



STRATEGY AND ACTION PLAN 2016 – 2018



**“THE ART OF BELONGING – IT’S
NOT WHERE YOU LIVE , IT’S
HOW YOU LIVE.”**

- Hugh Mackay, social researcher and author

FOREWORD

Our diverse and dynamic generation of young Australians is a significant resource. But to reach their full potential, they need to be prepared for new opportunities and empowered to lead a changing world.

Our future lies with a generation who can create an equitable and prosperous future for all. To rise to this challenge, young people need the confidence and skills to be enterprising and innovative and to be linked into local and global networks.

We must invest in our future by preparing young people to be change-makers; leaders who can overcome societal challenges, solve problems through critical thinking and build connected and united communities. Most importantly, we need to support them to believe in themselves.

The Huddle was born out of the role and value of sport – specifically the North Melbourne Football Club – to reach, engage and empower young people;

to build on their strengths; increase their ability to participate in society; and contribute to more socially inclusive communities.

Over the past five years, we have witnessed the passion and commitment of individuals, families, volunteers and organisations, working to strengthen self-esteem and belief and share their knowledge and experiences so our young people can learn, grow and feel they belong.

During this time, The Huddle has grown to support tens of thousands of people, taking innovative approaches to build social inclusion. The Huddle is now extending its reach and impact to support more young people across Victoria and Tasmania.

We look ahead with enthusiasm and optimism as we work with our partners to harness the energy and passion of youth and support them to develop their ideas, gain experiences and skills, and grow their networks, to equip them for a strong future.



Peter Scanlon
Chairperson, The Huddle



Andrew Swallow
Captain, North Melbourne FC

OUR ORIGIN

From its foundation in 1869, there has always been something unifying and powerful about the culture of the North Melbourne Football Club. For almost 150 years, the club and its community have shared a strong and unique connection. This close bond dates back to the local workers and families from surrounding areas gathering at Arden Street in North Melbourne every weekend to support their beloved team. It was tribal. It was passionate. It was local pride. It was life.

That same passion continues today, and extends far beyond our playing fields.

Born out of the value of sport and the role played by Australian Rules Football in connecting people of different ages, genders and cultures, The Huddle was established in 2010 as a not-for-profit, initiative of the North Melbourne Football Club, the Scanlon Foundation and the Australian Multicultural Foundation. It was created to engage, support and empower young people to build on their strengths, increase their ability to participate in society and contribute to more socially inclusive communities.

The Huddle's programs have engaged more than 50,000 young people from low socio-economic communities. Our focus has been on supporting people from culturally diverse backgrounds in North Melbourne, Flemington, Kensington and West Melbourne. More recently, The Huddle's programs have grown to support youth in more of Victoria's western suburbs – some of Australia's fastest growing and culturally diverse communities.

The Huddle's work has been recognised as innovative and best practice, evidenced by numerous awards, including:

2012 Victorian Premier's Award for Community Harmony;

2013 National Migration and Settlement Awards for Leadership; and

2014 Victorian Community Sport and Recreation Minister's Award.

The Huddle is governed by an independent Board and informed by an Advisory Committee consisting of senior leaders from the not-for-profit, corporate, government and philanthropic sectors as well as members of the North Melbourne Football Club's Board, Executive and senior football leadership team.



“THE HUDDLE SUPPORTS PARTICIPANTS FROM DIFFERENT BACKGROUNDS AND ACCEPTS YOU AS YOU ARE. OUT ON THE STREET YOU HAVE STEREOTYPES, HERE AT THE HUDDLE, DIFFERENCES ARE ACCEPTED.”

- Young Huddle participant

JERRY NG:

JERRY NG FIRST VISITED THE KANGAROOS WITH HIS GRADE THREE DEBNEY MEADOWS CLASS AND ATTENDED A HUDDLE CLASS CALLED 'WHAT'S SPECIAL TO ME' IN 2013. A PASSIONATE STATISTICIAN, JERRY FEATURED DURING THE AFL'S MULTICULTURAL ROUND.



EMPOWERING OUR FUTURE

Australia’s strong economy, stable democracy and smart, hardworking labour force are the envy of the world. Our diverse and rich cultural background contributes to our prosperity and to international recognition of Australia as a welcoming and safe place to live, study and work. Diversity has greatly enhanced our quality of life.

Over the next 40 years our population will continue to grow and change as will the industries and organisations that offer the jobs of tomorrow. The future of education and work is changing – fast.

Our young people’s aspirations and capacity to innovate will drive equality and prosperity into the future.

