

MAKE IT REAL KEEP IT REAL (Hectic n stuff)



## ACKNOWLEDGEMENTS

The Youth Engagement Strategy has been co-ordinated by Council's Social Planning Team, located within the Future Planning Unit. It has been developed in close partnership with Council's Community Development Team, and an extremely talented and enthusiastic group of young people and youth service provider representatives. These people have worked together as part of the Youth Facilitation Team.

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The Youth Engagement Strategy has been developed in consultation with young people and other key stakeholders.

Council would like to thank the young people, businesses, service providers and community members who participated in the consultation processes and shared their stories and perceptions about what it is like for a young person to live in Wyong Shire.

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CENTRAL COAST



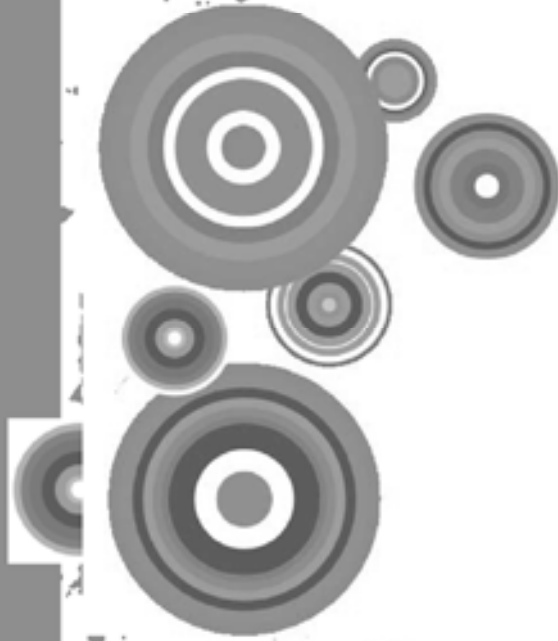


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**INTRODUCTION:**

**What is the Wyong Toolkit?**

From the engagement sessions, we heard that many businesses, organisations and community groups are keen to involve and support young people, but did not know how to go about it. This Toolkit is designed to assist you to empower and engage with young people via a "do with" not "do to" approach.

There are two handbooks that make up the Toolkit – one for community groups and businesses and one for young people. Each one has been designed to practically help different parts of the community make positive "stuff" happen in Wyong Shire. The Toolkit does not tell you what to do, but shares some ideas and experiences that may help you to make your idea for Wyong Shire a reality. It is a guide for starting discussion and getting started, giving you the confidence to work with and support young people by making decisions with them.

You can view the other documents in the Youth Engagement Strategy to see what young people

have told us what they like about Wyong Shire, what they would like to see happen, and some of their brilliant ideas. There are two other documents - the Youth Prospectus gives you information on the priority areas for action and invites you to help bring the Youth Engagement Strategy alive; and the Background Report shows the process we went through and the key findings from talking to over 1,000 people about young people in our community.

**The purpose of the Toolkit is to:**

- Provide a "how to" guide to make positive "stuff" happen in Wyong Shire;
- 'Spotlight' local examples business and community groups partnering with young people, and of young people making a difference in their communities - to inspire and motivate local action;
- Let you know how to be involved in implementing the exciting outcomes from the Youth Engagement Strategy; and
- Let you know how to get further support to put your ideas into practice.



*I have no doubts that the youth today can make a difference... they are decision makers.*

*– Julie, Youth Facilitation Team member*

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### How do I use this Toolkit?

By giving practical tips, this Toolkit will help you understand what working with young people will involve. It will help you understand the key foundations of youth participation, and provide you with tips to help you support and engage young people. We encourage you to use this Toolkit in conjunction with the Youth Prospectus. The Prospectus has been developed to invite and enable your organisation to support and connect young people to community, education and employment.

From the community consultations, six priority areas were identified and can be found in the Prospectus. They are:

- Strengthening and Connecting our Young People
- Valuing Young People
- Involving Young People
- Learning and Working
- Young People and Places and Spaces
- Working Together

A set of key initiatives and suggested actions (as a starting point) have been developed to achieve the outcomes for each of these priority areas, (see the Prospectus). These key initiatives may help give you ideas for how you can partner with young people.



