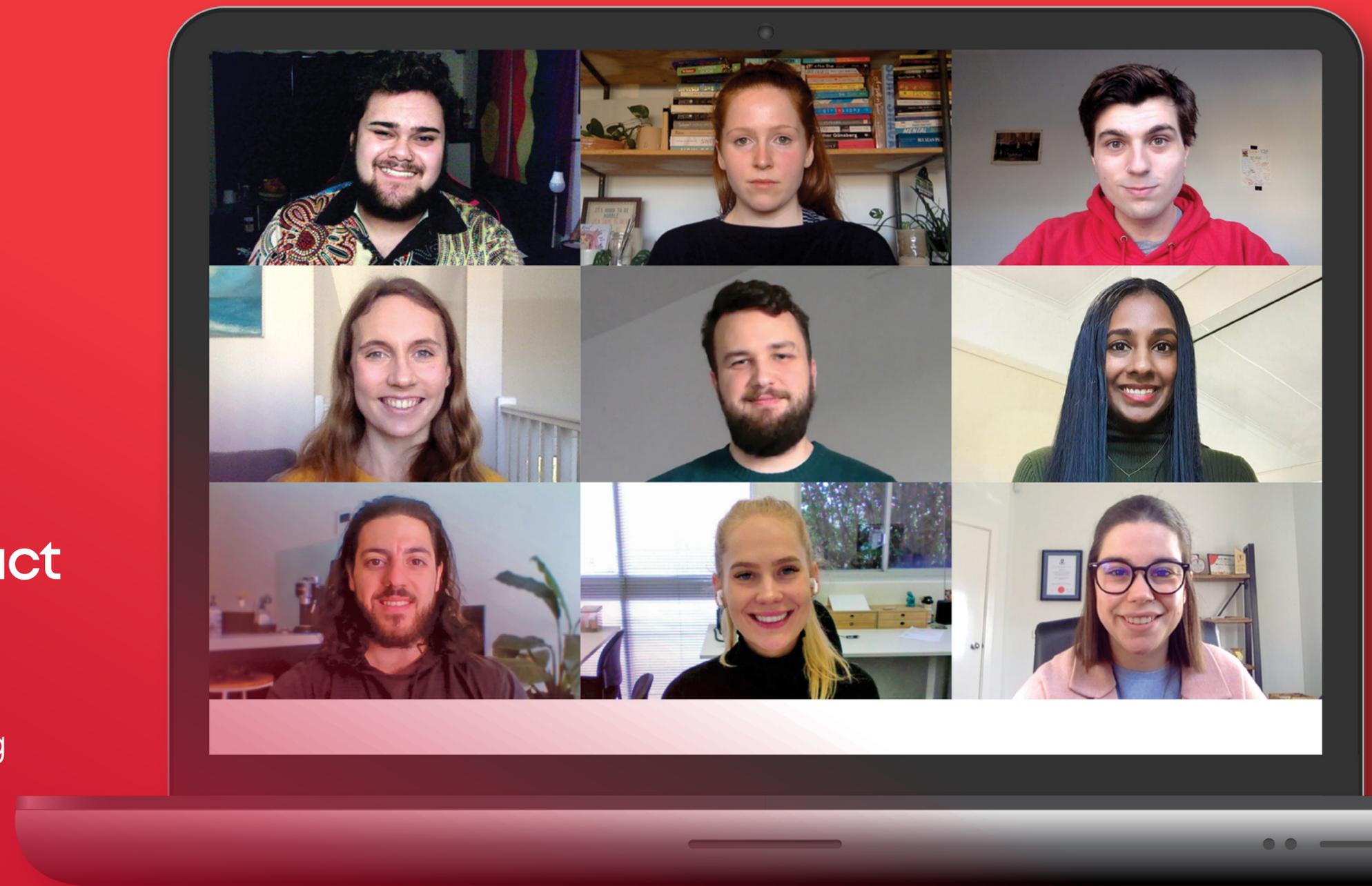


The Y in Australia  
**Community Impact  
Report 2020**

A year of Resilience,  
Recovery and Reimagining



We exist because we believe young people are powerful when they are inspired.

We want our communities (and society) to see young people as we do – as the powerful change makers they can be when empowered and listened to – but the truth is, society often unknowingly disempowers young people by not listening or not respecting their worth or holding them back.

That's why we at the Y act through our deeply held belief that when young people are empowered and heard, they are inspiring. This drives all that we do.

Link to video: <https://www.youtube.com/embed/pQx84QeYQkw>



# Leadership Message

Chris Lewis and Melinda Crole

Chris Lewis's Message: <https://www.youtube.com/embed/mUky2OReMRU>

Melinda Crole's Message: <https://www.youtube.com/embed/XmuHYIFzQVM>

[Link to voices of young people video](#)



# 2020 Impacts Snapshot

This year the COVID pandemic affected our participation numbers significantly in the March to June period, with states and territories in the south and east hit hardest.

In general, overall participation numbers were down by almost 25% - or approximately 7 million participations. Children's programs and services, such as out of school hours and vacation care, early learning, aquatic education, gymnastics, and camping experienced an almost 20% reduction in participation.

Closure of some aquatic and recreation facilities also led to cancellation of programs and services for extended periods, particularly in the eastern states and most significantly in Victoria.

## ADVOCACY & PARTNERSHIPS

Key pieces of national work over this COVID period have been:

### Federal Connection

The opportunity for the Y to be involved in intimate conversations with the Prime Minister, the Honourable Scott Morrison MP, the Deputy Chair of the National COVID-19 Commission Advisory Board - David Thodey and key leaders who attended our youth solutions summit are providing us with insights and opportunities we previously did not have.

1. Advocacy to date - 45 briefing papers to Ministers, 12 direct conversations with key Ministers (Seselja, Tehan, Cash), 5 invitations to Ministerial briefings, direct contact with senior advisors to Ministers (Treasury and PM's office and Opposition Leader) - over 100 advocacy meetings in total attended by our National CEO.
2. Partnership connection with industry: OSHC (Camp Aust, JAG, TheirCare, OSHClub) & Recreation (Belgravia, Aligned, BlueFit, Royal Life, ALPHA/ARV). Meetings were held daily/weekly. Joint press releases were sent out.
3. Increased connection and collaboration with youth organisations such as Foundation for Young Australians and the Australian Youth Affairs Coalition. We are a member of the Australian Youth Affairs Coalition COVID-19 Working Group.
4. Y Careers hub/JobCreator (re-imagining idea). Meeting with the National COVID-19 Commission Dep Chair. Meeting with the Department of Education, Skills and Employment - offering solutions to the youth unemployment crisis.
5. #YWeAreHere - We reinforced our public stance for young people, reaching millions of Australians with our first national TV ad campaign [video here: https://www.youtube.com/watch?v=pQx84QeYQkw](https://www.youtube.com/watch?v=pQx84QeYQkw).

## FINANCIALS



19/20 COLLECTIVE TURNOVER  
**\$462,937,471**



19/20 COLLECTIVE ASSETS  
MANAGED  
**\$432,794,308**

Note: the Y's collective financial turnover in Australia (FY19-20) includes three months of Covid-19 shut-downs and impacts. FY20-21 will reflect the impacts of 2020 more accurately in the financial year turnover figure. Government grants (including JobKeeper and Child Care subsidies) and rent relief provided welcome support and relief to most Ys.



# Global Connection

The Y is the largest global youth movement, reaching 58 million in over 120 countries, with a shared purpose to empower young people.

During 2020, around 40% of Ys around the globe were shut down, and Ys everywhere have been adapting programs and services to continue to meet community needs. We know that the world needs a Y - and that the Y needs to be adaptive to solve the biggest issues we face on the planet today, with and for young people.

During 2020, the World Alliance of YMCAs held The Resilient Leaders online series and we heard from experts on overcoming adversity and planning for recovery, with over 1,000 attendees. Speakers included Amina Mohammed UN Deputy Secretary-General; Tedros Adhanom, Director General of the World Health Organization; James Chau, Host of The China Current & World Health Organization Goodwill Ambassador; Mike Federle, CEO Forbes and others. [Link here to session recordings here: https://www.ymca.int/resilient-ymcas-leaders-talks-session-one-two-full-recording/](https://www.ymca.int/resilient-ymcas-leaders-talks-session-one-two-full-recording/)

The Padare Series was held in July-September, with our National CEO, Melinda Crole, facilitating one of the global groups. 190 Y staff and volunteers from 56 countries (local, regional and national YMCAs) participated. The purpose of the Padares was to share the wisdom of experience, learnings and knowledge to co-create 'a new and sustainable normal' for our YMCAs in the face of this crisis, becoming a 21st Century Y. [Link here: https://www.ymca.int/padaresensemaking/](https://www.ymca.int/padaresensemaking/)

Mental Health Global Communities of Impact Reimagine Labs are being held across November and December 2020, and our National CEO Melinda Crole is leading this important work for the World Alliance.



