



SNOWY MONARO
REGIONAL COUNCIL

SNOWY MONARO
YOUTH COUNCIL

Youth Strategy 2019-2022



Acknowledgements

Acknowledgement of Country

We acknowledge the Ngarigo people as the traditional custodians of land within the Snowy Monaro Local Government Area. The Youth Council pays respect to the Ngarigo people and their Elders, past present and emerging. We respect and recognise their cultural heritage, beliefs and connection with the land on which this Strategy will be delivered. We value their rich contribution to the region and recognise the strength, resilience and capacity of Aboriginal and Torres Strait Islander people.

-Rylie Jane Marks, 2019 Youth Councillor, proud Kamilaroi woman

Other Acknowledgements

Council acknowledges the 2019 Snowy Monaro Youth Councillors for their integral role in the development of this document.

Council sincerely thanks its staff and the community members that have contributed to the development of the 2019 - 2022 Youth Strategy.

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A word from the Youth Mayor



The engagement of youth in policy development and strategic planning is an important factor in creating enthusiastic citizens for the future. The Snowy Monaro Youth Strategy is a significant tool for promoting an open and friendly environment for young people to advocate for their beliefs, passions and perspectives. The Youth Strategy highlights Council's commitment to both the future and those who hold it. I believe strongly in the values of utilitarianism; bringing the greatest possible outcome to the greatest number of people. With over 15% of the region's population being 12-25 year olds, the voice of young people is paramount to every discussion on the future of our communities. I am hopeful that this strategy provides a valuable framework to prioritise the worries, desires and passions of young people in our area.

Zara Farrell, 2019 Youth Mayor, Snowy Monaro Regional Youth Council

Existing plans & policies

The Snowy Monaro Youth Strategy 2019-2022 is guided by existing plans, policies and laws from across all levels of government. The Strategy has been drafted to align with:

Snowy Monaro Regional Council

- The Snowy Monaro 2040 Community Strategic Plan
- Regional Economic Development Strategy 2018 - 2022

NSW State Government

- NSW Strategic Plan for Children and Young People
- NSW Youth Employment Strategy
- NSW Youth Health Policy
- Department of Family and Community Services - NSW Practice Framework

Federal Government

- National Youth Strategy for Young Australians, 2010
- National Social Inclusion Agenda 2011
- Australian Youth Affairs Coalition (AYAC) Youth Work Snapshot
- Mission Australia Youth Survey

Premier's Priorities

1. Creating jobs
2. Delivering infrastructure
3. Driving Public Sector diversity
4. Improving education results
5. Improving government services
6. Improving service levels in hospitals
7. Keeping our environment clean
8. Making housing more affordable
9. Protecting our kids
10. Reducing domestic violence reoffending
11. Reducing youth homelessness
12. Tackling childhood obesity



About this Strategy

We want the Snowy Monaro region to be a vibrant place for young people to live, work, study and play. 15.1% of the current population in the Snowy Monaro Local Government Area are aged between 15 and 25 years old. The number of young people is predicted to reach 3489 by 2036 (Australian Bureau of Statistics, Census of Population and Housing, 2016)

Why do we need a youth strategy?

Young people are the future leaders, workers, business owners and parents of our communities. For the Snowy Monaro region to thrive, we need to invest in our young people. This Strategy reflects Council's commitment to this endeavour.

This Strategy will provide clear direction for Council and in particular, the Youth Development Team. It explores the current and future needs of young people and takes into account barriers to community participation and how they could be overcome.

What did we learn?

Five key themes emerged during the consultation process. Young people want Council to focus on:

1. Education and employment
2. Space and place
3. Wellbeing and personal development
4. Recreation and leisure
5. Growth and sustainability

Council's commitment

The Snowy Monaro Youth Strategy outlines Council's commitment to build on the important work we already do in the youth sector, and our vision to cultivate communities in which young people can actively participate in social, civic and economic opportunities.

Our vision for this Strategy

By 2022, this strategy will have supported Council and our partners to:

- Increase access to employment, education and training for school leavers.
- Invest in the 'bricks and mortar' to create spaces which support and engage young people.
- Develop and promote an environment where young people are valued and recognised as the leaders of tomorrow.
- Engage more young people from more townships in Council's school holiday activities and recreation programs.
- Increase opportunities for youth participation in planning for growth

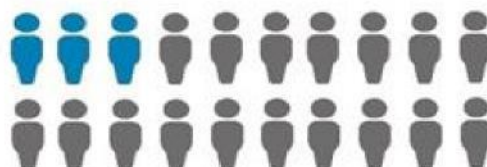
and sustainability in the region.

A snapshot of young people in the Snowy Monaro

3,110 Young people live in the Snowy Monaro Region

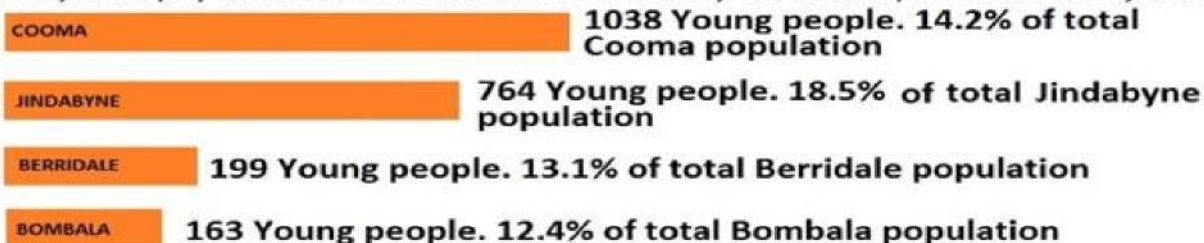
DEFINITION OF A YOUNG PERSON

We refer to a young person as someone between 12 & 24



3 in 20 residents are aged between 12 - 24

The youth population is concentrated in mainly 4 townships in the Snowy Monaro



The population of young people is predicted to reach 3489 by 2023



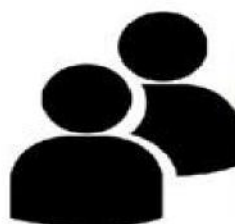
aged 12-24 years were engaged in a secondary government school in 2016

Other education participation included:

Non-Government.....	16.3%
TAFE.....	6.2 %
Tertiary Institution.....	6.9%
Home schooling.....	1.9%



