

YACSA Summit 2017 Report



youth affairs council
OF SOUTH AUSTRALIA

YACSA Summit 2017 Report.

First published in August 2017 by the Youth Affairs Council of South Australia (YACSA).

© The Youth Affairs Council of South Australia, 2017.

This publication is copyright. Apart from fair dealing for the purpose of private study, research, criticism or review, as permitted under the Copyright Act, no part may be reproduced by any process without written permission. Enquiries should be addressed to the Executive Director, Youth Affairs Council of South Australia.

Contents

About YACSA	3
Summary	4
Background	5
The consultation process	6
The YACSA Summit	8
Session 1: Unpacking the issues	9
Session 2: Solutions	12
Next Steps	14
Appendix A: Session 1 responses	15
Appendix B: Session 2 responses	22
Appendix C: Participating organisational members	28

About YACSA

The Youth Affairs Council of South Australia Inc (YACSA) is the peak body representing the interests of young people aged 12 – 25 years and organisations and networks throughout the non-government youth sector. YACSA represents a State perspective at the national level and our policy positions are independent and not aligned with any political party or movement.

YACSA's aim is to encourage young people, and those working with them and for them, to achieve meaningful improvements in the quality of young people's lives.

YACSA has been the recognised youth affairs peak body since its inception in 1980 and undertakes the key peak body functions including:

Research, policy development, advice, and response

YACSA contributes to public policy development and debate by providing advice and producing and publishing research and policy positions on issues impacting upon and relevant to young people, the youth sector and the youth affairs field.

Representation and advocacy

YACSA undertakes systemic advocacy informed by our members and evidence to create change and ensure policy makers and the community understands the impacts of policies and decision-making on young people, and the youth sector.

Information dissemination

YACSA sources and distributes pertinent information to young people and the youth sector concerning government policies and decisions, research and best practice, and events and activities.

Consultation and coordination

YACSA consults and engages young people and the youth sector through both formal and informal mechanisms to ascertain their aspirations and concerns in order to create connections and represent their interests.

Capacity building

YACSA promotes best practice and youth participation to its membership, stakeholders, and the broader community through the provision of information, training, advice, and support.

Summary

Pre-Summit and Summit consultation participants

111

young people surveyed

7

youth sector survey respondents

93

youth sector workers consulted in 9 in-person consultations

30

Summit delegates

15

organisations represented at the Summit

Critical issues identified by young people

- 1 Employment/unemployment/underemployment
- 2 Housing & homelessness
- 3 Affordable education
- 4 The environment/renewable energy
- 5 Cost of living

Critical issues identified by the sector

Critical issues for young people

- 1 Housing & homelessness
- 2 Employment/unemployment /underemployment
- 3 Affordable education
- 4 Mental health
- 5 Transport and licencing.

Critical issues for the sector

- 1 Funding & funding stability
- 2 Negative impacts of competitive tendering
- 3 Lack of prevention & early intervention programs.

Background

At the end of 2016 the Board of Management (Board), policy council and the YACSA team reviewed the strategic plan and devised new strategic priorities for 2016-2020. That process led to broader discussions about member engagement and how members contribute to and influence the work of the team which in turn led to a re-imagining of our existing formal mechanisms, including policy council.

Previously policy council, which was comprised of 12 individual and organisational members elected at the AGM plus a representative from each affiliate network, had oversight of our policy and advocacy agenda. The new model would open up that oversight to the broader membership and create opportunities for members to contribute in an ongoing way.

The new model (see below) was devised to ensure each membership category is engaged and so a team member would be allocated lead responsibility for a membership category. It was thought a face-to-face meeting of the membership would be a good way to kick off the new model and so, the inaugural Summit was conceived.

The purpose of the Summit was to identify 3 to 5 current issues for young people and the sector that would be translated into a team plan for the financial year using methods that align with our peak functions, including:

Consultation & coordination

Methods: YACSA events (members only and sector-wide), affiliate network meetings, survey's, interviews, focus groups, sub-committees and working groups, etc.

Research, policy development, analysis, & advice

Methods: Submissions, discussion/issues papers, research projects & reports, formal and informal advice.

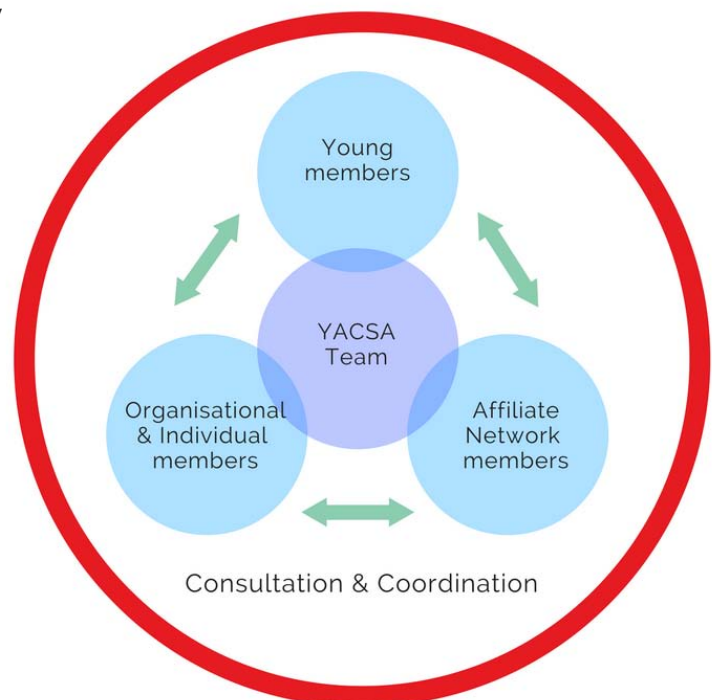
Information dissemination

Methods: YACSA update, e-Bulletin, member advisory, mainstream and social media, etc.

