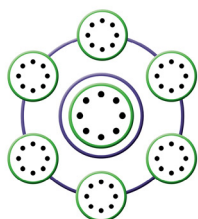




youth affairs network qld



CPLAN

Communities of Practice  
Leaders Action Networks

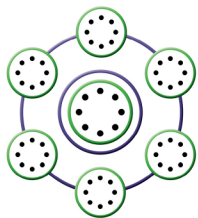
***Supporting the workforce development needs  
of Queensland's youth sector***

30 Thomas Street, West End Q 4101

ph 07 3844 7713 or 1800 177 899 fax 07 3844 7731

email [admin@yanq.org.au](mailto:admin@yanq.org.au)

[www.yanq.org.au](http://www.yanq.org.au)



# CPLAN

Communities of Practice  
Leaders Action Networks

**CPLAN is a series of decentralised youth work networks under the umbrella of the community youth sector peak body, Youth Affairs Network Qld (YANQ).**

**CPLAN aims to create an ongoing and sustainable structure across ten regions in Queensland to support a consistent focus on policy issues relevant to young people and workforce development strategies for the youth sector.**

The establishment of the ten CPLANs falls under the existing structure of YANQ and will utilise and lever off the comprehensive network of youth inter-agencies and networks across the state.

CPLANs engage in Participatory Action Research processes that support inquiry into issues (this will be supported by Queensland University of Technology).

## How does CPLAN work?

In each region, CPLANs include representatives from the youth sector. They are resourced by a regional CPLAN facilitator who is employed by YANQ for one day a month to organise and support CPLAN meetings and activities.

**The CPLAN facilitator** is supported by a nominated representative from the regional CPLAN. The CPLAN Co-Facilitator is involved in the implementation of the CPLAN and attends training events to provide support to the Facilitator and build knowledge of CPLAN in the region.

The structure of a CPLAN in each region depends on their youth sector structures. For example, in one region, CPLAN exists as a standalone entity, whereas in other regions, CPLAN is a subcommittee of an interagency.

They meet regularly to inquire on youth sector issues, focusing their inquiry on four key questions:

1. What will it take to develop a strong and vibrant youth sector workforce in Queensland?
2. What would it take for this sector to contribute to improved access and opportunities for young people to enhance their inclusion and equity in society?
3. What would it take to increase the level of connection and collaboration across the youth sector?
4. What would it take to create a coherent and collaborative youth policy platform in Queensland?

Their inquiry is supported by Participatory Action Research, assisted by Queensland University of Technology. Dr Phil Crane has visited or made contact the Facilitators to

## Your CPLAN Region

discuss PAR in their region and has attended all the CPLAN forums to undertake PAR training.

**CPLAN Facilitator Forums** are held three times per annum, providing CPLAN Facilitators and Co Facilitators the opportunity to discuss progress of their work, YANQ priorities and key issues; as well as undertake training.

Information collected at these forums is utilised by YANQ in a number of ways, including; informing its policy development process; forwarding information to relevant government agencies; and feeding information back to the youth sector across Queensland.

YANQ will work with CPLANs in each region to develop Regional Workforce Plans which will inform the Queensland Youth Sector Workforce Plan.

A **State CPLAN Group** has also been established as a reference group for YANQ. It is made up of representatives of organisations who focus on state wide issues. This group will consider findings and recommendations of the regional CPLANs. Another aim of this group is that they coordinate their support to the youth sector.

Three State CPLAN Forums have been held since November 2011 to:

- induct CPLAN Facilitators and Representatives on CPLAN initiative,
- provide a briefing on YANQ policy framework process and activities,
- introduce the Youth Sector Development Plan,
- provide training on Participatory Action Research,
- assess training needs of Facilitators and Representatives to inform training program for 2012,
- introduce participants to State Wide organisations and services,
- undertake training,
- share information about regional activities and discuss emerging issues,
- commence development of regional workforce plans,
- articulate a process for identifying policy priorities for each of the regions and across the State.