The Huddle will engage, support and empower young people to Learn, Grow and Belong in their community through a range of initiatives with a focus on sport and recreation, education and careers, digital skills and civic participation. Our work will enable young people to:

Learn: through acquiring new skills, participating in new activities, meeting new people and sharing stories about their journey.

Grow: by gaining a deeper awareness of self and others and the knowledge, confidence, and resilience to contribute to society.

Belong: to a community that embraces social inclusion and supports its people.

Empowering young people for the future is an opportunity for us all.

OUR FRAMEWORK 2016–2018

Inspired by the positive effect of sport and our collaborative partnership with the North Melbourne Football Club, The Huddle will extend our reach and impact across parts of Victoria and Tasmania over the next three years to support more young people to realise their potential.

From 2016 to 2018, we will deepen our model of engagement to help young people aged 12-25 years navigate complex

life-stages; support their transition between education and the workforce; empower them to be active and become leaders in our society; and to be bold and brave in creating their future.

We are passionate about the benefits of diversity and building connected and resilient communities.



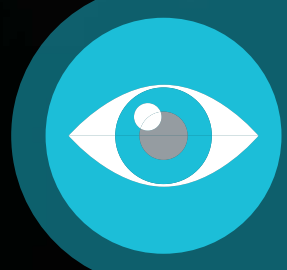
THE HUDDLE

FRAMEWORK 2016 – 2018



WHY THE HUDDLE EXISTS

The Huddle was born out of the role and value of sport, specifically the North Melbourne Football Club to reach, engage, support and empower young people to build on their strengths, increase their ability to participate in society and contribute to more socially inclusive communities.



OUR VISION

Empower youth to inspire brighter futures and contribute to more socially inclusive communities across parts of Victoria and Tasmania.



WE AIM TO HELP YOUNG PEOPLE

 **LEARN** |  **GROW** |  **BELONG**




OUR FOCUS AREAS

 **SPORT & RECREATION** |  **EDUCATION & CAREERS** |  **DIGITAL SKILLS** |  **CIVIC PARTICIPATION**



SUPPORTING PRINCIPLES

 **YOUTH CENTRED** |  **MEETING PLACE-BASED NEEDS** |  **INFORMED BY EVIDENCE** |  **COMMUNICATE IMPACTS & BENEFITS** |  **DELIVERED THROUGH PARTNERSHIPS**



**“SPORT IS A UNIVERSAL LANGUAGE
THAT CAN BRING PEOPLE TOGETHER,
NO MATTER WHAT THEIR ORIGIN,
BACKGROUND, AND RELIGIOUS BELIEFS
OR ECONOMIC STATUS”**

– Kofi Annan, former UN Secretary-General

SPORT AND RECREATION

All the evidence shows that being more physically active through sport and recreation has health, social and economic benefits.

Regular physical activity ranks second only to tobacco control as the most important factor in promoting good health and preventing chronic disease in Australia. Yet less than a third of Australians are getting enough physical activity to benefit their health (*VicHealth, 2014*) and 9 out of 10 young people do not move enough to achieve health benefits (*Australian Bureau of Statistics, 2013*).

Lack of physical activity increases the risk of chronic disease and mental ill health, and is estimated to cost the Australian economy a total of \$13.8 billion each year (*VicHealth, 2014*).

The effect of physical inactivity starts early and has dramatic consequences over the lifetime of an individual. Children and young people pay the price in terms of unprecedented levels of emotional and physical health disorders, and lower academic achievement. As they grow older, their earnings potential is lower and

their productivity decreases (*Nike, 2012*). Being physically inactive compounds across generations, as children grow up to pass these costs and behaviours on to their own children.

Sport has a unique power to attract, mobilise and inspire. By its very nature, sport is about participation, inclusion and citizenship. It represents values such as respect for the opposition, acceptance of rules, teamwork and fairness.

Sport plays a significant role as a promoter of social inclusion and development in different geographical, cultural and political contexts. Used effectively, it can reach out to those in need, including refugees and migrant communities, to support resettling into a new community and a stronger sense of belonging.

**SPORT HAS A UNIQUE POWER
TO ATTRACT, MOBILIZE AND
INSPIRE.**

KEY STATISTICS

9/10

YOUNG PEOPLE
DON'T MOVE
ENOUGH TO ACHIEVE
HEALTH BENEFITS.

**\$13.8
BILLION**

THE ESTIMATED
YEARLY COST TO
THE AUSTRALIAN
ECONOMY DUE TO
LACK OF PHYSICAL
ACTIVITY.

