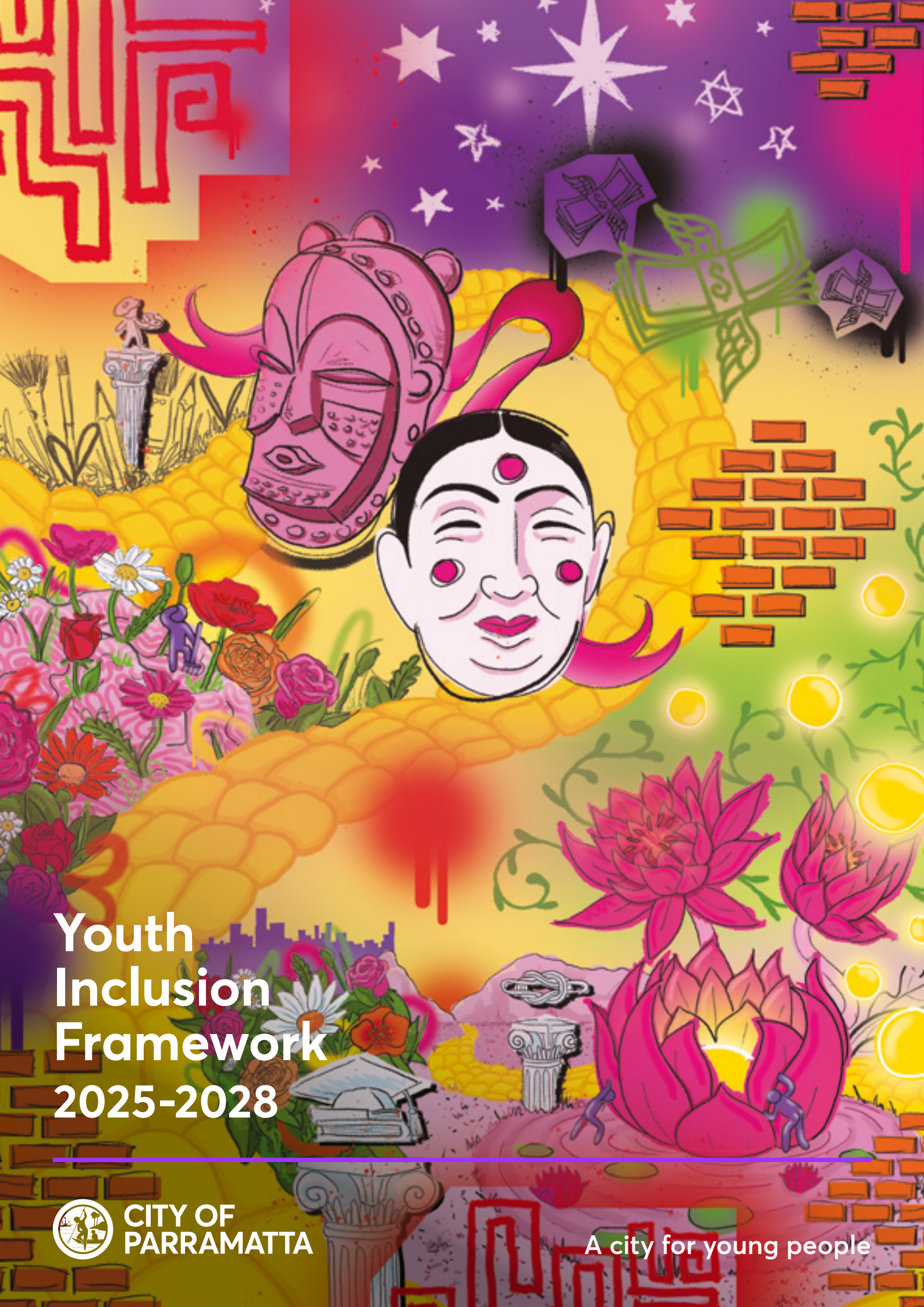




Youth Inclusion Framework 2025-2028



**CITY OF
PARRAMATTA**

A city for young people

About the cover

ARTIST STATEMENT

"While sitting in on the consultation with Parramatta's youth, I noticed a real hunger for connection, support and for creative outlets. Taking elements from the shared ideas in that meeting, I patched together an artwork that journeys through a young person's utopia; where education, funding, community and connection, creativity and self-expression are all free and abundant. My idea is almost a "garden of Eden", where everyone and everything is flourishing and bright."

BIANCA BEERS

Bianca Beers is an artist, designer and content creator from Western Sydney specialising in digital illustration and creative direction.

A buoyant amalgamation of fashion, botanicals, graffiti and portraiture, Bianca's work aims to create community & uplift others by bringing color, joy &

meaning to the spaces she and her works occupy.

The cover art and design elements featured throughout the Youth Inclusion Framework are symbolic of a "young person's utopia":

- 1 YELLOW BRICK ROAD**

A path leading through a thriving landscape, symbolising guidance, opportunity, and a journey toward success.
- 2 MAZE MOTIF**

Represents the challenges of navigating society, self-discovery, and learning essential survival skills.
- 3 BRICK MOTIF**

Breaking down barriers — cultural, societal, economic, and educational — creating a more inclusive and equitable future.
- 4 FLOWER GARDEN**

A flourishing mind, growth, and nurturing the ideas and skills that sustain a vibrant community.
- 5 PARRAMATTA SKYLINE**

Grounds the utopian vision in a local, real-world context.
- 6 GRADUATION CAP**

Highlights the crucial role of education in shaping young people's futures.
- 7 WATER LILIES CAGE**

Symbolise self-discovery and personal growth, with the Todds opening the cage that restricts true potential.
- 8 CONTINUED YELLOW BRICK ROAD**

The journey continues — possibilities and opportunities are endless.
- 9 OPENED WATER LILIES**

Represent young people stepping into their true selves, radiating unique energy and potential.
- 10 COMMUNITY PLINTH**

A symbol of community, connection, and support, emphasising the importance of belonging.
- 11 PATH INTO A PEACEFUL LANDSCAPE**

A vision of hope and a future where youth thrive in a supportive environment.
- 12 EDEN WITH ABUNDANT MONEY**

A utopia where resources are accessible, allowing young people to focus on growth and fulfillment.

INTRODUCING 'TODD

In developing the design and vision for the Youth Inclusion Framework, we engaged a small group of interested young people for detailed design, writing and feedback. Through this often creative process, 'Todd' was born and adopted as the Youth Inclusion Framework mascot. Todd is representative of what these young people loved about the framework, our city and the young people in our city.

Todd is:

T

O

D

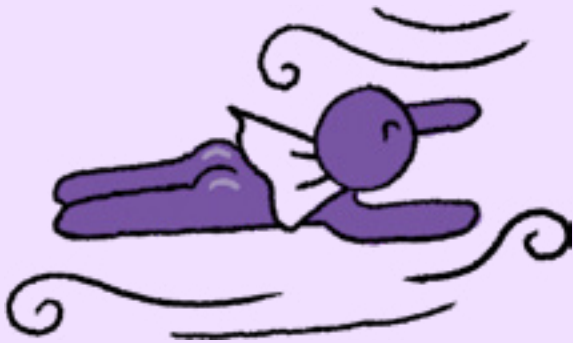
D

Transparent

Original

Diverse

Dynamic



CON TENTS



0.1	Recognition of and Commitment to the Dharug People	06
0.2	Message from the Lord Mayor	08
0.3	Message from Young People	10
1.0	Introduction	12
2.0	Purpose	14
3.0	Strategic Context	16
3.1	Integrated Planning & Reporting (IP&R) Framework	18
3.2	City of Parramatta Community Strategic Plan (CSP)	20
3.3	Parramatta 2050	21
3.4	Other Legislation and Policies	22
3.5	Other Strategies, Frameworks and Plans	23
4.0	The Role of Council	24
5.0	Community Profile	26
5.1	Young People in Parramatta	27
5.2	The Sector and Stakeholders	31
5.3	Social and Community Infrastructure	33

6.0	Research and Engagement Findings	34
6.1	Research Process	35
6.2	Community Consultations	36
6.3	Other Stakeholder Consultations	40
6.4	Literature and Data	43
6.5	Themes and Priorities	44
6.6	Focus Areas	48
6.7	Considerations	49
7.0	A Model for Youth Inclusion	50
7.1	Youth Inclusion Model Hierarchy	51
7.2	Foundational Models	53
7.3	Supporting and Enhancement Models	59
8.0	Implementing the Framework	64
8.1	Implementation Phasing	65
8.2	Directions	66
8.3	Responding to Specific Needs and Ideas	67
9.0	Impact	68
9.1	Measuring Our Impact	69
10	Acknowledgements	71



0.1

Recognition and Commitment to the Dharug People

Nunanglanungdyu
baramada gulbanga
mawa naa
Baramadagal darug
ngurrawa badura
baramada darug

We respectfully acknowledge the Traditional Owners of the land and waters of Parramatta, the Baramadagal Clan of the Dharug Nation.

City of Parramatta recognises the Dharug People as First Australians, peoples of the oldest continuous living culture in the world. For more than 60,000 years, Parramatta has been home to the Baramadagal and Dharug peoples, the traditional custodians of the land we call the City of Parramatta today.

The Baramadagal and Dharug peoples have cared for and nurtured the habitat, land, and waters for thousands of generations, and maintain an ongoing connection to Parramatta and its surrounding areas. As a community, we can learn from the resilience and community spirit of First Nations people to best ensure a sustainable City

for all. Parramatta has always been an important meeting place for our First Nations people, particularly the Parramatta River, which has provided life and vitality since the beginning of time (The Dreaming).

The name Parramatta is derived from the word Baramada/Burramatta or 'place where the eels lie down' (breeding location for eels within the Parramatta River). City of Parramatta recognises the significance of this area for all First Nations people as a site of early contact between the First Australians and European Colonists, and Parramatta remains an important meeting place for the First Nations community.

First Nations people continue to play a vital role in the ecological, economic, social and cultural life of Parramatta, while maintaining a distinct culture built on the principles of Caring for Country, the primacy of family, and the dignity and governance of Elders. At City of Parramatta, we aspire to a future where the cultures, histories and rights of all First Nations people are understood, recognised, and respected by all Australians.

City of Parramatta is committed to playing an active role in making this future a reality. City of Parramatta is proud to acknowledge the ongoing stewardship of Country by Dharug and other First Nations people and to celebrate their enduring wisdom, strength, and resilience.

Always Was, Always Will Be, Aboriginal Land.



0.2

Message from The Lord Mayor

Extensive youth engagement was a key focus in developing this framework, putting into practice the ten principles of effective youth engagement and inclusion set out in this document. This framework sets the benchmark for future youth engagement in our City and beyond.

On behalf of the City of Parramatta, I am pleased to present our first Youth Inclusion Framework.

The framework demonstrates our commitment to creating a City of Parramatta for all people, including young people. It provides an adaptable blueprint for our City to evolve with and nurture young people, embracing their diverse voices in responding to future opportunities and challenges.

City of Parramatta recognises the strengths of young people and the importance of involving them in decisions that affect them. We acknowledge the challenges they face and the support they need to overcome barriers

and achieve their aspirations. We have heard young people's call to action for better inclusion, engagement and support.

Council offers a diverse range of services and programs for young people, and values our important partnerships with wider youth sector stakeholders. This framework highlights the strengths of the youth sector and identifies some areas for improvement.

Extensive youth engagement was a key focus in developing this framework, putting into practice the ten principles of effective youth engagement and inclusion set out in this document. This framework sets the benchmark for future youth engagement in our City and beyond.

With this framework as a foundation, Council will continue to work with young people and youth sector stakeholders to improve youth inclusion outcomes across the City of Parramatta. I am proud that City of Parramatta is and always will be a place where young people are valued, supported and empowered to thrive.

Councillor Martin Zaiter

Lord Mayor
City of Parramatta

0.3

Youth Message

"We are the current generation — not just the future. The choices made today impact us now and shape the world we will inherit."

Young people in the City of Parramatta are diverse, dynamic, and full of potential, yet we often feel unheard in the decisions that affect us. We want real opportunities to participate, contribute, and be part of the change happening in our city."



IMAGINE A PARRAMATTA WHERE YOUNG PEOPLE:



Feel safe, supported, and empowered to thrive



Are given opportunities to learn, work, and lead in ways that reflect our interests and aspirations



Have genuine spaces to connect, socialise, and be creative — without breaking the bank



Are valued as decision-makers, not just consulted after decisions are made

We know the world is changing. The cost of living, climate change, technology, education, and job security are huge concerns for us. But we also know that we are part of the solution. Given the right support, we can innovate, advocate, and make an impact.

The Youth Inclusion Framework is a commitment to making this happen. It should be Transparent, Original, Diverse, and Dynamic (TODD) — a roadmap that ensures all young people, no matter their background, identity or circumstance, feel included and represented.

WHAT WE WANT:

1

Youth inclusion through real engagement— listen to us, and act on our ideas

2

More inclusive and safe spaces to exist, create, and connect both physically and digitally.

3

Support for our transition into adulthood — Empower us with access to education, employment, and life skills

4

Events, programs, and initiatives that are youth-led, youth-focused, and youth-friendly

5

A community that adapts to the needs of young people and values our voices



"This isn't just about young people. It's about making Parramatta a place where everyone benefits from youth inclusion. A stronger, more connected city starts with us. Because when young people thrive, Parramatta thrives."

0.4

Vision statement

OUR VISION IS FOR PARRAMATTA TO BE A PLACE WHERE YOUNG PEOPLE ARE VALUED, SUPPORTED, AND EMPOWERED TO THRIVE

A community that nurtures youth through genuine opportunities, meaningful connections, and accessible spaces; where they can rest, grow, and contribute without barriers.

A city that evolves with its young people, embracing their diverse voices and ensuring they have the resources, guidance, and agency to shape their future and the future of Parramatta.

Introduction

This is the first Youth Inclusion Framework (YIF) for City of Parramatta Council and aims to improve outcomes for young people aged 12-24 years old who live, study, work, play or visit in the City of Parramatta in over 15 years. It was developed with significant input from young people, demonstrating our appreciation for the value they provide and the support they need to address barriers and achieve their goals.

Young people have been at the centre of this framework's development. They developed the cover art and supporting design elements with a professional artist, they wrote the vision reflecting the concerns and aspirations of all the young people we consulted and they have given us a call to action with their opening message which conveys what young people in Parramatta need, how they can contribute and what this Framework means to them. The youth engagement used to develop this framework sets an initial benchmark of this framework's principles and models in action; an approach we expect will proliferate across council and Parramatta based services.

