

nelson tasman

# connections

commitment goals

education independence jobs

MAYORS TASKFORCE *for* JOBS

Nelson & Tasman  
Secondary Schools



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# connections

keeping  
young  
people  
connected

A framework for  
working together  
to support the  
connection of our  
young people to a  
positive future  
pathway

MAYORS TASKFORCE *for* JOBS

supported by



### **governance**

#### **Leadership:**

Finding the resources to deliver support and services



### **professionals**

#### **Intensive personal support:**

Working with young people most at risk of becoming disconnected



### **community**

#### **Individual, family, whanau, community & business:**

Ensuring support structures and services are readily available



### **youth**

#### **Young people helping each other:**

Adult support facilitating the learning and building of self help capacity

with the intention that:

By 2007 all under 20 year olds in Nelson and Tasman will be engaged in appropriate education, training, work or other options which lead to long-term economic independence and well-being.

Nelson & Tasman  
Secondary Schools



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## governance

Taking leadership and setting targets.

Getting the whole community involved.

Improving adults' understanding of the ideas, issues, interest and needs of young people.

Encouraging "signup" to this commitment.

Challenging agencies to "raise their game".

Schools, government agencies and community service providers planning and working together.

## professional support

Assessment and provision of health, skills, housing, safety, income, well-being protections.

Counselling advice and guidance.

Referral to other professionals or community support.

Lead case management.

Placement of individuals within pathways.

Career and transition support.

## community support

Mentoring and role modelling.

Community based learning.

Work related education and training.

Work experience.

Employment.

A range of social, artistic, sporting and recreational activities.

Entrepreneurial opportunities.

Strong support networks.

Supportive families.

## youth support

Developing skills in change management and enterprise.

Young people leading projects and research.

Young people participating in decision making processes.



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## key goals

Develop an integrated accessible and collaborative set of services for young people

Establish a mechanism to co-ordinate the assessment of and responses for young people

Improve central and local government funding arrangements with providers that deliver a range of services for youth in Nelson and Tasman

## steering group



Nelson & Tasman  
Secondary Schools



MINISTRY OF SOCIAL DEVELOPMENT  
*Te Manatū Whakahiato Ora*



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## MAYORS TASKFORCE *for* JOBS

Nelson & Tasman Secondary Schools



MINISTRY OF SOCIAL DEVELOPMENT

*Te Manatū Whakahiato Ora*



17 November 2003

We are pleased to recognize the significant amount of social capital and good will from many agencies, departments and individuals in our community, who are committed to the wellbeing of young people whether it be their health, social and artistic interests, recreation, education, employment, entrepreneurship or training. Yet despite this we are seeing too many of our young people fall between the gaps.

At a time when our unemployment rate is so low it is of significant concern that young people continue to be overrepresented in these statistics. And as we look ahead at the projected demographics we recognize a serious need for all of our current and future young people to be effectively engaged in our community in order to support the nonworking population of tomorrow.

Nelson Tasman Connections is about key players working together to look across our community and develop an integrated, accessible and collaborative set of services for young people whether they are in trouble, at risk, or wanting to improve their lives. Our intention is that:

“By 2007 all under 20 year olds will be engaged in appropriate education, training, work or other options which will lead to long term economic independence and wellbeing”

We have a window of opportunity now to address these key issues and to ensure all our young people under 20 years of age are connected with their community.

We look forward to working with you as we all play our part in towards achieving this goal.



Nelson Mayor  
Paul Matheson



Tasman Mayor  
John Hurley



Work & Income Regional Commissioner  
Mike Smith

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# BACKGROUND

Local research has shown that there are over 140 organisations with a youth focus in Nelson and Tasman, however young people are still falling between the gaps. As Judge Paul Whitehead says when sentencing a 17 year old Nelson youth, “ ... you appear to have fallen between the cracks because no one is prepared to assist you at all.”

(“No One Prepared to Help Youth: Judge” Nelson Mail 29 May 2003).

These organisations tend to operate independently, employing separate governance structures reflective of their history and purpose. Although separate, they share similarities:

- The purposes that they are working towards are highly complementary and extend in some cases to mutual dependencies
- They employ similar administrative systems and several have similar governance structures
- They tend to be small enterprises and carry a high burden of administrative overheads relative to their outputs
- Many are heavily dependent on voluntary contributions of labour and services. Where positions are remunerated, this is generally at a rate that reflects a very small proportion of the total time put in
- Retaining the goodwill of volunteers and appropriately rewarding or recognising the people who contribute their time and other resources is a consistent challenge for several of these organisations.

