



**NYCA** NATIONAL YOUTH COMMISSION AUSTRALIA  
National Youth Commission Australia INQUIRY INTO YOUTH EMPLOYMENT AND TRANSITIONS

**YOUTH FUTURES**

**GUARANTEE**

A NEW DEAL FOR YOUNG PEOPLE

# WHY THIS GUARANTEE?

Many young people successfully navigate their way from education to employment and independence, but many get left behind. This Inquiry by the National Youth Commission Australia (NYCA) was prompted by our concern that an increasing number of young people are struggling to make this transition. It also addresses the lack of any major initiative by Australian governments to investigate and address these escalating problems. Australia's future well-being and standard of living will depend critically on the next generation of young people. The Youth Futures Guarantee lays out a framework of reforms and initiatives that will support young people meet the great challenges of the future, but these also benefit Australian businesses and the wider Australian community.

## The current labour market status of young people

The national unemployment rate for people aged 15 to 24 years is consistently double that of the average national rate for people aged 25 to 64. Young people represent less than one-fifth of the total labour force yet comprise more than one third of all unemployed people. They are also particularly affected by underemployment, wanting more hours of work than they currently have.

Traditional employment pathways have eroded, with a sharp decrease in the number of young people in full-time work. Far from being a choice away from full-time work, recent research shows that young workers continue to desire full-time, secure employment.

As the economy recovers from the COVID-19 pandemic, young people will have to deal with a labour market in which secure jobs continue to give way to casual and part-time work, short-term contracts and freelance work.

## About the Inquiry

The National Youth Commission Australia Inquiry is an independent, non-partisan community Inquiry focused on the challenges faced by young people preparing to enter the workforce. The Commission has drawn together the lived experience and expertise of diverse young people from across Australia, along with input from local communities and professionals who study and work with young people.

This Inquiry has been independently funded and supported by over 130 community groups. The Commissioners, including Youth Commissioners, travelled to 23 locations across Australia over a total of 47 days, hearing testimony from 336 individuals and organisations.

At the same time, the Commission organised 70 discussion groups with over 800 people. Of the 1200 people whom Commissioners and workshop leaders met face-to-face, more than half were young people of school age or in early adulthood, both in and out of the workforce.

## Purpose of this Youth Futures Guarantee paper

This is a discussion paper to inspire and inform a broad community conversation involving young people and other stakeholders about what the future needs to be for young people to have a supported transition to sustainable livelihoods and a career and life that they aspire to and deserve. This is a challenge to which we must rise. So much depends on getting it right.

## Have Your Say

The National Youth Commission Australia invites feedback from everyone on this discussion paper.

Please email [info@nycinquiry.org.au](mailto:info@nycinquiry.org.au)  
or call 03 9965 4911

# THE GUARANTEE

The economic crisis caused by the COVID-19 pandemic will exacerbate many of the challenges facing young people today. Deterioration of the labour market and projected sharp increases in youth unemployment and underemployment will add to the long-standing structural obstacles that have prevented too many young people from making a successful transition from school to work.

As governments and businesses grapple with a long-term economic downturn and associated increase in unemployment, there is a high risk that a growing number of young people will lose contact with the labour force. Long periods out of the workforce result in the atrophy of vocational skills and a loss of confidence. Even after economic growth begins to return in Australia, many small businesses may be unable to take advantage of the recovery.

The labour market challenges facing young people are complex, and each person's needs will be affected by various factors of their background that intersect. Responses must be informed by understanding such multi-dimensional circumstances, which can work either to strengthen or undermine successful transitions from education to work.