In developing the framework, Young People have provided a vision of what a youth-inclusive City of Parramatta looks like and a call to action for what is needed to achieve that vision.

Council values the contributions to our community made by the almost 37,000 young people aged 12-24 years old, who live in Parramatta, as well as those who visit for work, study or play. This value is reflected in over 80 youth services and programs already being offered by Council in a typical year. These services span areas such as arts, technology, recreation, education, events, employment, community grants and community capacity building. With this in mind, we sought to understand how we can best support anyone making decisions or providing services to

optimise their youth inclusion outcomes. We did this by consulting extensively with the community (primarily young people), sector, internal stakeholders and other Councils as well as conducting extensive literature and data analysis.

This framework provides the evidence-base, methods and tools to support and enhance youth inclusion outcomes in any service, program or project that impacts young people in Parramatta. It also provides the platform for its implementation and improved service coordination in Parramatta. The effectiveness of the Youth Inclusion Framework relies on its integration and implementation in council, with our partners and in the community. It relies on councils others strategies for its integration, its own vision for its direction and the support resources that will follow for its effective implementation.

The framework is informed by Council's existing strategies and provides an evidence-based approach to working with and for young people. The framework introduces the roles required from Council to achieve the vision through Youth Empowerment, Service Delivery, Infrastructure and Advocacy and describes the different roles Council plays to achieve these outputs: "Deliver, Partner, Advocate or Promote". Finally, the evidence base, methods and models are provided so that anyone can improve the youth inclusion outcomes in Parramatta and contribute to the vision by and for young people.

Young people have vision for Parramatta to be a place where young people are valued, supported, and empowered to thrive. This Framework lays the foundations for that vision to occur.





2.0

Purpose

This framework sets an ambitious vision for youth inclusion in Parramatta. Mindful of all audiences, developed by young people and aligned with Parramatta 2050.

The City of Parramatta is a city for young people, where they consistently experience inclusion, empowerment and voice. They are celebrated for their valuable contributions and can access the help they need, when they need it, to address barriers they experience and achieve their goals.

The framework provides the evidence-base, methods and tools to support and enhance youth inclusion outcomes in any services, programs and projects that impact or engage young people in Parramatta.

Parramatta is known as a city for young people. Organisations, researchers and individuals look to Parramatta as a world leader in youth inclusion methods and outcomes.

It also provides the platform for its implementation and improved service coordination in Parramatta.





3.0

Strategic Context

The framework is designed to align with key Council strategies to ensure a holistic and sustainable approach to youth inclusion, drawing on community engagement and existing strategies to inform and influence future planning, programs and projects.

In developing this framework, we have carefully considered the following strategic context:

1

NSW local government legislation, particularly the Integrated Planning and Reporting (IP&R) Framework

2

Various Local, State, Federal and international policies and publications

3

Parramatta 2050, City of Parramatta's Global City Vision

4

The City of Parramatta Community Strategic Plan (CSP) and related documents, such as the planned Cultural Strategy, First Nations Strategy, Social Sustainability Strategy, planned Environmental Sustainability Strategy, planned Economic Strategy, Community Engagement Strategy and Framework and more

5

Input from stakeholders in sectors like education, government agencies, community services and the community

The sections that follow describes the relevant and important aspects of these strategic considerations as it relates to developing, understanding and implementing this framework.

Integrated Planning & Reporting (IP&R) Framework

The IP&R Framework enables holistic and sustainable planning by integrating various strategic plans. It positions the YIF as a significant document in Council, fostering a feedback loop that informs and is informed by existing and future strategies.

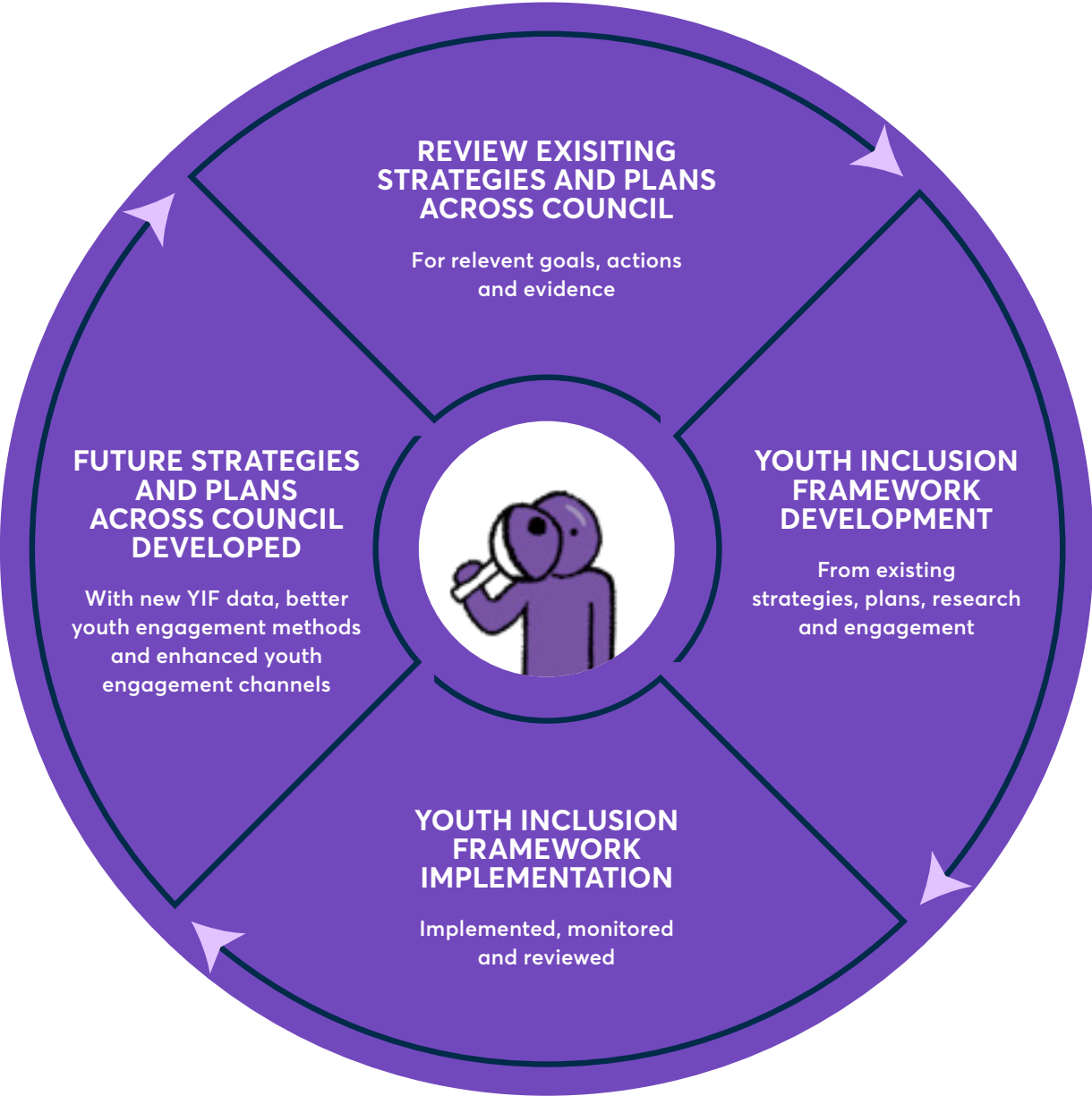
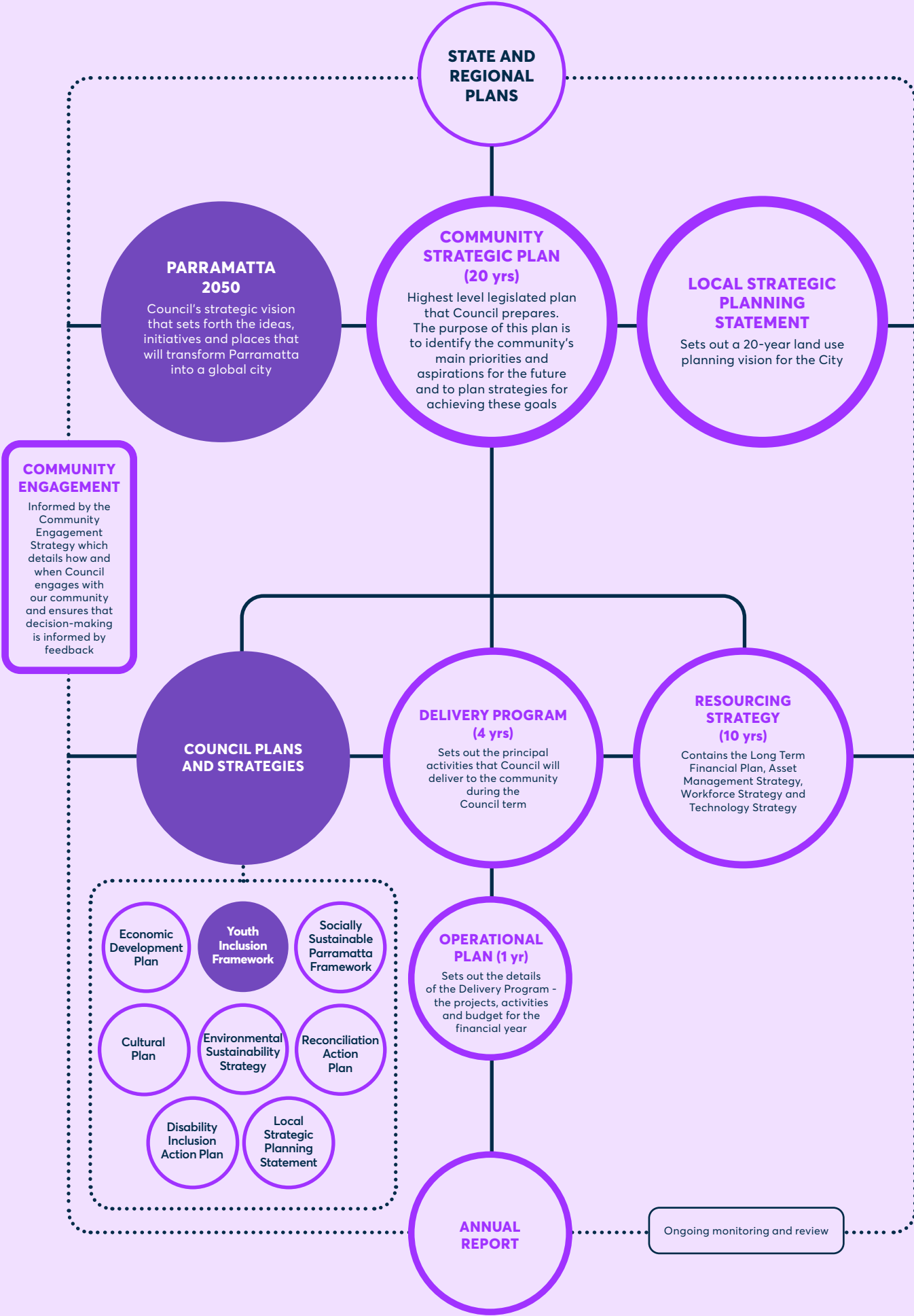


Figure one: Integrated Planning & Reporting (IP&R) Framework



City of Parramatta Community Strategic Plan (CSP)

The CSP is Council’s plan that guides all other plans and strategies. The nature of the YIF and its intended influence across all Council operations, means it will eventually be connected and integrated throughout the CSP, ensuring collaboration and feedback loops that connect young people to council’s directions and decisions.

Finally, the YIF adopts the same approach to “Council’s Role”. In addition to the CSP’s listed roles of “Deliver, Partner or Advocate”, the YIF adds the role of “Promote” as a direct response to overwhelming feedback in our community and stakeholder consultations, highlighting the need for greater, targeted and tailored promotions of opportunities and supports available to young people and those who support them.



Parramatta 2050

Parramatta 2050 envisions Parramatta as a global city full of world class experiences and opportunities for people to gather, create and accelerate by 2050.

With a focus on youth inclusion and leveraging opportunities for young people, the YIF enables young people to play an active role in contributing to the overall strategic goals of Parramatta 2050.

Three important ways that the YIF and its implementation are connected to Parramatta 2050 include:

- 1** The YIF is informed by Parramatta 2050: the YIF builds on Parramatta 2050’s aims and objectives by setting a vision specifically for young people. The YIF’s vision is for Parramatta to be a city for young people and a world leader in youth inclusion.
- 2** Parramatta 2050 broadly aligns with young people’s needs and interests: Many of the directions and opportunities set out in Parramatta 2050 are consistent with the needs and interests of young people and will benefit them.
- 3** The YIF provides opportunities for young people to make decisions about the future of their City: The YIF ensures that young people and those who support them have a seat at the decision-making table and are among the beneficiaries of our global city vision.



Other Legislation and Policies

The development of this framework was informed by various global, national and NSW legislation, strategies and policies in addressing challenges and opportunities faced by young people in Parramatta. These were compared to the findings from our stakeholder and community engagement, highlighting the

common themes of ensuring young people are provided with opportunities to lead and advocate for the issues most important to them and ensuring young people's voices are listened to and included in services, programs and projects that impact them.



