



Central Highlands Youth Development Strategic Action Plan

----- 2024-2028

ACKNOWLEDGEMENT OF COUNTRY

Central Highlands Regional Council acknowledges the First Peoples - the Traditional Custodians of the lands where we live and work, and we recognise their continuing connection to land, water, and community. We pay respect to Elders - past and present - and acknowledge the significant role Aboriginal and Torres Strait Islander people continue to play within the Central Highlands region.

ACKNOWLEDGEMENT OF YOUTH

We would like to acknowledge and thank all the youth who generously gave up their time to contribute ideas and opinions towards the development of this Strategic Action Plan.

CELEBRATING DIVERSITY AND INCLUSION

We will make every effort to ensure that all our facilities, programs and events are respectful and inclusive of all youth in our community.

For further information regarding contents of this document or to discuss how actions and outcomes will be measured please contact:

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Information contained within this document is based upon information available at the time of development.

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Message from the Mayor

OUR COMMUNITY, OUR VISION

Your Central Highlands Regional Council sees one of its most important commitments to community is in helping and supporting youth in the region. This support includes assistance by funding programs that strive to reach and engage with young Central Highlanders. These programs have a goal to identify the needs of youth and facilitate solutions that contribute to the region's safety and social investment. In the Central Highlands, young people between the ages of 10 and 17, account for 11.63% of the total population. As such, it is important council adopts a thoughtful and considered strategy to ensure this important demographic are engaged and remain invested in our region.

To help form this Strategic Action Plan, council conducted surveys and focus groups to better understand what young

people and community believed was important to our young people.

This engagement ran from August 2022 to April 2023, and saw data collected from 1695 young people and community members across our 13 diverse communities. The results from this survey helped inform the framework of 4 key priority areas that will guide the delivery of youth-focused initiatives across the region for the next 5 years.

This 5-year Youth Development Strategic Action Plan seeks to ensure that our region's youth are supported and resourced and feel they provide meaningful contributions to our communities.

We are grateful for the feedback and assistance from the many agencies and organisations that share our interest in

our youth and their welfare and their same great belief of the influence that young people have for our future as a region.



Mayor Cr Kerry Hayes







INTRODUCTION

Central Highlands Regional Council was formed in 2008 when the four former shire councils of Bauhinia, Duaringa, Emerald and Peak Downs amalgamated into one. Youth Development has been a continual focus for council. To support this council has created a strategic vision to deliver this service regionally to ensure young people between the ages of 10-17 are given opportunities to be engaged and informed within their communities.

The *Central Highlands Youth Development Strategic Action Plan 2024- 2028* (Strategic Action Plan) is council's plan for youth. The Strategic Action Plan outlines council's priorities and actions to address over the next five calendar years. The Strategic Action Plan has been developed by council's Youth Development Team in consultation with various groups, agencies and organisations represented across the region (see page 35).

Our youth have a vital role to play in our community, both now and in the future. We are committed to meaningfully involve and support them to explore the many opportunities ahead.

Council recognises 'youth' or 'young people' to be an individual person or group of people between the ages of 10 and 17.

WHY HAVE A YOUTH DEVELOPMENT STRATEGIC ACTION PLAN?

The needs of youth are ever-changing, making them a unique demographic that requires specific planning and consideration. By identifying and prioritising the areas that matter most to our youth, we can work together to create a brighter future for our current and future generations.

Council recognises that the future of our region lies in the hands of our youth, whose thoughts, attitudes, opinions, and ideas are of immeasurable value. Youth are an essential part of our community and it is our duty to ensure that we include, reflect, and acknowledge their contribution to shape the Central Highlands into a better today and tomorrow.

Over the next five years, council will work hand-in-hand with the local youth sector, schools, youth and the community to create an even more vibrant and inclusive Central Highlands.

2024-2028



What is youth development?

Youth development (YD) is a strategic approach aimed at supporting all youth to thrive. It's about youth having a voice, being involved and having a say in decisions that affect them. YD promotes growth and development through a range of activities, programs and experiences that provide opportunities for youth to develop social, ethical, emotional, physical, and cognitive skills. The YD approach is grounded in

the belief that youth thrive when they receive support across all areas of the community, such as schools, families, peers, youth services, faith organisations, community groups, businesses, the youth justice and child safety system, not-for-profit organisations and more. By engaging the entire community, a web of opportunities is created that youth can access and benefit from, inspiring them to reach their full potential.





What are the benefits of youth development?

BENEFITS FOR YOUTH

Youth:

- feel valued and heard by their community.
- have access to improved services that are more relevant, flexible, responsive, inclusive, accountable and meets their needs.
- self-esteem, resilience, critical thinking, skills and knowledge are supported to develop.
- are empowered and have greater control over their lives.
- have increased confidence to participate in their communities and in decision making processes.
- express their needs and ideas.
- are encouraged to develop coping mechanisms that support their overall wellbeing.
- personal growth and identity development are supported.
- social networks are broadened and strengthened.