The CPLAN structure is an integral part of YANQ as facilitators are employees of YANQ. Their work will continue across the state as part of YANQ's strategy to decentralise its operations.

**YANQ has been funded under the National Workforce Development Fund to bring CPLAN Facilitators and Co Facilitators together twice in 2013 to continue workforce training.**

Find out more at [www.yanq.org.au](http://www.yanq.org.au) or call  
YANQ on 07 3844 7713



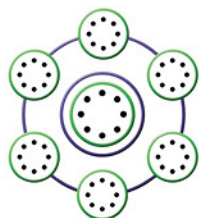
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# CPLAN Regions

## Communities of Practice Leaders Action Networks







# CPLAN

Communities of Practice  
Leaders Action Networks

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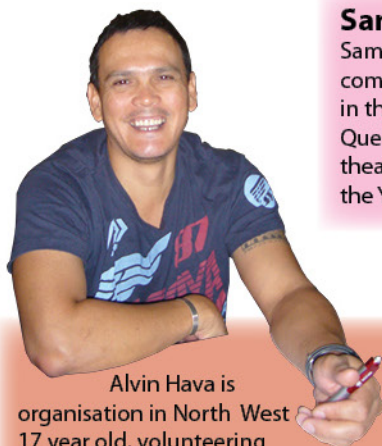
### Sam Karam - Far North Region

Sam is a youth worker at Youth Link in Cairns



### Sam Loy – North Region

Sam is the Youth Worker for Headspace Townsville. Sam has been working in the community sector for 4 years, both in Townsville and Melbourne, and is actively involved in the youth and community sector in Townsville, as a member of the Youth Network North Queensland, and the Anti Violence Committee. Sam also has a background in film and theatre. He likes drinking sarsaparilla and believes that James Hird should be Australian of the Year, every year.



Alvin Hava is  
organisation in North West  
17 year old, volunteering

After his time of volunteering Alvin was offered a permanent youth worker position, and stayed with the program for another 3 years, mostly looking after juvenile justice clients and implementing restorative based programs and activities. From there Alvin acquired the role of youth development officer at a local Indigenous youth health service, coordinating programs centred mainly around volatile substance misuse, with a strong emphasis in breaking the cycle of petrol sniffing happening.

Alvin has also been employed in various other roles, including as the ETRF Youth Coordinator for Mount Isa and district, Program Coordinator for Youth Justice service at Department of Communities, Case Manager for the Reconnect Service, as well as 9 years working as a Senior Health Worker at Mount Isa Health Service District, within the Sexual and Reproductive Health and Communicable Disease Unit. Alvin is also sits on various community boards, namely the Multicultural Society, Youth Alliance and Integrated Case Management, Housing and Homelessness Leadership Team, as well as being part of the North West Queensland Action Group 4 Suicide Prevention.

### Alvin Hava - North West

manager of Young People Ahead Inc, the largest youth  
Queensland. Alvin began his entry into the youth sector as a  
his time at the old YACCA program for 'at risk' youth. After



### Sheree Miller – Central West Region

Sheree is the Youth Development Officer for the Winton Shire Council and is facilitator of the Central West Youth Interagency. Prior to her position with Winton Shire Council, Sheree worked at PCYC. She has a Bachelor of Education. Whilst Sheree is relatively new to the youth sector, she has a good understanding of youth and workforce issues in a remote area of Queensland.



### Rebecca Schroder – South West Region

Rebecca is the Community Development Officer - Youth for the Toowoomba Regional Council. Prior to taking this position in Toowoomba, Rebecca worked in a Youth Development Role in Stanthorpe for 5 years. She was very actively involved in South West Youth Network and the Southern Downs Youth Network. Her work as Youth Development Officer has given her an excellent understanding of the challenges for young people in rural areas.