Although much of their work occurs within a common environment, there are few formal linkages between the groups. This has several consequences:

- Planning tends to be carried out without full information
- Planning risks duplication, conflict or compromise
- Collaboration becomes increasingly costly as the number of interested groups multiplies
- Opportunities for mutually beneficial ventures may be overlooked
- Ventures (especially new funding opportunities) that depend upon joint agreements or single points of contact are not available
- Groups compete among themselves for key resources

The purpose of this report is to provide background information and a collaborative framework to enable our community to implement the Nelson Tasman Connections strategy. The strategy will look across our community and develop an integrated, accessible and collaborative set of services for young people, whether they are in trouble, at risk, or wanting to improve their lives.

The report identifies some key statistics for young people and demographic predictions relevant to their future well-being and the economy of our region. From this and other information, we have selected key tasks to be achieved over a four year period through to 2007.

# Why We Developed Nelson Tasman Connections

The intention of Nelson Tasman Connections is that:

“By 2007 all under 20 year olds will be engaged in appropriate education, training, work or other options which will lead to their long term economic independence and well-being.”

Our focus areas within this goal are:

- To develop an integrated accessible and collaborative set of services for young people
- To establish a mechanism to coordinate assessment of and responses for young people
- To improve central and local government funding arrangements with providers that deliver a range of services for youth in Nelson and Tasman.

This goal is strongly supported by the following strategies:

- Youth Development Aotearoa
- NZ Agenda for Children
- Care and Protection Blueprint 2002
- Sustainable Development for New Zealand
- Mayors Taskforce for Jobs

## What we are envisaging is...

Not – a project or programme

It is – a purpose, goal and shared commitment

Delivering Results – by many interdependent strategies

It mirrors the Youth Development Strategy Aotearoa focus by:

### Going beyond...

<i>Focusing</i>	on at risk, negative labels and problems
<i>Blaming</i>	teachers, parents, TV
<i>Reacting</i>	in an ad hoc manner to youth issues
<i>Fixing</i>	single youth problems in isolation

### And towards...

<i>Understanding</i>	young people as partners in their development
<i>Encouraging</i>	adults to be supportive mentors
<i>Planning</i>	being intentional, having a plan and setting high goals
<i>Achieving</i>	an inclusive economy/society where young people are innovative and energetic participants.

(Ministry of Youth Affairs January 2002)

We believe that to achieve the Nelson Tasman Connections goal we need to keep young people connected, and make a local commitment to all our young people.

Some key issues that highlight the need to achieve this goal are:

- 2007 to 2010 is a demographic turning point for New Zealand with fewer young and more older people
- Youth unemployment is increasing
  - 2002 - 9 % of job seekers were 15 to 19 years
  - 2003 - 15 % of job seekers were 15 to 19 years
  - The reduced unemployment has occurred in older age groups
- Students alienated from School
- Demand for alternative education in the region outstrips places
- Key job barriers for young people include:
  - Attitudes and work ethics
  - Drug and alcohol issues
  - Literacy and numeracy issues
  - Dishonesty
- Nelson and Tasman have over 140 services supporting youth:
  - Services tend to act independently
  - Many are small enterprises with high administrative costs
  - Workers are usually low paid
  - There are few formal linkages and planning is done in isolation.

Nelson Tasman Connections is about collaboratively working towards the same commitment and adhering to the same charter to achieve a shared goal.

This goal links closely to three key areas:

- Economic Development
- Social Development
- Collaborative Principles.

## Economic Development

Nelson and Tasman are undergoing significant economic growth. Young people are a key input into the future growth of the region so their positive development is essential. The immediate development of our young people is critical because many in the workforce will be retiring shortly and replaced by a smaller number of working people.

This strategy is closely aligned with work being undertaken by the region's Workforce Development Strategy group, as part of the Economic Development Strategy.

## Social Development

Social development is a process of co-ordinated social change that:

- Promotes the wellbeing of the population as a whole and of disadvantaged groups within it
- Aims to improve health, education, housing, employment, living standards and safety
- Focuses on all outcomes to bring about change

(Statement of Intent 2003. Ministry of Social Development)

To be sustainable social development and economic development must complement each other.

In Nelson and Tasman there are over 140 Government and Non-Government providers with interests in the social wellbeing and development of young people.

## Collaborative Principles

Achievement of the goals of this strategy requires collaboration at two levels; regional co-ordination and integrated service delivery.

### Regional Coordination

Regional coordination provides long-term, co-ordinated direction for community development and service delivery. It involves senior regional managers in central and local government working closely with each other and with stakeholders. It has a wide focus, covering large areas, population groups, many activities and services.

