

# **Youth Plan 2020-2022: Turning Voice into Action – Rebuilding and Recovering**

## Ministerial Foreword: a kōrero from the Minister for Youth

Tēnā koutou,

I am proud to introduce the Government's Youth Plan which demonstrates our dedication to rangatahi throughout the motu. It will help to achieve the outcomes set out in the Child and Youth Wellbeing Strategy by building off the Strategy's bold and aspirational vision "*New Zealand, Aotearoa is the best place in the world for children and young people*".

***E kore koe e ngaro, he kākano koe i ruia mai i Rangiātea***  
***You will never be lost for you are a seed born of greatness***

The Youth Plan sets out actions that government will take, in partnership with others, to mitigate the impacts of COVID-19 for rangatahi. It aims to ensure rangatahi have a say in decisions about recovery, to support the wellbeing of rangatahi and their family and whānau, to enable rangatahi leadership and to drive transformative change.

Rangatahi have been critical to Aotearoa New Zealand as we've collectively navigated the significant impacts of COVID-19. I've been impressed by how many rangatahi have confidently stepped into roles as essential workers or volunteered to support more vulnerable members of the community. Rangatahi are active, passionate and capable of leading change.

But rangatahi are also facing considerable challenges. Given this, we must ensure their contributions, skills and opinions are valued and that they have a strong voice in creating a productive, sustainable and inclusive Aotearoa New Zealand.

During these extraordinary and uncertain times, we have seen collaboration, community-led solutions and innovation. The Youth Plan will build on what we have learnt during COVID-19 to support the wellbeing of rangatahi as we collectively rebuild and recover.

We are responsible for the legacy we leave behind. We have an opportunity to demonstrate a real commitment towards establishing a positive environment where rangatahi can thrive and succeed, now and in the future. This starts with us. It is vital that we partner with others on collective action that creates the necessary conditions and environments where rangatahi can flourish.

Rangatahi may represent 17% of the population but they are 100% of our future. My commitment as Minister for Youth is to be the strongest advocate for them – this is more important now than ever. I lay down this wero for all Government to pick up.

Tēnā koutou katoa.

Hon Peeni Henare  
Minister for Youth  
August 2020

### **Whakataukī:**

*E kore koe e ngaro, he kākano koe i ruia mai i Rangīātea*

*You will never be lost for you are a seed born of greatness*

## **Context**

Rangatahi,<sup>1</sup> along with the rest of Aotearoa New Zealand, have been faced with an unprecedented global pandemic. Immediately, many rangatahi mobilised to support friends, family and whānau, volunteered to support others in the community and contributed through roles as essential workers. They have demonstrated their ability to lead while navigating extraordinarily uncertain times.

But this time has also been challenging for rangatahi. They are facing reduced employment prospects, increased mental distress and uncertainty about the future. COVID-19 will have a larger impact on rangatahi who were already facing disadvantage. This pandemic is going to have lasting impacts and it is critical that we work together to mitigate these.

The Youth Plan is an opportunity for rangatahi, communities, the youth sector and government agencies to support the wellbeing of rangatahi as we collectively rebuild and recover. It will be of interest to government agencies, the youth sector, communities and rangatahi.

## **About this Plan**

The Youth Plan sets out actions that government will take, in partnership with others, to mitigate the impacts of COVID-19 for rangatahi. It aims to ensure rangatahi have a say in decisions about recovery, to support the wellbeing of rangatahi and their family and whānau, to enable rangatahi leadership and to drive transformative change. This will be achieved when we collaborate, enable community-led solutions, drive connection and create environments where innovation is cultivated.

This response sits alongside a wide range of other government actions. The Youth Plan drives change as part of the Child and Youth Wellbeing Strategy, which sets out the overall vision, principles and outcomes that the Youth Plan works towards. It also complements the Youth Employment Action Plan (established as part of the Employment Strategy), the Oranga Tamariki Action Plan (which is under development), the Psychosocial and Mental Wellbeing Recovery Plan, the Homelessness Action Plan, the Disability Action Plan and the National Strategy to eliminate family violence and sexual violence amongst others.