### Victoria

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# Meet the CPLAN Facilitators



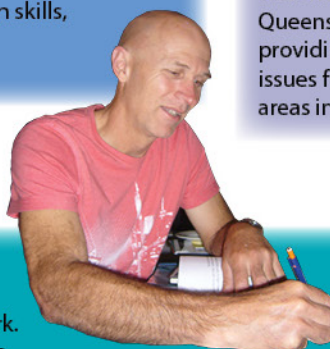
## Victoria Homer – Central Region

Victoria is the Partnering and Innovation Officer for Centacare Rockhampton. Victoria is an experienced partnership broker with experience across a range of sectors including, local primary health care, statewide youth sector, and the local mental health sector. Her background includes working in the public and private sectors, including experience with large scale community development projects and multi-organisational group facilitation projects. Consultation work includes qualitative research roles at CQUniversity and James Cook University, community consultation projects with a private development company, and non-government sector development. The skills that Victoria brings to the role include strategic visioning and planning, high level facilitation and negotiation skills, understanding of the strategic and the operational, and establishing and facilitating multi-sector partnerships of Practice.



## Nikki Hughes – Mid North Region

Nikki has been the Youth Development Officer for the Mackay Regional Council for the last five years and is an active member of the Mackay Youth Connection Network. She has worked in the youth sector for 10 years. In her role in Council Nikki is also a member of the Local Government Association of Queensland North Queensland Youth Development Network, providing her with an excellent understanding of issues facing young people in regional and rural areas in North Queensland.



## Howard Buckley – Sunshine Region

Howard is Manager of Deception Bay Community Youth experience in the community sector including youth work. He is a founding member of the Moreton Bay Youth Service Collaborative Action Group which has been established to provide a vehicle for youth organisations in the Moreton Bay Region to work together to strengthen their capacity to support young people. Howard is also a consultant for Community Praxis Cooperative.

Howard has been involved in working with community organisations for over 25 years. During this time he has seen the benefits of linking small scale and local work to larger movements for social change. This has inspired him to be actively involved in building strong connections with other community organisations in the regions he has worked. He is particularly keen to build partnerships with others that share a vision for cooperative work to improve the outcomes for young people.

Programs. He has significant experience in youth work. He is a founding member of the Moreton Bay Youth Service Collaborative Action Group which has been established to provide a vehicle for youth organisations in the Moreton Bay Region to work together to strengthen their capacity to support young people.