OUR ACTIONS

SPORT AND RECREATION



LEARN

- In partnership with the North Melbourne Football Club and other sporting bodies facilitate regular opportunities to reach disengaged and marginalised young people and their families to contribute to:
 - improvements in self-esteem and self-efficacy;
 - improvements in health and well-being; and
 - new pathways with a focus on educational outcomes.
- Strengthen social inclusion by facilitating cross-cultural exchanges and increase positive social networks for young people and their families.



GROW

- Promote gender equality and bridge differences of socio-economic status, racial, ethnic, and religious beliefs.



BELONG

- Strengthen pathways between social and club-based sporting activities to create more inclusive and welcoming environments that encourage participation.

SISTERS THROUGH SPORT

There are hundreds of stories of improved confidence and personal growth from participants in The Huddle's Sisters Through Sport program – and 12-year-old Amren is very clear about the difference it's made to her.

“THE SISTERS THROUGH SPORT PROGRAM CONNECTS WOMEN AND GIRLS WITH OPPORTUNITIES TO GET ACTIVE IN SAFE, INCLUSIVE AND CULTURALLY APPROPRIATE ENVIRONMENTS.”

“I'd be sitting at home doing nothing,” Amren says. “I wouldn't be playing footy or soccer or anything. Finding The Huddle has meant I've developed this love of footy.”

It's Amren's second year playing Australian Rules Football, a game she knew nothing about when she arrived in Melbourne from Ethiopia at the age of nine. After having her first kick at a come-and-try event near her home in Flemington, Amren was invited down to The Huddle, where she now trains every week with her football team.

She sometimes plays in the ruck, but the midfield is her favourite, and she was recently awarded Best on Ground in her under 13s girls football team.

While the award is a great source of pride, Amren is quick to talk about her team. “It was our first win of the season,” Amren says. “Everyone's new so we're all learning. It was so good!”

Learning football skills and getting fit has given Amren the confidence to run out with the boys at school when they are playing footy on the oval at lunchtime. “I did school cross country last year and came tenth, but this year I came first. The difference in my fitness is amazing,” she says.

The Sisters Through Sport program connects women and girls with opportunities to get active in safe, inclusive and culturally appropriate environments. Sessions with women-only coaches and volunteers are delivered throughout the year to engage women and girls, and make being active the easy choice.


It's clearly working, with more than 600 women and girls taking part in Sisters Through Sport activities in 2014-15.

For Amren, sport is a definite part of her future. She's hoping to be accepted into the Maribyrnong Sports Academy and she'll keep playing footy and soccer (which will keep her busy as both her teams play on Sundays!). “I'm going to play as much as I can,” Amren says.



FOOTY FANATIC

FINDING THE HUDDLE HAS HELPED 12-YEAR OLD AMREN DEVELOP A LOVE OF FOOTY AND ENSURE SPORT IS A DEFINITE PART OF HER FUTURE.



**“THE OBJECT OF EDUCATION
IS TO PREPARE THE YOUNG
TO EDUCATE THEMSELVES
THROUGHOUT THEIR LIVES”**

- Robert M. Hutchins, Philosopher

HELPING HAND

IMANUEL, A REFUGEE
FROM SOUTH SUDAN,
RECEIVING STUDY
SUPPORT FROM
DANIEL, ONE OF THE
HUDDLE'S TUTORS.



EDUCATION AND CAREERS

We want our children to dream big. We encourage young people to strive for success, to build on and even exceed the accomplishments of previous generations. We do this because we hold great hopes for our youth and know the future prosperity of our communities is in their hands.

Advances in technology and increased task automation will affect a range of industries, and impact on low-skilled, routine, manual jobs. These jobs provided the foundation skills, knowledge and experience for young people to start their careers. This fast-paced trend will impact on the jobs of the future, and contribute to increased youth unemployment.

In 2013, the Australian Bureau of Statistics reported more than 600,000 young Australians aged 15-24 were not fully engaged in education, training or employment. This is particularly critical for young people who are at risk of falling out of formal education due to cultural barriers or who lack the necessary support to reach their potential.

Young people who disengage from education are more likely to find

themselves unemployed and dependent on welfare for survival, to experience poor social and emotional health, and to engage in anti-social behaviours including crime and substance abuse.

It is often observed that refugees and migrants are amongst the most strongly motivated of those whose societies and countries they depart – by definition they are exceptional. For Australia to continue to prosper locally and on a global scale, we require innovative and agile leaders from diverse backgrounds to help us navigate the future.

The Huddle was established in part to engage, support and empower those on the margins of the education system and provide an inclusive, safe and welcoming environment for them to learn and grow and choose pathways that suit their skills, passions and motivations.