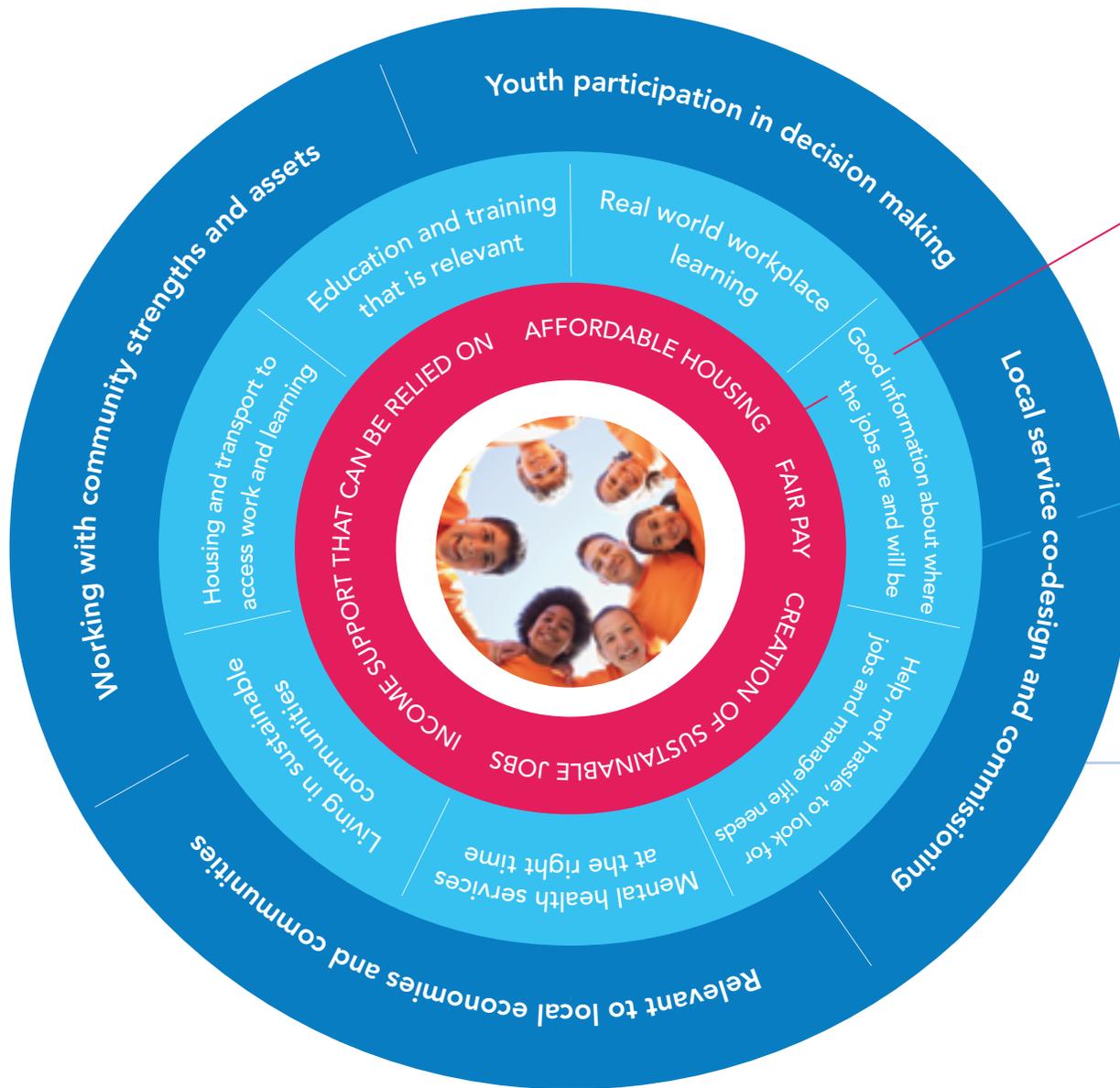
Throughout the NYCA inquiry some clear messages were reiterated over and over about the key foundational pillars required for young people to transition successfully through these critical stages in their lives: from school to further education and training, from education and training to a working life, and into independent living.

We propose that Commonwealth, State and Territory Governments agree to commit to - and resource - a Youth Futures Guarantee built on these nine pillars. This would call for a wide range of activities and interventions to address the range of factors negatively impacting on young people's transition to independence. A critical factor will be the alignment and coordination of investment in training, skills and employment policies and programs to enable all young people to reach their full potential.

There are nine foundational pillars:



# YOUTH FUTURES GUARANTEE



## YOUTH FUTURES GUARANTEE THE VISION

to enable EVERY YOUNG PERSON to be able to get

- relevant education
- jobs with decent pay
- a life they have reason to value

## LIVING IN A LOCAL COMMUNITY OF SUPPORT

- ✓ Services where and when they are needed
- ✓ Relationships that really make a difference
- ✓ Services co-designed by young people who use them