## Trish Ferrier – Metropolitan Region

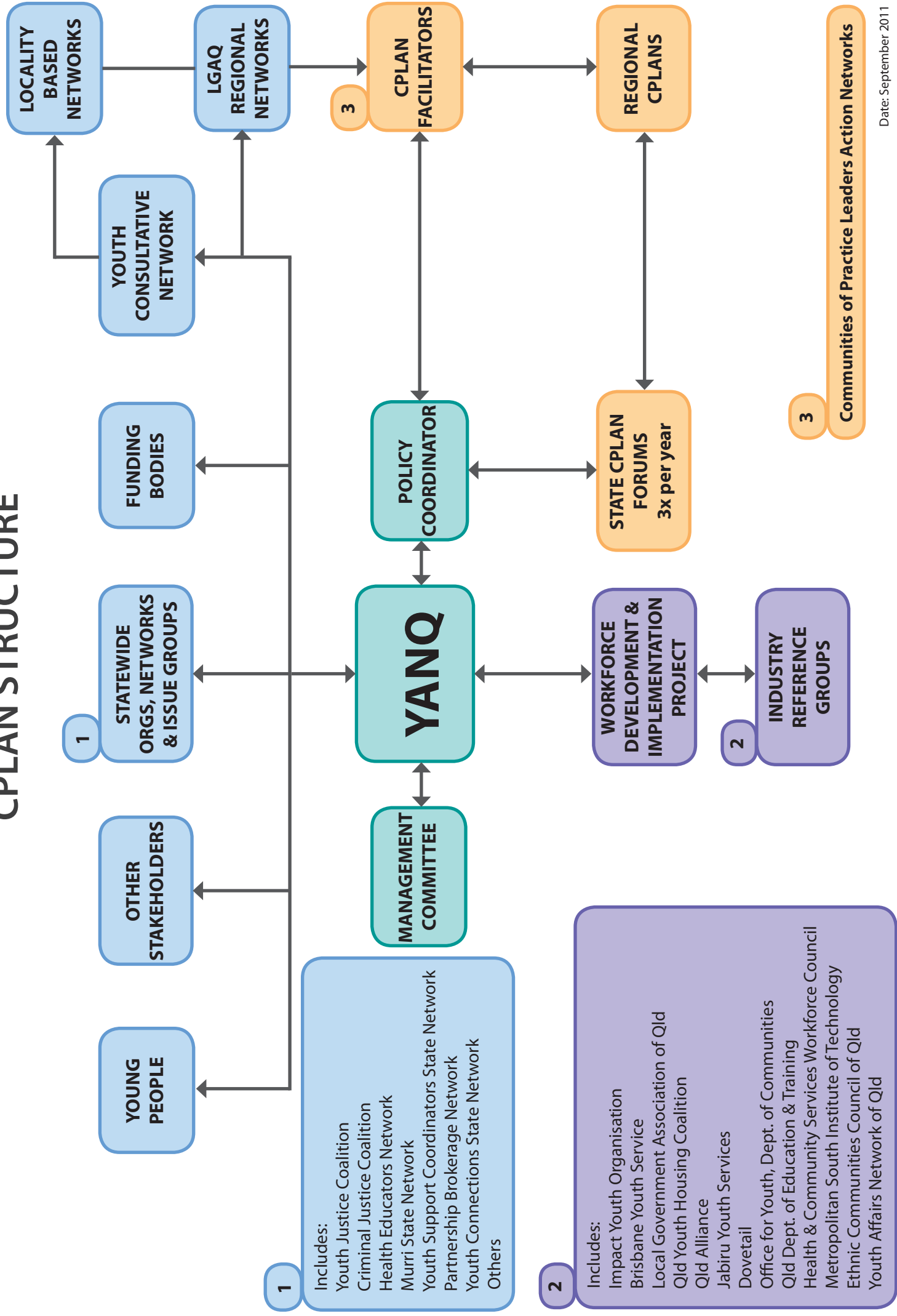
Trish Ferrier has worked in the youth sector for 15 years and managed a youth organisation for 6 years. She is currently the Policy Coordinator at YANQ and responsible for supporting the CPLAN Metropolitan region and the State CPLAN. As well as her experience in the youth sector, she has worked for Local and State Government as well as a number of environmental organisations. Her passion during all of her roles over the last 25 years has been to empower communities in South East Queensland to respond to rapid population