Expanding horizons for young people to imagine a future of possibilities and giving them real-world experiences through local partnerships will help to shape career pathways and inform future change makers.

KEY STATISTICS

600,000

YOUNG AUSTRALIANS
AGED 15-24 WERE
NOT FULLY ENGAGED
IN EDUCATION,
TRAINING OR
EMPLOYMENT IN
2013.

OUR ACTIONS

EDUCATION AND CAREERS



LEARN

- Deliver regular study support assistance in partnership with local schools, experienced educators and hundreds of dedicated volunteers.
- Support disengaged students and those at risk of leaving school to help them thrive in a learning environment that caters to their needs and supports their aspirations.



GROW

- Provide leadership training for young people to foster a deeper awareness of self and others and the complex issues in their communities.
- Support opportunities for volunteering and work experience placements across diverse industries and introduce role models through peer mentoring.
- Explore ways to provide innovative pre-accreditation training in partnership with qualified and reputable education specialists to address learning gaps.



BELONG

- Strengthen career pathways by facilitating opportunities and experiences for young people for the jobs of the future.



WORK EXPO
THE HUDDLE ALUMNI
AZMEENA (LEFT)
AND THE HUDDLE
PARTICIPANTS
ROBEL (BELOW)
AND MOHAMED
(RIGHT) WERE ALL
BENEFICIARIES OF THE
INAUGURAL WORK
EXPO.

FINDING THEIR TRUE NORTH

With her sights set firmly on becoming a Chemical Engineer, 18 year old Robel visits The Huddle study support program each week to get tutoring assistance for her Year 11 Chemistry and English subjects.

"I don't have anyone at home to help me and it releases my stress for when I can't do my homework," Robel says. "You want to do it but sometimes you don't know what to do – the system is very different."

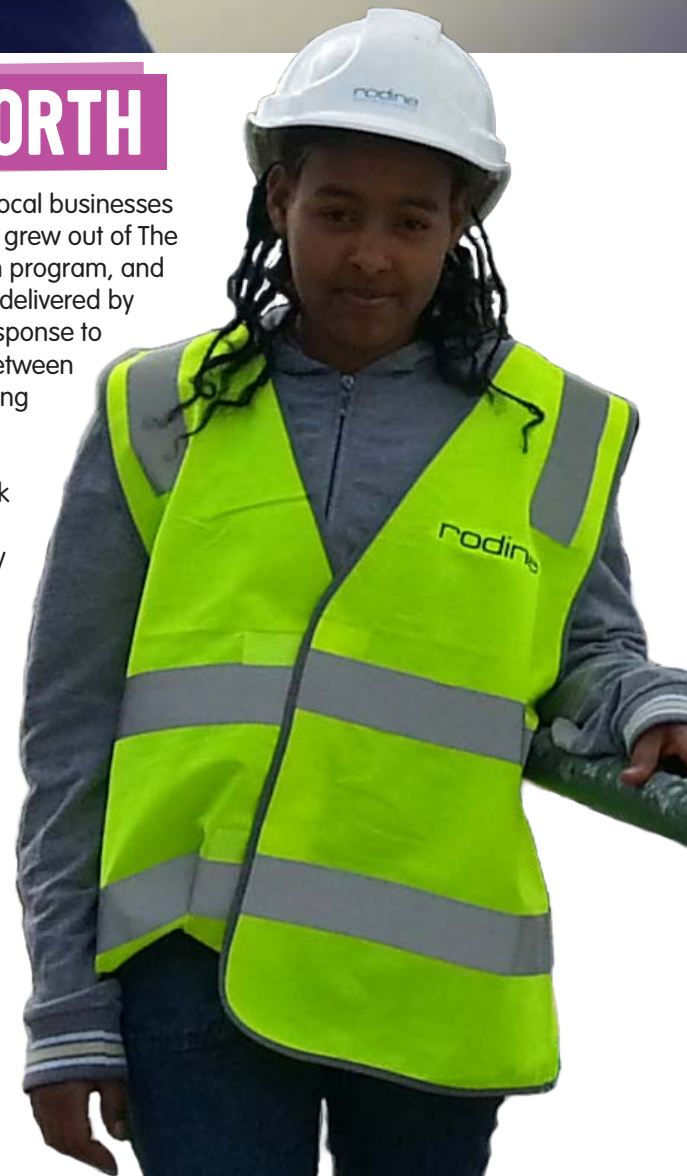
Arriving in Melbourne with her brother when she was 14, Robel has been involved in Huddle programs for three years – playing football, learning to ride a bike and taking part in the inaugural Work Expo in July 2015.