***Don't underestimate the power of a dream. Don't underestimate the power of a group of enthusiastic young people. They bring so much skill and untapped leadership qualities that often get hidden behind long hair or a hat or a hooah***  
**– Rachel, Youth Facilitation Team member**



Part of the Wyong Shire Youth Engagement



MAKE IT REAL KEEP IT REAL (Headline)

## WHAT IS YOUTH PARTICIPATION?

Youth participation is more than just giving the younger members of the community a say – it is about empowerment. Empowering young people is not just involving youth in projects and processes, but enabling and resourcing them to achieve their own dreams, create their own project and add value to the community. It is about them getting involved so they can have their say in a way that is comfortable and relevant for them. It also provides the opportunity for young people to have a say about issues and decisions that affect them, learn new skills, have fun and develop a closer connection to their community. It is about adults **really listening** to their views, taking them seriously and making sure they are involved in decision-making.

*There's absolutely no limit to what young people can do.... A better question would be to ask what can us as a community do to enable young people to achieve their dreams, to have the impact that they'd like to make and the contribution that they would like to make to society.*

- Jordan, Youth Facilitation Team member

## How much participation?

Youth participation creates better outcomes for young people and the organisation that is involved in the decision-making process, saving valuable time and energy in the long-term. Programs and services created by young people for young people better reflect their needs. It should therefore be viewed as a **core activity** and not be limited to trivial decisions.

It is very important that you communicate with young people honestly and clearly about the degree of participation being offered. Therefore, it is helpful to be aware of how much participation and involvement you want from young people.

The most effective participation occurs when you take a partnership approach, where young people are involved in each stage, including planning, implementing and evaluating. This creates a sense of ownership of the project, and they are therefore more likely to engage with it successfully. This empowers the young people involved, creating opportunities for them to influence, inform, shape, design and contribute to an idea or activity.

Please call our Youth Engagement Officer on **0408 161 347** or email **YouthStuff@wyong.nsw.gov.au** for help or to provide ideas for how to create more participation in your organisation.

**Participation is a dynamic concept.**



Young people have an important place in decision making.

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**High Youth Participation**

Youth initiated, shared decision making with adults  
 Adult initiated, shared decisions with young people

**Low Level of Participation**

Youth initiated and directed  
 Consulted and informed  
 Told and not informed

*You can contribute to the positive development of young people by creating opportunities for them to influence, inform, shape, design and contribute to an idea or activity. Adults, as well as young people, can gain new skills and experience through youth participation.*  
 - Ministry of Youth Development,

(adapted from Harts Ladder of Participation, 1995)

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### ARE YOU READY TO HAVE YOUNG PEOPLE INVOLVED?

It is a good idea to assess your organisation to see if you are ready to have young people involved, or how you are going if you have already engaged young people. Before involving young people, can you answer "yes" to the five core foundations for involving young people?



### 5 Core Foundations for Involving Young People

1. Are you clear about your reasons for involving young people?
2. Are you clear about how young people can participate in the decision-making process?
3. Have you outlined how young people will be involved and supported through this opportunity?
4. Does everyone who will be involved in this process know how much weight young people's opinions will have in making decisions?
5. Can you ensure young people who will be affected by a decision will be given the chance to contribute?

If you answered "no" to any of these questions, don't panic! This allows you to see where you need to improve before you involve young people.

It is necessary to have these core foundations resolved before young people are involved. You must be clear about these details so that everyone affected understands how and why young people will be involved in making decisions.

It is also essential that you are clear on these foundations so you can easily articulate to young people what you are asking of them – what is involved and how much input will be required – so young people can decide if they want participate. This helps to avoid disillusionment as the level of participation of young people is made obvious. Think – when someone asks you to be involved in a project, you want to know the details. Young people are no different – they want to know the details of the project and how much participation and weight they will have in making decisions.



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Perhaps you need to discuss and write down the reasons you want to involve young people, or decide how much weight will be given to young people's opinions in decision-making. You can call our Youth Engagement Officer on **0408 161 347** to help and discuss options with you.

If you can answer "yes" to all these questions, that's great! You are on the right track to having young people involved in your organisation in a productive and empowering way. See the "Best Practice Top Tips" to help maximise the enjoyment and benefit of involving young people.

These tips will help amplify and support the process of working with young people. Don't worry if you don't have all of them – they are a quick guide to help you.

**Small steps, good steps.**  
 – World Youth Café participant

**Best Practice Top Tips**

- Ensure young people are informed on the decision-making process, including how and what decisions are made.
- Look at providing staff involved with training and resources to facilitate youth participation as needed, including allocated time for working with young people outside their normal workload.
- Consider providing a mentor for young people, to help the young person have the confidence to voice their opinion and participate fully in decision-making.
- Look at providing training and/or information to young people to help them fully participate in decision-making
- Create space for young people to discuss what issues are important to them
- Arrange meeting times and venues to suit the needs of all participants.

