



Services and Schools Share Ideas on Re-engaging 9-14 Year Olds



photo: Delegates discuss the best ways to support young people, under 15, to re-engage with learning

In February this year the North East Youth Organisations Network (NEYON), supported by YANQ hosted a Forum focused on supporting young people, under 15, to re-engage in learning. The aim of the forum was to develop a broader understanding of the challenges for young people, aged 9-14, who have become disenfranchised from school, and to develop ideas for potential solutions and responses.

The response to the Forum was excellent – 101 people attended and many more were unable to attend because we could not take any more registrations. It was especially pleasing to see all of the major services that have a stake in this issue attending and participating in the Forum. A number of school staff were present including teachers, administrators, guidance officers and behaviour support staff. Human service staff and youth workers from both government (e.g. CentreLink) and non-government human services were also present.

The delegates were treated to an inspiring opening presentation by Ms Lizzie Baker. Lizzie is a highly successful student who attends one of the Salvation Army Youth Outreach Service's (SAYOS) education

services in Brisbane's north. Lizzie told the story of her traumatic childhood experiences and how these contributed to her losing a connection with school. She then went on to explain how she has managed to rediscover a joy of learning at the school she is with now.

The second presentation was by Mr Gary Fisher-Smith, currently a teacher at the SAYOS but who has a background working as a teacher and Deputy Principal in the United Kingdom. Gary's outline of the directions that educational policy has taken in the UK was very interesting, particularly given the fact that Australia is picking up on some of the ideas that have already been tried in the UK – in this sense it was a little like having a visitor from the future present, letting us know in advance some of the directions (including u-turns) we are about to take.

Gary's presentation was followed by Prof. Martin Mills (University of Queensland) and Dr Glenda McGregor (Griffith University). Martin and Glenda summarised the initial findings from the research project (which YANQ is facilitating) that is investigating the success factors and the challenges facing flexible learning services in South East Queensland. Martin and Glenda focused on the findings from the interviews we have conducted with students in the flexible learning services.

The final presentation was from Dr Ann Bramwell who teaches in the School of Psychology at the Australian Catholic

University. Ann provided delegates with an overview of the psychological development of young people from the ages of 8 to 14 (roughly). This was particularly useful given that many of us in the youth sector are used to delivering programs for young people older than 14 – so a quick refresher on where the younger groups are at was helpful.

The forum concluded with a two hour workshop that explored the issues in more detail and began the process of developing solutions. The workshop was very well facilitated by Mr Byron Mulligan, the Manager of Challenge Employment's Westfalen Parklands Complex.

All the presentations were recorded by YANQ and most, hopefully all, of them will be available on our website by the time you are reading this – see www.yanq.org.au/reengage. The workshop was not video recorded, but a report on the outcomes of it will also be available at the same web address.

The forum was organised by members of NEYON, in particular Visible Ink Zillmere, the Salvation Army Youth Outreach Service, Jabiru Children's and Youth Community Service, Picabeen Community Centre. YANQ, the Australian Catholic University and Education Queensland (North Brisbane) were all involved in planning the forum and providing significant in-kind support.

For more information contact David at YANQ or visit www.yanq.org.au/reengage.

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YANQ Believes that the Primary Culture of Australia is Aboriginal



We recognise that Aboriginal, Torres Strait Islander and South Sea Islander people are 3 separate cultures. We recognise Aboriginal people as the permanent custodians of mainland Australia and Torres Strait Islanders as permanent custodians of the Torres Strait Islands that are an integral part of Australia, including those areas of land and sea whose owners have been wiped out as a result of racist politics and acts. We use the term custodianship in the context of protection and care for the land. YANQ is committed to respecting individuals, Murri and Islander communities. We seek to understand their responses to policies and issues affecting them. We are committed to learning about their understandings of the impact of decisions on them. YANQ apologises for the past and present social mistreatments of Murri and Islander people created by colonisation, and is committed to supporting the healing process.

How Australian Kids See the World. Celebrating a Milestone in Children's Rights

A new book celebrating the 20th anniversary of the United Nations Convention on the Rights of the Child has been released by Australia's children's commissioners and guardians.

The book contains drawings by children and young people from each state and territory, including Queensland, and presents the key principles of the UN Convention in a colourful and child-friendly style.

Queensland Commissioner for Children and Young People and Child Guardian Elizabeth Fraser said the book was a timely reminder of our responsibilities to children and young people.

"The Convention on the Rights of the Child

was a landmark in children's rights. For the first time it recognised children as people in their own right, promoting their right to life, liberty, dignity and protection from all types of abuse," Ms Fraser said.

"The book reminds us that children are the future of our society, and the responsibility we all have to care for and protect them.

"It also reminds us of the importance of listening to children and young people and ensuring their views are included in our laws, policies and decisions," she said.

Ms Fraser said the Commission was dedicated to promoting and protecting the rights, interests and wellbeing of all young Queenslanders.

"As part of this commitment, one of our key objectives is ensuring that Queensland communities uphold children's rights, and that our most vulnerable have access to integrated prevention and early intervention services."

Copies of the book can be purchased from the National Association for the Prevention of Child Abuse and Neglect (NAPCAN). Books are \$20 each plus postage and handling, with proceeds going towards NAPCAN. For more information or to download an order form, visit <http://www.napcan.org.au/resources>.



NETWORK NOISE

Newsletter of the Youth Affairs Network of Queensland Inc

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Contributions Welcome

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Innovations



youth affairs network qld

The views and opinions contained in this publication do not necessarily represent the views of YANQ.

YANQ also does not necessarily endorse training and resources advertised in this publication.

Copy Deadline **Mid April** May copy deadline is

Queensland Government Multicultural Policy Review

In early 2010, YANQ is pleased to be taking part in the Department of Communities' Multicultural Policy review. A new discussion paper, "A Multicultural Future... for all of us" was circulated in October 2009, and Multicultural Affairs Queensland (MAQ) is planning a series of consultations around the State. Submissions for the review are due by March 26. The discussion paper can be viewed online at <http://bit.ly/6uDsZ4>.

In December 2009, Siyavash and Daniel met with Lucretia and Katrina from MAQ to discuss ways that YANQ could assist in the consultative process. We pointed out our interest in bringing the broader youth sector in on the process, so that mainstream services that may see a small percentage of CALD clients can still raise the issues that come to their attention. Consulting with the multicultural sector alone may not result in the best outcome. So far, dates have been released for consultations in Bowen Hills (18th February), Inala (19th February) and Sunnybank (20 February). Dates and details have yet to be released for Brisbane South, Caboolture, Cairns, Gold Coast, Hervey Bay, Logan, Mackay, Mt Isa, Toowoomba and Townsville. Please see <http://bit.ly/bRKWH1> for more details. YANQ will be trying to tie in with existing consultations, and encourage our existing networks and contacts to attend, as well as identifying key groups with which to hold a special consultation. If you are able to attend a consultation in any of the listed areas, please keep an eye on the MAQ website for details, as well as any communication from YANQ with further details.

The discussion paper released by MAQ includes a list of questions to respond to, but this is a guide only. MAQ is

encouraging as many people, networks, and organisations to respond as possible. Submissions do not need to be long or involved. It is important for the Government to see that multicultural issues are high on the agenda for individuals and organisations from various sectors throughout the State. If your organisation keeps statistics and figures on CALD clients and multicultural issues, these can provide a strong statement in a submission. Case studies and individual stories can also have a powerful impact. If you are interested in taking part in this important process but are unsure where to begin, please contact us.

The question of 'what is a multicultural society?' has always been an important one for YANQ, and a couple of years ago we released our own Multicultural Discussion Paper "Multiculturalism – from myth to reality". It is available on our website at <http://bit.ly/biGbeQ>. In it, we suggest that while Australia has become a multi-ethnic country, it is still a mono-cultural one, as Anglo-Australian culture is considered the base to which all other cultures should conform. YANQ proposes instead that Aboriginal and Torres Strait Islander cultures be considered the 'founding' cultures of Australia, with all other cultures

contributing to a shared multicultural vision. The State Government's current Multicultural Policy, "Making a World of Difference" was released in 2004 and is quite brief, emphasising a commitment to increase multiculturalism in the public sector, without going into much detail of what "multiculturalism" actually is. A policy review is our opportunity to raise the issues that are important to us on the ground, as well as highlight the value of living in a society that embraces other cultures, traditions, religions, languages and world views.

