



STRATEGY FOR  
YOUNG PEOPLE IN  
FAIRFIELD CITY

2021-2022

# ACKNOWLEDGEMENTS

**Warimi**  
**Mittigar gurrung burruk**  
**Tiati murra Daruga pemel**  
(wo-ri-mee)  
(mit-ti-garr-goo-rrung-bar-ruck)  
(ti-ah-ti-ma-rra Dah-rah-gah pemel)

Welcome friends.  
It's good to see you.  
These are Darug lands.

We would like to acknowledge the Cabrogal people of the Darug nation who are the traditional custodians of this land we are meeting on today. We also pay our respect to Elders both past, present and emerging.

Fairfield City Council would like to thank the many people who helped draft this Strategy for Young People 2021-2022. They include young members of Fairfield City, local schools, youth sector workers, community members and organisations, government and non-government organisations, and Fairfield City Council staff. Their wisdom and insights in the consultation process is much appreciated.

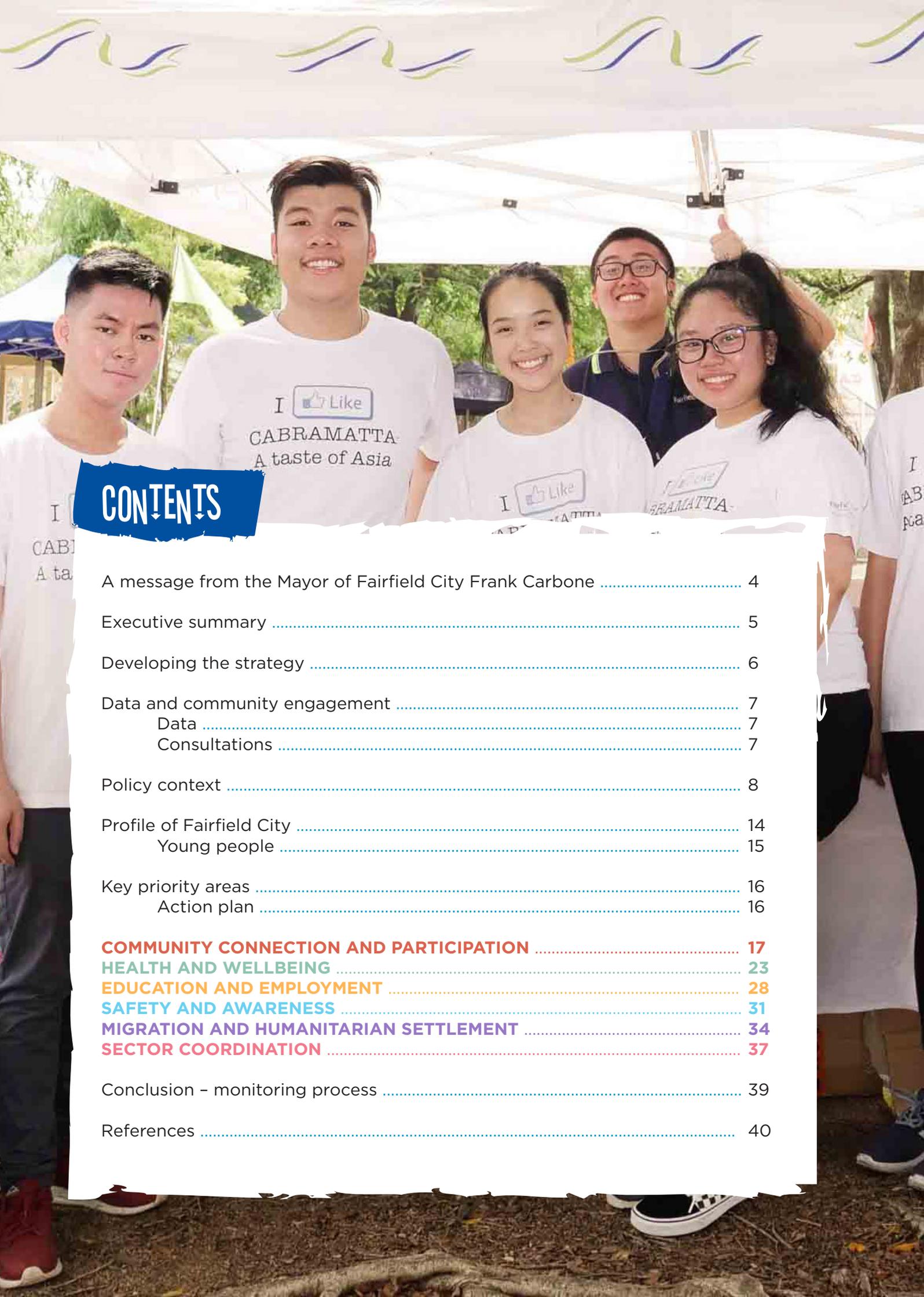
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## CONTENTS

A message from the Mayor of Fairfield City Frank Carbone .....	4
Executive summary .....	5
Developing the strategy .....	6
Data and community engagement .....	7
Data .....	7
Consultations .....	7
Policy context .....	8
Profile of Fairfield City .....	14
Young people .....	15
Key priority areas .....	16
Action plan .....	16
<b>COMMUNITY CONNECTION AND PARTICIPATION .....</b>	<b>17</b>
<b>HEALTH AND WELLBEING .....</b>	<b>23</b>
<b>EDUCATION AND EMPLOYMENT .....</b>	<b>28</b>
<b>SAFETY AND AWARENESS .....</b>	<b>31</b>
<b>MIGRATION AND HUMANITARIAN SETTLEMENT .....</b>	<b>34</b>
<b>SECTOR COORDINATION .....</b>	<b>37</b>
Conclusion – monitoring process .....	39
References .....	40

# A MESSAGE FROM THE MAYOR OF FAIRFIELD CITY FRANK CARBONE



It is my pleasure to present the Strategy for Young People in Fairfield City 2021-2022.

