

Youth Strategy

2012

Hastings District Council

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Executive Summary

Youth are a significant component of the demographic structure of Hastings District. Council has identified youth as a priority in its Long Term Plan. The purpose of developing a Youth Strategy is to express Council's commitment and contribution to youth in Hastings District and to establish a strategic framework for the achievement of Council's aims and objectives.

The development of a Youth Strategy has been informed by a review of the Youth Connect Strategy 2007, review of literature, and public consultation involving a survey and focus groups held between July and December 2011. Council officers and government and non-government agencies from the District have contributed to the strategy development.

The research identified five key Themes that the strategy would attend: Education, Employment, Knowledge, Feeling Safe and Fun. A goal established for each of the themes and objectives to achieve the goal were identified. A detailed Action Plan sets out the tasks required for each objective.

The Youth Strategy recognises that working with partners is critical to achieving the goals and objectives. This includes the participation of youth in the delivery of the strategy through the Youth Council.

The Action Plan identifies target dates for actions to be completed by. The strategy will be evaluated and updated each year and it is proposed that it be reviewed every three years.

Purpose

The purpose of the Youth Strategy is to express Council's commitment and contribution to youth in the Hastings District and to establish a strategic framework for the achievement of Council's aims and objectives.

Vision

The vision of the Youth Strategy is to achieve outcomes whereby youth connect and develop positively within the community, adding strength to the community of the future.

Goals

The goals of the Youth Strategy are:

1. That youth fully participate in the economy and society by access to skills and learning
2. To grow the District by young people having employment opportunities
3. That youth are able to access information as early as possible
4. That youth can move around the District's city, parks and streets and feel safe when they work, live and play
5. That youth can participate in the District in a variety of ways and settings, adding to the vibrancy and diversity of the District

Objectives for the achievement of these goals are set out later in the strategy paper in the section Themes and Goals.

Definition of Youth

The youth sector is defined by the Ministry of Youth Development as people aged between 12-24 years. This is reflected in the Youth Development Strategy Aotearoa, 2002. Youth define themselves in fluid and individualistic terms and it is acknowledged that definitions may be different for different sectors of youth. This strategy includes the above definition however it is most strongly targeted to youth aged 10-18.

Strategic Context

This strategy is consistent with the Youth Strategy Aotearoa, 2002 (Ministry of Youth Development). It provides the national framework and a direction for Council in this document. It also provides clear principles on how to achieve good youth development. These same principles have been incorporated into this strategy at every stage of development. Good youth development:

- Is shaped by the big picture
- Is about being connected
- Is a consistent and strengths based approach
- Happens through quality relationships
- Is triggered when youth fully participate
- Needs good information

The Youth Strategy links with the strategic framework, “Planning for a Sustainable Future” in Council’s Long Term Plan 2012/2022. Specifically the Youth Strategy identifies with “Community Outcomes – Our Lifestyle and People” where Council’s vision is to have “A place full of life, opportunities and activities, where we work together, have fun and embrace the diversity of our people”.

Introduction

Background

The youth strategy acknowledges that youth are a unique demographic with different needs and aspirations compared to the very young or older people in our community. The Hastings District will rely on youth to carry the community forward and into the future. Investment in their social, economic, environmental and economic wellbeing is of benefit to the entire community.

Our community is diverse and reflects a wide range of cultural experiences. The appropriate responses to this will be within the tasks that we deliver to achieve our goals.

Council first adopted a youth strategy in 1998. The youth strategy was last reviewed in 2006.

Council adopted the Supporting Social Wellbeing Strategic Framework in 2010, which identifies youth as a priority population group. The adoption of the Supporting Social Wellbeing Strategic Framework and the in-built requirement to review the youth strategy is the impetus for this document.

The Supporting Social Wellbeing Strategic Framework states that Council will apply a strengths-based approach with the aim of uplifting those in greatest need and deprivation. Council's intention to focus on those in the greatest need is a response to the poor social indicators associated with a number of youth in the District. The key objectives of the Social Wellbeing Strategy related to youth are:

- Education, training and employment initiatives for youth are supported
- Access to employment and training for youth is promoted
- Facilitate opportunities and encourage youth to participate in sport and activity
- The occurrence of poor outcomes for youth due to alcohol is reduced through programmes
- Initiatives are developed to provide youth opportunity for employment and income
- Youth are empowered to participate in decisions affecting them
- Foster programmes and initiatives that promote improved health statistics for youth

Demographics

The population of Hastings and the ageing of this population is occurring at a higher rate than total rest of New Zealand. Hastings population is ageing both numerically, as people are living longer, as well as structurally, due to falling birth rates and net migration loss. The proportion of the population at younger ages is decreasing and older age groups are increasing. This is compounded by the net migration loss of youth, in particular 15-19 and 20-24 year olds. Consequently the ageing of the general population is accelerated due to the immediate loss of the young person, and due to the loss of children they may have in the future. This is a national reality, and Hastings is more affected by this compared to the rest of the country. Population decline increases the dependence on migration, and the need to attract inward migration, while mitigating outward migration.

The ageing of the population is not uniform across ethnicities. Maori have a younger age structure than non-Maori. Maori are increasing as a proportion of the total young people in Hastings District.

An important factor in the demographic shifts are the labour market entry and exit ratios, that is, the number of young people available to enter the workforce compared to the number of people preparing to leave the workforce. The number of youth available to fill market gaps is reducing, resulting in increased competition for the participation of youth in the labour force and need for retention of older workers. This is an international trend and has skill and labour cost implications. This will be exaggerated in industries with older age structures, such as education, social and care work.

The tables in Appendix A characterise Hastings youth on a comparative basis with similar sized regional areas.