7.4% Aged 15-24 are not engaged in employment or study



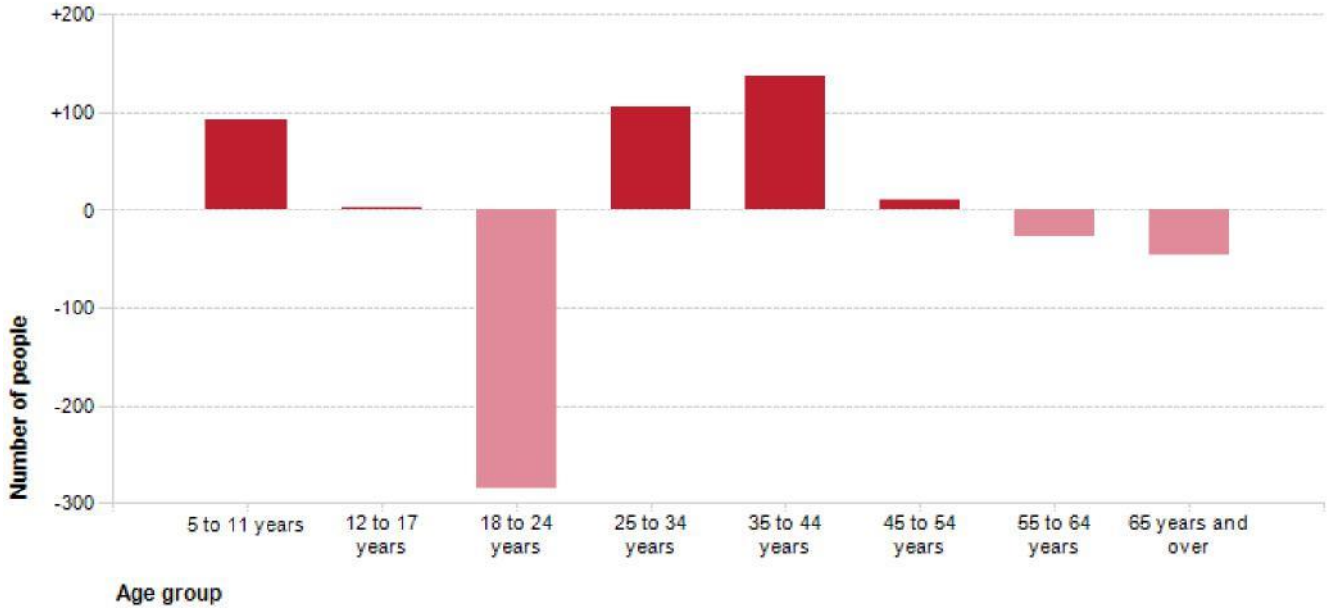
1 in 2 employed young people work in the hospitality/retail industry (45.6%)

Population Migration

Between 2011 and 2016, 285 young people aged 18-24 migrated from the Snowy Monaro LGA. During the consultation process for this Strategy, we asked participants “what would keep you in the region after you finish high school”. Young people told us that meaningful employment (a career), higher education opportunities and more entertainment would increase retention.

Net migration by age group 2016

Snowy Monaro Regional Council area



Source: Australian Bureau of Statistics, Census of Population and Housing, 2016 (Usual residents data)
Compiled and presented in profile.id by .id, the population experts.

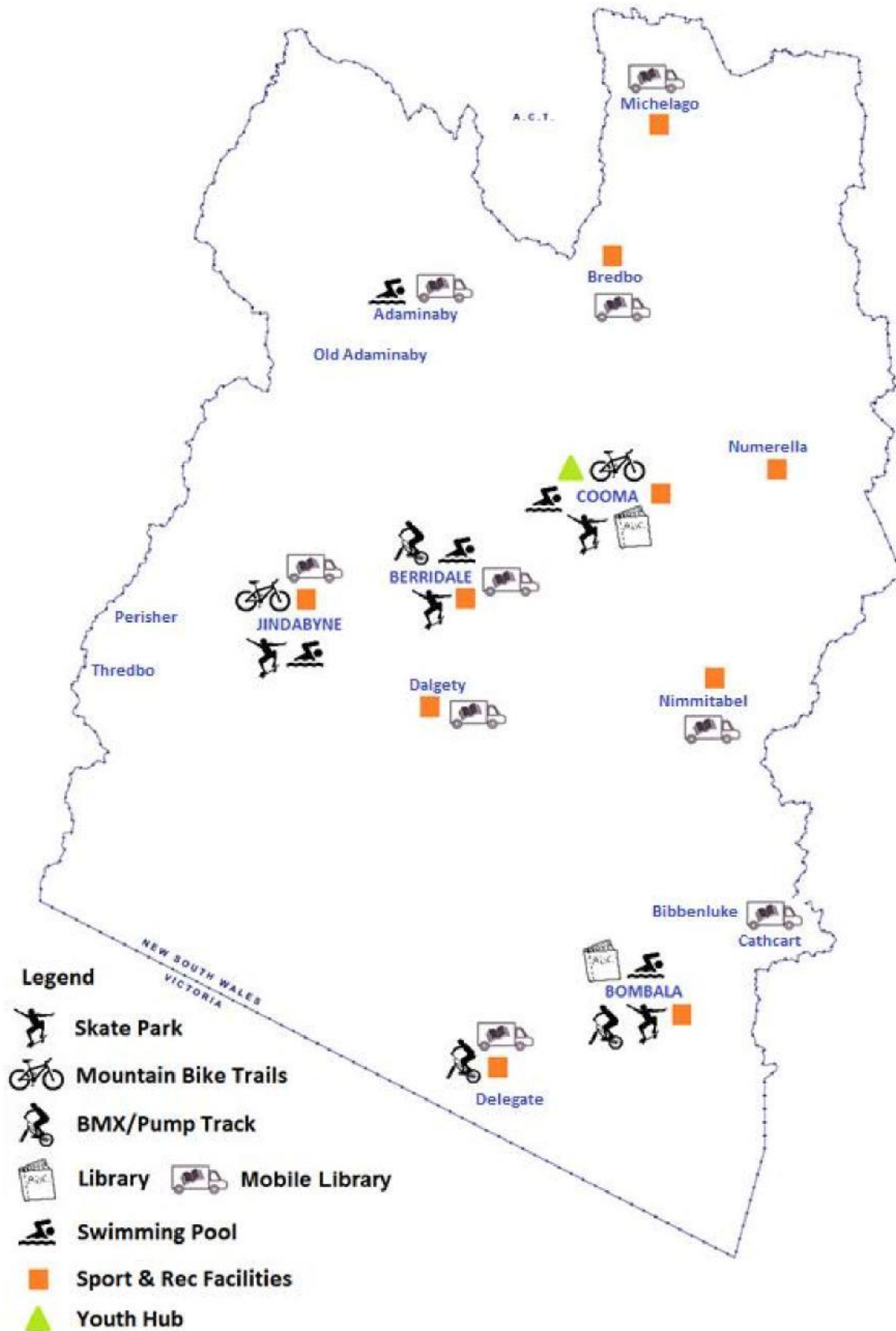


Where are young people going?