The Work Expo brought together 200 young people and 40 businesses with the

aim of connecting local businesses with future talent. It grew out of The Huddle's True North program, and was designed and delivered by young people in response to the growing gap between education and finding employment.

Robel says the Work Expo prompted her to look more closely at a career in engineering. "They gave me a good tip – think about what you like, and start there."

Mohamed Mohamed credits The Huddle with igniting his love of football and



giving him a safe space to learn and study. "I used to come down to Study Support two days a week and I still call in to see my friends there," he says.

While in Year 12, Mohamed Mohamed attended the Work Expo and 'asked a few questions' of business owners in the room. "Hearing from the business leaders gave me insight into how they set up their own companies," he says. "Before I thought it was impossible, but now I have a step-by-step plan for how I'm going to do it."

A talented footballer, he hopes to study construction management and one day set up his own business.

"The Work Expo had everyone buzzing," says lawyer Azmeena Hussain, who facilitated the panel discussion with business leaders at the expo. "It was a great opportunity for the young people organising the expo to fine-tune their leadership skills and take ownership, which is very powerful."

Azmeena is keen to ensure the Work Expo has a long-term impact and has been talking to businesses and her colleagues at Maurice Blackburn about creating ongoing, meaningful relationships with young people at The Huddle.

"For us it's a two-way benefit. They get access to work experience or mentoring to help link them up with career opportunities and we get to capture their enthusiasm and be more engaged with young people in our diverse society," Azmeena says.

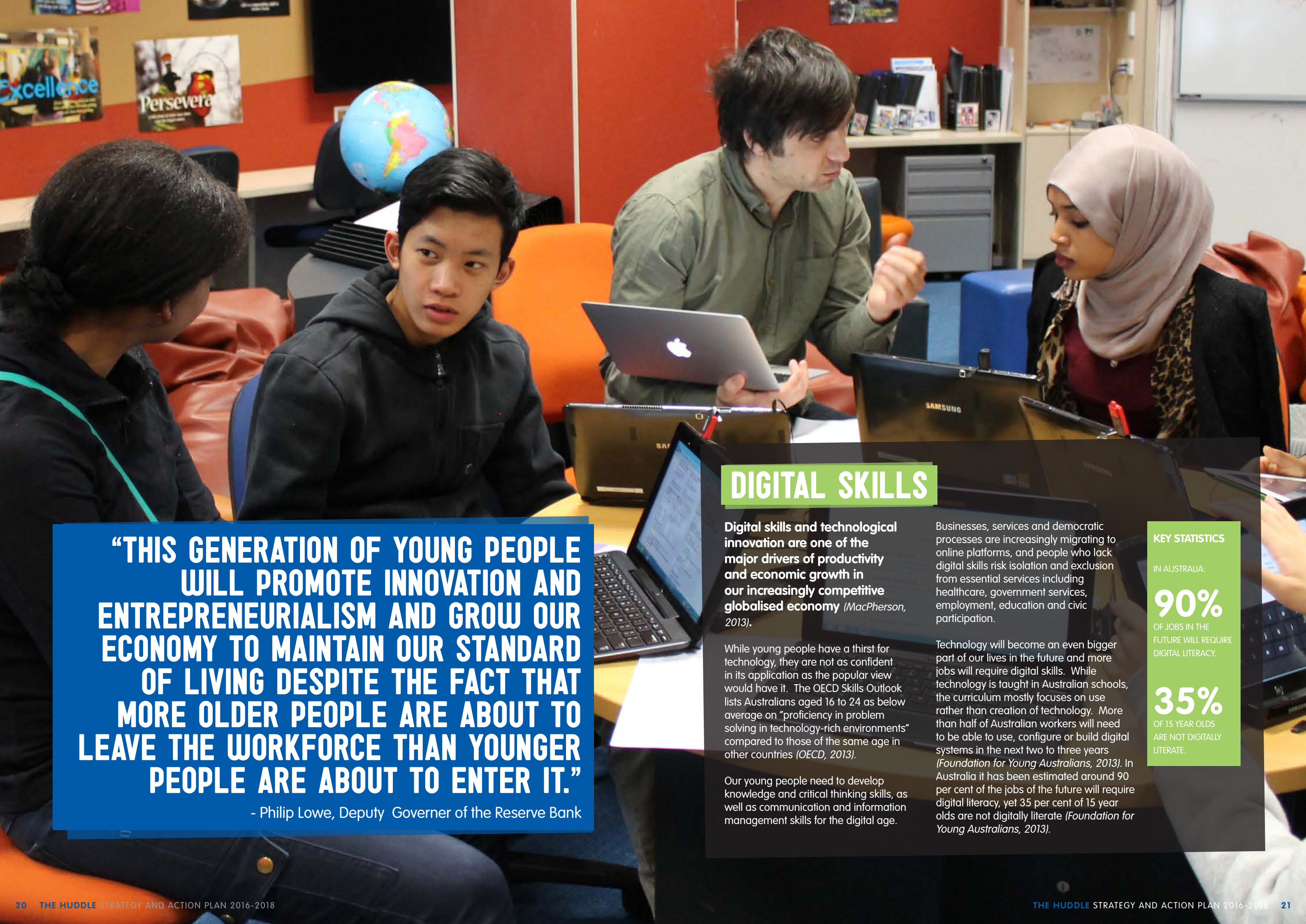
Azmeena says "Many of the young people connected to The Huddle don't have the opportunities to career pathways that other kids do – and The Huddle creates those opportunities for them."