This coordination provides information about:

- What services are being delivered and how they affect each other
- How resources are being used
- How people can work together more effectively

## Integrated Service Delivery

Integrated service delivery is about organisations working together at an operational level, developing the delivery of services requiring the input of more than one agency, and focusing on specific local areas, client groups, communities, families or individuals.

This means:

- Defining and identifying ways to improve outcomes
- Improving access to quality services
- Making the best use of resources across agencies

(Mosaics – Key Findings and Good Practice Guide for Regional Coordination and Integrated Service Delivery.  
Ministry of Social Development 2003)

# What Nelson Tasman Connections Aims To Do

The three focus areas for Nelson Tasman Connections are:

- Developing an integrated accessible and collaborative set of services for young people
- Establishing a mechanism to coordinate assessment of and responses for young people
- Improving Central and Local Government funding arrangements with providers that deliver a range of services for youth in Nelson/Tasman

To achieve this the Steering Group will oversee the establishment of a charter and commitment and provide leadership in the establishment and implementation of the strategy as follows:

## Focus Area One

Developing an integrated, accessible and collaborative set of services for young people.

Key Goals:

- Responses for three groupings to be established:
  - Young people who have become disconnected
  - Young people at risk of becoming disconnected
  - All other young people
- Establish databases of Employers, Young People and Service Delivery Providers. Provider categories to include Education, Training Employment, Entrepreneurship, Health, Recreation Arts, Social.
- Develop individual modularized career plans for the three groups of young people.
- Undertake post placement tracking of each young person in line with their plan
- Research employers to determine:
  - Specific skill and workforce needs in the next five to ten years
  - The key difficulties experienced when employing youth
  - The most helpful interventions that would assist them to employ youth
- Facilitate education and incentives to encourage and assist businesses to employ young people

- Encourage initiatives that provide post placement support and mentoring services for youth working in each of the key regional industries
- Provide a greater range of work experience programmes each connected to a “next step”. Categories could be selected from three categories of industry :
  - Ideas (Scientific and Technical)
  - People (Social, Health, Education, Hospitality)
  - Things (Primary Industry)
- Ensure trends & issues regarding youth employment are tracked
- Identify and coordinate the many activities and visits in schools to promote initiatives that align with recognised needs and economic growth areas
- Analyse current Peer Support activities, identify any gaps, streamline training and referral processes, and establish an effective Advisory Group to oversee and recommend future Peer Support in the region
- Incorporate feedback from young people into Nelson Tasman Connections
- Analyse and monitor recorded trends and issues for the planning of appropriate prevention initiatives
- Assessment of each new and existing activity to maximise its fit with Nelson Tasman Connections.

## Focus Area Two

Establishing a mechanism to coordinate the assessment of and responses for young people.

Key Goals:

- Establish three tiers of intervention and pathways for:
  - Young people who have become disconnected
  - Young people at risk of becoming disconnected
  - All other young people
- Develop appropriate assessment processes
- Coordinate the assessment of every young person within the region to keep them connected
- Ensure adequate assessment information is available for each young person
- Establish a process to assess and implement a modularized career plan for every



out of school young person

- Ensure regular engagement with each young person who is case managed.

## Focus Area Three

Improving Central and Local Government funding arrangements with providers that deliver a range of services for youth in Nelson and Tasman.

Key Goals:

- Partnerships
  - Identify opportunities for government funders to collaboratively develop partnerships with community providers
- Service Delivery
  - Build improved understanding by government funders of the services for youth currently delivered by community providers in the region (including the outcomes sought from service delivery)
  - Identify gaps and overlaps in the delivery of youth services in the region
- Relationship Management
  - Work with community partners to support and facilitate their processes for identifying opportunities to improve youth service delivery (including the potential for collaborative service delivery)
- Funding Arrangements
  - Identify opportunities for government and community providers to collectively develop outcome focussed, multi-funder arrangements (including integrated contracts), for the delivery of holistic services for youth
- Resourcing
  - Work with providers to ensure resources available for youth service delivery are allocated on the basis of priorities agreed between government funders and community providers, and that community stakeholders (including youth clients) are consulted
  - Work with community providers to ensure that the prioritised services are adequately funded

This will result in:

- An analysis of issues in forming partnerships from government agencies point of view
- An analysis of issues in forming partnerships from youth service providers point of view
- Identification of current funding arrangements and desired outcomes from current service delivery from government agencies point of view
- Identification of current funding arrangements and desired outcomes from youth service providers point of view.
- Identification of joint outcomes and contracting opportunities

# Who Are The Young People in Nelson and Tasman?

Currently in New Zealand about 27% of the population is under 18 years of age.

(“Life not so good for some Kiwi kids” Nelson Mail 28 June 2003).