Capacity building

Methods: training delivery or brokerage, toolkits and fact sheets, facilitation, events, presentations and campaigns, etc.

Advocacy & Representation



The consultation process

The inaugural YACSA Summit was preceded by an initial consultation of our members to identify and distil the critical issues impacting young people and the youth sector. The initial consultation consisted of two surveys (one to young people and one to member organisations) and an in-person consultation with our affiliate network members.

Survey

An online survey was developed and distributed to 244 young members via email and promoted on the YACSA Facebook page. Before the Summit, the survey was completed by 36 young people (ages 14-25). The survey results were supplemented by an Adelaide Hills consultation of 66 young people and a Campbelltown YAC consultation of 9 young people. Up until the Summit, 111 young people had completed the survey questions overall.

A similar online survey was developed and distributed via email to YACSA's organisational members and individual members over 25. The survey was completed by 5 organisational members and 2 individual members over 25.

The youth network consultation

YACSA also undertook a consultation of 9 youth sector networks comprising the same questions used in the survey. The participating networks represented 93 workers working across the youth sector.

The youth sector consultation results were added to the survey results and contributed to the response weighting based on the numbers of people reporting the issue.

The results

The results of both the survey and the youth sector consultation were analysed by the YACSA secretariat and the top 5 issues for young people and the youth sector were given weighting based on the numbers of people reporting the issue.

The top 5 critical issues reported by young people were:

- 1 Employment/unemployment/underemployment
- 2 Housing/rental affordability
- 3 Affordable Education
- 4 Environment and sustainable energy
- 5 Cost of living.

The top 5 critical issues reported by the sector in regards to young people were:

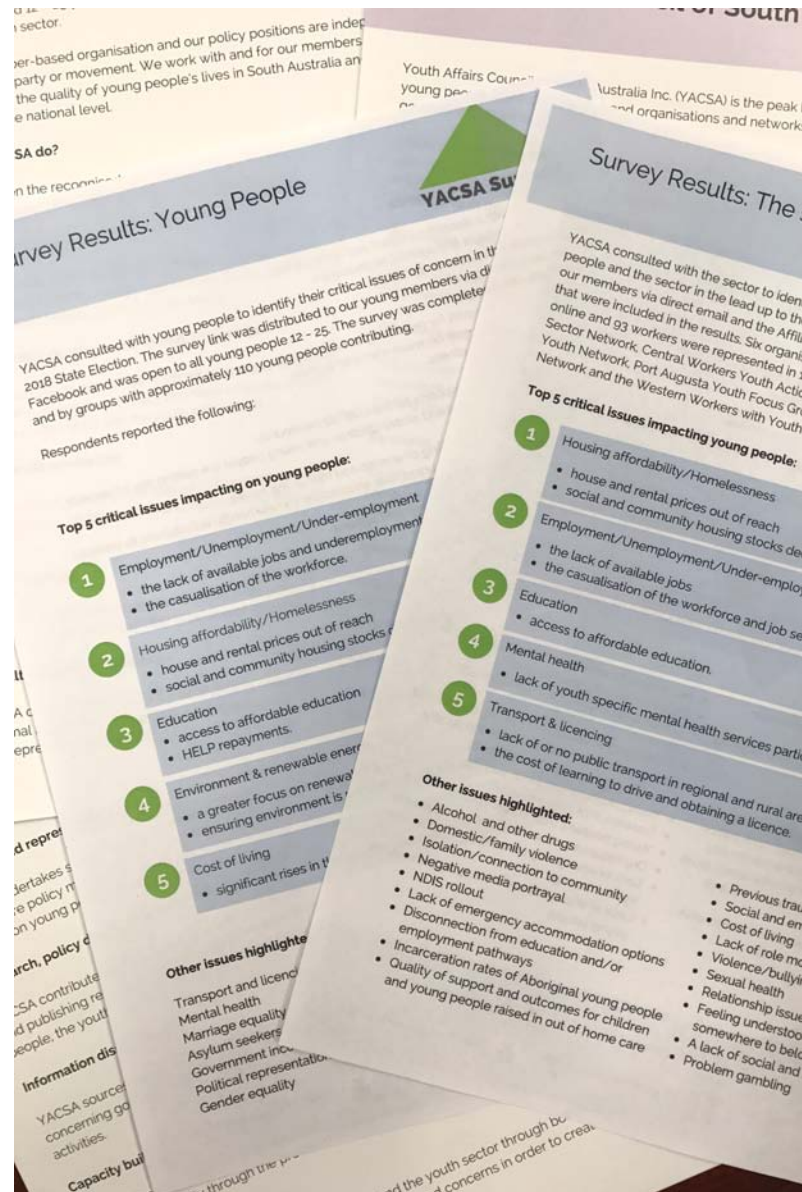
- 1 Housing/rental affordability
- 2 Employment/unemployment/underemployment
- 3 Affordable Education
- 4 Mental health
- 5 Transport & and licencing.

Both lists similarly reported issues related to employment, unemployment and underemployment, and housing and homelessness as the two key critical issues with a close third being affordable education (which mostly related to the cost of university education).

As both lists contained the same top two issues for young people, leaving out affordably education as a federal issue, the secretariat decided to take the top 2 issues housing/homelessness and employment/unemployment/underemployment) to present to Summit delegates on the 9th of May.

In regards to critical issues for the sector, sector funding, and the various impacts of funding on organisations - such as attracting and recruiting staff, funding stability and the negative impacts of competitive tendering – was reported as the top critical issue for the sector.