INTERNATIONAL

- United Nations – Youth Strategy 2030
- United Nations – Convention on the Rights of the Child
- Article 12: *Children have the right to say what they think should happen when adults are making decisions that affect them and to have their opinions taken into account.*



NATIONAL

- National Youth Policy Framework 2021
- Office of the Advocate for Children and Young People (ACYP) – Strategic Plan 2022–2024
- National Action Plan for the Health of Children and Young People 2020–2030



STATE (NSW)

- Office of the Advocate for Children and Young People – NSW Strategic Plan for Children and Young People 2022–2024
- Children's Guardian Amendment (Child Safe Scheme) Bill 2021
- Children and Young Persons (Care and Protection) Act 1998 No 157 – NSW
- The Local Government Act including Integrated Planning and Reporting

Other Strategies, Frameworks and Plans

Other strategies, frameworks and plans within Council should be considered by planners and managers as it relates to the intersectionality of services they provide, issues they address or

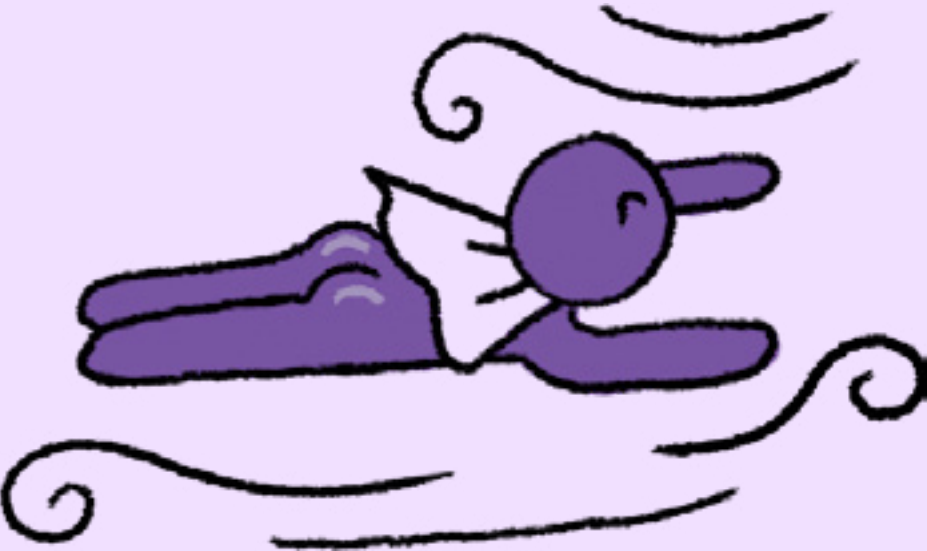
outcomes they wish to achieve. The documents referred to in this framework should reflect the young people they are working with.

These include:

- Delivery Program and Operational Plan
- Resourcing Strategy
- Local Strategic Planning Statement
- City of Parramatta Community Engagement Strategy and Framework
- Social Sustainability Strategy
- First Nations Strategy
- Cultural Strategy

- Planned Economic Strategy
- Events and Festivals Strategy
- Child Safe Framework
- Community Infrastructure Strategy
- Sportsground Strategy and Action Plan
- Affordable Housing Action Plan
- Homelessness Action Plan

- Disability Inclusion Action Plan
- Prevention of Domestic & Family Violence Action Plan
- Planned Live Music Action Plan
- Destination Management Plan





4.0

The Role of Council

To support these focus areas (see section 8.6), this framework adopts the roles of Council identified in the Community Strategic Plan (CSP), with the addition of "Promote" as role, in response to the overwhelming feedback and suggestions centring on Council's role and the need for youth targeted promotions. The "focus areas" and "roles" will be integral as Council considers and designs responses to the community's needs and priorities or as it seeks to enhance youth inclusion outcomes in their offerings.

Having identified the outcomes and outputs related to the focus areas (Youth Empowerment, Service Delivery, Infrastructure or Advocacy), Council can then decide how best to achieve those outcomes through Delivery, Partnering, Advocacy or Promotion. This allows for deliberate and specific action planning.



DELIVER

Council delivers a wide range of programs and services that directly or indirectly impact young people.



PARTNER

Council builds strategic partnerships with government agencies, peak and research organisations, community organisations and a range of other stakeholders whose work contributes to delivering youth inclusion outcomes.



ADVOCATE

When not in direct control or partnership, Council gives voice to the needs and aspirations of young people.



PROMOTE

Council promotes participation and inclusion opportunities available to young people through targeted communications.



5.0

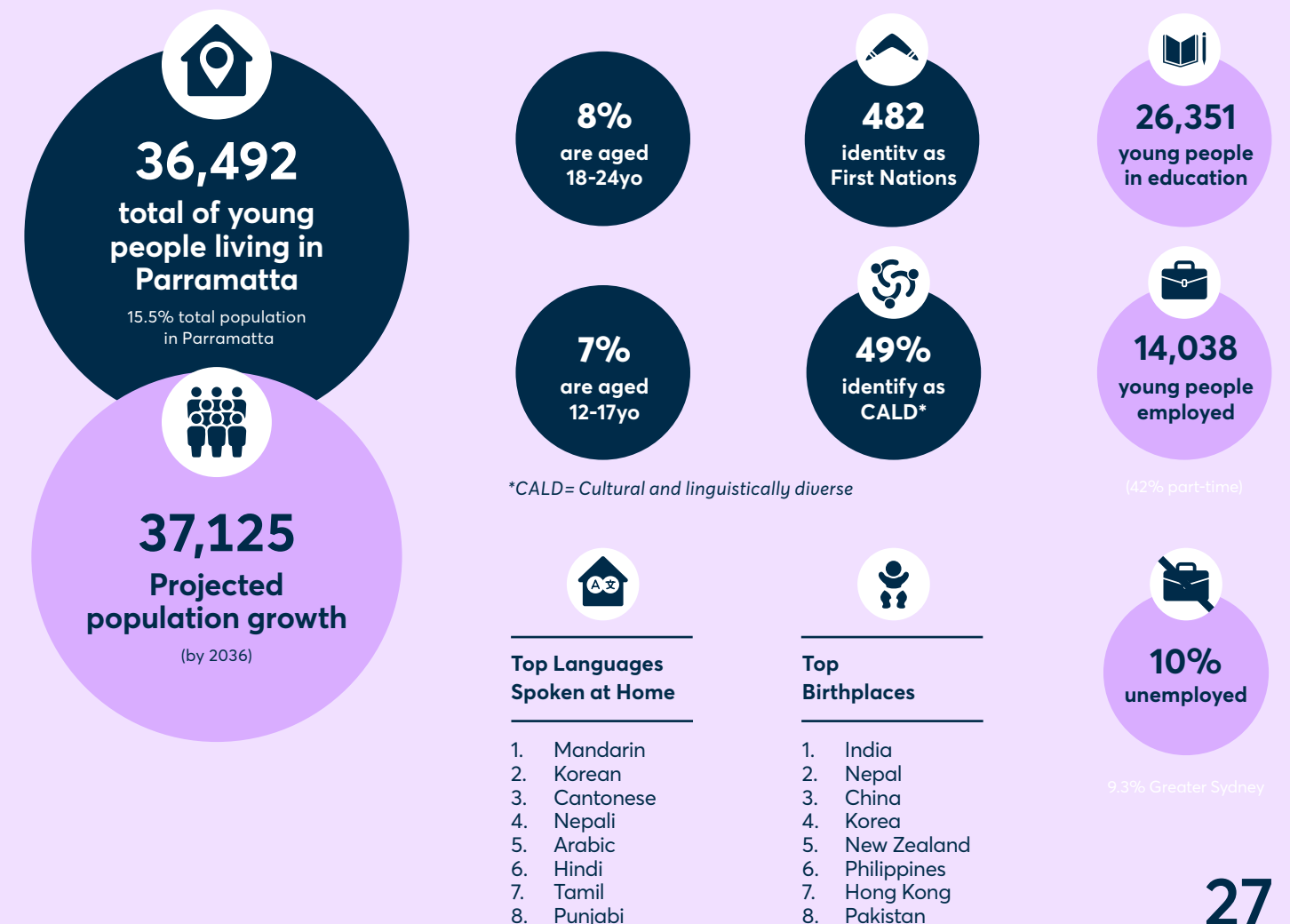
Community Profile

Considering the strategic context, this framework considers young people to be aged from 12 to 24 years. It is understood that different industries, organisations and programs might have a different definition and that these age brackets often overlap.

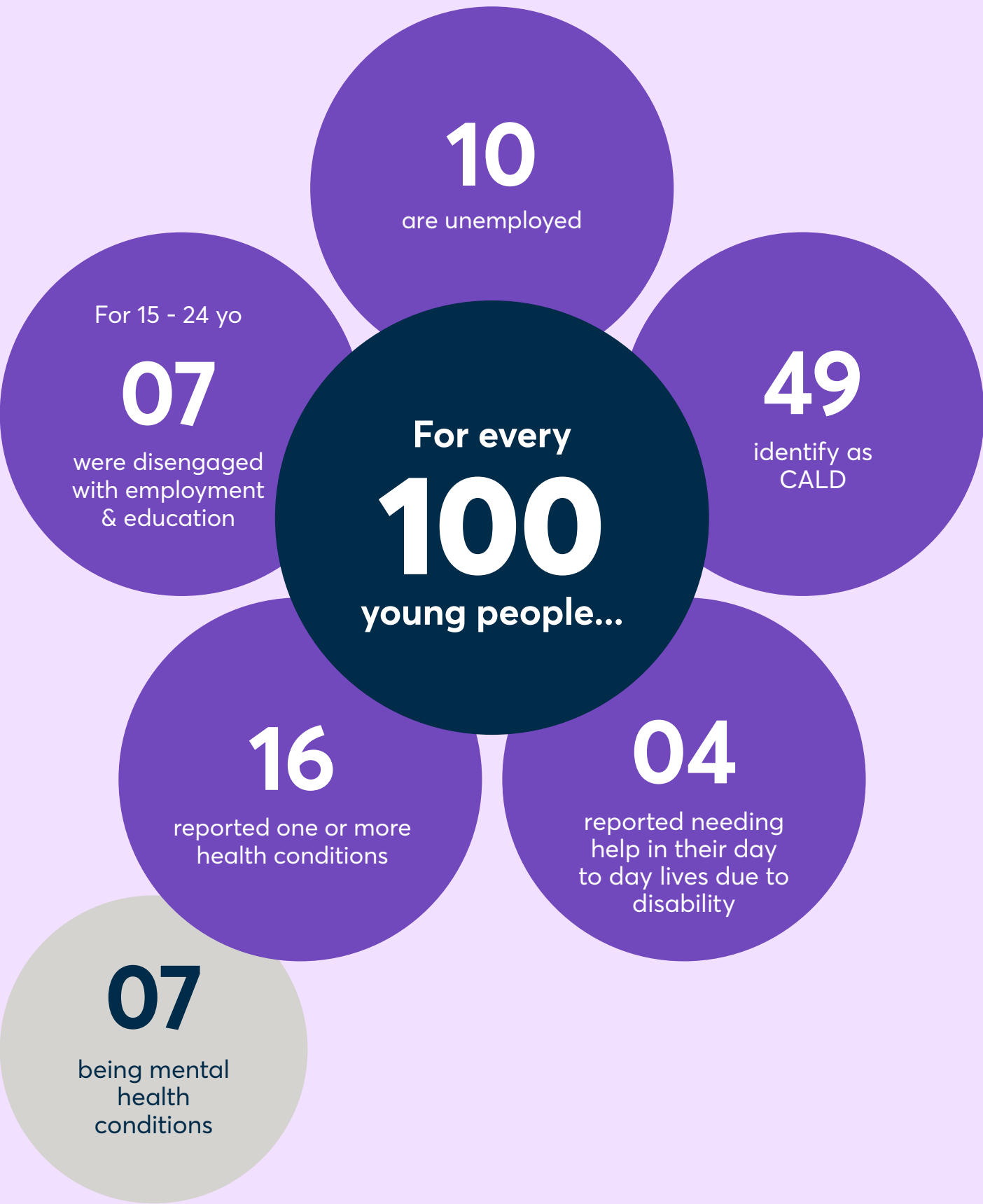
To plan for effective youth inclusion outcomes, it is important to understand the youth demographic profile in Parramatta. The following provides a snapshot of our youth population.