Over the next five years the population of New Zealand young people will sharply increase as the “baby blip” of the late 1980/early 1990’s grow older. By 2007 there will be around 68 000 more 15 to 24 year olds than there was in 2002, an increase of 12%. In contrast the under 15 year olds will decrease by 3%.

(Statement of Intent 2003. Ministry of Social Development)

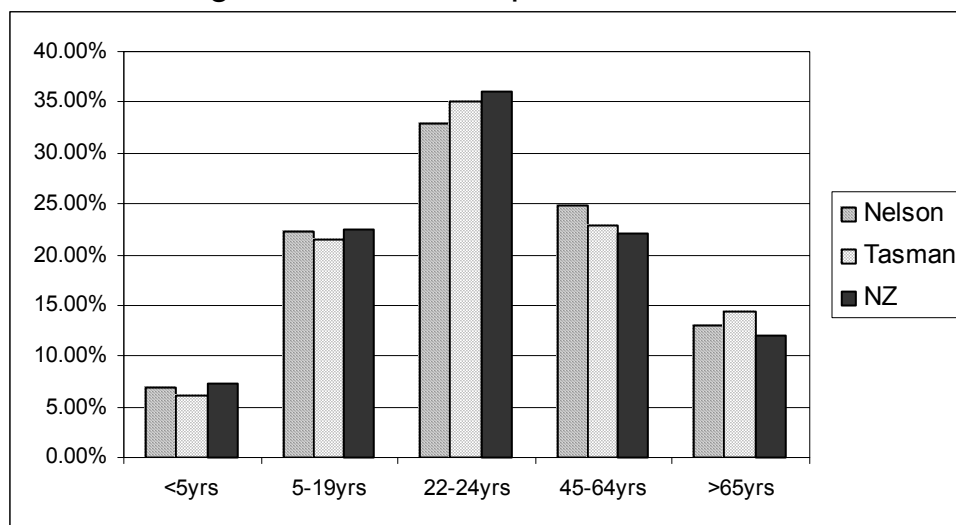
In Nelson 12.3% of the population was under 25 year olds in 2001. The percentage was 10.3% for Tasman. New Zealand’s predicted ageing population will be felt in Nelson & Tasman, as well as a declining youth population.

(Tasman District Council Regional Land Transport Strategy (Draft) April 2003)

## Nelson and Tasman Age Bands (2001)

	<u>&lt;5</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25+</u>
Nelson	2589	2865	3216	2835	2262	27801
Tasman	2811	3279	3411	2531	1770	27552
N&T Total	5400	6144	6627	5367	4032	55353

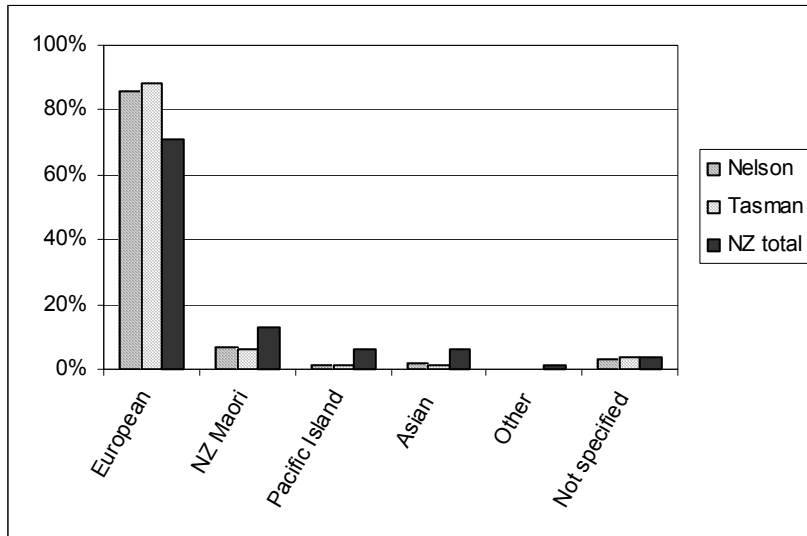
## Age Structure of Population 2001



(Nelson by the Numbers, Nelson City Council, October 2002)  
 (Tasman by the Numbers, Nelson City Council, October 2002)

Compared with New Zealand averages, Nelson and Tasman have a higher percentage of the population aged over 45 and a lower percentage aged under 25.