# Global Connection Cont...

Background image: 2020 National General Secretaries' meeting

In February, our National CEO Melinda Crole joined the Y's global National General Secretaries' (NGS) face to face gathering in the Middle-East, hosted by East Jerusalem YMCA. In September, she joined the NGS virtual gathering to discuss what the Y needs to be in the 21st century, with 70 CEOs of national YMCA Movements from across the globe discussing resetting and retooling to continue to serve young people through COVID and beyond - "now-future-next".

See the highlights video, which includes Melinda Crole [here: https://www.youtube.com/watch?v=mmEK\\_V2nfvc](https://www.youtube.com/watch?v=mmEK_V2nfvc).

Kevin Washington (<https://www.ymca.net/unlearning/kevin-washington>), CEO of Y USA also spoke about the pressures currently on the Ys in the USA ([https://time.com/5867118/ymca-ceo-kevin-washington-covid-19/?fbclid=IwAR2wPh6amTOKHvbc2tZB9I37jZF\\_GPCpK6Ba7MVQVdji7dJTCIF0G14bdw](https://time.com/5867118/ymca-ceo-kevin-washington-covid-19/?fbclid=IwAR2wPh6amTOKHvbc2tZB9I37jZF_GPCpK6Ba7MVQVdji7dJTCIF0G14bdw)) and their actions in regards to advancing the Y's anti-racism journey.



Carlos Majdri Sanvee, Secretary General, World YMCA and Melinda Crole, CEO, Y Australia.



Photo caption: Melinda Crole, CEO, Y Australia and Patricia Pelton, President, World YMCA.

# YMCA at a glance

## 2019/20 Facts

 **TURNOVER**  
**\$462,937,471**

 **ASSETS MANAGED**  
**\$432,794,308**

 **OVERALL PARTICIPATION**  
**22.4 million**  
(down from 29 million in 2018-19)

 **NUMBER OF SITES  
ACROSS AUSTRALIA**  
**594**

 **13,411**  
**STAFF**  
(includes over 8,000 young people)

 **1,116**  
**VOLUNTEERS**

### Customers

▶ Total customers: 256,317\*

#### Customers Service Kinds

99,226	Gym members
78,945	Swimming lessons members
9,424	Aquatic members
28,576	OSHC kids
18,531	Gymnastics kids
9,630	Early Learning (includes family day care)
2,320	Kindergarten kids
1,005	Disability clients
8,660	Other members (junior sports etc.)

\* Data does not include young people through funded services, ie youth centres, youth programs. We have 1.2 million participations in these services a year.

### Sport and Recreation

- ▶ 4.4 million sports and recreation participations
- ▶ 57 recreation facilities/stadiums/community centres
- ▶ 4 dedicated gymnastics facilities / approx. 15,000 gymnastic participants

### Health and Wellbeing

- ▶ 7.3 million participations
- ▶ 68 health and fitness centres (23 dry and 45 multi/aquatic)

### Camping and Outdoor Education

- ▶ 193,172 participations
- ▶ 17 camps

### Aquatics

- ▶ 2.8 million participations in swimming lessons
- ▶ 55 aquatic facilities and outdoor pools

### Youth

- ▶ 1.1 million participations
- ▶ 4 skate parks
- ▶ 23 dedicated youth services/programs (includes youth parliament, drop-in youth centres, youth empowerment, youth diversion, youth mentoring, youth and family services, mobile youth, remote school attendance strategy)

### Children's programs and services

- ▶ Nearly 8 million participations
- ▶ 195 OSHC and vacation care
- ▶ 90 early learning centres/ kindergartens
- ▶ 3 family/in home day care

### And more

- ▶ 32 disability & special needs services (including meals for homeless, breakfast and meals program, mentoring, Siblings Reconnect, Parentlink)
- ▶ 3 op shops
- ▶ 8 hostels & housing
- ▶ 5 schools
- ▶ 1 hotel

Please note: staff figures reflect pre-COVID figures noting that from March-June a large percentage were stood down, particularly in the hardest hit state - Victoria.

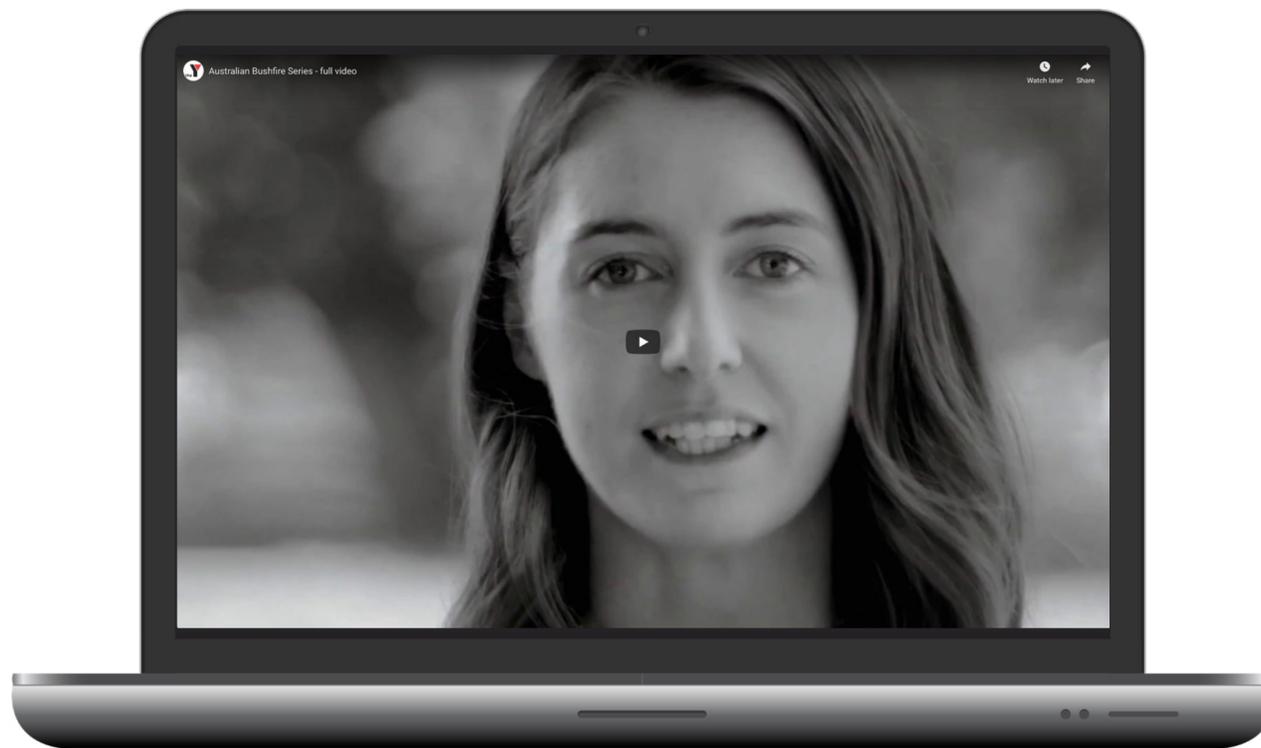


# A TRUE NATIONAL MOVEMENT

Sharing national culture, strategy and action



## 2020 Australian bushfires



Australian Change Agents on the Bushfires: <https://www.youtube.com/embed/O2vJrEkQ49M>