After the Work Expo, The Huddle activated their networks and set up a work experience placement for Robel with Rodine Construction. "They showed me everything they do there," Robel says. "I used to think that I would do Civil Engineering because I like being outside but the work experience helped me decide to do Chemical Engineering, because I love chemistry very much."

THE WORK EXPO BROUGHT TOGETHER 200 YOUNG PEOPLE AND 40 BUSINESSES WITH THE AIM OF CONNECTING LOCAL BUSINESSES WITH FUTURE TALENT.

Azmeena says The Huddle is making a real difference to the job and education prospects of young people from diverse backgrounds. "The Huddle is very close to my heart, and they really walk the talk in creating social inclusion."





“THIS GENERATION OF YOUNG PEOPLE WILL PROMOTE INNOVATION AND ENTREPRENEURIALISM AND GROW OUR ECONOMY TO MAINTAIN OUR STANDARD OF LIVING DESPITE THE FACT THAT MORE OLDER PEOPLE ARE ABOUT TO LEAVE THE WORKFORCE THAN YOUNGER PEOPLE ARE ABOUT TO ENTER IT.”

- Philip Lowe, Deputy Governor of the Reserve Bank

DIGITAL SKILLS

Digital skills and technological innovation are one of the major drivers of productivity and economic growth in our increasingly competitive globalised economy (MacPherson, 2013).

While young people have a thirst for technology, they are not as confident in its application as the popular view would have it. The OECD Skills Outlook lists Australians aged 16 to 24 as below average on “proficiency in problem solving in technology-rich environments” compared to those of the same age in other countries (OECD, 2013).

Our young people need to develop knowledge and critical thinking skills, as well as communication and information management skills for the digital age.

Businesses, services and democratic processes are increasingly migrating to online platforms, and people who lack digital skills risk isolation and exclusion from essential services including healthcare, government services, employment, education and civic participation.

Technology will become an even bigger part of our lives in the future and more jobs will require digital skills. While technology is taught in Australian schools, the curriculum mostly focuses on use rather than creation of technology. More than half of Australian workers will need to be able to use, configure or build digital systems in the next two to three years (Foundation for Young Australians, 2013). In Australia it has been estimated around 90 per cent of the jobs of the future will require digital literacy, yet 35 per cent of 15 year olds are not digitally literate (Foundation for Young Australians, 2013).

KEY STATISTICS

IN AUSTRALIA:

90%

OF JOBS IN THE FUTURE WILL REQUIRE DIGITAL LITERACY.

35%

OF 15 YEAR OLDS ARE NOT DIGITALLY LITERATE.

OUR ACTIONS

DIGITAL SKILLS



LEARN

- Form strategic partnerships to provide a cutting-edge learning environment that keeps pace with rapid change.
- Support digital literacy programs designed to help young people and their families improve digital confidence and skills to realise their ability to connect, share and exchange knowledge.



GROW

- Provide an innovative learning environment for young people to accelerate their understanding and competency in coding to develop web based tools, software, smart phone apps and games.



BELONG

- Enhance the critical thinking abilities of young people through real-world application of digital technologies by combining classroom-based theory with hands-on projects where they can come together with industry professionals to put their knowledge and passion into practice.

A BIG ROLE TO PLAY

Josh Nester is Head of Seek Education International, a member of The Huddle's Advisory Committee and a program consultant for the Digital Skills focus area. He sees a big role for The Huddle in addressing the skills gap paradox, where companies can't find enough skilled entry-level workers, yet youth unemployment remains high.

"Young people need digital and technical skills, along with a handful of soft and hard skills that all employers want like teamwork, critical thinking and determination," Josh says.