## Ethnicity of Population 2001

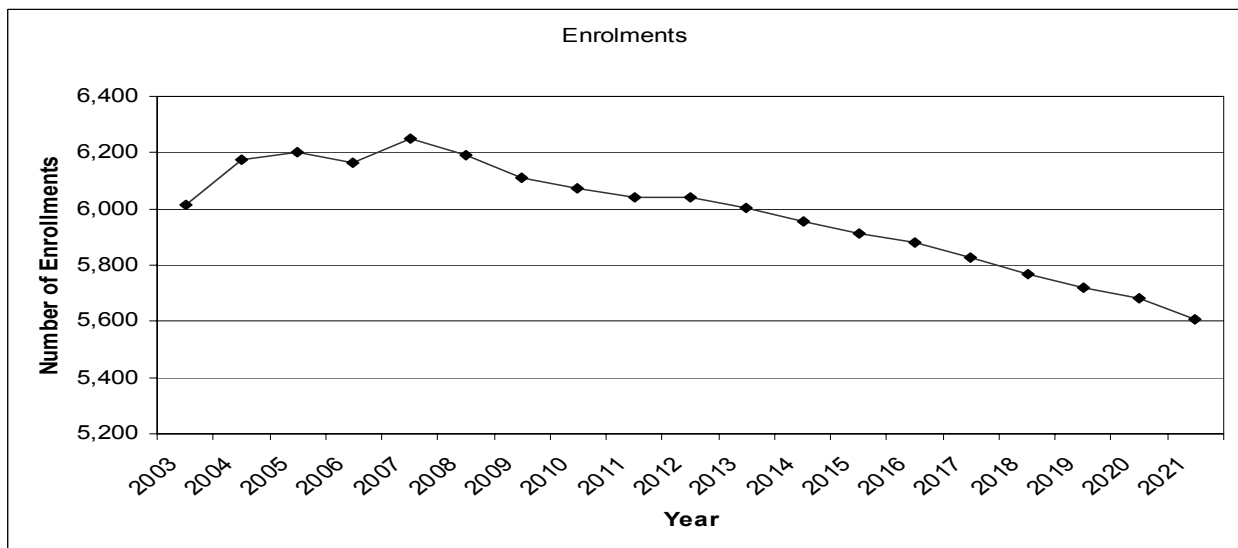


(Nelson by the Numbers, Nelson City Council, October 2002)  
 (Tasman by the Numbers, Nelson City Council, October 2002)

## School Enrolments

The predicted student numbers for primary schools (based on the 2001 census figures) show a steady decline, with some small exceptions where a school may hold its student number before decreasing. Secondary School Student numbers are predicted to remain relatively stable.

## Predicted Enrolments across the Six Secondary Schools from 2003 to 2021



(Based on medium level predictions School Student Number Predications. Nelson and Tasman Schools Years 2003 to 2021. Ministry of Education 2003)

## School Leavers without Qualifications as a Percentage of all School Leavers over 15 Years

	<u>2000</u>	<u>2001</u>	<u>2002</u>
Nelson	13.3%	11.6%	14%
Tasman	21%	27.9%	31%
NZ	16.5%	14.2%	18%

(Quality of Life in Nelson. Nelson City Council. November 2003)

The educational achievement and level of qualifications one holds has an impact on employment outcomes.

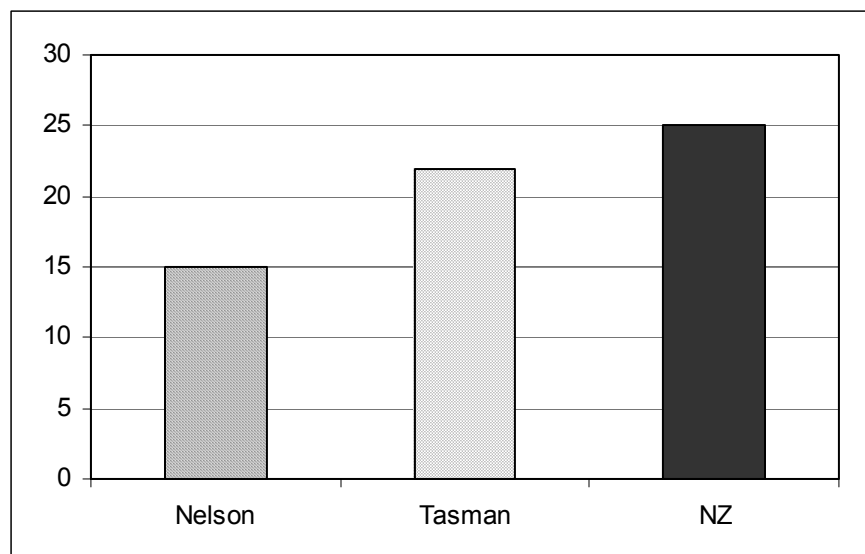
### Stand-Downs and Suspensions

It has been reported that more than 3700 teenagers in New Zealand were given early exemptions from school in 2002. One college in Nelson was among the top ten secondary schools that gave out the highest number of exemptions to 15 year olds. There is concern that the training and employment pathways for some students break down after they have been exempted.