## CREATED BY LOCAL COMMUNITY, EDUCATION & BUSINESS PARTNERSHIPS

# 1 EDUCATION AND TRAINING

	A strong grounding in basic skills for life and work	Education and study options that can be related to employment	Exposure to the world of work	Further education that is relevant to local industries and skill needs	POSITIVE OUTCOMES
How to achieve this	<p>1. Flexible and well-resourced learning environments that ensure minimum skills and standards to be achieved with learners for:</p> <ul style="list-style-type: none"> <li>• core language, literacy, and numeracy skills</li> <li>• digital/IT skills</li> <li>• year 12 or Certificate II education</li> </ul> <p>As well as:</p> <ul style="list-style-type: none"> <li>• skills for managing life and self-care</li> <li>• employability and transferable skills including innovation, communication, collaboration, teamwork, creativity, problem solving, presentation and interpersonal skills</li> <li>• enterprise and entrepreneurship education and skills</li> </ul> <p>2. More flexible, real-world, and hands-on learning for life and work in all school settings</p> <p>3. A diverse range of school program options for second-chance, part-time and re-engaging learners</p> <p>4. Recognition of the diverse learning and life circumstances of young parents, carers, people living in remote areas, people with disability or mental ill-health</p> <p>5. Funding that allows schools to follow up disengaged students to facilitate the take up of second chance learning options</p>	<p>1. Broaden definitions of high school success beyond the ATAR score to recognise and report on skills and experience attained, beyond academic achievement</p> <p>2. Appropriately resource and build choices to do VET in schools as well as other hands-on learning projects</p> <p>3. Provide current and clear information about work and learning pathways options that take account of local labour market conditions</p>	<p>1. Improve exposure to workplaces and learning about the world of work</p> <p>2. Diversify and enhance school-based work experience programs</p> <p>3. Resource structured workplace learning models in supportive and well-supervised work settings</p> <p>4. Enhance community-level partnerships between industry, employers, schools, VET, and higher education for:</p> <ul style="list-style-type: none"> <li>• information about occupations, qualification pre-requisites, careers, and future labour market prospects</li> <li>• work observation, experience, and exposure</li> <li>• employer networks offering advice on jobs and required skills</li> <li>• project-based learning</li> </ul> <p>5. Formalise and commit to career awareness, guidance and counselling in school programs that includes: an understanding of working life and workplace relationships, awareness of personal strengths and interests, information and navigation support to learn about industries, occupations, skills, and qualification pre-requisites, labour market needs and opportunities</p> <p>6. Ensure that the National Careers Institute and State/Territory information services, when providing future skills needs and projections, seek input from young people and their families about their career information needs</p>	<p>1. Provide fee-free VET courses through TAFE for skills-in-demand for people at high risk of long-term unemployment</p> <p>Embed foundation skills of language, literacy, numeracy, digital, employability skills in VET</p> <p>2. Link VET courses to identified local labour market needs, future skills in demand, and job opportunities</p> <p>3. Value and promote courses and career pathways in the arts and creative industries</p> <p>4. Recognise and value skills and pathways for self-employment and entrepreneurship - individual or collective - in a wide range of relevant vocational training courses</p> <p>5. Incorporate and adequately fund structured workplace learning into secondary school and VET courses</p> <p>6. Involve industry and employers in validating priorities for employability and technical skill training on an area needs basis</p> <p>7. Ensure that the National Careers Institute and State/Territory information services about future skills needs and projections are current and meaningful for local areas and regions.</p>	<p><b>For the nation</b></p> <p>1. A future workforce that is smarter and more skilled</p> <p>2. Skills and qualifications are more closely matched to employment opportunities and skill needs</p> <p>3. Reduced wastage of training funding due to higher completion rates and better application of skills developed</p> <p>4. An education system that better prepares young people for life</p> <p><b>For young people</b></p> <p>1. Well-developed skill sets that meet employers' needs</p> <p>2. Better prospects of employment and greater opportunity to apply skills developed</p> <p>3. More diverse pathways to achieve and succeed</p> <p>4. Reduced stress from the pressure to succeed in a narrowly defined academic mode of learning</p>

