diversity of Cumberland ”

“ More accessible places means better connection with the community ”

“ We need to be talking more about mental health ”

“ Young people are not well prepared for the workforce ”

“ There are services available to support but young people don't know a lot about them ”

“ There is not enough pathway awareness, preparation or opportunities for youth ”

“ We want welcoming, safe spaces for marginalised young people, places with less restrictions ”

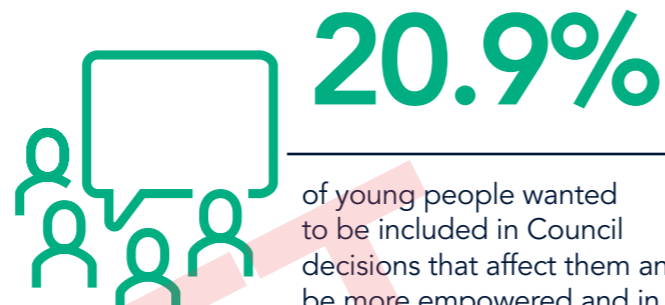
Development of the Strategy

continued

Results of people who participated in the information and data gathering processes to showcase key concerns Council is to concentrate on in the development and implementation of the new Youth Strategy 2022 – 2026.



of young people identified mental health and general wellbeing as a significant area of concern and focus area



of young people wanted to be included in Council decisions that affect them and be more empowered and in control of their own lives.

“ More programs that help us address mental health ”



of participants were seeking opportunities to increase their sense of belonging in the Cumberland community and to attend events which celebrate and promote cultural diversity.

“ Provide information sessions to young people about essential industries. ”



of young people were concerned about their future employment opportunities / options and wanted to receive ‘job readiness’ training and skill development to better equip them for future employability.



of secondary schools participating in the consultation process identified the following impacts of COVID-19 on students living and studying in Cumberland:

- Disengagement from education
- Limited access to adequate technology
- Mental health

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ORGANISATIONS

within the youth sector in Cumberland provided content to help shape Council’s current Youth Strategy; employment pathways, social isolation, lack of engagement in education and substance misuse were common themes.

“ Young people said they want to change the story of disadvantage, they said they want to connect to other young people and cultures through cultural events ”

Our Approach

The Cumberland City Youth Strategy 2022 - 2026 was created in line with Council’s vision for Cumberland 2030, ‘a diverse and inclusive community, offering easy access to jobs and services, with places and spaces close to home that take advantage of our natural, built and cultural heritage’.¹

Learnings from the development, implementation and evaluation of the Cumberland Youth Strategy 2017 - 2021 informed the approach of this Strategy. The following recommendations were adopted in the development of the Strategy;

1. Enable a connection between the development of the Strategy and Council’s Community Strategic Plan and overall priorities and objectives.
2. Prioritise an approach where Council works in partnership with other organisations or Council plays the role of an enabler, capacity builder or facilitator rather than direct service provider.
3. Actions should be high level and allow flexibility for Council to adapt the Strategy to changing needs. This will allow responsive to unprecedented factors such as COVID-19.
4. Have a focus on marginalised or harder to reach young people.

ASSET BASED COMMUNITY DEVELOPMENT (ABCD)

The Strategy philosophy is based on Asset Based Community Development (ABCD) which is a powerful approach to community engagement and development. It builds on the strengths, talents and resources of individuals and communities to create strong, inclusive and sustainable communities. ABCD considers local assets as the primary building blocks of sustainable community development. It provides key principles and practical tools to assist communities to help themselves and others discover and mobilise community strengths. Through building relationships and creating the space for opportunities to emerge, community members become powerful and are more in control of their own decision making.²

YOUTH PARTICIPATION

The Strategy was composed with a youth participation approach and actions are written with the intent to be undertaken with meaningful youth participation. Youth participation involves the voices and agencies of young people, and is a path to enhance social, economic, and civic participation as well as personal wellbeing. It is the process of sharing decisions and achieving change on matters that affect their lives and that of the community in which they live. Through active participation, young people are empowered to play a vital role in their communities. In a Council context, youth participation is about building relationships between Council and tens of thousands of young people living in the LGA. Council’s Children and Youth Participation Framework resources Council to undertake effective and expressive youth participation (Brooks and Dunscombe, 2020:14).