BENEFITS FOR COMMUNITY

Youth:

- feel a sense of belonging, take pride and wish to stay in their community.
- identified programs are developed and embraced by youth, resulting in improved return on investment to community.
- skills, knowledge, new energy, fresh ideas and enthusiasm benefit community.
- display a willingness to accept leadership responsibilities in their community.
- come up with their own ideas for improving the community.
- issues are being heard and better understood by the community, enabling them to assist youth.
- express a desire to help others in their community.
- that are actively engaged and a part of the community.



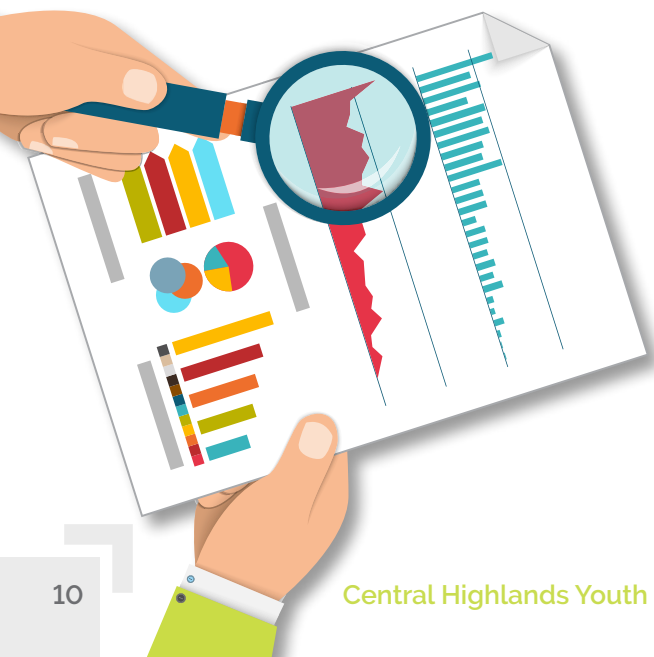
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Where does the Youth Development Strategic Action Plan fit in?

Council has a number of policies and strategic documents in place that outline commitments to providing collaborative and transparent planning for the future. The Strategic Action Plan aligns with existing council documents including council's Corporate Plan 2022 – 2027, whose goals include:

- Deliver, enable and advocate for reliable services to our community.
- Support and enhance resilient, safe, vibrant and inclusive communities.





What is council's role?

Council is committed to youth development and as the local level of government has the ability to directly engage with youth and services to identify needs and provide outcomes. This Strategic Action Plan can only be achieved if all of community work together including youth, schools,

families, peers, youth services, faith organisations, community groups, businesses, youth justice system and child safety system, not-for-profit organisations and more. Everyone is encouraged to take inspiration from this document and act on these goals for the future of our youth.

Council has a role in advocating, delivering, facilitating and creating collaborative approaches to support and engage youth. It achieves this through the roles outlined below. For each activity listed in the Strategic Action Plan (page 22), council's level of involvement has been listed using the following roles:



ADVOCATE

Council will act as a voice to support community to raise awareness of barriers and advocate for increased funding and resources.

FACILITATE

Council brings together stakeholders to plan, deliver and/or evaluate youth activities, events, programs, services, projects and/or facilities.

SUPPORT

Council will support and encourage the activity. (e.g. attending meetings, promoting youth activities, events, programs and services).

PARTNER

Council is not lead. Relevant stakeholders will lead and council will partner with them to deliver. These partnerships could be on an informal or formal basis as required.

DELIVER

Council is responsible for the delivery of a youth program, service, project and/or facility. Income and expenditure is determined by council's annual budget process. Where possible council will seek support to deliver in collaboration with other stakeholders.



Youth snapshot

The Central Highlands is nestled in the heart of Central Queensland and is considered the gateway to the outback.

The region spans around 60,000 square kilometres, which is likened to the size of Tasmania. Along with rich mineral and sapphire production areas the region has a large and diverse range of agricultural and pastoral industries.

According to the 2021 Census data the Central Highlands has a total population of 27, 818 total residents across its 13 distinct communities. The Central Highlands is home to large cultural and social diversities which all contribute to the region's vibrancy. Youth represent 11.63% of the total Central Highlands, which equates to a total of 3233 young residents.

DIVERSITY

- 8.7% identify as Aboriginal and/or Torres Strait Islander.
- 7% born overseas. (top 3: New Zealand, Philippines and South Africa).
- 4.8% spoke a language other than English at home. (top 3: South East Asia, Dutch and Indo-Aryan).
- 4.1 % identified the need for assistance with core activities.