## 2. JOB CREATION AND LINKS TO EMPLOYERS

	Paid job placements for those that need experience and training	Incentives for employers to create and sustain jobs for young people	New jobs created at award rates of pay for young people	Options to learn and work in enterprises with growth potential	POSITIVE OUTCOMES
How to achieve this	<p>1. Fund local employment coordinating groups with representation from government, young people, industry/ employers, unions, employment, and social service providers, as well as education and training organisations to plan:</p> <ul style="list-style-type: none"> <li>• local skills and employment strategies</li> <li>• which government funded jobs should be created based on projected skill needs, job growth, and the training and development needs of young people</li> <li>• the information, advice and activities that support school to work transitions, career awareness and planning (See Education and Training)</li> </ul> <p>2. Increase the number, quality and take-up of apprenticeships and traineeships by reviewing and improving:</p> <ul style="list-style-type: none"> <li>• the incentives and barriers for employers (including government and not for profit organisations) in recruiting and supporting apprentices and trainees</li> <li>• the incentives and barriers for young people, particularly the rates of pay, which are lower for under 21s, even though their costs of living are the same as for all adults</li> </ul>	<p>1. Fund wage subsidies for government, private and not-for-profit employers that will create jobs for young people, including new apprenticeships and traineeships</p> <p>2. Support employers to recruit and retain young people through programs for pre-employment and recruitment co-designed with employment services providers and young people</p> <p>3. Facilitate programs that foster mutual learning about workplace productivity, job design and workplace conditions between employers, HR professionals, unions, and young workers</p> <p>4. Enhance Group Training Organisation funding and supports for employers taking on apprentices and trainees</p> <p>5. Explore subsidised group training/ labour hire style models that provide ongoing work, training and mentoring for young people while working across a number of employers</p> <p>6. Explore tax incentives for employers to promote longer term and sustainable employment for young people</p> <p>7. Explore and fund innovative trials and projects for employers to meet, recruit, support and retain young candidates</p>	<p>1. Commit to traineeships and apprenticeships, paid internships and jobs in government and public enterprises</p> <p>2. Guarantee and fund jobs of at least 25 hours per week for young people who are unemployed and not in education or training</p> <p>3. Distribute these employment funds to regions to be determined by local coordinating groups represented by government, young people, industry/ employers, unions, employment and social service providers, based on projected skill needs, job growth, and the training and development needs of young people</p> <p>4. Assign a proportion of these jobs to environment, land care and bushfire mitigation, to be managed and applied at regional level</p> <p>5. Invest in infrastructure such as public transport, social housing, and clean energy, as part of a COVID recovery plan and ensure contracts require the creation of youth jobs and training opportunities</p> <p>6. Ensure that providers of government funded services, such as those in health and social care, environment and land care, education, and training, are required to create entry level job opportunities for young people</p> <p>7. Expand social procurement policies to ensure that government purchasing of goods and services promotes youth jobs commitments by companies</p>	<p>1. Design ways to create work experience and subsidise jobs in business start-ups with growth potential</p> <p>2. Ensure that school, VET, and university programs link to and offer learning where possible through enterprises that pursue and apply leading edge technologies</p> <p>3. Facilitate and foster learning about innovation and enterprise through project-based learning via school/ industry partnerships in industries and occupational clusters</p> <p>4. Provide wage subsidies that create jobs for young people in community and social enterprise that fit with their work and learning interests, capabilities, and life circumstances</p> <p>5. Ensure that young people have opportunities to participate in the creation and management of community and social enterprises, and access to micro-enterprise</p> <p>6. Further develop and share models of learning and facilitated support for micro-enterprise and trading activity for young people, in education and employment programs and services</p>	<p><b>For the nation</b></p> <ol style="list-style-type: none"> <li>1. Economic stimulus that reduces the scarring effects of long-term unemployment and its consequences</li> <li>2. Better return on investment from costs of jobs created, through improved planning that targets needed workforce skills</li> <li>3. Improved opportunities for young people most at risk</li> </ol> <p><b>For young people</b></p> <ol style="list-style-type: none"> <li>1. Reduced unemployment and long-term unemployment</li> <li>2. Improved motivation to study, get qualifications, and gain secure employment</li> <li>3. More opportunities to work and earn in the immediate and longer term</li> <li>4. Enhanced career paths and future earnings prospects</li> <li>5. Improved sense of purpose in life and general wellbeing</li> </ol>

### 3. EMPLOYMENT SERVICES

	Employment services that meet needs and work with aspirations	Good information to inform careers and job choices	POSITIVE OUTCOMES
How to achieve this	<ol style="list-style-type: none"> <li>1. Replace Jobactive with publicly owned, youth-focused employment and transition services directed by local coalitions of young people, government agencies, community services, education and training providers, employers and worker representatives</li> <li>2. Link the youth-focused employment and transition services with the local employment coordinating groups (see Job Creation and Links to Employers guarantee) so that young people can be linked to education, training and actual employment opportunities</li> <li>3. Fund the youth-focused employment and transition services sufficiently to allow for: <ul style="list-style-type: none"> <li>• low caseloads for intensive needs-based case work</li> <li>• appropriately qualified staff who meet professional standards</li> <li>• individualised and flexible service provision to suit the circumstances of the young person</li> <li>• greater intensity of service for young people facing more complex challenges, like homelessness, mental illness, low literacy, or low English proficiency</li> <li>• post-employment support sufficient to stabilise a secure employment outcome</li> </ul> </li> <li>4. Ensure youth-focused employment and transition services work with their clients to co-design a work and learning plan that takes account of whole of life circumstances such as housing, transport, health and wellbeing</li> </ol>	<ol style="list-style-type: none"> <li>1. Enhance the capacity of the Labour Market Information Portal and the National Careers Institute website to maintain a current and authoritative source of information about skills in demand in the current and future labour markets</li> <li>2. Ensure that information about skills in demand is current and meaningful for local/regional labour markets, and informed by local employment coordinating groups (see Job Creation and Links to Employers guarantee)</li> <li>3. Include in the scope of local employment coordinating groups some oversight of industry and occupation based: <ul style="list-style-type: none"> <li>• pre-employment skills training</li> <li>• incentives and plans for employers/industry to promote and provide workplace learning, work experience, paid internships, advice, and mentoring</li> </ul> </li> </ol>	<p><b>For the nation</b></p> <ol style="list-style-type: none"> <li>1. Better return on investment from spending on the training and employment services system, in terms of: <ul style="list-style-type: none"> <li>• reduced costs of income support over the long term</li> <li>• more targeted and effective spending on training that is better matched to labour market needs</li> <li>• reduced spending on costs of employment services and training that churn people through activities without long-term impact</li> <li>• inclusion and equity for young people most at risk</li> </ul> </li> </ol> <p><b>For young people</b></p> <ol style="list-style-type: none"> <li>1. Improved capacity and more opportunities to participate in the labour market</li> <li>2. Employment services that give timely and sustained support to get and keep employment</li> <li>3. Improved motivation to study, get qualifications, and gain secure employment</li> <li>4. Enhanced career paths and future earnings prospects</li> </ol>

