

Tasmanian Youth Sector Workforce Development Project

Phase One: Scope & Survey



About YNOT

The Youth Network of Tasmania (YNOT) is the peak body representing young people aged 12-25 years, and the Tasmanian youth sector. YNOT is a member based not-for-profit organisation that works collaboratively with young people, the Tasmanian youth sector, the community and all levels of Government to ensure that the voices of our stakeholders are heard.

YNOT is funded through the Department of Communities Tasmania, Communities, Sport and Recreation Division. We advocate on issues affecting our stakeholders, provide advice to organisations and Government on youth affairs, and directly consult with young people and the youth sector to ensure YNOTs positions are accurate and informed.

YNOT Vision: A Tasmania where young people are actively engaged in community life and have access to the resources needed to develop their potential.

YNOT Mission: To work with young people, the Tasmanian Youth Sector, the community and all levels of government to increase the participation and contribution of young people in the state.

Further information about YNOT policies, submissions, and upcoming projects are available on the YNOT website: www.ynot.org.au.

Report Prepared 30 June 2019

For more information contact:
Youth Network of Tasmania
4a/236 Sandy Bay Rd
SANDY BAY TAS 7005
03 6223 5511
admin@ynot.org.au

Contents

About YNOT	2
Contents.....	3
About the Project	4
About this Report.....	4
Tasmanian Youth Sector	4
The Survey.....	4
Interpretation of Information	5
Report Figures	6
Report Tables	7
Tasmanian Youth Sector Workforce Survey: Individual Workers	8
General Characteristics	8
Workforce Characteristics.....	13
Youth Sector Services.....	15
Professional Development Needs at a Glance	17
Tasmanian Youth Sector Organisations: Management.....	19
Organisational Funding	21
Organisational Structure and Salaries	23
Organisational Professional Development Needs at a Glance	27
Annex A: Scoping List.....	28

About the Project

The Tasmanian Youth Sector Workforce Development Project is an initiative of the Youth Network of Tasmania (YNOT). This three-year project is the first of its kind to be conducted for the Tasmanian Youth Sector. This project aims to identify key stakeholders in the Tasmanian Youth Sector and current and future workforce development needs. Key recommendations will be provided to Government to inform wise investment.

About this Report

The primary objectives of this Project are outlined in the January 2019 Tasmanian Youth Sector Workforce Development Project Plan. This project contains three distinct phases;

- Phase One: Scoping and Survey (2018-2019)
- Phase Two: Identify workforce development needs of the sector (2019-2020)
- Phase three: To be negotiated (2020-2021)

This Report will focus on Phase One of this project including scoping the Tasmanian Youth Sector and the workforce survey to determine sector workforce characteristics.

Tasmanian Youth Sector

The number of organisations and groups providing youth services in Tasmania are vast. For the purpose of this project the Tasmanian Youth Sector has been identified as Government Departments and Non-Government Organisations (NGOs) that receive core funding to provide direct service provision to young people aged 12-25 years in Tasmania. Services were defined as those providing:

- Social and community services
- Youth development programs
- Youth justice and child safety
- Health (physical, sexual, mental)
- Housing and accommodation
- Alcohol and other drugs (AOD)
- Counselling and psychology services
- Disability and young carer's support
- Education and employment support
- Recreation and social support

The Survey

Two online surveys were conducted between 4 February and 25 March 2019; a survey for managers from each participating organisation and a survey for individual workers who work within organisations that provide youth specific services.

A total of (n) 219 people participated: (n) 166 individual workers and (n) 53 persons that identified as organisation or department managers.

Interpretation of Information

Responses to survey questions were optional and some individuals chose not to respond to all questions. The sample size (n) for each section is reported and differs due to data collection discrepancies. Individual responses may vary from interpretation of questions.

Management personnel were encouraged to complete the workforce survey therefore information from the two surveys should be viewed separately, and not combined. Different survey instruments were used to collect information.

The figures and data shown in this report are representative of the current Tasmanian Youth Sector (Annex A) and will be made available for public interpretation and scrutiny.

Note that this information does not interpret reasons or draw conclusions as why trends are found. This report is a summary of key findings only.