The Multicultural Youth Network of Queensland (MYNQ) is getting involved in the process with a submission that highlights youth issues in the areas of Racism and Discrimination, Language Barriers and Interpreters, Education, Homelessness, and Violence and Racial Conflict. If you would like to contribute or be involved in this submission, please contact Daniel at cald@yanq.org.au. When this submission is finalised by the Network, it will be posted on YANQ's website.



Youth Services and the Challenges They Face

by David Powell

Four out of the five interagencies that participated in YANQ's Youth Consultative Network (YCN) in the 2nd half of 2009 all raised concerns about the capacity of services to meet the levels of need amongst young people in the area.

Interagencies from Bundaberg, South West Queensland, Ipswich and Goodna raised concerns relating to the sector's capacity to meet need. Examples include long waiting lists for services, limited support for young people after hours, difficulty providing support in remote areas and an inability to provide one-on-one support.

Related to these concerns, four out of the five interagencies also raised concerns about a shortfall in funding, or a lack of long-term and sustainable funding that enabled services to meet demand.

Finally three of the five interagencies reported that staff in youth services were feeling the strain from high and complex case loads and / or lack of support or isolation. Staff turnover

and difficulty recruiting staff was also raised in this context.

These concerns raised by interagencies in the 2nd half of 2009, are consistent with longer term trends. As the chart to the right shows a lack of sustainable funding and resources for youth services has been the issue most commonly raised over the past two years. Concerns about staff recruitment and retention and the capacities of services to meet the levels of need were the next most commonly raised concerns.

This sort of information is extremely useful to YANQ as we are continually assessing our projects and plans for the future. We also

use this information in our regular briefings to various Government officials.

Further details on the concerns raised by youth sector interagencies along with their suggestions for how to respond are available on YANQ's website at <http://www.yanq.org.au/ycn>.

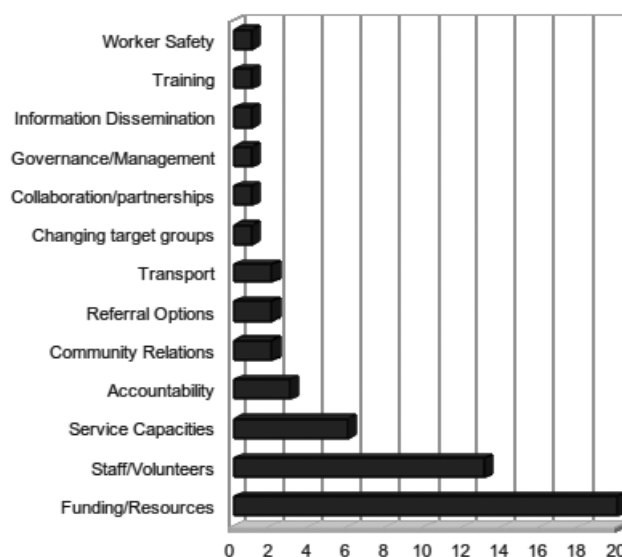


chart: Issues facing youth services: 2008 - 2009

The Youth of Today - What are We Seeing?

During the second half of 2009 lack of housing support along with binge drinking and drug use were common concerns that youth interagencies had for young people.

This is according to two regional and three outer-metropolitan interagencies, all of which raised issues via YANQ's Youth Consultative Network (YCN) in December 2009. The interagencies that participated were the South West Youth Network, Logan Youth Network, Bundaberg District Youth Sector Network and the Goodna and Ipswich Youth Interagencies.

The other concerns raised by youth sector interagencies between July and December

2009 related to disengagement from education, family violence, life-skill development, sexual health & early pregnancy as well as coping skills and self esteem issues.

The fact that housing and accommodation was raised by three out of the five interagencies continues a trend that began when YANQ

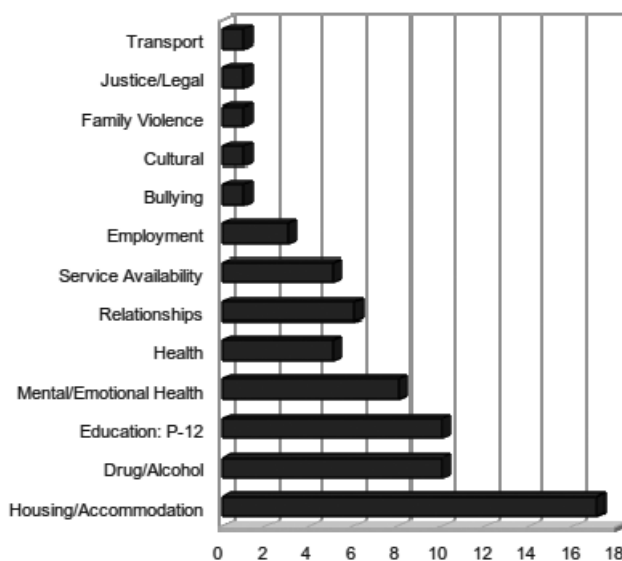


chart: Issues facing youth services: 2008 - 2009

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The Youth of Today - What are We Seeing?

Cont.

first started recording issues raised by interagencies. The specific concerns raised in this instance relate to a lack of short and medium term accommodation options as well as discrimination against young people (by real estate agents). The Logan Youth Network also pointed out that when young people do not have easy access to transport, they have extra difficulties finding rental accommodation because they simply can't get to where the properties are.

In response to the concerns about a lack of housing, one interagency reported that it was working with a larger network to compile data in the hope of influencing future planning and development models for the area. Another network suggested that legislative changes were needed to make it easier for young people to sign contracts for accommodation and related services (e.g. utilities). The same

interagency (Logan Youth Network) was also planning on holding a discussion forum about the issue in 2010.

The concerns raised in regard to drug and alcohol misuse were less specific, but the Ipswich and Goodna Interagencies suggested that local services were looking at running forums and peer education training for young people in response to the issues.

As was pointed out earlier, this latest information from interagencies continues a trend in which the most common concern that youth interagencies have for young people is lack of housing and related services. The chart to the right summarises the issues that have been raised with YANQ, by interagencies, since the first half of 2008. Concerns about drug and alcohol misuse/abuse and young people's

engagement in school are the next most commonly raised concerns over this time.

This sort of information is extremely useful to YANQ as we are continually assessing our projects and plans for the future. We also use this information in our regular briefings to various Government officials.

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News from ACYS - Your Clearinghouse!

The Latest Youth Studies Australia

The December issue of YSA contains seven research articles, three book reviews, 12 abstracts of youth research from other journals, and a YSA index for 2009.

Papers include:

- 'The glue that holds our work together: The role and nature of relationships in youth work', by Helen Rodd & Heather Stewart
- 'The youth worker's role in young people's sexual health: A practice framework', by Marty Janssen & Jackie Davis
- 'Improving outcomes for teenage pregnancy and early parenthood for young people in out-of-home care: A review of the literature', by Philip Mendes

Practice Notes

Youth Studies Australia has introduced a new feature called 'Practice Notes', which is a column that will appear when we have articles of particular relevance to practitioners working directly with young people. Peer review is optional for 'Practice Notes' articles. The first article in 'Practice Notes' was 'Parallels between on and off-line youth participation' by Kirsty Leong, Luella Paine and Alex Hughes.

Papers wanted for YSA

YSA would like more submissions of papers for both the peer-reviewed and 'Practice Notes' sections of the journal. If you know anybody who has undertaken interesting research or a project or program with young people, please encourage them to

consider submitting a paper to YSA. For author guidelines, please see: <http://www.acys.info/journal/contributors>

Congratulations to Prof. McGorry!

ACYS thanks Professor Patrick McGorry, Australian of the Year 2010, for all his work in relation to youth mental health. For further information on Patrick's work and on youth mental health research, see the feature on our home page at: <http://www.acys.info>

For more information about the Australian Clearinghouse for Youth Studies:
Web: www.acys.info
Email: info@acys.utas.edu.au

Australia, Children Come First

by Chris Varney

"I have never felt like I meant much."