The Youth Plan has been put in place for the next two years to focus on sustainable and lasting change as Aotearoa New Zealand recovers from the impacts of COVID-

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<sup>1</sup> The term 'rangatahi' is used throughout this Youth Plan interchangeably with 'young people'.

19. It will be reviewed in two years' time, in line with the review of the Child and Youth Wellbeing Strategy. A measurement framework is being developed that will enable the review of the Youth Plan. The review will consider the impact of actions taken as part of the Youth Plan on priority groups. Rangatahi will have input into the review to ensure their voices carry through the entire life of the Youth Plan. There will be an opportunity to revise the focus areas and actions following the review.

The Minister for Youth is accountable for the delivery of the Youth Plan, which is being led by the Ministry of Youth Development (MYD) – Te Manatū Whakahiato Taiohi. There will be six-monthly reporting to Cabinet on the Youth Plan, as well as six-monthly and annual reporting to Cabinet and Parliament as part of reporting on the Child and Youth Wellbeing Strategy.

## **Impact of COVID-19 on rangatahi**

COVID-19 will have a lasting impact on rangatahi. Evidence shows that young people are more at risk of adverse psychological, social, health, economic and educational effects post-disasters.<sup>2</sup> Existing factors are likely to be exacerbated by COVID-19. While some rangatahi will recover relatively quickly from the lockdown and associated impacts, others may struggle over the next few months, have a delayed reaction, or experience ongoing and serious distress for years to come. The Youth Plan aims to mitigate this through driving actions that enhance connection to people, place and activity, and by giving rangatahi a voice and leadership role in decisions about recovery.

## **Employment and financial security**

The economic downturn following COVID-19 will have a significant impact on rangatahi, both now and into the future. Rangatahi tend to experience higher rates of unemployment and underutilisation when compared with the wider population. In 2019, 17.9% of rangatahi aged 15-19 years were unemployed, compared to an overall unemployment rate of 4%.<sup>3</sup> Rangatahi Māori, Pacific young people and disabled young people are less likely to be in education, employment or training, when compared with the general youth population. Some rangatahi will also be dealing with ongoing family or whānau financial insecurity, which may mean they have to make choices they wouldn't have otherwise, such as dropping out of education or training to find work. There are also strong links between economic health and mental health, particularly for rangatahi.<sup>4</sup>

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<sup>2</sup> Webb, S, Kingstone S, Richardson E, Flett J. *Rapid Evidence and Policy Brief: COVID-19 Youth Recovery Response 2020-2022*. 2020. Wellington: Te Hīringa Hauora/Health Promotion Agency.

<sup>3</sup> Household Labour Force Survey; December 2019 quarter. The unemployment rate for those aged 20 – 24 years was 7.6%. Unemployed people are those in the working age population who are without a paid job, available for work, and had either actively sought work in the past four weeks, or had a new job starting in within the next four weeks.

<sup>4</sup> *Ibid.*

## Social impacts

We know that rangatahi struggled with a range of things during lockdown, including social isolation, loneliness, disrupted schooling, a lack of access to devices, data or internet, and not being in safe bubbles or not feeling accepted by others in their bubble.<sup>5</sup> Increased screen time for some rangatahi also meant increased exposure to online harms. While lockdown will have a lasting impact, we do not yet know the full extent of issues that might arise. The Youth Plan has some actions which address immediate need and others which are flexible and longer-term, to respond to emerging need.

## Mental health

While lockdown in Aotearoa New Zealand was unprecedented, we do have evidence from other countries about how rangatahi have coped during periods of quarantine or lockdown. The range of impacts can include post-traumatic stress, anxiety, depressive symptoms, grief, confusion and anger.<sup>6</sup> Those with pre-existing conditions are more likely to experience the negative mental health impacts associated with lockdown. Mental health impacts may be exacerbated by other impacts felt both during and following lockdown, such as socio-economic impacts.