Report Figures

Figure 1. Tasmanian youth sector workforce by identified gender.	9
Figure 2. Tasmanian youth sector workforce by age.	9
Figure 3. Tasmanian youth workforce distribution by role.	10
Figure 4. Tasmanian youth sector workforce distribution.	10
Figure 5. Tasmanian youth sector service office locations.	11
Figure 6. Personal transport requirements of Tasmanian youth sector workers (one-way).	11
Figure 7. Highest level of qualification obtained in Tasmanian youth sector workforce. Data distributed by percentage of respondents.	12
Figure 8. Tasmanian youth sector workforce employment status.	14
Figure 9. Tasmanian youth sector workforce stability by length (years) of fixed-term contracts.	14
Figure 10. Unpaid hours of Tasmanian youth sector workforce.	15
Figure 11. Workforce other services provided to young people.	16
Figure 12. Tasmania youth sector organisation head-office locations by region.	19
Figure 13. Tasmania youth sector organisation services distributed by region.	20
Figure 14. Tasmanian Youth Sector organisational core funding sources.	22
Figure 15. Tasmanian youth sector core funding contract lengths.	22
Figure 16. Tasmanian youth sector organisational structure by position.	24
Figure 17. Tasmanian youth sector workforce staff by employment type.	24
Figure 18. Tasmanian youth sector paid employment Awards by type.	25
Figure 19. Baseline salaries of Tasmanian youth sector organisations for full time equivalent positions by frequency.	25
Figure 20. Tasmanian youth sector staff turnover rate (measured as years).	26
Figure 21. Frequency of barriers experienced by organisations during recruitment. Multiple responses collected, no other barriers recorded as a single response.	26

Report Tables

Table 1. Number of years worked in the youth sector workforce	12
Table 2. Planned retainment of workers in youth sector.	12
Table 3. Workforce duties in the Tasmanian youth sector. Multiple secondary (other) duty responses collected.	13
Table 4. Workforce distribution of services for young people by sector with average number of secondary services offered.....	16
Table 5. Employer benefits offered in youth sector workforce (n).....	17
Table 6. Identified staff and organisational training needs by the Tasmanian youth sector workers. Participants requested to choose up to five responses.....	18
Table 7. Organisation primary and secondary services sampled. Multiple secondary service responses collected. Number of other services calculated as the average number of secondary services for each primary service.....	20

Tasmanian Youth Sector Workforce Survey: Individual Workers

General Characteristics

The average Tasmanian youth sector worker is female aged 40-49 years working in the southern region in face-to-face service delivery, does not report having a disability and does not identify as indigenous or being from a culturally and linguistically diverse background.

The Tasmanian youth sector has been characterised on a total of 153 respondents. 1.5% identified as living with a disability, 9% identified as Indigenous and 6% identified as culturally and linguistically diverse.

Gender characteristics identified that over two thirds of the sector were female (Fig. 1). The most common age range of workers was between 40 and 49 years (Fig. 2). Age ranges of all participants were between 21 to 68 years. Frontline staff were the most commonly surveyed worker with 63% of respondents indicating they had direct contact with young people (Fig. 3).

Tasmanian regions are defined as South, North and North West¹. Workers identified employment through services that operated either regionally or statewide (Fig. 4). Service distribution was identified to be relatively even between regions with 23% operating statewide (Fig. 4) however, many statewide services employ persons in the Southern region (Fig. 5). A comparatively similar number of statewide employees operate in the North and North West of the State.

Workers were asked to report the distance that they travelled to work every day, each way. The majority of workers (41%) travel less than 10km, while 16% travel between 30 and 50km (Fig. 6).

A large proportion of employees in the Tasmanian Youth Sector (86%) have gained a Certificate IV/Diploma level qualification or higher (Fig. 7). 41% reported that their qualification was relevant to the youth sector, 21% reported that their qualification was not related and 37% stated that their qualification was not related but had transferrable skills.

Survey respondents (n=139) reported the length of time they had participated in the current workforce and youth sector (Table 1) and their future planned work in the Tasmanian workforce (Table 2). This information highlighted that 37% of the workforce had worked in the youth sector for over 10 years, with 72% of the workforce having over 10 years total work experience (Table 1). 39% of respondents reported being in the youth sector workforce for less than five years.

Survey data suggests that few employees were likely to retire from the workforce in less than 5 years (Table 2). However 23% of survey respondents reported that they planned to leave the youth sector within the next five years and a further 31% planned to leave within the next 5-10 years.

Data suggests that the Tasmanian youth sector is likely to experience recruitment challenges in the next 5-10 years, unless emphasis is placed on the recruitment and retention of youth sector workers within the next five years.

¹ Tasmanian Planning Commission 2019: Tasmanian Local Government Areas. Accessed 17 May 2019.
https://www.planning.tas.gov.au/how_planning_works/council_regions