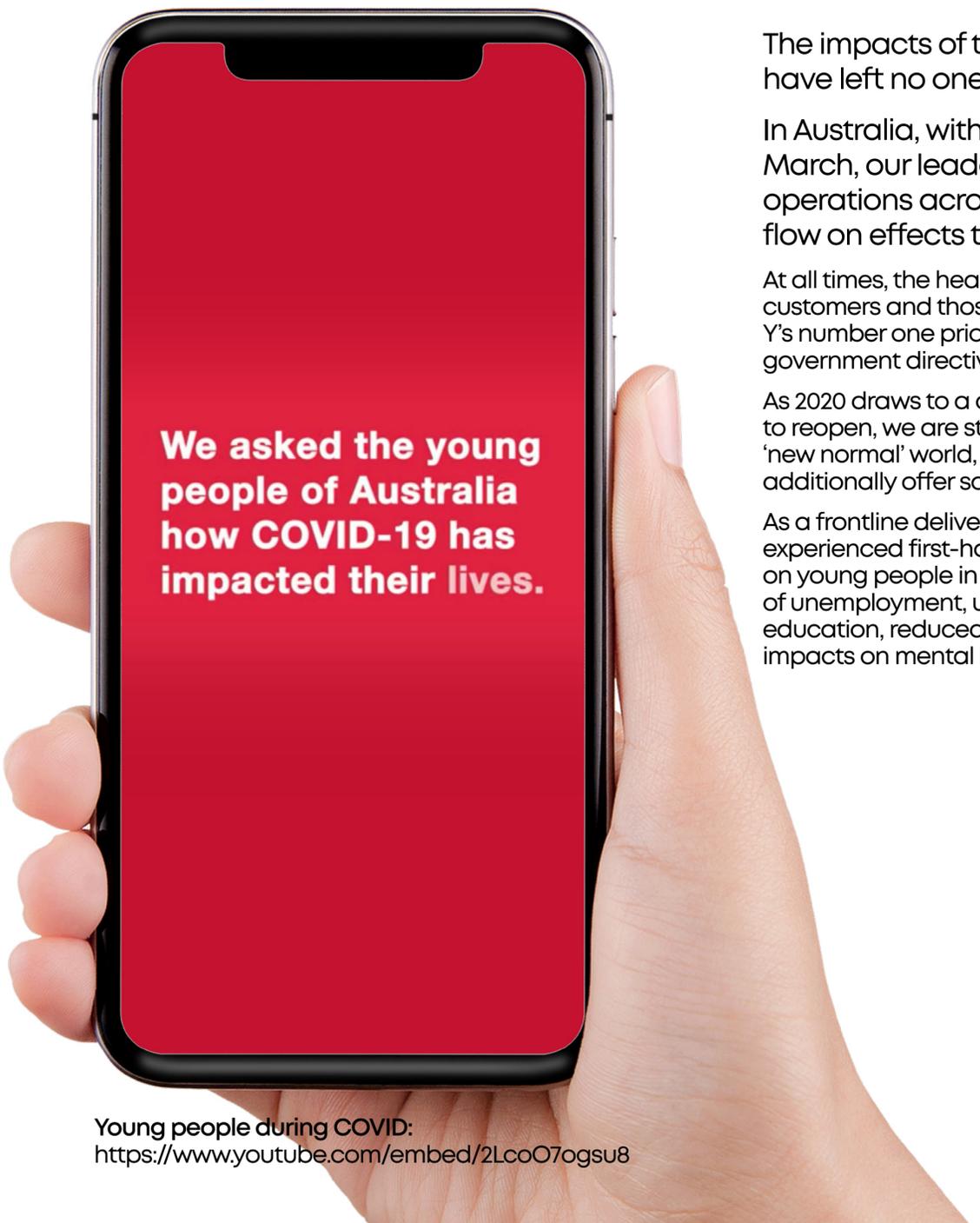
In many different ways we were all affected by the bushfire crisis which swept large parts of the south eastern regions in December and January.

As we all dealt with feelings of sorrow, heartbreak, frustration, love, anger and deep sadness, many Y people also had to manage affected Y programs and services. Thanks to our incredible people who were directly in the fire danger areas (NSW, ACT, Vic & SA).

The Y Grampians/Ballarat closed 2 x kindergartens, and evacuated 22 staff, within their most affected community - Mallacoota. They had 4 kindergartens in the fire affected areas, two of which were used by the Red Cross as relief centres. The Y in NSW, Victoria, Canberra, Whittlesea, Geelong & SA also had to close a number of sites due to poor air quality, and many were also used as emergency sites or accommodation for evacuated communities.

The 2020 Australian bushfires burnt an estimated 18.6 million hectares (46 million acres or 186,000 square kilometres), destroying thousands of homes and buildings, killing 34 people with another 445 linked deaths due to poor air quality, devastating communities and killing millions of animals. The fires burnt mainly in the southeast regions of Australia, and at its peak, the air quality dropped to hazardous levels in all southern and eastern states. Multiple states of emergency were declared across New South Wales, Victoria, and the Australian Capital Territory.

## COVID-19



**We asked the young people of Australia how COVID-19 has impacted their lives.**

Young people during COVID:  
<https://www.youtube.com/embed/2LcoO7ogsu8>

The impacts of the COVID-19 pandemic have left no one untouched.

In Australia, within the space of a week in late March, our leaders had to close up to 90% of our operations across Australia, with unavoidable flow on effects to staff.

At all times, the health, safety and wellbeing of our people, customers and those communities we serve remains the Y's number one priority, and we continue to comply with all government directives as they evolve.

As 2020 draws to a close, and Victoria tentatively begins to reopen, we are steadily working our way towards a 'new normal' world, as we also reimagine what we can additionally offer society in the future.

As a frontline deliverer of programs and services we saw and experienced first-hand the high levels of impact of COVID-19 on young people in our communities and workforce in terms of unemployment, under employment, interruptions to formal education, reduced community and peer connection, and impacts on mental health.



What is being uncovered every day is the awesomeness of this virtual, collective team. This group of Ys across Australia can collectively handle crises and can design a brighter future at the same time. We have the ability to pull together experts with unique, cross functional perspectives and generations which are helping us solve our rapidly changing environment and complex problems.

### **Seizing the moment to remind Australia why we are here**

At the height of the pandemic in Australia with Ys shut across the country, we took the opportunity to remind Australia that we are still here for young people and the communities that support them. This included airing of our first national TV ad which reached 2.7 million Australians via pro-bono air time, supported by pro-bono print placement, with a combined value of \$450,000. Across all campaign channels (paid and unpaid), the ads floated into the sights of our target audiences, young people and those who care for them, 14 million times.

Watch: National #WhyWeAreHere campaign [video link here: https://www.youtube.com/watch?v=pQx84QeYQkw](https://www.youtube.com/watch?v=pQx84QeYQkw).



A TRUE NATIONAL MOVEMENT

## The Y Reimagine Labs



Around 40 people - staff, partners and volunteers (50% young people) – from around the Y were invited to dream big, innovate fast, and take part in a 7 week design sprint program to provide strategic future insights and a deep dive into this question: How might we reimagine a Y so that communities seek us out?

The project is a fast-paced design thinking program through a once-in-a-generation opportunity brought about by the global Coronavirus pandemic and its impacts. Labs are being facilitated by a global agency Business Models Inc. BMI, who are also working with the World Alliance of YMCAs on a global Y solution for youth mental health, to incubate new ideas and entrepreneurship into the Y's future. The outcomes will help inform the next iteration of the Y's national strategic plan.



## Keeping Children and Young People Safe



Stay safe – tell someone: <https://www.youtube.com/embed/7ydVH87IMGU>

The Y's National Safeguarding Unit (NSU) was formed in 2019 to enable Member Y Associations to achieve the Y's safeguarding vision, for all children and young people to be empowered to feel safe and be safe at the Y, in their families and in their communities.

The NSU has considerable expertise to support Member Associations by doing work that no one Y can do alone. The team works collaboratively to develop world leading policies, training and resources whilst continuing to provide high-quality advice to ensure we remain uncompromising in our commitment to keeping children and young people safe.

2020 highlighted the importance of adjusting quickly to a changing environment. Following the bushfires and the arrival of the COVID-19 pandemic, the NSU listened to children, young people and our Member Ys to develop specific resources to keep children, young people, families, communities and the Y safe during this time. This included the National Safeguarding Strategy, the Y's Safeguarding Framework and the Y's first national online reporting portal. The NSU also developed and delivered a range of eSafety resources and over 20 safeguarding and wellbeing webinars.

### Stay Safe, Tell Someone Program

In September we launched the Y's "Stay Safe, Tell Someone" program, one of the world's first child safety empowerment programs underpinned by research and co-designed with children and young people. Over 500 children and young people between 3 and 18, from diverse programs, services, communities and groups, were consulted. Based on 'nudge theory' research, the program aims to empower children and young people to tell someone, if they see something, hear something or feel something that makes them feel unsafe or worried. Our Ys are now rolling out this innovative program.

## E Safety Grant supports online safety



The Stay Safe, Tell Someone program will be extended beyond the Y's communities thanks to a \$332,500 grant from the eSafety Commissioner, announced in October.

The grant, provided to the National Safeguarding Unit (NSU), under The Online Safety Grants Program (OSGP), supports non-government organisations to develop innovative services, resources and products that improve the online safety of Australian children, young people and their communities, especially those at risk of online harm. The Y's NSU will use the funding to deliver the 'Stay Safe Online, Tell Someone' model to organisations and communities beyond the Y. [More here: https://ymca.org.au/the-y-national-safeguarding-unit-awarded-funding-to-expand-child-safety-training-online/](https://ymca.org.au/the-y-national-safeguarding-unit-awarded-funding-to-expand-child-safety-training-online/).

## Australian Childhood Foundation Report

The Y continues to have all its Associations independently monitored annually by the Australian Childhood Foundation (ACF), to ensure best practice safeguarding children practices are embedded.