## Priority groups

The Youth Plan is for all rangatahi aged 12-24 years. That's approximately 800,000 rangatahi, making up 17% of the population. However, we know that there are some groups which experienced marginalisation prior to COVID-19 and that the impacts of COVID-19 are likely to be more significant for these groups in particular. These impacts increase for those who are also navigating significant life transitions during this COVID-19 recovery.<sup>7</sup> For this reason, the Youth Plan will have a particular focus on the perspectives, experiences and outcomes of four priority groups. These are:

- rangatahi Māori aged 17-24 years
- Pacific young people aged 17-24 years
- rainbow young people<sup>8</sup> aged 17-24 years

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<sup>5</sup> Youthline COVID-19 Research Report of Results and analysis of Youth Pulse Check survey results.

<sup>6</sup> Webb, S, Kingstone S, Richardson E, Flett J. *Rapid Evidence and Policy Brief: COVID-19 Youth Recovery Response 2020-2022*. 2020. Wellington: Te Hīringa Hauora/Health Promotion Agency.

<sup>7</sup> Poulton, S, Gluckman P, Menzies Rochelle, Bardsley A, McIntosh, T, Faleata M. *Protecting and Promoting Mental Wellbeing: Beyond COVID-19*. 2020. Auckland: the University of Auckland, Kōi Tū: The Centre for Informed Futures.

<sup>8</sup> The Youth Plan uses 'rainbow young people' as an umbrella term to include all rangatahi who identify as lesbian, gay, bisexual, asexual, pansexual, gender diverse, gender fluid, transgender, takatāpui, intersex, fa'afafine, leiti, queer, or whose sexual orientation, gender identity, gender expression or sex characteristics differ from majority, binary norms.

- disabled young people aged 17-24 years.

Rangatahi in these priority groups experience disadvantage and marginalisation based on their ethnicity, sexuality, gender identity and disability. As a result, they are likely to experience worse health and wellbeing outcomes.<sup>9</sup> Rangatahi who identify with more than one of these groups are at greater risk of marginalisation.

The impacts of COVID-19 are likely to amplify some of the issues that currently impact these groups, including colonisation, racism and discrimination, poverty, homelessness, identity not being accepted, higher rates of mental distress and increased likelihood of not being in education, employment or training. Those aged 17-24 years are also having to navigate transitions into employment, further education or training, may be taking on caring responsibilities, and may be living away from home for the first time. Many rangatahi in these groups also struggle to access appropriate support services, for example services that are culturally appropriate, accessible, accepting and gender-affirming.

The Youth Plan aims to mitigate the impacts of COVID-19 and drive equitable outcomes for the priority groups. This will be achieved through increasing connections to people, place and activity, increasing opportunities, and amplifying voice as part of government policy and decision making. Where possible, the design and delivery of actions will specifically involve rangatahi from these groups. Emphasis will be placed on working within families and whānau, communities and with the youth sector. The Māori-Crown relationship is recognised as foundational to improving the wellbeing of rangatahi Māori and it is critical that government agencies work with iwi, hapū and whānau when implementing the Youth Plan.

## **Collectively rebuilding and recovering**

Rangatahi have consistently told government that they want their voice heard in decisions about them and their future. As we collectively rebuild and recover, it is important that rangatahi are supported and empowered to be part of the conversation about shaping a productive, sustainable and inclusive Aotearoa New Zealand. The Youth Plan aims to amplify youth voice in government policy and decision-making and ensure processes are in place for rangatahi to have meaningful input into decisions about recovery.