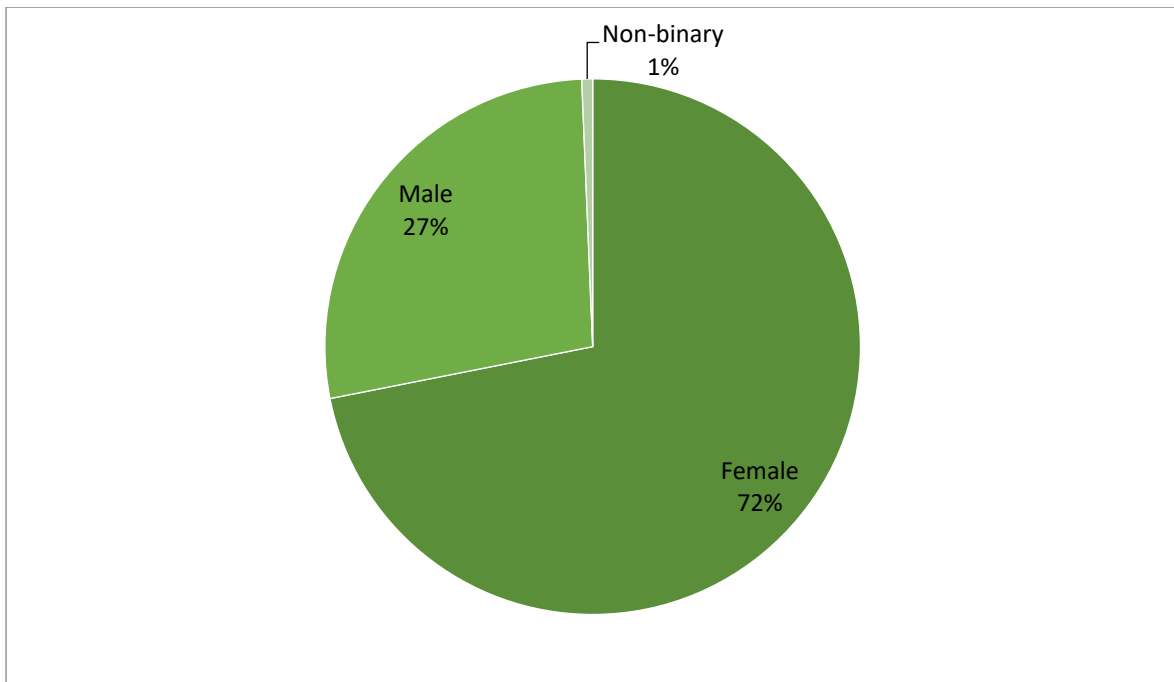


Figure 1. Tasmanian youth sector workforce by identified gender.

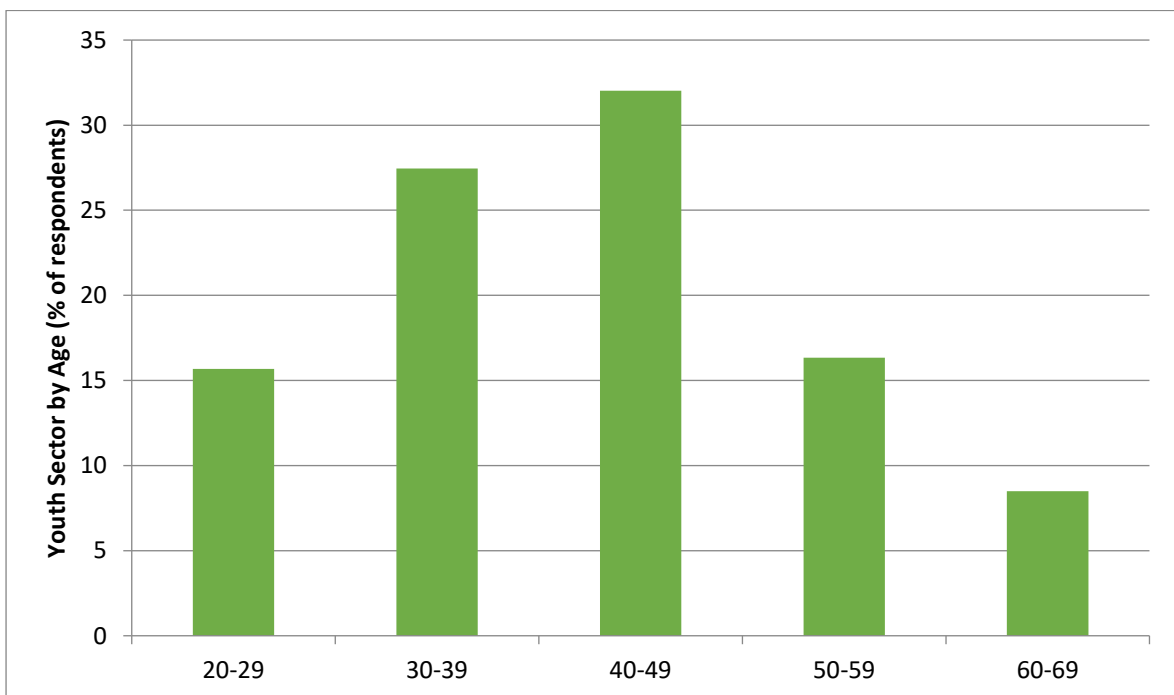


Figure 2. Tasmanian youth sector workforce by age.