This third issue would also be presented to the YACSA Summit delegates to develop a response to sector funding.



The YACSA Summit

The inaugural YACSA Summit was held on Tuesday the 9th of May at the Bradley Room of the Hawke Centre. The summit attracted 30 YACSA members representing a majority of our organisational members (see Appendix C for a list of participating member organisations) with 4 individual members over 25, 3 young members under 25 and 1 affiliate network representative attending the Summit.

The delegates were asked to explore the 3 critical issues identified through the pre-Summit consultation in small groups and record their responses. The issues to be explored were:

- Employment/unemployment/underemployment
- Housing and homelessness
- Sector funding

Based on time restrictions, it was decided early in the Summit that the key focus would be employment/unemployment/underemployment and housing and homelessness as a priority and if time permitted, the group would develop a response to sector funding.

Due to time constraints however, a deeper analysis of the issues surrounding sector funding did not occur. Instead delegates were asked to record responses to the issue of sector funding throughout the Summit and this information will provide the foundation of a future YACSA response.



Session 1: Unpacking the issues

As identified previously, Summit delegates worked on the issues of employment/unemployment/underemployment and housing and homelessness in small groups initially to unpack the concerns and contributing factors related to each critical issue (see Appendix A for session 1 responses).

Employment/unemployment/underemployment – key points

- South Australia has the highest rate of youth unemployment in Australia
- The impact of casualisation of the workforce
- Greater market competition
- A reduction in entry level positions
- Transport is a barrier to accessing work, particularly in regional areas. This includes the prohibitive cost of getting a driver's licence and the cost of maintaining a car
- There needs to be a greater emphasis on life skills, job market preparation and career counselling in schools, TAFE and universities
- Employers unrealistic expectations by expecting young people to be work ready and experienced straight from high school
- Discrimination and ageism by employers
- Apprenticeships/traineeships harder to obtain
- Loss of the manufacturing industry.

Discussion

There was a focus on the increasingly dire job market in South Australia and its impact on young people both in terms of breaking into the competitive job market and on job stability and future earnings (including superannuation). The decrease in entry level positions and apprenticeships/traineeships were also reported as significant barriers to employment for young people.

The life skills and employment experience (the job readiness) of young people was also a focus for some delegates. The lack of work experience and employment readiness -



programs at school, TAFE and university level was seen as a barrier for more young people entering the employment market. However, this was tempered by the unemployment rate in South Australia and the sheer numbers of people vying for a relatively small number of available jobs.

The impacts of access to affordable transport options for young people was viewed as a major barrier to employment with regional areas impacted greatly due to both a lack of public transport and the sheer distance from other population centres. The cost of obtaining a licence and the costs associated with the registration and upkeep of a vehicle (as well as the onerous obligations of the graduated licencing scheme), also impact on a young person's ability to travel to post school study and looking for and attending employment.

Housing and Homelessness – key points

- Competition in market
- Job security
- Income: including unemployment, income support, underemployment and job security
- Lack of emergency and community accommodation options
- Lack of supports for young people once in supported accommodation
- Significant waiting list for public housing
- Discrimination against young people by the private rental market
- Lack of transitional housing (out of emergency housing)
- Lack of drug and alcohol programs particularly for those already living in supported accommodation
- The increasing costs of renting
- Poor coordination between services
- Young people aren't supported to develop independent living skills and learn how to manage a home
- Lack of early intervention/preventative programs that help families to function well and parents to teach independent living skills to children and young people at home.



There needs to be appropriately located supported accommodation with access to services.



There is a lack of graduate and entry level jobs.

Discussion

There was a focus amongst Summit delegates on the dearth of emergency and supported accommodation options for young people and a lack of effective and accessible transition supports to assist young people move into supported and emergency accommodation and then on to the private rental market.

The spiralling costs of private rentals and the impacts of income (particularly unemployment, income support and job instability) on affordable housing was also a focus of Summit delegates with a lack of stable income providing an almost insurmountable barrier to accessing and maintaining affordable housing in South Australia.

These impacts are amplified in regional areas with competition for scarce employment and housing opportunities (particularly emergency and supported accommodation) meaning many young people are excluded from the housing market altogether.

Significant concerns were expressed regarding the inadequacies of the child protection system and how the current system contributes to homelessness in young people. Delegates suggested increasing prevention and early intervention services to decrease the risk of homelessness for children and young people in the child protection system, addressing the service gap for 11-15 year old young people at risk of homelessness and increasing government funding for emergency accommodation for young people experiencing family breakdown and family and domestic violence.

The lack of independent living skills programs at school, TAFE and universities as well as in the broader community and supports for young people while they are in supported accommodation, emergency accommodation and the private rental market were seen as essential to assist young people manage a rental contract and live independently.



Session 2: Solutions

Themes for session 2: Solutions

The team reviewed the "unpacked" information and identified the key themes (see Appendix B for session 2 responses). The themes were as follows:

Housing and homelessness

- Housing/Homelessness – emergency housing/services (child protection and domestic violence)
- Housing – Homelessness - rental costs/discrimination/competition/support/independent living skills.

Employment/Unemployment/Underemployment

- Employment – Casualisation
- Employment – Education/traineeships/internships/work experience
- Unemployment - transport issues
- Unemployment – services.

Summit delegates were then asked to discuss solutions or outcomes for each theme which included:

Housing

- There should be more supports for young people to live independently (both to find and apply for rental properties and assistance to live independently)
- Independent living skills should be offered in a variety of ways including in the school setting.
- Support programs to assist young people to transition out of emergency/social housing and into the private rental market
- Support for culturally and linguistically diverse (CALD) young people to navigate systems and to live independently in the private rental market
- Government to increase funding for social and emergency housing stock
- Support for alcohol and other drug users (AOD) to prevent them from being evicted from social and emergency housing.