This is what a 17-year-old boy told me in a homeless shelter. He described to me his childhood of abuse at the hands of his step-father and the impact on his mental wellbeing. Up until the refuge of a shelter, this boy had never felt important in his life.

Children are special. This is what has made the United Nations Convention on the Rights of the Child the most universally accepted human rights instrument in the world's history. It is the framework that says it is fundamentally important for all societies to honour the rights of all persons including and below the age of 18, by providing them with an "atmosphere of love, happiness and understanding."

The 20th Anniversary of the Convention's adoption on November 20, 2009 gave us an opportunity to measure how far we have come in implementing child rights. When I toured Australia engaging children and young people to inform my youth representation in the UN General Assembly, I knew that the experiences of my generation, the first to grow up under the Convention's protection, provided the best measurement. I listened widely. I learnt that we are falling short of putting children's wellbeing at the centre of our society.

On my tour, I visited six different juvenile detention centres and several homeless shelters, meeting 51 children who were or had been deprived of their liberty. One of them was an 18-year-old boy who had spent time at Magill Training Centre in Adelaide and was now homeless. I will never forget his account of a violence-filled childhood, which led to him now having schizophrenia. It affirmed for me that children and young people in detention have been our community's most tragic victims of abuse.

This boy told me that "Magill is not a good place for kids to go. I always heard my mates getting bashed and there was never anything I could do."

I heard about the appalling conditions, violence and abuse inside Magill. With the Convention, detention should promote a "child's sense of dignity and worth" to reinforce in them a "respect for human rights" (Article 40). Yet this boy's experience showed me a frightening gap in implementation.

What deeply concerned me was the age we allow Australian children to be put in the environment of a juvenile detention centre. The Committee on the Rights of the Child encourages States parties to set the minimum age for criminal responsibility at 14-16 years old. Of the 51 children I met, a large majority of them had been detained at 10 or 11 and re-offended throughout adolescence partly because detention had become the most permanent home they had ever known. Surely we are capable of finding a better alternative for young child offenders than this setting of vulnerability and negative influence?

Two other concerns struck me.

The first was the 17-year-old Queenslander who is subjected to the adult detention system, thus continuing Australia's reservation to Article 37 (c) of the Convention which discusses the separation of child and adult detention systems. Through my partnership with the Youth Affairs Network of Queensland I have learnt about the long-term campaign by the Queensland youth sector to remove 17-year-olds from adult detention. Indeed even the UN's child rights community are aware of this shortfall in our implementation.

My other concern was the shocking over-representation of Indigenous children in detention. In Western Australia an overwhelming 70-80% of children in detention are Indigenous. In Queensland the ratio is 60 -70%.

In my consultations, Indigenous young people felt this was partly because of overt targeting and discrimination by police. As one 18-year-old Indigenous male put it, "they don't treat me the same as they treat other people and it's not fair on us."

The Convention gives special attention to non-discrimination against Indigenous children. The recent Report Card on the Wellbeing of Young Australians, produced by the Australian Research Alliance for Children and Youth and the United Nations Children's Fund, highlights how discrimination has in part caused the alarming gaps in health and wellbeing between Indigenous and non-Indigenous young Australians.

How do we begin to close these gaps and ensure our society puts the wellbeing of all children and young people first? The Committee identifies Article 12 as the criteria to help us. This article implies the participation of children in society, where they have a "right to express their views freely in all matters affecting them" and for their views to be listened to by decision-makers. It means we ask ourselves in our implementation, 'Are we doing this with children?'

While Australia can be proud of recent commitments to children and young people, including the creation of an integrated federal ministry for early childhood education, child care and youth, the development of the Australian Youth Forum and the announcement to replace Magill - we must go further in listening and following up the voices of children and young people.

For instance, do we ask children and young people enough what is important to them? In my experience they will tell you about their anxiety concerning climate change and the environment. Do we ask the child or young person who is homeless or in detention what would help them? They will tell you our community needs more

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Australia, children come first

Cont.

support initiatives aimed at prevention and reintegration. What's more, they will tell you how.

As we reflect on 20 years of child rights, let us celebrate how far we have come, and have the courage to go much further. Our challenges are not impossible if met by child-centred actions. These need to

include the creation of a Human Rights Act that integrates the domestication of the Convention, the appointment of a National Children's Commissioner to continuously monitor its implementation, and most importantly - our individual and collective efforts to put children first in our decisions, behaviours and wider society.

The sum of all these actions will be an Australia fit for all its children.

Chris Varney

2009 Australian Youth Representative to the United Nations



THE SECRETARY-GENERAL

4 January 2010

Dear Mr. Varney and the Young People of Australia,

I write to thank you for your outstanding efforts to support the United Nations.

People around the world are connected as a human family as never before, opening up vast new possibilities. But we also face multiple threats, from poverty, hunger and climate change to the spread of deadly weapons and disease and the biggest economic crisis since the founding of the United Nations. None of these problems can be solved by any single nation acting alone. The youth of the world have a crucial role to play in addressing them all.

I always draw strength from my meetings with young people, and from the passion and insights they bring to our work for peace and progress. Youth delegates to the 2009 session of the General Assembly, including the Australian youth representative, forcefully articulated the perspectives of young people. At the United Nations Climate Change Conference in Copenhagen, young leaders showed themselves strongly committed to solving climate-related challenges.

With this letter, I hope to encourage young people throughout Australia to take up the mantle of global citizenship. By getting involved in your communities, and by speaking out about your concerns and aspirations, you are showing the world that young people are not only leaders of tomorrow, but also important contributors of today.

Extraordinary times such as these open extraordinary opportunities for change. Thank you for supporting the aims, principles and work of the United Nations. I look forward to what you will do to help us meet the trials of our age and shape the world for good.

Yours sincerely,

BAN Ki-moon

The Youth Sector in Queensland

Since 2006, YANQ has been advocating and lobbying for funding to develop a Youth Sector Workforce Development Strategy for Queensland that would recognise the vital and unique role played by this sector in supporting young people across Queensland and assist in preparing the sector for the future through targeted skilling and other development strategies.

For the past twelve months, YANQ has utilised funding from the Department of Education and Training (DET) to undertake a Youth Services Workforce Skills and Training Research Project. The project has gone some way towards the goal of addressing systemic workforce development needs by creating a platform to support initiatives towards a vibrant and sustainable youth sector workforce that protects and promotes young people's rights.

The report from the research titled "The Youth Sector in Queensland" www.yanq.org/workforce provides a summary of the data gathered during the project, key themes that emerged and recommendations that can be used to inform skilling and workforce development initiatives.

A crucial next stage of the project involves YANQ leading a sector engagement process over the next 12 months to allow regional review and comparison of data to enhance the evidence base and create the opportunity for regional stakeholders to validate workforce development strategies and to commence prioritisation and implementation of various recommended strategies.

Genuine sector development is a long term process requiring interest, ownership and buy in from those within the sector both to inform what is required and how this is possible and from government to work collaboratively with sector leaders and other key stakeholders to implement

and evaluate strategies and initiatives. Working in partnership, short and medium term contributions can be developed while seeds are planted for long term sustainable development and support.

YANQ has been seeking additional resources to engage the broader youth sector with this project. During 2010, YANQ will endeavour to lead a 12 month sector engagement process whereby project outcomes will be workshopped at youth sector networks across the state. Findings from the research project will be presented and a discussion facilitated about how the data applies in each region, what is the same, what is different, if recommendations and strategies are relevant and what it would take for them to work.

The final product will be a detailed youth sector development plan containing strategies, projects and further research areas, relevant to each region and directly linked to development of the youth sector that has high sector and stakeholder ownership.

Information collected through the Aboriginal and Torres Strait Islander project will be enhanced through further qualitative data collection and then validated both with the local communities from where it emerged to ensure accuracy and understanding of their story and then more widely across the state in a process similar to that discussed above.

Key Themes

The youth sector has identified the urgent requirement of a broad ranging, capacity development approach to the complex and dynamic service delivery system it provides within the broader health and community services sector and the Queensland community.