To achieve meaningful change, rangatahi, communities, the youth sector and government agencies will need to transform how they work with and for rangatahi. COVID-19 has driven collaboration, community-led solutions and innovation which benefit rangatahi, their families and whānau and communities long-term. It's important that we continue to build on what we have learnt during COVID-19 to

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<sup>9</sup> Deane, K., Dutton, H. & Kerekere, E. (2019). *Ngā Tikanga Whanaketanga – He Arotake Tuhianga. A Review of Aotearoa New Zealand Youth Development Research*. Auckland, NZ: University of Auckland.

support the wellbeing of rangatahi and to amplify their voice as part of government policy and decision-making.

## **Focus areas**

The Youth Plan has four focus areas:

1. **Voice** – rangatahi voices and perspectives are listened to, valued, and embedded in decision-making at all levels, particularly in decisions about COVID-19 recovery.
2. **Wellbeing** – the wellbeing of rangatahi, their family and whānau, and their communities is supported and strengthened.
3. **Leadership** – rangatahi are enabled to lead their own lives, have their identities seen, valued and respected, and have increasing influence in their communities and over government policy.
4. **Transformative change** – government agencies work collaboratively with each other, the youth sector, communities and rangatahi to mitigate the impact of COVID-19 for rangatahi.

## **Actions**

Youth Plan actions sit under one of the four focus areas, but actions may contribute to more than one focus area or outcome in the Child and Youth Wellbeing Strategy. The actions aim to connect rangatahi to people, places or activity. This recovery framework is expected to support rangatahi resilience and wellbeing as they navigate the impacts of COVID-19. It will enable them to be more prepared to take on education, employment and training opportunities as they arise. Actions also aim to meaningfully support rangatahi to be part of Aotearoa New Zealand's recovery, recognising the unique abilities and perspectives they bring.

Some actions in the Youth Plan address immediate need, while others are long-term and flexible to respond to emerging need. There are actions which address the needs of rangatahi aged 12-24 years, and others which target the priority groups more specifically. The actions do not reflect all the work underway across government within the focus areas.

## Development of the Youth Plan

Work on the Youth Plan began prior to COVID-19. At that time, it was primarily informed by engagement with rangatahi, the youth sector and collaboration with government agencies.<sup>10</sup> During engagement with over 1,200 rangatahi in October 2019, we heard that:

- rangatahi really want to be involved in important government decisions, but the process isn't always easy, and they don't feel like they are really heard
- positive wellbeing is about more than just mental wellbeing. Identity, family, whānau and community are just as important
- rangatahi want more opportunities to lead, but would like support, mentoring and for adults to understand and give space for leadership on their terms
- government needs to change how the system works with and for rangatahi.

*"I think that young people are always trying to give the government their thoughts, views and opinions, but it is more the issue that no action appears to be taken and we are ignored."*<sup>11</sup>

Feedback from engagement resulted in some changes to the focus areas. 'Mental wellbeing' was expanded to 'wellbeing' as rangatahi told us that mental wellbeing is intimately connected to other aspects of hauora such as physical health, identity and belonging. 'Transformational change' was added as rangatahi told us that government needs to change how the system operates. You can read more about what rangatahi and the youth sector told us during engagement on the MYD website [link will be embedded in final document].

While all of the feedback gathered through these processes has informed the current version of the Youth Plan, we have also drawn heavily from information that relates specifically to COVID-19. This includes the *Rapid Evidence and Policy Brief: COVID-19 Youth Recovery Response*, as well as information from the Youthline Survey that ran in April 2020, the Youth Pulse Check survey that ran during April and May 2020, and information from the youth sector. Actions were developed by the Youth Plan Cross-Agency Working Group.

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<sup>10</sup> This group includes Accident Compensation Corporation, Department of the Prime Minister and Cabinet, Te Hīringa Hauora/ Health Promotion Agency, Office for Disability Issues, Office of the Children's Commissioner, Oranga Tamariki–Ministry for Children, Sport New Zealand, Te Puni Kōkiri, Department of Conservation, Department of Corrections, Suicide Prevention Office, New Zealand Police, Office of Film and Literature Classification and the Ministries for/of Business, Innovation and Employment, Education, Health, Pacific Peoples, Primary Industries, Social Development, Women and Housing and Urban Development.