The strategy is a result of youth led consultation to inform the direction Council will take to deliver services and programs, and create a network of support and encouragement that meets the needs and aspirations of our diverse population of young people.

For many years, Council has supported local young people to be active in the community, explore their interests, develop skills and celebrate youth cultures in all their diversity.

In this time, hundreds of young people cultivated leadership skills by serving on the Fairfield Youth Advisory Committee, thousands trained as volunteers for the Bring It On! Festival, and countless others participated in workshops, consultations, events, public art projects and other activities initiated by Fairfield City Council.

More than 37,000 young people call Fairfield City home, representing 19 percent of our population. Our focus is to provide them with pathways to employment and social connection, and ensure they feel safe, supported and have a voice.

Young people are our next innovators and creators; their involvement in helping shape our future will see our City reach new heights.

We've spoken to young people in our City about the things that are important to them; like providing opportunities to increase their skills and knowledge, the need for safer spaces, and doing more to address issues of wellbeing, including mental health and body image.

The actions in this strategy will help take the next steps to improve the lives of young people, and inspire creative thinking and innovation in our community.

Together we can imagine, create and deliver a prosperous City young people will be proud to call home.

A handwritten signature in white ink that reads "Frank Carbone". The signature is fluid and cursive.

**Frank Carbone**  
Mayor of Fairfield City



# EXECUTIVE SUMMARY

The *Strategy for Young People in Fairfield City 2021-2022* outlines Fairfield City Council’s priorities for supporting young people aged 12–24. It supports Council’s commitment to providing a welcoming, safe and diverse community to which young people are proud to belong.

The result of extensive consultation, the Strategy builds on earlier achievements and will become a tool for collective action on youth issues. It will provide direction for the development of initiatives that are led or supported by Fairfield City Council.

The actions outlined in this strategy will be delivered in collaboration with government, community services and young people.

After extensive consultation and data analysis, six key priority areas for youth have emerged. These priority areas were validated after a thorough profile of youth in Fairfield City was developed.

The six priorities for youth as outlined in this Strategy are:

					
COMMUNITY CONNECTION AND PARTICIPATION	HEALTH AND WELLBEING	EDUCATION AND EMPLOYMENT	SAFETY AND AWARENESS	MIGRATION AND HUMANITARIAN SETTLEMENT	SECTOR COORDINATION

Young people have been at the forefront of the development of the Strategy and will continue to be engaged throughout the delivery. As with the previous *Strategy for Young People in Fairfield City 2013 - 2017*, young people have contributed to the consultation, design and authorship of this Strategy.

## DEVELOPING THE STRATEGY

This strategy drew on a number of sources, most notably the *Young People in Fairfield City 2018 Youth Profile*. The profile provided a comprehensive picture of young people aged 12 – 24 living in Fairfield City.

The *NSW Human Services Outcomes Framework* was used as the basis for compiling the information provided in this profile. The framework identifies seven “outcome domains”, which have been used to group together the information in the profile, with each domain having an overall goal. The seven domains and related goals are:

1.

### EDUCATION & SKILLS

All people in NSW are able to learn, contribute and achieve

2.

### ECONOMIC

All people in NSW are able to contribute to, and benefit from, our economy

3.

### HEALTH

All people in NSW are able to live a healthy life

4.

### HOME

All people in NSW are able to have a safe and affordable place to live

5.

### EMPOWERMENT

All people and communities in NSW are able to contribute to decision-making that affects them and live fulfilling lives

6.

### SOCIAL & COMMUNITY

All people in NSW are able to participate and feel culturally and socially connected

7.

### SAFETY

All people in NSW are able to be safe

# DATA AND COMMUNITY ENGAGEMENT

## DATA

Data from Australian Bureau of Statistics (ABS), NSW Bureau of Crime Statistics and Research (BOCSAR), NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS), South West Sydney Health District (SWSHD), and the Multicultural Youth Advocacy Network (MYAN) has been sourced. This data, combined with community consultation forms the basis of *Young People in Fairfield City 2018* (youth profile) and the six key priority areas for this Strategy.

## CONSULTATIONS

### YOUNG PEOPLE

Young people were consulted extensively through schools, community activities, in youth centres and at community events. A total 14 face-to-face consultations with young people of various backgrounds were held.

### WORKERS IN THE YOUTH SECTOR

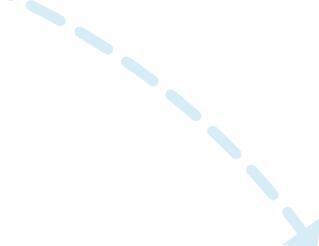
Consultations were held through the Fairfield Youth Workers' Network and an online survey was conducted with 51 responses provided by youth workers.

### COMMUNITY MEMBERS

An online survey was available to the broader community to have their say with 13 responses received.

### INTERNAL CONSULTATIONS

Internal consultations were held with Fairfield City Open Libraries, Human Resources, Economic Development, Leisure Centres and the Social Planning and Community Development Division.



# POLICY CONTEXT

The Strategy was developed in line with the state, federal and peak agency policies and strategies outlined.