Migration data from the Australian Bureau of Statistics indicates that between 2011 and 2016, the majority of young people who left the Snowy Monaro LGA, migrated to the ACT (208 out of 285).

Top migration destinations between 2011 and 2016 for people aged 18 to 24 years	
LGA	Out migration
Melbourne	14
Sydney	15
Wagga Wagga	20
Newcastle	20
Bega Valley	27
Queanbeyan-Palerang Regional	28
Wollongong	51
ACT	208

Existing Council facilities supporting young people



Community engagement



Overview

This Strategy was developed after consultation with just over 400 young people (approximately 13% of the total Snowy Monaro population aged between 12 and 24). We also consulted with teachers, parents, sporting groups, youth workers and youth groups. In total, **452 residents participated** in the consultation process between November 2018 and January 2019.

How we engaged young people

Youth survey

Council staff worked alongside the Snowy Monaro Youth Council to develop a survey to assess the needs, interests and priorities of young people living in the region. A hard copy of the survey was completed by **349 young people**.

Face-to-face consultation

Youth Councillors led consultations with their peers in the school setting and Council staff followed up with a series of focus groups. Young people were also surveyed while taking part in school holiday activities. **51 young people participated in a face-to-face consultation.**

Online

The youth survey was also made available on the “Your Say Snowy Monaro” platform. Participation was encouraged through social media and via the Monaro Post. Parents were the main respondents using this platform. **16 responses were received online.**

How we engaged stakeholders

The youth survey was emailed to over 100 stakeholders in the region. This included schools, TAFE, community groups, sporting clubs, health, government departments and funded youth support services. **36 surveys were returned.**

What young people told us – A snapshot...

Bombala told us...

They want access to youth friendly spaces to meet with friends and to participate in organised after school activities, like art classes and dance workshops. Young people said they hear about what's happening in the community from school and their parents. They told us that boredom, bullying and mental health were the biggest issues they face and want to see Council invest in upgrades to existing facilities like the skate park and the BMX track.

“Fix the skate park so it works for scooters and BMX, no one rides skate boards anymore”

Berridale told us...

That they want more transport options to connect them with friends in Cooma and Jindabyne. Young people in Berridale want to see more outdoor activities and adventure sports. They want to see the community hall upgraded with air-conditioning and better outdoor lighting.

“The new park is cool, but we need something outdoors for older kids to do. Like rock-climbing”



Cooma told us...

They want to see more shops which cater to their needs so they don't need to shop online or travel. Young people thought Council should focus on upgrading existing assets, such as the skate park and the walking track along the Cooma Creek. Many voiced concerns about climate change inaction and limited access to arts and cultural activities. Lack of employment opportunities was recognised as a barrier to keeping young people here after high school.

“The creek has so much potential to be a beautiful part of town but there's so much rubbish and nowhere to sit just and hang out”

Jindabyne told us...

They want Council to capitalise on the natural beauty and to focus on the outdoors. They wanted the lake to be more accessible, with jetties and boardwalks. Young people wanted footpaths to connect them with where they want to be and better access to technology, including public Wi-Fi and a technology hub. They also outlined a lack of safe, warm places to meet with friends in winter.

“There are no footpaths! I have to ride my bike on the highway to get to school...”

We asked survey participants to tell us what they love about living in the Snowy Monaro region. The top 3 responses are outlined below.

Nature & the outdoors

201 MENTIONS

Young people value and respect the region's natural assets (like the mountains, rivers & streams & lakes).

Small town "vibes"

107 MENTIONS

Many participants celebrated a sense of safety and the slower pace of living that our region affords. No traffic, low crime rates and "knowing your neighbour" were all mentioned here.

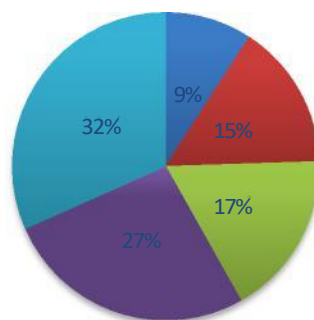
Proximity to the Coast & Snow

171 MENTIONS

Plenty of young people mentioned their love for weekend adventures to the snowfields or a dip in the ocean. Many also felt that easy access to the ACT increased opportunities for employment & education as well as leisure activities, such as shopping

We also asked young people how they hear about upcoming events and activities in the region. This data will be important for improving Council's marketing and communication strategy

How do young people find out about whats happening in the region?



- Print Media (newspaper, posters)
- Parents or family
- School (assembly, newsletter, announcements)
- Social Media
- Friends

What stakeholders told us – a snapshot...

Youth workers & funded support services said...

That youth homelessness was an ongoing concern, with limited access to affordable housing and no youth refuge outlined as the main contributing factors. Youth services said that stresses at home (including domestic and family violence, housing instability, and food insecurity), social and emotional wellbeing and substance misuse were the primary reasons for young people being referred to or accessing their service. Services thought that the Monaro Youth Interagency was a valuable platform for addressing the needs of young people.

Youth groups said...

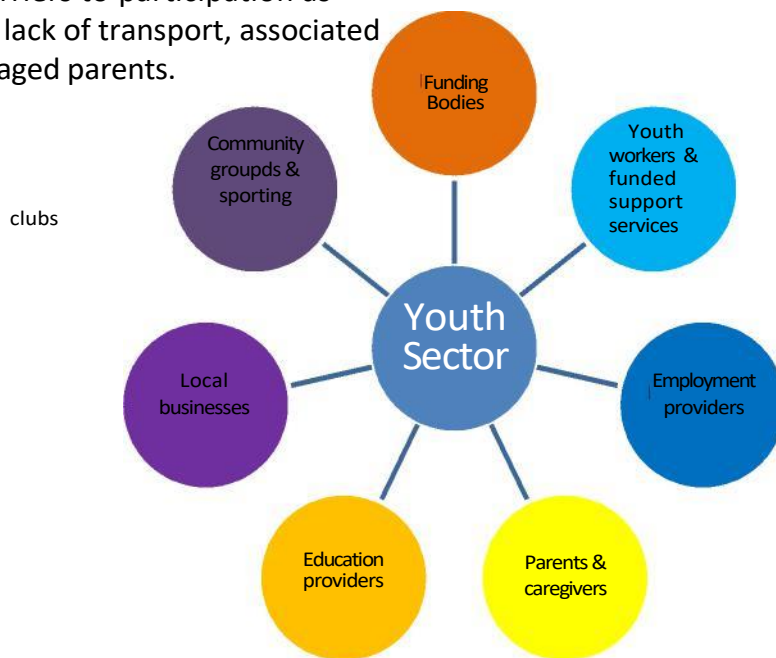
Sporting clubs, youth groups (religious and non-religious), youth leadership groups and other volunteer led groups told us that inconsistent participation restricted their activities. Sporting groups had fluctuating registration, youth groups had hit and miss participation, and volunteer groups had difficulty retaining members. They identified the barriers to participation as primarily being a lack of transport, associated costs, and disengaged parents.