<sup>11</sup> Quote from Ministry of Youth Development – Te Manatū Whakahiato Taiohi engagement with rangatahi in October 2019.



## Voice

*Rangatahi voices and perspectives are listened to, valued, and embedded in decision-making at all levels, particularly in decisions about COVID-19 recovery*

### This means:

- rangatahi participation is valued by all government agencies
- government agencies understand and follow best practice when engaging with rangatahi
- government agencies regularly share with each other what they have learnt during engagements, and collaborate where possible to reduce consultation fatigue
- rangatahi voice is actively heard, captured and acted on as part of the COVID-19 recovery
- the voices of the priority groups are amplified.

*‘...why would we share with government when they never listen to what we say...’<sup>12</sup>*

### Actions

Action	Description
<b>Enable youth voice in COVID-19 recovery</b>	Agencies actively work to ensure that rangatahi voice is embedded in decisions made about COVID-19 recovery. This includes removing barriers for marginalised groups, such as those in the Corrections system. This action covers a range of activities, including engagement with rangatahi, a survey and qualitative work to gather the perspectives of rangatahi in care and youth justice, and the Office of the Children’s Commissioner Mai World surveys, which are focused on wellbeing and aspirations for recovery.
<b>Strategy Outcome</b>	Children and young people are involved and empowered
<b>Lead Agency</b>	Ministry of Youth Development – Te Manatū Whakahiato Taiohi
<b>Partners</b>	Office of the Children’s Commissioner, Oranga Tamariki–Ministry for Children

<sup>12</sup> Quote from Ministry of Youth Development – Te Manatū Whakahiato Taiohi engagement with rangatahi in October 2019.

<b>Timeframe</b>	2020
<b>Action</b>	<b>Description</b>
<b>Implement the Youth Voice Project</b>	This action will allow government and rangatahi to partner to develop youth-centric engagement methods. This includes building off existing youth voice initiatives, such as youth advisory groups, as well as exploring the development of new initiatives.
<b>Strategy Outcome</b>	Children and young people are involved and empowered
<b>Lead Agency</b>	Ministry of Youth Development – Te Manatū Whakahiato Taiohi
<b>Partners</b>	Ministry of Social Development – Te Manatū Whakahiato Ora, Te Hiringa Hauora/Health Promotion Agency
<b>Timeframe</b>	2020
<b>Action</b>	<b>Description</b>
<b>Develop and share best practice guidance for engaging with children and young people</b>	Agencies utilise best practice support and guidance for engaging with children and young people. Children and young people have the right to express their views and be heard in decisions that affect them.
<b>Strategy Outcome</b>	Children and young people are involved and empowered
<b>Lead Agency</b>	Office of the Children's Commissioner
<b>Partners</b>	Oranga Tamariki–Ministry for Children, Ministry of Youth Development – Te Manatū Whakahiato Taiohi
<b>Timeframe</b>	Ongoing



## Wellbeing

*The wellbeing of rangatahi, their family and whānau, and their communities is supported and strengthened*

### This means:

- rangatahi are able to determine what wellbeing means to them
- rangatahi, their family and whānau and their communities are supported to be well
- rangatahi are supported to know when and how to access youth-friendly, appropriate information about looking after their own wellbeing
- rangatahi have equitable access to psychosocial response services established as part of COVID-19 recovery
- rangatahi are enabled to readily access culturally responsive services that accept and respect their gender and sexual identities when they want to connect with others.