**Table One** - Plans and Policies Informing the Strategy

YOUTH PLANS AND POLICIES	KEY OBJECTIVES, DIRECTIONS, THEMES, ELEMENTS	
NSW Strategic Plan for Children and Young People 2016-2019	<b>THEME ONE: SAFE</b>	Children and young people are free from abuse, neglect, violence and serious injury
	<b>THEME TWO: CONNECT</b>	Children and young people have a sense of belonging and connectedness with people and place on and offline
	<b>THEME THREE: RESPECT</b>	Children and young people are treated with respect, demonstrated by supporting and valuing their strengths, diversity and potential
	<b>THEME FOUR: OPPORTUNITY</b>	Children and young people have relevant skills for life, including technical and vocational skills, for employment, decent jobs and entrepreneurship
	<b>THEME FIVE: WELLBEING</b>	Children and young people are healthy and well through the provision of affordable, accessible and timely services
	<b>THEME SIX: VOICE</b>	Children and young people are empowered to be involved in the decisions that affect them

YOUTH PLANS AND POLICIES	KEY OBJECTIVES, DIRECTIONS, THEMES, ELEMENTS	
NSW Premier's Priorities (2020-2023)	<b>BUMPING UP EDUCATION RESULTS FOR CHILDREN:</b>	Increase the proportion of public school students in the top two NAPLAN bands (or equivalent) for literacy and numeracy by 15 per cent by 2023
	<b>INCREASING THE NUMBER OF ABORIGINAL YOUNG PEOPLE REACHING THEIR LEARNING POTENTIAL:</b>	Increase the proportion of Aboriginal students attaining Year 12 by 50 per cent by 2023, while maintaining their cultural identity
	<b>PROTECTING OUR MOST VULNERABLE CHILDREN:</b>	Decrease the proportion of children and young people re-reported at risk of significant harm by 20 per cent by 2023
	<b>REDUCING HOMELESSNESS:</b>	Reduce street homelessness across NSW by 50 per cent by 2025
	<b>INCREASING PERMANENCY FOR CHILDREN IN OUT-OF-HOME CARE:</b>	Double the number of children in safe and permanent homes by 2023 for children in, or at risk of entering, out-of-home care
NSW Youth Health Framework 2017- 2024	<b>GOAL ONE:</b>	The health system responds to the health needs of young people, including targeted responses for vulnerable young people - The Framework supports the provision of a holistic and integrated approach to healthcare for young people across NSW
	<b>GOAL TWO:</b>	Health services are accessible and young people are engaged and respected- The framework seeks to improve access to health services for young people
	<b>GOAL THREE:</b>	Young people are supported to optimise their health and wellbeing - NSW Health has an important role to support young people to make healthy choices and to be healthy now and into adulthood

YOUTH PLANS AND POLICIES	KEY OBJECTIVES, DIRECTIONS, THEMES, ELEMENTS	
NSW Department of Education Strategic Plan 2018-2022	<b>GOAL TWO:</b>	Every student is known, valued and cared for in our schools
	<b>GOAL THREE:</b>	Every student, teacher, leader and school improves every year
	<b>GOAL FOUR:</b>	Every student is engaged and challenged to continue to learn
	<b>GOAL FIVE:</b>	All young people have a strong foundation in literacy and numeracy; deep content knowledge; and confidence in their ability to learn, adapt and be responsible citizens
	<b>GOAL SIX:</b>	All young people finish school well prepared for higher education, training and work
	<b>GOAL TEN:</b>	Our education system reduces the impact of disadvantage



YOUTH PLANS AND POLICIES	KEY OBJECTIVES, DIRECTIONS, THEMES, ELEMENTS	
Our Greater Sydney 2056 Western City District Plan	<b>DIRECTION ONE: A CITY SUPPORTED BY INFRASTRUCTURE</b>	Infrastructure supporting new developments
	<b>DIRECTION TWO: A COLLABORATIVE CITY</b>	Working together to grow a Greater Sydney
	<b>DIRECTION THREE: A CITY FOR PEOPLE</b>	Celebrating diversity and putting people at the heart of planning
	<b>DIRECTION FOUR: HOUSING THE CITY</b>	Giving people housing choices
	<b>DIRECTION FIVE: A CITY OF GREAT PLACES</b>	Designing places for people
	<b>DIRECTION SIX: A WELL CONNECTED CITY</b>	Developing a more accessible and walkable city
	<b>DIRECTION SEVEN: JOBS AND SKILLS FOR THE CITY</b>	Creating the conditions for a stronger economy
	<b>DIRECTION TEN: A RESILIENT CITY</b>	Adapting to a changing world
National Youth Settlement Framework 2016	<b>COMPONENT ONE:</b>	Understanding the refugee and migration experience for adolescents
	<b>COMPONENT TWO:</b>	Understanding the Australian settlement context
	<b>COMPONENT THREE:</b>	Facilitating good settlement through active citizenship
	<b>COMPONENT FOUR:</b>	Facilitating good practice in youth settlement

YOUTH PLANS AND POLICIES	KEY OBJECTIVES, DIRECTIONS, THEMES, ELEMENTS	
<p>Youth Action: Youth Development in NSW - The 10 Elements underpinning the development of young people</p>	<p><b>ELEMENT ONE: CRITICAL THINKING AND COGNITIVE SKILLS</b></p>	<p>This Element groups together a number of constructs which relate to how young people make decisions and solve problems</p>
	<p><b>ELEMENT TWO: COPING AND SELF- MANAGEMENT</b></p>	<p>This Element related to skills in managing thoughts, feelings and emotions</p>
	<p><b>ELEMENT THREE: SOCIAL AND MORAL SKILLS</b></p>	<p>Both social and moral skills govern important areas of life such as the ability to manage conflict, set personal boundaries and standard of behaviour, and navigate the world with a sense of individual identity and values</p>
	<p><b>ELEMENT FOUR: COMMUNICATION</b></p>	<p>Through communication skills young people are able to communicate needs, feelings and emotions with a range of people in different situations</p>
	<p><b>ELEMENT FIVE: INVOLVEMENT IN POSITIVE ACTIVITIES</b></p>	<p>Positive activities can include volunteering, mentoring, hobbies, skill-building, and extracurricular activities. These positive and structured activities provides young people with a range of opportunities to be caring adults, positive peers, and the opportunity to build self-regulation</p>
	<p><b>ELEMENT SIX: CONNECTION TO FAMILY</b></p>	<p>This Element is about the importance of home and family in the development of young people. It involved the good parts of the family and home – stability, belonging, nurturing, relationships and acceptance</p>