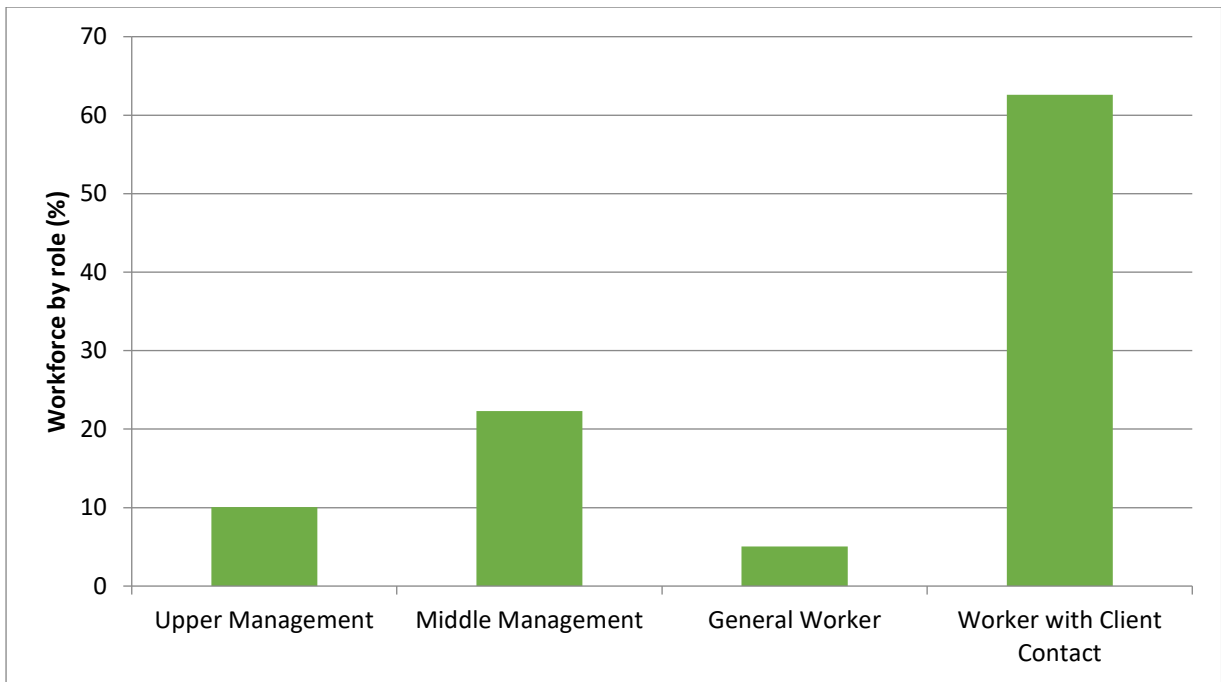


Figure 3. Tasmanian youth workforce distribution by role.