Education providers said...

That social media, mental health, bullying and stresses at home were some of the biggest issues young people face. Some outlined limited knowledge of, and access to, local youth support services as a barrier to adequately meeting the needs of students. Many felt that Council had a role to play in fostering clear pathways from school to employment or further education.

Parents & caregivers said...

That they wanted to see more employment opportunities for their kids. Some outlined the benefits of raising children in the Snowy Monaro, which included a sense of safety and proximity to Canberra, the coast and the snow. Many parents felt that Council should focus on improving recreational infrastructure for young people, such as parks, skate parks, trails and sporting facilities. Many outlined a need for entertainment, including youth groups and after school activities.



What is Council's role?



Image: Council staff working with young people to install tree guards at the Jindabyne skate park

There are more than 3,000 young people living in the Snowy Monaro, representing 15.1% of the population. The way these young people grow and develop will influence the adults they become and in turn, the future of our region. Council is well placed to support and influence this development, and has a crucial role to play in promoting, providing and planning for the needs of young people. Council's role is distinct from other service providers within the youth sector, many of which focus on one specific issue or need e.g. mental health, employment, and housing.

Through a wide range of initiatives, such as school holiday programs, National Youth Week activities, the Snowy Monaro Youth Council, Snowy Monaro Youth Awards and wellbeing and community awareness events, Council already provide young people with a range of recreational, educational and personal development opportunities. Council also provides a range of facilities and infrastructure

that supports young people, including parks and playgrounds, sporting ovals, skate parks, swimming pools and The Cooma Youth Hub, in partnership with the YMCA. The purpose of this Strategy is to consolidate and build on these successful initiatives and formalise Council's commitment to young people going forward.

This Strategy includes objectives which Council cannot deliver on our own and also some which are outside the scope of Local Government. Young people face social issues, such as bullying, which are difficult for Council to address. In this instance, Council's role will be to advocate, educate and empower existing youth stakeholders to implement change, and partner with the community to build capacity to address these issues.

The implementation of this strategy will be youth-led; with Council recognising that young people are the experts on their future.

Theme one: Employment & Education

7.4% of young people aged 15-24 in the region are disengaged with education and employment. While this is lower than the regional NSW average (11.8%), employment opportunities emerged as a key theme for young people across the Snowy Monaro. To create a brighter future for young people in the Snowy Monaro, Council will partner to increase opportunities for young people to contribute to and benefit from our local economy and foster better access to education and training opportunities.

Key Outcome: Young people are supported in their endeavour to gain meaningful employment and further their education and training aspirations

How this theme aligns with existing plans

<p>Snowy Monaro 2040 Community Strategic Plan</p>	<p>Key Theme 1 - Community Strategy 1.4 Youth in the region are supported to reach their maximum potential</p> <ul style="list-style-type: none"> • DP 1.4.1 Youth of the region are engaged, supported, mentored and trained to be the leaders of tomorrow <p>Key Theme 2 - Economy Strategy 4.1 Attract diverse businesses and industries to the region, supporting their establishment and retention</p> <ul style="list-style-type: none"> • DP 4.1.3 Council is an active community partner in supporting regional business initiatives <p>Strategy 4.3 Capitalise on the region's proximity to Canberra and bordering NSW and Victorian regions to attract industry and investment</p> <ul style="list-style-type: none"> • DP 4.3.1 Council has advocated for increased regional outcomes that support the Snowy Monaro local government area <p>Strategy 5.1 Advocate for and promote education and lifelong learning opportunities</p> <ul style="list-style-type: none"> • DP 5.1.1 The Region's Library Network promotes community connectedness and facilitates the provision of information and services for the community • DP 5.1.2 Council works in partnership with the Region's businesses and tertiary education partners to explore the occupation skills and tertiary options needed for the future for the region <p>Strategy 5.2 Promote and provide access and spaces both physical, digital and mobile where people can learn and connect</p> <ul style="list-style-type: none"> • DP 5.2.1 Community infrastructure options are explored that facilitate the expansion, improvement and accessibility of life learning spaces across the region
<p>NSW State Plan and Premier Priorities</p>	<p>PP1 Creating jobs PP3 Driving public sector diversity PP4 Improving education results</p>

Action Plan Employment & Education

Strategy	Action	KPI	Target	Resourcing
1.1 Improve employment pathways for school leavers and job seekers	1.1.1 Collaborate with key partners to deliver transition-to-work 'skills workshops' across the region	One workshop delivered in each major township	July 2020 then ongoing	Operational as part of YDO role
	1.1.2 Collaborate with TAFE to increase access to fee-free short skills courses	Complete needs analysis with TAFE Community Engagement Officer	November 2019	Operational as part of YDO role
	1.1.3 Coordinate a youth employment forum in partnership with relevant stakeholders	Forum held	January 2020	Operational as part of YDO role
	1.1.4 Develop and pilot a youth employment project	Program Developed	December 2020	Operational as part of YDO role
	1.1.5 Advocate for youth employment targets to be set by relevant employers	Develop a list of employers	December 2019	Operational as part of YDO role
	1.1.6 Develop a youth employment strategy	Strategy developed	2022	Operational as part of YDO role
1.2 Collaborate with partners to overcome the barriers young people face when seeking employment	1.2.1 Work with education providers to better align local learning opportunities with employment opportunities and industry needs	Complete gaps, trends and opportunities analysis	February 2020	Operational as part of YDO role
	1.2.2 Educate local employers on available state and federal government youth wage subsidies	Develop a fact sheet and distribute information through existing Council communication platforms	February 2020	Operational as part of YDO role
1.3 Create more opportunities for work experience (paid and unpaid)	1.3.1 Launch a youth-led social enterprise to create work experience opportunities for young people	Social Enterprise Launched	Ongoing	Operational as part of YDO role
	1.3.2 Develop a policy framework for a youth volunteer pool to assist with Council led events and initiatives	Policy developed	May 2020	Operational as part of YDO role
1.4 Support young people to develop the skills and confidence to launch a business or enterprise	1.4.1 Collaborate with relevant stakeholders to deliver 'young entrepreneur' skill development workshops	A minimum of one workshop annually	2020 then annually	Operational as part of YDO role and seek external funding

Theme two: Space & Place

Young people want support to develop a sense of ownership and belonging in their communities. Council already provide and support some infrastructure and facilities which address this need. Going forward, we will take stock of what already exists; making improvements where possible and reducing the access and participation barriers identified by young people. Council will increase access to safe, youth friendly spaces for socialising, connecting, learning and participating in recreational activities. While not the responsibility of Council alone, providing access to affordable housing and addressing youth homelessness is also considered here.