Homelessness

- Address the child protection/emergency accommodation system
- A focus on early intervention and prevention services to prevent entry to into the child protection system
- Support for young people to remain living in regional areas to stay with family and support networks
- Increased funding for regional responses to housing and homelessness
- Address the service gap for 11-15 year olds at risk of homelessness due to family breakdown
- Additional respite services for family in conflict
- Support to address problem gambling to prevent family breakdown.

Employment/unemployment/underemployment

- A lack of knowledge amongst employment services staff of the varied needs of young people (an emphasis on mental health and drug and alcohol issues) to be able to assist, mentor or refer on to other services
- Free public transport for unemployed people
- Allow JSA's to fund drivers licence training
- Regulate the gig economy
- Local and state government to quarantine a percentage of jobs for young people.

Sector funding

While time didn't permit an extensive exploration of sector funding as the major issue impacting the youth sector, a sheet was available for Summit delegates to provide feedback throughout the event on the issue of sector funding and what they believed would contribute to an agreed statement to address issues and concerns experienced by sector programs and organisations. The themes reported were:

- The provision of longer term contracts across government that contributes to funding stability, attraction and retention of staff and longer term program outcomes
- Move away from competitive tendering as a funding model as it is antithesis to building collaborative services, information sharing and effective relationships across the sector
- Government to develop with services more realistic key performance indicators and less onerous reporting requirements
- Funding distribution driven by need, outcomes, and social good rather than tied to election cycles.

From this analysis, the YACSA team will develop work, campaigns and responses to be undertaken throughout the year. The team will also identify potential collaborators including member organisations and other organisations and services already working in those areas to assist us in completing and overseeing work related to the critical issues identified by summit delegates.

Next Steps

Annual Summit plan

Through the analysis undertaken by the YACSA team of the information gained through the Summit event, a Summit plan is being developed that will contain YACSA's work for the year including work in the lead up to the state election in 2018. The Summit plan will contain actions, campaigns and responses, and communication strategies that will contribute to addressing the concerns and solutions provided by YACSA members.

Collaboration and partnerships

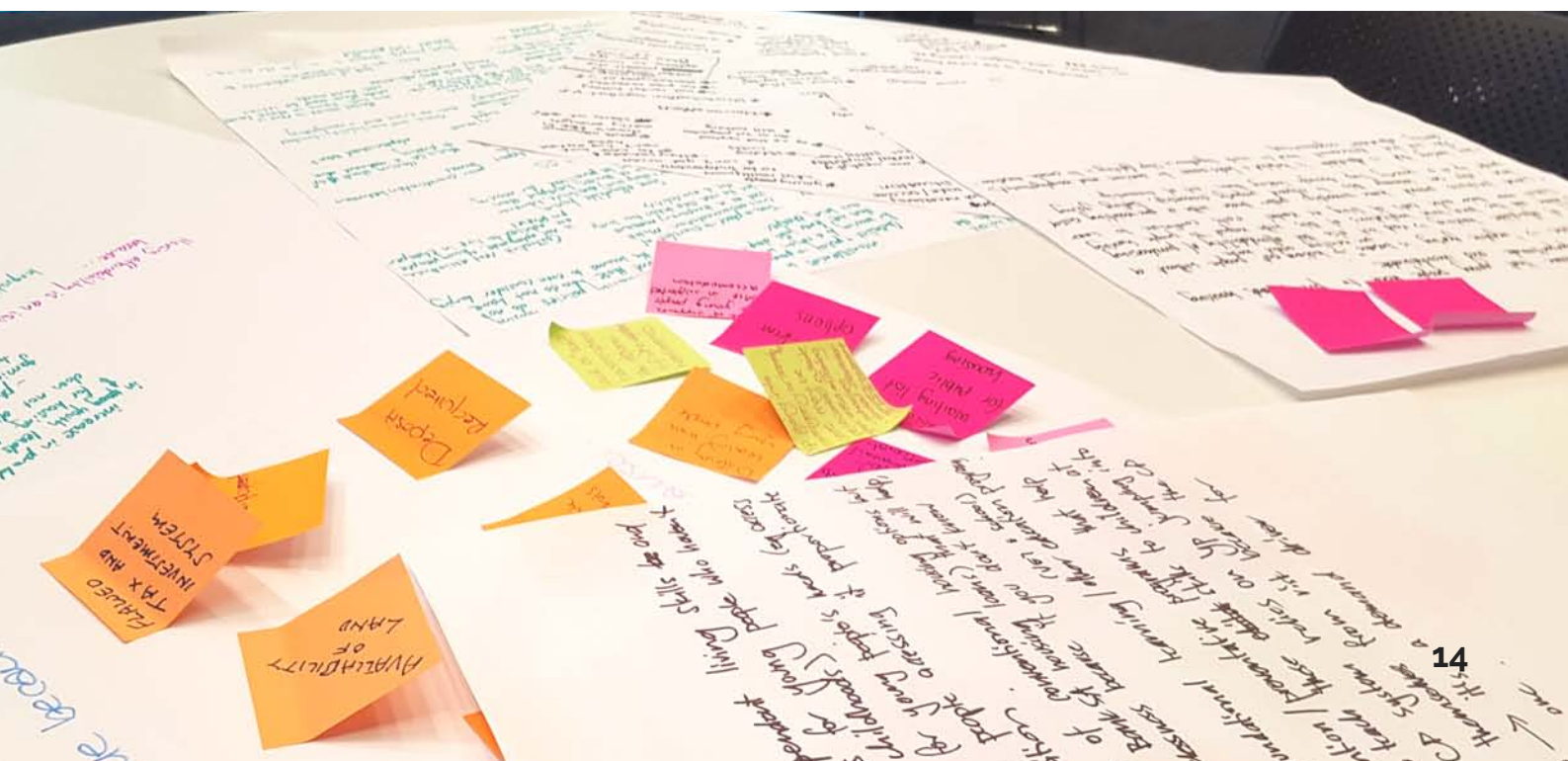
We will work with member organisations to ensure our work corresponds and compliments the work of our members and ensures our work is effective, has an impact and doesn't re-invent any wheels. We will also identify potential collaborators and build relationships with both members and other organisations in the youth sector and wider community sector.