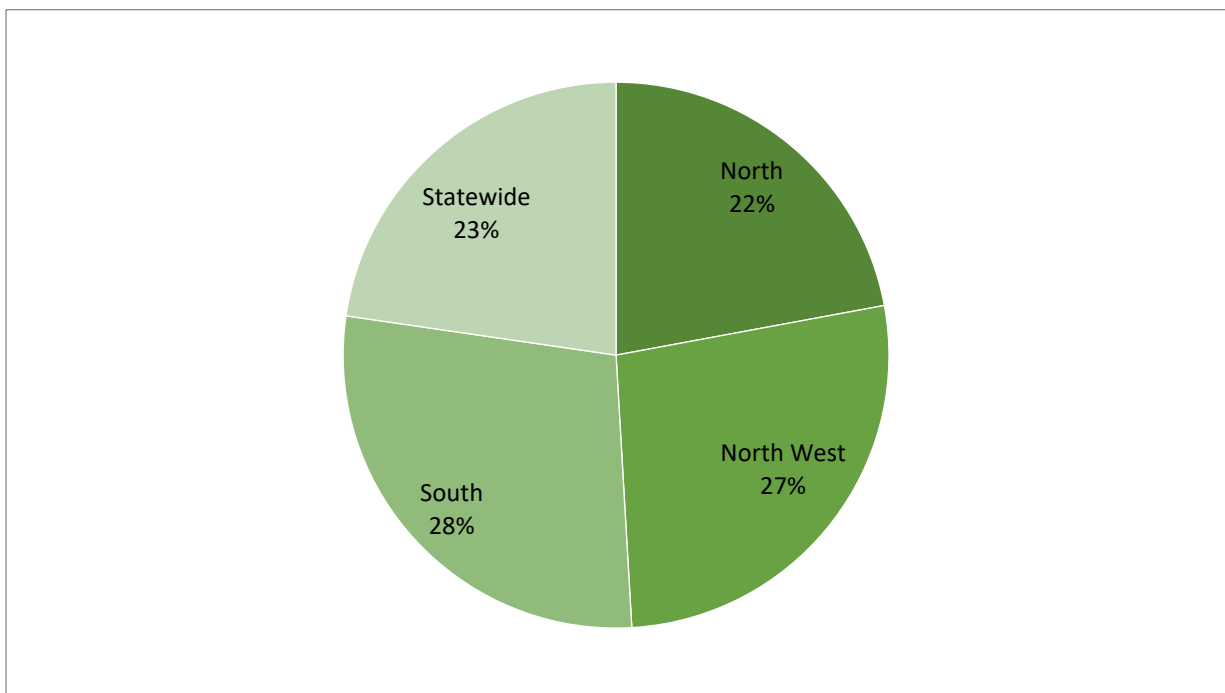


Figure 4. Tasmanian youth sector workforce distribution.

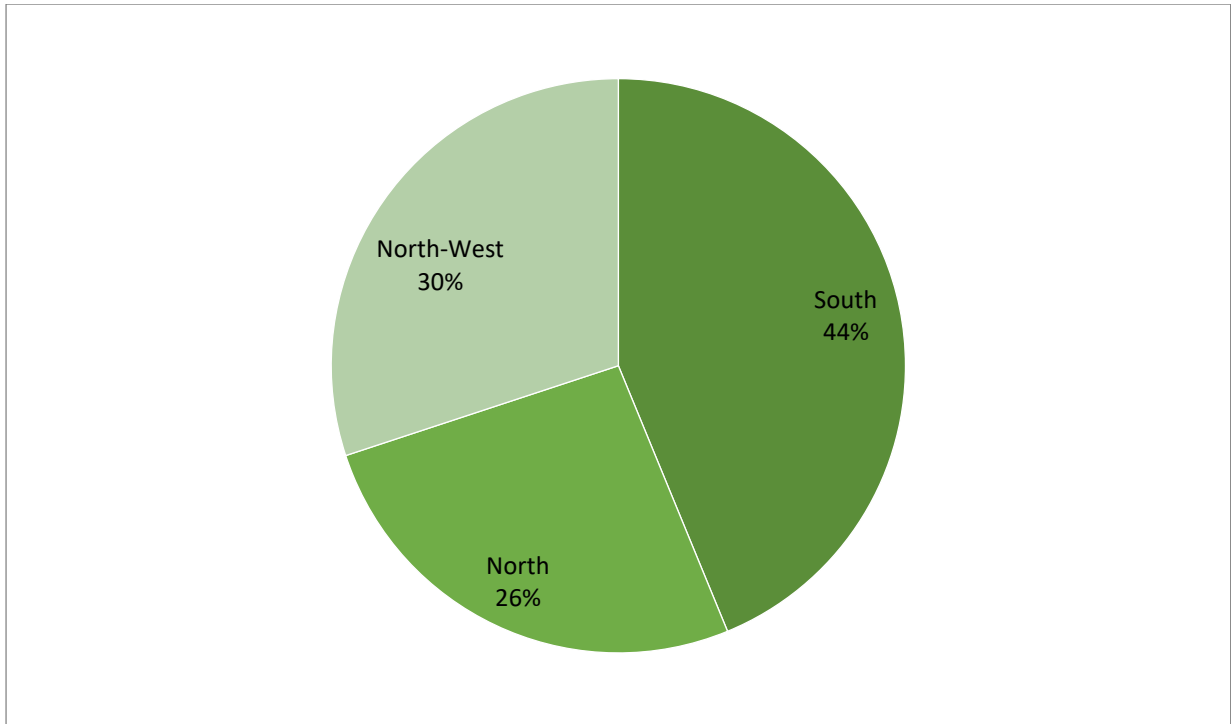


Figure 5. Tasmanian youth sector service office locations.