Strengthen Youth Sector Strategic Capacity for Workforce Development

Goal 3 of the Queensland Compact relates to improving the sector's capacity and sustainability and includes strengthening the systems and infrastructure for effective service delivery and development into the future. An effective workforce development strategy requires not only an overarching framework to provide guidance and direction but the capacity within organisations and the sector or industry overall to implement aspects of the framework as they relate to them to build current and future workforces. Therefore, the level of experience within the youth services sector is an important consideration in terms of the sustainability, health and depth of skills and knowledge available to influence quality of services provided to young people and quality of management skills and practice to support the sector.

The absence of a clearly articulated capacity development strategy for the youth sector seems to have contributed to a somewhat disjointed group of youth services that struggle at times to recognise and work within their strengths, promote successes and confidently take a place within the broader service delivery system. A significant consequence of this is the struggle to attract and retain a vibrant workforce and the resulting loss of practice expertise, experience and wisdom to other health and community sectors and government.

Survey results showed that 51% of workers have been in the youth services sector for 2 years or less, with half of these showing that they have been in the sector for approximately 1 year, indicating there is considerable level of inexperience amongst youth workers. However, importantly, survey results from managers showed that over 95% of managers had been in the youth sector for 5 years or longer with 50% having been in the sector longer than

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10 years. This is a wonderful resource and strength on which to build.

Worked in Sector	Youth Workers	Managers
6 mths	14.28 %	6.5 %
1 yr	23.33 %	18.75 %
2 yrs	13.81 %	10.94 %
3 yrs	8.57 %	4.69 %
4 yrs	7.62 %	9.38 %
5 yrs	5.71 %	7.81 %
5-7 yrs	8.57 %	23.44 %
8-10 yrs	9.52 %	7.81 %
> 10 yrs	8.57 %	10.94 %

While implications for services in relation to workforce management and sustainability of services are evident given the apparent high turnover and reported difficulty in attracting and recruiting staff in some locations, the stability of managers in the sector provides a leverage point at which strategic capacity can be strengthened.

Participants in focus groups and forums have all identified the need for strengthened infrastructure to support leadership within the sector, provide access to practice wisdom, maintain critical skills and knowledge within the sector and offer guidance for new workers.

It was noted by the Industry Reference Group that people moving between services and sectors is not necessarily negative where infrastructure exists at organisational and sector levels to capture and manage sharing of knowledge, skills and information to provide a continually developing quality service to young people. The development of leadership groups provides the environment and infrastructure for the development of the youth sector's capacity into the future, where practice expertise in all facets of the youth sector can be discussed and promoted and the opportunity for strategic thinking across the sector is created.

Developing a 'senior practitioner' role was also raised by a number of groups as a further method of addressing the issues raised, providing access to practice knowledge and skills and maintaining critical skills and knowledge within the sector.

Strengthen Partnership with Government

The resourcing and development of systems and structures that support direct youth sector input into broad strategic initiatives such as the Compact Governance Committee will assist in both building capacity in the sector and increasing engagement in planning and policy. Utilising YANQ and other existing peaks to coordinate and collate sector input policy and funding discussions with government will contribute greatly to strengthen partnership with government and meeting Queensland Compact goals of building strong working relationships between the government and community sector and improving engagement in policy and planning.

Participants at forums and focus groups report a distinct lack of 'strategic debate and discussion' with government about youth services sector. Development of the future workforce requires sound planning and preparation to bed down new funding initiatives or major changes to program areas. Connections that bring government and the sector together to engage in discussions and debate about emerging needs, issues, policy directions and other drivers will create an environment of proactive growth and sustainability.

While the level of government funding was raised specifically in relation to organisations capacity to pay wages at a commensurate level to government to attract and retain skilled and experienced staff, the way governments fund organisations was discussed in relation to

the impact on broader sector development. The negative impact of competitive funding on collaboration, sector development and working towards joined up service delivery was noted through surveys and in particular in the forums discussing future possibilities for the sector.

The short term nature of funding and inflexibility of service agreements and reporting arrangements were also reported as impacting on organisations capacity for innovative service delivery, role re-design and long term strategic planning.

Create a Responsive Training and Skilling System

Throughout the course of the project a range of immediate and future training and skilling needs have been identified both directly by youth workers and managers and as a result of the broader themes and strategies that have emerged. While it is widely noted in literature that a strategic workforce development approach requires more than a focus on professional development, skilling and training, this still remains a crucial factor in ensuring both the capacity of the current workforce and preparing the capacity of the future workforce.

The need remains to identify an agreed on list of core youth work competencies that underpin a youth work practice framework. This will then allow a skills audit and gap analysis to be undertaken to identify capacity of current workforce. This tool could be utilised at an organisational, community or sector wide level as required. This could also be undertaken against existing qualifications to assess likely readiness of new graduates when entering the sector.

The consideration of future issues and trends with young people and the corresponding skilling needs led to a list of training and skilling for consideration

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The Youth Sector in Queensland

Cont.

in the future to prepare our workforce. Interestingly many topics are those that already emerge as training needs with the noticeable difference being the increased use of technology both as a form of communication and of harassment and bullying, leading to the need for youth workers to be skilled in negotiating these systems and communicating this way as well as being current with research and information on the impacts and effects of this.

Define and Promote the Youth Services Sector

Successful development of the workforce does not lie only in the hands of government or peak agencies but requires the interest, commitment and capacity of services to respond at the organisational level.

The status and profile of youth work was actively discussed in forums and focus groups, the lack of sector recognition and status within and across sectors was identified as a significant barrier to the sector's overall development and in particular service delivery outcomes for young people and retention of staff.

The compartmentalisation of specific roles across the youth sector was viewed as a contributing factor in that the identity or professional profile of youth work and a youth worker is dispersed across a very broad practice spectrum and often attached to a service delivery system where youth work practice is a minor stream.

It was identified by participants that a hierarchy exists within the health and community sectors with youth workers viewed on the lower end of that hierarchy. This has led to a reduction of practice and policy influence by youth workers who often do not acquire a seat at the table where decisions are made either

regionally or at a broader state level. It was repeatedly discussed in forums and focus groups that youth work needs to confidently take a seat at the table and speak from a youth work framework that incorporates youth centred practice, social justice, and advocacy and human rights perspectives.

There is an immediate need to define youth work, identify underpinning values and core competencies and articulate an evidence based framework for practice that strengthens the core role of relationship based practice, developing trust and engagement and connecting young people with other services and structures. This will provide a common language to describe the work and the outcomes that are required to promote the sector as a recruitment and retention strategy and also as a public awareness process that will lift the status of the sector overall. Providing services and workers with access to an ethics training program will provide individual skilling and build capacity to contribute to the development / articulation of values based youth work practice framework.

Enhancing and expanding existing infrastructure such as peer support networks and creating new processes where required to support localised leadership circles and communities of practice will provide a mechanism that can connect with the 'think tank' with government and other key stakeholders to influence broader strategic initiatives.

Develop Cultural Competency

Demographic data shows that both Aboriginal and Torres Strait Islander people and people from Culturally and Linguistically Diverse Backgrounds are

significantly under represented in the youth sector workforce however both these groups make up part of the youth client group with large numbers in some areas.

Intercultural competence involves knowing about and understanding the potential impact of cultural difference in how we see the world in an ongoing process of learning and exploration. It also includes identifying and understanding the impact of the beliefs and values that shape the context in which we are operating at a project, organisational, governmental and broader social level in relation to participation of Indigenous people.

Ongoing opportunities for connection, reflection, learning and changing practices need to be built into the day to day work of staff. The process of making sure what we are doing is connected to culture is critical and theory suggests the primary way to do this is through having Indigenous people or people from other cultural backgrounds involved in our organisations and in leadership of our sector.

The investigation and the implementation of training programs that can both develop individual's skills and knowledge in working effectively with Indigenous young people and their families along with managers and organisations capacity to integrate culturally competent processes into service delivery and human resource practices will be an underpinning factor.

In 2010 YANQ will be investigating the similarities between youth work values and those embedded in the way Indigenous services and workers, work in their own communities to increase learning opportunities and ways to connect better between the two parts of the sector and to ensure that underpinning values and core competencies of a youth work practice framework reflect the importance of diversity will support cultural competency.

UNPLANNED PREGNANCY OPTIONS: Professional Development Training 2010

This professional development training is for health and youth/ community professionals wanting to increase their skills and knowledge in non-directive pregnancy options counselling.