*'Acknowledging holistic wellbeing – te whare tapa whā, opportunities to talk about all kinds of ways to be well and all components of wellbeing.'*<sup>13</sup>

### Actions

Action	Description
<b>Understand and respond to the psychosocial impact of COVID-19 on rangatahi</b>	Research will be undertaken to better understand the impact COVID-19 has had on rangatahi, particularly those in the priority groups. This will be used to inform the development of further actions for the Youth Plan, with the intention of designing these alongside rangatahi, communities, iwi and the youth sector.
<b>Strategy Outcome</b>	Children and young people are involved and empowered
<b>Lead Agency</b>	Ministry of Social Development – Te Manatū Whakahiato Ora
<b>Partners</b>	Ministry of Youth Development – Te Manatū Whakahiato Taiohi

<sup>13</sup> Quote from Ministry of Youth Development – Te Manatū Whakahiato Taiohi engagement with rangatahi in October 2019.

<b>Timeframe</b>	2020
<b>Action</b>	<b>Description</b>
<b>Create a safe digital environment for children and young people</b>	Design and implement a public awareness campaign about the risks of online harm to children and young people. The campaign will provide information about how to prevent online harm and what to do when harm has occurred. Children and young people will be involved in designing the campaign to ensure the content is relevant and engaging.
<b>Strategy Outcome</b>	Children and young people are loved, safe and nurtured
<b>Lead Agency</b>	Department of Internal Affairs
<b>Partners</b>	Ministry of Education
<b>Timeframe</b>	2020
<b>Action</b>	<b>Description</b>
<b>Develop a social marketing campaign for rangatahi promoting healthy and safe relationships</b>	This initiative is a youth-specific strand of The Campaign for Action on Family Violence. The campaign will encourage positive, safe and respectful relationships by challenging and changing harmful beliefs, attitudes and behaviours that support violence. It will primarily be conducted through social media and will complement and enhance the learning that rangatahi receive about healthy relationships and violence prevention through schools.
<b>Strategy Outcome</b>	Children and young people are loved, safe and nurtured
<b>Lead Agency</b>	Ministry of Social Development – Te Manatū Whakahiato Ora



<b>Partners</b>	Engagement with Accident Compensation Corporation to ensure the campaign is compatible with Mates & Dates, Ministry of Education
<b>Timeframe</b>	2020
<b>Action</b>	<b>Description</b>
<b>Collaborate with rangatahi to design and implement a wellbeing campaign</b>	Rangatahi Māori and Pacific young people will design a wellbeing campaign alongside government which helps them improve their own wellbeing and support other rangatahi experiencing stress or distress. Rangatahi will be central to the development, design and creation of this campaign. Part of this work will include gathering insights on how rangatahi Māori and Pacific young people are adapting to the COVID-19 environment. This work will be used to inform policy work across government.
<b>Strategy Outcome</b>	Children and young people are happy and healthy
<b>Lead Agency</b>	Te Hiringa Hauora/Health Promotion Agency
<b>Partners</b>	Ministry of Health, Ministry of Youth Development – Te Manatū Whakahiato Taiohi, Ministry of Social Development – Te Manatū Whakahiato Ora, Ministry for Pacific Peoples
<b>Timeframe</b>	2020

Action	Description
<b>Increase mental health, addiction and wellbeing supports for young people</b>	<p>Budget 2019 provided investment into expanding access and choice to primary mental health, addiction and wellbeing supports for young people. Budget 2020 built on this investment to include additional targeted support for tertiary students.</p> <p>The Ministry of Health is allocating funding towards providing a variety of support, tools and resources to help young people self-manage due to the uncertainty and change caused by COVID-19. This includes app-based, web-based and telehealth supports.</p>
<b>Strategy Outcome</b>	Children and young people are happy and healthy
<b>Lead Agency</b>	Ministry of Health
<b>Partners</b>	Ministry of Education
<b>Timeframe</b>	2020 – 2024

## Leadership

*Rangatahi are enabled to lead their own lives, have their identities seen, valued and respected and have increasing influence in their communities and over government policy*

### This means:

- rangatahi are supported to develop their identities and enhance their mana
- rangatahi are accepted and respected for who they are and who they want to be
- rangatahi leadership is recognised and valued
- rangatahi in the priority groups have opportunities to lead and implement change on their own terms, particularly as part of COVID-19 recovery
- rangatahi are supported into education, employment or training
- rangatahi are given increasing opportunities in formal leadership and decision-making roles, such as advisory and governance groups.