Sector funding

A response to sector funding will be developed by the YACSA team based on the responses provided and will be distributed to Summit delegates for further contributions and feedback.

Communication

An update of work completed so far will be undertaken at YACSA's 2017 annual general meeting (including in our annual report) to inform members of work completed and how our work has impacted on the critical issues identified by our members.



Appendix A: Session 1 responses

Unpacking

Employment/
Unemployment
Under-
employment

- Regional areas issues are unique. Housing affordability is better but opportunities are very limited
- Regional stimulus
- Assistance to migrants to live in regional areas
- Regional stimulus related to youth
- Mission Australia launch of youth survey in Loxton – articulate: there are new outlets and businesses, but they are often family businesses that do not employ other young people – in house employment
- Focus needs to be on building resilience
- NDIS transition and casualisation of workforce. Change of headset required
- Often job search providers can find work for the dole, but can't find paid employment opportunities
- They police obligations and Centrelink requirements, but less effort appears to be put into employment
- Young people need to know how to self-advocate and interact with service providers to get the assessment and services they are entitled to and need
- Small businesses struggle to survive and comply with legislative requirements, whilst big businesses exploit system. It's a systemic issue
- Impact of NAPLAN, MY School website and school KPIs not including job readiness
- Casual, part-time contract – with cap on hours in retail sector
- Increased casualisation and over-hiring of casuals = company abuse of young people
- Higher rates of education, means a more competitive job market
- Perception of being over-qualified, the employment market is being distorted
- Reduction in entry level positions.
- SA has highest youth unemployment in Australia
- Discrimination
- Funnelling, narrowing and specialising of pathways, rather than broadening options
- Duke of Ed – an adventurous journey. Can be Adelaide CBD
- TAFE studies may be stigmatised as university study is prioritised
- Intermediary support to access employment market – transition to work

Unpacking

Employment/
Unemployment
Under-
employment

- Focus for DECD being SACE not life skills – schools not fulfilling work ready component of education
- Being flexible in change of direction and choosing a pathway where there are work opportunities
- Students, through schools, need to be helped to stand on their own feet
- Job service providers need brokerage to help fund supports and assistance – coaching
- There are funds and incentives for employees
- Preparation of young people to be work ready
- Get moving program (Workskill) provides support for employment in regional and disadvantaged areas. Place in job and a house
- Not willing to travel for work – closed mindset in SA. Infrastructure an issue
- A job in Adelaide is perceived as being too far away. Sometimes young people create their own barriers – which can be overcome with support and exposure
- Young people are under skilled by SACE system and graduate without being work ready
- Training is unaffordable and therefore cannot get skilled work
- Some studies with emphasis on regional employment post-qualifications – tied degrees, e.g. education and medical
- Lack of consultation with students for real options.
- Lack of communication to YP, parents, schools and employers about the services and supports that are available
- Service duplication makes it confusing to navigate the system
- Schools don't deliver careers counselling (planning but also pathways identification) well; we expect YP to come to us already knowing what to do
- Career development/planning isn't taken seriously
- Services for YP aren't supported to discover interests and aptitudes – we are funnelling them into options that exist (and training lots of baristas in the process)
- FLO programs are unfunded which means we cannot resource and skill them properly – we need to hold ourselves to a higher bar and support partner orgs, e.g. employers, to focus on what their business is and take care of our side of the deal (i.e. support YP, assistance with what can be complex paper work)
- Role of networks for YP to find jobs – how does a YP find a job if they don't know the people, can't afford not to work to do placements and internships and work experience etc
- Transport is a barrier to accessing work
- Lack of connection now between funding pilots and taking good ideas to long term success
- Capacity of state and federal systems to work together, resulting in mass cost – shifting that make it harder to get early intervention approaches working to guard against long-term cost blow outs across the whole system when inevitable problems explode.

Unpacking

Employment/
Unemployment
Under-
employment

- Volunteer experience doesn't actually help a lot of the time of there's no jobs
- Availability of entry level jobs for low qualified..
- Super in the long-term
- Casualisation of the labour market
- Career counselling needed at school + TAFE + Uni etc
- Question of established workers making decisions about minimum youth rates and effectively pricing them out of the market
- School based traineeships need to ramp up
- Road block policy that creates barriers to youth – i.e new drivers licence rules
- Over-qualified taking entry level positions
- Lack of regional jobs for YP
- Superannuation
- No self-employment models that are working
- Employers feeling let down by bad experiences, not wanting to train YP
- Too much unpaid work – volunteering – traineeships
- Schools need to seriously get back to work experience
- Employers have lost confidence in employment services
- Automation
- Impacts on housing affordability and security
- Unrealistic expectations
- Opportunities to gain experience needed to win positions
- Apprenticeships/traineeships harder to obtain
- Loss of manufacturing industry
- Early school leaver requirements with DHS
- Pressure to go into further study even though jobs not available in these fields.
- Cost of driver's licences/limited public transport options from regional areas
- Increasing age of dependence and generational impacts
- Identifying new areas for future jobs
- Inconsistent education standards across schools
- Casual jobs – people are having to hold onto them after uni – no vacancies for new students
- Youth wages are unfair when people doing "equal" work
- Ageism in some sectors
- Lack of graduate jobs
- Under-skilled JSA workers can't properly support YP
- New JSA programs are not covering many regional areas at all
- Preference for younger people (+15) because they are cheaper
- Getting the first job is difficult
- Penalty rates being cut makes it harder to combine work and study
- Seasonal employment in regional areas not continuous.