**Report from the Australian Childhood Foundation:** The Y continues to present a strong commitment to safeguarding children and young people. In interactions with the Associations the safety of children and young people from any form of abuse or harm in the Y is considered paramount by all stakeholders. Both the National and Associations leadership of the Y prioritises the creation of child safe contexts. With the introduction of the National Safeguarding Unit (NSU), ACF recognises the increased national collaboration taking place, with a greater sense of the 'One Y' model being realised. Through the increased consultation and national resource being developed, greater consensus, consistency and alignment is being realised across the Movement. Like many others, the Y had to quickly establish new ways of working in response to COVID-19. During a time of significant staff stand downs and a move for staff to undertake remote working from home, the Y had to develop new ideas and ways of working during this very unsettled and fast-changing period. The Y's commitment and knowledge of safeguarding principles and culture, ensured this transition paid particular attention to supporting the mental health and welfare of staff, children and young people and families. This was done whilst increasing the capacity of children and young people and their families to access support, advice and to know how to report any concerns arising either from interactions with the Y or family situations. The Y learnt that whilst some services can be delivered differently, they bring different challenges for keeping children and young people safe.



ONLINE TRAINING COMPLETED: 3,745

## Redress – supporting survivors

The Y considers all forms of child sexual abuse to be intolerable and inexcusable under any circumstances, and we recognise the lifelong impact that child sexual abuse may have on the health and wellbeing of individuals, their families, and communities.

The Y is a participating institution of the National Redress Scheme, established in response to the Royal Commission into Institutional Response to Child Sexual Abuse. We joined upon its commencement on 1 July 2018 and encourage all survivors of child sexual abuse to make contact with the Scheme directly. Information can be found at [www.nationalredress.gov.au](http://www.nationalredress.gov.au) and via the National Redress Scheme Information Line 1800 737 377.



# EMPOWERING YOUNG PEOPLE

We enable young people to have a stronger voice and be heard more clearly.

The following pages reflect work led from various parts of the Y, including work led by the National Office for Young People and Community Impact.

Check out our Youth Voice - [Principle & Practice Statement here](#) and Intergenerational Leadership - [Principle & Practice Statement here](#).

## Deliberative Forum

### Being deliberative in our intention to be inter-generational in our approach to empowering young people

In November 2019, the Y held its inaugural Intergenerational Deliberative Forum. Shaping our future together we agreed we must...

- ▶ Strengthen our collective efforts whilst establishing sound mechanisms for local responses.
- ▶ Be relevant to those who work for us and those we seek to serve.
- ▶ Develop shared platforms that foster collaboration and sharing.
- ▶ Genuinely connect and collaborate with young people. We must listen to young people and help them strengthen their voice.
- ▶ Overcome barriers to change.
- ▶ Ensure transparency around decision making.

### What we heard

It is up to us as a collective. No one Member Y can achieve alone the positive impact that we can achieve together (locally, nationally, globally).

### We want change and we want action

In the context of our challenges as a Y Movement in Australia we need to unlock our unique capabilities/assets to not only optimise our future but to ensure it.

- ▶ Take action rather than just talking about doing it.
- ▶ Commit to key actions and share nationwide at all levels of the organisation.

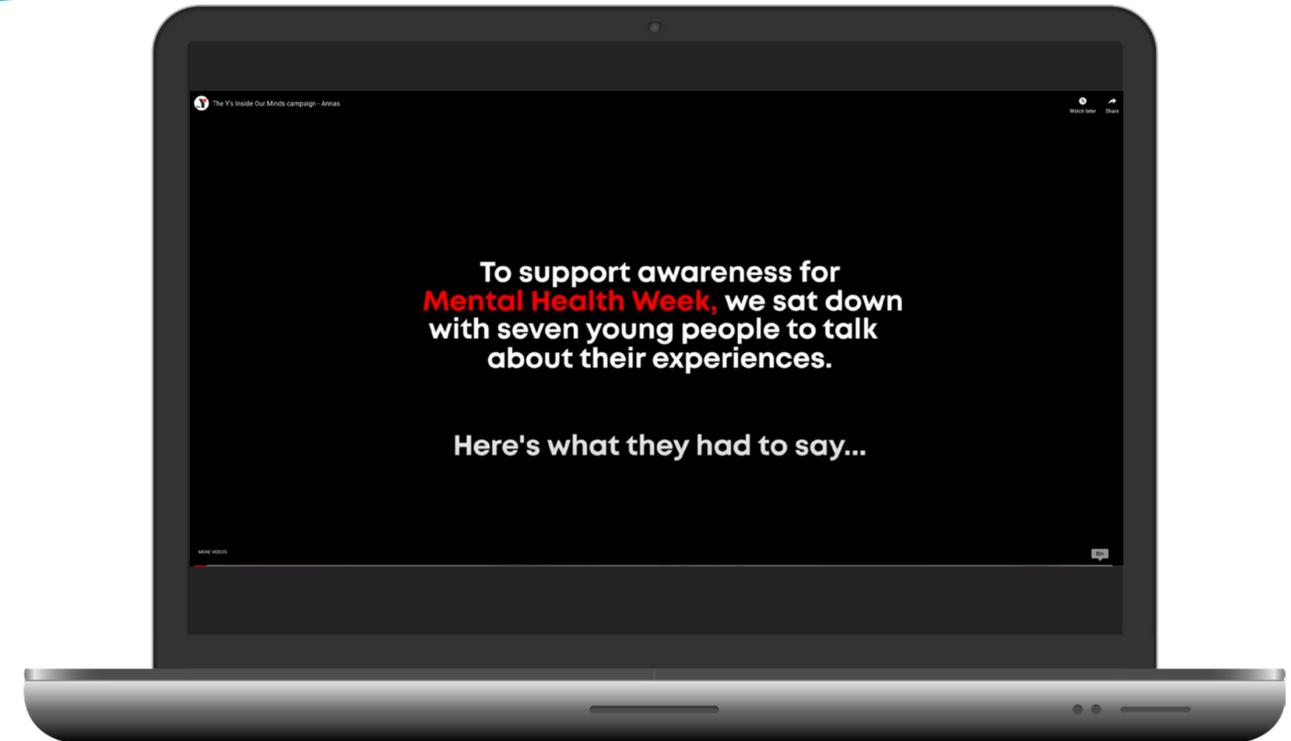


Photo caption: Martin Johnson creator of the Inside Our Minds Campaign during Mental Health Week (2020).

# Amplifying the voices of young people

## Other ways we took action and listened to and amplified the voices of young people this year

- ▶ In April, we asked the young people of Australia what they wanted from the Y in terms of information during this time, and asked how COVID-19 had affected their lives - [this is what we heard: https://www.youtube.com/watch?v=2LcoO7ogsu8](https://www.youtube.com/watch?v=2LcoO7ogsu8).
- ▶ In early May, we began proactively warning that the impacts of COVID-19 on young people would be long-lasting without interventions and support for young people. See our [media release here: https://ymca.org.au/australias-oldest-youth-organisation-warns-against-long-term-impacts-of-covid-19-on-young-people/](https://ymca.org.au/australias-oldest-youth-organisation-warns-against-long-term-impacts-of-covid-19-on-young-people/).
- ▶ We also provided media training for 77 young people with Christine Heard of Heard Communications to give more young people skills and confidence in speaking up on issues of concern to them, with 79% reporting that their confidence in their ability to handle a media interview or difficult conversation improved, and 94% being likely to use the skills and techniques learned in the training in work or life.
- ▶ In June, in partnership with FYA, we hosted our [first online youth-led solutions summit: https://ymca.org.au/heading-style-for-the-news-story-above-under-the-service/](https://ymca.org.au/heading-style-for-the-news-story-above-under-the-service/).
- ▶ In August we joined with the [National Youth Commission Australia \(https://www.facebook.com/youthcommissionaus/\)](https://www.facebook.com/youthcommissionaus/) and other youth organisations to call on the Prime Minister to provide an 'emergency response' for young people in the October budget. There can be no doubt that young people are among those most significantly impacted by the immediate impacts of COVID-19 with upheavals in their education, training and employment pathways and disruption to social connections at a time when they are establishing life-long foundations for successful economic, social and civic participation. [See the press release here: https://ymca.org.au/wp-content/uploads/2020/11/National-Youth-Commission-Australia-press-release.pdf](https://ymca.org.au/wp-content/uploads/2020/11/National-Youth-Commission-Australia-press-release.pdf).



Inside Our Minds campaign: <https://www.youtube.com/embed/n7oS4os-3Ng>

- ▶ In October we shared a campaign created by an inspired young person of the Y, Martin Johnson, to help destigmatise mental illness, now in its second year. [Feature video - click to view here: https://www.youtube.com/watch?v=n7oS4os-3Ng](https://www.youtube.com/watch?v=n7oS4os-3Ng). This year's campaign was released at a time during a global pandemic when the mental health of young people has never been more challenged. Martin's ultimate dream is for mental health issues to be managed and perceived in the same way that physical health issues are managed and perceived, with no stigmatisation and less judgement.
- ▶ In October we also held our first intergenerational Diversity and Inclusion Summit which was a direct outcome of feedback from participants in last November's National Youth Retreat, with senior leadership of the Y well represented at the important conversation and committing to take further action in this vital area.