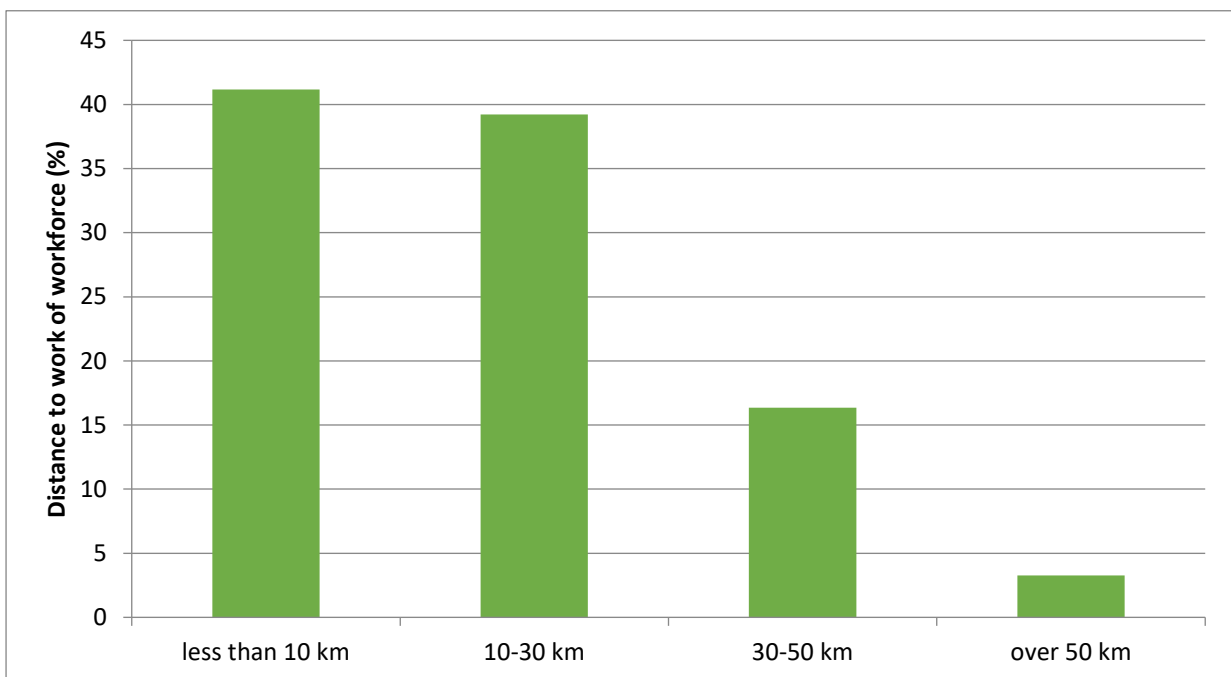


Figure 6. Personal transport requirements of Tasmanian youth sector workers (one-way).