¹ Cumberland 2030: Our Local Strategic Planning Statement, Accessed at <https://www.cumberland.nsw.gov.au/sites/default/files/inline-files/cumberland-2030-our-local-strategic-planning-statement.pdf>

² Brooks, D. and Dunscombe, M.(2020) Participatory Community Building Guidebook, Jeder Institute, Accessed at: https://www.jeder.com.au/wp-content/uploads/2021/03/Participatory-Community-Building-Guidebook-2020_v2-1.pdf

Our Approach

continued

CHILD SAFE AND RIGHTS BASED

Child protection and human rights underpin the values which informed the Strategy. Council supports the rights of children and young people and is committed to their protection. Council staff, volunteers, partners, and contractors share a commitment to the awareness, prevention and response to child protection. The Australian Human Rights Commission outline that "human rights principles and standards provide guidance about what should be done to achieve freedom and dignity for all. A human rights-based approach emphasises how human rights are achieved."



Action Plan

What are the key themes for young people in Cumberland City?



DEFINITION

Access refers to the removal or reduction of barriers (physical and attitudinal) to participation in the activities and functions of a community.

Inclusion occurs when every person, irrespective of age, ability, cultural background, genders, sexual orientation or religion, feels valued and respected, has access to opportunities and resources, and can contribute their perspectives and talents in the same way as everyone else.

PRIORITIES

- Young people want to have access to places and activities where they feel safe and welcome.
- Awareness of youth services and programs was identified as very important to young people in Cumberland.
- Access to inclusive services capable of catering for cultural needs and diverse backgrounds of young people is a priority.

DEFINITION

Connectedness can be defined as a sense of belonging to a group or community. Connections can be formed through people, places, and activities.

Identity is how you see yourself. It can be linked to your culture, family, hobbies, and community.

PRIORITIES

- Young people would like to see more opportunities to get involved in Council decision making. They are also considering getting more active and involved in the community.
- Young people recognised multiculturalism in Cumberland as one of its great strengths, and connection to culture and celebrating diversity plays a significant role in their sense of belonging to the City.
- Young people love to build social connections with their peers, especially through youth groups and events. This need is felt even more after COVID pandemic.



Action Plan

continued



DEFINITION

Wellbeing relates to the status and perception of your physical, mental, emotional, and social health.

Resilience is the capacity of a person, community and organisation to persist, adapt and thrive no matter what kinds of adversity, crisis or stress they experience.

PRIORITIES

Mental health support and addressing stigma around it is a priority for young people.

Young people would like to see more activities around healthy relationships and personal capacity building.

Young people love sporting activities and wellbeing programs.

DEFINITION

Pathways refer to meaningful ways to gain the experience, skills or knowledge to get what you need now and in the future. It relates to access to education, training, and employment.

Independence is the ability to pursue personal, economic, social and cultural development.

PRIORITIES

Employability plays a significant role in young people's lives and they feel the need to be well-prepared for the workforce.

Young people want to be aware of a wide range of education and training opportunities.

Financial literacy and independence are important to young people and they are considering undertaking mentorship programs to gain the skills.



STRATEGIES AND ACTIONS

Strategies and actions have been developed for each theme. Collectively the themes, strategies and actions aim to improve the lives of young people in the Cumberland community now and into the future.

TIMEFRAMES

Timeframes are identified for each action. These timeframes reflect the delivery of the action, noting that some actions are ongoing and will continue beyond the documented timeframe.

- Year 1: July 2022 – June 2023
- Year 2: July 2023 – June 2024
- Year 3: July 2024 – June 2025
- Year 4: July 2025 – June 2026



Inclusion: Gillian Kayrooz, 2022, Step by Step, 2022, Digital Painting

ACCESS & INCLUSION

What young people had to say...