"The Huddle is the perfect incubator to help those who want to learn get the skills they need to succeed in the workplace or in further study."

Josh lists a range of general digital skills young people need to be job-ready, including general knowledge of using computers, how to search and critically analyse information, plus experience with Microsoft Office programs including Excel and PowerPoint. "There is also a massive skills shortage in STEM (science, technology, engineering and math) so there's an opportunity to help young people meet that demand."


"Employment is a vital part of belonging," Josh says. "Some young people don't have a support network, and The Huddle helps them choose their next step and make decisions about what to do and the skills they need to get there."

THE HUDDLE IS THE PERFECT INCUBATOR TO HELP THOSE WHO WANT TO LEARN GET THE SKILLS THEY NEED TO SUCCEED IN THE WORKPLACE OR IN FURTHER STUDY.



LEARNING NEW SKILLS

THE HUDDLE'S ADVISORY COMMITTEE MEMBER, JOSH NESTER, SEES A BIG ROLE FOR THE HUDDLE IN ADDRESSING THE SKILLS GAP PARADOX.



“NEVER DOUBT THAT A SMALL GROUP OF THOUGHTFUL, COMMITTED CITIZENS CAN CHANGE THE WORLD, INDEED, IT’S THE ONLY THING THAT EVER HAS”

- Margaret Mead, Anthropologist

CIVIC PARTICIPATION

Young people offer inspiring, original insights and opinions and provide innovative solutions to complex problems, but are rarely engaged about their views. All too often they remain at the margins of the political, social and economic mainstream.

This lack of youth involvement is often attributed to a lack of interest and disengagement. The real issue, however, is that they are excluded from the decision-making process.

Similarly, young people have traditionally been excluded from active participation in the media which paints a distorted picture of the problematic nature of youth. Too many media reports emphasise youth as perpetrators rather than as victims, and conflate race and anti-social behaviours.

More needs to be done to amplify the voices of youth in our communities. Engaging young people in policy dialogues and decision-making processes on social, economic, environmental and cultural affairs is essential. Young people should be encouraged to express their aspirations and concerns freely and to collaborate with other young people in identifying solutions.

We must aim to empower a generation of young leaders who are not afraid to speak up and take action on the things that matter most to them.

“MORE NEEDS TO BE DONE TO AMPLIFY THE VOICES OF YOUTH IN OUR COMMUNITIES.”

KEY MESSAGES

YOUNG PEOPLE OFFER **INSPIRING INSIGHTS** AND INNOVATIVE SOLUTIONS TO COMPLEX PROBLEMS.

YOUNG PEOPLE ARE **EXCLUDED** FROM THE DECISION-MAKING PROCESS.

ENGAGING YOUNG PEOPLE IN POLICY DIALOGUES AND DECISION-MAKING IS **ESSENTIAL**.

OUR ACTIONS

CIVIC PARTICIPATION



LEARN

- Build young people's skills and confidence and provide the tools and communication platforms to actively participate in the political, social and economic debate.



GROW

- Support aspiring leaders who are passionate about shaping legislation and public policy and practice and broker opportunities for youth to participate in advisory groups.



BELONG

- Facilitate opportunities for young people to come together regularly to express their aspirations and ideas and explore new ways of working with young people and senior leaders to inform their decision making.

NAWAL HERSI

It's with a wry smile that one of The Huddle's strongest advocates admits she only visited the study support program for the first time because her friend dragged her there.

"My friend said, 'You're welcome here'," nineteen-year-old Nawal Hersi reflects. "Pretty quickly I realised The Huddle is not just about making friends; it's about being part of something."

Four years later, Nawal has grown from a participant in many of The Huddle's programs, to an active volunteer, advocate and leader. "I came in as a kid and now I've got a seat at the adult table," she says.

During Year 12, she started to take on more responsibility, becoming School Captain, and volunteering to write and edit The Huddle's monthly newsletter. She applied to university that year and received an early offer from La Trobe to study Media and Public Relations. "That was such a relief," she says. "To know that on the back of my work at The Huddle I'd been accepted into my chosen course took a lot of pressure off."

As well as studying for her degree, Nawal is now a member of The Huddle's Advisory Committee, and works as a peer facilitator in the Sisters Through Sport program. She also took the opportunity to step up as a spokesperson for The Huddle in a recent report for ABC News 24's Australia Wide program, appearing along with The Huddle Chair, Peter Scanlon, and North Melbourne Football Club Captain, Andrew Swallow.