## Global Change Agent Program



With restrictions in place during much of 2020, our Young CEO Program did not take place and the new Cohort of Global Change Agents is yet to commence. We are hoping to deliver the Young CEO Program and support the next cohort of Global Change Agents again during 2021-22.

Despite the significant disruption, many of our Change Agents, and former Young CEOs are continuing to engage in strategic national projects and are actively supporting the design and delivery of key Y events such as our online youth summits and the National Youth Retreat.

From the voices of our own YMCA young people at last year's 2019 Youth Retreat:

“Inclusion is complex and fundamental to valuing young people and our overall wellbeing. It must be purposefully embedded in our strategy, policies and practice. This is not something we can achieve unless we are intentional and make it a collective priority.”

## National Youth Retreat 2019



National Youth Retreat: <https://www.youtube.com/embed/j5FHNx9qsuw>

In November 2019, approximately 50 delegates from across Australia and New Zealand gathered at Merricks Beach in Victoria for our second annual National Youth Retreat.

The Retreat brings together young staff and volunteers from all parts of the Y across Australia and has also involved young people from New Zealand. Youth Retreat delegates also provided an intentional connection of youth voice and intergenerational leadership with the Deliberative Forum and National AGM and continue to be collaborators on our collective strategy during 2020. [See the Youth Retreat 2019: https://www.youtube.com/watch?v=j5FHNx9qsuw](https://www.youtube.com/watch?v=j5FHNx9qsuw)

2019 National Retreat Outcomes:

- ▶ 47% of delegates reported that they have a voice and are heard on issues of importance to them all or most of the time. While this is higher than the national average, we still have a long way to go to ensure all young people have a voice and are heard.
- ▶ 53% reported they had influence in their community all or most of the time (an increase from 31%).
- ▶ 52% reported having high self-confidence (an increase from 37%).
- ▶ 85% reported having strong leadership skills (an increase from 72%).
- ▶ 95% reported having strong collaboration skills (an increase from 89%).
- ▶ 90% reported having strong communication skills (an increase from 76%).

# WhyNot

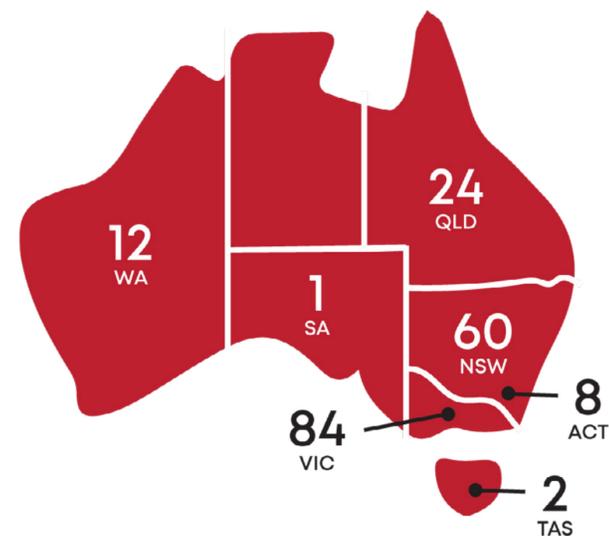
WhyNot is the Y's national online platform designed to give young Australians the opportunity to have their voices heard. It exists to stimulate debate, prompt conversations and create awareness about issues that matter to young people. Eight young leaders from Ys across the country, collectively known as the WhyNot Editorial Committee have been driving the platform.

The committee continued to operate during the global pandemic and elevate the voices of young people during the incredibly difficult time.

In October, WhyNot and Foundation for Young Australians (FYA)'s (<https://www.facebook.com/likeFYA/>) Newsroom joined forces to continue to amplify the voices of young Australians. Paid storytelling opportunities for young people in Australia will continue through this thoughtful integration. WhyNot partnered with the National Youth Commission Australia to prompt discussions and raise awareness around young people in their transition from school to employment. The WhyNot Youth Futures competition invited all creative submissions from young people addressing the topic of barriers to employment.

The platform recently published its 100th submission and has recently raised the rate for contributors to \$125. [www.whynot.org.au](http://www.whynot.org.au)

## 2020 WHYNOT FACTS





## Practical support for young people

The Y Careers is an initiative currently being developed by the national leadership to help establish the Y as an even more significant employer of young people to help address the devastating impacts of youth unemployment and underemployment arising from COVID-19 impacts.

### Y Careers Agency concept

We know that young Australians are facing an unprecedented, compounding employment crisis, and without swift and decisive action, Australia risks a generation of young people being confined to precarious employment and disadvantage. Rather than simply pitching to government for a new standalone initiative, the Y is exploring a Y Career Agency concept as a way of partnering with government to deliver jobs and career pathways for young people.

Y Careers is a post-COVID-19 youth employment concept: The transition from education to employment has never been more difficult. COVID-19 provides an opportunity and imperative to build a new way for young people to secure gainful, meaningful employment.

Young people will not only need access to new employment opportunities, they will require support to overcome the setbacks of 2020 - setbacks that have included disruption of work, training, career development and other life opportunities. As both an employer and service provider to approximately 8,000 young people in 594 sites across Australia, the Y believes it is in a unique position to deliver a new approach to the employment and support of young people nationally, through establishment of 'the Y Career Agency'. Watch this space!

**Youth unemployment has risen from 14.1 percent to 16.1 percent (numbers fluid in current recession)**

- ▶ Youth underemployment is rising
- ▶ More than 311,000 of those aged between 15 - 24 are now out of work
- ▶ National average is 7.1 percent
- ▶ Around three in five young people participating in the labour market
- ▶ 54% of workers in OECD countries are in flexible, casualised and precarious work.

**Recent research and analysis by the Foundation for Young Australians and Alphabeta showed that young people who have...**

- ▶ 5,000 hours of work experience from 15 – 24 yrs of age
  - ▶ Enterprise and entrepreneurial skills and mindsets
  - ▶ Find their first jobs in growth & future focused sectors
  - ▶ An optimistic mindset
- ... **transition to full time work up to 17 months faster than young people without these experiences.**

Data source: FYA New Work Mindset Report drawing on National Centre for Vocational Education Research

Practical support for young people - Continued

## Case Study: Meet Marissa

Marissa, 18, is a casual after-school care worker for 6 hours/week at the Y.

Marissa joins the Y Career Agency. The Agency helps her build a portfolio of work over the next three years in 5 different jobs across the care, health and wellbeing sectors.

Marissa's hours increase to 38 hours per week across 3 jobs. She is paid for all jobs through the Y Career Agency and has one superannuation account.

Marissa gains external accreditation for the transferrable skills and capabilities built through her portfolio.

Marissa is developing her entrepreneurship and business skills through blended work and learning projects.

Six years later, Marissa establishes a new enterprise in the care sector, immediately generating five new jobs and many more over time.

## Youth initiatives from around the Y

While the long-term impacts of the Coronavirus (COVID-19) pandemic on the community are still unknown, we know that the lives of many young Australians will never be the same. Here are some other ways the Y across Australia responded to the specific needs of young people in the most challenging year.

### YChats

YChats is a series of podcasts produced by the Y in WA for young people by a young person of the Y, Alana Christidis, who interviews experts on topics of interest to young people. This year the focus has been on issues facing young people during this pandemic, like dealing with domestic violence whilst in lockdown, a big problem for many young people, whether it's domestic violence abuse from a parent, flatmate or toxic relationship; addiction, deep-fakes, mental wellbeing; sexual abuse; how you know who you're talking to online, and life and suicide. These relevant hot topics and more are featured on YChats - [click here: https://www.ymcawa.org.au/media/ychats](https://www.ymcawa.org.au/media/ychats) to tune in.



### Y-solation

Y-Solation presented a series of Facebook livestreams by young people for young people, during the time of isolation. The livestreams were positive and fun, ensuring young people had the opportunity to connect with one another throughout this particularly difficult period, and included sessions like cooking and artwork. Check out [YMCA Victoria's Facebook page: https://www.facebook.com/ymcavictoria/](https://www.facebook.com/ymcavictoria/) for the recorded sessions.