Please note that this training can also be delivered in your community or directly to your organisation. (Minimum of 10 participants)

The topics covered include:

- Evidence-based information on all options: abortion, adoption and parenting;
- Language and strategies to use in non-directive, unbiased counselling;
- Experiential activities to develop best-practice counselling skills;
- Exploring issues and values, decision-making and coping with decisions;
- Legal aspects of pregnancy termination, including medical abortion.

Our 2010 workshops across Queensland are scheduled as follows:

Brisbane

March 31st at the Quakers House,
10 Hampson Street, Kelvin Grove

Mackay

May 24th at the Mackay Women's Centre
14 Victoria Street, Mackay

Cairns

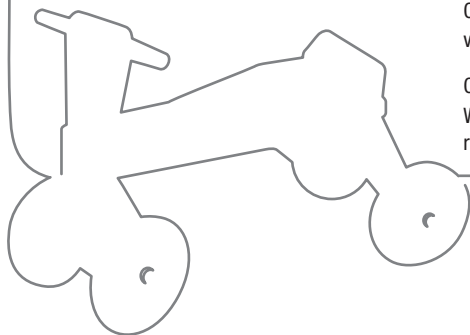
August 16th & 17th at Family Planning Qld Cairns,
Ground Floor, Solander Centre 182 Grafton Street

Cost: \$140 per person

including counselling Best Practice Manual, lunch & afternoon tea. (Fee may be discounted for those working in regional or remote areas)

To register your interest or for more information please contact Pamela Doherty, Community Educator at Children by Choice by email ed@childrenbychoice.org.au or telephone (07) 3357 9933 ext 3 Or visit us online at www.childrenbychoice.org.au

Children by Choice is a pro-choice community organisation, funded by Queensland Health. We have been supporting Queensland women since 1972, providing non-directive counselling, information and referrals for all options with an unplanned pregnancy.



Cross Cultural Youth Work Practice Training, 2010

At YANQ we believe that cross cultural competence is a vital part of successfully working with people of culturally and linguistically diverse (CALD) backgrounds in Australia, whether you work in education, health, employment, government, or any range of service delivery. A greater understanding of cross cultural issues makes for stronger and more informed decision making and planning, and allows us to take the interests of ALL Australians into account. YANQ is planning to hold at least one

session (perhaps two) of our very popular and successful Cross Cultural Youth Work Practice Training run by Dr Peter Westoby, in the first half of this year. The training covers a number of issues, including:

- defining and understanding culture, identity, and ethnicity
- understanding and defining youth within a cross-cultural framework
- diverse experiences of young people from CALD backgrounds, and
- thematic issues facing young people

from CALD background.

At this stage we are looking at dates in April. We are aware of a number of regional areas that have a high need for training like this, and are hoping to take this training to those regions in 2010. If you feel your region could benefit from this training, either in April or in the future, please contact cald@yanq.org.au.

If you would like to be kept up to date with dates of future sessions, please contact admin@yanq.org.au.

YDAQ Update

YANQ formally began its Youth Disability Advocacy Queensland (YDAQ) campaign in January 2009. The project seeks to promote the rights of young people with disabilities and highlight the need for a funded service providing individual and systemic advocacy in the areas of education, employment, housing, community access and social inclusion. Last year saw the campaign develop steadily. YDAQ now has a significant number of supporters and a growing rate of recognition within the sector. Here is a brief overview of 2009's YDAQ developments.

Support

A meeting held in February 2009 assisted in the establishment of YDAQ's Supporters Network. The YDAQ support base has grown significantly through the use of social networking sites such as Twitter and Facebook. Facebook has been utilised to extend the campaign's reach and tap into a wider group of people, particularly young people, interested in providing support. There are currently approximately 300 YDAQ supporters.

Support from the youth, community and disability sectors has been, generally, very strong. A degree of hesitancy was shown by some service providers in relation to the campaign's objective, the establishment of a specialised disability advocacy service. This stems from the misunderstanding that this service would potentially threaten their current government funding arrangements.

State and Federal Government representatives have shown interest in the campaign. Contacting the relevant stakeholders and achieving a response was more difficult than initially expected. Relevant ministers, office directors, advisers and staff have been contacted at both levels with an invitation to meet and discuss the campaign. YANQ staff met with the Queensland Shadow Minister for Community Services, Rosemary Menkens, the Queensland Shadow Minister for Disability Services, Andrew Cripps and an Advisor to the Federal Parliamentary Secretary for Disability Services in September 2009. These discussions were encouraging although none of the individuals could formally extend their party's financial support for the campaign.

Resources

Since its establishment, the YDAQ campaign has been run as a YANQ project and supported by volunteers. YANQ does not receive any specific funding to run the project. This lack of resources has limited the pace and scope of the campaign. It is hoped that increasing numbers of supporters and heightened public pressure will result in the availability of financial support for the campaign.

YANQ applied for a grant to fund a training program in governance skills for young people with disabilities under the Federal Office for Youth's Youth Development and Support Program. The proposed project was designed to educate a group of young people

with disabilities on effective governance techniques to enable their participation in representative organisational bodies, the provision of peer-to-peer support and self advocacy. Despite the strong display of support shown for the project, YANQ's funding application was rejected.

Communications

In October 2009, YANQ's report, The Case for a Youth Disability Advocacy Service in Queensland, was released. This report followed on from the initial YDAQ Service Proposal which was produced in March 2009. The Case for a Youth Disability Advocacy Service in Queensland report preparation involved an analysis of Queensland, Australian and international disability and community services data and an evaluation of State and Commonwealth disability-related legislation and case law. Interviews with YDAQ supporters were also included in the report. Copies of the report were made available to YDAQ supporters and were forwarded to relevant government officials.

Plans for 2010

The current focus of the campaign is on increasing the number of YDAQ supporters and the general public's awareness of the campaign. Once the target number of supporters has been reached plans to further engage and mobilise them will be developed and executed, making YDAQ's goals a closer reality.

Health Educators Network

Are you a health educator in the Brisbane or Greater Brisbane area?

Is community health a key component of your organisation's work?

Do you provide health information to your clients & community?

The newly established Health Educators' Network provides members with an opportunity to network with other

educators, share information and work more collaboratively in the area of community health education in the Brisbane and Greater Brisbane Area. The key aims of the network are:

- To build the capacity of health educators in the community;
- To provide opportunities for partnership & collaboration between members;

- To be a platform for information sharing & networking;
- To be a resource for the sharing of specific skills & experience.

The network is open to any health educator in the region and members meet quarterly with rotating venues. For more information please contact Pamela at ed@childrenbychoice.org.au or telephone 07 3357 9933 ext 3.

Regional Queensland

Bundaberg and District Youth Forum

Contact: Andrea Bax, Youth Development Officer
Bundaberg Regional Council, PO Box 2252, Bundaberg Q 4670
Ph: 07 4153 3066 | Fax: 4151 1813
Email: andrea.bax@bundaberg.qld.gov.au

Meets the second Tuesday bi-monthly (first meeting for the year is February) from 9.30-11.30am at Impact Make Your Mark, 106-108 Bargara Road Bundaberg.

Cairns Youth Service Network

Contact: Tanya Brooks-Cooper, Youth Development Officer
PO Box 359, Cairns Q 4870
Ph: 07 4044 3016 | Fax: 07 4044 3830
Email: T.Brooks@cairns.qld.gov.au

Meets last Thursday of every 2nd month at Cairns City Library, Abbott Street, Cairns.
Contact Tanya for times for meetings as they alternate.

Cairns Drug & Alcohol Interagency Network

Convenor: Margaret Renfrey
Contact: Judyann Dorante, Lyons House Inc
211 Lyons Street, Westcourt Q 4870
Ph: 07 4051 6262 | Fax: 07 4051 6890
Email: admin@lyonshouse.org

Contact Judyann.

North Burnett Community Services Network

Contact: Hana Penney, Community Development Officer,
Monto Community Development Centre
Ph: 07 4166 1733 | Fax: 07 4166 1061
Email: cdomonto@bigpond.com

Meets second Wednesday of every month at different venues around the North Burnett.

Central West Youth Network

Contact: Peter Clark
Anglicare Central Qld Barcaldine, PO Box 47,
Barcaldine Q 4725
Ph: 07 4651 2161 | Fax: 07 4651 2352
Mobile: 0409 053 304
Email: pclark@anglicarecq.org.au
Contact Peter for further details.