Key outcome: Young people in the Snowy Monaro region have access to youth friendly spaces and places that nurture community connection, safety, a sense of belonging and pride in place.

How this theme aligns with existing plans

<p>Snowy Monaro 2040 Community Strategic Plan</p>	<p>Key Theme 1 Community</p> <p>Strategy 1.4 Youth in the region are supported to reach their maximum potential</p> <ul style="list-style-type: none"> • DP 1.4.2 Activities and recreational infrastructure for children and young people is planned for and promoted to contribute to their active living, health and wellbeing <p>Strategy 3.1 Develop, maintain and promote safe spaces and facilities that are enabling, accessible and inclusive for all</p> <ul style="list-style-type: none"> • DP 3.1.1 Public and community spaces are regulated and managed to be safe and equitable for all abilities <p>Key Theme 3 Environment</p> <p>Strategy 8.3 Advocate for a range of suitable housing and accommodation that is available for the changing needs of our community</p> <ul style="list-style-type: none"> • DP 8.3.1 Planning policies facilitate options for a range of housing types <p>Strategy 9.1 Transportation corridors throughout the region are improved and maintained</p> <ul style="list-style-type: none"> • DP 9.1.4 Council’s transportation strategy identifies initiatives that improve and maintain the region’s transportation networks including public transport, vehicles, bikes and pedestrians
<p>NSW State Plan and Premier Priorities</p>	<p>PP4 Improving education results</p> <p>PP8 Making housing more affordable</p> <p>PP9 Keeping our kids safe</p> <p>PP11 Reducing Youth Homelessness</p>

Action Plan Space & Place

Strategy	Action	KPI	Target	Resourcing
2.1 Provide access to designated youth spaces across the region	2.1.1 Advocate for PCYC to roll out in the Snowy Monaro region.	Working party established	Ongoing	Operational as part of YDO role
	2.1.2 Continue the partnership with the YMCA to provide support, referral and youth programs in Cooma	Youth Development Officer remains active at The Cooma Youth Hub	Ongoing	Operational & annual contribution from Council
	2.1.3 Invest in upgrades at The Cooma Youth Hub, including equipment, furniture and office space upstairs	Project plan developed	December 2020	Operational and seek external funding
	2.1.4 Investigate community partnerships and government funding for a youth space in Bombala and Jindabyne	Develop a shovel ready project plan and submit relevant funding applications	January 2020	Operational as part of YDO role
	2.1.5 Seek grant funding for a "pop-up" youth space to service smaller towns and villages	Develop a shovel ready project plan and submit relevant funding applications	October 2019	Operational as part of YDO role
2.2 Encourage relevant local businesses to increase their engagement with young people	2.2.1 Continue to support the 'Snowy Monaro Youth Card' project in partnership with the Youth Council	Standing agenda item on the Youth Council meeting agenda	Ongoing	Operational as part of YDO role
	2.2.2 Partner with local business to deliver youth events and activities across the region	A minimum of one event delivered	April 2020	Operational as part of YDO role and seek external funding

Action Plan – Space & Place continued...

2.3 Provide access to youth specific study spaces across the region	2.3.1 Collaborate with the Youth Council to identify the specific study needs of young people in each community	Write a position paper identifying needs	April 2020	Operational as part of YDO role
	2.3.2 Develop partnerships with community groups to provide an after-school study group in Cooma, Bombala and Jindabyne	Identify potential partners and develop project plan	April 2020	Operational as part of YDO role
	2.3.3 Improve and promote youth specific study spaces within Councils Library facilities	Delegate project to Youth Council	November 2019	Operational as part of YDO role
2.4 Partner with relevant stakeholders to meet the accommodation needs for young people	2.4.1 Support the Monaro Regional Housing and Homelessness Solutions Forum to develop a position paper on housing and homelessness	Position Paper developed	December 2020	Operational as part of YDO role and seek funding
	2.4.2 Develop and adopt a regional housing strategy which includes a focus on affordable housing, land allocation and the specific needs of young people	Establish a working group	December 2019	Operational as part of YDO role
	2.4.3 Support funded community services to deliver the Rent it Keep it program in high schools	Program delivered in every high school in the LGA	Ongoing	Operational as part of YDO role
	2.4.4 Stay informed on the emerging trends and current accommodation issues facing young people	Attend the Monaro Housing and Homelessness Solutions Forum	Ongoing	Operational as part of YDO role
	2.4.5. Advocate for state and federal government to address the crisis accommodation needs of homeless youth	Continue to collect statistics on unmet needs	Ongoing	Operational as part of YDO role
2.5 Support young people to overcome community participation barriers	2.5.1 Collaborate with private transport providers to align public transport with access to facilities	Develop youth friendly map of existing routes	Feb 2020	Operational as part of YDO role



Image: Young people cleaning up the Cooma skate park as part of a Graffiti Removal Day project. This initiative aimed to create pride-in-place by giving young people ownership over a space that is theirs

Image: Local youth music duo Faceless play live at The Cooma Youth Hub.



Theme three: Wellbeing & personal development

Young people want their communities to be inclusive, supportive and rich in opportunities for personal growth and development. The consultation process identified a range of social issues which are largely outside of Council's direct control although warrant careful consideration in planning for a stronger Snowy Monaro. Mental health, bullying, drug and alcohol consumption, poverty, and domestic violence were all considered to be of significant concern for both our young people and stakeholders. Addressing these concerns requires a whole of community approach

Key outcome: Young people in the Snowy Monaro region – regardless of age, race, gender or sexuality – have the skills, resources and support platforms to reach their full potential

How this theme aligns with existing plans

<p>Snowy Monaro 2040 Community Strategic Plan</p>	<p>Key Theme 1 - Community</p> <p>Strategy 1.1 Quality health and well-being services that support the changing needs of the community through all stages of the lifecycle are provided through government and non-government organisations</p> <ul style="list-style-type: none"> • DP 1.1.1 Regional health and wellbeing services have been planned through community consultation and partnerships with other levels of government <p>Strategy 1.3 Recreation, sporting and leisure facilities encourage all ages to live in an active and healthy lifestyle</p> <ul style="list-style-type: none"> • DP 1.3.1 Regional level recreation facilities that encourage an active lifestyle are planned for and provided in partnership with other government agencies <p>Strategy 1.4 Youth in the region are supported to reach their maximum potential</p> <ul style="list-style-type: none"> • DP 1.4.1 Youth of the region are engaged, supported, mentored and trained to be the leaders of tomorrow • DP 1.4.2 Activities and recreational infrastructure for children and young people is planned for and promoted to contribute to their active living, health and wellbeing <p>Strategy 2.2 Support and promote the arts recognising the broad and diverse contribution it makes to community identity and wellbeing</p> <ul style="list-style-type: none"> • DP 2.2.1 A range of regional level arts and cultural activities are delivered and promoted in partnership with the community <p>Strategy 3.2 Positive social behaviours (including law and order) are fostered and encouraged to maintain our safe, healthy and connected communities</p> <ul style="list-style-type: none"> • DP 3.2.2 Council supports and encourages safety initiatives to promote our connected communities <p>Key Theme 4 - Leadership</p> <p>Strategy 12.3 Our community is empowered and supported in facilitating community outcomes</p> <ul style="list-style-type: none"> • DP 12.3.1 Community organisations and individuals have the capacity to apply for a range of grants funding opportunities • DP 12.3.3 Volunteer and Community group participation is valued and leveraged to improve community outcomes
<p>NSW Premier Priorities</p>	<p>PP4 Improving education results PP9 Keeping our kids safe PP11 Reducing youth homelessness</p>