YOUTH PLANS AND POLICIES	KEY OBJECTIVES, DIRECTIONS, THEMES, ELEMENTS	
	<b>ELEMENT SEVEN: CONNECTION TO PEERS</b>	This Element covers feelings of friendship, connection, bonding, and the ability to get support from friends when needed
	<b>ELEMENT EIGHT: CARING AND SAFE ADULTS</b>	Positive relationships with adults outside the family have been found to be an important factor contributing to positive development
	<b>ELEMENT NINE: CARING COMMUNITY ENVIRONMENT</b>	Having a safe, supportive and a pro-social community is associated with more positive outcomes for young people (ARACY 2014; 2015)
	<b>ELEMENT TEN: POSITIVE SCHOOL EXPERIENCE</b>	A positive school experience can offer young people the opportunity to become lifelong learners and opens the door to economic participation



# PROFILE OF FAIRFIELD CITY

Fairfield City is located in southwest Sydney, about **32 KILOMETRES** from the Sydney Central Business District.

**27**

Suburbs

**102.5**

square kilometres

**210,612**

population in 2018

THOSE AGED  
12 - 24 SPEAK

**94**

different  
languages

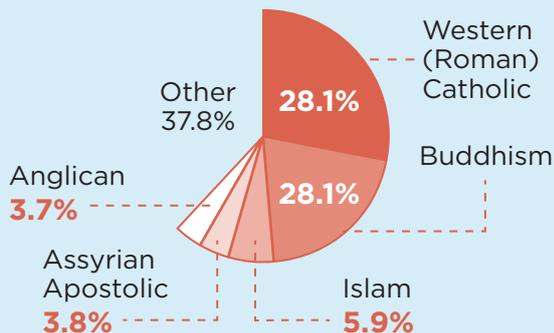
## TOP FIVE LANGUAGES SPOKEN BY YOUNG PEOPLE AT HOME

- 29.5% English
- 22.7% Vietnamese
- 8.6% Arabic
- 6.5% Assyrian Neo-Aramaic
- 4.4% Cantonese

**374** | **1%**

Identify as Aboriginal and Torres Strait Islander

## TOP FIVE RELIGIONS



**26.0%**

not engaged in any forms of education

**38.0%**

attending high schools

**5.3%**

studying at TAFE





# KEY PRIORITY AREAS

Six Key Priority Areas have been set for the Strategy. These areas will form the basis of the Action Plan.



COMMUNITY  
CONNECTION AND  
PARTICIPATION



HEALTH AND  
WELLBEING



EDUCATION AND  
EMPLOYMENT



SAFETY AND  
AWARENESS



MIGRATION AND  
HUMANITARIAN  
SETTLEMENT



SECTOR  
COORDINATION

## ACTION PLAN

The following action plan will guide Council's activities in addressing youth needs. Each action in the plan is the responsibility of Council, however, most will be delivered in collaboration with stakeholders in the community. Young people will be engaged as often as possible to participate in the delivery of the actions.





## COMMUNITY CONNECTION AND PARTICIPATION

Community connection and participation helps young people grow as contributing citizens. We know from our research that young people want to be heard and valued in Council's decision-making process and have a say on the future of Fairfield City. With only 25.5% of young people volunteering, compared to 36% in Greater Sydney, there is a need to create, support or further develop opportunities for young people to engage with community as active citizens. The follow outcomes have been identified for this key priority area:

- Young people are celebrated across Fairfield City
- Young people in Fairfield City have a sense of connection to their peers family, culture and wider community
- Young people have access to affordable recreation in Fairfield City
- Young people are included, engaged and actively participating
- Young people have access to youth facilities in Fairfield City
- Programs supported by Council are accessible by young people living with a disability

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
1	Young people are celebrated across Fairfield City	Support events that celebrate young people and bring them together	Social Planning and Community Development (SPCD)	ANNUAL
Deliver Youth Achievement Awards		SPCD	ANNUAL	
Continue with “Young Citizen of the Year” Award through Australia Day Awards		Communications	ANNUAL	
Coordinate Fairfield City Youth Week Program including Bring it On! Festival		SPCD, Major Events	ANNUAL	
Generate positive media stories regarding the achievements of young people in Fairfield City		SPCD	ANNUAL	



	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
2	Young people in Fairfield City have a sense of connection to their peers, family, culture and wider community	Promote activities that increase connections for young people	SPCD	ANNUAL
Ensure programs led by or supported by Council are inclusive		SPCD	ANNUAL	
Deliver the Bring it On! Legacy Leadership and Development project that promotes positive identity and addresses negative stereotypes of Fairfield		SPCD	2020	
Deliver annual Bring it On! Leadership and Development project		SPCD	ANNUAL	
Promote initiatives that foster positive relationships between young people and police		SPCD	ANNUAL	
Educate young people on systems including Government, health, legal and financial		SPCD	ANNUAL	
Promote initiatives that encourage young people to utilise bilingual skills		SPCD, Major Events, Fairfield City Open Libraries	ANNUAL	
Promote the engagement of young people in creative arts and culture activities and increase the visibility of young artists		SPCD, Fairfield City Museum and Gallery (FCMG), Fairfield City Open Libraries	ANNUAL	

