Wodonga Council recognises that peers, families, organisations and other institutions play a vital - and often more direct - role in providing opportunities for improved wellbeing of our young people.

Young people are engaged in places right across Wodonga where they live, learn, work and play.

Given the various places and people of influence in young peoples lives, strategic partnerships across the wodonga community will be critical to achieve our mission for young people.
our local partners

We are committed to working collaboratively with our local partners. These include:

- Young people and families;
- Service providers;
- Educational institutions;
- Community organisations and groups;
- Neighbouring councils;
- Sporting and recreation clubs; and,
- Business and industry.

The role of the council is to continue to work with local key stakeholders to facilitate action toward agreed priorities and goals as set out in this strategy.
our priorities

To achieve our mission, four key priority areas have been identified based on our role as local government, guiding principles, evidence base and research, as well as input from young people and key stakeholders.

For each priority area we have provided an overview, highlighting the issues, contributing factors and objectives with strategic actions.

our young people

youth strategy
8 - Officers reports for determination

Item 8.3 - Attachment A

- Are considered and planned for
- Strategic and community planning
- Are engaged and connected
- Participation and social connection
- Are healthy and well
- Prevention and early intervention
- Are prepared
- Life skills, education and employment
our young people are considered and planned for

strategic and community planning for the future

aa youth strategy
The council has a role to cater for young people through built infrastructure and amenities as the city continues to grow, as well as advocate for local services to meet current and future demand.

Planning effectively to meet future growth and the changing needs of our young people, as well as exploring opportunities for creating and encouraging youth friendly spaces across the city, is a priority for Wodonga Council.

**Contributors**

Planning for adequate access to infrastructure and services

National research suggests little progress has been made in the past 10 years to reduce youth homelessness. In Wodonga, community housing providers report a lack of appropriate housing options for young people, contributing to higher levels of homelessness. This issue has also been identified in the Wodonga Housing Strategy, in the context of creating more affordable housing for young people as the city grows.

Educational infrastructure and services appear to be meeting local demand; however, with an increasing population and number of young people in our community, we will need to work with the Victorian Government, education providers and other strategic partners to ensure services and opportunities keep up.

In addition, local service providers report identified service gaps for young people who are navigating through to adulthood. This includes appropriate mental health services, and alcohol and other drug related services, such as appropriate rehabilitation options for young people.

The council will stay abreast of local needs, work with service providers to identify gaps and opportunities, and lobby and advocate for improved services for young people.

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Access to youth friendly spaces across the city

Research from the Black Dog Institute states that youth need a space where they can come together, engage in activities related to their diverse needs and interests, participate in decision making processes and freely express themselves.[1]

Both young people and the youth sector identified a key need for physical spaces where young people feel welcome and comfortable, to foster better connection with services and engagement of young people.

Engaging effectively with young people can be challenging. Access to appropriate spaces, locations and creation of the right atmosphere helps to encourage young people to access and participate in the range of programs, activities, services, resources and programs that are available to them.

In addition, welcoming spaces for young people help them to participate, socially connect and ultimately feel they belong to their community.
priority: our young people are considered and planned for - strategic and community planning

Understand the current and future needs of young people to inform infrastructure and service planning

<table>
<thead>
<tr>
<th>Understand the current and future needs of young people to inform infrastructure and service planning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collect and analyse data annually on youth health and wellbeing</td>
</tr>
<tr>
<td>Work with the sector to identify local gaps and opportunities in service delivery</td>
</tr>
<tr>
<td>Identify future needs of young people for services including education, housing and recreational needs</td>
</tr>
<tr>
<td>Consult and co-design with young people on issues affecting them</td>
</tr>
<tr>
<td>Convene and participate in relevant networks to collaborate with other organisations</td>
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</tbody>
</table>