Unpacking

Housing and Homelessness

- Incurring huge debt through HECS can't save for deposit
- Investors owning multiple properties
- Availability of land
- Competition in market
- Job security
- Flawed tax and investment system
- Underemployment
- Deposit required
- Investment bias for owners of property
- Critical issue that single Newstart/YA and rent assistance no longer enough to rent alone
- Need to move out of their community to find affordable house/rentals
- Lack of safe housing options for regional YP who experience homelessness
- YP going into emergency or transitional care may be relocated outside their area affecting schooling, social interaction, services, feeling of belonging
- Lack of short-term options
- Lack of supports for YP once in supported accommodation
- Significant waiting list for public housing
- Lack of emergency accommodation
- Discrimination against YP and disadvantaged by the private sector
- Lack of transitional housing (out of emergency housing)
- Lack of public awareness
- Age limits means no service for some placing them at more risk
- Lack of drug and alcohol programs
- YP being kicked out for drug use rather than helped
- Fri/Sat/Sun nights emergency beds for youth unavailable so they sleep rough
- Stamp duty really high
- HECS/HELP repayment issues
- YP taking their only option – not necessarily the safe/secure option
- More and more out of reach even for the average person
- Average rent going up
- Availability of housing
- Metro and regional
- No emergency housing or other housing models down South (and Hills and most regional areas)
- Houses on their own (without support services) is setting young people up to fail
- Centrelink support not enough
- Housing literacy. Knowing how to live out of home, knowing how rentals work, budget, cleaning etc
- It's an issue beyond at risk and vulnerable YP (systemic)
- Need housing/accomm as a home base (basic survival) need that before being able to study or work

Unpacking

Housing and Homelessness

- Rely so much on parental support
- Younger age group needing more housing support
- Drug/alcohol/family violence has a big impact
- Lack of foster carers
- Hard to find a secure rental property in city and regional
- YP are applying for rentals and not getting them – bidding wars – YP that applied for over 70 properties and still nothing
- Flow on effects
- YP who really want to be independent and can't get access – they can vote and go to war but can't live out of home
- Youth Allowance doesn't kick in soon enough
- Discrimination against YP – no rental history – no previous referees – stereotypes of YP
- Real estate agents/rental companies present the options to landlords (they screen out YP)
- Landlords exploiting people – overcrowding – overcharging
- Discrimination based on gender stereotypes
- Inequality and the rich are getting richer
- Family/cultural issues in CALD communities may impact YP accessing the services they need
- An increase in problem gambling in YP leads to a lack of money for housing. Problem gambling does not discriminate. Phone and online gaming can be grooming towards gambling
- Multiple issues why YP can't live at home. Both on the YPs side and family home
- Portion of income that YP need to put towards housing costs is disproportionate and unsustainable
- Tax structures – “negative gearing is insane” – locking out people without a pre-existing asset base
- Supply of affordable housing – rent but also the affordability of purchasing a home and the long-term implications of this with respect to people having control over their own costs of living as rental costs continue to soar
- Current structures around home ownership pre those with a pre-existing asset base, who can leverage this to expand property ownership. Setting YP up in a poverty trap through locking them out of home ownership
- Any housing that is affordable is isolated and lacks access to services and employment, state and local government need to work together – stop fighting - to create medium density, affordable neighbours
- Disposable income for YP is an issue
- Australian government is clawing back income from YP – leads to greater gap in potential to rent/own housing
- Coordination and holistic support to provide the skills and capacity to maintain a rental

Unpacking

Housing and Homelessness

- Inconsistencies with Centrelink and policy - penalised for moving to a region where there are fewer jobs despite rent being cheaper
- New government housing affordability policies do not assist those who do not have the income to even consider buying
- Some real estate agencies will give young people an opportunity or a chance to have a rental without rental references with fortnightly/monthly inspections. But YP need supports in independent living skills in order to maintain these rentals. This is harsh and may set young tenants up for failure/blacklist
- Availability of supported accommodation – some services but not enough funding and reach
- Low income – minimal income, exploitation and few opportunities for jobs.
- Discrimination against YP with mental health issues
- There needs to be appropriately located supported accommodation with access to services
- Stuck in old way of thinking – not responding to current culture and ideals – new solutions and innovation not considered. Both sides need to be more flexible when selecting properties
- Willingness to live outside of city and commute – willingness to compromise on convenience
- Trace – a – place shortfall of crisis accommodation. Motels used a temporary measure but the next step takes too long due to availability
- Some affordable housing (low and cheap rent) available, however is there are no services or transport then they may be penalised for moving
- Intermediary support to help transition to independent tenancy
- When YP leave a family home (public Housing Trust) the parents or singles remain in a 3 bedroom house. Inadequate monitoring and reassessment of public housing stock (community housing)
- Family breakdown. Centrelink - unable to live at home allowance, but then no follow up after being given the financial support. Lack of safe and affordable rental properties
- Centrelink rent assistance is not adequate. YP are advised to live in cheaper properties
- Poor coordination between services
- Housing stock of Housing SA is reduced due to funding
- Access and availability – limited even at crisis end and navigating
- Rental issues – rent is very high. Living in share houses where there may be issues with housemates
- Lack of income/references to even get a rental property
- YP struggle to navigate the societal systems and self-advocate
- YP aren't supported to develop independent living skills and learn how to manage a home (lack of services for YP who haven't enjoyed living in stable households in their childhoods)