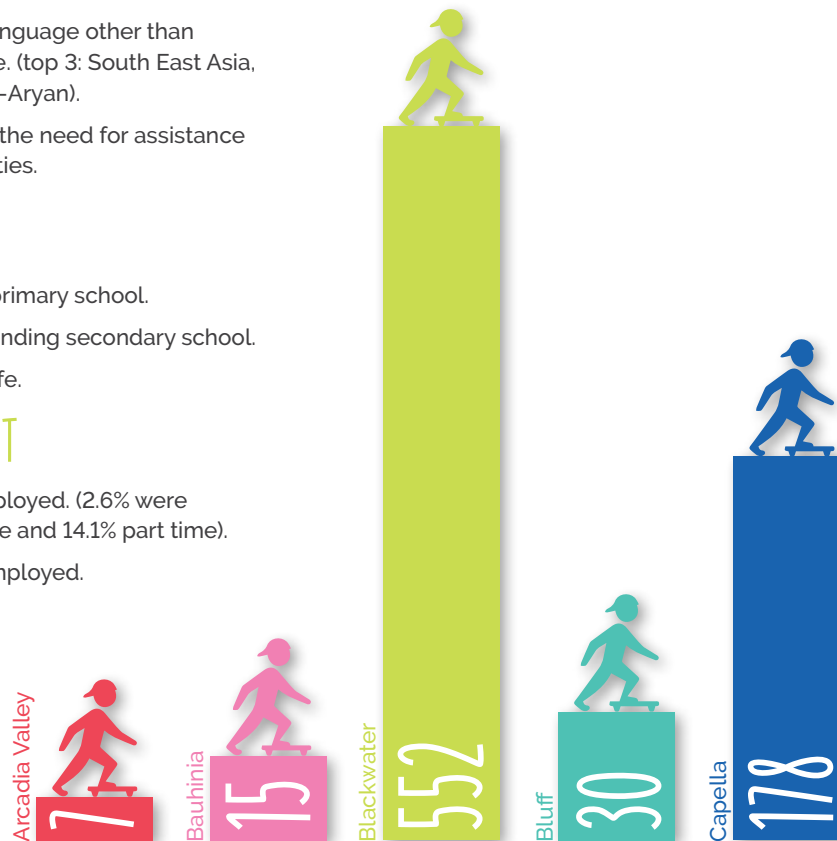
EDUCATION

- 28.6% were at primary school.
- 58.1% were attending secondary school.
- 0.3% were at tafe.

EMPLOYMENT

- 16.7% were employed. (2.6% were working full time and 14.1% part time).
- 1.6% were unemployed.

BREAKDOWN OF YOUTH DEMOGRAPHICS



*Figures listed represent total number of youth populations.





How we engaged

The Central Highlands Youth Survey's was the main information gathering initiative with over 1000 respondents across the region. The survey was made available online and in print and provided invaluable information for the development of the actions in the Strategic Action Plan.

Other engagements included council feedback sessions, participation in youth activities and events, school student leader focus groups, in-school engagements, and engagements with council's youth advisory groups.

These initiatives ensured that a range of face-to-face conversations, public forums and online engagement were available for youth, community members and service providers to participate in.

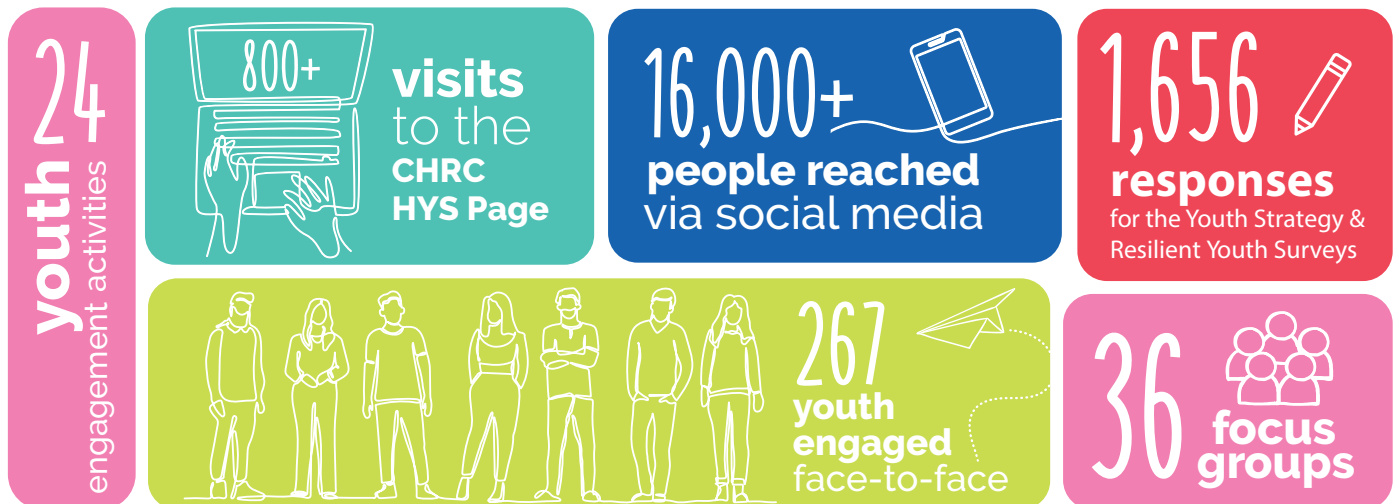
WHY WE ENGAGED

Council acknowledges that youth are the experts of their own lives and value their knowledge, experience, thoughts and ideas.