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
3	Young people have access to affordable recreation in Fairfield City	Deliver the annual Youth Week program including the Bring it On! Festival	SPCD, Major Events	ANNUAL
		Ensure recreation activities are offered from Council's youth facilities	SPCD, Assets, Leisure Centres	ANNUAL
		Maintain youth skate facilities, fitness equipment and sporting infrastructure	Assets, Parks and Gardens	ANNUAL
		Provide digital technology based activities and competitions	Fairfield City Open Libraries	ANNUAL
4	Young people are included, engaged and actively participating	Facilitate the Fairfield City Council Youth Advisory Committee	SPCD	ANNUAL
		Involve young people in the planning and delivery of Council youth activities	SPCD	ANNUAL
		Support programs and activities that foster engagement and participation	SPCD	ANNUAL
		Promote youth participation in Council events and programs	SPCD, Communications, Major Events	ANNUAL
		Provide young people information about youth leadership opportunities	SPCD	ANNUAL

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
		Use social media to engage young people and promote opportunities in local activities	SPCD, Communications	<b>ANNUAL</b>
		Promote inclusion of marginalised groups in all youth activities	SPCD, Fairfield City Open Libraries, Leisure Centres, FCMG	<b>ANNUAL</b>
		Inform and support targeted programs that address community concerns regarding young people	SPCD	<b>ANNUAL</b>
<b>5</b>	Young people have access to youth facilities in Fairfield City	Oversee the coordination of youth focused activities from Bonnyrigg, Fairfield, Prairiewood and Smithfield Youth Centres	SPCD	<b>ANNUAL</b>
<b>6</b>	Programs supported by Council are accessible by young people living with a disability	Disability inclusion and access is considered in the planning and delivery of all programs	SPCD	<b>ANNUAL</b>
<b>7</b>	Aboriginal and Torres Strait Islander young people have access to culturally appropriate support and activities	Promote Reconciliation and activities that acknowledge the significance of culture and history for Aboriginal and Torres Strait Islander young people	SPCD	<b>ANNUAL</b>
Promote programs that strengthen connections to culture, heritage, language and identity for Aboriginal and Torres Strait Islander young people		SPCD	<b>ANNUAL</b>	
Advocate for the inclusion of Aboriginal and Torres Strait Islander young people in activities run by Council and other services		SPCD	<b>ANNUAL</b>	



## HEALTH AND WELLBEING

Maintaining good physical and mental health is critical for living a happy and successful life. It is crucial that young people understand how to maintain strong physical, mental and sexual health and access services available as early as possible.

Mental Health has been identified as the top health priority by young people. Through youth consultations:

87.9%

**OF PARTICIPANTS IDENTIFIED ACADEMIC/STUDY STRESS AS A KEY TRIGGER**

Many young people in 2019 now have a developed an understanding of issues relating to mental health as it is a well-publicised issue.

Nutrition and physical activity have also been identified as a priority for youth health in Fairfield City.

### DATA FROM SOUTH WEST SYDNEY LOCAL HEALTH DISTRICT (SWSLHD)

Young people in Fairfield City and South West Sydney:

6.9%

consume the daily-recommended intake of vegetables.

15.3%

complete 60 minutes of physical activity each day.

AS A RESULT,

Young people either overweight or obese

27%

**FAIRFIELD CITY**

20.6%

**STATE AVERAGE**



## HEALTHY CHOICES - HEALTHY CATERING GUIDELINES

The Healthy Choices - Healthy Catering Guidelines developed by Fairfield City Council, supports the provision of healthy food choices at all Council meetings (including the Youth Advisory Committee), functions and events. As young people regularly access Council leisure and youth centres, a goal will be to support the implementation of these guidelines within their facilities.

## PARTNERSHIP WITH NSW HEALTH SWSLHD

There is an existing partnership with South West Sydney Local Health District which allows sharing of relevant information between Council and NSW Health. There is a designated Health Development worker within Council and closely aligned health goals for young people that are identified in the NSW Health 2017 - 25 strategic Plan - Growing Healthy Kids.

The following outcomes have been identified for this key priority area:

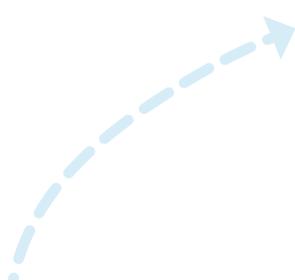
- Young people are healthy and active
- Young people have positive mental health
- Young people have knowledge about sexual and reproductive health
- Young people understand and access health services and systems
- Reduced impacts of alcohol and other drug use on young people in Fairfield City
- Decreased risk of poverty and homelessness



	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
2	Young people have positive mental health	Inform young people of mental health services available	SPCD	ANNUAL
Provide education on the prevalence of mental health issues amongst young people		SPCD, Fairfield City Open Libraries	ANNUAL	
Connect mental health services with schools to address school-related concerns (bullying, study stress, peer pressure)		SPCD, Fairfield City Open Libraries	ANNUAL	
Promote programs that engage young people and families in understanding and reducing 'study stress'		SPCD	ANNUAL	
Promote services and resources that aim to prevent youth suicide		SPCD	ANNUAL	
Promote services and advocate for additional resources for refugee youth mental health		SPCD	ANNUAL	
Contribute feedback to the headspace Liverpool Consortium		SPCD	ANNUAL	
Promote activities which use creative arts as a therapeutic intervention, a medium for personal storytelling and exploration of issues		SPCD	ANNUAL	