5.1

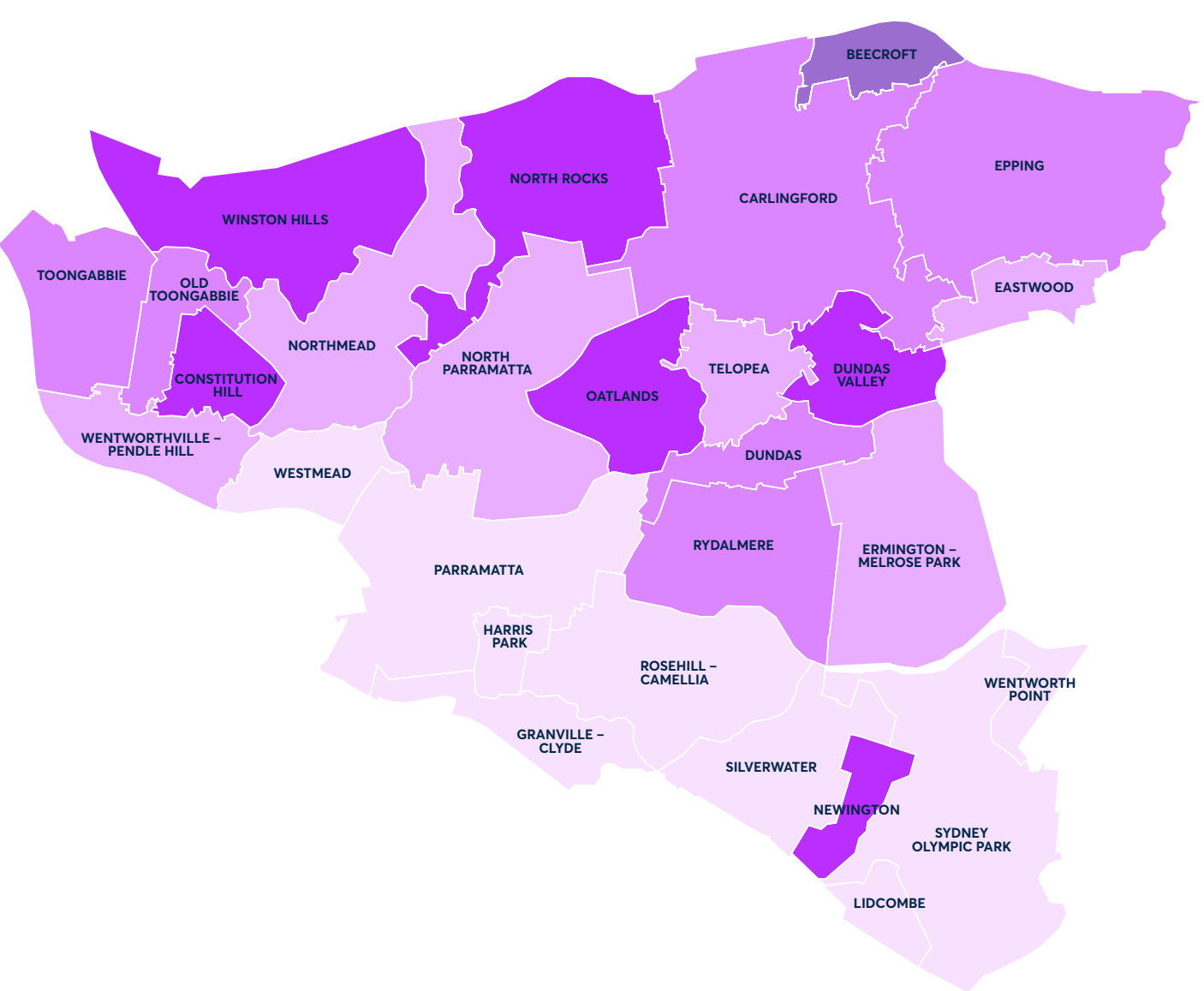
YOUNG PEOPLE IN PARRAMATTA



WHAT YOUNG PEOPLE ARE EXPERIENCING

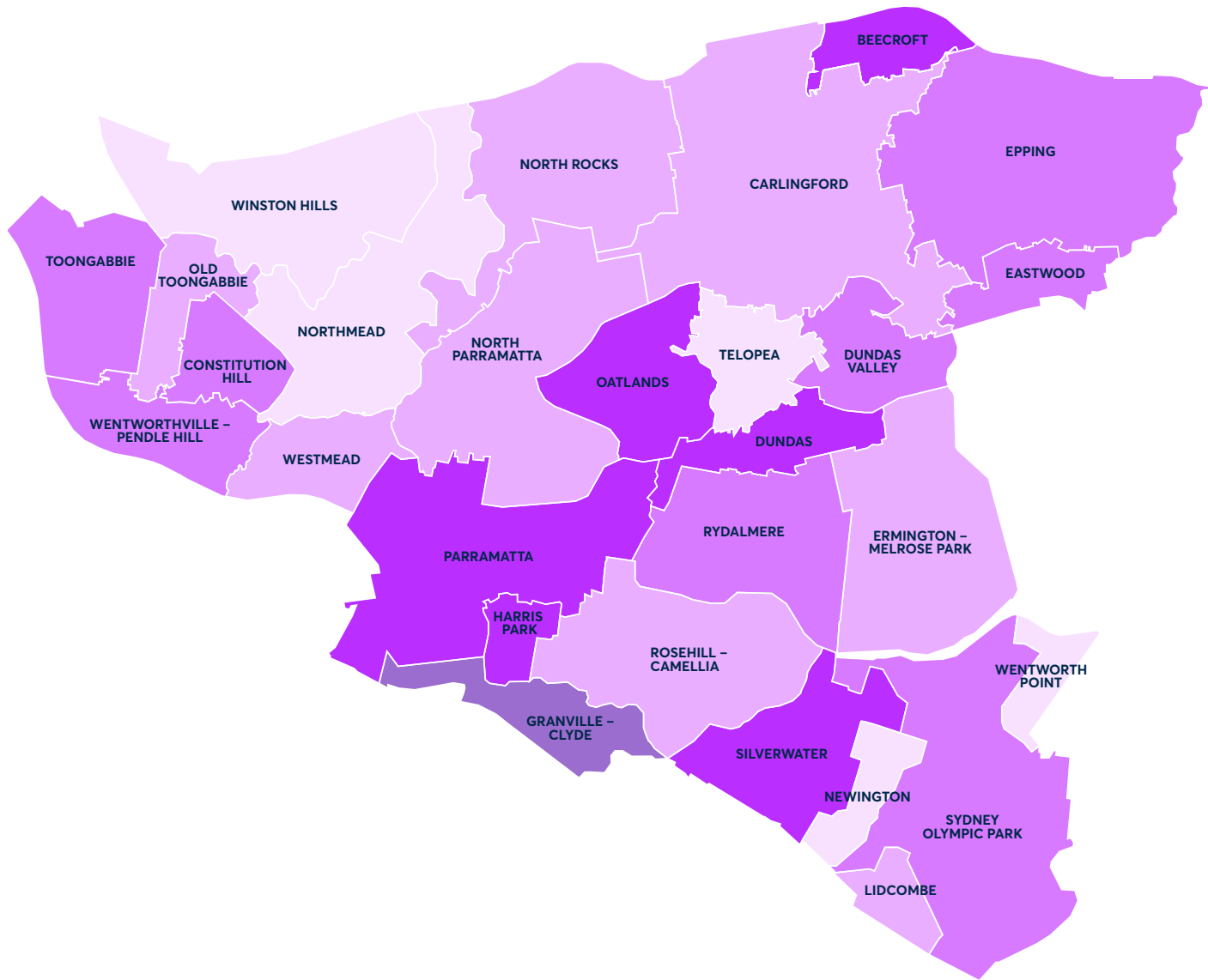


WHERE YOUNG PEOPLE LIVE IN PARRAMATTA



*Percentage of: Total Persons

WHERE YOUNG PEOPLE LIVE IN PARRAMATTA



18-24

YEAR OLDS

- 6.2% to 7.0%
- 7.1% to 8.0%
- 8.1% to 8.9%
- 8.9% to 11.6%
- 11.6% to 17.9%

*Percentage of: Total Persons

5.2

The Sector and Stakeholders

There is an important and collective effort within the youth sector to support young people in delivering youth development and capacity building to young people. Just as Council and others need to consider relevant strategies, policies and evidence that reflect the

intersectional attributes of the young people we work with, we should also consider collaborating with other stakeholders that reflect those attributes, ensuring young people receive holistic services from experts.

SNAPSHOT OF THE YOUTH SECTOR IN PARRAMATTA



GOVERNMENT AGENCIES

- Department of Communities and Justice (DCJ)
- Department of Education (DoE)
- NSW Health
- Multicultural NSW
- Police



PEAK BODIES

- Australian Youth Affairs Coalition (AYAC)
- Youth Action
- Multicultural Youth Advocacy Network (MYAN)
- Council of Social Service of NSW (NCOSS)
- Western Sydney Community Forum (WSCF)



COUNCIL SERVICES

- Arts and technology
- Recreation
- Schools
- Events
- Employment and vocation
- Consultation and strategy
- Community capacity building



OTHER

- Non-government organisations
- Charities
- Social enterprise
- Community groups
- Other organisations

RANGE OF SERVICES

The youth services sector in Parramatta comprises of diverse services to support the needs of young people to ensure that they have the right stepping stones to accomplish their goals and to thrive.

The types of services available to young people in Parramatta includes:



Health



Mental Health



Employment & vocational



Education



Alcohol & other drugs



Disability



Crime & safety



CALD



Migrant & refugee



Out of home care



Recreation



Community centres



Schools



Universities & tertiary institutions

5.3

Social and Community Infrastructure

Parramatta offers a range of community and social infrastructures and spaces with regional, district and local catchments, such as:

REGIONAL (WESTERN SYDNEY)	DISTRICT	LOCAL
Westmead Hospital	Medical and health centres	Local community centres
Higher education (universities, tertiary educational institutions)	Secondary schools	Libraries
Major cultural and civic facilities such as function centres, exhibition spaces or performing arts centres (Burramatta First Nations places of significance, Riverside Theatres, CommBank Stadium, Parramatta Square District, Arts and Cultural Exchange, Sydney Olympic Park, Powerhouse Parramatta)	District libraries	Open spaces: public parks and playgrounds
	Emergency services (police, fire, ambulance and SES services)	Recreational spaces: sporting fields, skateparks, outdoor courts
	District open spaces, historical places, parks, lakes and reserves (Lake Parramatta, Sydney Olympic Park, Bicentennial Park)	Aquatic centre (Epping)
	Community hubs and Integrated multipurpose community facilities (Town Hall, Wentworth Point Community Centre and Library and PHIVE)	Childcare centres and preschools
	Aquatic centres (Parramatta Aquatic Centre)	Cultural and creative spaces (Parramatta Artist Studio, Eat Street, Little India in Harris Street)
		Community gardens
		Men's and women's sheds
		Places of worship

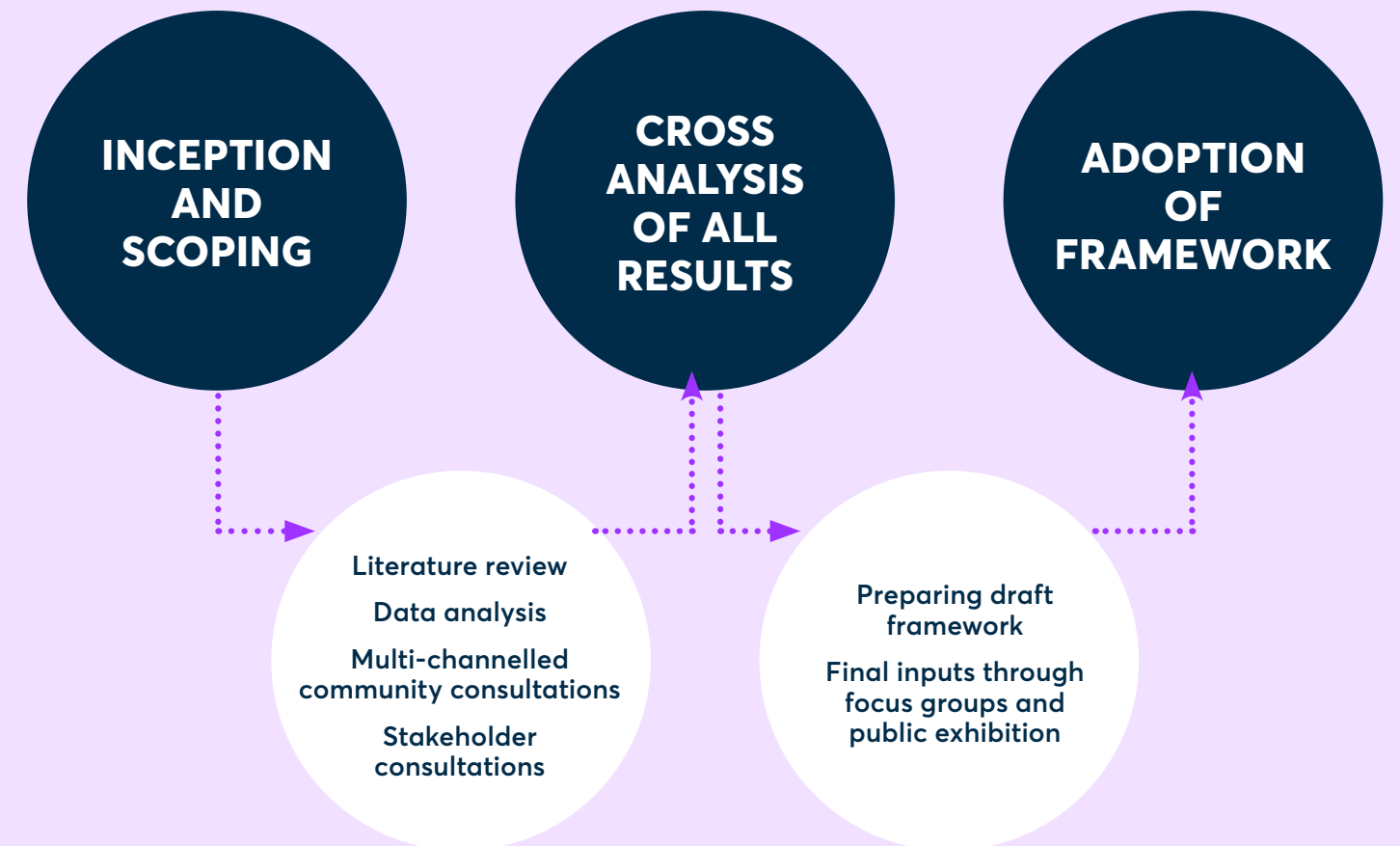


6.0

Research & Engagement Findings

6.1

RESEARCH PROCESS



6.2

Community Consultations

METHODS AND REACH

Extensive community consultations with young people have been conducted to determine youth priorities and responses for Parramatta, involving:

Youth and community:

- | | | |
|---|------------------------------------|---------------------------------|
| 1 Surveys
(face-to-face and online) | 3 Idea walls | 5 Youth Forum
(face-to-face) |
| 2 Interviews
(face-to-face and online) | 4 3-day "My Speak"
Online Forum | 6 High School engagements |

This all-encompassing approach ensures that the framework is reflective of the concerns, needs and voices of young people who live, work, study or visit in Parramatta.



"I believe young people can represent the voice of the future of Parramatta and advocate for issues that matter the most to them."