### Virtual Y

YMCA Victoria launched [Virtual Y: https://virtualy.ymca.org.au/](https://virtualy.ymca.org.au/) an online youth hub in partnership with the [Victorian Government: http://victoria.ymca.org.au/news-events/news/victorian-government-invests-16-million-to-support-the-wellbeing-of-young-victorians.html](http://victoria.ymca.org.au/news-events/news/victorian-government-invests-16-million-to-support-the-wellbeing-of-young-victorians.html) to support young people through the lockdown. Thousands of young people and those who care about them have signed up and continue to take part in live and interactive sessions.

At the centre of Virtual Y is the Youth Voice platform featuring Youth Clubs. [Youth Voice: https://virtualy.ymca.org.au/youth-space/youth-voice](https://virtualy.ymca.org.au/youth-space/youth-voice) provides a space where young people can express themselves, share lived experience, engage in the community and learn from each other. [Youth Clubs: https://virtualy.ymca.org.au/youth-space/youth-timetable](https://virtualy.ymca.org.au/youth-space/youth-timetable) run fortnightly and each have their own themes, including Pop Culture Club, Pride Club and Social Justice Club.

## Youth initiatives from around the Y - Continued Youth Parliament 2020

The Y's Youth Parliament is a long running program for young Australians to have their voices amplified, and discuss issues and topics that matter most to them - to influence society at the highest level with a political voice and platform. The program brings together young leaders in each state, to conduct youth parliament programs and empower young people to collaborate, co-create and deliver bills to government, re-enacting the exact parliamentary process of each state. This year, that wasn't possible, but virtual Youth Parliament meetings still went ahead. Here's a snapshot of a couple:

**Y Brisbane** - The Y Queensland's Youth Parliament ran their 25th Youth Parliament across the state. Youth Members debated bills, engaged with MPs, and delivered Private Member Statements - from home, live to the Queensland Parliamentary Chamber. Brisbane's Youth Members were passionate about: gender equity, universal basic income, regional Australia, education, the value of the humanities, and more! See their Facebook page [here: https://www.facebook.com/YMCAQueenslandYouthParliament](https://www.facebook.com/YMCAQueenslandYouthParliament) and blog: <https://yourvoiceheardqyp.wordpress.com/queensland-youth-parliament/> for more.

**Y South Australia** - also celebrated their 25th Youth Parliament, and debated bills from out-of-home care system reform, cultural community centres, safer drivers safer roads and transition of plastic takeaway containers bill. See their official documents [here: https://s3.ap-southeast-2.amazonaws.com/ymca-public-assets/documents/Youth-Parliament/YP2020-Bills-and-Acts.pdf](https://s3.ap-southeast-2.amazonaws.com/ymca-public-assets/documents/Youth-Parliament/YP2020-Bills-and-Acts.pdf) and more information [here: https://www.sa.ymca.org.au/what-we-do/youth-empowerment/youth-parliament](https://www.sa.ymca.org.au/what-we-do/youth-empowerment/youth-parliament).



## Youth Drop in Centre in Northern Territory

A new youth drop in centre run by the Y opened in Palmerston, NT in July 2020. This is a five year contract with the centre which is a partnership between the Y and Larrakia Nation, funded by the Northern Territory Government and City of Palmerston. It's already growing as a popular gathering space for young people - facilitated by a team of energetic, connected staff - and supported by families and businesses throughout the local community. They've been welcoming young people aged 10-17 from around Palmerston since the first day of the school holidays. The official launch and naming ceremony was part of the [Palmerston Community Fun Day: https://www.facebook.com/events/318627956206689/](https://www.facebook.com/events/318627956206689/) held on Saturday 18 July, 2020.

A group of five young women are standing in a workshop, wearing orange and blue high-visibility work clothes and welding masks. They are smiling and looking towards the camera. The background shows a workshop environment with various tools and equipment.

# POSITIVE COMMUNITY IMPACT

We deliver proven, tangible  
benefits to the community

## Five million meals celebration

At the end of August, Y Brisbane celebrated five million meals provided to hungry school children (since 2006) through their [YMCA Schools' Breakfast Program](https://www.ymcabrisbane.org/our-social-impact/schools-breakfast-program): <https://www.ymcabrisbane.org/our-social-impact/schools-breakfast-program>.

The Schools' Breakfast Program provides approximately 70,000 free healthy breakfast meals each month in 110 plus schools in Queensland. The aim is to provide students with an equal education opportunity and enable development of healthy eating habits. The program maximises behavioural outcomes in the classroom, enhances student engagement and positively impacts academic performance.



## Y Vocational Schools in Brisbane



The Mango Hill facility, which opened in July 2020, is a dynamic concept ecosystem which positions various Y programs and services together, to add value to each other and extend community outreach. This is a model of sustainability for Y programs, and for developing meaningful employment training and employment experiences for young people.

The four level building integrates the following areas of program delivery:

- ▶ Community Centre with embedded School – 1300m<sup>2</sup>
- ▶ Social Enterprise for Purpose – Op Shop and Hair Salon.
- ▶ Gymnastics and Active Zone facility – 1300m<sup>2</sup>
- ▶ A mezzanine level will be hired to third party operators to effectively help the asset suite.

Previous Vocational School programs (which focus on re-engaging disengaged students) have recorded best attendance rates in their hairdressing programs, and there is a shortage of hairdressers in Brisbane as well as a lack of training facilities on the north side of Brisbane. This is not only an employment training facility, but it's embedded in a community of school attendees (and their parents), a community centre (open 7 days per week), and potentially a future lease arrangement with allied health partners to ensure adequate work experience for young people (in hairdressing, coffee baristas, op shop customer service etc.), which equates to opportunities for young people to gain meaningful employment experience in a community environment likely to thrive as a “one stop shop” employment ecosystem for young people.

## Rebuild goes online



The Y's Rebuild is a social enterprise dedicated to rebuilding the lives of young people involved in, or who are at risk of being involved in, the criminal justice system.

Unique, custom-made woodwork pieces are manufactured by [participants of YMCA ReBuild: https://vicyouth.ymca.org.au/social-impact/rebuild/about](https://vicyouth.ymca.org.au/social-impact/rebuild/about). The pieces are made to order by participants engaged with our Trade and Employability Skills program based at Ravenhall Correctional Centre (RCC) and community workshop. All proceeds from purchased items will be invested straight back into ReBuild which will enable us to [train, employ, mentor and build long term careers: https://vicyouth.ymca.org.au/social-impact/rebuild/about/our-crews](https://vicyouth.ymca.org.au/social-impact/rebuild/about/our-crews) for more young people. To order [Rebuild products click here: https://www.ymcagear.com.au/collections/ymca-rebuild-shop](https://www.ymcagear.com.au/collections/ymca-rebuild-shop).

In 2020, YMCA ReBuild celebrated its 10 year anniversary. In what has been a challenging year for the Y, YMCA ReBuild has not just survived but through its flexible and adaptable model has been able to thrive, increasing its business streams, contract sizes and most importantly its impact. It currently has 14 crews consisting of 13 commercial and also a custodial crew delivering specialised training in RCC preparing young men for employment within the business upon release. ReBuild has employed over 25 young people from the justice system in the past 12 months and today it has 16 young people working within the business, which is the highest amount since its inception. In August this year, the ReBuild shop was launched, selling products handcrafted by young people in RCC. This new arm of the business creates both increased training and employment opportunities with all the income generated by sales being reinvested into the business.

ReBuild continues to work on new initiatives and business streams that will continue to propel it to be the leading commercial maintenance social enterprise in Australia.