Consultation and Research

The strategy development is informed by a review of the Youth Connect Strategy 2007, relevant literature and community consultation.

Robust consultation and research to develop the Youth Strategy 2012 was undertaken from July – December 2011 involving over 1,000 participants. Quantitative and qualitative data was collected through two methods of inquiry: focus groups and surveys. More than 250 people participated in

focus groups during 5 two hour sessions and 770 people responded to the surveys. A comprehensive report on the consultation and research methodology and findings is attached as Appendix B.

The development of the strategy was based on the feedback provided through the consultation process. This input from young people in the community gave rise to the issues and objectives outlined in the strategy.

The tasks outlined in the strategy were based on an assessment of the feedback on a whole-of-Council basis. An array of staff from across Council, under the guidance of Councillors developed resource appropriate tasks to create better outcomes for young people.

Trends that emerged from the consultation were common across gender and ethnicity, with limited variations occurring at a socio-economic level. The strategy is universally relevant to all youth.

Youth Participation

An underlying principle in the development and delivery of this strategy is youth participation and the creation of opportunities for them to influence, shape, design and contribute to the services and facilities they utilise. This will be achieved by:

- Considering their views
- Providing opportunities for everyone to have their say
- Ensuring youth are informed
- Ensuring youth are able to have an impact on the outcomes
- Accounting for the ability of youth to make decisions or be involved in making decisions
- Embracing youth so that they are a part of an ongoing process

Youth had an input into the development of this document through the consultation process as well as through the Youth Council 2011. Key actions of the Youth Council were:

- Contributed to the development of the strategy key themes
- Supported and informed the consultation phase
- Participated in a Councillor workshop about the Youth Strategy
- Gave feedback and input into the future structure of Youth Council and how best to engage this mechanism within the governance structure of Council

The implementation of this strategy will involve the Youth Council, with specific actions, and, also in the Terms of Reference for the Youth Council, as a forum of Council. The Youth Council has a role to inform Council about all levels of the requirements, aspirations and realities of youth in the District.

Evaluation and Monitoring

The strategy will be evaluated and updated each year. It will be fully reviewed every three years.

The action plan will be reviewed for delivery outcomes and updated to reflect changes to the context of deliverable outcomes. It is recommended that this is an independent review.

The entire strategy will review demographic trends and long term forecasts for the youth sector. Alignment and changes appropriate to a changed context will be incorporated.

Partnerships

The Youth Strategy sets out what Council will do in the District, in some cases this will involve Council working with others. Many of the issues relating to youth involve other agencies and community providers. Council can contribute to these and take a leadership or support role where required to maximise outcomes.

VISION

That youth connect and develop positively within the community, adding strength to the community of the future

Themes and Goals

The Youth Strategy has five key themes: Education, Employment, Knowledge, Feeling Safe and Fun. Each Theme has a strategic Goal Council seeks to achieve. Objectives are also identified specifying the desired outcomes towards meeting each goal.

The attached Action Plan provides more detail on required tasks for each objective, goal and Theme.

Theme 1. Education

Education is key to the District because it affects a wide range of future outcomes that impact on the wider community. Success in education contributes to the ability of youth to participate in society and the economy. There is a direct link between employment and income. This flows to other wellbeings that determine the life quality of individuals and the community as a whole. The key issues related to this theme:

- The need for relevant curricula, wider range of course programmes and learning pathways
- Lack of access to quality tertiary institutions, including university programmes
- A demand for job and work experience opportunities
- Lack of access to transport connections to education and training sites

Goal: Youth fully participate in the economy and society by access to skills and learning

Objectives – Councils contribution to this goal:

- 1.1. Support more tertiary training to retain and attract youth in the District
 - 1.2. Work experience and job experience programmes are developed for youth in the District, in partnership with Ministry of Social Development and the Hawke's Bay Chamber of Commerce
 - 1.3. Transportation Review incorporates the views of young people
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Theme 2: Employment

Employment is an important issue for youth. Transitioning of youth into employment, training or tertiary study is important for their ability to access employment. Youth unemployment is higher than adult unemployment. The development of employment opportunities requires intervention by public sector agencies to ensure improvement. The key issues related to this theme:

- Few opportunities for job shadowing and work experience that may provide a positive transition to the workplace
- Lack of access and understanding about employment opportunities and a need for youth focused information about job opportunities
- Lack of jobs in the region due to jobless growth
- Limited accessible and affordable transport to work sites

Goal: Grow the District by young people having employment opportunities

Objectives – Councils contribution to this goal:

- 2.1 There are effective partnerships in the training and employment sectors to support work experience and transition to work
- 2.2 Promoting the provision of better information and access to information related to job searching and awareness around job availability.
- 2.3 Work with employers and agencies to provide better links for young people to employment
- 2.4 Ensure the Transportation Review incorporates the views of young people

Theme 3: Knowledge

There is a growing knowledge (general information) gap due to socio-economic factors. Availability and ability to access information influences the range and scope of choices available, what people know, and can do. Youth have unique information requirements and are less likely to know about traditional portals like Citizens Advice Bureau. They are also adept at navigating technology and their traditional triangle of knowledge; parents, school, and friends incorporates the Internet and mobile phone technology. The key issues related to this theme:

- The need to be able to access information easily when it is required
- Lack of youth friendly ways of communicating, in particular social networks

Goal: Youth are able to access information as early as possible

Objectives – Councils contribution to this goal:

- 3.1 Youth specific portals and access to information are activated
- 3.2 Internet connectivity, provision and access reviewed to ensure pathways to information can be accessed
- 3.3 A wide range of information needs are provided in school based environments
- 3.4 Understanding of local government, and civic participation is promoted, as a platform for the youth voice to encourage youth to engage in the wider community