**It is important that young people are empowered today so that they can lead tomorrow**  
 – Sarah, Youth Facilitation Team member



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There is a survey on page 19 to help work through these ideas, and to provide general advice depending on whether your organisation is ready to work with young people. By using the "5 Core Foundations", "Best Practice Tips" and the survey, you can assess your organisation before involving young people.

Remember that working with young people can be empowering if their opinions and ideas are valued. Therefore it is important to:

- o Respect young people's ideas and opinions;
- o Take a partnership approach to working with young people; and
- o Avoid over-consulting with a narrow base of young people.

Beyond all else, the one critical ingredient you can bring to any conversation, consultation or engagement with young people is **honest and timely communication**.

*Young people have so much to share and contribute to the business sector... it's a two-way learning experience.*

– Rachel, Youth Facilitation Team member

### ACTION TIME!

Now that you know what is involved in partnering with young people, it is time to get going. Below are a few tips and reminders of how to approach and behave around young people.

Young people should be treated just like you would treat anyone – with respect and understanding. Think about how you approach a new co-worker or member to your group - how do you begin a conversation? You approach them in a friendly way, with mutual respect. You should be no different when meeting a young person.

**1. Be friendly!** Even if the person you are talking to may seem disinterested at first, you should still be friendly and try to start a conversation. Perhaps the young person is wary, or shy. Whatever the reason, be friendly and real (i.e. no pretences) and explain why you are talking to them.


**2. Be real!** Do not pretend you are someone you are not. Young people can determine if you are "faking it" pretty quickly. Do not let age be a hindrance – intergenerational interaction was seen as an important part of community from both young people and community members. For example, from

the community engagement sessions Sue (Youth Facilitation Team member) noted that "young people were so willing to build relationships with older members of the community", and a World Youth Café participant mentioned that we have to be "making decisions with the next generation". Remember that you do not have to be young and "cool" to work with young people, but you do have to be yourself.


**3. Explain yourself!** Be upfront and clear about why you want to talk to young people. Young people are generally wary of older people talking to them in their own settings (e.g. skate park) because they are used to being told to stop doing whatever they are doing. Tell them straight away that you want their views and opinions, and young people will be more accepting.

*Young people are people too.*  
– World Café participant

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*I think that if we are brave enough, truly trust and empower young people, then amazing things will happen. I truly believe that.*  
– Steve, Youth Facilitation Team member



**HOT TIP:** Adopt a broad perspective about young people.

**HOT TIP:** Use existing networks of the members involved to reach a broad range of young people and build on existing relationships.

**HOT TIP:** Be very clear about what is expected of the young people involved e.g. time involved – does everyone have to attend every meeting, what work will be required between meetings.

### TIPS WHEN WORKING WITH YOUNG PEOPLE

Working with young people can sometimes seem daunting, but we have some simple tips to help you:

- Avoid unnecessary formality;
- Ensure language is simple and direct – be careful of using jargon;
- Record views accurately – ensure everyone can see what is being recorded;
- Have regular breaks and break up the monotony (e.g. brainstorming, small groups, food break);
- Have no costs involved to participate (e.g. pay for travel, provide food, etc);
- Provide 'soft entry' points where young people can come to observe or just come with a friend;
- Allow a long lead in time to give young people the best opportunity to attend, as some will have to make arrangements around school, work and


transport. Be mindful of busy times (i.e. exam times) and ensure your meetings are flexible to accommodate their needs;


Location of the meeting and who is present may affect how a young person participates, especially if family is present. Be mindful that young people are more likely to be involved if the venue is youth-appropriate, and be conscious of what adults (if any) are present;

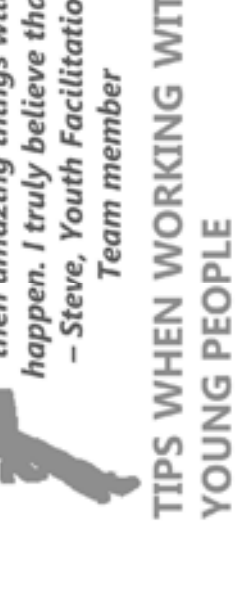
Ensure you have regular contact and respectful communication between team members;


Continue to communicate outside meetings so everyone is "kept in the loop";

Provide feedback in an honest and timely way (e.g. send participants a thank you letter at conclusion), and communicate the outcomes of the consultation;









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## Ways to engage young people include:

- simple questionnaires with simple language, with space for additional comments;
- structured small-group interviews based around a particular topic;
- vox pops (spontaneous, short opinions to a topic, usually recorded on film or tape) to highlight views of young people;
- interactive websites through which young people can voice their opinions and thoughts (e.g. blogs and social networks);
- brainstorming sessions;
- action or advocacy groups;
- cultural action techniques e.g. art, posters, drama and interactive exercises.