# STRONG SOCIAL ENTERPRISE

We deliver a shared national  
culture, strategy and action

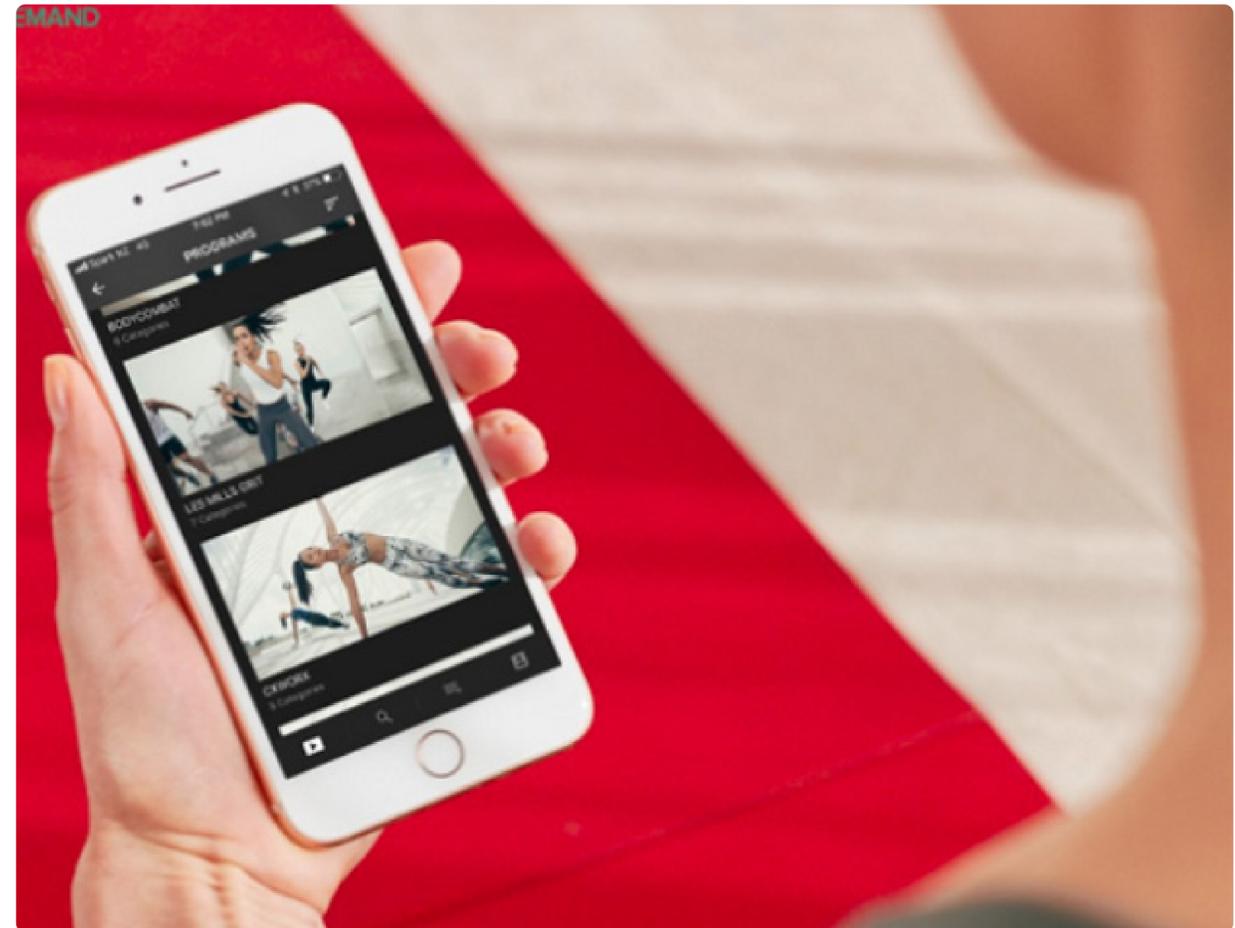


## Recreation

From March, the Y's recreation, sports and swimming centres around Australia have been affected to varying degrees in different states (due to varying COVID-19 state government restrictions). For the states most affected we developed virtual initiatives, knowing it was more important than ever to stay connected and engaged throughout this time.

We also wanted our communities to have access to fitness resources, and stay connected to the Y, while they couldn't physically attend a gym/sports centre. So we formed a partnership with Les Mills for free workouts in early 2020, which was offered to every one of our Y members, staff and volunteers in our Y communities.

In other good news, in January the Y in South Australia became the first organisation in the country to achieve Fitness Australia Quality Accreditation for all of its recreation centres.



## Recreation

### At home swimming lessons

The Y in Victoria also produced “do it at home swimming lessons” for our swimmers. Because the Y is so passionate about providing our swimmers with opportunities to enhance their aquatic skills and knowledge in and out of the pool, we didn’t want them to miss out on furthering education in this area during COVID-19 lockdowns. An activity booklet enabled students to continue their learning with us while they weren’t able to do lessons in the pool. The materials were designed with activities to work alone, with a friend, sibling or with a parent. Here are the links for children to participate in fun and interactive online learning opportunities. Click here: <http://victoria.ymca.org.au/discover/swimming-aquatics/ymca-swimming-lessons/learning-from-home.html>



<https://www.youtube.com/embed/vBU3E24Rps>



[https://www.youtube.com/embed/vXTofG\\_\\_spQ](https://www.youtube.com/embed/vXTofG__spQ)

### The Y@Home

Provided customer engagement during COVID-19. This NSW initiative created a central pool of content for our national customers, to ensure that our customers continued to engage with the Y, and offer physical and mental wellbeing programs, and nutrition advice, for our communities during the difficult year. See the Y at Home here: <https://www.ymcansw.org.au/news-and-media/the-y-at-home/>. We wanted to keep our customers engaged, informed and entertained throughout the months that our programs or services weren’t running.



# Recreation

## Indigenous Camps in Victoria

The Y in Victoria also received a grant from the Federal Government's Department of Health to fund eight camps and a series of 30 ongoing active recreation programs for Aboriginal young people. These camps and programs will be run in conjunction with our Aboriginal partner organisations.

The funding will engage over 320 young Aboriginal people in local communities at the following Y-managed camps: Camp Manyung, Anglesea Recreation Camp, Howman's Gap and Lady Northcote.

The Y is committed to supporting Aboriginal and Torres Strait Islander communities, and at a time when there is heightened pressure from community organisations to do more, we believe this is one way we can use our position to have a positive impact.



## Skateboarding

- ▶ 251 action sports events held over 8 months.
- ▶ 68 schools engaged with over 6,000 young people in our lesson programs.
- ▶ 38 young people employed across Aus.
- ▶ 2 Olympic qualifiers.
- ▶ Events held across 5 states (WA, SA, TAS, NSW, QLD).
- ▶ \$15,000 prize money awarded equally to male and female athletes.
- ▶ Live broadcast on Channel 7 (ASL National Finals).

## Disability Services

Disability services continued during the 2020 global pandemic and we're so grateful to our frontline workers for the important work they continue to do.

The NDIS supports people with disabilities in partnership with the Y in Brisbane, Bundaberg, South Australia, Victoria and Whittlesea.

### Y SA's innovative disability programs during COVID-19

The Y in South Australia had an overwhelming response to its Leap Online program which provided a social outlet for people living with disability during the COVID-19 pandemic. The programs were run online (zoom calls) and engagement with clients and their families created an important social support network for vulnerable community members forced into isolation.

"Often the main source of social interaction for Whyalla's Leap participants is their regular sessions at the Whyalla Recreation Centre. As the Covid-19 National Response took shape, we concentrated on developing ideas to maintain connection with those already at risk of social isolation. The staged close-down of venues, events and activities removed their direct contact with others," said David Agius, Whyalla Y's Program Coordinator. See [media release here: https://www.sa.ymca.org.au/who-we-are/news/ymca-disability-support-leaps-online](https://www.sa.ymca.org.au/who-we-are/news/ymca-disability-support-leaps-online).

**Konnections:** The Y is running a social skills program for young people with a disability that has gone online and state wide allowing new young people to join in from regional and remote centres – and they are planning a camp post COVID-19 to meet face to face the friends they have made in the virtual world. Our support coordination team are finding new and creative options for people to access their services.

**Affinity Theatre group:** is a play writing and improvisational 'improv' group for young people (inclusive, for young people with autism or neuro-atypical). The group had one session face to face before they moved online due to COVID-19 restrictions. They wrote a performance piece based on their experiences through this time. Affinity is being run through a partnership between the YMCA SA and Ink Pot Arts.



Million Moments Story: [https://www.youtube.com/embed/C5xD2\\_zZQJQ](https://www.youtube.com/embed/C5xD2_zZQJQ)

### Y Brisbane's disability services operated additional services

It's important to acknowledge the additional challenges faced by individuals who have disabilities and their families while navigating COVID-19. Y Brisbane's disability services continued to support young people with a disability (and their families) by providing specialist OSHC and vacation care services. In addition to this and in response to school closures, they started a day service for families that require care for their children but do not meet the schools' criteria for support.

### The Y in Whittlesea

Y Whittlesea is incredibly proud of the Disability teams who continually modified programs and services to keep providing much needed support for their clients and families throughout the year, more so during the COVID-19 pandemic.

This included increased in-home support, growth in day services (due to school closures), holiday programs and the introduction of fortnightly respite camps. Y Whittlesea successfully completed their NDIS audit throughout the COVID-19 period and remains focussed on growing the Disability services offered to the Whittlesea community.

## Children's Services

At the Y, we strive for children and young people to feel safe and be safe, and we are so grateful to our frontline workers in childcare, early learning and out of school hours care for the important work they have been doing this year. They've worked so hard with business interruptions and changes to the way of work, and have done an incredible job keeping all children and young people safe, including teaching children in our Y programs and services about good hygiene.

Our children's services - including childcare, early learning and OSHC have been vital services during this crisis, with continued operations (either at full or reduced capacity) throughout Australia. The Federal Government Childcare package significantly contributed to the sustainability of these services during this year.