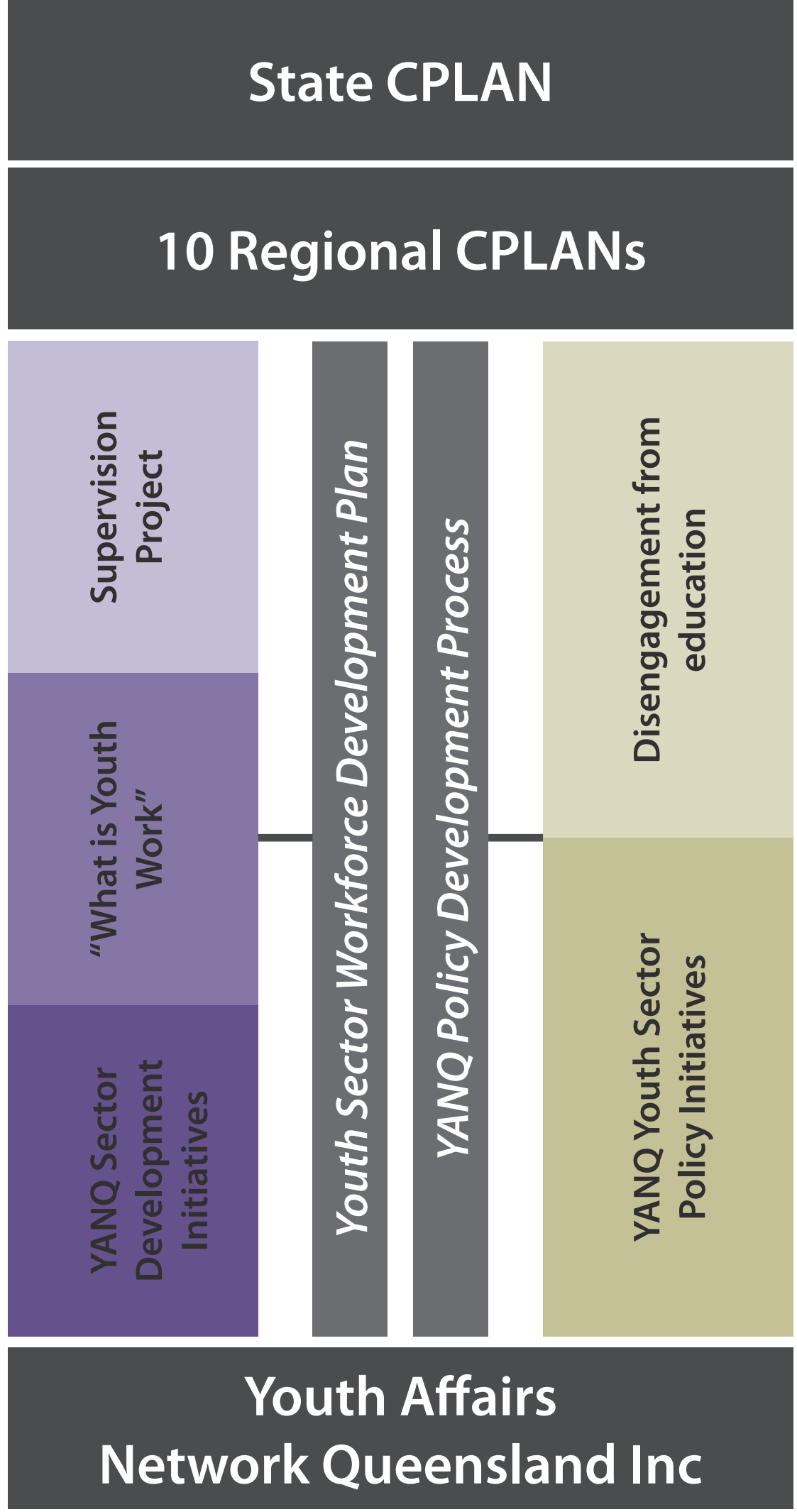
## Amanda Wright – South East Region

Amanda works for the Gold Coast Youth Service as their Resource and Development Service worker. She has held that role for two years and is secretary of the Gold Coast Youth Network. Amanda has worked in the youth sector for about 11 years in a number of roles including housing support. She has worked in the community sector for 15 years. She has a passionate commitment to ensuring young people realise their full potential and for advocating for change.