As experts' youth are best placed to engage with council about the issues that affect them and their communities.

Meaningful engagement of youth by council, encourages youth to gain a sense of ownership in the process and motivated to partner with council in the future.

HOW WE REACHED PARTICIPANTS





Who engaged with us

CENTRAL HIGHLANDS YOUTH SURVEY

Survey results were gathered during the months of December 2022 to April 2023.

88%

88% were aged between 10 and 17

48%

48% identified as female

38%

38% identified as male

14%

14% identified as a-gendered/non-gendered, transgender, non-binary, other or preferred not to say

17%

17% identified as Aboriginal or Torres Strait Islander

6%

6% identified as a Culturally and Linguistically Diverse person





What the survey told us

25% of respondents are not planning to stay in the Central Highlands after finishing high school.

25%

27% of respondents are planning to stay in the Central Highlands after finishing high school.

27%

47%

47% are unsure if they will stay in the Central Highlands after finishing high school.

TOP 5 RESPONSES

What respondents plan to do after leaving High School

1. University
2. Work
3. Not sure
4. Trade/apprenticeship
5. Travel

How respondents would like to find out about events and opportunities

1. Facebook
2. Instagram
3. Emails
4. Advertising (notice-boards in shopping centres, etc.)
5. Pop-up events (at shopping centres, markets, etc.)



“ Homophobia within school and the local community. Lack of support, this creates fear of expressing our identity. ”
14, a-gendered/non-gendered

“ I like where I live because it is a welcoming environment and community comes together to help one another out when people need it the most. ”
15, male

“ We need more support services, there is none for people with issues that need them. Not everyone can get to Emerald or Rockhampton. ”
12, female

“ A lot of teenagers my age abuse alcohol and smoke and vape. And just the pressures of being a teenager. ”
16, female

“ I am concerned about suicide because I don't want to lose the people I love. ”
13, non-binary

“ The lack of insight. Clear homophobia and racism to close friends. Judging people on meaningless things. ”
17, male

“ I like that everything is in walking distance from my house. ”
10, male

“ I am concerned about the future cause I don't know what will happen. ”
11, female

- **Issues affecting youth:** Boredom/nothing to do, body image, feeling positive about the future, pressures of schoolwork, suicide, racism, friendship problems, peer pressure, online and verbal bullying, family conflict, costs of activities/recreation, school completion/attendance, sexual abuse, eating disorders, smoking/vaping, feeling included, valued and accepted.
- **Things youth don't like about the Central Highlands:** The lack of ongoing activities, boredom, the heat, distance between communities, limited shops and limited employment opportunities.

- **What youth want more of:** Movie nights, live music events, sports carnivals, creative workshops, motorsports, youth raves and discos, youth markets, gaming competitions, youth festivals, tabletop games and events.
- **Things youth love about the Central Highlands:** Close communities, safe environments, weekend sports, friends aren't far away, open space, football and community friendliness.

Issues that respondents are concerned about

1. Boredom/nothing to do
2. Body image
3. Feeling positive about the future
4. Pressures of schoolwork
5. Suicide

Who respondents would go to for advice and support about issues that are concerning them

1. Friends
2. Parents/care givers
3. Relatives
4. Teachers
5. Police



Strategic priority areas

THERE ARE FOUR STRATEGIC PRIORITY AREAS THAT WILL BE USED AS A FRAMEWORK TO DELIVER ON THE OUTCOMES IDENTIFIED THROUGH THE YOUTH DEVELOPMENT STRATEGIC ACTION PLAN.

1

ACTIVE & CELEBRATED

Our youth are celebrated, inspired to be creative and provided opportunity to be active in their community.

2

HEALTHY & WELL

Our youth are supported to develop their health and wellbeing.

3

BELONG & CONNECTED

Our youth know they belong and are connected to their community.

4

PARTNERSHIPS & ADVOCACY

The youth sector and community work together to improve outcomes for youth.



COUNCIL COMMITS TO BUILD COLLABORATIVE RELATIONSHIPS AND PARTNERSHIPS ACROSS ALL AREAS OF YOUTH SUPPORT SERVICES AND OTHER KEY STAKEHOLDERS IN THE DELIVERY OF THE STRATEGIC ACTION PLAN.

ACTIVE & CELEBRATED

1

Our youth are celebrated, inspired to be creative and provided opportunity to be active in their community.

GOAL

- 1.1 Youth activities are delivered that cater to a wide range of interests and are inclusive of all youth.
- 1.2 Youth are celebrated annually during Queensland Youth Week.
- 1.3 The achievements of our youth are celebrated.
- 1.4 Youth have access to a wide range of arts and cultural initiatives, programs and events.
- 1.5 Opportunities are provided for regional and community youth leadership capacity building.
- 1.6 Spaces and places are safe, welcoming and youth friendly.