Quote from a Parramatta young person

RESULTS

We spoke to a range of young people through multiple channels



437

Young people engaged

Our consultations captured the diverse backgrounds of young people and the youth sector



We achieved representation (meaning the percentage of people identifying with different traits is reflective of the percentage of those people in the Parramatta population) across a range of backgrounds, identities and circumstances:

Age	From culturally and linguistically diverse backgrounds (CALD)	Has a disability
Gender	Migrant and refugee background	Attending high school
Location (by suburb)	LGBTQIA+	Attending tertiary education
First Nations		Part of the workforce

6.3

Other Stakeholder Consultations

METHODS AND REACH

We used a targeted approach with consultations for other stakeholders and the youth sector to determine youth and sector priorities and responses for Parramatta, involving:

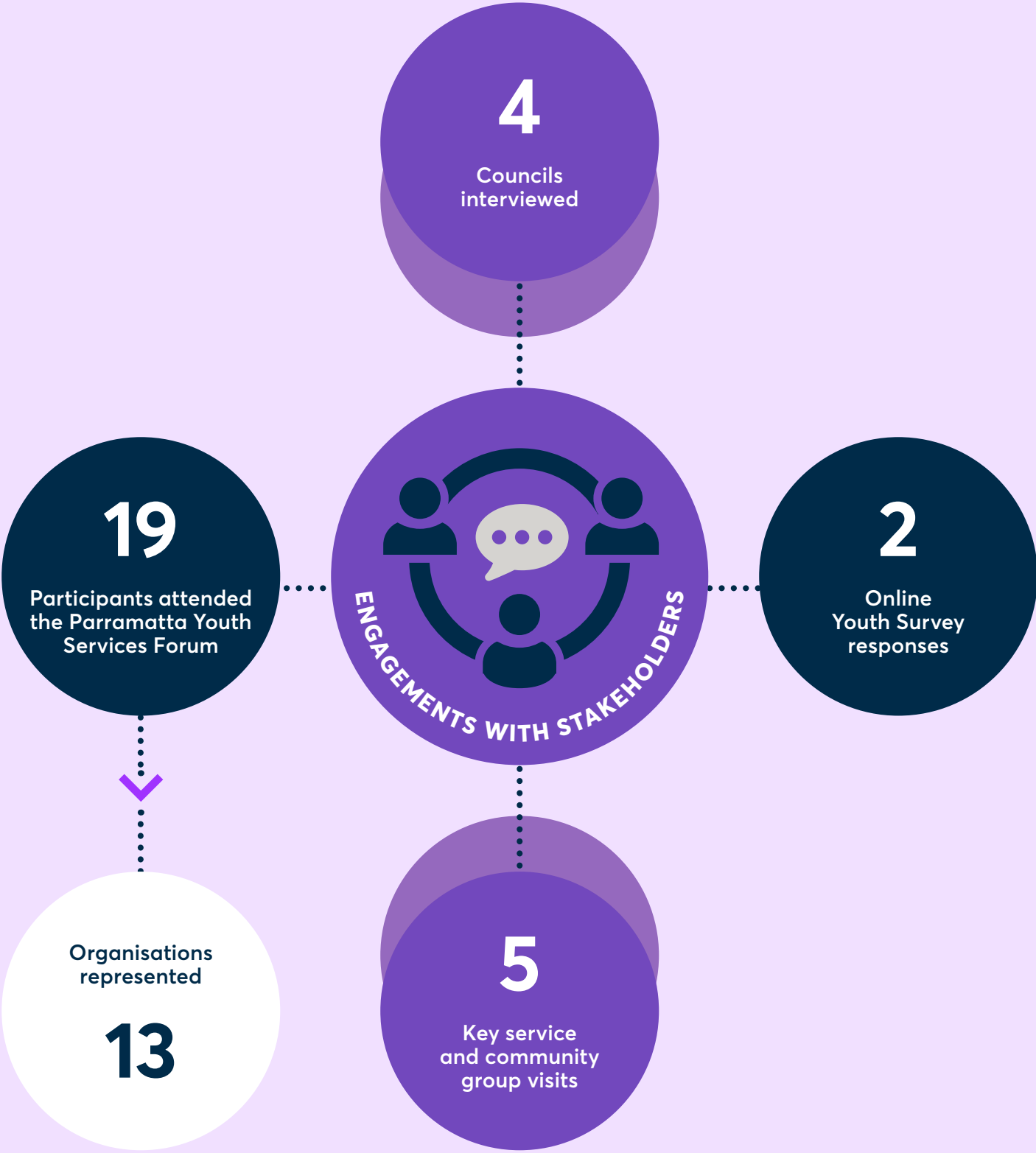
Stakeholders:

- 1 Interviews with peak, research and government organisations (including other Councils)
- 2 Face-to-face youth services forum
- 3 Online survey
- 4 Internal stakeholder consultations

This multi channelled approach ensures that the framework is reflective of the concerns, needs and voices of stakeholders and the youth sector.



WE SPOKE TO STAKEHOLDERS THROUGH MULTIPLE CHANNELS



WHAT THE YOUTH SECTOR SAID WERE THE STRENGTHS IN THE COMMUNITY



DIVERSE SERVICE PROVIDERS

A wide range of organisations providing specialised services.



COMMUNITY ENGAGEMENT

Strong networks and partnerships among local youth organisations, fostering collaboration and shared resources.



YOUTH LEADERSHIP

Young people demonstrating leadership, resilience and a willingness to advocate to the causes and issues that relates to them and to engage in community initiatives.



STRENGTHS AND PERSON-BASED

Services and workers focus on individual strengths and person-centered services.



YOUTH CHARACTERISTICS

Young people are generally progressive, self-aware, emotionally intelligent, proactive, resilient, resourceful, adaptable and motivated.

One limitation of our consultations with the youth sector, is that we were unable to consult with services that provided youth specific services for First Nations and the disability area. We note the consultations already conducted with these services in the development of Council’s First Nations Strategy and the Disability Inclusion Action Plan respectively and will seek further engagement with these sectors as this framework is implemented.

6.4

Literature and Data

RESULTS AND PRIORITIES IN YOUTH SOCIAL AND ECONOMIC FACTORS

METHOD AND REACH

1

Demographic analysis tools: We utilised tools such as the Australian Bureau of Statistics (ABS), Profile ID, and SEIFA Indexes to understand social, economic and demographic characteristics.

2

Focus: These tools highlighted the intersectionality of at-risk, vulnerable and disadvantaged issues faced by young people in Parramatta, comparing them to Greater Western Sydney.

RESULTS

YOUTH UNEMPLOYMENT IN PARRAMATTA:

Overall rate: In 2021, 10.4% of Parramatta’s youth aged 15-24 were unemployed, slightly higher than Greater Sydney’s 10.1%

Areas with high unemployment: Identified areas with high overseas-born populations had higher youth unemployment rates e.g. Harris Park, Granville, Parramatta, and Westmead

Specific areas: Highlighted areas like Toongabbie and Dundas with the highest youth unemployment rates

YOUNG PEOPLE IN LOW-INCOME HOUSEHOLDS:

Age structure: Revealed varying reasons for low income, such as high pensioner populations or students

Statistics: 23.2% of young people in low-income households in Parramatta compared to 24.7% in Greater Sydney

Key age groups: Noted percentages of young people in low-income households for various age groups from 0-24 years

YOUTH DISENGAGEMENT IN PARRAMATTA:

Overall rate: In 2021, 6.8% of Parramatta’s youth aged 15-24 were not employed or in education, lower than Greater Sydney’s 8.9%.

Specific areas: Identified areas with high youth disengagement, such as Dundas, Constitution Hill and North Parramatta

SEIFA Index: Parramatta’s SEIFA score for 2021 was 1030, with the most disadvantaged areas being Granville-Clyde, Harris Park, Telopea, Constitution Hill and Silverwater

6.5 Themes and Priorities

The information that follows is the result of our cross analysis of all the results, providing the priorities, themes and recommended types of responses. In addition to these high-level results, detailed data and specific recommendations will be included in resources and action plans to follow.

THE YOUTH PRIORITY GROUPS IDENTIFIED FOR PARRAMATTA

The following youth priority groups are the most at-risk, vulnerable and disadvantaged in Parramatta. Prioritising support for these young people is crucial to ensuring they receive equitable opportunities to thrive. Research consistently emphasises the use of

an intersectional lens in understanding social identities and their impact on inclusion, disadvantage and vulnerability. For a number of reasons, young people face more barriers compared to their peers. Some young people who identify with a number of

other attributes will experience compounding barriers. As a result, it is important to tailor appropriate programs and services to support the inclusion and equitable access of young people in these priority groups.

- Culturally and linguistically diverse (CALD)
- Migrant and refugees
- First Nations

- Experiencing physical health concerns
- Experiencing mental health concerns

- Having a disability
- LGBTQIA+
- Homeless

ON PRIORITISING YOUTH ISSUES

“All of these are important and often one goes hand in hand with another. Being housed impacts mental health and having income affects basically everything here.”

Quote from a Parramatta young person



PRIORITY LOCATIONS FOR YOUNG PEOPLE

Identified areas:

- | | | |
|---|---|--|
| 1 Socioeconomic disadvantage:
Granville-Clyde, Harris Park, Telopea, Constitution Hill, Silverwater | 3 Low-income households:
Telopea, Constitution Hill, North Parramatta | 5 Youth unemployment:
Toongabbie, Dundas, Parramatta |
| 2 Mental health:
Telopea, Constitution Hill, North Parramatta | 4 Youth disengagement:
Telopea, Dundas, Constitution Hill, North Parramatta | |

COMMON THEMES AND PRIORITIES

Across both youth and the youth sector consultations, there were many shared themes. By focusing on these common themes, the framework can effectively address the needs and priorities of young people and the youth sector.

THEMES AND PRIORITIES FOR YOUNG PEOPLE

- | | |
|--|---|
| 1 Mental health | Across all engagement activities, it was clear that mental health is an issue of great importance to young people in Parramatta. Topics related to mental health such as self-confidence, social media, bullying and the impacts other youth issues have on mental health, such as cost of living and employment, were shared by a high proportion of respondents across the different engagement activities. |
| 2 Cost of living | Participants expressed significant concerns about the rising cost of living (particularly young adults, 17+). These economic pressures materialised across income and employment concerns as well as having an impact on young people’s sense of community connection and accessibility to important services, recreational facilities and transportation due to their increasing cost. |
| 3 Lack of awareness is a major barrier | One of the highest barriers to inclusion shared by young people during our engagement activities was a ‘Lack of awareness’. Young people want to feel connected and included in their community but feel that they don’t have the right information to join or get involved. |
| 4 Events and activities tailored to youth | Young people are interested in events that have a youth focus and have tailored activities that target their interests. Many respondents feel that Council caters programming to young families and older residents, but many youths want to see more in-person events, activities and programs that are created specifically for young people. |

5	Influence over Council decision-making	Young people in the City of Parramatta believe that they can influence decision-making, but don't feel that they are listened to, heard or their voice is respected by Council. Young people suggested more consultation be added to Council programming, to listen directly to youth, suggesting a number of ideas where young people can engage directly with decision making processes at council.
6	Accessibility of education and life skills	Many young people shared in a feeling that they lack the necessary knowledge and crucial life skills to properly plan for their future. When asked what they would like to see developed for Parramatta, many young people shared their ideas for free training, development and life skills courses, as well as workshops that catered to their interests (i.e. cooking, art and music).
7	Increased vulnerabilities for young people	Young people are at higher risk of vulnerabilities and disadvantages due to their transitional life stage. Critical decisions about relationships, education, career paths, employment and finances heighten this risk. Recent social, economic, environmental and technological changes introduce challenges unique to this generation. Young people often struggle to advocate for themselves due to their age and status.
8	Further vulnerabilities to consider. There is a link between priority populations and vulnerabilities	Certain groups face significant health challenges, making them priority populations. For example, First Nations children, those in out-of-home care, people with a disability and refugees face high risks and challenges in accessing health services, leading to health inequities.
9	Social Determinants of Health (SDH)	Non-medical factors affecting health include living conditions, economic policies, social norms and political systems.
10	Intersectionality	Multiple overlapping social identities and related systems of oppression or discrimination influence health outcomes.
11	Access to safe and inclusive spaces	Non-medical factors affecting health include living conditions, economic policies, social norms and political systems.

THEMES AND PRIORITIES FOR THE SECTOR

Council, along with peak bodies, government and other stakeholders, plays an important role in supporting the sector. This framework identifies priorities in this role:

1	A coordinated and connected youth sector	Service providers recognise the benefits to young people in having service coordination, where each stakeholder understands their role and recognises when they need extra help to respond to young people and that they know where to get that help. This creates the young person centre approach, allowing young people to seamlessly navigate the service ecosystem.
2	Better communication and promotion of services and programs available to young people	This was highlighted in relation to Council services, community services and general opportunities available to young people. Often, service providers can assist young people in accessing opportunities, so it is important they are aware of them.

3	Community capacity building and partnership opportunities	The sector wants to be connected to the communities they work in. It's through community capacity building that community projects can achieve sustainable outcomes. The sector also needs support in promoting their programs and services and advocating for the young people they work with.
4	Skills-based training opportunities for youth workers	For various reasons, youth workers feel they need accessible skills-based training in Parramatta.

TYPES OF RESPONSE

As we respond to different priorities, this framework recommends a fit for purpose approach. There is supportive evidence and effective examples, spanning disciplines, for responding to target groups, needs or location.

Evidence-based practice will ensure a strong understanding of the issues and opportunities, allowing for a targeted approach toward specific target groups, needs or locations.



TARGET GROUPS

Focusing on vulnerable and at-risk youth groups who may need tailored interventions and services. Understanding and catering to their different needs.



NEEDS

Addressing the particular needs of young people, such as:

- A specific service or program
- Opportunities and pathways



LOCATION

Identifying geographical areas within Parramatta that require specific youth services and interventions.

TAKE AWAY

Addressing the social and economic factors affecting young people requires a multifaceted approach that considers priority populations, social determinants of health and intersectionality.

By focusing on these areas and leveraging insights from major sources, we can better understand and mitigate the vulnerabilities and disadvantages faced by young people.

6.6

Focus Areas

Reflecting the themes from our research and consultation results, we identified 4 focus areas for improving youth inclusion outcomes in Parramatta:



YOUTH EMPOWERMENT

Providing opportunities for young people to have input into decisions and actions that affect them. Supporting platforms for young people to develop and showcase what they can contribute to the community.



SERVICE DELIVERY

Youth specific or targeted services and activities. Youth services sector support and coordination. Making all Council services youth friendly and accessible.



INFRASTRUCTURE

Ensuring young people are equitably included in engagement and design processes for all infrastructure that they might access. Understanding and responding to the needs for youth specific or targeted infrastructure.



ADVOCACY

Amplifying the voice and needs of young people especially where Council does not have direct control.



6.7

Considerations

There were some results which require further consideration due to limitations or conflicting results.

THE SECTOR

1

Identified barriers with young people attending events due to parental control and cultural background, which was not identified as a barrier through other research channels.

2

Brought up homelessness and long-term accommodation as issues for young people, but this was not captured in youth consultations.

YOUNG PEOPLE

1

Some young people shared their desire to see more concerts, festivals and outdoor events, while a small number of others said that these events made them feel disconnected, isolated and unsafe.

2

A number of young people indicated community safety as a concern and raised recent (at the time) stabbings which had gathered national media coverage as a factor that contributed to their response. Future engagements might seek to better understand young people's feeling of safety without such an influence. Conversely, research to understand the long-term impact of high-profile criminal or violent events on local perceptions of safety could be of interest.

OVERALL

1

Different age groups and generations may prioritise issues differently based on their experiences and expectations. Therefore, the timing of youth input during this framework's creation may not be future-proof, as new young people enter the age range (12+) and others age out (22-24) over the framework's lifespan. While the data and in turn priorities, can change over time, the approaches, models and methods provided in this framework are proven and flexible, accommodating future change. Further, they ensure that project and program managers will gather up to date data and feedback to make decisions.

2

The youth services consultation lacked specific youth services in the First Nations and disability areas. However, young people who identified as First Nations and those with disabilities were represented through the youth consultations. The integrated nature of this framework means anyone operating in these fields should also be consulting the First Nations Strategy and Disability Inclusion Action Plan which each had considerable stakeholder input.

A Model for Youth Inclusion

It is important to integrate various models and approaches when planning for youth inclusion outcomes.