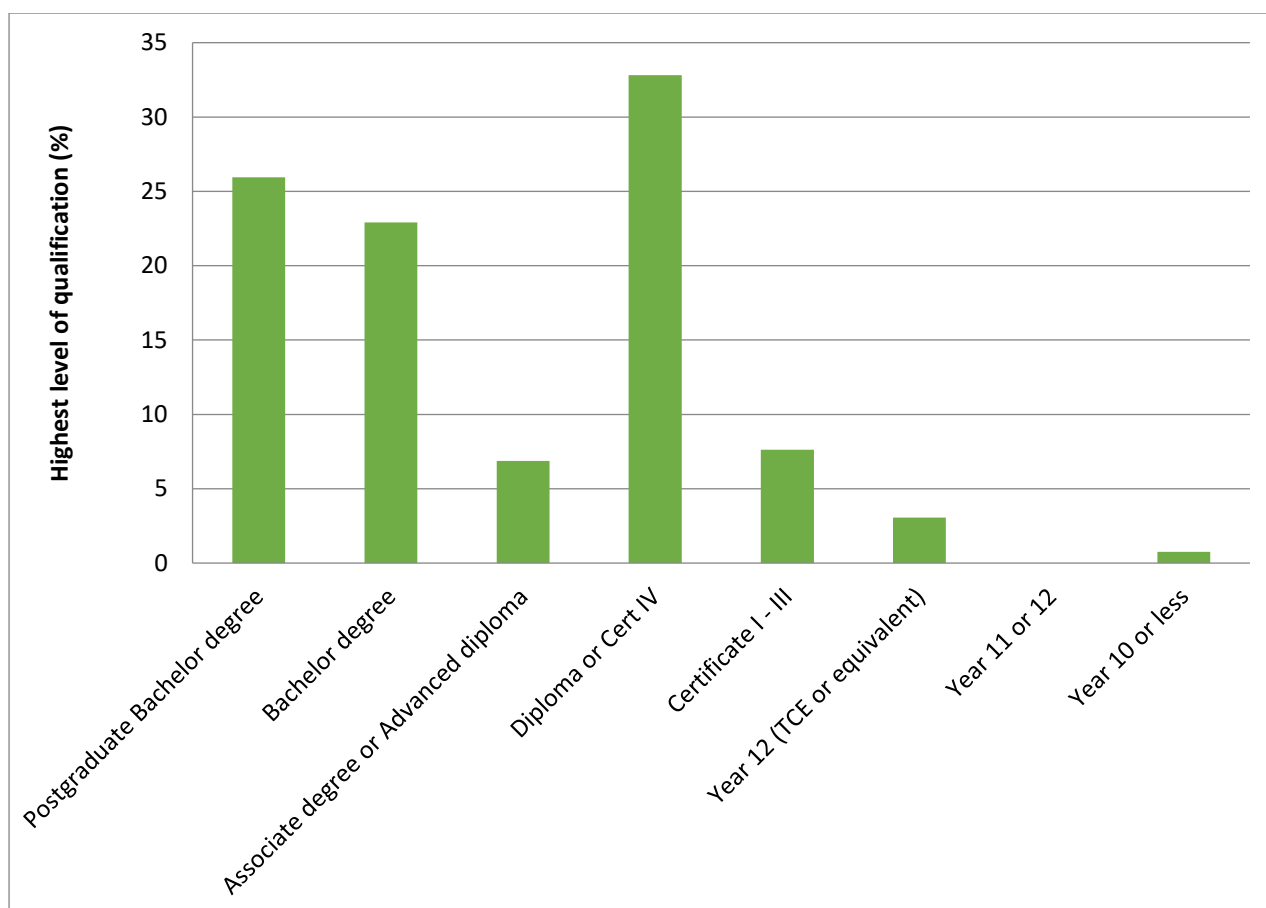


Figure 7. Highest level of qualification obtained in Tasmanian youth sector workforce. Data distributed by percentage of respondents.

Table 1. Number of years worked in the youth sector workforce

	≤ 1 year	1 - 5 years	5 - 10 years	≥ 10 years	N/A
In the workforce (until now)	2	15	22	100	0
In the youth sector	11	43	31	52	2
In your current organisation	24	60	22	33	0
In your current position	36	63	20	20	0
In a leadership position (if relevant)	7	30	19	21	62

Table 2. Planned retainment of workers in youth sector.

	≤ 1 year	1 - 5 years	5 - 10 years	≥ 10 years
In the workforce (until retirement)	0	7	19	106
In the youth sector	5	27	43	57
In your current organisation	9	62	36	25
In your current role	17	70	29	16

Workforce Characteristics

The Tasmanian Youth Sector largely comprises of front-line workers providing face-to-face service delivery (Table 3). Survey respondents reported that casework, community engagement and outreach, and project management were all common roles required to be completed as either primary or secondary duties (Table 3). 34% of respondents identified that they were currently employed without, or were not aware of, key performance indicators (KPI) required for their duties.

The current employment status of the Tasmanian Youth Sector (n=139) suggests a level of stability with full-time ongoing contract workers; however significant instability was found with the employment of fixed-term contracts. The majority of the workforce appears to comprise of full time (57%) and part time (37%) employees (Fig. 8) however only 66% of workers are employed on an on-going/permanent basis.

Of the 34% of sector employees working on a fixed-term contract (full-time and part-time), 49% have contracts that are less than one year (Fig. 9). Respondents indicated that a high proportion of work was required to be completed unpaid per week to complete their duties (Fig. 10).

Respondents were asked to identify the number of additional unpaid hours they work per week on average. Approximately 30% of respondents reported 'nil' or gave an unspecified answer to completing unpaid work. 60% work 10 hours or less unpaid hours per week and 10% work more than 10 hours per week. Of the total 139 respondents, four indicated that they worked between 20 and 50 additional unpaid hours per week.

Table 3. Workforce duties in the Tasmanian youth sector. Multiple secondary (other) duty responses collected.

	Primary Duty (n)	Primary Duty (%)	Secondary
Human resources	8	5.76	17
Client training, development	1	0.72	21
Staff training, development	7	5.04	31
Health & safety	2	1.44	25
Frontline work, service delivery	37	26.62	40
Finance, accounting	1	0.72	9
Community engagement, outreach	19	13.67	61
Marketing, communications, sales	1	0.72	13
Policy, advocacy	2	1.44	19
Measuring & evaluating outcomes/impact	0	0	31
Fundraising, philanthropy, grants	1	0.72	12
Quality, risk	0	0	17
Operations, Administration	8	5.76	18
Staff support, assistance, management	4	2.88	35
Program/service design & delivery	6	4.32	55
Organisational governance, strategy	4	2.88	15
Project management & coordination	9	6.47	35
Education & evaluation	7	5.04	19
Research, report writing	0	0	26
Casework, case management	17	12.23	44
Other (please specify)	5	3.6	5