Unpacking

Housing and Homelessness

- Does the affordable housing that does exist fit YPs needs (e.g. access to education and employment)? And are YP accessing it proportionate to their representation in the eligible population
- Housing (in) affordability is driving people out of conventional housing options but they may be unaware of options (such as Bank SA housing loans) that will help, so are effectively jumping right into homelessness because if you don't know what exists you can't use it
- Embedding independent living skills into foundational learning/ other education programs (VET and school)
- Child protection!! Lack of early intervention/preventative programs that help families to function well and parents to teach these skills to children at home; where CP issues exist the CP system relies on YP jumping into homelessness in order to remove themselves from risk because the CP system has no capacity to help – it's a demand driver for homelessness and a self-perpetuating one

Appendix B: Session 2 responses

Solutions

Employment/
Unemployment
Under-
employment

Casualisation

- Regulate the gig economy
- We are moving in this direction, e.g. NDIS educate and offer support around how to be a great casual worker – sustain your job
- Provide business tax incentives for permanent employment
- Better brokerage by job services – more incentives for them to in turn offer incentives to employers
- Superannuation and long terms effects of casual work. Better systems to educate and support YP with future planning
- Stricter rules about when an employee can be 'casual'. More regulation
- Split shifts are a problem
- Finding Uni-friendly jobs to help the divide – program?
- Government to provide incentives to provide long term employment
- YP being contracted casually under their own ABN (particularly in retail and hospitality) with no job security – open to the stop of work at any point
- Driving 26 year olds with 4 degrees to have 3 jobs, none of which pay enough – unsustainable
- Ability to be sent home early from a shift if quiet (min 3 hour shift) – changing guaranteed shift times
- Workers' rights and conditions can be eroded in highly casualised jobs
- Working multiple jobs – need more incentives to keep employees or make them part-time
- Provide business enterprise small business advice to support YP in casual jobs who are effectively working as micro-enterprises. And also regulate the gig economy
- Allow employers extra flexibility to take on long term (>12 months) unemployed to just "top up" unemployment benefits to the award rate for a six month period (a 6 month contract of employment).

Employment – Education/traineeships/internships/work experience

- Compulsory for government/local government to have a percentage of traineeships available
- Increase council participation in work experience and traineeships
- Education with direct pathways to work. Work experience/internships aren't necessarily being considered for graduate roles. It's hard to have both.

Solutions

Employment/
Unemployment
Under-
employment

Employment – Education/traineeships/internships/work experience

- YACSA promote school based traineeships as bridge between school and work for at risk youth
- Provide better educational programs for YP that teach pathways for training and education
- Develop relationships with local business to offer apprenticeships over a 12 month period
- Uni education should match industry requirements and availabilities (follow demand)
- SA and local government and communities to work together to improve transport options
- Uni-work placements should reduce HELP debt
- Universal insurance and risk cover to enable work experience
- Encourage stronger links between schools and local businesses and organisations
- Start career conversations with primary aged YP and continue these through school
- Provide YP with options – not direct them based on results and grades
- Schools need to adopt some of the same principles that FLO works with all children, regardless of background can access quality, free (or low cost) education
- Talk to my local council about opportunities for work placements and traineeships across council
- Create a culture of dealing with constant change within youth population
- Graduate program across more individuals with government incentives
- Support for small business owner then provide financial support
- Higher qualification level traineeships are required
- Improve business knowledge of incentive programs designed to help young people
- DECD needs to be accountable for preparing school leavers to be job ready
- Allow YP to have more flexibility in job search requirements for Centrelink if they are in an internship or working without pay
- Make WE placements more achievable by reducing red tape: i.e. WHS.

Unemployment - Transport

- Reduce the amount of hours VORT required to get DC
- Lack of drivers licence – to offer practice hours free with older driver volunteers
- Reliable public transport network and give people options to work close to home.

Solutions

Employment/
Unemployment
Under-
employment

Unemployment – Transport

- More public transport linking country to neighbouring towns/metro
- More community/public transport for regional areas!
- Regional support for YP is critical; their experience and exponentially the transport issues
- Schools to offer more driving programs as part of lessons
- Learner driver program for young person to have qualified driver lessons to complete hours – affordable and flexible
- Would it be possible to increase frequency of buses etc in more areas where YP would have to wait an hour for their bus if they miss it and would be late for uni work/school etc
- Allow JSA's to fund learners programs and driving tests and 50% cost of lessons for unemployed
- Government regulations and hoops to jump through should be lessened/removed so it's more accessible for YP to get their licence
- Develop community car pool
- Teach YP how to use and access transport
- Aboriginal YP in remote areas have a funded program but they are not accessing it – leads to offending and justice issues. I.e. driving without a licence
- Provide support to YP using public transport and increase exposure to different regions in SA. Adelaide seems like an entire world away from home for many YP without the opportunities to travel, especially those living in rural/remote/regional areas. Reluctance to commute may not be due to unwillingness, more due to anxiety and fear of a new place
- Intermediary support to utilise public transport
- "Free public transport for all unemployed and all students", remove the economic cost and create a public transport culture
- Affordable learner driver programs supporting YP to gain their drivers licence e.g. HYPAs "Geared to drive program".