Cater for young people in infrastructure developments across the city

<table>
<thead>
<tr>
<th>Cater for young people in infrastructure developments across the city</th>
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</thead>
<tbody>
<tr>
<td>Work with internal business units to encourage public infrastructure to be welcoming to young people</td>
</tr>
<tr>
<td>Explore opportunities for young people through the cultural precinct redevelopment</td>
</tr>
<tr>
<td>Work with building and planning to ensure new city infrastructure is accessible and friendly for young people</td>
</tr>
<tr>
<td>Influence precinct master planning across the city to ensure young people are considered (Gateway Lakes)</td>
</tr>
</tbody>
</table>

youth strategy
<table>
<thead>
<tr>
<th>Lobby and advocate for essential infrastructure and services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lobby and advocate to the Victorian Government for identified service gaps in partnership with providers</td>
</tr>
<tr>
<td>Advocate to governments to fund a feasibility study for a Youth Foyer to improve housing and employment opportunities as identified in the Wodonga Housing Strategy</td>
</tr>
<tr>
<td>Establish partnerships with state government and peak bodies</td>
</tr>
<tr>
<td>Explore possibilities of youth spaces or resource to be utilised by young people across the city</td>
</tr>
<tr>
<td>Lobby and advocate to State governments for improved public transport</td>
</tr>
</tbody>
</table>
our young people are engaged and connected

participation and social connection
During consultation, Wodonga’s young people commented on the importance of connections with family and friends, and the need for greater connection to avoid social isolation.

Given the impacts that loneliness and social isolation can have on our young people, it is critically important that we work with stakeholders to address the underlying contributors and support more diverse opportunities for social connection.

the issue

“Loneliness is proving to be more than just part of the human condition. New research shows it’s a serious public health problem for young people.”

- Vic Health

One in eight young Victorians aged between 16 and 25 years experiences a high intensity of loneliness, which is linked with decreased mental wellbeing.”


Many students in Wodonga report they don’t feel they are socially connected.

"Higher levels of loneliness are associated with higher levels of social interaction anxiety, less social interaction, poorer psychological wellbeing and poorer quality of life."

Australian Psychological Society

“We need to frame social connectedness as a protective factor against psychological distress, isolation, depression and anxiety.”

– Forum participant (Service provider cohort)


contributors

Marginalisation
Young people experience social isolation for a variety of reasons such as discrimination, lack of employment, being homeless or generally being in situations where they feel like their ideas and opinions are not valued.

1 in 4 young people experienced unfair treatment or discrimination in the past year
Top 3 reasons:
gender (39.1%), race/cultural background (30.8%), age (22.1%)

1 in 2 young people witnessed someone being unfairly treated or discriminated against
Top 3 reasons: race/cultural background (57.5%), sexuality (41.1%), physical health or ability (35.3%)

Disadvantaged and marginalised young people are more likely to be discriminated against and excluded, making it harder to socially connect and feel like they belong in the community. This supports the need to work with partners to encourage participation of disadvantaged young people and create more opportunities to connect to others through various programs, events or activities. Furthermore, this highlights the need for more diverse opportunities for all our young people to socially connect.

More diverse events and activities

Young people of all ages in Wodonga reported a need for both social connection and more diverse opportunities to participate and engage in community life. Proposed engagement opportunities included events, programs and activities that are both more accessible financially and for all abilities, as well as more diverse in content or experience.

"Increase social connections, positive community experiences, cultural connections, builds life skills, friendships. Decreases discrimination, stress, social isolation." - Forum participant (18 to 24 year old cohort).

Young people and services reported that they were aware of the many sports activities and events; however, there was a real need for more diverse activities to meet the needs of young people who are not interested in sport. Also the inability to access them due to transport issues.

Connecting young people with diverse activities (such as performing and creative arts) where they can meaningfully engage in something that interests them, particularly in regional areas, was seen as a key way to improve social connection and reduce isolation and loneliness.
priority: our young people are engaged and connected - participation and social connection

Provide ways for all young people to socially connect and be involved in community life