Depending on the service or program, it won't be necessary to utilise all the different models. However, a combination of the models should

be considered to ensure the best youth inclusion practices are implemented into a project or program, as well as incorporating industry specific models not listed, that guides your work. This should be done with consideration of the model's hierarchy:

1

FOUNDATIONAL MODELS

are critical to this frameworks implementation and achieving youth inclusion outcomes. These models are all flexible in design and support practitioners and managers to develop tailored plans for their unique situations. Without them, achieving and accurately measuring youth inclusion outcomes cannot be certain.

2

SUPPORTING MODELS

are more specific models, that can be applied on a contextual basis and help ensure the effectiveness of a program or project in different contexts.

3

ENHANCEMENT MODELS

support aspirational and enhanced outcomes. Effectively implementing these models, alongside the foundational models and any appropriate support models, will support improved processes, practice and outcomes.

4

SUPPORT RESOURCES

to support this frameworks implementation, Council will develop and make available support resources that directly align with our research and the models, so practitioners and managers can create their own tailored projects or programs.



FOUNDATIONAL MODELS

- | | |
|--|---|
| 1 Outcomes framework | 4 Deliver, Partner, Advocate and Promote roles |
| 2 City of Parramattta Community Engagement Framework | 5 Principles of effectively engaging and including young people |
| 3 Focus areas | |

SUPPORTING MODELS

- | | |
|---------------------------|---|
| 1 Evidence-based practice | 3 Intersectionality |
| 2 Youth engagement model | 4 Industry specific models that guide your work |

ENHANCEMENT MODELS

- | | |
|-------------------------------|----------------------------|
| 1 Multi-channelled engagement | 2 Strengths-based practice |
|-------------------------------|----------------------------|

SUPPORT RESOURCES

- | |
|--------------|
| 1 Templates |
| 2 Guides |
| 3 Literature |
| 4 Data |

7.1

Foundational Models

This section provides an overview of the foundational models essential for the implementation of this framework and the achievement of youth inclusion outcomes.

OUTCOMES-BASED MODEL

OVERVIEW

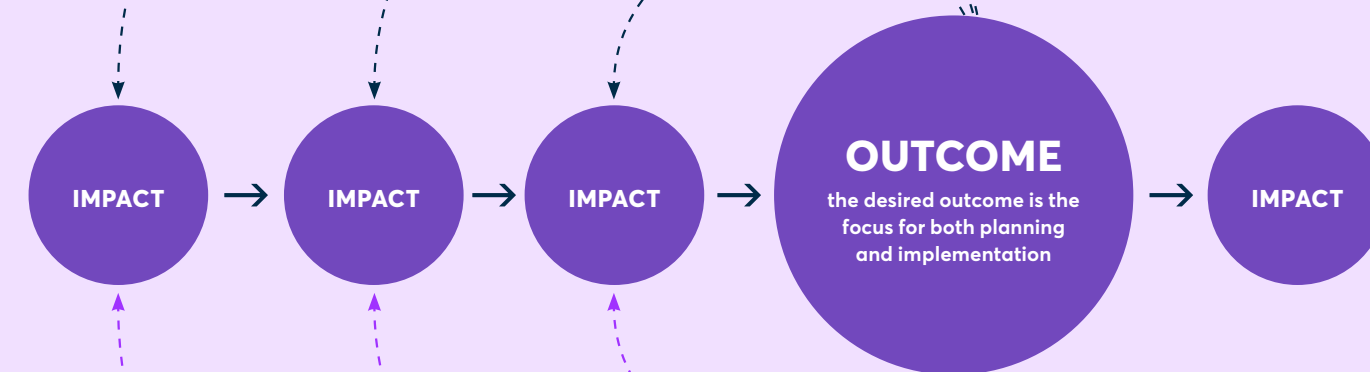
This model focuses on defining clear, measurable outcomes and tracking progress towards these goals. It ensures that all activities are aligned with desired results.

APPLICATION

In the planning phase, establish specific, measurable outcomes related to youth inclusion. Continuously monitor and evaluate these outcomes throughout the project to ensure objectives are being met.

PLANNING PHASE

Plan with the desired outcome as a starting point to develop required outputs, activities and resources



IMPLEMENTATION PHASE

continuously revise resources allocation, activities and outputs to achieve the desired outcome

** Source: Results Labs, Outcome Monitoring*

COMMUNITY ENGAGEMENT FRAMEWORK (CITY OF PARRAMATTA)

OVERVIEW

Council's engagement approach varies based on project needs and impacts. The IAP2 Spectrum outlines different levels of public participation, defining the public's role and the promises made at each level, based on goals, timeframes, resources and levels of concern. The City of Parramatta is a corporate member of IAP2 Australasia, and utilises the IAP2 Spectrum across all engagement projects.

APPLICATION

Throughout the project, employ various channels to continuously engage with young people. This helps in capturing a wide range of perspectives and keeps the engagement dynamic and inclusive.

The process for planning and undertaking engagement includes:

- 1 **Project need:**
Establish objectives and determine if engagement is necessary.
- 2 **Research and engagement planning:**
Understand the project and determine the best approach.
- 3 **Community engagement:**
Promote opportunities and capture community feedback.
- 4 **Engagement outcomes:**
Analyse feedback and make necessary project adjustments.
- 5 **Council decision:**
Decisions are made at the officer level or during Council Meetings.
- 6 **Feedback to the community:**
Inform the community about how their input influenced the project and next steps.

INCREASING IMPACT OF THE DECISION

	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
PROMISE TO THE PUBLIC	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.



FOCUS AREAS
(CITY OF PARRAMATTA)

OVERVIEW

This framework focuses on 4 key areas for improving youth inclusion in Parramatta: Youth Empowerment, Service Delivery, Infrastructure and Advocacy. It also incorporates the roles of Deliver, Partner, Advocate and Promote from the CSP.

FOCUS AREAS AND APPLICATION:



YOUTH
EMPOWERMENT

Overview: Provide opportunities for young people to participate in decisions and actions. Support platforms for them to showcase their contributions.

Application: Involve youth in decision-making and create opportunities for them to lead community projects.



SERVICE DELIVERY

Overview: Offer youth-specific services and activities. Ensure all Council services are youth friendly.

Application: Design and deliver services that cater to youth. Ensure accessibility and youth friendliness in all Council services.



INFRASTRUCTURE

Overview: Include young people in engagement and design processes for infrastructure. Address the unmet needs for youth-specific infrastructure.

Application: Engage youth in planning and designing infrastructure projects. Ensure facilities meet youth needs.



ADVOCACY

Overview: Amplify the voices and needs of young people, especially where Council does not have direct control.

Application: Advocate for youth interests in various forums and decision-making processes.



DELIVER, PARTNER, ADVOCATE & PROMOTE
(CITY OF PARRAMATTA)

Roles and integration with CSP

OVERVIEW

Teams can use these roles to identify the best approach to achieve desired outcomes in each focus area. This ensures deliberate and specific action planning to enhance youth inclusion throughout Council operations.

APPLICATION:



DELIVER

Implement youth-focused programs and services.



PARTNER

Collaborate with government agencies, research organisations and community groups.



ADVOCATE

Represent and champion youth needs and aspirations



PROMOTE

Actively promote youth programs and opportunities.

"Events should be accessible to young people from different socio-economic statuses and backgrounds. Inclusion and accessibility should be kept in mind when organising events."

Quote from a Parramatta young person

PRINCIPLES OF EFFECTIVELY ENGAGING AND INCLUDING YOUNG PEOPLE

Engaging and including young people in community decisions and activities is crucial for fostering a society that values and respects their voices. Effective engagement ensures that young people feel heard, valued and empowered to contribute to the community. The following principles provide a framework for ethically, inclusively and effectively engaging young people. These principles are flexible and relevant regardless of the level of impact young people will have on decisions. With a little consideration they can be applied in a range of settings.

1	Be ethical	Legislative and policy-based requirements don't always meet a standard of ethics expected by young people and those who care for them. Carefully consider aspects such as confidentiality, consent, duty of care, dignity, disclosures, risk of trauma, child protection etc. in the design and delivery of engagements.
2	Be inclusive and representative	Ensure opportunities are promoted and delivered in an inclusive way to everyone who should have access to that opportunity. This includes making equitable provisions for different abilities, preferences etc. When gathering views, aim for representation that reflects the people impacted by the eventual decision.
3	Aspire for more youth inclusion	Program and project managers should always aspire for increased levels of youth inclusion (according to the IAP2 Continuum of Engagement). Young people should at least have input into decisions that affect them. Co-design and final decision-making by young people are encouraged where appropriate.
4	Enhance tailored communication	Use multiple channels and locations (digital and real world places young people already are) and methods (such as verbal, written, digital, in person and hybrid) to reach young people, ensuring accessibility and clarity in communication. Use plain English
5	Consider the whole young person and put them at the centre of decisions	Every young person has a range of unique characteristics, circumstances, identities and experiences which make them who they are. Be considerate of these intersecting influences when supporting them and place them at the centre of decisions. This means doing things differently to meet unique needs and collaborating with others who are better positioned to respond to those needs, creating holistic engagement and service delivery.
6	Build trust	Be genuine, purposeful and authentic in engaging young people. Build relationships with young people or engage trusted youth community leaders, youth services, educators and youth advocates to build trust and encourage participation.
7	Be transparent and accountable	This supports trust and also serves a role in governance and management. Tell young people and stakeholders what you will do with their feedback and keep them updated about your progress.
8	Provide safe spaces	Create safe and inclusive environments where young people feel comfortable, supported and are welcomed. Sometimes this means going to them; engaging in a place (online and face-to-face) young people already feel safe or attend.

9	Be adaptable	When working with young people, any number of influences can impact a project or the young people you are working with. This requires a constant monitoring against a projects purpose and objectives and a preparedness to change course, decisively if needed.
10	Be evidence-based and outcomes focused	Align service planning and delivery with the strengths, aspirations, needs and barriers of the community, ensuring services are relevant and effective. Ensure the response is based on evidence-based practice

7.2 Supporting and Enhancement Models

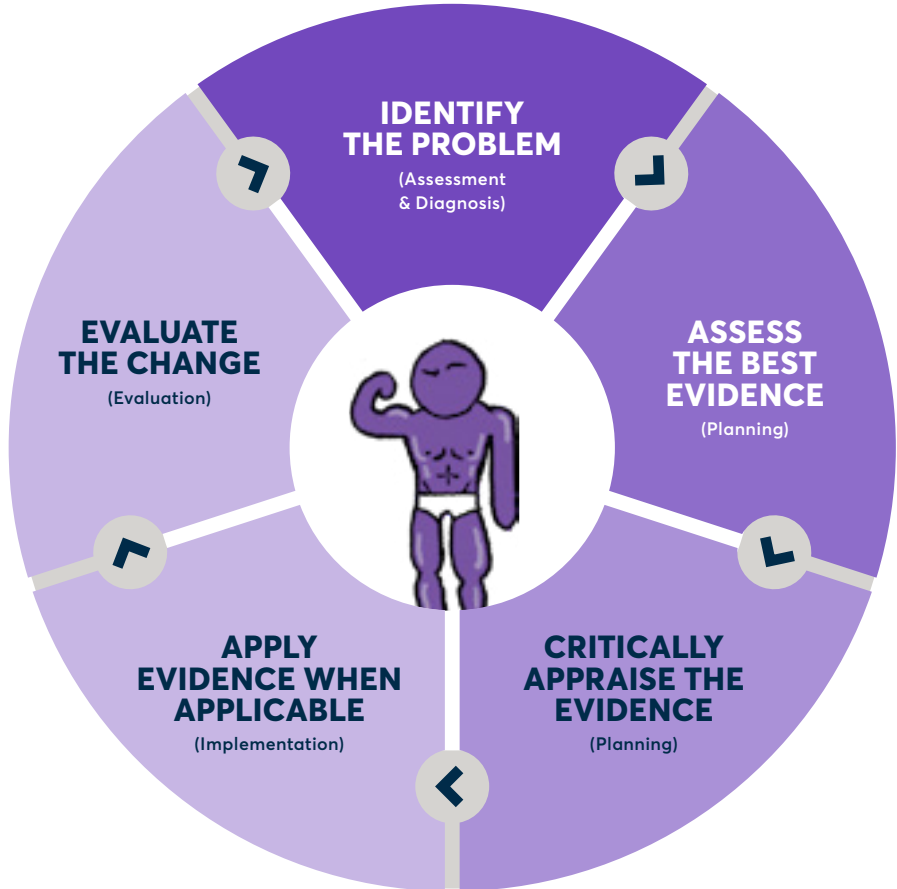
EVIDENCE-BASED PRACTICE

OVERVIEW

This practice relies on using data and research to inform decision-making. It ensures that strategies and interventions are grounded in proven methods.

APPLICATION

Use evidence-based practices during the research phase to gather data on what works best for youth inclusion. Apply these practices during the implementation and evaluation stages to assess effectiveness and make necessary adjustments.