Theme 4: Feeling Safe

Youth have the right to be safe in their community. It is critical to youth to feel safe and to enjoy and engage in the community, whether that is for work, fun or study. Safety includes being able to move around and use public facilities and transportation. Youth want to be able to have independence to navigate their lifestyle safely in a safe environment. The key issues related to this theme:

- The presence of gangs and the perceived and real threats to personal safety, especially in the city and public spaces
- Night-time activity and poor lighting in public spaces create an unsafe environment for young people
- Not enough police on the streets or visible around town
- Hastings has a poor image and perceptions of Hastings are negative
- Lack of public transport at different times of the evening and limited routes home

Goal: Youth can move around the District's city, parks and streets and feel safe when they work, live and play

Objectives – Councils contribution to this goal:

- 4.1 Improve CBD design and lighting
- 4.3 Civic pride encouraged through increased engagement and activities for youth in the city and public spaces
- 4.4 Ensure the transportation review incorporate the views of young people
- 4.5 Active partnerships with key agencies to ensure responses are aligned and coordinated

Theme 5: Fun

The ability to have fun is a wellbeing factor. Youth have diverse needs. They value different activities at different stages of development. Youth have the potential to have fun in a way that can have a positive impact on the whole community. This quality can contribute to Hastings as a place where people want to live, return to, and remain here beyond school age. The key issues related to this theme:

- Lack of events and activities targeted to under 18 year olds
- Ineffective transport system between schools, work, events and fun sites
- Lack of diverse sports codes
- Lack of safety in the city and public spaces (see feeling safe) limit the ability of youth to have fun in a good environment
- Older people can have a negative reaction to young people in public spaces

Goal: Youth can participate in the District in a variety of ways and settings, adding to the vibrancy and diversity of the District

Objectives – Councils contribution to this goal:

- 5.1 To get events, concerts and shows in Council facilities targeted to under 18s
 - 5.2 Transportation Review incorporates the views of young people
 - 5.3 Contribute to the regional sports and active recreation strategy to increase access to a variety of sports
 - 5.4 Complete a report on development of youth spaces in Council facilities
 - 5.5 A Youth week intergenerational project is completed
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Youth Council

To support Council achieving the objectives and interventions of the strategy, engagement with youth is important. Council supports the Youth Council as the conduit to this relationship with young people. The Youth Council is a Forum to provide advice and activities for Youth in partnership with the Council. The Terms of Reference are attached hereto as Appendix C. An analysis has been completed on the structure of the Youth Council. It showed that a forum of council is an appropriate vehicle for the youth voice. The Youth Council will deliver some of the outputs in this strategy.

The Youth Council will contribute to the Youth Strategy delivery in six key areas:

- A Civic participation project
- Advice and planning for activities and events
- Information delivered in schools
- Support the Youth Enterprise Scheme with the Hawke's Bay Chamber of Commerce
- Investigate the opportunity for Council to support enhanced information portals in schools
- Provide a conduit for advice and support for youth on tertiary education and career pathways

Contribute to Council planning and activity:

- Have an input into Council's policy development process
- Identify issues important to youth for Council's consideration

Action Plan: 2012-2013

Education

Goal: Youth have access to skills and learning to fully participate in society and the economy.

Objective:	Task	Target Date
<p>Work experience and job experience programmes are developed for youth in the District, in partnership with Ministry of Social Development and the Hawke's Bay Chamber of Commerce</p>	<p>Early intervention and strategic information related to career planning and scholarships.</p> <ul style="list-style-type: none"> • Youth Futures Programme promotes and develops local pathways from high schools to study and work, and work preparedness options • Youth Futures Programme is managing work shadow opportunities at HDC and other local employers 	<p>August 2012</p>
	<p>Youth Futures Programme to report back on recommended structure and HDC involvement in District interventions re Youth performance and opportunities</p>	<p>June 2012</p>
	<p>Investigate and scope retention project of youth in HB</p> <ul style="list-style-type: none"> • Research into retention programmes, motivational factors and concepts for implementation • Research into the long term effects of the outward migration of school leavers, what encourages return migration, tools to retain young talent 	<p>December 2012</p>
	<p>Increase positive connections between youth and community, government and business networks</p> <ul style="list-style-type: none"> • Flaxmere & Camberley Youth Leadership Groups mentoring programs • Flaxmere College Teen Parent Unit • Rock On Truancy Services • Police Role Model Leadership Program 	<p>Ongoing</p>
<p>Transportation Review incorporates the views of young people</p>	<p>Review transportation needs of youth, specifically on likely transportation routes and streamlining of services for better mobility of youth for work and study options</p> <p>Iway Travel Planning with local schools, online – aims to identify issues for school children and ways to resolve</p> <p>Accessibility Study to be started in 2012/13, identifying issues such as lack of modal choice (bus, car) in specific areas</p>	