<table>
<thead>
<tr>
<th>Action</th>
<th>Responsible Areas</th>
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</thead>
<tbody>
<tr>
<td>Engage and work with Office of Youth Affairs Victoria to adapt funding outcomes to include more diverse programs and events</td>
<td>Leadership and advocacy/strategic partnerships</td>
</tr>
<tr>
<td>Work with VacVic and other peak bodies to leverage local opportunities for youth engagement</td>
<td>Leadership and advocacy/strategic partnerships</td>
</tr>
<tr>
<td>Work with and alongside young people to identify and deliver a diverse range of accessible programs, activities and events (such as performing and creative arts) that cater for different ages</td>
<td>Leadership and advocacy</td>
</tr>
<tr>
<td>Work with internal business units to deliver diverse initiatives for young people (library, arts and culture, and events)</td>
<td>Capacity building/Programs and events</td>
</tr>
<tr>
<td>Work with the Sport and Recreation business unit to identify and deliver initiatives for young people that encourage participation and connection</td>
<td>Programs and events</td>
</tr>
<tr>
<td>Identify ways to communicate and engage with young people to promote programs, events and encourage participation</td>
<td>Leadership and Advocacy</td>
</tr>
<tr>
<td>Explore other internal opportunities to increase participation and social connection amongst young people, such as cross-generational initiatives</td>
<td>Strategic partnerships</td>
</tr>
</tbody>
</table>
### Support young people from all walks of life in our community to feel included

<table>
<thead>
<tr>
<th>Action</th>
<th>Responsible Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engage with the Victorian Government and other various peak bodies to stay up to date with funding opportunities to benefit young people within Wodonga</td>
<td>Leadership and advocacy</td>
</tr>
<tr>
<td>Work with the sector to identify and implement initiatives that address disadvantage of young people</td>
<td>Strategic Partnerships/ Leadership and advocacy</td>
</tr>
<tr>
<td>Partner with other organisations to strengthen youth networks for marginalised young people</td>
<td>Leadership and advocacy/ strategic partnerships</td>
</tr>
<tr>
<td>Deliver initiatives/programs that recognise and celebrate the achievements and contributions of a diverse range of young people</td>
<td>Leadership and advocacy</td>
</tr>
<tr>
<td>Support local organisations who work with marginalised or at risk young people</td>
<td>Strategic Partnerships</td>
</tr>
</tbody>
</table>

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**Youth Strategy**
our young people are healthy and well

prevention and early intervention
Having good physical and mental health, as well as access to appropriate services when needed, can help young people to grow, thrive and cope with the pressures of everyday life.

**the issue**

Similar to young people right around Australia, the main health and wellbeing issues highlighted by Wodonga youth are:

- Mental health;
- Physical health;
- Alcohol and other drugs; and,
- Family functioning and peer relationships.

**contributors**

**Mental health**

For 43 per cent of the Australian population, research indicates that mental health is the number one issue facing young Australians today. This concern has been supported through our consultation with Wodonga youth, with bullying and mental health being noted as their top two key issues.

In Wodonga, 50 per cent of young people report being recently bullied with 18 per cent saying they are bullied most days. This will often lead to psychological distress, with 15 per cent of Wodonga young people reporting higher levels of psychological distress.

Research indicates that young people who experience mental health concerns are more likely to turn to drugs and alcohol and other risk-taking behaviours. It is, therefore, no surprise that drug and alcohol issues were identified by young people of all age groups in our consultations.

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Drugs and alcohol

“Young people are more at risk of alcohol-related harm than adults. Teenagers are more likely to drink to excess and take more risks when drinking compared to older people.” – Australian Alcohol and Drug Foundation

Misuse of these substances can contribute to:

- Frequent absences from and decline in performance at school or work;
- Mood swings and explosive outbursts;
- Social withdrawal and decreased family interaction; and,
- Impaired memory and other psychological issues.

Family supports

While there are families in Wodonga that report healthy levels of functioning, there are many who struggle. Local statistics highlight various concerns, especially the impact of family violence on young people.

- Wodonga's youth service providers estimate that 75 per cent of young people seeking support have a history of violence in the home.¹⁴
- Forty per cent of family violence in Wodonga occurs in front of children. This leads to trauma and negative impacts on development, health, and wellbeing. Furthermore, it can result in acceptance or normalization of violence for solving problems and becoming perpetrators of violence themselves as adults.¹⁵

In addition to this, 30 per cent of young people report they don’t have a trusted adult in their lives. This suggests a breakdown in family functioning and relationships.

¹⁵ Yes. Youth and Family Services. 2015.
Access to services

Local services report there are often waiting lists for various services which makes it difficult for young people to seek help when they need it most. Only 10 per cent of young people report being able to access mental health services when needed.