Action Plan: Wellbeing & personal development

Strategy	Action	KPI	Target	Resourcing
3.1 Ensure all young people have adequate access to wellbeing and mental health support	3.1.1 Collaborate with the Youth Council and other youth groups to increase awareness about existing services and supports, and how they can be accessed	Partner with stakeholders to hold an awareness day in every local high school in the LGA	October 2020	Operational as part of YDO role and community partnerships
	3.1.2 Partner with the community to tackle mental health stigma and promote positive help seeking behaviours	Hold a Mental Health Month event every October	Ongoing	Operational as part of YDO role and Mental Health Month funding
3.2 Increase opportunities for social connection	3.2.1 Work with the community to deliver activities and events that bring young people together	Council representation relevant planning meetings	Ongoing	Operational as part of YDO role
	3.2.2. Support community groups with funding applications for projects and events	Write and support applications as appropriate	Ongoing	Operational as part of YDO role
	3.2.3 Continue to facilitate the Connect -LGBTIQ social group	Hold Connect at least twice monthly	Ongoing	Operational as part of YDO role
	3.2.4 Create opportunities for Indigenous young people to connect to culture and learn about the regions First Peoples	Support the delivery of NAIDOC events	July 2019	Operational as part of YDO role and seek external funding
3.3 Provide young people with the opportunity to develop leadership skills	3.3.1 Continue to coordinate and mentor the Snowy Monaro Regional Youth Council	Hold a minimum of 10 meetings per year	Ongoing	Operational as part of YDO role and annual contribution from Council

Action Plan: Wellbeing & personal development – continued...

Strategy	Action	KPI	Target	Resourcing
3.3 Provide young people with the opportunity to develop leadership skills	3.3.2 Build capacity of existing youth leadership groups – Leo Club, Interact, Scouts, Young Endeavour and local SRCs	Attend leadership meetings quarterly	Ongoing	Operational as part of YDO role
	3.3.3 Explore funding options for an annual youth leadership “scholarship” for a young person to participate in leadership program/activities	Develop business case	December 2019	Operational as part of YDO role
	3.3.4 Support the rollout of Landcare in the region	Meet with staff and stakeholders	End 2019	Operational as part of YDO role
	3.3.5 Maintain the region’s connection with State Parliament and the Advocate for Children and Young People	Nominate at least 1 young person annually for Youth Parliament and the Youth Week Forum	Ongoing	Operational as part of YDO role
3.4 Celebrate young people and position them as the experts on youth related matters	3.4.1 Continue to host the “Snowy Monaro Youth Awards” to recognise the achievements of young people	Hold the Youth Awards as part of National Youth Week every April	Ongoing	Operational as part of YDO role and Youth Week funding
	3.4.2 Raise the profile of the Snowy Monaro Youth Council	Provide mentoring to the Youth Council’s Media and Publicity Officer	Ongoing	Operational as part of YDO role
	3.4.3 Increase the interaction between the Youth Council and Councillors	Youth Council present at Council meetings	Ongoing	Operational as part of YDO role

Action Plan: Wellbeing & personal development – continued...

Strategy	Action	KPI	Target	Resourcing
3.5 Increase community awareness of social issues which impact young people	3.5.1 Continue to support Monaro Community Access Service (MCAS), Mission Australia and Southern Cross Housing to deliver annual Youth Homelessness Matters Day and Homeless Persons Week events	2 events delivered annually	Ongoing	Operational as part of YDO role and community partnerships
	3.5.2 Continue to support the Monaro Domestic Violence Committee to deliver “White Ribbon” and “Red My Lips” events.	2 events delivered annually	Ongoing	Operational as part of YDO role
	3.5.3 Continue to support the Snowy Monaro Community Drug Action Team	Council representation at monthly meetings	Ongoing	Operational as part of YDO role
3.6 Increase the community’s capacity for addressing social problems	3.6.1 Support community groups with grant applications	Provide support when appropriate	Ongoing	Operational as part of YDO role
	3.6.2 Investigate a youth mentoring program that equips young people with social change skills	Approach Southern Region Business Enterprise Centre about Youth Frontiers Mentoring Program	October 2019	Operational as part of YDO role
	3.6.3 Deliver the Mill House “Social Entrepreneur” workshop in the region	Workshop is delivered	December 2019	Operational as part of YDO role
	3.6.4 Investigate options for a “cyber safety” workshop targeting parents and caregivers	Stakeholder consultation held	December 2019	Operational as part of YDO role
	3.6.5 Promote and support training and development opportunities being offered in the region	Send monthly update to Monaro Youth Interagency mailing list	Ongoing	Operational as part of YDO role

Action Plan: Wellbeing & personal development – continued...

Strategy	Action	KPI	Target	Resourcing
	3.6.6 Support community groups, working parties and steering committees to build skills and capacity for implementing their ideas	Council representation at appropriate meetings	Ongoing	Operational as part of YDO role
3.7 Support government and non-government youth services to meet the needs of young people	3.7.1 Continue to coordinate the Monaro Child Protection and Youth Interagency Forum	Host 6 meetings per year	Ongoing	Operational as part of YDO role
	3.7.2 Provide support to funded services in their efforts to expand or diversify program delivery	Provide support where appropriate	Ongoing	Operational as part of YDO role
	3.7.3 Develop a toolkit for services to explore and address barriers faced by young people who access their supports.	Toolkit developed	December 2021	Operational as part of YDO role
3.8 Partner with stakeholders to ensure young people have access to a range of wellbeing and personal development programs	3.8.1 Partner with Monaro Community Access Service (MCAS) to offer a “financial literacy” program which incorporates budgeting, tax, superannuation, investments and banking.	Source or develop program in collaboration with MCAS	December 2020	Operational as part of YDO role
	3.8.2 Partner with South East Arts to deliver a youth arts and wellbeing project	Pitch project to South East Arts	December 2019	Operational as part of YDO role
	3.8.3 Expand the delivery of the ‘Love Bites’ safe relationships program to include Jindabyne and Bombala	Program delivered in every local high school	December 2020 then ongoing	Operational as part of YDO role
	3.8.4 Continue to support stakeholders to deliver the Monaro High Breakfast Club	Breakfast Club runs each Thursday	Ongoing	Operational as part of YDO role



Image: The Monaro High Breakfast Club is an initiative of the Monaro Youth Interagency forum. The program runs every Thursday morning before school and feeds up to 200 students

Image: Snowy Monaro Youth Council meeting. The Youth Council meets monthly to provide Council with strategic direction on matters relevant to young people.