	<p>and community groups, including young. This may also include modelling using HDC's HAT model to help identify relevant issues. This study if not limited to roading so will include bus networks etc.</p> <p>Programme of traffic calming outside schools, and 'kiss and drop' programme to relived school gate congestion</p> <p>Walking and cycling strategy further development: "Beyond Iway" incorporation of issues from youth further.</p> <p>Current Iway model is being implemented and has specific programmes for schools and colleagues in education. Infrastructure – cycle lanes etc are often based around school locations.</p> <p>Monitoring and evaluation programme for Iway is ongoing and does identify specific age group transport issues and measures the impact the programme is having. Some preliminary results available.</p>	
<p>Support more tertiary training to retain and attract youth in the District</p>	<p>Attract a University investment into the region</p> <ul style="list-style-type: none"> • Scoping project to consider the feasibility of establishing a local university • Ongoing support of the concept of a university investment. Ensuring key customer service models are activated; research and data made available; review other relevant actions on a case by case basis - if and when a propositions emerge <p>Improve information / knowledge and courses about skills training and education available in Hawke's Bay</p> <ul style="list-style-type: none"> • Work with EIT, Careers NZ and industry training providers to ensure youth are aware of options (and the free first year of degree study at EIT) • HCAG provides professional practice for visual arts at tertiary level, Community education program, school visits and job shadowing opportunities • More options for trade training and other non-academic based learning <p>Support young parents to access training</p> <ul style="list-style-type: none"> • Provide an additional Hawke's Bay teen parent unit to be set up at Flaxmere College to complement facility at William Colenso College 	<p>Ongoing</p> <p>November 2012</p> <p>February 2013</p>
	<p>Support disadvantaged youth to access training</p> <ul style="list-style-type: none"> • Youth Futures Programme is aligning with MSD and Business Hawkes Bay to source employment opportunities and work preparedness opportunities specifically the Limited Service Volunteer Scheme. 	<p>August 2012</p>

	<p>District Libraries continue to provide a relevant and active service to support the aim of 100% literacy of all youth in the District</p> <ul style="list-style-type: none"> • Support intermediate and high school libraries in the establishment and development of their collections • Provide opportunities to develop information literacy skills • Provide a wide range of programmes, including library orientation, class visits, recreation as well as events which support language development and information literacy • Maximise access to library collections via catalogue and interactive online tools • Create safe, non-commercial, youth-friendly, flexible, multipurpose spaces which promote information literacy and support language and literacy development • libraries programme Class visits from some Intermediate schools currently underway • Library website is online and connected to facebook and Twitter • Library catalogue is available online 	Ongoing
	<p>Identify young leaders and support their long term options</p> <ul style="list-style-type: none"> • Youth Council trip to Massey • Youth Council activity plan 	<p>October 2012 April annually</p>

Employment

Goal: Youth can access appropriate employment to their skills and ambitions to contribute to their wellbeing and the growth of the District.

Objective	Task	Target Date
<p>There are effective partnerships in the training and employment sector to support work experience and transition to work</p>	<p>Job shadowing and employment experience</p> <ul style="list-style-type: none"> • Youth Futures Programme <p>Provide opportunities for young adults to work in the library</p> <ul style="list-style-type: none"> • Community service, volunteer shelving and library programming – Summer Reading Programmes 	<p>August 2012 Ongoing</p>

	<p>Support business and entrepreneurial youth</p> <ul style="list-style-type: none"> Continue to support the Youth Enterprise Scheme 	November annually
Promoting the provision of better information and access to information related to job searching and awareness around job availability.	<p>Enhance awareness of existing programmes, facilities, activities and services for youth related to employment</p> <ul style="list-style-type: none"> Youth Futures Programme <p>Work with Council partners on developing refined student job search mechanisms for school aged students. Targeted information portals related to employment</p> <ul style="list-style-type: none"> Youth Futures Programme 	September 2012 September 2012
Work with employers and agencies to provide better links for young people to employment	<p>Develop (LSV) Work Fit & Job ready programmes</p> <ul style="list-style-type: none"> Youth Futures <p>Trade Training Programme</p> <ul style="list-style-type: none"> Youth Potential Action Plan 3.3 & 3.5 	August 2012 Ongoing

Knowledge		
<i>Goal: Youth are able to access relevant information as easily as possible.</i>		
Objective	Task	Target Date
Youth specific portals and access to information are activated	<p>Investigation into wider information portals and enhancing youth access</p> <ul style="list-style-type: none"> Analysis of what information provision is already provided for, and scope a project with Citizens Advice Bureau (CAB) to investigate a youth specific service within the CAB framework and promote services via schools 	December 2012
	Libraries are a key Council activity and service, highly popular and utilised by youth Delivery of internet, information and services	Ongoing
	Identify the areas where Council can capitalise on existing Council services which are popular and well patronised by youth	Ongoing
	Art Gallery delivers community education, events and youth competitions, notifications available on website and facebook	Ongoing
	Always website to include travel planner, showing public transport, bike lanes etc.	Ongoing

	<p>Library services continue to develop strong links and information exchange</p> <ul style="list-style-type: none"> Proactively develop networks and links with Council staff, community agencies and organisations which serve youth as clients for the purpose of creating an awareness of our services in the community Provide regular updates to youth workers in the community featuring library programmes, services and collections that may be of interest to their clients <p>Libraries continue to respond to changing youth technologies and media</p> <ul style="list-style-type: none"> Develop youth-friendly technology policies for in-library use that minimize barriers to youth (e.g. accessing podcasts, social network websites, downloading music, YouTube, MySpace and Facebook) <p>Involve youth in planning, implementing and evaluating programmes that stimulate the imagination, showcase their creativity, foster a sense of community connection, encourage social interaction and support them whatever their background</p>	Ongoing
Internet connectivity, provision and access review to ensure pathways to information can be accessed	<p>Internet connectivity, provision and access reviewed</p> <ul style="list-style-type: none"> Council provides internet through libraries <p>Improving access to computers in parts of the District with low internet access (Computer Clubhouse work for Whakatu and Flaxmere)</p>	Ongoing July 2014
A wide range of information needs are provided in school based environments	<p>Develop and maintain targeted youth web pages including curriculum related content, general information and youth specific interests and issues</p> <p>Scope other communication methods and content with Youth Council</p>	Ongoing
Understanding of local government, and civic participation is promoted, as a platform for the youth voice to encourage youth to engage in the wider community	<p>Promotion of civic responsibility, engagement and understanding of Council activity. Enhancement of youth participation.</p> <ul style="list-style-type: none"> Youth Council provides advice and activities within Council to support youth Development of Youth Council activities and dissemination of information to youth about Council and participation <p>Provide opportunities for youth to strengthen their social and cultural identity and connectedness</p> <ul style="list-style-type: none"> Incredible Years Drug & Alcohol Education Big Brother Big Sister Mentoring Marae Restorative Justice Program After school Activities Program 	Ongoing October 2012 October 2012 October 2012 Ongoing Ongoing