## 4. FAIR PAY AND INCOME SECURITY

	Fair pay	Income support levels that meet the costs of living	Extra money to help with costs of education, training, or job search	Faster processing of income support claims in a simpler system	Removal of financial penalties for non-compliance	Greater rewards for learning and earning	POSITIVE OUTCOMES
How to achieve this	<ol style="list-style-type: none"> <li>1. Lift youth pay rates for people aged 18 and over to full adult rates</li> <li>2. Increase youth pay rates for under 18s to no less than 70% of the adult full rate</li> <li>3. Restore penalty rates of pay for working unsocial hours, recognising that penalty rates disproportionately affect young workers</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase the levels of Youth Allowance and JobSeeker Payments to meet the costs of food, shelter, health, and transport</li> <li>2. Set the rates at levels that ensure living costs can be met</li> <li>3. Reconcile and match Youth Allowance rates for students and unemployed young people to (increased) Jobseeker Payment, recognising that costs of food, rent, etc are not lower for younger people</li> </ol>	<ol style="list-style-type: none"> <li>1. Supplement income support payments to help with job search and training costs</li> <li>2. Introduce a training entitlement funding guarantee for early school leavers living independently</li> </ol>	<ol style="list-style-type: none"> <li>1. Guarantee processing of income support claims within one week for new claimants</li> <li>2. Simplify and smooth payment categories and rates of payment</li> </ol>	<ol style="list-style-type: none"> <li>1. Remove financial penalties for non-compliance</li> <li>2. Remove financial penalties for Activity Test failures for any young people at risk of not being able to meet living costs</li> </ol>	<ol style="list-style-type: none"> <li>1. Make one-off bonus payments to young people living independently who complete Year 12 or equivalent</li> <li>2. Increase the income and savings that can be kept from paid work before income support payment reduces</li> <li>3. Enable more income smoothing and averaging from both paid work and income support to ensure reliability of payments fortnight to fortnight</li> </ol>	<p><b>For the nation</b></p> <ol style="list-style-type: none"> <li>1. Reduced risk and associated longer-term costs of poverty, ill-health and mental illness, and crime</li> <li>2. Greater inclusion and equity for young people most at risk</li> <li>3. Increased capacity to be skilled, willing, and able to work</li> </ol> <p><b>For young people</b></p> <ol style="list-style-type: none"> <li>1. Ability to meet their costs of living</li> <li>2. Greater incentives and support to learn and earn</li> <li>3. More reliable income and ability to plan and enjoy life</li> </ol>

## 5. CLIMATE JUSTICE

	Training and work in sustainable industries for young people who want it	Education for sustainability	A just transition out of thermal coal	POSITIVE OUTCOMES
How to achieve this	<ol style="list-style-type: none"> <li>1. Fund the creation of 5,000 new secure jobs for young people through the Clean Energy Finance Corporation over the next five years in renewable energy projects in different regions across Australia</li> <li>2. Expand the Indigenous Rangers program, targeting 2,000 new ongoing opportunities for First Nations young people over the next 3 years</li> <li>3. Fund a qualified environmental officer program that realises 5,000 new opportunities over ten year for young people in different regions to deliver habitat restoration and conservation nationally</li> <li>4. Fund 5,000 new opportunities for young people over the next ten years to be trained and employed in supporting farmers and land-owners to introduce regenerative practices</li> <li>5. Support the development of clean transport manufacturing (electric and hydrogen vehicles) with apprenticeships/ traineeships for young people</li> <li>6. Invest in recycling systems and the manufacturing of products from recycled materials with apprenticeships/ traineeships for young people</li> </ol>	<ol style="list-style-type: none"> <li>1. Repurpose the national curriculum to include climate emergency and ecological crisis</li> <li>2. Fund environmental education in secondary schools in partnership with Land Councils around Australia</li> </ol>	<ol style="list-style-type: none"> <li>1. Implement a phase out of coal fired electricity generation by 2030 and replace it with renewable energy sources</li> <li>2. Create a Transitions Commission with funds and resources to assist workers to transition from fossil fuel industries</li> <li>3. Fund employment transitions for workers in the coal industry including: <ul style="list-style-type: none"> <li>• no forced redundancies</li> <li>• funded retraining for new jobs in the renewable energy sector</li> <li>• alternative jobs in the renewable energy sector with equal pay and conditions</li> <li>• support for relocation to new jobs</li> <li>• support for early retirement</li> <li>• some income protection for those workers who end up unemployed or in lower paid jobs</li> </ul> </li> <li>4. Provide the start-up funding and training for young eco-entrepreneurs</li> </ol>	<p><b>For the nation</b></p> <ol style="list-style-type: none"> <li>1. Planned transition to 100% renewables</li> <li>2. Powering of our communities and our economy through new public-owned renewable assets</li> <li>3. Improved land management</li> <li>4. Safer environment for all</li> </ol> <p><b>For young people</b></p> <ol style="list-style-type: none"> <li>1. New jobs with a social and environmental purpose</li> <li>2. Increased opportunities for eco-entrepreneurship</li> </ol>