**HOT TIP:** Consider age appropriate topics, level of consultation required (do they need to be away from school/home?), method of consultation, safety (especially with travel), and relevance (e.g. does this group use your service).

- Make it real, keep it real by:**
- **Building trust between all people involved;**
  - **Ensure you (the facilitator) do not change yourself because you are interacting with youth. Be real to yourself, and young people will respect you;**
  - **Create opportunities to debrief;**
  - **Acknowledge and encourage participation;**
  - **Explain how information gathered will be used.**

- Be aware of the geographical location of young people and the difficulty of young people getting places, especially if they are reliant on public transport - meet them where they spend time;
- As a lot of young people are reliant on public transport, be mindful of timetables when setting meeting times;
- Protect privacy and confidentiality of the team. For example, ensure participants know they will have their confidentiality respected, and they are told how the information they contribute will be used;
- Consider consent; you may need to seek consent from parents or caregivers for young people to be involved in the team. You will need to look at their age, what they are participating in, and information they may be providing. Consent needs to be informed, freely given, current and specific to the purpose outlined.



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### CONCLUSION

#### 1. Got an idea – let us know

If you are working on an idea or would like to register a request to get help with making an idea happen, please let us know. We would love to help you engage young people in the way that would best suit your organisation.

#### 2. Want to offer something to Wyong young people – let us know

Look at the Youth Prospectus for suggested actions you can take to support and connect young people to community, education and employment and make a real difference to the future of our community. If you are interested in supporting something that young people are working on in Wyong, contact our Youth Engagement Officer to find out how you can help.

#### 3. Got a story – let us know

Listed below are just a few stories of projects where local community groups and businesses have partnered with young people, and youth initiated projects. We know there are many more stories, so please let us know how you are partnering with young people.

If you have an idea, story or want to help young people make a difference in Wyong Shire, phone our Youth Engagement Officer on 0408 161 347 and discuss your idea.

We will then do one or more of the following:

- provide you with more information;
- arrange a face to face meeting;
- connect you with appropriate partners;
- provide ongoing support, advice or partnership, depending on the proposal.



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Gwandalan Lions Club has many great ideas, from programs just for girls to intergenerational programs, with the aim to break down barriers. One program they are currently undertaking is the provision of free tennis lessons. The Lions Club has partnered with a local tennis coach and tennis court to provide sponsored or free tennis lessons to keep young people active and connected to local services. If this is successful, the club is looking at expanding into soccer.

Approximately 1500 – 2000 young people attend Westfield Tuggerah on any given Thursday evening. As a result, Westfield has employed police officers for the past 6 months to be present each Thursday night. These officers mingle with young people and community members throughout the centre and the young people are viewed as valuable consumers. This has led to relationship building with young people, police and Westfield, and is seen as being very important and productive. It is important to note that in instances where problems occur, the majority of the problems are brought into the centre (i.e. existing grievances).

Westfield has taken a number of steps to ensure their centre is welcoming for young people. Westfield Tuggerah developed a Youth Respect Card which outlines Westfield's commitment to young people and their expectations of young people when visiting their store. These are now used nationally. Westfield also coordinates a National training program for their security guards, which includes direction on how to work with young people.

Westfield Tuggerah is a major community player, and recently hosted a Retail Skills showcase, in partnership with Youth Connections, over 2 days which involved over 300 young people.



Students participating in Retail Skills showcase at



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*of a positive effect it might have on them, or if it's just what they needed that day. It's lovely to know that there are caring young people around" – Jodi Brown, community member touched by "Random Acts of Kindness"*



*Team from Youth Advisory Council involved in Random Acts of Kindness*

In 2008 members of the Wyong Youth Advisory Council (YAC) posted messages of "Random Acts of Kindness" throughout the Shire and asked recipients to pass the kindness on. More than 3,000 random acts of kindness cards were made then anonymously and randomly posted out, along with 1,600 posters, 200 magnets and 250 badges. More than 800 of the cards were handmade. The community were surprised young people were the ones behind the campaign. The young people involved saw the campaign as "reverse mentoring" - instead of young people being the recipients of mentor programs, they were the ones carrying out the program for the broader community. The group had the Mayor on board to promote the campaign and used the media to anonymously promote the Random Acts of Kindness. After receiving a card, one business donated 12 dozen roses to be randomly handed out to members of the community, continuing to pass the kindness on.