### Early Learning

In July this year, the Ballarat and Grampians Region Y was selected to take over the management of a further 35 kindergartens. This brings the total number of Early Years' services managed by the Y Ballarat to 85 across 21 Local Government Areas. The kindergartens in the Melbourne metropolitan area will be fully transitioned over to the Y by Term 1, 2021. Y Ballarat already had an extensive reach, managing services across the state from Mildura to Wonthaggi, through to Mallacoota. These new kindergartens allow further expansion of the expertise and strength of the Y in the early years' sector, allowing us to connect with new communities, engage with existing Y communities and play a vital role in the education and nurturing of the next generation of inspired young people. The management of the additional metro kindergartens has led to the creation of a number of roles to support these centres, both on the ground and within our Ballarat Head Office.



# Children's Services

## OSHC

### Vacation care provided for vulnerable children

The Y has always found ways to help people and communities in times of crisis. In response to COVID-19, the Y in SA provided emergency child care at YMCA SA's OSHC centres, and school holiday programs for young people extended that effort to another community group in need. During school holidays, children and young people often experience vulnerability because they are unable to access their school environment where many feel safest. The school holiday program provided these children with security and a social outlet. The program was run during the school holidays at each centre, by experienced staff from the Y's Children Services team, complemented by specialist recreation and community strengthening staff as required. Specialist Family Practitioners and Community Development Officers from DHS also supported the program at each centre. [Link here: https://www.sa.ymca.org.au/who-we-are/news/vacation-care-provided-for-vulnerable-children](https://www.sa.ymca.org.au/who-we-are/news/vacation-care-provided-for-vulnerable-children).

### A role for us all to play - always

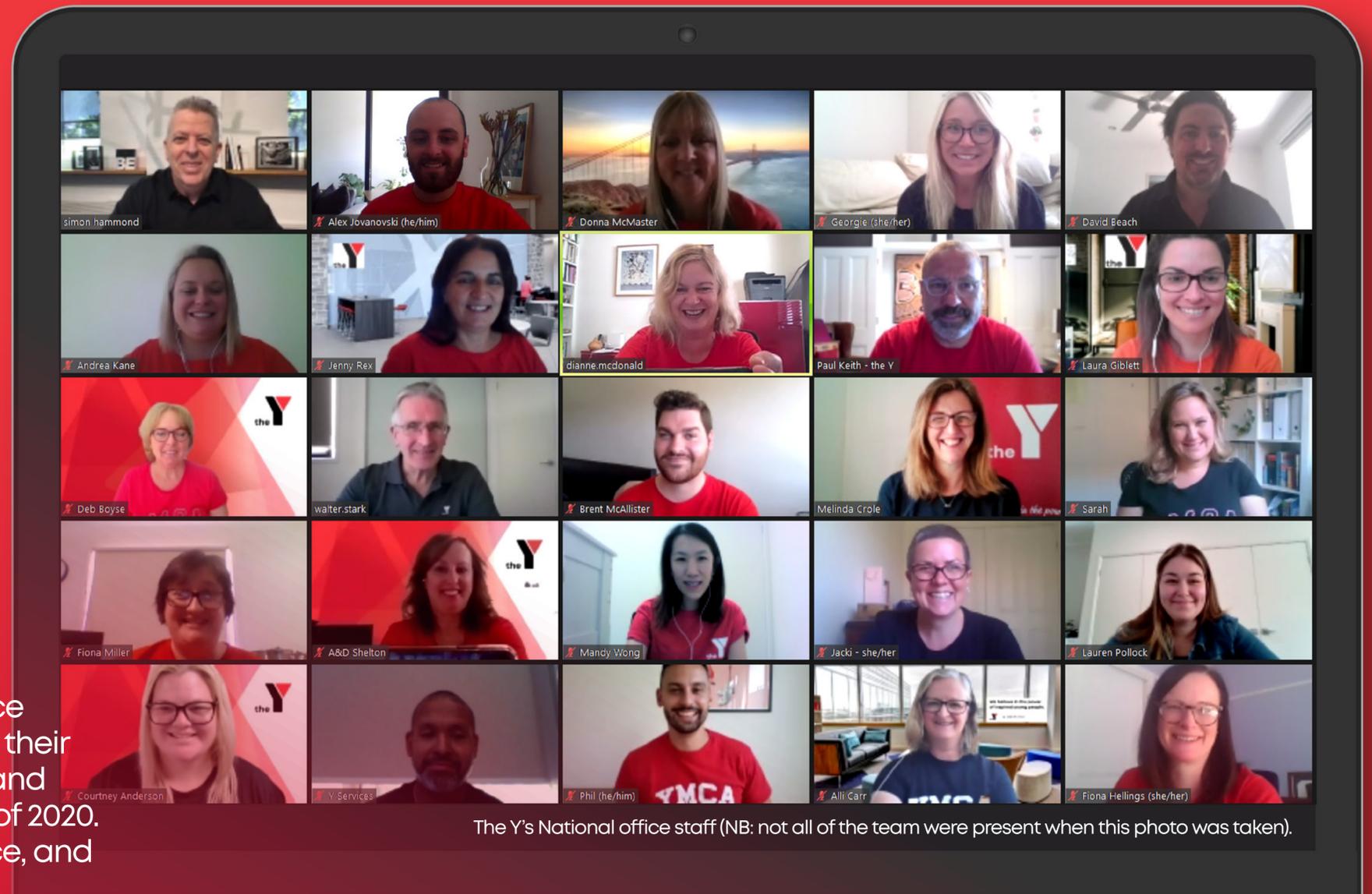
The UN Convention of the Rights of the Child holds a core principle that children and young people have the right to have a genuine say on issues that affect their lives. There is so much to be done to ensure the voices of children and young people in Australia are heard in decisions that affect them, and that their views are taken into account. As a group of Ys across the country we should all be proud of the work we do and our common values, yet there is always more to do, more to learn and more to listen to as we continue this journey.





# RECOGNISING OUR PEOPLE

Thanks to our small but dedicated national office staff team - both Y Australia and Y Services - for their contributions this year. They've all gone 'above and beyond', and have worked from home for most of 2020. We acknowledge their professionalism, resilience, and excellence. Well done team!



The Y's National office staff (NB: not all of the team were present when this photo was taken).





## I.C. Howard/ Y Services International Club Scholarship

Maddie Jordan from Hobart was the winner of the 2019 IC Howard Scholarship, an award co-sponsored by one of our amazing Life Governors Ian Howard, 97, who this year survived COVID-19.

See more about Ian here: <https://www.facebook.com/7NEWSsydney/videos/667050533931975/>.

Maddie is Swim School Executive Officer at the Y's Clarence Aquatic Centre, and has grown their swim school businesses from less than 500 to over 700 students.

She is committed to providing a safe and high quality program and shows great potential for future opportunities within the Y.

Maddie won the scholarship to fund her study with a Certificate IV Leadership Management TAFE course, to enable her to help improve her day-to-day administrative tasks, as well as furthering her skill set with practical finance skills etc., to assist with the annual budget and planning of Swim School. Maddie is on track to finish by the end of 2020.

“What the scholarship did for me was more than fund the leadership management course. I feel as though it's set me on the right path. I never used to enjoy study, but now I know that I can actually do it.

It's motivated me to do a Cert VI Business course or possibly a Diploma course next, which I would never have dreamed of doing before”

**Maddie Jordan**

A photograph of a gym setting. In the foreground, a woman with dark hair is smiling while riding a stationary bike. Next to her, an older woman with blonde hair is smiling and standing with her arms crossed. In the background, another person is visible on a rowing machine. The image is overlaid with a red geometric graphic on the left side.

# GOVERNANCE

The Y in Australia consists of 14 Member Associations, with each Association governed by a local voluntary Board of Directors elected by its members.

We operate nationally according to a shared framework and set of principles, aligned in strategy, culture and action, while ensuring each Association has the greatest possible impact in their local communities.

We are a united Movement across the country, dedicated to turning our belief in the power of inspired young people into reality.

## GOVERNANCE

### Life Governors Appointed

We welcomed Peter Malone & Alan Morton as Life Governors at the 2019 AGM.

### Outgoing Director

We want to thank and acknowledge outgoing Board Director - Jonathon Rae, who served on the Y Australia board from 2018-2019, and also on the Y NSW board.

### Life Governors:

Mr John Bindon

Ms Caz Bosch

Mr David Davis OAM

Mr Richard Edwards OAM

Mr Bruce Harris

Mr Ian Howard

Mr Peter Malone

Mrs Jenny McCombe OAM

Mr Alan Morton

Mr Ross Melville

Mr Bob Nicholson

Mr Robert Romanes OAM

Mr Grahame Wheeler AM

**Board members in Y Associations across Australia  
under 30 = 7**

### The Y Australia Board

Click on photos to see full profiles



We believe in the power of  
inspired young people

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 [youtube.com/ymcaaustralia](https://youtube.com/ymcaaustralia)

