



THE YOUTH JUNCTION INC

2020-2025

STRATEGIC PLAN



PREPARED AND PRESENTED BY

JO MALCOLM-BLACK

BACKGROUND



The Youth Junction Inc became an incorporated society in 1999 and by 2007 was an umbrella organization for a range of coordinated and integrated services to meet the needs of young people aged 12 to 25 years based out of the Visy Cares Hub in Sunshine, focusing on early intervention. The service has taken an eclectic approach to its Committee of Management. Over the following years it has benefited from the support and advice of the police, the judiciary and key tertiary and educational institutions. All participants have had a Western Melbourne flavour.

In the years since the Youth Junction has carved out a space linked to the lead tenancy of the Visy Cares hub, and a recognised expertise in crime prevention support services for those aged 12-25 in Western Melbourne competing in a space where a number of similar services lie. In 2020 there is challenge in creating a definitive point of difference in a highly competitive, post - pandemic environment where there is increased vulnerability and broader opportunities to meet changing needs.

This strategic plan paves the way forward for our organisation; building capability to ensure we are innovative and collaborative enough to be able to deliver on our purpose and create positive social change for our cohort, the young people of Victoria. Our ambition is framed by two overriding objectives, 'young people are the leaders of tomorrow' and 'change and growth are important'. The strategic framework has emerged from engagement with our consumers, staff, volunteers and stakeholders. This is a unique opportunity to drive change when change is the main choice we have. It drives our vision for the next five years and creates the sign-posts for the journey to achieving our longer term goals.

MISSION

We work with and for vulnerable Victorian young people to support choices in education and employment, and the reduction of disadvantage. We identify and advocate around systemic blockages and work to support systemic literacy in young people through a range of collaborative, innovative and integrated service responses. This work includes our current activities but we acknowledge that the needs of this cohort are changing and evolving, and that we will need to evolve with them.

Current reforms in the community services sector create tensions between place-based and marketised services, and targeted and more comprehensive approaches. These changes play out in the context of changing demographics, poverty, growing inequality and isolation, distrust in institutions, increasing expectations of consumer value, fiscal pressures and government policy reform, technological advances, and climate change and extreme weather events. We will assist young people to navigate this environment.

VISION

The Youth Junction Inc. creates and enables paths and choices for productive, resilient and engaged young people through strong collaborative and innovative solutions.



VALUES

THE YOUTH JUNCTION IS :

INNOVATIVE

WE ARE INNOVATIVE AND CREATIVE IN THE WAY THAT WE TALK, WORK AND ACT TO BRING INTO BEING WORLD-CLASS SOLUTIONS FOR SERVICES TO YOUNG PEOPLE

COLLABORATIVE

WE BUILD TRUST AND WORK COLLABORATIVELY ALONGSIDE YOUNG PEOPLE, AND OUR BROADER COMMUNITY

COMPASSIONATE

WE SHOW EMPATHY AND GENEROSITY IN OUR WORDS, ACTIONS AND DIRECTION

EMPOWERING

WE KNOW THAT GREAT OUTCOMES ARE BUILT ON GROWTH AND THE SHARING OF SKILLS

ACCOUNTABLE

WE ARE EACH RESPONSIBLE FOR OUR ACTIONS, BEHAVIOURS AND DECISIONS AND HAVE A PART TO PLAY IN THE SUCCESS OF OUR ORGANISATION AND COMMUNITY

WHO WE SERVE

We are there for young people whose lives have been impacted by engagement with the justice system and with the courts to develop their independence and build more choices into their lives. We support young people experiencing homelessness, drug and alcohol dependency, family violence or mental illness. We assist young people living with disability to make their life choices in the community, in employment and in their home.

We seek to provide access to training and meaningful employment. We're proud to welcome and support newly arrived young people in our community, and empower them with the support, information, skills and tools they need.



MARKETING AND COMMUNICATION PLAN

We engage with community partners, organisations and wider stakeholders interested in improving outcomes for vulnerable young Victorians. We commit to integrate our services where possible, partnering with key stakeholders and working towards co-creating more appropriate solutions for young people. We will develop our expertise around young person-centred responses. The process of change and integration will see us realise our potential as an engaged and stronger team.

SMART OBJECTIVES

1

We will create financially sustainable and commercial distinct services that meet and comply with legal, ethical and governance standards to provide responsive and agile services for young people.

2

We will provide one on one, group and face to face services where needed but will also communicate with our service users and other stakeholders through other platform.

3

We will consult with our service users about the frequency of our contact and the structure of our relationship with them, clarifying choices, opportunities and improving their understanding of these factors. We commit to reflecting this approach in our interactions with stakeholders and with funders.

4

We will understand our message has been received when we receive feedback that young people are reaching their potential. We will iteratively review the roadblocks to that potential and seek to remove disadvantage and build equity for young people in the programs and activities we undertake.

5

We know that reforms in the community services sector are changing the way funding is organised and impact how young people access services so we undertake to be collaborative and to integrate with other agencies and services where possible to maximise outcomes.