Charleville Youth Interagency

Contact: Sally Vetter
South West Healthy Communities Program
PO Box 689, Charleville Q 4470
Ph: 07 4654 3055 | Fax: 07 4654 3022
Email: ahpo@swhcp.org

Meets 10.30am the third Thursday of each month at Charleville Neighbourhood Centre.

Emerald Shire Youth Rep

Contact: Rebecca Hall, Youth Development Officer
Central Highlands Regional Council PO Box 21, Emerald Q 4720
Ph/Fax: 07 4982 8393 | Mobile: 0427 820 540
Email: rhall@chrc.qld.gov.au
Contact Rebecca for details of local youth and community service networks.

Far Northern Youth Sector Network

Contact: Tanya Brooks-Cooper, Youth Development Officer
PO Box 359, Cairns Q 4870
Ph: 07 4044 3016 | Fax: 07 4044 3830
Email: T.Brooks@cairns.qld.gov.au
Contact Tanya for meeting details.

Gladstone Youth Interagency

Contact: Andrea Hughes
Gladstone Regional Council PO Box 29, Gladstone Q 4680
Ph: 07 4976 6358 | Fax: 07 4972 6557

Email: andrea.hughes@gladstonerc.qld.gov.au

Meets first Wednesday of the month 12 noon at the Community Advisory Service, 142 Goondoon Street, Gladstone

Hervey Bay Youth Sector Workers Network

Contact: Sue Lawler, Youth Development Officer
Fraser Coast Regional Council PO Box 1943,
Hervey Bay Q 4655
Ph: 07 4197 4330 | Fax: 07 4197 4303
Email: sue.lawler@frasercoast.qld.gov.au

Meets last Tuesday of each month 10.30 am.
Contact Sue for venue.

Innisfail Community Sector Network

Contact: Kath Barnett, Community Development Officer
Ph: 07 4030 2255 | Fax: 07 4061 6005
Email: cdo@ccrc.qld.gov.au

Meets last Thursday of every second month 1pm at Parish Centre, Rankin Street, Innisfail

Mackay Youth Connections Network Inc

Contact: Tanya Dunkley, Secretary
Ph: (07) 4965 6651 | Email: Tanya.Willis@dcs.qld.gov.au
Meets first Tuesday of the month 10.30am. Venue – Mackay Women's Centre Inc, 14 Victoria Street, Mackay Qld 4740

Maryborough Interagency Network

Contact: Cherie McGregor
Fraser Coast Regional Council
Ph: 07 4190 5822
Email: cherie.mcgregor@frasercoast.qld.gov.au
Contact Cherie for venue and meeting details.

MICAT (Mt Isa Combined Action Team)

As this agency is presently under review, current contact details are not available. We hope to advertise details in the May issue.

Rockhampton Youth Interagency Network

Contact: Laine Barclay, Youth Facilitator
St Vincent de Paul Society
Rockhampton Central Council
Ph: 07 4927 8073 | Mobile: 0409 495 020
Email: Laine.Barclay@svdpqld.org.au
Meets third Friday of the month 9.00-10.30 am at CQ Youth Justice Service Centre 155 Alma Street, Rockhampton.

Roma Community Services Interagency

Contact: Roma Neighbourhood Centre
PO Box 1028, Roma
Ph: 07 4624 0800 | Fax: 07 4622 1448
Email: reception@maranoa.qld.gov.au
Meets on a Monday at Roma Neighbourhood Centre at 11.30am on 18 January, 1 March, 12 April, 24 May, 5 July, 16 August, 4 October, 15 November, 2010 and 10 January 2011.
Meetings of the Child, Youth and Families Interagency Sub-Committee are held at the Neighbourhood Centre at 10.15am on the same dates.

Sarina Interagency Meeting

Contact: Paul Taylor, Youth Development Officer
Sarina Youth Centre, PO Box 41 Mackay Qld 4740
Ph: 07 4961 9277
Email: sarinayouthcentre@mackay.qld.gov.au
Meets first Wednesday of every second month. For additional information, please contact Paul on the above details.

South Burnett Community Network

Contact: South Burnett Community Development Worker
PO Box 300, Kingaroy Q 4610
Ph: 07 4162 5711 | Fax: 07 4162 5121
Email: sbcdp@bigpond.net.au
Meets first Tuesday of the month 10am-12 noon Wondai Council Supper Room.

South West Youth Network

Contact: Ingrid Reichelt, Community Capacity & Service Quality, Department of Communities
PO Box 2427, Toowoomba Q 4350
Ph: 07 4699 4222
Email: ingrid.reichelt@communities.qld.gov.au

The group meets quarterly and covers the Darling Downs and South West Qld Region from Toowoomba south to the NSW border, west to the Northern Territory border and north to Taroom and Crow's Nest. It is made up of youth workers from non-governmental organisations, local councils and a small number of government departments. Meetings are held at a different location each time. Contact Ingrid for details.

The Youth Network NQ Inc

Contact: Rachel Cook
Ph: 0408 635 998 | Email: Rachel.cook@deta.qld.gov.au
Meets third Thursday of the month 9-11am. Contact Rachel for venue details.

Toowoomba Youth Organisations Network (TYON)

Contact: Ed Bradbury
Education Qld PO Box 38, Toowoomba Q 4350
Ph: 07 4616 9105 | Fax: 07 4616 9100
Email: Edward.Bradbury@deta.qld.gov.au

Meets occasionally. Main activity through email discussion (TYON@discussions.eq.edu.au). Contact Ed Bradbury to join discussion list or for details.

Southern Downs Youth Network

Contact: Bonita Tyler, Community Youth Worker
PO Box 26, Warwick Q 4370
Ph: 07 4661 7166 | Fax: 07 4661 0333
Email: bonita.tyler@southerndowns.qld.gov.au
Meets quarterly. Contact Warwick Youth Service for meeting details. 2010 Meetings – 27 January, 28 April, 28 July, 27 October

Whitsunday Youth Focus Network

Contact: Amanda Jensen, Youth Services Officer
Whitsunday Regional Council
Ph: 07 4945 0216 | Fax: 07 4945 0222
Email: Amanda.jensen@whitsundayrc.qld.gov.au
Meets monthly. Contact Amanda for Network details.

South-East Queensland

Brisbane Inner Urban Youth Interagency

Contact: Ryan Foster
Ph: 07 3403 0136 | Email: ryan.foster@brisbane.qld.gov.au
This e-mail address is being protected from spambots. You need JavaScript enabled to view it.
Meets 10-12 noon first Thursday of the month.
Contact Ryan for details.

Brisbane South Youth Interagency

Contact: Emma McConnell
Brisbane South Youth Justice Service,
306 Ipswich Road, Buranda
Ph: 07 3406 2801
Email: Emma.McConnell@communities.qld.gov.au
Meets monthly every third Monday.
Contact Emma for meeting times and venue details.

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Caloundra City Youth Services Network AND Sunshine Coast Youth Partnership

Contact: Jody Tunnicliffe
Sunshine Coast Youth Partnerships,
6/131 Sugar Road, Alexandra Headland
Ph: 07 5479 0070 | Fax: 07 5479 2575
Mobile 0435 101 687
Email: info@sunshinecoastyouth.com
Contact Jody for meeting times and venues.

Gold Coast Youth Network

Contact: Amanda Wright
Gold Coast Youth Service, PO Box 740, Burleigh Heads Q 4220
Ph: 07 5572 0400 | Fax: 07 5575 2607
Email: RADS@goldcoastyouthservice.com
Meets last Wednesday of the month 10.30am-12.30pm at Dept. of Communities Youth Justice Service Centre at Mermaid Beach.

Goodna Youth Interagency

Contact: Byron Mulligan, Manager – Westfalen Parklands Challenge Employment & Training, 21 Dunlop Street, Collingwood Park 4031
Ph: 3818 3105 | Fax: 3818 2013
Email: byron.m@challengeemployment.org.au
Meets third Tuesday of the month from 1.30pm at the Goodna Community Health, 82 Queen Street Goodna. All youth & community service providers welcome.

