



## Vision: The Enterprise-wide Defence Youth Engagement Statement provides guidance to Defence when establishing and delivering youth engagement and development activities.

Youth engagement forms an important component of Defence's connection and engagement with communities, educational institutions and our future workforce. Our programs contribute towards preparing youth for future challenges, whilst securing and

strengthening our talent pipeline through enabling young people to gain exposure to the careers available within Defence.

Our initiatives support the national effort to increase opportunities for priority diversity target groups, including female students, Aboriginal and Torres Strait Islander students, students from culturally and linguistically diverse backgrounds, and students studying STEM-related disciplines. People are the most important component of Defence capability and the engagement of youth has direct links to the current and future capability of Defence.

### Categories

| Intentional  | Unintentional   | Workplace  |
|--|---|--|
| Planned engagement to achieve specified outcomes - e.g. youth programs (including programs open to under 18 and over 18), recruiting, ADF families | Unintentional or not the primary purpose of a Defence action - e.g. overseas deployments, domestic operations | Interacting with employees under the age of 18 in the APS or ADF |

### Principles

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| <p><b>Safety and Wellbeing</b></p> <p>The safety and wellbeing of all young people involved in a Defence youth activity is paramount</p> | <p><b>One Defence</b></p> <p>Defence youth activities are coordinated, well governed and delivered in alignment with the One Defence approach</p> | <p><b>Inclusivity and Diversity</b></p> <p>Defence is committed to practices that encourage participation in our youth activities</p> | <p><b>Human Rights Commitment</b></p> <p>Defence will ensure that it upholds its commitments to the United Nations Convention on the Rights of the Child</p> | <p><b>Rewarding, Enriching, Empowering</b></p> <p>Defence youth activities align with good practice youth development principles and display Defence in a positive light</p> |
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| <b>Objectives</b> | Safety and wellbeing in relation to youth engagement is consistent with the National Principles for Child Safe Organisations and our people are appropriately trained to undertake their tasks. | Collaboration across Groups, Services, Community and Industry, through mechanisms such as a community of practice to share information, lessons learned, or in developing and delivering activities and programs aligns with the One Defence approach. | Defence is committed to providing an inclusive environment which encourages the participation of youth and contributes in their development to become the leaders, innovators and problem solvers of the future. | Youth are informed about their rights, including to their safety and information and participation in an age appropriate way. | Defence provides opportunities for youth education, mentoring, personal development and skills building, that enhances cultural awareness and enable pathways for future employment and lifelong learning. |
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| <b>Outcomes</b> | Physical and online environments promote safety and wellbeing, while minimising the opportunity for youth to be harmed. | Defence youth engagement is focused, professional and accountable to maximise outcomes for participants, Defence and our communities. | Defence youth engagement provides programs that support, develop and promote accessible pathways for future employment. | Defence ensures youth are empowered and that their rights are respected at all times when engaging with Defence. | Defence delivers challenging and contemporary youth engagement that develops young Australians with the capacity to contribute to society. |
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### Defence Youth Safety Framework

Articulates the principles that guide the Department of Defence to be a youth safe organisation. It focuses on preventing child abuse, managing related risks and responding to incidents and complaints.

## Key References

**National Workforce Strategy:** The National Workforce Strategy provides a framework for Government to work with to ensure sector-specific workforce plans are data-driven, enable and equip Australians to take up available work, remove barriers to participation, activate industry to drive change, and use migration to complement the domestic workforce.

**Commonwealth Child Safe Framework:** The Whole-of-Government policy that sets the minimum standards for creating and embedding child safe culture and practice in Commonwealth entities.

**National Principles for Child Safe Organisations:** Provides a nationally consistent approach to cultivating organizational cultures and practices that foster child health, protection and wellbeing across all sectors in Australia.

**Defence WHS Management System:** Defines the enterprise-level safety management approach, as supported by clear accountabilities, policy and guidance that are applicable to whole-of-Defence.

**Defence Strategic Workforce Plan:** Articulates Defence workforce requirements and the challenges to be addressed. Through integration in the force design cycle, workforce planning enables better insight to the size, shape and makeup of the Defence workforce to meet the objectives of the Australian Government.

**Enterprise Resource Planning Program:** Enables leaders and commanders across the Groups and Services to make better informed decisions on the management and sustainment of Defence capabilities.

## We will demonstrate Defence behaviours as we work together



Act with  
purpose  
for Defence  
and the nation



Be adaptable,  
innovative  
and agile



Collaborate  
and be  
team-focused



Be accountable  
and trustworthy



Reflect,  
learn and  
improve



Be inclusive  
and value  
others

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14 June 2024

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