*'Leadership is making a choice to help your community...'<sup>14</sup>*

### Actions

Action	Description
<b>Enable community-led solutions</b>	Pacific Aotearoa engagements highlighted the importance of strengthening Pacific youth mental health and resilience as a priority for Pacific communities. The Ministry for Pacific Peoples is piloting a programme to support Pacific young people to lead their own innovation initiatives as solutions to strengthening Pacific youth mental health and resilience. This is a direct response to engagements with Pacific young people highlighting a lack of support services that they can trust and are relevant to their specific needs. The second component of this work recognises the important role of family and community and will focus on supporting the intergenerational conversation about Pacific youth mental health and raising awareness.
<b>Strategy Outcome</b>	Children and young people are happy and healthy

<sup>14</sup> Quote from Ministry of Youth Development – Te Manatū Whakahiato Taiohi engagement with rangatahi in October 2019.



<b>Lead Agency</b>	Ministry for Pacific Peoples
<b>Partners</b>	Youth Plan Cross-Agency Working Group
<b>Timeframe</b>	2020

<b>Action</b>	<b>Description</b>
<b>Convene a regional rangatahi Māori leaders forum</b>	<p>This action will support a regional rangatahi Māori leaders forum, with the aim of:</p> <ul style="list-style-type: none"> <li>• using te reo Māori and tikanga Māori as the foundation of the forum</li> <li>• providing a forum for rangatahi Māori to input to policy development</li> <li>• supporting the development of rangatahi identity and te reo Māori</li> <li>• enabling the voice of rangatahi Māori to be heard, captured and acted on</li> <li>• developing rangatahi Māori leaders.</li> </ul>
<b>Strategy Outcome</b>	Children and young people are involved and empowered
<b>Lead Agency</b>	Te Puni Kōkiri, Ministry of Youth Development – Te Manatū Whakahiato Taiohi
<b>Partners</b>	Youth Plan Cross-Agency Working Group
<b>Timeframe</b>	2020



Action	Description
<b>Expand the existing Employment Service to disabled young people in their final two years of school</b>	<p>There is a large employment gap between disabled and non-disabled people. Disabled young people are more likely to not be in education, employment or training and traditional post-school options for disabled young people are generally not employment focused.</p> <p>This action aims to bridge this gap by extending the current contracted Employment Services to disabled young people in their final two years of school. The service will be available to 500 disabled school students each year. Employment Services provides tailored support to place disabled people into employment and support employers to provide natural supports in the workplace. The aim is for disabled young people and their whānau to consider paid employment or training to be their first and best options post school.</p>
<b>Strategy Outcome</b>	<p>Children and young people are learning and developing</p>
<b>Lead Agency</b>	<p>Ministry of Social Development – Te Manatū Whakahiato Ora</p>
<b>Partners</b>	<p>Ministry of Education, New Zealand Disability Support Network, contracted Employment Service providers</p>
<b>Timeframe</b>	<p>2020</p>

Action	Description
<b>Expand He Poutama Taitamariki</b>	<p>This action will expand an intensive, individually tailored service for young people in Northland aged 15-24 years who are not in education, employment or training and are most at risk of long-term unemployment and poor social and economic outcomes.</p> <p>The programme assists young people to achieve social connectedness, educational, training, and/or employment goals, with the resilience to sustain the outcomes, leading to healthy, happy and productive lives.</p>
<b>Strategy Outcome</b>	Children and young people are learning and developing
<b>Lead Agency</b>	Ministry of Social Development – Te Manatū Whakahiato Ora
<b>Partners</b>	Ministry of Business, Innovation and Employment
<b>Timeframe</b>	2020 (ongoing)