4 Recreation & Leisure

Access to

affordable, regular and diverse recreation and leisure activities was at the forefront of what we heard from the community. To create a more vibrant Snowy Monaro for young people we will partner with the community to deliver more events, improve existing assets and capitalise on the beauty of our natural environment. Council will harness the expertise of the Youth Council to guide and direct us on new opportunities as they arise.

Key outcome Young people, regardless of where they live in the region, have access to a variety of recreation and leisure activities that enhance their connection to the Snowy Monaro region

How this theme aligns with existing plans

Snowy Monaro 2040 Community Strategic Plan

Key Theme 1 - Community

Strategy 1.3 Recreation, sporting and leisure facilities encourage all ages to live in an active and healthy lifestyle

- **DP 1.3.1** Regional level recreation facilities that encourage an active lifestyle are planned for and provided in partnership with other government agencies
- **DP 1.3.3** Council's recreational facilities, parks and public open spaces are safe, well managed and accessible

Strategy 1.4 Youth in the region are supported to reach their maximum potential

- **DP 1.4.2** Activities and recreational infrastructure for children and young people is planned for and promoted to contribute to their active living, health and wellbeing

Strategy 2.2 Support and promote the arts recognising the broad and diverse contribution it makes to community identity and wellbeing

- **DP 2.2.1** A range of regional level arts and cultural activities are delivered and promoted in partnership with the community

Key Theme 2 - Economy

Strategy 6.1 The Snowy Monaro region is a destination that offers a variety of quintessential year-round experiences, attractions and events

- **DP 6.1.2** Safe and well maintained facilities i.e. parks and reserves; multi-function buildings and community halls and the showground contribute to the region
- **DP 6.1.3** Council facilitates and supports and promotes events to highlight the attributes of our towns and villages

Key Theme 4 - Leadership

Strategy 12.3 Our community is empowered and supported in facilitating community outcomes

- **DP 12.3.1** Community organisations and individuals have the capacity to apply for a range of grants funding opportunities

NSW State Plan and Premier Priorities

PP2 Delivering infrastructure
PP9 Keeping our kids safe
PP12 Tackling childhood obesity

Action Plan Recreation & Leisure

Strategy	Action	KPI	Target	Resourcing
4.1 Make upgrades to existing skate park facilities across the region	4.1.1 Provide a shaded area at the Cooma and Berridale Skate Park	Shaded area provided	December 2022	Seek external grant
	4.1.2 Support the Jindabyne Skate Park Association to secure grant funding for the redevelopment of the Jindabyne skate park	Apply for appropriate funding	Ongoing	Operational as part of YDO role and external funding
	4.1.3 Seek grant money to make skate parks across the region scooter and BMX friendly	Develop a shovel ready project plan	December 2020	Operational as part of YDO role
	4.1.4 Seek grant money to install a water bubbler at the Cooma, Bombala and Berridale Skate Parks	Develop a shovel ready project plan	December 2020	Operational as part of YDO role
	4.1.5 Install additional rubbish bins at every skate park across the region	Meet with Resource and Waste management team to discuss options	January 2020	Operational
	4.1.6 Investigate feasibility of modular, transportable ramps to service smaller towns and villages	Develop project proposal	December 2020	Operational as part of YDO role
4.2 Provide access to a range of activities, events and initiatives which meet the interests of young people	4.2.1 Deliver a regional after-school activities program to cater for 12-18 year olds	Deliver a minimum of one after school activity per week	Launch Feb 2020 then ongoing	Operational as part of YDO role
	4.2.2 Deliver a regional school holiday program for aged 12-18	Program delivered each school holidays	Ongoing	Operational as part of YDO role
	4.2.3 Build capacity with existing community groups to diversify and expand the recreational activities they deliver	Develop a list of existing groups and schedule meetings	December 2019	Operational as part of YDO role

Action Plan – Recreation & Leisure – continued...

Strategy	Action	KPI	Target	Resourcing
4.2 Provide access to a range of activities, events and initiatives which meet the interests of young people	4.2.4 Seek grant money to purchase a designated youth transport bus, reducing barriers to participation	Develop shovel ready project proposal	June 2020	Operational as part of YDO role
	4.2.5 Develop partnerships with the private sector to deliver skills clinics for mountain biking, BMX, scooter and skate boarding workshops	Policy framework developed	April 2020	Operational as part of YDO role
	Support youth led organisations, including the Youth Council, the Leo Club, Interact and the SRCs to deliver activities and events	Council representation at meetings as appropriate	Ongoing	Operational as part of YDO role
4.3 Deliver Youth Week Activities across the region	4.3.1 Deliver National Youth Week Activities in line with annual FaCS funding agreement	Events delivered	Ongoing	Operational as part of YDO role and FaCS funding
	4.3.2 Continue to match FaCS grant annually	FaCS funding matched dollar for dollar	Ongoing	Operational
	4.3.3 Work to diversify and expand on National Youth Week activities to include large scale events	Project plan developed for 2020	March 2020	Operational as part of YDO role and seek grant funding
	4.3.4 Provide a free transport option for young people to attend National Youth Week events	Free transport option provided	Ongoing	Operational and FaCS Transport Grant
4.4 Capitalise on the region's natural assets	4.4.1 Support young people to gain a better understanding of an "operational lake" and research innovative alternatives to jetties and pontoons	Research and consult with stakeholders	December 2022	Operational as part of YDO role

Action Plan – Recreation & Leisure – continued...