Creating environments for young people to express their ideas and hone their leadership skills is a priority at The Huddle. "I hope the steps I take and the footprints I leave make it easier for others to follow," Nawal says of her leadership role. "I say to the girls in Sisters Through Sport 'we can do this!' It's an attitude of having a

NAWAL HAS GROWN FROM A PARTICIPANT IN MANY OF THE HUDDLE'S PROGRAMS, TO AN ACTIVE VOLUNTEER, ADVOCATE AND LEADER.

go. If I ask my girls to run a mile, I will run a mile too. I put myself in their shoes, in their position, and I run with them."

In 2015, Nawal's connections through The Huddle led to her selection as one of ten young people to join the Australian Multicultural Foundation's Leadership program in Canberra. Nawal researches issues impacting young people, including mental health and domestic violence and presents advice back to her peers in the program. "I like seeing what can be changed for the better, and making things better for other people," Nawal says.

Young leaders like Nawal provide inspiration for hundreds of people engaged in The Huddle's programs, motivating the next generation of community advocates. "The Huddle means a lot to me," Nawal says. "And the reward I get works both ways – I get it as a leader and as a participant who has had the chance to try so many new things."



YOUNG LEADER

NAWAL HERSI PROVIDES INSPIRATION TO HUNDREDS OF PEOPLE ENGAGED IN THE HUDDLE'S PROGRAMS.



“IF THE PHILANTHROPIC, GOVERNMENT AND CORPORATE SECTORS CAN COMBINE TO DELIVER SERVICES TO THE COMMUNITY, IT’S FAR MORE EFFECTIVE THAN TAKING AN INDIVIDUAL SILO APPROACH...AND IN THE END, YOU GET A VERY HIGH SOCIAL PAYBACK AND A VERY HIGH ECONOMIC PAYBACK”

- Peter Scanlon, Founder and Chairman, Scanlon Foundation

SUPPORTING PRINCIPLES

Building cohesive, inclusive communities requires the involvement and active collaboration of all stakeholders of society – government, corporate, philanthropy and community.

By paying particular attention to building relationships with individuals and organisations with common values and a shared vision for empowering young people, we can make the best use of our collective resources to help young people learn, grow and belong in their community.

Our work is underpinned by the following principles.

1. YOUTH CENTRED AND PERSON-FOCUSED

In our planning, we start from the perspective of the individual, focusing on what is required across all dimensions of their lives rather than staying within established professional disciplines and service boundaries. We see every young person as a holder, in their own right, of the right to dedicated and qualified services to support their intrinsic motivations.

2. MEETING PLACE-BASED NEEDS

We understand that not all local communities are the same. We take the time to listen and understand the underlying issues affecting young people in the places they live, learn, work and play. The Huddle is designed to be citizen-centric and responsive to local conditions and needs. Engagement at community level is a key factor in achieving social inclusion. Underpinning this approach are dedicated individuals (including volunteers) and supportive organisations that work together and collaborate effectively.

3. INFORMED BY EVIDENCE

Our long-term view and strategies are informed by evidence that can be up-scaled for broader impacts and benefits at the community level. We will monitor, review, report and communicate effectively on our long-term progress, based on reliable data sources and work in partnership with independent researchers and evaluators.

4. COMMUNICATE IMPACTS AND BENEFITS

Our comprehensive approach to evaluation will enable us to describe both the short term and longer term impacts of our work. We will monitor the benefits to individuals and the communities in which we work, and support them in telling their own stories of achievement. We will communicate and share our successes and the lessons we have learned along the way, to ensure other organisations and communities can benefit from our innovative approach.

5. DELIVERED THROUGH PARTNERSHIPS

It is essential to have a shared vision and improved collaboration between government, corporate, philanthropy, community groups, leaders, families and volunteers to align efforts and deliver mutually reinforcing activities.

We will harness the energy and power of volunteers (with a focus on young people) to identify and co-design programs and support high-quality delivery and evaluation of our work.

We will share knowledge and hold ourselves accountable to those we seek support and funding from. Most importantly we will pause to celebrate success with each other, no matter how small.

VALUED SUPPORTER

PICTURED LEFT, NMFC CAPTAIN ANDREW SWALLOW CELEBRATES NATIONAL VOLUNTEER WEEK WITH STUDY SUPPORT TUTOR PAT TUTTON. PAT IS AN EMPLOYEE OF THE ELECTRICAL TRADES UNION WHO HAVE CONTINUED TO BE A MUCH VALUED CORPORATE PARTNER AT THE HUDDLE.

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MAJOR PARTNERS

Our past, present and future is built on the strength of our relationship with our partners. We would particularly like to acknowledge the support and contribution of the following organisations.



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