Feeling Safe		
Goal: Youth can move around the District's city, parks and streets feeling safe when they work, live and play.		
Objective	Task	Target Date
Improve CBD lighting and design	Enhanced lighting in public areas and general CPTED principles	Ongoing
Civic pride to be encouraged through the increased engagement and activities for youth in the city and public spaces	Youth Council identify and support activities in the CBD Greater Policing on the streets and in public places Discussions with Police on enhancing public awareness of police, their services, and growing the number of police on the streets	Ongoing
Active partnerships with key agencies to ensure responses are aligned and coordinated	Collaborative inter-sector groups maintained	Ongoing

Fun		
Goal: Youth can participate in the District in a variety of ways and settings, adding to the vibrancy and diversity of the District.		
Objective	Task	Target Date
To get events, concerts and shows in Council facilities targeted to under 18s	All ages events in particular towards the 13-18 age group <ul style="list-style-type: none"> Youth Council to develop a programme of events and work with Council facilities and other providers to deliver Supporting and promoting a wide network of events and activities externally provided Council facilities such as Flaxrock / Sports centre and Splashpanet will be looking to new opportunities to engage youth by the use of activities and events, seeking support and feedback from the youth council 	Ongoing
Contribute to the regional sports and active recreation strategy to increase access to a variety of sports	<ul style="list-style-type: none"> Development of diversity in sporting codes through appropriate use of Council facilities Add value to the regional sports strategy, with particular reference to Council facilities Support innovative and grassroots community approaches to development of sport activities, in particular when they reflect alignment to youth development principles 	Ongoing
Complete a report on development of youth spaces in Council facilities	Youth dedicated space in the Council's facilities <ul style="list-style-type: none"> Investigate the greater use of libraries and the Art Gallery with a dedicated space for youth creating safe, non-commercial, youth-friendly, flexible, multipurpose spaces which makes youth feel welcome 	Ongoing

	<p>More artistic and creative engagement in the CBD and other public spaces</p> <ul style="list-style-type: none"> • Civic promotional event and/or event at the Windsor Park skate rink <p>Expand the range of events available and review existing provision</p> <ul style="list-style-type: none"> • Council facilities to review the way in which they can adapt and re-invent existing services, provide activities and one off events etc • Splash planet to review new themes and attractions to allow for growing demand for service and repeat return visitors 	
Intergeneration activity project	<p>Develop an understanding and inter-generational communication project</p> <p>Develop partnerships with Positive Ageing Forum and the Youth Council</p> <p>Approach organisations such as U3A to develop relationships and partnerships</p> <p>Participation of the Youth Council in the Opportunities of Ageing Conference</p>	November 2012
Youth Week May 19-27	Develop a youth week activity	May Annually

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Appendices

Appendix A Demographic Data

The following tables characterise Hastings youth on a comparative basis with similar sized regional areas.

Table 17: Ethnicity of Youth in 2006

	Hastings	Napier	Tauranga	Nelson	New Zealand
European	63.3%	72.4%	72.8%	78.8%	63.0%
Maori	33.5%	25.8%	24.5%	13.5%	18.6%
Asian	3.2%	3.5%	4.8%	3.9%	14.3%
Pacific Peoples	7.1%	3.8%	1.8%	1.7%	8.9%
New Zealander	7.8%	8.6%	9.3%	11.1%	7.5%
Other	0.9%	0.5%	0.6%	0.5%	1.3%

Source: Statistics New Zealand

Youth not engaged in employment, education or training (NEET) – 2006

	Hastings	Napier	Tauranga	Nelson	New Zealand
15-19 years	11.9%	11.5%	11.1%	10.4%	11.2%
20-24 years	20.5%	16.3%	15.8%	15.0%	13.8%
15-24 years	15.3%	13.6%	13.2%	12.4%	12.5%

Source: Department of Labour

Qualification Level of Youth – 2006

	Hastings	Napier	Tauranga	Nelson	New Zealand
No Qualification	24.6%	20.9%	19.9%	21.4%	17.0%
Total Post-School (Vocational)	15.8%	18.4%	23.3%	19.2%	17.8%
Total Bachelor Degree or Higher	4.9%	5.9%	7.1%	5.0%	10.7%

Source: Department of Labour

Projected Youth Populations: Hastings District

	Age	2011	2016	2021	2026	2031
Hastings District	10-14 Years	5950	5630	5910	5550	5410
	15-19 Years	5580	5340	5020	5300	4940
	20-24 Years	4570	4500	4250	3930	4220

Source: Statistics New Zealand

Projected population for Hastings District					
Age	2011	2016	2021	2026	2031
0-14	17210	16810	16590	16090	15890
15-24	10150	9840	9270	9230	9160
25-34	7670	8560	9340	9030	8470
35-44	9800	8770	8240	9140	9920
45-54	10910	10640	9820	8820	8310
55-64	9080	9880	10590	10350	9590
65+	10640	12690	14720	17050	19150