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
3	Young people have knowledge about sexual and reproductive health	Promote resources and local services that undertake sexual health promotion and/or provide clinical services	SPCD	ANNUAL
		Advocate for increased data collection across a range of sexual health issues	SPCD	ANNUAL
4	Young people understand and access health services and systems	Educate young people on health services available	SPCD	ANNUAL
		Promote access to health services, including youth/community health, refugee health, women's health, general practice, hospital and Medicare	SPCD	ANNUAL
5	Reduced negative impacts of alcohol and other drug use on young people	Undertake work to identify effective responses to youth drug and alcohol misuse	SPCD	ANNUAL
		Support initiatives that raise awareness of alcohol and other drugs	SPCD	ANNUAL
6	Reduced impact of gambling harm on young people	Support initiatives that raise awareness and address the issue of gambling harm for young people and families	SPCD	ANNUAL
		Deliver the Pay to Play? gambling harm prevention program	SPCD	2021

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
7	Decreased risk of poverty and homelessness	Advocate for increased services that address or prevent homelessness, and increase access to safe accommodation and out-of-home care	SPCD	ANNUAL
		Promote services, including charities that provide direct support for young people and families experiencing poverty	SPCD	ANNUAL
		Advocate for improved data collection in regards to youth homelessness	SPCD	ANNUAL
		Support initiatives that promote access to affordable housing for young people	SPCD	ANNUAL
		Promote initiatives that decrease barriers for young people in securing longer term accommodation or out-of-home care	SPCD	ANNUAL
8	Young people have increased knowledge of healthy eating and make healthy food choices	Promote the Australian Guide to Healthy Eating and Guidelines for Healthy Growth and Development for Children and Young People (5 to 17 years) within youth programs	SPCD	ANNUAL
		Support the Council youth and community centres to adopt Healthy Choices - Healthy Catering Guidelines and implement in canteens/vending machines etc.	SPCD	ANNUAL



# EDUCATION AND EMPLOYMENT



## EDUCATION

Education is critical to young people succeeding and achieving. Young people need a range of opportunities to increase their skills, knowledge and confidence in a range of settings. Consultation with young people has demonstrated the importance young people place in education. Work needs to be done to ensure young people are receiving appropriate, relevant education in supportive environments that enhance their future prospects.

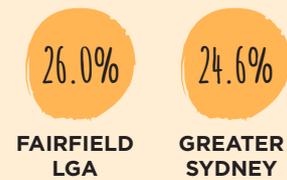


**15,424** students attended high schools in the Fairfield LGA

The percentage of all young people aged 12-24 attending



The percentage of young people who were not engaged in formal education whether primary, secondary or tertiary



The following outcomes have been identified for this key priority area:

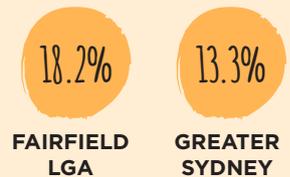
- Young people in Fairfield City have access to formal education and/or alternative learning opportunities

## EMPLOYMENT

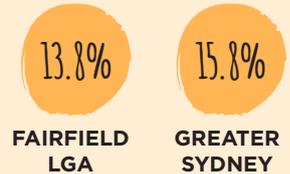
Fairfield City has a long-term, entrenched history of high youth unemployment that needs ongoing attention. Council needs to focus on increasing the employability of young people, and partner with local service providers to ensure accessible employment programs can be implemented.

ABS DATA FROM 2016

Young people unemployed



Young people are employed full time



Part-time employment



- Young people have access to local employment opportunities

- Young people are supported to seek and secure employment

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
1	Young people in Fairfield City have access to formal education and/or alternate learning opportunities	Continue to advocate for accessible education opportunities for young people who are marginalised and/or from a diverse background	SPCD	ANNUAL
		Provide education such as homework programs, HSC preparation and creative arts programs in libraries	Open Libraries	ANNUAL
		Deliver media and creative programs utilising Studio 2166, lab.LX and The Alcove	Open Libraries	ANNUAL
		Provide quiet study spaces for high school students, particularly during HSC exam time	SPCD, Open Libraries	ANNUAL
		Promote initiatives targeting young people in social housing to enhance school retention and employment opportunities	SPCD	ANNUAL
		Explore ways to partner with schools and youth services to support disengaged students	SPCD, Open Libraries	ANNUAL
		Support the delivery of education that focuses on the wellbeing and resilience of school students	SPCD, Open Libraries	ANNUAL
		Support the delivery of parent/carers programs that focus on the wellbeing and resilience of school students	SPCD, Open Libraries	ANNUAL

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
2	Young people have access to local employment opportunities	Promote youth employment services and initiatives to ensure job-seeking and employment programs are regular and accessible	SPCD	ANNUAL
		Continue to offer work experience, work placement, internships, traineeships, apprenticeships for local young people within Council	All of Council	ANNUAL
		Work with Chambers of Commerce, local businesses and industry to provide local employment opportunities	Economic Development, SPCD	ANNUAL
		Promote skills training programs, information sessions, open days and events offered through TAFE and other tertiary institutions	SPCD, Fairfield City Open Libraries	ANNUAL
3	Young people are supported to seek and secure employment	Support programs that build “soft skills” that will increase the employability of young people	SPCD, Fairfield City Open Libraries	ANNUAL
		Support targeted, localised interventions for young people at risk of long term unemployment	SPCD	ANNUAL
		Encourage and support young people to develop entrepreneurial skills to become flexible, independent business operators or employees	SPCD, Open Libraries, Community Business Hub	ANNUAL



## SAFETY AND AWARENESS

The need for young people to be and feel safe in Fairfield City is of utmost importance. Consultations with young people have indicated perceptions that certain areas of Fairfield City are unsafe, notably transport hubs and parks. Council is committed to working with stakeholders to ensure Fairfield City is a safe place to live or visit.