*"I was touched... it doesn't take much to brighten someone's day and you never really know how much*

Andre's Prestige Tiling partners with a local training organisation to provide high quality construction work placements for local high school students, hosting nearly 30 students over the past 4 years.

Andre Helou, of Andre's Prestige Tiling, is committed to providing opportunities for young people to learn quality skills to become talented and knowledgeable tradespeople. He believes he has a responsibility to the future of his trade and to young people in his community - "today's young people are tomorrow's adults and tomorrow's tradespeople. Without passing on skills to them we will lose quality workmanship."

When meeting up with young people after their placement, Andre is inspired by the students gratitude for the time spent with him and the young people have gained direction and confidence from their experience.



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The Going Off At the Swamp (GOATS) San Remo Neighbourhood Centre Festival is a family festival held at San Remo annually for the past 12 years. Approximately 15,000 people attend this event which showcases the talents of young people.

Over 40 bands and performers across 3 stages have the opportunity to perform to a live audience in a drug and alcohol free environment. Youth of all music genres and all levels of talent perform, creating self-confidence and skills in the young people. In conjunction with the music, schools participate in an art competition.

Young people are part of the organising committee, responsible for the organisation, management, delivery, performance and evaluation of the event. Young people are involved in decision making process and performing key roles, for example MC'ing, stage management and risk assessment etc which is crucial to its success.



These stories are truly inspiring and can provide a powerful message about what is possible. But it is even more powerful when we can start to share stories of success happening in Wyong Shire. They are a few examples of many. Do you have a story to share? We would love to hear it! Please email our Youth Engagement Officer on YouthStuff@wyong.nsw.gov.au or call 0408 161 347.





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### APPENDIX:

1. RESOURCES: Websites for more information
2. Ideas for reaching a broad range of young people
3. Survey to assess your organisation

#### 1. RESOURCES: Websites for more information

Office for Youth publications

Provides a series of publications on different aspects of youth participation. They offer practical tools to help young people and their partners develop effective models for youth participation.  
[www.youth.vic.gov.au](http://www.youth.vic.gov.au)

Youth Consultation Toolkit

This Toolkit will assist organisations in learning how to effectively consult with young people. It provides information on different methods of consultation,

tips about what method to use, and checklists to ensure a good consultation.  
[www.officeforyouth.sa.gov.au/Resources/Toolkit](http://www.officeforyouth.sa.gov.au/Resources/Toolkit)

Youth Services Toolkit

This Toolkit has sections for people who are just starting out, and also for trainers to teach people. There are 3 sections: Managing Activities, Manage Staff & Volunteers and Running the Organisations.  
[www.youthservicestoolkit.com.au](http://www.youthservicestoolkit.com.au)

Participation Kit

A great resource for organisations who want practical advice about how to involve children and young people in activities, events and decision-making. <http://kids.nsw.gov.au/kids/resources/participationkit>

Practising Participation

These resources outline some principles of young people's participation and practical advice that help ensure that young people are meaningfully included, empowered and purposefully engaged. They were written following consultations with young people and youth service providers across the state.  
<http://www.yacvic.org.au>

Training

This site provides information for employers about apprenticeships and traineeships.  
<https://www.training.nsw.gov.au>  
[www.hunter.tafensw.edu.au](http://www.hunter.tafensw.edu.au)  
[www.megt.com.au](http://www.megt.com.au)

Employer Incentives Scheme

This site provides information for employers about the Employer Incentives Schemes available.  
[www.workplace.gov.au/workplace/Programmes/EmployerIncentivesScheme](http://www.workplace.gov.au/workplace/Programmes/EmployerIncentivesScheme)



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2. Ideas for reaching a broad range of young people:
  - o Have a stall/table at events (e.g. youth week festivals);
  - o Advertise in local newspapers, such as the Central Coast Express Advocate;
  - o Advertise on local radio stations (SeaFM, StarFM, 2GO);
  - o Hold an information night;
  - o Hold a forum;
  - o Have information available in languages other than English;
  - o Speak at school assemblies;
  - o Send out postcards;
  - o Create/use websites;
  - o Create posters;
  - o Use noticeboards (especially at youth centres, shopping centres and schools);
  - o Make t-shirts;
  - o Create silicone wrist bands;
  - o Design and use leaflets.