YOUTH ENGAGEMENT MODEL

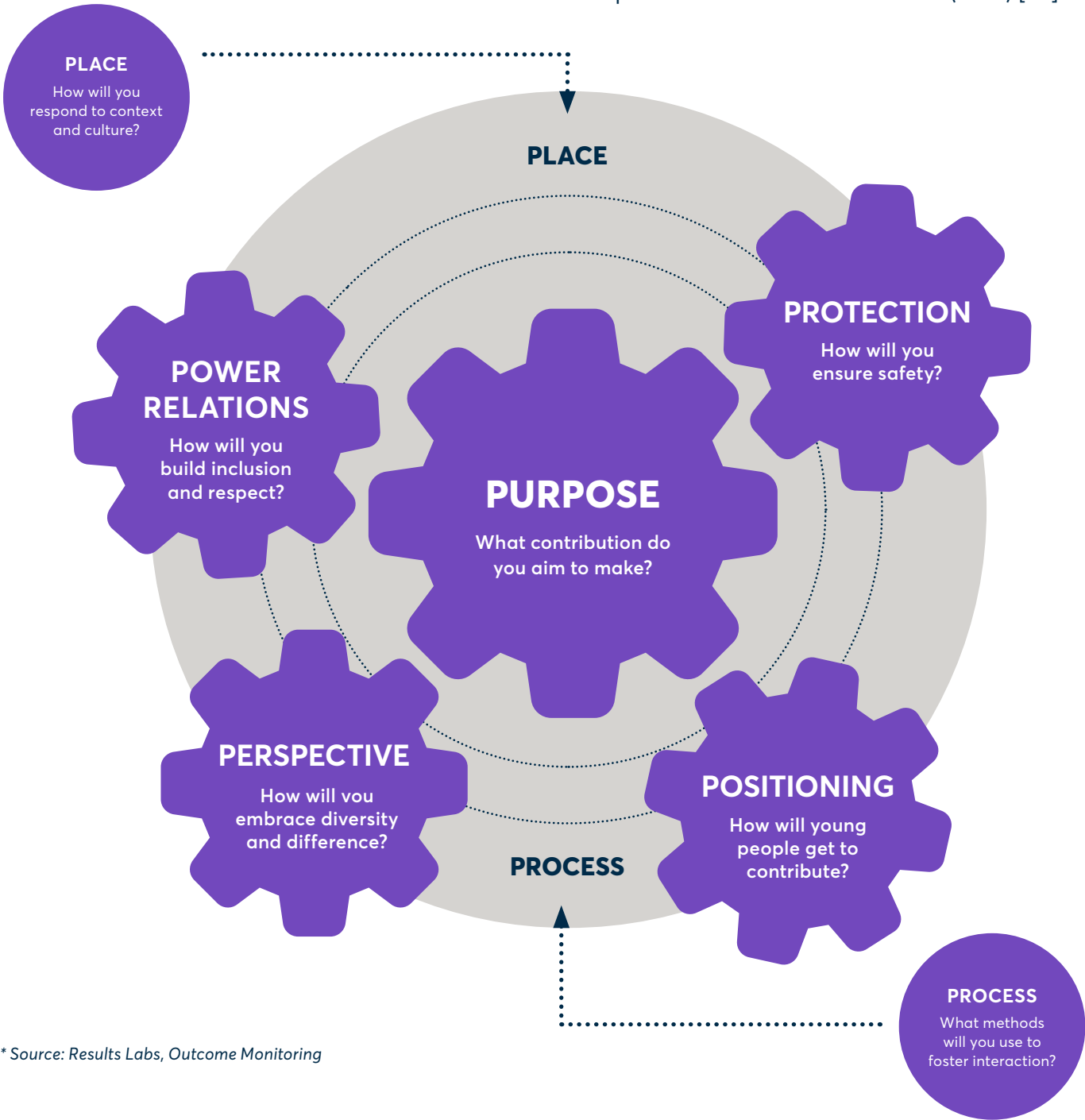
OVERVIEW

This model emphasises active involvement of young people in decision-making processes, ensuring their voices are integral to planning and implementation using seven interrelated domains that can be used to inform the visioning, design, leadership and evaluation of youth participation programs. These domains include purpose, positioning, process, protection, perspective, place and power relations.

APPLICATION

Use this model throughout all project stages to maintain consistent youth participation and engagement. Facilitate platforms where young people can lead and co-create initiatives.

DIAGRAM 19
THE P7 MODEL OF YOUTH DEVELOPMENT
Adapted from Cahill and Dadvand (2018) [45]



* Source: Results Labs, Outcome Monitoring

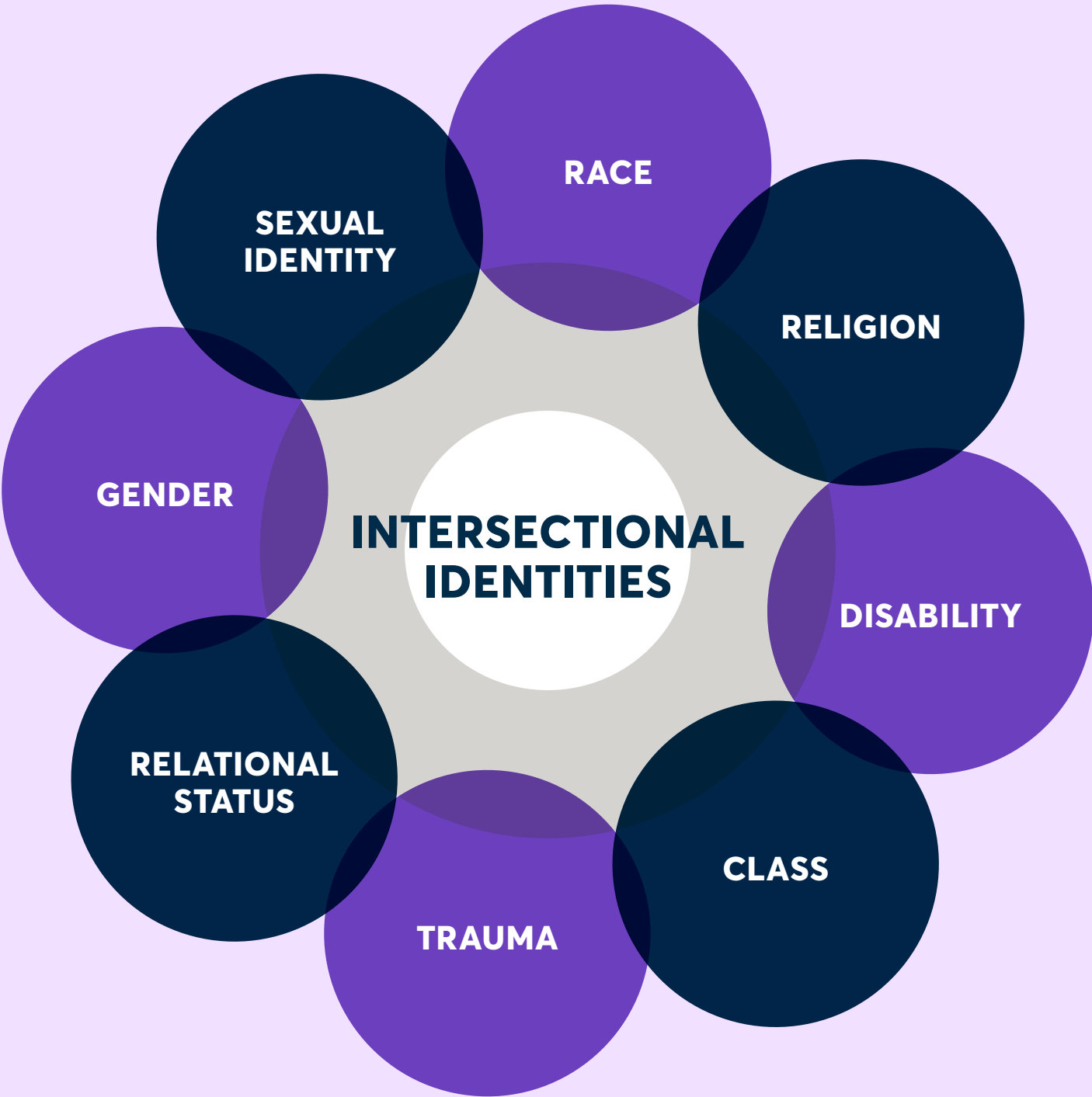
INTERSECTIONALITY

OVERVIEW

Intersectionality considers how overlapping social identities (e.g., race, gender, disability) impact individuals' experiences. It is crucial for understanding the diverse needs of young people.

APPLICATION

Apply an intersectional lens in the design and implementation phases to ensure the framework addresses the varied experiences of young people from different backgrounds. This helps in creating more inclusive and equitable strategies.



* Source: Healthcare Equity UWMedicine

MULTI-CHANNELLED COMMUNITY ENGAGEMENT

OVERVIEW

Involves using various methods and platforms to interact with community members, ensuring diverse and inclusive participation. By leveraging different communication channels such as social media, public forums, surveys, workshops and meetings, it aims to reach a broad audience, fostering comprehensive input and collaboration.

1	Identify platforms:	Choose effective communication channels for your target audience.	4	Gather and analyse feedback:	Collect and analyse community input from all platforms.
2	Develop tailored strategies:	Create specific engagement plans for each platform.	5	Integrate feedback:	Use the insights to inform and improve decision-making processes, ensuring the community's needs and perspectives are addressed.
3	Implement activities:	Launch engagement initiatives across the selected channels.			

Some examples of engagement methods:

ENGAGEMENT METHODS



SURVEYS

Both online and hard copy



SESSIONS

Pop-up/drop-in sessions



MEETINGS

Face-to-face meetings and pre-booked phone appointments



GROUPS

Focus groups/forums, community reference groups, summits



EVENTS

Workshops, presentations, public meetings (online/face-to-face)



COLLABORATIVE METHODS

Co-design/citizen juries, deliberative polling

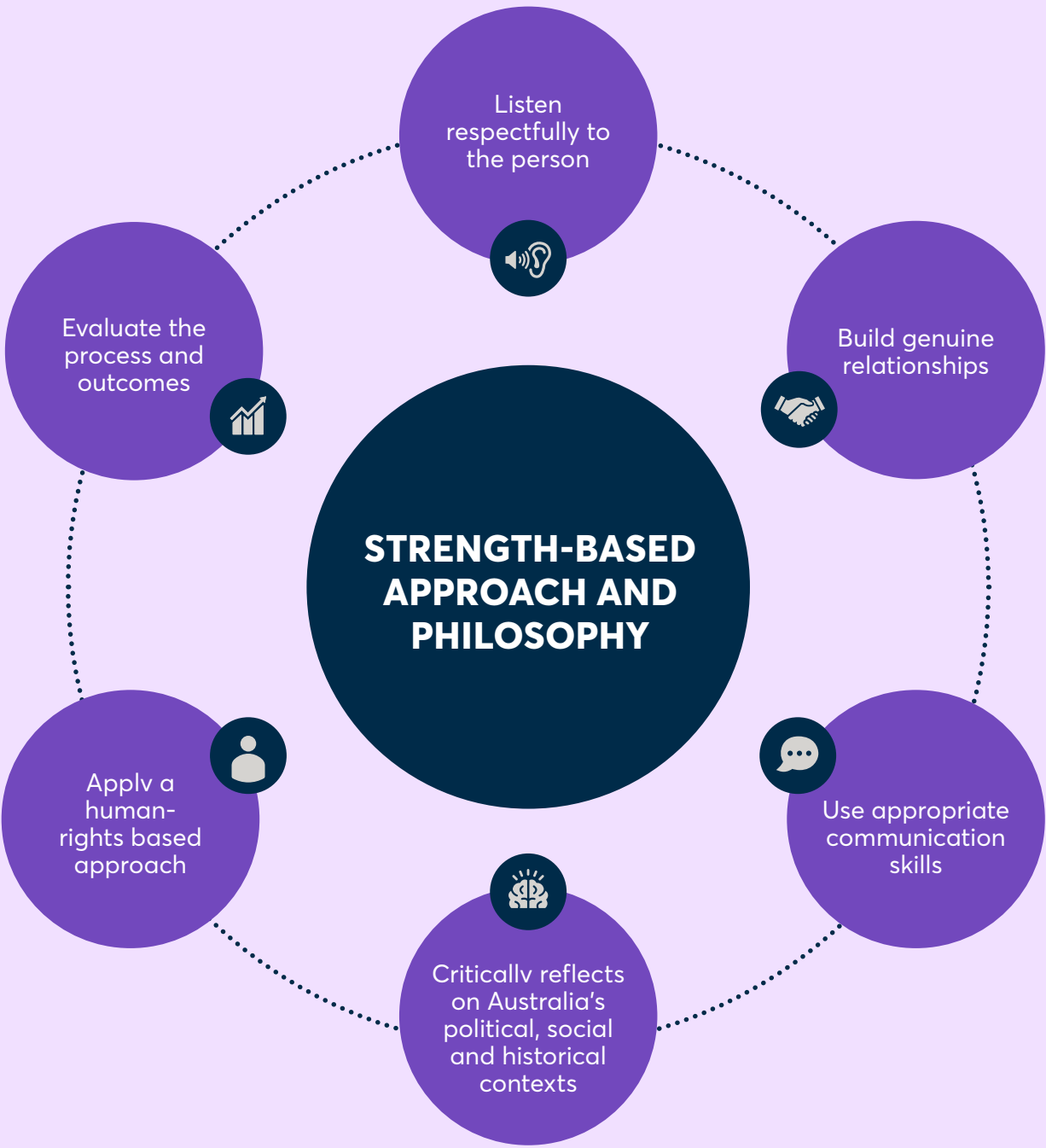
STRENGTHS-BASED PRACTICE

OVERVIEW

This approach focuses on identifying and leveraging the strengths and assets of young people rather than focusing on their deficits.

APPLICATION

During engagement activities, emphasise the strengths of young participants. Create opportunities for them to showcase their skills and talents, which can boost their confidence and active participation.