Youth service providers were consulted about which safety issues they thought are significant for young people in the Fairfield LGA. The most common responses included domestic and family violence, general violence, and involvement in gangs.

When young people were consulted, similar responses were given, with domestic and family violence and general violence both identified as important by more than half of the participants.

The need for safer spaces was also identified, with both groups highlighting the need for more lighting and monitoring in areas that feel unsafe.

Young people need to have a connection to the community. They need to be recognised as active citizens who are contributing to a thriving, safe society. Pro-active strategies are required to ensure young people are engaged with family, education and services to reduce the likelihood of anti-social behaviour. The following outcomes have been identified for this key priority area:

- Young people in Fairfield City have increased confidence to express their concerns and opinions
- Fairfield City is a safe environment for young people to live and grow up in
- Young people are free from all types of discrimination and harassment
- Young people in Fairfield City feel safe online
- Fairfield City is a safe environment for young people to grow up in

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
1	Young people in Fairfield City have increased confidence to express their concerns and opinions	Educate young people about how to be assertive, speak up, seek help and communicate with confidence	SPCD	ANNUAL
2	Fairfield City is a safe environment for young people to live and grow up in	Acknowledge and address concerns regarding youth safety in Fairfield City	SPCD	ANNUAL
		Improve safety and perceptions of safety for young people in public spaces particularly parks and transport hubs	SPCD	ANNUAL
		Monitor and advocate for suitable support to prevent and address homelessness for young people	SPCD	ANNUAL
		Promote positive relationships between police and young people	SPCD	ANNUAL



	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
3	Young people are free from all types of discrimination and harassment	Advocate for inclusive and safe environments for young people regardless of sexual orientation or gender identity, disability, cultural heritage or experience with the justice system	SPCD	ANNUAL
		Promote activities that aim to address and reduce racism and promote cross-cultural understanding	SPCD	ANNUAL
		Continue to utilise youth centres and Libraries to implement services and programs that address the concerns of young people	SPCD, Assets, Open Libraries	ANNUAL
		Contribute to actions that support young people in the Fairfield Community Safety and Crime Prevention Plan 2021-2022	SPCD	ANNUAL
4	Young people in Fairfield City feel safe online	Raise awareness of services that help young people stay safe online (cyber safety)	SPCD, Open Libraries	ANNUAL
		Work with schools and police to support education for online safety	SPCD	ANNUAL
		Raise awareness of and support programs that address cyber bullying	SPCD, Open Libraries	ANNUAL



## MIGRATION AND HUMANITARIAN SETTLEMENT

Fairfield City is one of the most culturally diverse communities in Australia. This is a strength of our community that allows the exchange of stories, experiences and culture between young people. Fairfield City's cultural and linguistic diversity is one of its greatest strengths. There is a high proportion of young people who speak two or more languages living in Fairfield City. This should be seen as a strength and every effort should be made to support young people in maximising their potential by celebrating and making the most of this great resource.

### POPULATION OF YOUNG PEOPLE BORN OUTSIDE OF AUSTRALIA

#### CENSUS DATA IN 2016

10,125

Young people aged 12 - 24 years living in Fairfield City had an overseas place of birth, including recently and non-recently arrived young people

27.0%

This accounts for 27.0% of all young people in Fairfield City

Young people living in Fairfield City were born in 103 different countries.

68.5%

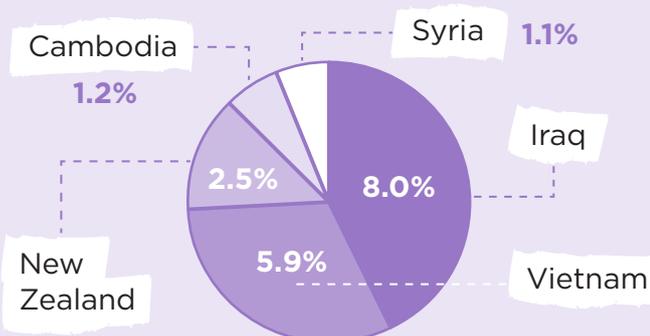
Young people living in Fairfield City were born in Australia

70.5%

Which is only slightly lower than in Greater Sydney

However, the high cultural diversity of Fairfield City is better shown when considering languages spoken.

#### FIVE MOST COMMON OVERSEAS PLACES OF BIRTH



Young people that speak a language other than English at home

66.6%

FAIRFIELD CITY

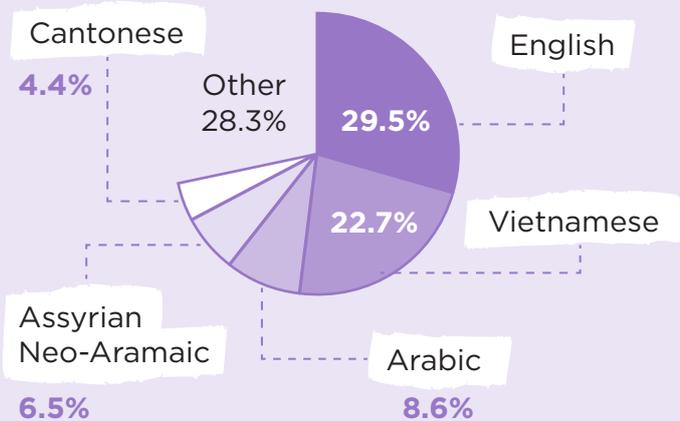
<40%

GREATER SYDNEY



Young people speak 94 different languages at home and Fairfield City is an area with a high number for people speaking English and one or more other languages at home.