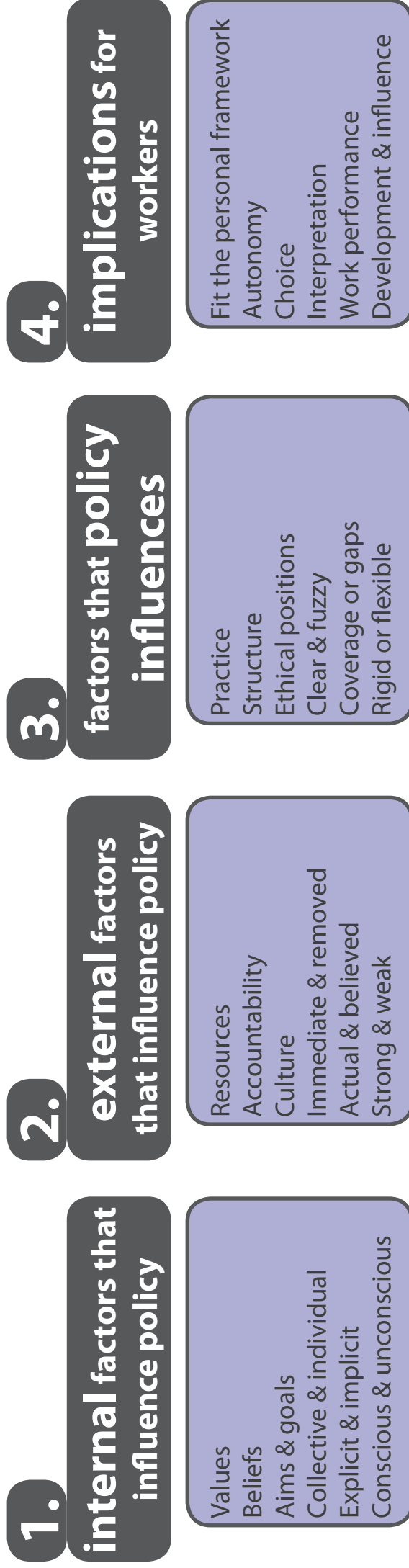
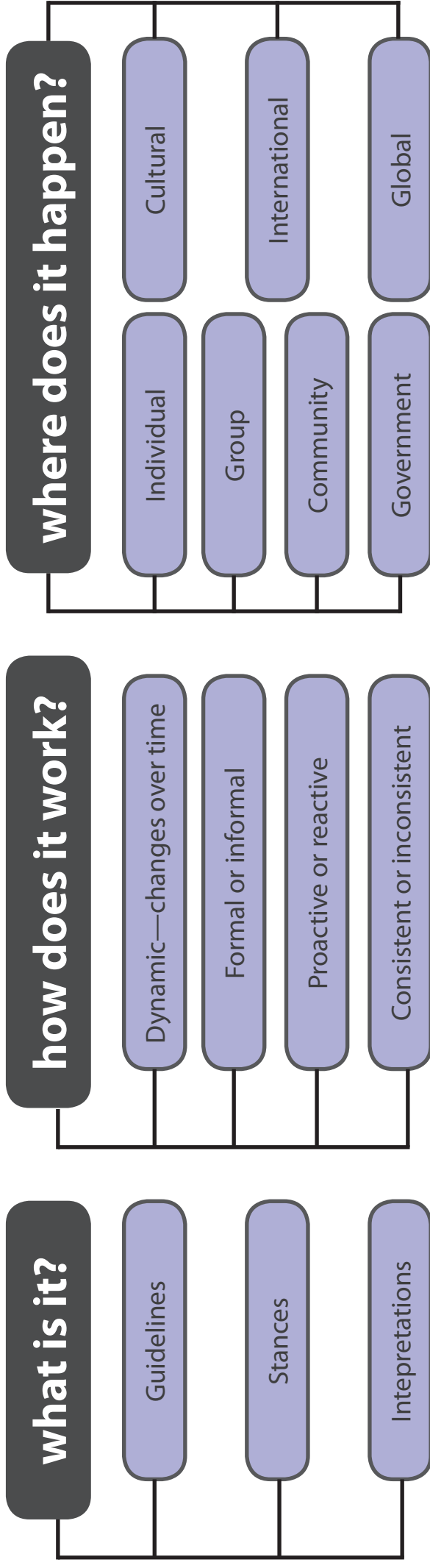
# CPLAN STRUCTURE