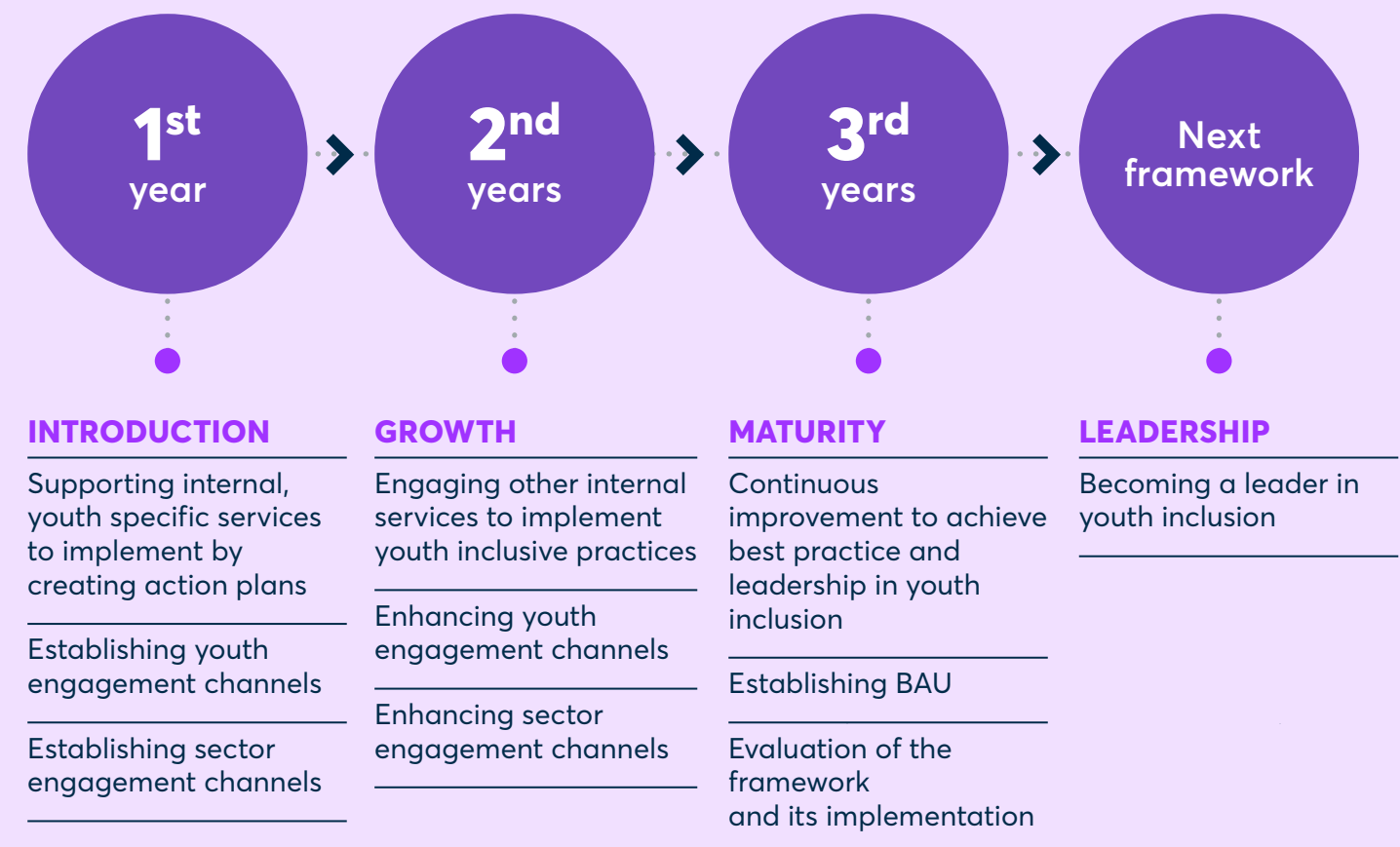


8.0

Implementing the Framework

8.1

IMPLEMENTATION PHASING



The implementation phasing uses a service lifecycle approach that reflects the purpose and vision of the framework. It highlights that the vision of being a leader in youth inclusion is not expected in the frameworks first cycle or iteration. Instead, the first iteration seeks

to achieve widespread implementation and enhancements, culminating in youth inclusion being part of business as usual (BAU). This lays the foundation for the second iteration to consider what it means and what it will take to be a leader in youth inclusion.

8.2

Directions

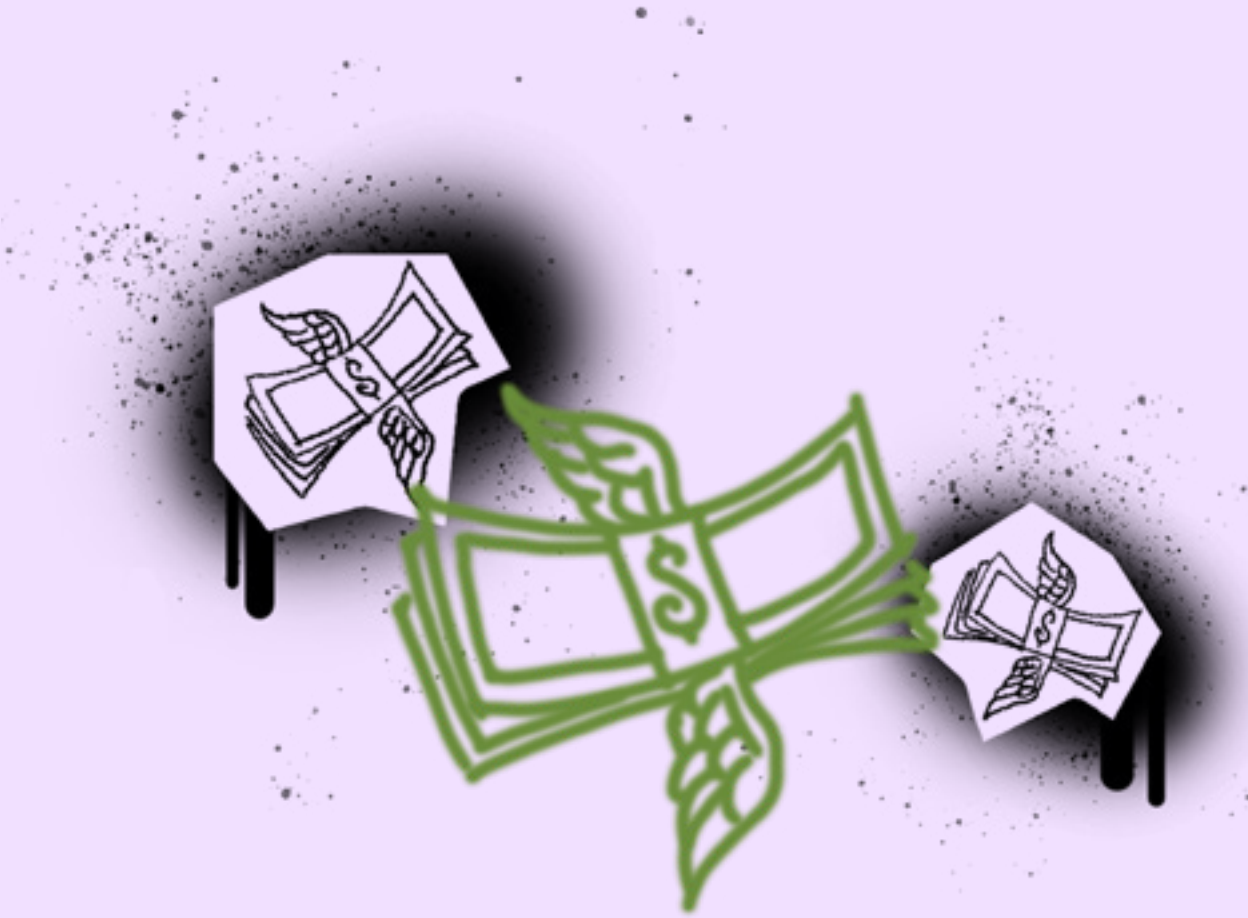
	YOUTH EMPOWERMENT	1 Investigate opportunities for the Community Strategic Plan, Community Engagement Strategy and other (Council) strategic documents to be updated with aspects of the Youth Inclusion Framework and its supporting documents. 2 Identify and establish appropriate mechanisms for regular and ongoing input into Council decision-making processes by young people.
	SERVICE DELIVERY	1 Develop a guide for implementing the framework and achieving youth inclusion outcomes in any service or program being delivered by Council or others. 2 Identify and establish mechanisms to support increased communication and coordination among local youth services offered by Council and others. 3 Monitor and influence service delivery across the city in response to priority needs, concerns, aspirations and groups for young people with consideration of intersectional influences such as location, circumstance, background, age, gender, interests etc. 4 Develop a communication plan to ensure effective promotion of activities and opportunities available to young people across the city including activities offered by Council and others. 5 Identify and pursue opportunities to improve our offerings for young people aged 16 and over. 6 Explore opportunities to better support youth sector development in the city. 7 Support teams in Council to implement the framework through the development of an action plan in accordance with the implementation phasing. i.e. Introduction: Supporting internal and youth specific services to implement by creating action plans. Growth: Engaging other internal services to implement youth inclusive practices. Maturity: Continuous improvement to achieve best practice and leadership in youth inclusion. Establishing BAU.
	INFRASTRUCTURE	1 Investigate opportunities for enhanced youth inclusion in infrastructure projects ensuring youth engagement is a required consideration for all infrastructure projects. 2 Identify planned projects which would benefit from youth engagement activities.
	ADVOCACY	1 Develop an evidence resource which provides insights from relevant sources including statistical data, consultation results and literature. Share this resource within Council, with bordering Council's, peak bodies, government departments, local services and research organisations. 2 Where resources are not already available for directions, explore advocacy channels to attract those resources. 3 Establish communication channels to convey feedback from ongoing youth engagement activities to peak bodies, government departments, local services and research organisations as appropriate.

8.3

Responding to Specific Needs and Ideas

Through our research and engagements, we became aware of a wide range of needs and ideas, especially from the community. Whilst the themes are integral and reflected throughout this document, some of the specific **suggestions** are better positioned in action plans or as resources. As part of "Supporting internal services to implement

by creating action plans." In the first year of this plan's implementation, we will consider the feasibility of those actions and allocate them to the most appropriate Council teams.





9.0

Impact

An impact describes a long-term change that this framework and its implementation will contribute to. Such a change can be difficult to measure and often impossible to attribute. This is an important distinction from an outcome which is more short term, targeted and measurable. The framework is seeking to have an impact on

a broad scale: whole of community, whole of Council and whole of service ecosystem, so it is best to describe the impact we are seeking, with the identification of planned outcomes to be developed in the implementation plans and actions plans that follow.

9.1

MEASURING OUR IMPACT

Council is genuine about its commitment to identifying meaningful measures that will track progress made towards the implementation of this framework, and the overall impact of this Plan for young people.

The effectiveness of the framework will largely be indicated by how widely and well it is implemented, and the feedback received during that process.

We will also monitor the strategic context and community trends and consider any need for change.

In its last year of implementation, we will evaluate the effectiveness of the framework and its implementation before initiating the development of the second iteration. If this framework and its implementation is effective, we will be able to say that council:

- 1 Has coordinated youth focused services
- 2 Considers young people in all areas of operations, strategy and decision-making
- 3 Understands and leverages its role, in the broader ecosystem of services, government and other decision makers, to improve outcomes for young people

If the framework achieves those impacts at Council, it will have contributed to improved outcomes for young people and services, acknowledging that the framework and Council are not the only contributors or influences on these whole of community impacts.

- 1

Young people consistently feel included and empowered to have a voice and influence over the decisions that affect them
- 2

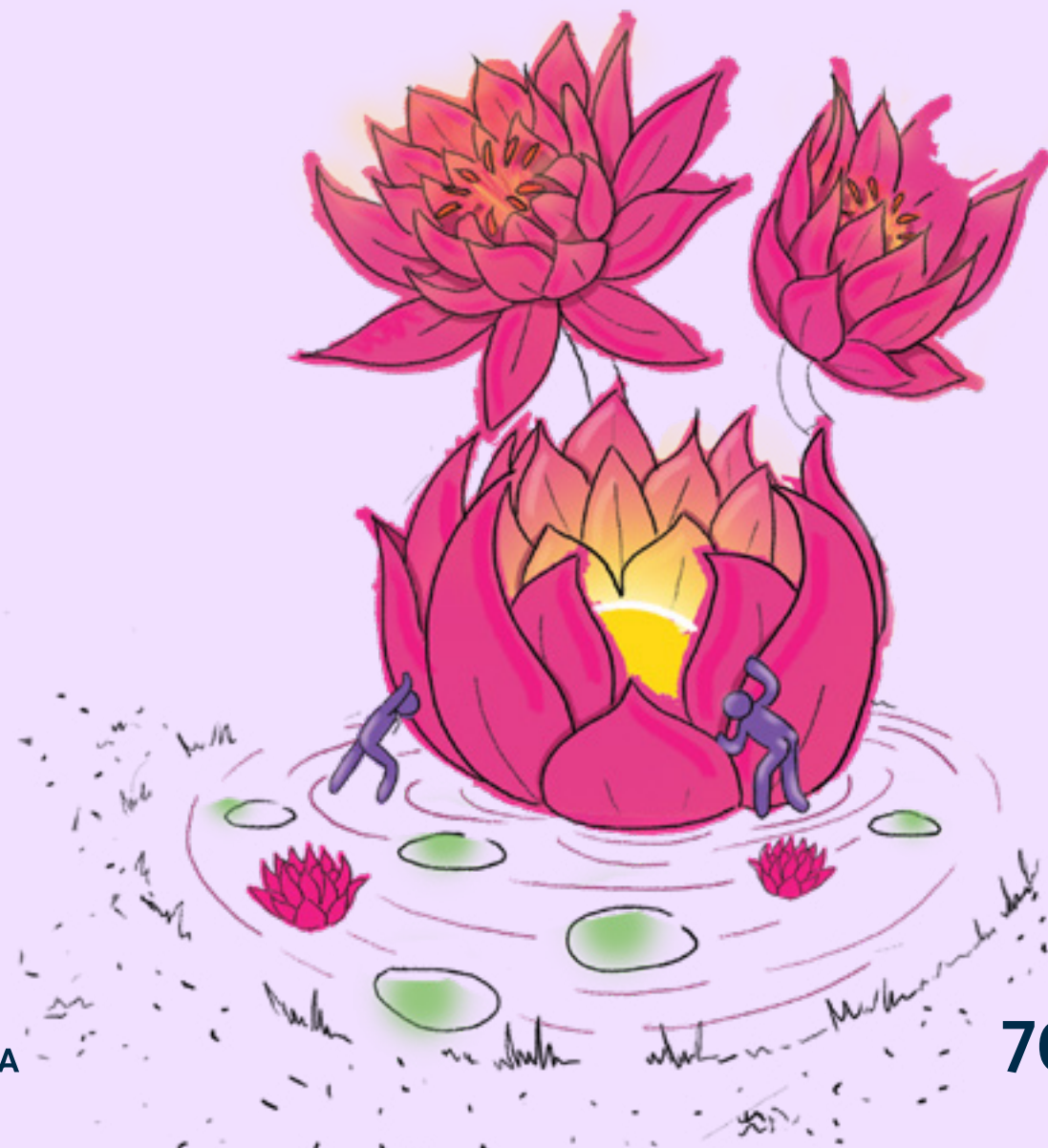
Young people are valued and celebrated for their achievements and contributions to the community
- 3

Young people can access the supports and opportunities they need and are interested in
- 4

Services understand the priorities for young people and are equipped to respond
- 5

Services include young people in their planning and decision-making
- 6

Services understand their role in the youth services ecosystem



10.0 Acknowledgements

We would like to acknowledge:

- 1

BROOKS Community Engagement Consulting who conducted our community consultations
- 2

Bianca Beers who worked with local young people to create the cover art and our mascot "TODD"
- 3

All the service providers, peak bodies and other Councils who participated in our consultations
- 4

Most importantly, all the young people who participated in our consultations and the development of this framework. Especially those young people who developed the Vision Statement, Message from Young People and the Artistic design.



Youth Inclusion Framework

2025—2028
A city for young people



cityofparramatta.nsw.gov.au