Other barriers exist that make it hard for young people to seek help and access services when required:

- Fear of embarrassment (82 per cent);
- Cost (32 per cent);
- Transport (28 per cent), and;
- Don’t have anyone to go with (21 per cent)\(^3\)

In addition to these barriers, our local young people report the need to raise awareness about what is available.

There needs to be more publicity around what services, platforms and information is available and how it can be accessed – when, where, how, who.” – Forum participant (18 to 21 year old cohort)

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### priority: our young people are healthy and well – prevention and early intervention

<table>
<thead>
<tr>
<th>Support primary prevention initiatives for young people and families</th>
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</thead>
<tbody>
<tr>
<td>Support implementation of initiatives that seek to prevent alcohol and drug misuse in young people</td>
<td>Capacity building</td>
</tr>
<tr>
<td>Support local efforts to create a more gender equal Wodonga through respectful relationships campaigns and initiatives</td>
<td>Capacity building</td>
</tr>
<tr>
<td>Support programs and initiatives that promote and strengthen family connections</td>
<td>Capacity building/programs, events, activities</td>
</tr>
<tr>
<td>Work with headspace and other providers to improve resilience in our young people</td>
<td>Capacity building/programs, events, activities</td>
</tr>
<tr>
<td>Support initiatives that seek to improve health and wellbeing of marginalised young people (LGBTIQ+, disability, aboriginal, CALD)</td>
<td>Capacity building/programs, events, activities</td>
</tr>
<tr>
<td>Support parents, carers and young people with new knowledge on a range of issues that impact health and wellbeing (such as safe use of technology, gambling)</td>
<td>Capacity building/programs, events, activities</td>
</tr>
<tr>
<td>Apply for funding opportunities as they arise to address health priorities</td>
<td>Leadership and advocacy</td>
</tr>
<tr>
<td>Encourage help seeking behaviour of young people</td>
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<td>-----------------------------------------------</td>
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</tr>
<tr>
<td>Work with young people and the sector to identify gaps and opportunities to strengthen service delivery and break down barriers, for example, the Wodonga Project</td>
<td>Leadership and advocacy/Capacity building</td>
</tr>
<tr>
<td>Identify and facilitate the knowledge and format young people need to increase use of available services</td>
<td>Leadership and advocacy</td>
</tr>
<tr>
<td>Work with educational institutions and young people to raise awareness of available services to encourage help seeking behaviour</td>
<td>Capacity building/programs, events, activities</td>
</tr>
<tr>
<td>Work with council services and providers to improve cross promotion of services</td>
<td>Leadership and advocacy</td>
</tr>
</tbody>
</table>
our young people are prepared

life skills, education and employment
In a constantly changing environment, having life skills is an essential part of being able to meet the challenges of everyday life. Life skills are defined as "psychosocial abilities for adaptive and positive behaviour that enable individuals to deal effectively with the demands and challenges of everyday life."

Life skills enable young people to:

- Strengthen their sense of self, and build and manage satisfying relationships;
- Build resilience and make the right decisions needed to take appropriate actions to promote their health;
- Develop and use critical inquiry skills to research and analyse knowledge;
- Learn to use resources for the benefit of themselves and for the communities with which they identify and belong; and
- Assist in finishing education and gaining employment.

Young people who complete school and get their Year 12 certificate (or equivalent vocational qualification) are more likely to complete further study or training, get a job, have significantly higher wages and be better placed to tackle future challenges.


In addition, young people report they struggle to find employment in the field they studied and trained for. This indicates a mismatch between study decisions and employment opportunities.\textsuperscript{21}

With changing job markets, the traditionally reliable pathways to a permanent job are not providing young people with the same employment outcomes they once did.\textsuperscript{22} This is resulting in a large proportion of young people engaging in unpaid work just to get a foot in the door, which makes it more difficult for those young people who cannot afford to work for free.\textsuperscript{22}

Service providers, schools and young people in Wodonga have all emphasised the need to focus on developing life skills, completing education and finding employment for young people.

contributors

Changing job markets

Many young people state that entry level jobs, they want to apply for require a certain amount of experience, which can be very difficult if they haven't had a job before. Furthermore, many unskilled or semi-skilled jobs have been replaced by machines, robots or computers, which further limits employment options for young people. Research indicates that 80 per cent of the jobs our young people are training for are unlikely to exist in 10 to 15 years.\textsuperscript{23}

Wodonga's young people between the ages of 18 and 24 voiced concern that schools placed too great of importance on obtaining university level qualifications, rather than directing students to areas of interest and employment availability. Given changing job markets, it is important to enable innovation and new approaches to future employment, while equipping our young people with the soft skills that are transferable to various sectors and opportunities.