Strategy	Action	KPI	Target	Resourcing
4.4 Capitalise on the region's natural assets – continued...	4.4.1 Develop policies and procedures which would support the purchase of recreational water equipment (e.g. inflatable water park, canoe, kayak, fishing rods)	Policies and Procedures developed	August 2020	Operational as part of YDO role and seek grant funding
	4.4.2 Investigate the installation of adventure/adrenaline (zip-line for example) equipment being installed to attract visitors to the region	Meet with key stakeholders and develop shovel ready project plan	November 2020	Operational and seek grant funding
	4.4.3 Develop partnerships with key stakeholders to ensure young people have a voice in the Cooma Creek revitalisation project	Youth Council appoint a delegate to the working group	Ongoing	Operational as part of YDO role & Youth Council
4.5 Increase access to arts and cultural activities	4.5.1 Support the Cooma Multicultural Centre (CMC) to engage with more young people	Meet regularly with CMC to discuss upcoming events and projects	Ongoing	Operational as part of YDO role
	4.5.2 Develop a community arts program that connects local artists with young people	Project proposal developed	December 2020	Operational as part of YDO role
	4.5.3 Support youth participation on the Arts and Cultural Committee	Young person appointed to the Committee	December 2020	Operational as part of YDO role
	4.5.4 Deliver a minimum of one live music event in Bombala, Cooma and Jindabyne annually	Events delivered	Ongoing	Operational as part of YDO role
	4.5.5 Increase engagement with South East Arts to create more participation opportunities for young people.	Quarterly meetings with South East Arts	Ongoing	Operational as part of YDO role
	4.5.6 Host one pop-up cinema event in at least 5 townships	Events delivered	Ongoing	Operational as part of YDO role

Action Plan – Recreation & Leisure – continued...

Strategy	Action	KPI	Target	Resourcing
4.6 Increase the number of events and activities that engage young people	4.6.1 Develop a project plan to support a youth led festival being hosted in the region	Project Plan developed	December 2021	Operational as part of YDO role
	4.6.2 Collaborate with ACT based sports and coaching clinics to bring more opportunities to the region.	Meet with stakeholders to discuss opportunities	January 2020	Operational as part of YDO role
	4.6.3 Deliver a minimum of one event at every skate park in the region, annually	Events delivered	Ongoing	Operational as part of YDO role
4.7 Invest in outdoor sports and recreation facilities across the region	4.7.1 Seek grant funding to make upgrades to existing BMX pump tracks in the region	Develop shovel ready project plan	December 2021	Operational as part of YDO role and external grant funding
	4.7.2 Seek grant funding to make youth friendly upgrades to existing recreation space at Lake Jindabyne, Bombala River and Murrumbidgee Reserve	Consult with Youth Councillors and develop project plan	December 2020	Operational as part of YDO role, Youth Council & external grant funding.
	4.7.4 Provide access to gym and fitness equipment at The Hub Youth Centre	Equipment purchased	November 2019	Operational as part of YDO budget



Top left: “Messfest” Youth Week Event

Top right: Street art workshop at The Cooma Youth Hub

Bottom: School holiday skate park event

Young people want to see the Snowy Monaro become a year-round destination enjoyed by tourists and locals alike, however they want to see a balance between growth and sustainability; ensuring the environment, our heritage and our natural assets are considered in our plans for the future. Young people echoed Council's ambition to attract diverse businesses and industries to the region, particularly those which meet shopping and entertainment needs or would create new jobs. Young people were passionate about environmental issues, many of which are outside of Council's direct control, however by demonstrating strong leadership, Council has the capacity to make a valuable contribution in this space.

Key Outcome: Growth and development in the Snowy Monaro is planned for with the interests and needs of young people in mind.

How this theme aligns with existing plans

<p>Snowy Monaro 2040 Community Strategic Plan</p>	<p>Key Theme 2 - Economy</p> <p>Strategy 4.1 Attract diverse businesses and industries to the region, supporting their establishment and retention</p> <ul style="list-style-type: none"> • DP 4.1.1 Council's Regional Economic Development Strategy provides a framework that fosters and grows the Region's diverse businesses • DP 4.1.3 Council is an active community partner in supporting regional business initiatives <p>Strategy 6.1 The Snowy Monaro region is a destination that offers a variety of quintessential year – round experiences, attractions and events</p> <ul style="list-style-type: none"> • DP 6.1.1 Promote tourism and enhance the Snowy Monaro Region as a year round destination of choice through a collaborative approach between all stakeholders and interest groups • DPO 6.1.2 Safe and well maintained facilities i.e. parks and reserves; multi-function buildings and community halls and the showground contribute to the region <p>Key Theme 3 - Environment</p> <p>Strategy 8.1 Plan for rural, urban and industrial development that is sensitive to the region's natural environment and heritage</p> <ul style="list-style-type: none"> • DP 8.1.1 New development and land use is facilitated in appropriate locations with areas of environmental value protected • DP 8.1.2 Land use is optimised to meet the social, environment and economic needs of the region <p>Strategy 9.1 Transportation corridors throughout the region are improved and maintained</p> <ul style="list-style-type: none"> • DP 9.1.4 Council's transportation strategy identifies initiatives that improve and maintain the region's transportation networks including public transport, vehicles, bikes and pedestrians
<p>NSW State Plan and Premier Priorities</p>	<p>PP2 Delivering infrastructure PP3 Driving Public Sector Diversity PP7 Keeping our environment clean</p>

Action Plan Growth & Sustainability

Strategy	Action	KPI	Target	Resourcing
5.1 Demonstrate environmental leadership across the region	5.1.1 Collaborate internally with the Resource and Waste team to deliver educational workshops which engage children and young people	Meet with Resource and Waste team to discuss project	November 2019	Operational as part of YDO role and Resource and Waste team
	5.1.2 Support the Youth Council to deliver a campaign advocating for a ban on plastic straws	Establish Youth Council working group	January 2020	Youth Council
	5.1.3 Establish a youth led environmental action team for the region	Develop project and send out EOI	August 2020	Operational as part of YDO role
5.2 Attract new businesses and industry to the region which cater for the needs of young people	5.2.1 Collaborate internally with the Economic Development Officer to explore incentives for attracting relevant new business and industry	Meet with Economic Development Officer	Ongoing	Operational as part of YDO role
5.3 Improve transport infrastructure	5.3.1 Collaborate internally to improve the network of footpaths based on the identified needs of young people	Complete needs assessment in partnership with Youth Council	December 2022	Operational as part of YDO role
5.4 Improve transport options available to young people	5.4.1 Collaborate with private transport operators to advocate for increased connectivity between the regions towns and villages	Complete needs assessment in partnership with the Youth Council	December 2021	Operational as part of YDO role and Youth Council
	5.4.2 Continue to provide no-cost transport options for young people through Community Transport	Transport provided/available.	October 2019	Operational as part of YDO role
	5.4.3 Explore partnership opportunities for shared use of transport	Develop list of transport assets and associated costs available in the region	October 2020	Operational as part of YDO role
5.5 Provide young people a voice in Strategic Land Use Planning.	5.5.1 Increase communication between the Youth Council and relevant planning departments	Youth Council involved in consultations and discussions when appropriate	Ongoing	Operational as part of YDO role