Strategic priority areas



HEALTHY & WELL

2

Our youth are supported to develop their health and wellbeing.

GOAL

- 2.1 Health and wellbeing information, programs and services are accessible to youth.
- 2.2 Youth are supported with the impacts of school stress.
- 2.3 Community capacity is developed to support youth mental health.
- 2.4 Access to services that support the health and wellbeing of youth is normalised.





BELONG & CONNECTED

3

Our youth know they belong and are connected to their community.

GOAL

- 3.1 Youth are involved in decisions that influence their life and community.
- 3.2 Youth are encouraged to engage with the wider community.
- 3.3 Council social media presence is increased for youth communication and support.
- 3.4 Opportunities are provided for youth to make a positive impact on the environment and have their say on environmental issues.
- 3.5 Community identify potential public spaces that can be activated or supported to further develop Arts, Culture, Recreation and community belonging for youth.

PARTNERSHIPS & ADVOCACY

4

The youth sector and community work together to improve outcomes for youth.

GOAL

- 4.1 Partnerships between council and youth service providers are built and strengthened.
- 4.2 Working and action groups that raise awareness and provide outcomes for youth issues within the region are supported.
- 4.3 Partnerships for education and employment opportunities of youth are increased.
- 4.4 Innovative ways to access a wide range of services and opportunities for youth in outlying communities are supported.
- 4.5 Partnerships with service providers that support the development needs of youth are developed and maintained.
- 4.6 Avenues are provided for local groups, clubs and agencies to access funding or support to deliver youth friendly events and programs within communities.



Action Plan

Active and Celebrated

| GOAL | ACTION | COUNCIL'S ROLE | PERFORMANCE MEASURE | TARGET* | PARTNERS |
|--|---|----------------|---|-------------|---|
| 1.1 Youth activities are delivered that cater to a wide range of interests and are inclusive of all youth. | Deliver a minimum of five activities annually in the towns of Emerald, Blackwater, Springsure and Capella. | Deliver | Number of activities delivered. | 2024 - 2028 | Youth |
| | Deliver a minimum of five activities annually in additional interested communities. | Deliver | Number of partnerships. | 2024 - 2028 | Council Youth Development Team |
| | | | Number of activities delivered. | 2024 - 2028 | Council Public Relations and Event Team |
| | | | Number of partnerships. | 2024 - 2028 | Youth Sector Community Groups and Stakeholders |
| 1.2 Youth are celebrated annually during Queensland Youth Week. | Form a youth-led Central Highlands Youth Week Committee annually in the location that the signature event will be held. | Deliver | Number of youth involved in Central Highlands Youth Week Committee. | 2024 - 2028 | Youth |
| | In partnership facilitate a Signature Central Highlands Youth Week event annually, rotating the location between Emerald, Blackwater, Springsure and Capella. | Deliver | Number of youth participated in the event. | 2024 - 2028 | Council Public Relations and Event Team |
| | | | Number of partnerships to deliver the event. | 2024 - 2028 | Youth Sector |
| | | | | | Community Groups and Stakeholders |
| 1.3 The achievements of our youth are celebrated. | Deliver the Community Spirit award through Schools Awards and Graduation celebrations. | Deliver | Number of Community Spirit awards delivered. | 2024 - 2028 | Mayor and Councillors |
| | Promote the achievement and contributions youth make to our community through council's social media platforms. | Deliver | Number of acknowledgements. | 2024 - 2028 | Council Youth Development Team Council Public Relations and Event Team Youth Sector Community Groups and Stakeholders Schools |



| GOAL | ACTION | COUNCIL'S ROLE | PERFORMANCE MEASURE | TARGET* | PARTNERS |
|--|---|-------------------------------|---|-------------|--|
| 1.4 Youth have access to a wide range of arts and cultural initiatives, programs and events. | Deliver the ongoing Ichinoseki Sister City relationships. | Deliver | Number of Sister City applications received. | 2024 - 2028 | Youth Council Youth Development Team Council Community Relationships Team Council Arts and Culture Team Youth Sector Community Groups and Stakeholders Schools |
| | | | Number of students and families participating in the Sister City program. | 2024 - 2028 | |
| | Support the delivery of NAIDOC Week annual activities across the region. | Deliver Partner Support | Number of NAIDOC Week activities supported. | 2024 - 2028 | |
| | Collaborate with the Arts and Cultural Officers in the delivery of aspirations relevant to youth through the Arts and Cultural Action Plan. | Deliver Partner Support | Number of meetings with Arts and Cultural Officers. | 2024 - 2028 | |
| | | | Number of initiatives delivered. | 2024 - 2028 | |
| | Support the delivery of the Annual Youth Art Awards. | Deliver | Number of youth art entries. | 2024 - 2028 | |
| 1.5 Opportunities are provided for regional and community youth leadership capacity building. | Facilitate Youth Leadership Groups. | Deliver | Number of youth involved in leadership groups. | 2024 - 2028 | Mayor and Councillors Youth Council Youth Development Team Youth Sector Community Groups and Stakeholders Schools |
| | | | Number of leadership initiatives offered to groups. | 2024 - 2028 | |
| | | | Number of leadership initiatives delivered by groups. | 2024 - 2028 | |
| | Establish a Regional Youth Leadership Group. | Deliver | Number of youth involved in the regional leadership group. | 2026-2028 | |
| | Delivery of the Annual Mayoral Student Leaders Summit. | Deliver | Number of schools participating. | 2024 - 2028 | |
| | | | Number of student leaders participating. | 2024 - 2028 | |
| Support community organisations that provide programs that develop youth skills and connections. | Partner Support | Number of programs supported. | 2024 - 2028 | | |
| 1.6 Spaces and places are safe, welcoming and youth friendly. | Ensure there is a youth friendly engagement process to capture the voice of youth in the planning and design of council's new and existing spaces and places. | Deliver | Number of engagements. | 2026 - 2028 | Youth Council Youth Development Team Council Engagement Team |