Decline in employability skills

The skills of communication, teamwork, problem solving and interpersonal skills are important to gaining various employment opportunities.

Youth industry professionals suggest that in Wodonga, there has been a steep decline in employability skills with the integration and use of technology. This can mean that regardless of school results, many young people are going to struggle to gain employment, and lack the skills necessary to gain employment and live independently.

The specific skills that have been highlighted include navigating the rental market, budgeting and handling of finances (such as bills and tax returns), resume writing, and managing intimate relationships.

These skills enable and empower young people to become independent as they transition and integrate into society. This includes gaining employment, accessing housing, being socially competent and taking on responsibilities.

“Education that helps young people develop life skills has transformative potential” – UNICEF
### Actions

**Priority: Our young people are prepared - life skills, education and employment**

<table>
<thead>
<tr>
<th>Support opportunities that better equip young people in developing life/employability skills</th>
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</thead>
<tbody>
<tr>
<td>Work with young people, schools and the sector to identify gaps and opportunities for life/employability skills development</td>
<td>Leadership and advocacy</td>
</tr>
<tr>
<td>Work with funding bodies and partners to deliver a series of workshops/events focused on building life/employability skills</td>
<td>Capacity building/Programs and events</td>
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<table>
<thead>
<tr>
<th>Support improved pathways into education, training and employment for young people</th>
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<tbody>
<tr>
<td>Work with local partners to identify opportunities to create new or strengthen existing pathways</td>
<td>Leadership and advocacy</td>
</tr>
<tr>
<td>Support and deliver initiatives, events and workshops that connect students with employers in the region</td>
<td>Leadership and advocacy</td>
</tr>
<tr>
<td>Explore and promote volunteering and work experience opportunities for young people</td>
<td>Leadership and advocacy</td>
</tr>
<tr>
<td>Explore the feasibility of a Youth Foyer in Wodonga with the education first model</td>
<td>Leadership and advocacy</td>
</tr>
</tbody>
</table>
### Promote and support the sector and young people to adapt to changing job markets and trends

| Work with funding bodies and industry partners to assist young people to be work-ready and prepared for the changing landscape of employment | Capacity building/Programs and events |
| Facilitate initiatives that connect students, teachers and parents with contemporary and innovative approaches to learning, education and employment | Leadership and advocacy |
| Work with the Economic Development team on the entrepreneurial/innovation hub to support youth engagement opportunities | Leadership and advocacy/strategic partnerships |
implementation
and evaluation

This strategy will be implemented and evaluated over a five-year period.

The successful implementation and evaluation of this strategy relies on ongoing commitment from young people and strategic partners as well as relevant measures and reporting mechanisms.

implementation

To achieve the strategic objectives outlined, a detailed action plan will be developed annually. The action plan will clearly set out the activities that will be undertaken in alignment with our role as a local government, the timelines for actions and any budgetary considerations of these actions.

The implementation of this plan will take a ‘whole of council’ approach to the delivery of each priority area. This ensures that strategies and actions are implemented by appropriate business units and encourages integrated planning and action.
review

An action research approach will be taken to continually review and track progress against annual measures. This will allow initiatives to be responsive, targeted, adaptive and more effective. This method ensures the Youth Development team is continually reviewing and refining its actions to maximise local opportunities for young people and aligning opportunities and work with other parts of council business and external partners.

evaluation

Every two years a formal review and evaluation of the Wodonga Youth Strategy will be undertaken and reported to the councillors. This will include consultation and provide young people and stakeholders with the opportunity to provide feedback.
8 - Officers reports for determination

Item 8.3 - Attachment A

Youth Strategy

Youth Festival
Street Jam
references


PURPOSE
The purpose of the Recreation Fees and Charges Policy is to outline the principles and approach for the allocation of fees and charges across council owned recreation and sporting facilities.