“ We need access to **youth centres and services** including more young people in Council **decisions** ”

“ There should be **welcoming spaces** for young people ”

“ Provide opportunities for young people to **feel valued and respected** ”

“ **Cultural awareness** for those working with young people ”

“ More **culturally inclusive activities** for young people from CALD¹ backgrounds ”

Strategy	Actions	Timeframe
1.1 Support young people's access to youth-friendly spaces.	1.1a Identify and activate welcoming places for young people in Cumberland City, including community centres and parks.	Year 4
	1.1b Embed youth inclusion methods across Council to create youth-friendly and inclusive opportunities at Council events, activities and programs.	Year 2
	1.1c Partner with local services to provide Youth Hubs that create spaces for young people to engage in dialogue on important and sensitive topics.	Year 2
1.2 Facilitate young people's access to inclusive services and information.	1.2a Facilitate youth sector networking activities and collaboration by coordinating the Cumberland Youth Interagency Network.	Year 1
	1.2b Establish innovations to increase young people's awareness of services and programs available to them, including linguistically diverse and accessible content.	Year 3
	1.2c Support capacity building and skill development of local services who can improve outcomes for marginalised young people.	Year 3
	1.2d Work with local youth services to identify and implement best practice models around inclusion considering the unique cultural needs and differences of young people.	Year 4

¹ CALD: culturally and linguistically diverse

CONNECTEDNESS & IDENTITY

What young people had to say...

“ I would like events which **celebrate and promote diversity** ”

“ Young people should have involvement in Council’s **youth groups and activities** ”

“ We need an increased **sense of belonging** in the Cumberland community ”

“ **Creative interactions** can foster a sense of connectedness ”

“ Let’s **support young artists** in promoting the identity of Cumberland ”



Strategy	Actions	Timeframe
2.1 Contribute to the connection of young people and Council.	2.1a Coordinate a youth engagement program to increase youth participation in Council's key projects and convene Council's Youth Advisory Committee.	Year 1
	2.1b Implement the Children and Youth Participation Framework within Council and the sector.	Year 3
	2.1c Identify and enable partnership and funding opportunities for youth-led activities and grassroots youth initiatives.	Year 4
2.2 Enhance young people's connection to culture and place within Cumberland City.	2.2a Foster and share creative representation of young people's stories to increase their connection to place within Cumberland City.	Year 2
	2.2b Coordinate meaningful and inclusive cultural activities with Cumberland's young people that celebrates and raises awareness of their diverse communities.	Year 3
	2.2c Facilitate the inclusion of young people in the dialogue and development of the broader Cumberland City identity through collaboration across Council.	Year 4
2.3 Foster a sense of connectedness amongst young people in Cumberland City.	2.3a Promote access to social connections which celebrate and value young people through a media campaign.	Year 2
	2.3b Host social events and activities that engage a variety of young people with diverse experiences and backgrounds to break down barriers to connectedness.	Year 3



WELLBEING & RESILIENCE

What young people had to say...

“ People in Cumberland should have **healthy lifestyles** by doing sports, activities and also eating healthy ”

“ More on **Mental health** including workshops ”

“ **Health and wellbeing is a priority** in the community and the council can address it well ”

“ There are a lot of sporting grounds and parks where **people can be active** ”

Strategy	Actions	Timeframe
3.1 Build the capacity of Cumberland's young people around mental health.	3.1a Work with oversight bodies to gain up to date evidence regarding mental health service gaps and barriers for young people in Cumberland City.	Year 1
	3.1b Facilitate a collective sector support response to the identified evidence outlined in 3.1a.	Year 2
3.2 Build the resilience of young people around issues that affect them.	3.2a Coordinate health and resilience initiatives including support around healthy relationships and substance use.	Year 3
	3.2b Work with experts in the field to deliver e-safety awareness initiatives.	Year 2
	3.2c Develop a coordinated response to address the growing concerns around significant environmental and societal change for young people.	Year 4
3.3 Promote and support health and wellbeing initiatives.	3.3a Work in partnership with service providers to develop and deliver healthy eating and positive body image initiatives.	Year 3
	3.3b Facilitate active lifestyle and health initiatives to improve health and wellbeing outcomes for young people in the community as identified through consultation.	Year 2
3.4 Support the establishment of Council as a child safe organisation to improve the safety of young people under 18 years.	3.4a Work with internal and external stakeholders to implement a comprehensive child protection framework for Council staff and representatives.	Year 4

PATHWAYS & INDEPENDENCE

What young people had to say...