*I truly believe it is a privilege that young people trust you to let you into their life, even half an hour and share their personal thoughts, beliefs and dreams... that is incredibly powerful to me.*

*– Rachel, Youth Facilitation Team member*

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Survey to assess your organisation  
 This survey (adapted from Ministry of Youth  
 Development, 2009) is a guide to assess your  
 organisation on how prepared you will be to engage  
 and work with young people. Circle the most  
 appropriate response on a scale of 1 to 5. When  
 completed, add up your score.



ESSENTIAL CRITERIA	Not sure	Not at all ..... Often	Always
Your Organisation ... is clear about reasons for involving young people in this decision-making opportunity	0	1 2 3 4	5
...has outlined how young people will be involved and supported in decision-making opportunities	0	1 2 3 4	5
...ensures everyone knows how much weight young people's opinions have in decision-making opportunities	0	1 2 3 4	5
...ensures that young people who will be affected by a decision are given the chance to contribute to the decision-making process	0	1 2 3 4	5
...is clear about how young people can participate in the decision-making process	0	1 2 3 4	5
...has equal, respectful relationships between adults and young people	0	1 2 3 4	5
...is flexible and understands that young people have different schedules compared to adults	0	1 2 3 4	5
...ensures young people are informed on the decision-making process, including how and what decisions are made	0	1 2 3 4	5
...acknowledges the contribution of young people in the decision-making process	0	1 2 3 4	5
<b>TOTAL</b>			

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**DESIRABLE CRITERIA**

Your Organisation	Not sure	Not at all ..... Often	Always
	0	1 2 3 4	5
...provides the appropriate staff with training and resources on facilitating youth participation as needed	0	1 2 3 4	5
...ensures organisational practices do not act as barriers to youth participation (e.g. does not use jargon and explains terms when working with young people)	0	1 2 3 4	5
...knows and understands young people are busy, and is committed to making opportunities accessible to young people with diverse lifestyles and commitments	0	1 2 3 4	5
...helps young people attend meetings, arranges meetings at times that suit them, and ensures they can get home safe safely	0	1 2 3 4	5
...involves young people from different cultural backgrounds and ethnic minorities in youth participation	0	1 2 3 4	5
...provides training and/or information to young people to help them participate fully in decision-making	0	1 2 3 4	5
...brings key decision-makers in the organisation to talk directly with young people	0	1 2 3 4	5
...provides food and social opportunities at meetings	0	1 2 3 4	5
...makes sure appropriate and youth-friendly facilitators undertake face-to-face meetings	0	1 2 3 4	5
<b>TOTAL</b>			

**Rating**

Score of 50 or less

Your organisation has a huge opportunity to build a solid foundation for involving young people in decision-making processes. Acknowledge that you are starting from scratch, or close to it. Setting up good youth participation processes, whether you are running a consultation or establishing a youth advisory group, can often feel like hard work. It does not need to be overly complicated, and there are lots of things that can help the process run smoothly.

**Suggestion**

- Identify where your organisation does involve young people in decision-making;
- Consider where your organisation is on the "Ladder of Participation" (page 9) and where you think it should be;
- Look at the Youth Prospectus and identify how you can be involved;
- Go over the "5 Core Foundations for Involving Young People" (page 10) and identify how you can turn these into practice in your organisation;
- Network with youth organisations that have

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a similar project to what you are considering implementing;

- Connect with young people who are stakeholders in your organisation and see what they think you should be doing;
- Consider having adult mentors for youth participants, and youth mentors for adult participants to help the transition of having young people in decision-making roles;
- Remember that involving young people is about empowering and encouraging them to be involved and to be decision-makers;
- Address the relevant points of the checklist for your particular project;
- Contact the Youth Engagement Officer on YouthStuff@wycng.nsw.gov.au or 0408 161 347.

*Suggestion*

- Take opportunities to share your organisation's experiences, lessons and best practices;
- Present your youth participation processes at appropriate conferences to spread great examples of youth participation;
- Look at the Youth Prospectus for future project ideas, and to see how you can partner with Council;
- Contact our Youth Engagement Officer on 0408 161 347 or YouthStuff@wycng.nsw.gov.au to talk about showcasing your organisation's youth participation activities;
- Keep checking where you are on the "Ladder of Participation" (page 9), especially with individual projects;
- Use this checklist to identify areas for continual improvement.