Inala Youth Interagency (LARGEFLY)

Contact: John Rigsby-Jones
Inala Youth Service PO Box 141, Inala Q 4077
Ph: 07 3372 2655 | Fax: 07 3372 2710
Email: largefly@iys.org.au or admin@iys.org.au
Meets 1pm second Thursday of the month at Inala Community House Hall, Sittella Street, Inala.

Ipswich Youth Interagency Group

Contact: Kathryn Cooper, Youth Development Officer
Ipswich City Council PO Box 191, Ipswich Q 4305
Ph: 07 3810 7437 | Email: Kcooper@ipswich.qld.gov.au
Meets first Tuesday of the month 12.30pm at alternate venues throughout Ipswich region.

Lockyer Service Providers Interagency

Contact: Neil Williamson, Laidley Community / Youth Development Worker
Laidley Shire Community Care Assoc. Inc
Ph: 07 5465 1889 | Email: neil@lscsa.org.au
OR
Contact: Anne James, CDW/Coordinator
Lockyer Information & Neighbourhood Centre Inc (LINC)
Ph: 07 5462 3355 | Fax: 07 5462 4437
Email: lincgatton@bigpond.com
All meetings commence at 1.00pm.
Laidley meetings held 2 March, 25 May, 17 August, 9 November at Laidley Community Centre, 13 Mary Street (opp The Bus Stop).
Gatton meetings held 19 January, 13 April, 6 July, 28 September at Gatton Baptist Church, 12 William Street (opp Police Station)

Logan Youth Network

Contact: Courtney Gillott (Youth Planner)
Logan City Council PO Box 3226, Logan City DC 4114
Ph: 07 3412 5029 | Fax: 07 3412 3444
Email: courtneygillott@logan.qld.gov.au
Meetings are held bi-monthly at rotating venues across Logan. Please contact Courtney for meeting calendar.

Maroochydore Youth Interagency Meeting

Contact: Jody Tunnicliffe
Sunshine Coast Youth Partnerships,
Building 1, 131 Sugar Road, Alexandra Headland
Ph: 07 5479 0070 | Fax: 07 5479 2575
Mobile: 0435 101 687
Email: info@sunshinecoastyouth.com
Contact Jody for meeting times and venues.

Moreton Bay Regional Youth Service Providers Network

(An amalgamation of previous networks: Youth Caboolture Area Network (YCAN), Pine Rivers Youth Service Providers Network and Redcliffe Youth Service Providers Network)
Contact: Naomi Rayward, Youth Planner,
Moreton Bay Regional Council
Ph: 07 3283 0352
Email: Naomi.Rayward@moretonbay.qld.gov.au

All meetings are held Wednesdays and are 2.30-4.30 pm with afternoon tea provided and are held at Kallangur Memorial Bowls Club Function Room, Anzac Avenue, Kallangur (next door to North's League Club) on 10 February, 14 April and 9 June.

Nambour Youth Interagency

Contact: Lyn Harris, Youth Support Coordinator
United Synergies
Ph: 07 5442 4277
Email: nambouryouthinteragency@yahoo.com.au
Meets once each school term; dates for meetings & venues are advised prior to meetings.

Northern Sunshine Coast Interagency Network

Contact: Carol Gollschewsky, United Synergies
Ph: 07 5442 4277
Email: cgollschewsky@unitedsynergies.com.au
Meets once per term in Noosa Shire.

Northern Gold Coast Interagency

Contact: Veronica Cox (Studio Village)
Ph: 07 5529 8253 | Email: svcc@cirruscomms.com.au
Meets last Tuesday of every month 11am-1pm at Studio Village Community Centre, 87 Village Way, Studio Village

Redlands Youth Network

Contact: Kara Mansley, Redland City Council
Ph: 07 3829 8233 or 07 3829 8489
Fax: 07 3829 8891
Email: kara.mansley@redland.qld.gov.au
Meets third Monday of the month 3-4.30pm at Redland Community Centre, Loraine Street, Capalaba. Venue to be advised for April, July and October meetings.
Contact Kara for meeting calendar.

Service Providers Action Group for Youth (SPAGY)

Contact: Jillian Warren, Youth Information and Referrals Officer
Picabeen Community Assn Inc, 22 Hoben Street, Mitchelton
Ph: 07 3354 2555 Mobile 0407 906 462 Fax: 07 3355 4222
Email: yiro@picabeen.org.au
Meets quarterly, next meeting 30/11/09. contact Picabeen for meeting time and venue.

The Hinterland Youth Services Network

Contact: Fiona Malcolm
Hinterland Community Development Assn of Caloundra
PO Box 451, Landsborough Qld 4550
Ph: 07 5429 6766 | Mobile: 0418 720 515
Email: hcdworker.fiona@gmail.com
Contact Fiona for meeting times and venues

Tweed Shire Youth Network

Contact: Margaret Strong
Ph: 02 6670 2262 | Email: MStrong@tweed.nsw.gov.au
Meets bi-monthly on 3rd Tuesday of the month 9am-12noon. Venue rotated throughout shire. Contact Margaret for details.

North East Youth Organisations Network (NEYON)

Contact: Kelly Nelson, Coordinator
Visible Ink Zillmere Youth Team Brisbane City Council
Ph: 07 3407 8102 | Fax: 07 3407 8100
Email: Kelly.Nelson@brisbane.qld.gov.au
Contact Kelly for meeting details.

Issue Based Networks

Youth Justice Coalition (YJC)

Contact: Siyavash Doostkhal, Director
Youth Affairs Network QLD
Ph: 07 3844 7713 | Fax: 07 3844 7731
Email: director@yanq.org.au

The YJC is a diverse coalition of interested NGOs, CLCs, peak bodies and individuals that work together to advance the rights of young people under the age of 18 years in the youth justice arena in Queensland.

The YJC works within a rights based framework, informed by the relevant international covenants and agreements, including: Convention of the Rights of the Child, Beijing Rules of the Administration of Juvenile Justice, Universal Declaration of Human Rights.

The YJC meets bi-monthly (every 2nd Thursday every 2nd month) commencing February 2010. The coalition actively encourages community members interested in youth justice issues to participate.

Multicultural Youth Network Queensland

Contact: Daniel Walker Multicultural Development Officer
Youth Affairs Network QLD
Ph: 07 3844 7713 | Fax: 07 3844 7731
Email: cald@yanq.org.au

MYNQ is a community driven state-wide network which identifies and develops actions on issues and policy affecting CALD young people. The network is composed of organisations, services and service providers committed to multiculturalism and improving the opportunities and outcomes for CALD young people in Queensland. Contact the MDO for meeting dates and sign up to the MYNQ mailing list at <http://lists.yanq.org.au/mailman/listinfo/mynq>.

WAYWARD – Women Alongside Young Women for Action Research and Development

Contact: Jill McKay or Jenny Goodwin
Othila's Young Women's Housing & Support Service
Ph: 07 3847 9633
Email: manager@othilas.org.au or group@othilas.org.au
The Purpose of WAYWARD is to: build greater relationships within the women's/youth sector; strengthen the sector's response to the needs of young women; create social action, influence policy and advocate on behalf of young women; and collectively organize and participate in professional development and training that will support our work with young women. For meeting details contact Jill or Jenny.

Criminal Justice Network

Contact: Via the website at <http://www.cjn.org.au/ContactUs.ews>.
Email: info@cjn.org.au .

The Network exists to link individuals and groups committed to pursuing the rights of people marginalised by the criminal justice system. The Criminal Justice Network is informed by the voices of people with lived experience. For more information and details on forums that the Network holds, please visit <http://www.cjn.org.au> .

Health Educators Network

Contact: Pamela at Children by Choice
Ph: (07) 3357 9933 ext 3.
Email: ed@childrenbychoice.org.au

The Health Educators Network provides members with an opportunity to network with other educators, share information and work more collaboration in the area of community health education in the Brisbane and Greater Brisbane Area. The network is open to any health educator in the region and members meet quarterly with rotating venues.