## 6. HOUSING

	Prevent youth homelessness	Access to safe and affordable housing	Support to meet rental costs	Links to improve learning, earning, and the things that make life happy and healthy	POSITIVE OUTCOMES
How to achieve this	<ol style="list-style-type: none"> <li>1. Increase the capacity of schools and communities to pick up and report early on a young people's risk of becoming homeless</li> <li>2. Improve and extend ways to intervene early to prevent homelessness</li> <li>3. Review all youth support programs in terms of how a more integrated place-based youth-focused approach can be implemented via reform</li> <li>4. Align early interventions with crisis capacity and social housing for young people on a community basis</li> <li>5. Support the development of a 'National Strategy to End Youth Homelessness'</li> </ol>	<ol style="list-style-type: none"> <li>1. Ensure that legislation and regulations protect tenants' rights, including tenure and fair rental prices</li> <li>2. Build more social and affordable housing that is fit for purpose for young people</li> <li>3. Work with community housing providers to ensure that young people have more access to affordable housing</li> <li>4. Increase funding for renovating and upgrading crisis, transitional and supported housing for young people</li> <li>5. Increase the supply of housing options near to jobs, services and public transport that can support young people into a range of 'Housing First' options</li> <li>6. Fund more Youth Foyers and student accommodation linked to homelessness services and student accommodation</li> <li>7. In remote areas of Australia, ensure that young people have housing that supports their education, training, and employment transitions</li> </ol>	<ol style="list-style-type: none"> <li>1. Remove the share accommodation rate of CRA and pay standard CRA for people in share accommodation.</li> <li>2. Provide financial support to pay or otherwise guarantee tenancy bonds for young people without savings or assets</li> <li>3. Further develop and implement models of rental subsidies and housing supports that are progressively graduated upward to market rental levels in relation to earned income, thus providing incentive to enter the workforce while ensuring security of housing tenure</li> </ol>	<ol style="list-style-type: none"> <li>1. Coordinate housing support along with other services to support: <ul style="list-style-type: none"> <li>• family connections and relationships</li> <li>• employment</li> <li>• health and mental health</li> <li>• alcohol and other drug addictions</li> <li>• education and training</li> <li>• access to other services to help manage and improve life, such as financial literacy and debt, help with drivers' licences, access to sports and fitness, arts, cultural and creative pursuits</li> </ul> </li> <li>2. Introduce a package of measures to strengthen the capacity of the system to help homeless young people to get into the workforce, including: <ul style="list-style-type: none"> <li>• support to stabilise their life circumstances</li> <li>• increased co-ordination of services and income support – including financial supports specifically to improve their ability to engage with work</li> <li>• education and training joined to income, housing, and welfare support</li> <li>• someone who can advocate for young homeless people, especially for income support and access to services and jobs</li> </ul> </li> </ol>	<p><b>For the nation</b></p> <ol style="list-style-type: none"> <li>1. Increased capacity for young people to be skilled, willing, and able to work</li> <li>2. Reduced risk and associated longer-term costs of poverty, ill-health, mental illness, and crime</li> <li>3. Economic stimulus from investment in social and community housing</li> <li>4. Greater inclusion and equity for young people most at risk and disadvantaged</li> </ol> <p><b>For young people</b></p> <ol style="list-style-type: none"> <li>1. Greater incentives and support to learn and earn</li> <li>2. Fewer and shorter experiences of homelessness</li> <li>3. Increased personal safety and housing security</li> <li>4. Greater ability to make plans and care for themselves</li> <li>5. More opportunities to participate in the life of the community</li> <li>6. Improved happiness and wellbeing</li> </ol>