*Target timeframe aligns with the calendar year beginning 1 January and ending 31 December



Action Plan Healthy & Well

| GOAL | | ACTION | COUNCIL'S ROLE | PERFORMANCE MEASURE | TARGET* | PARTNERS |
|------|--|---|-----------------|--|-------------|---|
| 2.1 | Health and wellbeing information, programs and services are accessible to youth. | Partner to deliver programs that promote healthy and respectful relationships amongst youth. | Partner | Number of programs delivered. | 2024 - 2028 | Youth |
| | | Partner to deliver programs that focus on healthy lifestyle choices for youth such as: healthy eating, positive body image, sexual health, drug and alcohol, physical activity and other healthy lifestyle choices. | Partner | Number of programs delivered. | 2024 - 2028 | Council Youth Development Team Council Sport and Recreation Team Youth Sector |
| | | Advocate for mental health services and programs for youth in the region. | Advocate | Number of services and/or program advocated for. | 2024 - 2028 | Community Groups and Stakeholders Schools |
| 2.2 | Youth are supported with the impacts of school stress. | Set up and promote study spaces in libraries after school and during exam periods. | Deliver | Number of youth accessing the service. | 2024 - 2028 | Youth Council Youth Development Team Council Library Team |
| 2.3 | Community capacity is developed to support youth mental health. | Encourage at least 100 youth to complete the Annual Mission Youth Australia Survey to secure access to individualised report for the Central Highlands. | Deliver | Number of youth completed survey. | 2024 - 2028 | Youth Council Youth Development Team |
| | | In partnership deliver one regional initiative annually responding to the areas identified in the survey. | Deliver Partner | Number of youth participating in the initiative. | 2024 - 2028 | Youth Sector Community Groups and Stakeholders |
| | | Advocate for mental health education programs that develop skills of youth and their families to better support each other and make informed decisions. | Advocate | Number of programs advocated for. | 2024 - 2028 | Schools |

*Target timeframe aligns with the calendar year beginning 1 January and ending 31 December



| GOAL | | ACTION | COUNCIL'S ROLE | PERFORMANCE MEASURE | TARGET* | PARTNERS |
|------|--|---|----------------|--------------------------------|-------------|---|
| 2.4 | Access to services that support the health and wellbeing of youth is normalised. | Partner to deliver local targeted campaigns that focus on positive interaction with access to services. | Partner | Number of campaigns delivered. | 2024 - 2028 | Youth Council Youth Development Team Youth Sector Community Groups and Stakeholders Schools |





Action Plan Belong & Connected

| GOAL | | ACTION | COUNCIL'S ROLE | PERFORMANCE MEASURE | TARGET* | PARTNERS |
|------|---|---|----------------------------|---|-------------|---|
| 3.1 | Youth are involved in decisions that influence their life and community. | Engage with youth to have a role in the development of council's youth related policy, plans, programs and projects. | Deliver | Number of engagements. | 2024 - 2028 | Youth Council Youth Development Team |
| | | Develop tools that enable council staff to enhance youth participation and involvement in community initiatives. | Deliver | Tools developed and socialised. | 2025 | Youth Council Youth Development Team Council Engagement Team |
| 3.2 | Youth are encouraged to engage with the wider community. | Support and/or deliver intergenerational activities. | Deliver Partner Support | Number of activities. | 2024 - 2028 | Youth Council Youth Development Team |
| | | Support opportunities for youth involvement in volunteering. | Deliver Partner Support | Number of opportunities supported. | 2024 - 2028 | Council Community Relationships Team Youth Sector Community Groups and Stakeholders |
| 3.3 | Council social media presence is increased for youth communication and support. | Maintain council's youth-based email distribution lists to share information. | Deliver | Up to date youth-based email distribution list. | 2024 - 2028 | Youth Council Youth Development Team Council Public Relations and Event Team |
| | | Actively maintain Youth social media channels to provide relevant information on issues affecting youth, available support services and upcoming programs and events. | Deliver | Implement a council Youth Service Instagram account. | 2024 - 2028 | |
| | | | | Quarterly updates on council's youth development website. | 2024 - 2028 | |
| | | | | Weekly update on council's Youth Facebook page. | 2024 - 2028 | |
| | | Reach of social media channels. | 2024 - 2028 | | | |