**Score of 50-75**

**You are off to a good start! Your organisation has great strengths to build on and some areas in which to improve.**

*Suggestion*

- Highlight areas where you scored 4 or more to

**Score of 76 or more**

**Fantastic! You have a good foundation in youth participation. Be proud of what you have achieved.**

*Suggestion*

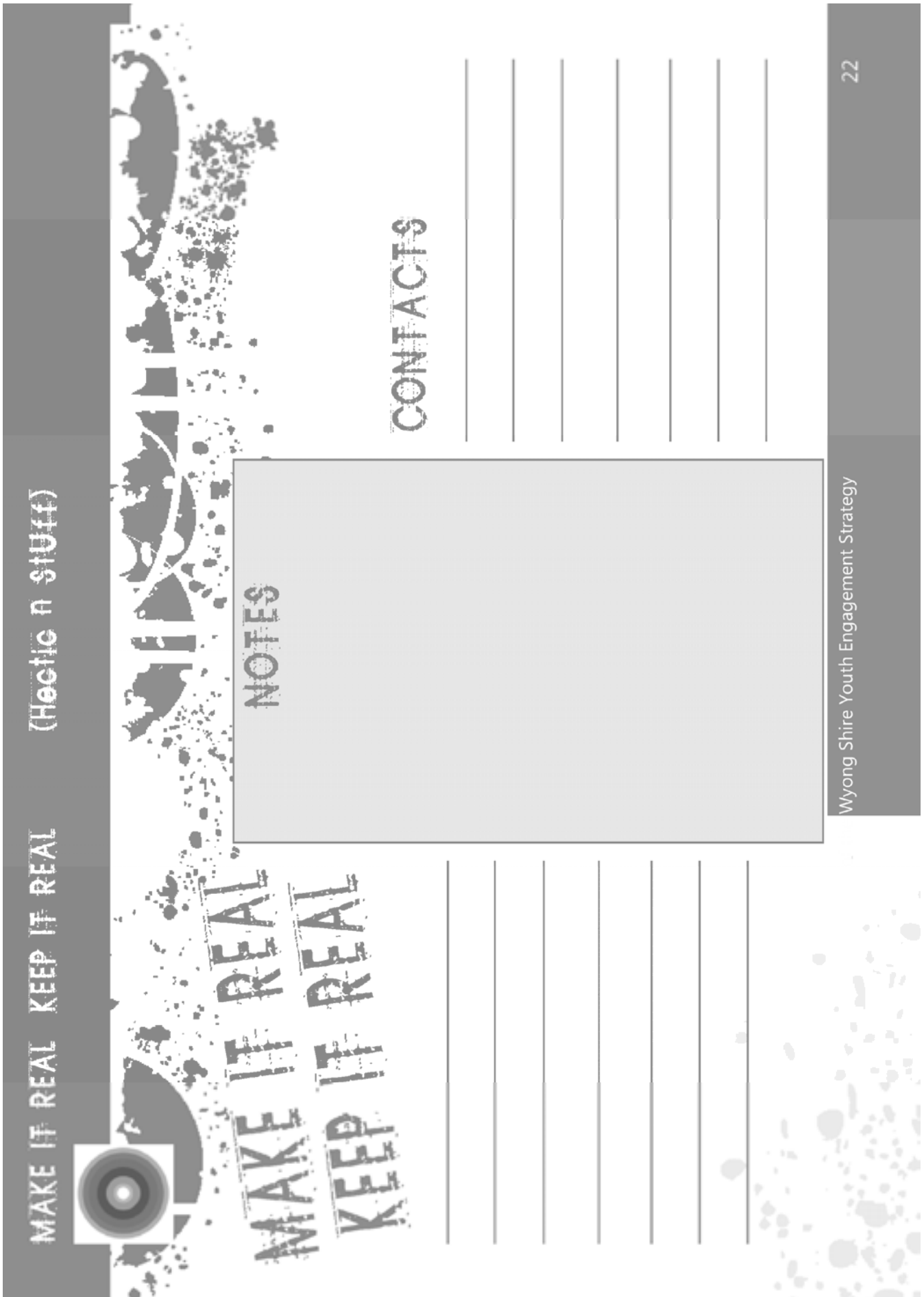
- Highlight areas where you scored 4 or more to