Membership / Subscription Application Form



30 Thomas Street, West End QLD 4101 Ph **07 3844 7713** Regional **1800 177 899**

Fax **07 3844 7731** Email **admin@yanq.org.au** Web: **www.yanq.org.au**

y o u t h a f f a i r s n e t w o r k q l d

TAX INVOICE (on payment)

ABN 28 205 281 339 **All fees are 10% GST inclusive.** **No income or funding—contact YANQ for special consideration.**

Title _____ First Name _____ Last Name _____

Organisation / Department _____ Position Title _____

Postal Address _____ Suburb _____ State _____ Postcode _____

Phone _____ Fax _____ Mobile/s _____

Email _____ Additional Email address/s for YANQ Email Bulletin _____

Additional Email address/s for Multicultural Youth Network of Qld (MYNQ) _____

Do you identify as being from / Does the organisation work with — ATSI, Anglo-Celtic or other Culturally & Linguistically Diverse (CALD) background.

Please specify. _____

MEMBERSHIP	Individuals	MEMBERSHIP	Organisation	SUBSCRIPTIONS
(Year of Birth) _____		Community Not-for-profit		Individual (Year of Birth) _____ \$ 60.00 <input type="checkbox"/>
Receive Centrelink..... \$5.00 <input type="checkbox"/>		Funding <\$100,000 \$55.00 <input type="checkbox"/>		Community Not for Profit..... \$160.00 <input type="checkbox"/>
Young Person (aged 12-25) \$10.00 <input type="checkbox"/>		Funding \$101,000-\$250,000..... \$80.00 <input type="checkbox"/>		Organisation For Profit..... \$200.00 <input type="checkbox"/>
Income <\$25,000 \$15.00 <input type="checkbox"/>		Funding \$251,000-\$400,000 ... \$120.00 <input type="checkbox"/>		Government Department / Service (Federal State or Local)..... \$185.00 <input type="checkbox"/>
Income \$26,000—\$50,000 \$40.00 <input type="checkbox"/>		Funding >\$401,000 \$150.00 <input type="checkbox"/>		Reciprocal (Peak Body) NIL <input type="checkbox"/>
Income >\$51,000 \$50.00 <input type="checkbox"/>		Organisation For Profit..... \$165.00 <input type="checkbox"/>		

I _____ have read and support the objects and values summary of Youth Affairs Network Qld Inc and hereby request to become a member of the Network.

Signature _____ Date _____

If for some reason you are unable to sign the Values and Vision Statement of YANQ you are entitled to become a subscriber after submitting the relevant fee.

I enclose \$ _____ the prescribed Membership / Subscription fee (please delete whichever is not applicable).

Payment Methods

Cheque payable to Youth Affairs Network of Qld and mail to 30 Thomas Street, West End Qld 4101

Electronic funds transfer Deposit to **BSB 633-000 Account # 123043259 Youth Affairs Network of Qld** and email remittance advice to **finance@yanq.org.au** or fax to 07 3844 7731

Credit Card Master Card Visa (please indicate)
Card No _____ Amount \$ _____ Expiry Date _____
Name on Card _____ Signature _____

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Do you attend / are you a member of a youth interagency? If yes, advise Interagency Name _____

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Youth Affairs Network of Queensland Inc

Who are we?

The Youth Affairs Network of Queensland (YANQ) Inc is the peak community youth affairs organisation in Queensland. Representing individuals and organisations from Queensland's youth sector, we promote the interests and well-being of young people across the state by:

- disseminating information to members, the youth sector, and the broader community
- undertaking campaigns and lobbying
- making representations to government and other influential bodies
- resourcing regional and issues-based networks
- consulting and liaising with members and the field
- linking with key state and national bodies
- initiating projects
- hosting forums and conferences.

We advocate on behalf of young people in Queensland, especially disadvantaged young people, to government and the community.

We promote and support cultural diversity. We encourage the development of policies and programs responsive to the needs of young people.

Your membership and support is vital in providing a voice for young people's issues in Queensland.

Who can join?

Full Membership

Membership of the network may be granted to youth organisations, Youth Workers and young people in the non-government youth sector who have agreed to support the objects and values summary of the network and paid the prescribed fee and completed the relevant application form.

Subscriber

Any other individual or organisation interested in the work of the network is entitled to become a subscriber after submitting the relevant fee.

Become a member... and make a difference!

Keep up to date

- Free newsletter quarterly, Network Noise
- Free In fact sheets distributed regularly
- Discount on other YANQ publications, such as new Transitions
- Information on-line at our website
- Access to library resources
- Free-call 1-800 line for regional members.

Make valuable contacts

- Participate in youth policy development
- Join YANQ's working parties
- Receive support and information for your regional and issues-based networks
- Contribute to our newsletter.

Access professional development

- Discounts at YANQ forums and training events
- Discount at YANQ's Biennial State
- Youth Affairs Conference

YANQ Aims

Working together to improve the quality of life of young people in Queensland and thereby improve the quality of life of society.

YANQ Objectives

- To promote the interests of the youth sector particularly the interests of disadvantaged and marginalised young people, throughout Queensland.
- To enable the participation of young people, particularly disadvantaged and marginalised young people, in the Network and wider community.
- To advocate with and for young people, particularly disadvantaged and marginalised young people.
- To lobby to achieve long term social change in the interests of young people particularly disadvantaged and marginalised young people.
- To support and encourage the development of new means of meeting the rights and needs of young people, particularly disadvantaged and marginalised young people.
- To contribute to the development of the youth sector through networking, research and information provision.
- To develop policies on issues affecting the youth sector.
- To ensure that the Network has adequate resources to properly address issues affecting the youth sector.
- To function in a manner consistent with the Values and Vision of the Network.

Join today!

Simply fill out the application form, detach and return it to YANQ with your membership / subscription fee payment.

For more information please call us on:

(07) 3844 7713 or 1800 177 899

(available for regional Queensland)

or email admin@yanq.org.au

or check out our website at www.yanq.org.au

Summary of our Values

At YANQ, we believe that everyone is unique. At the same time, human beings share a lot in common, and are essentially social. We envisage a society where everyone lives in harmony. For this to happen, society must both value every individual and seek the best outcome for the community as a whole. There is the same diversity amongst young people as the rest of the community; like everyone else, young people need to feel respected and valued. When young women and young men are treated as important, the rest of society will gain from their insights and experiences.

We aim to contribute to developing a society that genuinely includes all its members. That's why we are committed to promoting multiculturalism (in its widest sense), and supporting and respecting the wide range of cultures that are part of Australian society. Aboriginal and Torres Strait Islander people always have been, and always will be, the first people of this land. Because of their special relationship with the land, indigenous culture will always have a particular significance in Australian society. Focussing on reconciliation with indigenous people is an important starting point toward creating a more inclusive society. It also provides a model for other areas of action, including strategies toward improving the situation of young people.

We believe that the most effective way to achieve constructive social change is for people to work together. Economic, social and political change is happening all the time, and it is critical that we constantly assess and reassess our strategies if we are to influence change. Both the process and outcomes of change must be fair if sustained, constructive social change is to occur.

We believe that everybody is entitled to have their basic emotional and material rights met. The central role of governments is to ensure that this occurs. Unfortunately, at the moment, governments in Australia focus on supporting global economic interests. Whilst we believe that everyone is fundamentally equal, some sections of our society do not have access to their fair share of society's resources. This includes young people, whose basic human rights are currently not being met. YANQ is committed to encouraging positive discrimination on behalf of those groups which miss out in society so that this type of social injustice will be overcome. It is only when everyone's fundamental rights are fulfilled, and each has the means to fully participate, that it will become relevant to talk about "mutual obligation" between society and its members.

We believe that a range of strategies is required to achieve constructive social change. Governments in Australia appear committed to stopping the voice of those who challenge their misplaced priorities. YANQ is responsible for being a strong public voice which lobbies and advocates on behalf of those young people who particularly miss out in society and of young people as a whole. To undertake this role effectively, it is crucial that we draw on the expertise of those working most closely with issues affecting particular groups of young people—

young women and young men themselves, youth workers and youth organisations. That's why networking is another important social change strategy; it enables the youth sector to participate in collective action.

Ultimately, YANQ's credibility is maintained by practicing what we preach. Our whole structure is designed to ensure that our values and vision permeate the organisation. We are committed to maintaining an open, flexible, accountable, consistent, inclusive, valuing approach in all our dealings— within YANQ, and in our relations with our members and the wider community. We are committed to applying our values in everything we say, and everything we do.