# 7. HEALTH AND WELLBEING

	Greater access to health and wellbeing community supports	Create structured opportunities for healthy peer to peer relationships to develop	Enhanced early intervention services for young people	POSITIVE OUTCOMES
How to achieve this	<ol style="list-style-type: none"> <li>1. Increase income support for young people so that they can afford medical treatment and pharmaceuticals</li> <li>2. Increase the capacity of mental health services and crisis lines to address rising caseload, and ensure that services are appropriate, acceptable and accessible for all young people who need them</li> <li>3. Increase the availability of bulk billing clinics, especially in disadvantaged communities, and ensure that they offer and can bulk bill the medical and mental health care needed by young people</li> <li>4. Increase the capacity of alcohol and substance use intervention programs to meet young people’s needs, including funding to expand outreach services and integrate these services with mental health and other health services</li> <li>5. Ensure that specialised medical services are provided for young people who are homeless or socially isolated and that these link to other services</li> <li>6. Ensure health and mental health services for young people offer opportunities for the lived experience workforce</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop innovative youth run community-based drop in centres where young people can gather for recreation, music, sport and learning</li> <li>2. Provide financial support for young people to pursue creative opportunities such as music, art, sport and recreational activities</li> <li>3. Develop facilitated peer support programs focussing on suicide prevention and building resilience</li> <li>4. Create opportunities for established community groups (such as youth centres, churches, sporting groups) to focus on resilience building activities that appeal and attract young people</li> <li>5. Mandate that all programs and services targeting young people implement co-design principles and include the voices of young people</li> </ol>	<ol style="list-style-type: none"> <li>1. Review the policies and processes in the education, employment, and social services system to enable early identification of drug and alcohol abuse and physical and mental health concerns among young people in any of those systems</li> <li>2. Improve mental health service access for young people in the ‘missing middle’ who are too unwell to have their needs met through primary mental health care, including Headspace, but who are not so acutely unwell that they meet the threshold for admission into the state tertiary specialist service system</li> <li>3. Review the protocols for reporting and sharing information between organisations and agencies, to inform and support a coordinated response</li> <li>4. Increase the resources available for alcohol and drug education, early intervention, and harm prevention programs</li> <li>5. Ensure young people who are experiencing additional challenges with their physical and mental health are provided with programs and services that support their engagement and/ or re-engagement in education and employment</li> </ol>	<p><b>For the nation</b></p> <ol style="list-style-type: none"> <li>1. Enhanced health, resilience, and hope for young people, who will bear the burden of future economic, environmental, and resulting social challenges in the future</li> <li>2. Fewer young lives lost to suicide</li> </ol> <p><b>For young people</b></p> <ol style="list-style-type: none"> <li>1. Improved capacity to benefit from education, to be included and active in the world, and to participate in the workforce</li> <li>2. Reduced rate of youth suicide and self-harm</li> <li>3. Increase in healthy peer relationships</li> </ol>

## 8. TRANSPORT

	Affordable public or community transport	Help to get a driver's licence	Planning and help to clear debts and fines	POSITIVE OUTCOMES
How to achieve this	<ol style="list-style-type: none"> <li>1. Develop affordable public transport options for young people who need to travel to work and learning sites. This is particularly important for young people living in the outer suburbs of Australia's cities and in regional/rural areas where youth unemployment rates are high and education/training programs are scarce</li> <li>2. Ensure public transport routes and timetables are relevant to work and education hours and locations</li> <li>3. Explore community transport options in rural/regional communities that are relevant to the needs of young people and their families</li> </ol>	<ol style="list-style-type: none"> <li>1. Support young people without adequate family support to get a driver's licence</li> <li>2. Provide financial support for young people to get driver's licences</li> <li>3. Explore innovative approaches to achieve the driving hours required to qualify for a licence</li> <li>4. Subsidise employers to support young employees to obtain driver's licences</li> <li>5. Introduce learn to drive programs into high schools</li> </ol>	<ol style="list-style-type: none"> <li>1. Identify and address the need to clear debts and fines associated with traffic and public transport infringements</li> </ol>	<p><b>For the nation</b></p> <ol style="list-style-type: none"> <li>1. Greater inclusion and equity for young people</li> <li>2. Reduced risk of criminal and civil offences</li> <li>3. Increased capacity for young people to be educated, skilled, willing, and able to work</li> </ol> <p><b>For young people</b></p> <ol style="list-style-type: none"> <li>1. Greater incentives and support to learn and earn</li> <li>2. Greater ability to participate in the life of the community</li> <li>3. Improved mental health and wellbeing</li> <li>4. Improved capacity to manage life</li> </ol>