OBJECTIVE
The policy objectives are to:

- Provide a transparent fee structure to sporting groups in Wodonga;
- Implement a fair and measurable fee structure to the sporting clubs;
- Encourage increased participation, social and gender equity and inclusion;
- Support good governance and financial sustainability of sport and recreation organisations within the city;
- Support the development of new recreation programs and clubs;
- Support junior participation;
- Ensure appropriate agreements are implemented to increase participation and sustainability of recreation groups; and
- Clearly define and quantify the services provided to recreation groups by the Council.

Exclusions
The recreation fees and charges policy excludes the following facilities:

- Wodonga Sports and Leisure Centre
- Wodonga Aquatics Venue and Exercise Space (WAVES)
- Wodonga Racecourse and Showgrounds Reserve
- Community halls and facilities
- Privately owned sporting facilities

SCOPE
- This Policy applies to all sporting and recreation facilities owned and managed by Wodonga Council and their respective user groups. This policy does not apply to commercial or private facilities.

DEFINITIONS

Nil
POLICY

Fees and charges
- Council will use an equity based model for fees and charges;
- Wodonga primary and secondary school access is to be encouraged and supported by Council;
- Commercial hirers are required to pay for the services provided by Council; and
- Council acknowledges that there is a difference between the level of services and associated costs to user groups on either licences or leases.

Provision of facilities
- Council will provide a range of quality recreation and sporting facilities to facilitate a variety of associated programs and services across Wodonga;
- Council will maximise the usage of its recreation and sporting facilities and encourages the implementation of multi-use practices across its recreation and sporting facilities through appropriate tenancy agreements;
- Council will encourage a diverse range of participation opportunities for the community;
- Facilities are to be made available for significant events attracted to the city; and
- Council acknowledges that it has responsibility to provide key services to ensure safe and quality facilities are provided to the community.

ATTACHMENTS
Nil

RELATED POLICIES
Recreation Fees, Charges and Tenancy Procedural Guidelines
Recreation Facility Development and Maintenance Policy
Social inclusion Policy
Governing Community Facilities Policy

RELATED LEGISLATION
Local Government Act 1989
Retail Leases Act 2003
REFERENCES
Nil

REVIEW
This policy will be reviewed four years from the date of adoption, with operational amendments as required in accordance with Council / CEO approval.

<table>
<thead>
<tr>
<th>Title:</th>
<th>Recreation Fees and Charges Policy</th>
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<tbody>
<tr>
<td>Reference No:</td>
<td></td>
</tr>
<tr>
<td>Business Unit:</td>
<td>Recreation</td>
</tr>
<tr>
<td>Category:</td>
<td>Policy</td>
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<tr>
<td>Version:</td>
<td></td>
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<td>Approved By:</td>
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<td>Next Review:</td>
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</table>
Mr Mark Dixon
Chief Executive Officer
Wodonga City Council

Email address: tcheetham@wodonga.vic.gov.au

Dear Mr Dixon

PROPOSED WODONGA PLANNING SCHEME AMENDMENT C129WDON

I refer to your council’s application for authorisation to prepare an amendment to the Wodonga Planning Scheme. The amendment proposes to facilitate the development of a Neighbourhood Convenience Centre at Baranduda.

Pursuant to section 8A of the Planning and Environment Act 1987, I do not authorise your council to prepare the amendment.

In deciding not to authorise preparation of this amendment, I considered the following matters:

- The outcome sought to be achieved by the amendment has merit and is supported, however the method proposed to achieve the outcome is not supported.
- The Specific Controls Overlay is generally reserved for exceptional cases and in this instance, it is considered that other provisions within the Planning Scheme and the Planning and Environment Act 1987 can be used appropriately to achieve the desired outcome.
- Council may wish to consider alternative tools to facilitate the development of the Neighbourhood Convenience Centre at Baranduda such as an appropriate zone, a combined permit and amendment under section 96 of the Act and/or an agreement under section 173 of the Act.

If you have any further queries in relation to this matter please contact Elizabeth Tuson, Senior Regional Planner, on 0439 858 269 or email elizabeth.tuson@delwp.vic.gov.au.

Yours sincerely,

Bruce Standish
Manager Regional Planning Services - Hume
State Planning Services