# Relationship: YANQ and CPLANS



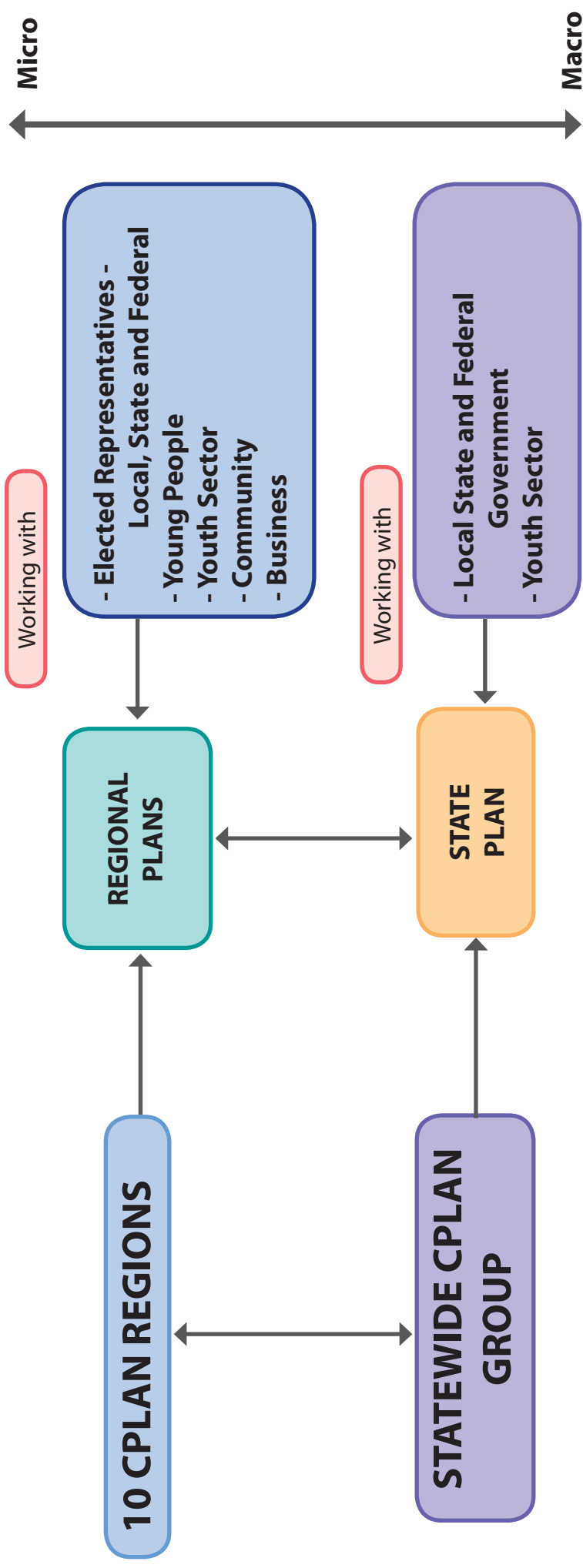
# POLICY





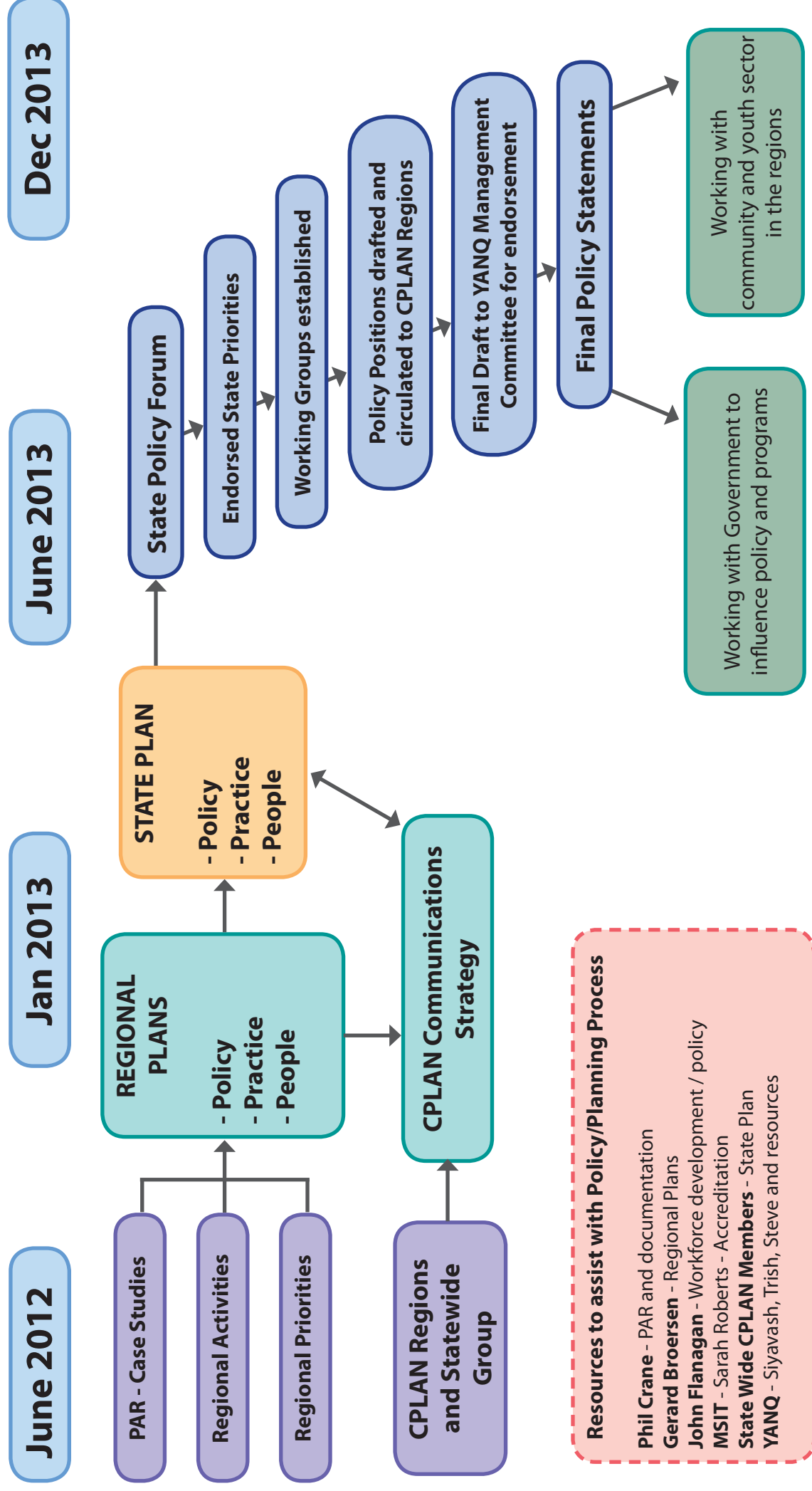
*“Working together to improve the lives of young people”*

## YANQ DECENTRALISED STRUCTURE FOR POLICY AND PLANNING



*“Working together to improve the lives of young people”*

## ACTIVITIES OF YANQ DECENTRALISED POLICY/PLANNING PROCESS



## Timeline: YANQ Policy Process 2012-2013

Process Description	2012				2013			
	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec
1 CPLAN Forums								
2 Undertake Participatory Action Research								
3 2012 PAR Deadline								
4 What is Youth Work - Consultations - Online Survey								
5 Planning for Regional Youth Sector Development Plans								
6 Consultation on Regional Youth Sector Development Plans								
7 Develop Regional Youth Sector Development Plans								
8 Policy Discussion with CPLAN Facilitators								
9 Identification of Policy Issues								
10 Integrate Policy Issues with Regional Youth Sector Development Plans								
11 Develop State Plan								
12 State Policy Forum								
13 Establish Policy Working Groups								
14 Draft Policy Positions and Consult								
15 YANQ Management Committee Endorse Policies								
16 Team Leadership Training - CPLAN Facilitators and Co-Facilitators								
17 YANQ Conference								