The top five languages spoken by young people at home were:



In addition to this, several languages have a stronger representation in Fairfield City than in other areas of Sydney. Young people who speak:

Vietnamese, Assyrian Neo-Aramaic, Chaldean Neo-Aramaic, Khmer and Min Nan (Hokkien and Teochew) are all at least

10x

Serbian are over

4x

Spanish are approximately

2.5x

Samoan are approximately

2.4x

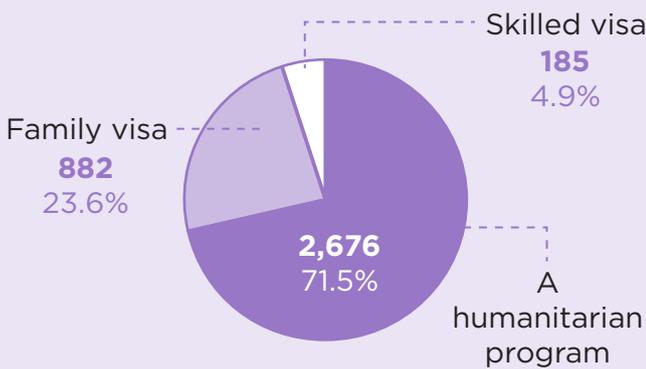
more likely to live in Fairfield than other areas of Greater Sydney.

## RECENT MIGRATION AND HUMANITARIAN SETTLEMENT

Most young people settling in Fairfield from other countries have arrived under the Humanitarian Program as refugees or as a supported family member. The settlement needs of newly arrived young people can be complex. Council needs to work closely with specialist settlement services to ensure good coordination and effective service provision to young people who settle in Fairfield or relocate to Fairfield after initial settlement in another region.

Between 1 January 2016 and 31 December 2019, 3,743 people aged 12 – 24 years who arrived under Australia’s permanent migration program are residing in the Fairfield LGA, with 71.5% of these arrived on humanitarian visas.

Of the 3,743 people that arrived during this period settled under:



Fairfield City has recorded a significant increase in newly arrived young people since 2016 as a result of the ongoing crisis in Syria and Iraq. New South Wales welcomed the country’s largest number of humanitarian youth arrivals in 2016-17 under the special humanitarian intake. During this year, 50% of the 2,630 young people who arrived in NSW during the special intake settled in Fairfield.

It is not only new arrivals requiring settlement services in Fairfield City as there is also a significant pattern of secondary settlement where humanitarian migrants will relocate to Fairfield after initial settlement in another region.

At the point of first arrival into Australia, unsurprisingly young people identified to:



The following outcomes have been identified for this key priority area:

- Newly arrived young people are engaged and participating in the community
- Workers and service providers have increased capacity to work effectively with newly arrived young people.

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
1	Newly arrived, refugee and migrant young people are engaged and participating in the community	Provide opportunities for newly arrived, refugee and migrant young people to participate in community events and peer support groups	SPCD, Major Events, Open Libraries	ANNUAL
		Support organisations to provide services that increase access to education and employment for newly arrived, refugee and migrant young people	SPCD	ANNUAL
		Support programs that increase understanding of Australian law and promote positive relationships between newly arrived, refugee and migrant young people and police	SPCD	ANNUAL
		Support activities that build connections between newly arrived young people and longer term residents	SPCD	ANNUAL
		Promote activities that empower young people on restricted visas to access services and understand their rights	SPCD	ANNUAL
2	Youth workers have increased capacity to work with newly arrived, refugee and migrant young people	Provide training for youth workers in working with newly arrived, refugee and migrant young people	SPCD	ANNUAL
		Support youth services to deliver activities that celebrate cultural diversity and engage young people from CALD backgrounds	SPCD	ANNUAL
3	Concerns of specific communities are heard and addressed in a culturally competent way	Respond to the needs of specific communities as they arise by working with young people, community leaders and other relevant stakeholders	SPCD	ANNUAL



## SECTOR COORDINATION

A strong, coordinated youth sector is required to ensure adequate services are available and accessible to young people. Young people need to easily understand where to seek help or advice and where to access services without difficulty or delay. Council will play a leadership role in supporting local agencies and networks to identify youth needs and work collaboratively to address these. Council will continue to build the capacity of local services by creating connections, promoting services and opportunities and providing advice on youth needs.

The following outcomes have been identified for this key priority area:

- A well-coordinated collaborative youth services sector for Fairfield City
- A youth sector that has a strong voice and represents the needs of young people

	OUTCOME	ACTION	RESPONSIBILITY	TIME FRAME
1	A well-coordinated, collaborative youth services sector for Fairfield City	Provide opportunities for service coordination partnerships and networking	SPCD	ANNUAL
		Connect youth service providers through the Fairfield Youth Workers Network	SPCD	ANNUAL
		Promote services and referral pathways for youth support, education and training	SPCD	ANNUAL
		Raise awareness of services for young people, parents, carers and guardians	SPCD, Open Libraries	ANNUAL
2	A youth sector that has a strong voice and represents the needs of young people	Provide capacity building training for youth services to address the needs of young people	SPCD	ANNUAL
		Advocate collectively on youth issues and needs	SPCD	ANNUAL
3	A youth sector that has the resources required to deliver effective, innovative youth programs	Provide funding for youth activities through the Fairfield City Community Development Grants Program	SPCD	ANNUAL
		Seek additional grant funding to expand and enhance services for young people	SPCD	ANNUAL

## CONCLUSION & MONITORING PROCESS

The actions within the Strategy for Young People in Fairfield City 2021-2022 are achievable, practical and measurable. It will be monitored through Council reporting processes and has been developed in alignment with the Social Planning and Community Development Service Plan. Council will collaborate with several organisations to ensure this Strategy is realised.

The Social Planning and Community Development division will report quarterly, noting key achievements.

Council will also seek feedback from the community and youth sector on the progress of the plan - to capture the achievements and identify areas for adjustment such as emerging issues.



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