Unemployment – Services

- Working to connect local services with local businesses
- More funding for job ready programs in schools by schools
- Less compliance, more assistance
- Build more relationships with community orgs that can contribute to employment and education programs
- Mentors for small business employers to employ young employees
- JSA – skill set for staff to include mental health and referral skills
- Providers need to work collaboratively with the YP to achieve outcomes
- Partnerships with services to run training programs – promote programs offered through services

Solutions

Employment/
Unemployment
Under-
employment

Unemployment - Services

- Funding to teach youth from year 9-10 how to write an application etc. By the time they reach year 11's employers are already employing 14-15 year olds. Imagine being 16 and basically late to apply to your first job because you only just recently learnt how to write an application the other week at school
- JSA's need specialist training for workers with sector and youth needs knowledge to really understand and assist YP
- Support programs that link job seekers to employers/businesses and provide service with wrap around support and coaching
- Needs to be able to communicate how it operates in a way that is transparent and easily understood
- Linking with employers and industry groups for employment outcomes and the end of training. Meeting skill needs of employer and sustainability for the employee
- Successful employment at times requires individual and holistic support especially for migrants and refugees (better coordinated approach)
- JSA's need to ensure housing, drug/alcohol, mental health, DV issues are addressed as part of transition to sustainable, long term employment
- More cultural awareness – there are newly arrived people that are adjusting to new systems and may take more time and need more specific intensive support
- The KPI's of services dictated by funding bodies/government departments need to be transformed to encourage innovation, real outcomes and a shift away from an emphasis on compliance related activities and tasks purely for the sake of compliance. This will improve efficiency and client centred service and better outcomes
- Create a culture of true self-employment and advocate for removal of current barriers (i.e. self-reporting within Centrelink is lots harder for people earning self-employment income vs casual wages paid by others)
- Encourage employment services to train their staff on appropriate referral channels so if a YP presents with a problem/barrier they can link them to someone who can help. Encourage staff to approach holistically rather than a single focus of employment – might need to solve other issues first.

Solutions

Housing and Homelessness

Housing/Homelessness – emergency housing/services (child protection and domestic violence)

- Funding, funding, funding
- Has to be able to accommodate AOD use and behaviours as a social determinant as well which then ties into mental health – very relevant in regions too
- Increase funding for emergency housing in regional areas
- Government to increase funding to provide more options
- There is a massive service gap for 11, 12, 13, 14, 15 year old YP at risk of homelessness due to family breakdown. Dept for child protection (DCP) has limited capacity to assist this age group, and there is nothing in SA for an 'at risk' YP, not willing to work towards family reunification, and not 'at risk' enough for urgent, direct support from DCP.
- Refocus support for early intervention
- Provide state support for emergency accommodation to provide respite for families in conflict – for both YP and their families
- Family based programs working with family needs trying to keep families together and working together on their issues – some great local government models around
- Appropriate service for CALD families and YP to support in housing and navigating the systems. Cultural awareness
- Properly fund genuine prevention/early intervention programs that stem the influx of children and YP into child protection
- Appropriate supports and exits so that emergency housing is transitional – including linking into intermediary housing and then support for private rental
- Screening for problem gambling especially for migrants and refugees
- For migrants and refugees we need to build capacity of communities to create a community based navigation system that addresses the underlying issues of housing issues
- Housing first: stopping kicking youth out of housing for drug and alcohol issues. Deal with the issue
- Provide independent living skills training and mentors to support this learning
- If notifications re: older children/YP can't be investigated then at least provide supports to formally connect these YP with Centrelink/housing supports/support to remain connected with education etc
- (see comment above) What underpins this? Why can't we report and support? What is the policy/structural barrier?

Housing – Homelessness rental costs/discrimination/competition/support/independent living skills

- Remove negative gearing

Solutions

Housing and Homelessness

Housing – Homelessness rental

costs/discrimination/competition/support/independent living skills

- Get peak body for property managers to provide education programs for YP/renters
- Commence life skills education in primary school
- Provide incentives to landlords to take on first time renters (young renters)
- Increase availability/eligibility for independent rate Youth Allowance and rent assistance
- Speak to planning/strategic teams at council about what we are doing around affordable housing and rental properties
- Work with local service providers around better partnerships and delivery of programs
- Compulsory for councils to have housing affordability schemes
- Encourage people to nominate their properties for rent for YP to their landlord. E.g. nominate their rental property to be prioritised as a first home
- Monitor Housing SA – family homes that now only have parents (children left home) move them into units to free up 3-6 room houses
- Tax investment not home owners
- Better coordination of services (migrants)
- Community navigation (migrants)
- Encourage life skills to be part of the curriculum
- Need for youth housing models (supported) for regional SA – keeping YP in their regions and in their communities
- Rental kit – all you ever wanted to know about renting, the 'how to's' and the things to watch out for
- A few years ago we ran a 'real skills' program through the housing roundtable and youth network – a 6 week program that had a 1 day per week commitment. The YP learned how to apply for housing, what was required, understanding legal requirements, taking and meet with land agents with a few hours of their time. Also the YP learned job applying skills, home maintenance, personal hygiene and numerous other things. Most of the YP who completed found housing. Talk to Lucretia for more info.

Appendix C: Participating organisational members

Alexandrina Council

ARA (Australian Refugee Association)

Baptist Care SA

City of Adelaide

City of Charles Sturt

City of Holdfast Bay

City of Salisbury - Twelve 25 program

HYPY/SYC (Helping Young People Achieve/Service to Youth Council)

Mission Australia

RASA (Relationships Australia SA)

Re-Engage Youth Services

Time for Kids

Uniting Care Wesley Port Adelaide

Workskil

YMCA



Youth Affairs Council of SA
GPO Box 2117,
Adelaide SA 5001
T:(08) 8211 7546
E: yacsa@yacsa.com.au
W: www.yacsa.com.au



@teamyacsa



YouthAffairsCouncilofSA



teamyacsa



Youth Affairs Council of SA