Source: Statistics New Zealand

Comparative Social Indicators, various year dates, HB Regional Data

	Hawke's Bay	New Zealand	Hawke's Bay Regional Ranking
life expectancy – males 2005/07	76.3	78	=16/16
life expectancy – females 2005/07	80.7	82.2	15/16
suicide – males 2003/07	23.2	18.3	=15/16
suicide – females 2003/07	7.8	5.8	14/16
road casualties per 100,000 of pop# - 2009	457	346	12/16
criminal offences per 10,000 of pop# - 2009	1275	1046	10/12
cigarette smokers as proportion population >15 years - 2006	27.7	21.9	13/16
Home ownership (including trusts) - 2006	64%	63%	9/16
Families – one parent with child(ren) - 2006	21%	18%	15/16
% of population living in households requiring at least one additional bedroom	10.5%	10.4%	13/16
% of people living in households with incomes below 60% of the 2001 median	20.4%	18.1%	10/16

Appendix B: Summary of Consultation

Youth Strategy Review Consultation Summary and Notes January 2012

Introduction

This document is a summary of the process used and data collected during consultation for the review of the Hastings District Council Youth Connect Strategy. The issues, strengths and recommended actions are those identified during the consultation process and are being used to inform and guide the development of the Youth Strategy 2012 alongside other data and research. It does not follow that all the issues, strengths and actions mentioned have been incorporated into the final strategy, as some may sit outside Council's direct or partnership focus.

Background

A review of the Youth Connect Strategy (2007) by the Hastings District Council (HDC) started by consulting with youth and the wider community, including service providers, to gather opinions and feedback on priorities for youth related to five themes:

- Education
- Employment
- Feeling Safe
- Fun
- Knowledge

Councils Supporting Social Wellbeing Strategic Framework 2011 intends that "Youth connect and develop positively within the community to add to the strengths of the community in the future". These themes are interconnected and contribute to this aim, and are supported by:

- Youth Connect Strategy, 2007 (existing HDC strategy)
- Youth Development Strategy Aotearoa, 2002
- Internal discussions and consultation with Council staff and the Youth Council

Who are Youth

For the purposes of this work youth are defined as young men and women between childhood and adulthood, aged 12-24 years. This does not detract from the fact that many youth define themselves differently, and they traverse from childhood to adulthood in unique pathways and timeframes and with different ways of expressing their identity.

Strategy Development

The strategy development is informed by relevant literature and community consultation. The Youth Council were prioritised as a key group who guided the development and delivery of the consultation.

The Youth Strategy is developed with a view to a whole of Council approach understanding that each group in Council can influence some of the various issues and needs of youth within the Hastings District. The project plan and process utilises internal Council staff representatives from all management teams of Council who informed the development of the consultation process and reviewed material at key stages.

Strategy Delivery

Council aims to collaborate and partner internally and externally to provide a District where youth thrive. The Youth Strategy of Council acknowledges that collaboration is critical and essential and that the Youth Strategy identifies the priorities for Council and Council activity. Key partners include the Social Wellbeing Collaboration Group, the Youth Council and community agencies.

Methodology

Two key mechanisms were utilised, surveys and focus groups.

People of all ages were invited to participate in the consultation process. All schools in Hastings District and extensive networks of social service providers were invited to participate in the consultation.

The scope of information gathered isn't limited to Council activities, as local government is expected and able to promote the social, economic, environmental and cultural wellbeing of the community and to work with other agencies in doing so to achieve desired outcomes and make efficient use of resources. Accordingly, some of the issues and aspirations identified during the consultation may not fit within Council's Youth Strategy, and might be separately or collaboratively picked up by one or more partner agencies.

Over 770 people responded to the surveys: 473 people aged under 24; and 297 aged over 24. Surveys were distributed on-line and face to face, with separate surveys for each age group.

Over 250 people participated in 6 focus group sessions. Four of these were within schools and one was with service providers that deliver programmes and services to youth.

Schools and groups that participated were:

- Flaxmere College
- Havelock North High School
- Taikura Rudolf Steiner School
- Hastings Girls College
- Youth Health Advisory Group
- Service providers

The service provider session was attended by over 60 individuals from 35 agencies including:

Careers New Zealand, Hastings District Council, Corrections, Child Youth and Family, CCS Disability Action, Youth Workers Collective, Whakatu Youth Group, Workforce Development, Central Hawke's Bay Council, Choices, HB District Health Board, Te Kura Kaupapa Maori o Te Wananga Whare Tapere o Takitimu, Bay Autism Support, Family Planning, Redeem Media, Eastern Institute of technology, Disability Resource Centre, Te Taiwhenua O Heretaunga, Ministry of Social Development, Napier City Council, Volunteering Hawke's Bay, NZ Police, Salvation Army, Citizens Advice Bureau, YMCA, Cook Island Community, HB Health, Birthright, Purena Koa Rehua Youth Services, Hastings District Libraries, Caring for Carers, HB Restorative Justice, Directions.

Consultation Analysis

The summary and analysis is organised by the five themes used in the focus groups and surveys. The key issues, strengths and actions identified by those who took part in the consultation are summarised into bullet points. As mentioned in the introduction, this information will be used as a guide to develop the youth strategy and may also be used by other agencies or groups. While some comments may seem contradictory, this can reflect experiences and knowledge that particular individuals or schools do/don't have.

Education

Education is important to the District as the skills youth develop affect a wide range of future outcomes for individuals and local businesses. Subject choices and success in school determines career pathways and a young person's ability to participate in society and the economy. There is a direct link between education, employment and income. In turn this is connected to a wide range of social wellbeing outcomes. Response in the consultation related to schooling, tertiary study and employment (such as trade training).