*Target timeframe aligns with the calendar year beginning 1 January and ending 31 December



| GOAL | | ACTION | COUNCIL'S ROLE | PERFORMANCE MEASURE | TARGET* | PARTNERS |
|------|---|---|-----------------|--|-------------|---|
| 3.4 | Opportunities are provided for youth to make a positive impact on the environment and have their say on environmental issues. | Encourage youth involvement in Clean Up Australia Day. | Deliver Support | Number of youth attending. | 2024 - 2028 | Youth Council Youth Development Team |
| | | Encourage youth to be involved in National Tree Day. | Deliver Support | Number of youth attending. | 2024 - 2028 | Council Public Relations and Events Team Council Parks and Gardens Team Youth Sector Community Groups and Stakeholders |
| 3.5 | Community identify potential public spaces that can be activated or supported to further develop Arts, Culture, Recreation and community belonging for youth. | Implement an annual Community Reference Group survey to better understand community perception of youth-based facilities. | Deliver | Number of actions implemented due to survey responses. | 2025-2028 | Council Youth Development Team Council Engagement Team |



Action Plan Partnerships & Advocacy

| GOAL | | ACTION | COUNCIL'S ROLE | PERFORMANCE MEASURE | TARGET* | PARTNERS |
|------|---|---|----------------|--|-------------|--|
| 4.1 | Partnerships between council and youth service providers are built and strengthened. | Continue to facilitate the Regional Youth Advisory Network (RYAN). | Facilitate | 8 RYAN meetings per year. | 2024 - 2028 | Youth Council Youth Development Team Youth Sector Community Groups and Stakeholders |
| | | Deliver an ongoing youth service providers summit. | Deliver | Number of service providers attended. | 2024 - 2028 | |
| 4.2 | Working and action groups that raise awareness and provide outcomes for youth issues within the region are supported. | Participate on strategic working and action groups relevant to youth. | Support | Number of forums represented by council on youth related issues. | 2024 - 2028 | Youth Council Youth Development Team Youth Sector Community Groups and Stakeholders |
| | | Maintain involvement on the: <ul style="list-style-type: none"> ■ Mental Health Stakeholders Group ■ Local level Alliance ■ Central Highlands Suicide Prevention Group | Support | Number of meetings attended. | 2024 - 2028 | |

*Target timeframe aligns with the calendar year beginning 1 January and ending 31 December



| GOAL | | ACTION | COUNCIL'S ROLE | PERFORMANCE MEASURE | TARGET* | PARTNERS |
|------|---|--|----------------|---|-------------|--|
| 4.3 | Partnerships for education and employment opportunities of youth are increased. | Provide opportunities for student placement, work experience and volunteering within council. | Deliver | Number of opportunities provided for student placement, work experience and volunteering. | 2024 - 2028 | Youth Council Youth Development Team Council Training and Development Team Youth Sector Community Groups and Stakeholders Schools |
| | | Partner with schools and organisations to provide career pathway advice and access to information about employment opportunities within council. | Deliver | Number of partnerships. | 2024 - 2028 | |
| | | Partner with stakeholders to deliver a range of events and programs that aim to enhance youths' job readiness and employability. | Partner | Number of events and programs. | 2024 - 2028 | |
| | | In partnership with schools, improve student's transition from primary to high school. | Partner | Number of schools partnered with. | 2024 - 2028 | |
| 4.4 | Innovative ways to access a wide range of services and opportunities for youth in outlying communities are supported. | Undertake mapping of youth services and opportunities available across the region and identify gaps. | Facilitate | Map of services/gaps across region. | 2024 | Youth Council Youth Development Team Youth Sector Community Groups and Stakeholders |
| | | | | Update map annually. | 2025 - 2028 | |
| | | Advocate for opportunities to close or reduce service gaps across the region. | Advocate | Number of service gaps reduced or closed. | 2025 - 2028 | |



Action Plan Partnerships & Advocacy

| GOAL | | ACTION | COUNCIL'S ROLE | PERFORMANCE MEASURE | TARGET* | PARTNERS |
|------|--|---|-------------------------|---|-------------|--|
| 4.5 | Relationship between council and Queensland Department of Youth Justice is maintained. | Maintain service level agreement with Queensland Department of Youth Justice. | Partner Support | Number of youth placements in council services and activities. | 2024 - 2028 | Council Youth Development Team Queensland Department of Justice |
| | | | | Minimum of 2 meetings with Youth Justice Service. | 2024 - 2028 | |
| | | | | Review current agreement for considerations and further continuation. | 2025 & 2027 | |
| 4.6 | Avenues are provided for local groups, clubs and agencies to access funding or support to deliver youth friendly events and programs within communities. | Provide groups and organisations access to council youth development event resources. | Deliver Partner Support | Number of support requests received. | 2024 - 2028 | Youth Council Youth Development Team Youth Sector Community Groups and Stakeholders |
| | | | | Number of initiatives supported. | 2024 - 2028 | |