## 9. LOCAL COMMUNITY SUPPORT ECOSYSTEMS

	Involve young people in local economic and social development planning	Give a greater voice to young people in the design and operation of services	Coordinated and accessible local services that are youth-friendly	POSITIVE OUTCOMES
How to achieve this	<ol style="list-style-type: none"> <li>1. Resource Local Community Partnerships around Australia that connect governments, business, young people and the community and education sectors, to identify shared goals for local area economic, education and social planning</li> <li>2. Identify strengths, resources and community assets, and opportunities in local communities, including the views and contributions of young people</li> <li>3. Agree on shared economic and social goals, and the roles and contributions of sectors to achieving those</li> <li>4. Establish governance structures – for each local coalition – to achieve the mandate and capacity to: <ul style="list-style-type: none"> <li>• project and plan for local industry and jobs growth</li> <li>• assign economic stimulus resources including jobs and wage subsidies (see Job Creation Guarantee)</li> <li>• design and assign resources for employment services to support local plans and the fair sharing of access to services and job opportunities</li> <li>• coordinate and connect local education and training with business/industry to support youth learning about careers and further education</li> <li>• Foster enterprise skills and projects, self-employment and social enterprise development</li> <li>• connect business with education and youth and social services</li> </ul> </li> </ol>	<ol style="list-style-type: none"> <li>1. Engage young people in the social and economic life of their community by including them in the planning and review of local youth education, employment, and support services</li> <li>2. Ensure that local planning builds in roles and opportunities for youth leadership, youth consultation, and co-design contributions to: <ul style="list-style-type: none"> <li>• arts, media, and cultural activities and programs</li> <li>• recreational and sporting events and organisations</li> <li>• community organisations and services</li> <li>• education and employment organisations and services</li> <li>• business and enterprise development organisations</li> <li>• local government</li> </ul> </li> <li>3. Learn from data analysis, and directly from young people, about their needs in key life domains, how these are met (or not), and which services should be kept, increased, created, or dropped</li> <li>4. Explore models of social network supports for young people, that cover needs in key life domains, including those that may be met through personal/family networks</li> <li>5. Use this data and analysis to inform and advise the contracting and commissioning of services by the relevant government agencies</li> </ol>	<ol style="list-style-type: none"> <li>1. Promote effective youth support networks through the Local Community Partnership model and principles, bringing together key agencies in local areas</li> <li>2. Promote effective youth support networks through the Local Community Partnership model and principles, bringing together key agencies</li> <li>3. Validate with young people the mix, balance, and priorities of what they need</li> <li>4. Improve the accessibility and effectiveness of youth services by: <ul style="list-style-type: none"> <li>• bringing together multiple agencies in an independently facilitated process for planning roles and resources</li> <li>• establishing – or strengthening – existing information and referral platforms to establish a continuum of support options and the multiple entry points needed</li> <li>• establishing new protocols for sharing community-level and client data across the community partnership and for reporting and monitoring progress at the community level</li> <li>• referring to research and feedback that can inform the commissioning of services</li> </ul> </li> </ol>	<p><b>For the nation</b></p> <ol style="list-style-type: none"> <li>1. Reduced poverty, unemployment, crime, and homelessness</li> <li>2. More efficient and effective use of education, training, employment, and social services funds</li> <li>3. An emerging generation who are economically, socially and politically engaged and are better equipped to manage future change on a personal level and contribute to their communities</li> </ol> <p><b>For young people</b></p> <ol style="list-style-type: none"> <li>1. Enhanced access to services</li> <li>2. Greater social and economic inclusion</li> <li>3. Improved mental health and wellbeing</li> <li>4. Improved capacity to manage life and meet the challenges of the future</li> </ol>

# WHO NEEDS TO BE INVOLVED?

This Youth Futures Guarantee proposes a vision and strategy to build a national response that can offer young people the skills and support they need to learn and to get rewarding and secure employment. This is what the nation needs. It's not a government problem alone. Nor is it a problem only for education or training organisations, or for business. It is certainly not a problem only for non-government organisations and charities. It is everybody's problem, and everyone needs to be contributing.

This Guarantee proposes the platform to integrate the investments needed to remedy a range of obstacles to young people's transitions into productive and fulfilled lives. Many high-quality solutions are already known. Now we need investment and perseverance on the part of governments, employers, and communities. Not least, we need the involvement and advice of young people themselves.

## The Youth Futures Guarantee proposes a renewed approach to resourcing and planning that will:

- Invest in education, training and community support systems to prepare young people to participate fully in the social and economic life of their community
- Build partnerships between key stakeholders such as industry, community, government, non-government agencies, and employers - along with young people - in the design, delivery, and management of programs.
- Build transition support networks in every local area for young people, to support their transitions from school to work
- Resource innovative education and training programs that help vulnerable young people, and those at risk of falling out of mainstream institutions to achieve the educational, vocational, and interpersonal skills necessary for them to thrive
- Develop broader and more productive community partnerships to improve the identification of needs, promote better delivery of services, and empower young people, their families, and communities to navigate their way to better transition outcomes
- Ensure strategic integration and coordination across diverse portfolio areas including health, housing, education, employment, community services and juvenile justice, all which impact on the wellbeing of young people
- Inform and harness Government and broader stakeholder commitment to the priorities underpinning the Guarantee. This includes influencing policy and improving potential complementary approaches with Commonwealth & State/Territory jurisdictions through opportunities to align policy and regulation



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