Key Issues:

- Students need to know more (and earlier) about the impact of subject choices on future career and employment opportunity and what types of jobs exist
- Schools could provide more skills like writing CVs, interview practice, finding scholarships
- Greater subject choices wanted to expand the future career opportunities of youth
- Lack of global experiences, languages

- Want trade and non-academic options too
- Learning should be relevant and fun, to keep people involved
- Keep youth in education or training until 18
- We need to support young parents and disadvantaged youth to access training
- School leavers are given a benefit when they drop out (range of debate on this issue)
- Lack of a university campus, and specialist subjects that could attract people to Hawke's Bay
- Impression that a qualification from EIT is not as good as other tertiary institutions, particularly universities
- Lack of job or study opportunity on leaving school.
- Many youth intend to leave Hastings District when they finish school, for study or job options
- Lack of diversity in routes and timetables of public transport to and from tertiary study and part time work, particularly coastal communities
- Want job shadowing rather than work experience

Key Strengths

- EIT offer the first year of tuition in a degree course for free to Hawke's Bay year 13 graduates
- Range of academic and non academic subjects in the schools
- Enjoyment of the natural environment, it's a great place to live and complete high school
- Youth have access to a range of information and resources related to education if they know where and when to look

Key Actions Suggested

- Subject sharing between schools
- Childcare for teen parents
- Promote and provide info on why it is good to stay in school
- Better information about scholarships and opportunities earlier in school
- Stronger interventions at specific time frames from careers experts on subject choices, pathways to jobs (beginning at year 9)
- Develop targeted information portals particularly through schools that support decision making around education associated with lifestyle and careers and help centres/advice available
- Support youth to develop innovative business and creative concepts that they could develop here in Hastings when they finish school
- Create better holistic support for students, learning about life, finances, self esteem, relationships and personal growth as well as academic and job oriented
- Provide more varied routes and timetables for public transport (particularly from coastal communities)
- Attract a university to the region, (various ideas on concept, music, unique to anywhere else),
- More diversity of courses and subjects at EIT
- EIT should promote its courses and qualifications better
- EIT courses should link to jobs, so you go from study into a job
- Require better career and education expos (related to jobs rather than institutions)

Employment

Employment is an issue for the District. A number of youth migrate out to attend tertiary study, look for jobs in larger centres or to travel. Retention and return migration of youth can help meet skills gaps and benefit social and economic development. It is important to transition youth in the District into employment, training or tertiary study to support the wellbeing of youth and the local economy. Youth unemployment is typically higher than the general unemployment rate, and this is exacerbated during recession (when this consultation was undertaken).

Key Issues

- Both young and older people are concerned about whether school leavers will find jobs
- As mentioned in education theme, many youth will not stay in the District when completing school due to a lack of employment and study options

- Impression that there are only 'low level' jobs in Hastings, seasonal work, retail etc that are short term options not careers
- There are very few job opportunities in the arts, creativity
- Belief its 'who you know' that determines job seeking success
- Difficult to gain first time job experience
- We need part time jobs, to fit in with study at school or uni
- Job shadowing and experience required
- Competition for jobs with low wage adults. Conflicted opinions – minimum wage versus training wage versus youth wage
- Work experience should be shadowing someone in a job they are interested in not doing basic tasks within a workplace
- Lack of transition skills and knowledge from school to work. Things like work ethics, expectations, self esteem etc
- Negative first time employment experiences
- Differing views about study relating to available jobs
- Transportation to part time employment particularly evening work doesn't suit irregular hours and routes limited
- Need drivers license for lots of jobs
- Generational differences around concepts of 'work ethic' and other aspects of work/life balance

Key Strengths

- All age groups believe youth had a strong desire to work and contribute to the community
- All students, particularly those in Flaxmere saw opportunity via economic development of retail activities
- Youth saw large organisations as key support to job experience and work shadowing

Key Actions Suggested

- Council to make job shadowing and work programme available and to encourage other business to do the same
- More professional experiences, for example internships that lead to professional courses and development
- Career and employment services provide information related to jobs and careers rather than the courses and institutions ... greater career planning, followed by subject selection
- Enhanced awareness of existing services and portals to information about job seeking
- Work to understand and overcome issues around expectations, 'work ethics', communications styles etc
- More information about where jobs are advertised and how to apply
- Website for employers with youth and students details
- Need exclusive websites for student jobs
- Student ids with discounts, especially when trying to study and work
- Incentives to companies that hire students
- Incentives needed to encourage youth into employment (part time) as wages are so low, part time student employment is often not worth the time and travel
- Diversification of tertiary courses available in the region
- As mentioned in education – more subjects choices at EIT, greater diversity to encourage youth to stay locally,
- Greater transition from EIT to local jobs
- Alignment of study to work essential to those who wish to stay in Hastings when they leave school
- Review transportation needs for youth who need to study and work, especially evening work

Knowledge

The availability of and ability to access information influences what people know, do and choose. Youth have unique information needs and are less likely to know about traditional portals to information than older people. The traditional triangle of knowledge is expanding due to technology and use of the Internet, providing further issues and opportunities.

Key Issues

- You don't know what you don't know, until it is required
- Need to know how to get information when we need it quickly
- Information needs to be suitable to youth and where we look for it
- Would like to volunteer but not sure where to go
- Transport timetables and routes
- License issues, VTNZ closes early and is unfriendly

Key Strengths

- All age groups think youth are well informed over a range of topics and able to access information when they need it
- General awareness of specific services providers
- Youth have good resources and intuition on seeking information they don't know
- Youth get information from a wide range of courses
- Internet has supplemented the triangle of knowledge (parents, friends and school) and is equal to these traditional forms
- Libraries

Key Actions Suggested

- Development of a youth specific portal to access wider information, enhancing what already exists and investigate the best tools to use
- Support the quick and immediate process for youth to gain access to information as they need it
- Greater internet connectivity and access
- Enhance and support key existing mechanisms such as the libraries and Council
- Discussion with police and VTNZ on how to make license acquisition more positive and use the opportunity to create better positive reinforcement
- Youth council to develop activities and information on civic engagement and local government
- Information portals within schools to widen knowledge base and immediate access to information by youth through school environments
- Personal safety, self defence and information programmes provided to youth
- Schools could do more to help youth connect with information related to things outside of education; relationship management, public health, council, saving and money management and a range of topics

Fun

Youth have a wide range of needs, and value a diversity of activities at different stages of development. Enjoying the District enhances youths wellbeing and provides important social and other skills and helps entrench the area as a place people want to live. Youth were realistic that not everything they desired could be possible in Hastings. Many of the ideas and issues are able to be addressed by Council and others provide insights other providers may pick up.