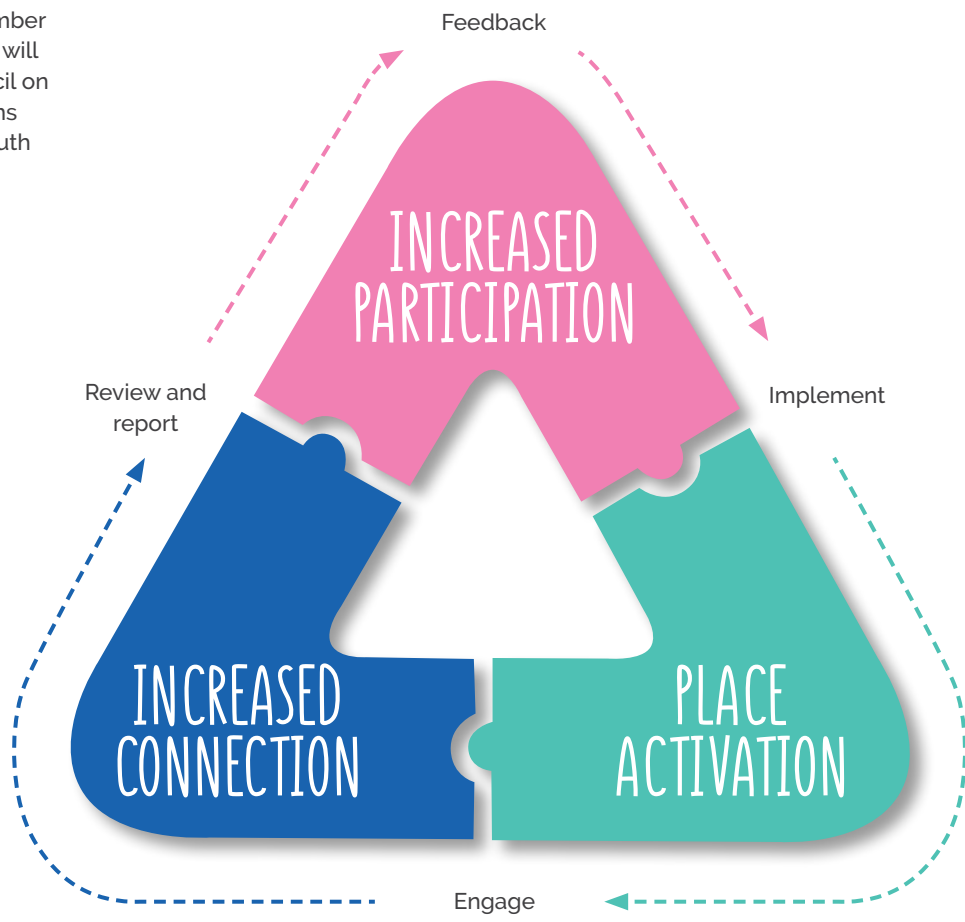
*Target timeframe aligns with the calendar year beginning 1 January and ending 31 December





Implementation and reporting

The actions within this document will be delivered over the five calendar years effective 1 January 2024 to 31 December 2028. The youth development team will provide bi-annual reporting to council on the progress and outcomes of actions and provide ongoing avenues for youth to give feedback.





References and acknowledgments

- Central Highlands Regional Council Corporate Plan 2022-2027
- Central Highlands Regional Council Operational Plan 2022 - 2023
- Community Engagement Action Plan 2020-2022
- Creative Cultural Futures and Heritage Action Plan 2022 - 2024
- Central Highlands Regional Council Library Strategic Action 2021-2026
- Central Highlands Youth Survey data reports
- Resilient Youth Australia Survey data reports
- Mission Australia Youth Survey data reports
- Queensland Youth Strategy
- Youth Justice Strategy
- School Student Leaders focus group sessions
- Council Youth Advisory Groups focus group sessions
- Community Reference Group focus group sessions
- Community Reference Group strategic action plans
- Australian Bureau of Statistics 2021
- CQUni Emerald Campus Youth Connect Indaba report

ACKNOWLEDGEMENTS

Central Highlands Regional Council wishes to thank community members who contributed to the development of the Strategic Action Plan.

Council would like to thank the following groups for their ongoing support:

- Schools
- CTM Links
- Anglicare Central Queensland
- Headspace Emerald
- Emerald Neighbourhood Centre
- PCYC Blackwater and Emerald
- Youth Justice Service
- Regional Youth Alliance Network

2024-2028



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