#### Stand-Downs

A stand-down is the formal removal of a student from school for a specified period. Stand-downs of a student can total no more than 5 school days in any term, or 10 days in a school year. Following stand-downs, students return automatically to school.

**2002 : Stand Downs Per 1000 Students**

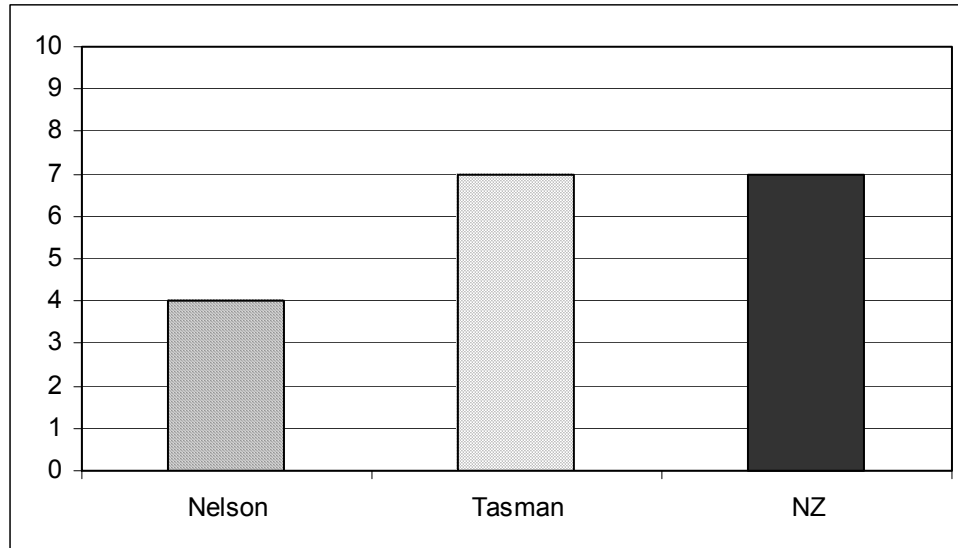


("Drop-out rate defended". Nelson Mail 16 October 2003)

## Suspensions

A suspension is the formal removal of a student from school until the board of trustees decides the outcome at a suspension meeting. Following a suspension the board may decide to lift the suspension, extend the suspension, or in the most serious cases, either exclude or expel the student. Suspension is the last step in the disciplinary process for a school. While our region does well when compared with national rates, there are concerns that some students excluded from schools are not enrolling at other schools or moving into employment or training.

2002: Suspensions Per 1000 Students

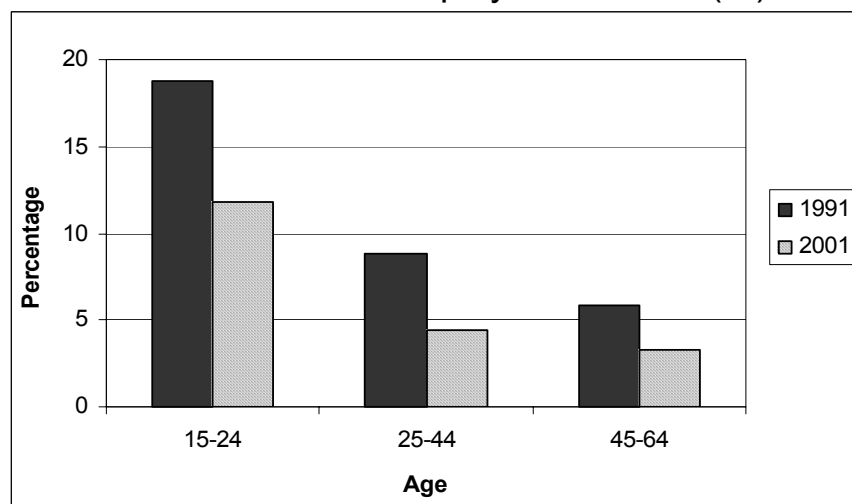


(“Drop-out rate defended”. Nelson Mail 16 October 2003)

## Youth Unemployment

Young people continue to comprise a significant percentage of our unemployed.