**MAKE IT REAL KEEP IT REAL**

**HECTIC n STUFF**

Part of the Wyong Shire Youth Engagement Strategy



**MAKE IT REAL KEEP IT REAL (Hectic n stuff)**

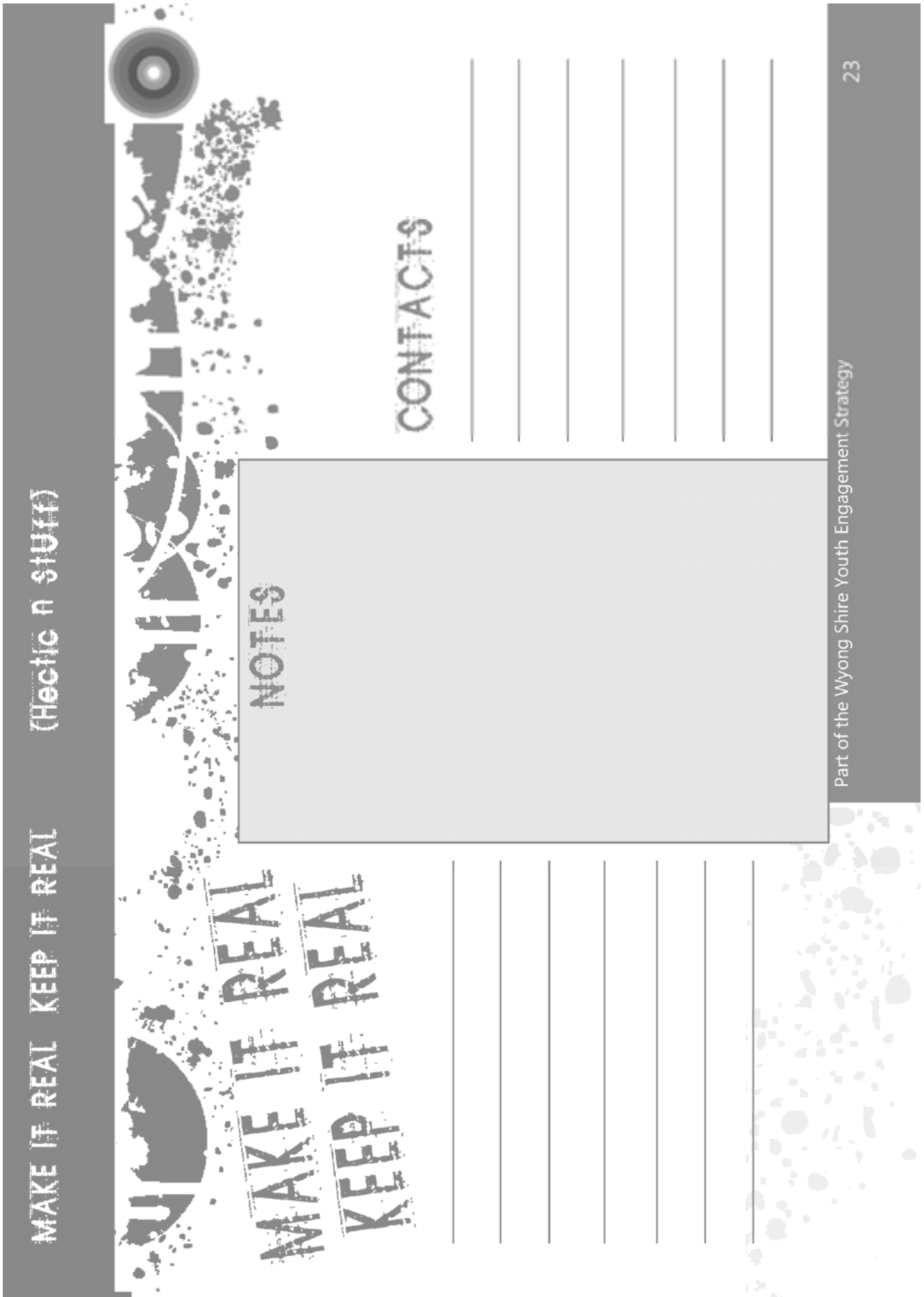
**MAKE IT REAL  
KEEP IT REAL**

**NOTES**

**CONTACTS**

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Wyong Shire Youth Engagement Strategy



**MAKE IT REAL KEEP IT REAL (Hectic n stuff)**

**MAKE IT REAL  
KEEP IT REAL**

**NOTES**

**CONTACTS**

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Part of the Wyong Shire Youth Engagement Strategy



Final Toolkit – July 2010  
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