Key Issues

- Certain facilities are of interest only to specific and particular demographics such as skaters for Atomic and Flaxrock for residents of Flaxmere
- There are not enough activities and events for example: all ages gigs, dance parties, under 18 events and clubs and dancing
- Boredom is associated mostly with nothing to do and too little variety in what currently exists
- Service providers thought youth needed more physical amenities –club rooms etc, and structured activities, this somewhat contrasted with youth who wanted events and activities far more than physical locations.
- Not enough entertainment
- Lack of night time activities and things to do
- Service providers mention cultural days, kapa haka .. youth mention raves, dance parties, singing comps and cultural activities

- Transportation to activities and events limited by routes and timetables. Particularly coastal communities
- Night time transport, night buses needed, cheaper taxis for youth
- More sporting codes
- Safety issues prevent people from enjoying night time activities, particularly in the city and in the parks
- Possible conflicts between older and younger generations in public and other spaces, in particular when they do not know each other, such as concern about the intentions of groups of youth or safety around skateboarders

Key Strengths

- Enjoy the natural environment
- Great for sports
- Most youth like living in Hastings
- All youth use existing Council facilities to varying degrees depending on their age
- Libraries and parks are the most used Council facilities by all age groups
- Young and older people like each other, and can have fun together, in particular where relationships already exist

Key Actions Suggested

- Greater variety of events and activities in the city
- All ages gigs and events – particularly catered to the 13-18 ages
- Feedback to community and private providers about the areas of interest to youth from this consultation
- Have more artistic and creative engagement in the CBD and other public spaces
- Intergeneration activities
- Enhanced safety and monitoring of public spaces
- Suggestions to re-vamp existing facilities and locations, e.g.: Splash to have a theme each year; Open the Havelock Pool in winter; Want a theme/amusement park, or winter park so there is still something to go to when Splash Planet is not open
- Youth want a safe large and unspecific and undetermined space that they can hang out in that is not managed by adults; more teenage friendly retail, a mall, food court and 3D cinema
- Better transportation for youth related to night-time safety, night buses, supervised transport, taxi fare reductions etc

Feeling Safe

Safety is critical to youth enjoying and engaging in the community whether for work, fun, or study. This includes moving around the District, using public spaces and facilities, and independent activities in environments outside of their home, school and more monitored spaces.

Key Issues

- Poor lighting in some public spaces, particularly town and parks
- Gangs: removal of patches; better management of their criminal activity; don't let them take over town; be more aggressive to gangs and don't let them get away with stuff; give gangs more consequences
- No go suburbs, Camberley and Flaxmere. However, Flaxmere youth felt reasonably safe
- Don't cycle or walk at night - don't feel safe
- Not enough police presence, particularly police patrols on foot
- Free self defence classes should be available
- Hastings needs a better reputation, maybe its just perceived as bad, when its good?
- Frequency and routes of public transport. Doesn't feel safe enough, so don't use it.

Key Strengths

- CCTV

- Police (when they are seen)

Key Actions Suggested

- Enhanced lighting in public areas (parks and streets)
- Greater policing on the streets and in public spaces
- Review CPTED plans and policies align to youth feedback
- Examine gang related policies and procedures. Range of ideas, banning gang patches, enhanced monitoring and removal from town etc
- Safety texting, a 111 text service
- Cheaper public transport at key safety times (evening, weekends etc)
- Especially at night, surveillance on buses (either physical, video etc)
- Subsidised self defence classes
- More training in anger management, reduce violence, bullying, improve relationship skills and parenting
- Increase and 24hour monitoring of CCTV

Appendix C: Youth Council Terms of Reference

2012 TERMS OF REFERENCE



HASTINGS YOUTH COUNCIL

NAME	Hastings District Youth Council
GOAL/MISSION STATEMENT	To be a voice advocating for youth of Hastings within the Council and Hastings District
MEMBERSHIP	<p>Year 11 – 13 students who live in and attend school in the Hastings District.</p> <p>A maximum number for Youth Council is 13 members.</p> <p>The 2011 Youth Council will have chairman and a deputy chairman. Council officers will be responsible for the min.</p> <p>There is provision for a Youth with a disability to be on Youth Council.</p>
MEETING FREQUENCY	Monthly on Wednesdays from 4pm till 5:30pm throughout the year or when required.
ISSUES RAISED	Any issues raised at Hastings Youth Council meetings can be brought to Council through the Community Safety Coordinator.
REPORTING REQUIREMENTS	Minutes will be distributed within 7 days of the Hastings District Youth Council meeting.
GENERAL PROCEDURES	Apologies to go to the Community Safety Coordinator or the Chair & Deputy chair. If a Youth Councillor misses more than 3 meetings in a row and an apology is not received, you will be required to resign from Youth Council.
DECISION MAKING	<p>Quorum of 5 People.</p> <p>Majority rules but in the event of a tie, the Chairman has the casting vote.</p>