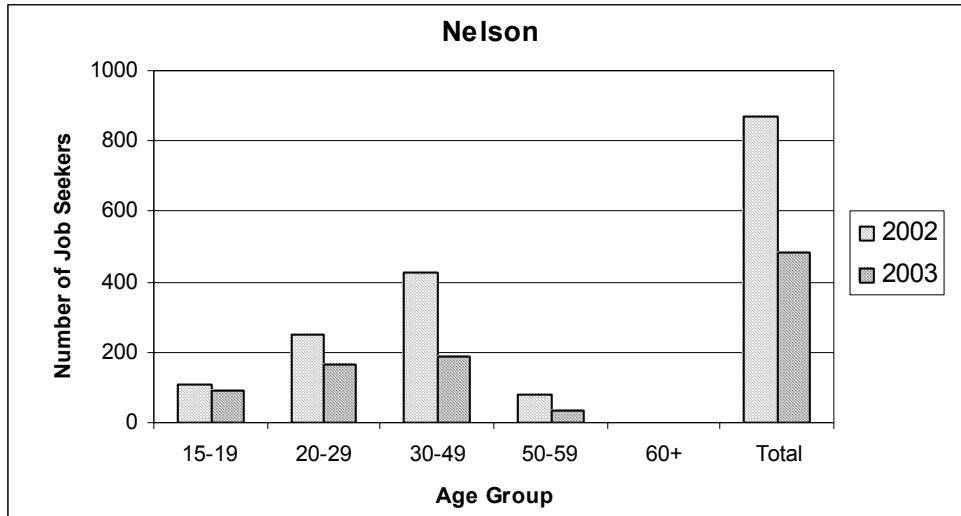
New Zealand Unemployment Rates (%)



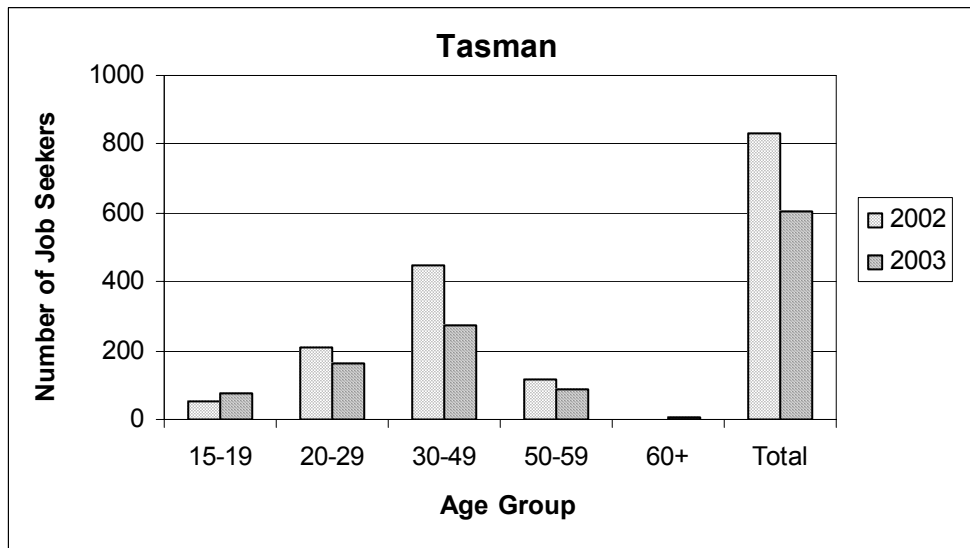
(The Jobs Letter. 28 July 2003)

In 2002 of the registered job seekers in this region, 9% were 15 to 19 years. But as at September 2003 this had increased to 15% of the register.

### Registered Job Seekers in Nelson and Tasman



(Work & Income Nelson Region's Job Seeker statistics as at 30 September 2003)



(Work & Income Nelson Region's Job Seeker statistics as at 30 September 2003)

## Youth Crime

The level of violent crime in Nelson is significant in comparison to the rest of New Zealand (note this data is for Nelson only).