## Transformative change

*Government agencies work collaboratively with each other, the youth sector, communities and rangatahi to mitigate the impact of COVID-19 for rangatahi*

### This means:

- government agencies are proactively collaborating and communicating to drive system change
- systems are in place to support information sharing
- youth sector organisations are provided increased funding by government to offset a decrease in funding from other sources
- transparency and accountability in government decision-making is increased.

*"I believe the Government should meaningfully co-design the solutions with young people and work with youth in partnership."<sup>15</sup>*

### Actions

Action	Description
<b>Provide strategic leadership and evidence-informed advice on rangatahi</b>	<p>This action involves:</p> <ul style="list-style-type: none"> <li>• increasing the profile of rangatahi across government by working collaboratively, identifying opportunities to partner and ensuring rangatahi are involved in decision-making that impacts them</li> <li>• undertaking research to better understand the experiences of rainbow young people</li> <li>• capturing and maintaining the positive cross-agency collaboration and reduced barriers to funding that were achieved during COVID-19 Alert Levels 4 and 3.</li> </ul>
<b>Strategy Outcome</b>	Children and young people are involved and empowered
<b>Lead Agency</b>	Ministry of Youth Development – Te Manatū Whakahiato Taiohi
<b>Partners</b>	Ministry of Social Development – Te Manatū Whakahiato Ora, Oranga Tamariki–Ministry for

<sup>15</sup> Quote from Ministry of Youth Development – Te Manatū Whakahiato Taiohi engagement with rangatahi in October 2019.



	Children, Office of the Children's Commissioner, Ministry of Education
<b>Timeframe</b>	2020

<b>Action</b>	<b>Description</b>
<b>Collaborate with disabled rangatahi to facilitate change across government</b>	Disabled rangatahi held a national conference at Parliament in 2019 called I.Lead. This conference provided a platform for disabled rangatahi to share their voice with decision-makers, especially on the challenges they face in everyday life. The Office for Disability Issues will use the recommendations put forward at the conference and continue to work with the rangatahi involved to advocate for change across government.
<b>Strategy Outcome</b>	Children and young people are involved and empowered
<b>Lead Agency</b>	The Office for Disability Issues continues to partner with I.Lead to progress the recommendations I.Lead have made to government
<b>Partners</b>	Ministry of Health, Ministry of Youth Development – Te Manatū Whakahiato Taiohi, Ministry of Social Development – Te Manatū Whakahiato Ora
<b>Timeframe</b>	2021 (ongoing)

<b>Action</b>	<b>Description</b>
<b>Design and implement the 'Hear Me See Me' Campaign</b>	This campaign will amplify the voices of rangatahi to build a deeper understanding of their experiences and shift society's perceptions of rangatahi. It aims to ensure rangatahi from the priority groups, plus tamariki and rangatahi in care, are heard, understood, accepted and appropriately supported.

<b>Strategy Outcome</b>	Children and young people are accepted, respected and connected
<b>Lead Agency</b>	Oranga Tamariki–Ministry for Children
<b>Partners</b>	Youth Plan Cross-Agency Working Group
<b>Timeframe</b>	2020

<b>Action</b>	<b>Description</b>
<b>Increase public sector capability and responsiveness to rainbow communities</b>	Support government agencies to increase capability, understanding and knowledge of the issues that affect rainbow young people and increase government's responsiveness to rainbow communities.
<b>Strategy Outcome</b>	Children and young people are accepted, respected and connected
<b>Lead Agency</b>	Ministry of Youth Development – Te Manatū Whakahiato Taiohi
<b>Partners</b>	Youth Plan Cross-Agency Working Group
<b>Timeframe</b>	2020