“ Courses that prepare young people with **life skills** work well ”

“ **Employment** opportunities for young people are important, especially in regard to entry level positions ”

“ There **aren't a lot of opportunities** within the Cumberland area for young people ”

“ We **need to build skills** like resume writing which will give us job opportunities ”

“ Due to **COVID job availability** is limited ”

Independence: Gillian Kayrooz, 2022, Suburban Song, 2022, Digital Painting

Strategy	Actions	Timeframe
4.1 Improve and support young people with their employability.	4.1a Commence a coordinated program focusing on employment and volunteering opportunities for local young people within Council.	Year 1
	4.1b Promote job readiness programs, including resume development and cover letter writing.	Year 2
	4.1c Facilitate young people's access to information on careers and goal setting based on skills and interests utilising online and physical platforms.	Year 3
	4.1d Work in collaboration with service providers to facilitate confidence and capacity building initiatives to support young people at the commencement of their employment journey.	Year 4
4.2 Explore education and training initiatives to build on young people's strengths and abilities.	4.2a Work in partnership with service providers to develop a mentorship program for young people.	Year 3
	4.2b Identify education, training initiatives and trends in consultation with young people and the youth sector.	Year 2
	4.2c Enable the delivery of identified initiatives and opportunities that focus on young people's priorities and interests.	Year 3
4.3 Enhance and develop life skills to promote independence and self-determination.	4.3a Work in partnership with service providers to develop and deliver life skills sessions for young people to gain independence including financial literacy.	Year 2
	4.3b Utilise Council's advocacy responsibilities to enhance affordable living for young people.	Year 4



Implementing, Monitoring and Evaluating the Strategy

The Cumberland City Youth Strategy 2022 – 2026 will be incorporated into Council’s Delivery Program and Operational Plan. Progress on the implementation of the actions will be regularly monitored. A comprehensive review and evaluation of the Strategy will be undertaken at the completion of the four year term (2022 – 2026). The results will be reported to Council and the community.

Performance Indicators

Indicators are an important tool in ascertaining the progress in implementing the Strategy, as well as maintaining the profile and commitment to improved outcomes for young people within Council. The challenge for Council is that issues may be important and have a significant impact on local young people but be outside the direct control of Council. Council will monitor progress against these indicators to measure the wellbeing and inclusion of young people in the community

CONCERN
Advocate, educate and support on behalf of the community

INFLUENCE
Partial or shared responsibility with community or government partners

CONTROL
Core business and functions of councils

Themes	Indicators	Data Source	Council Influence
ACCESS AND INCLUSION	Number of Council owned decisions that include the voice and influence of young people	Council Data	Control
	Number of Council youth-friendly spaces	Council Data	Control
CONNECTEDNESS & IDENTITY	Number of young people participating and attending Council youth activities, events and projects	Council Data	Control
	Level of satisfaction with youth-led projects, events and activities	Council Data	Control
WELLBEING & RESILIENCE	Number of young people who participated in health and wellbeing initiatives	Council Data	Control
	Number of young people accessing mental health support within the Cumberland youth sector	Council survey	Influence
	Number of NSW Child Safe Standards Council is compliant with	Council Data	Control
PATHWAYS & INDEPENDENCE	Number of young people who participated in employment or job readiness initiatives	Council and Youth Sector Data	Influence
	% of youth unemployed in Cumberland City	Council Data	Concern
	% of disengaged young people in Cumberland City	Council Data	Concern



Acknowledgments

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