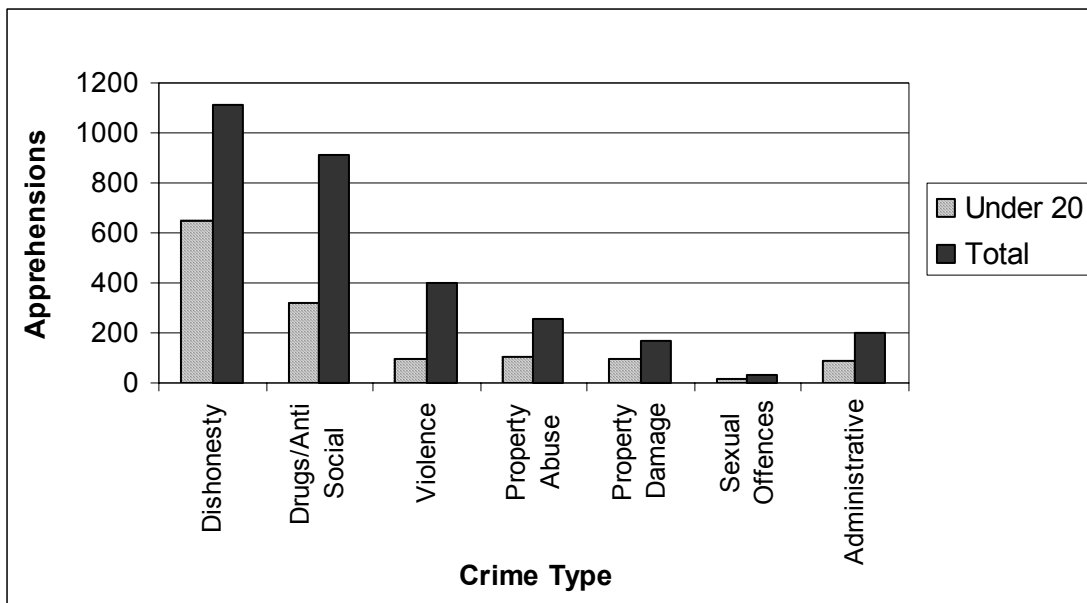
### National / Nelson Comparison Per 10 000 Population 2001/2002

	<u>Nelson</u>	<u>NZ</u>
Violence	129.1	115.9
Disorder	66.7	61.9
Sex Offences	10.2	8.2
Burglary (dwellings)	45.8	95.4
Burglary	102.8	158.8
Theft from car	98.1	130.5
Taking car	31.4	53.2

(Social Wellbeing Priorities for Nelson City Community Whanau Network, November 2002)

A significant percentage of crimes are being committed by young people.

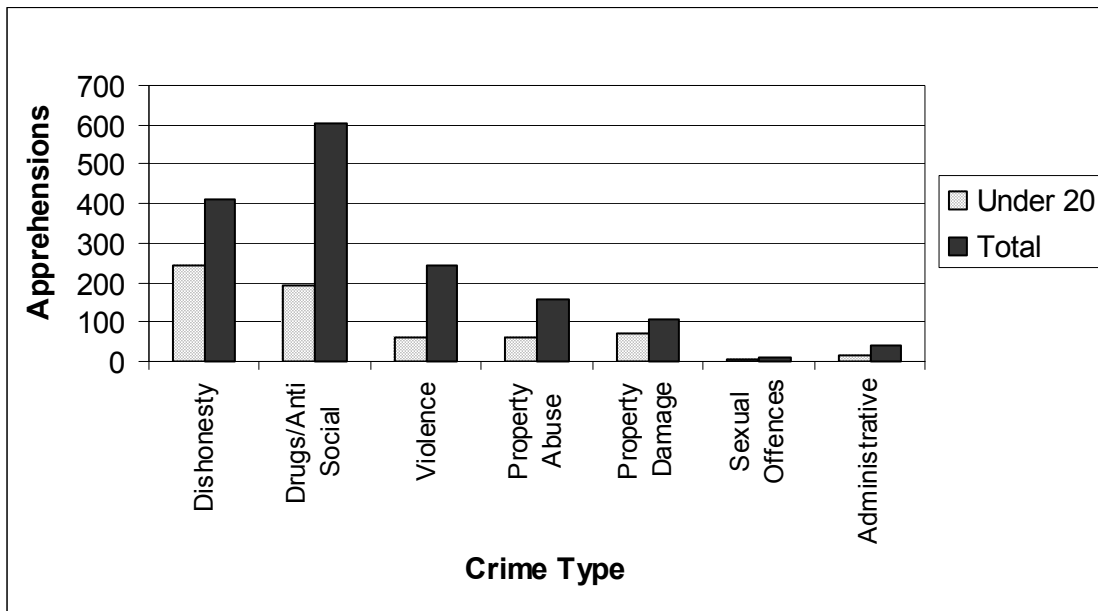
### Crimes in Nelson



(New Zealand Police Statistics 2002/2003)



## Crimes in Tasman



(New Zealand Police Statistics 2002/2003)

### Key issues those working with young people in our community have identified

Those working in our community have identified other key issues including:

- Difficulty accessing good physical and mental health services
- Numeracy and literacy difficulties
- Alcohol and drug addictions. While problems are primarily associated with alcohol and marijuana use there are concerns that new complex drugs are making their way into our community
- The need to support teenage girls who have children
- Dishonesty
- Attitude and work ethics presenting as significant job barriers
- Alienation from School.

(Youth Shadow Management Group meetings held during 2003)

For further information on Nelson Tasman Connections contact:

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## MAYORS TASKFORCE *for* JOBS

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