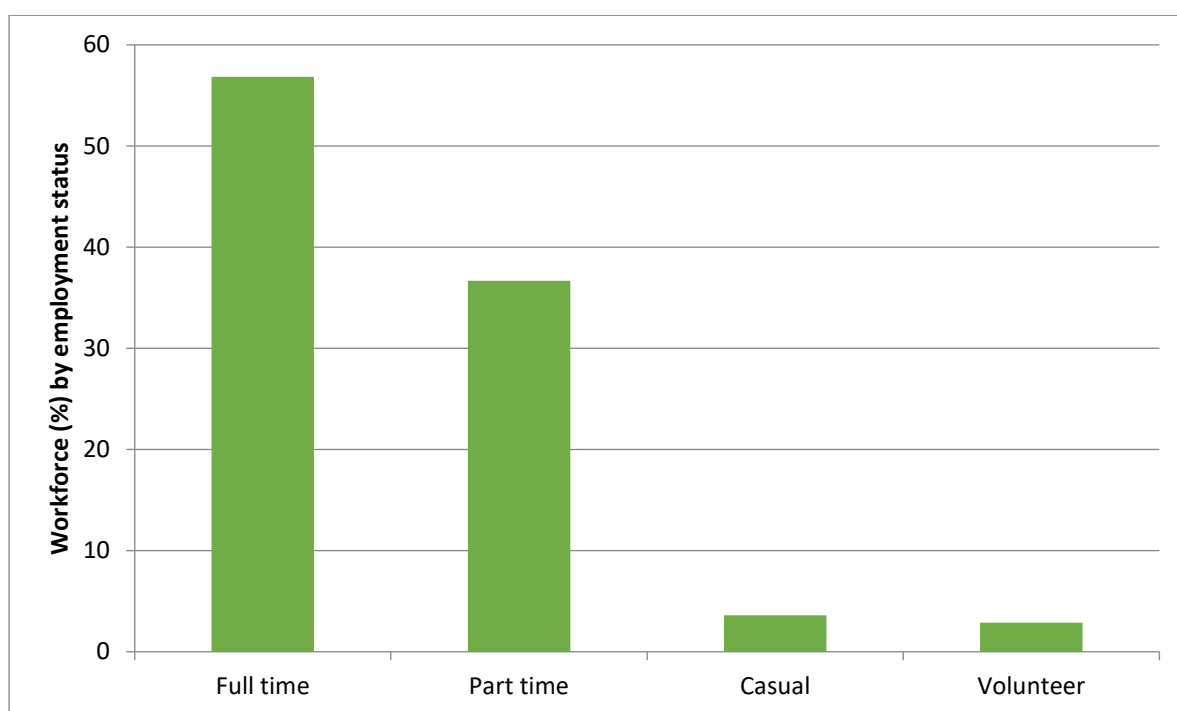


Figure 8. Tasmanian youth sector workforce employment status.

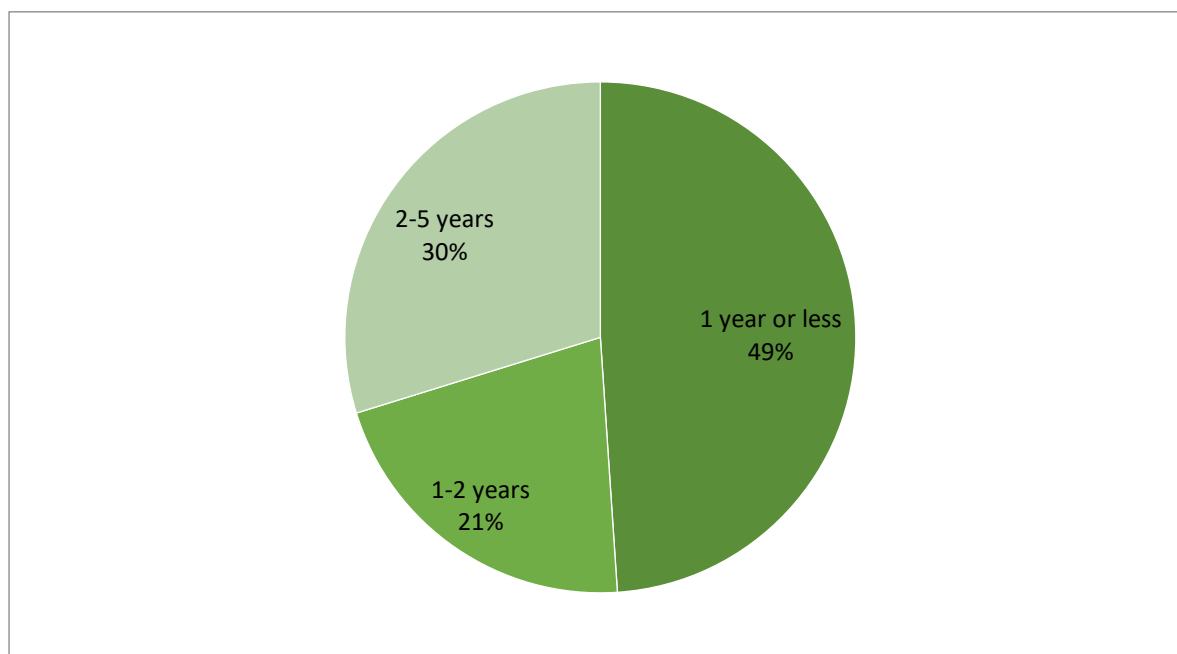


Figure 9. Tasmanian youth sector workforce stability by length (years) of fixed-term contracts.

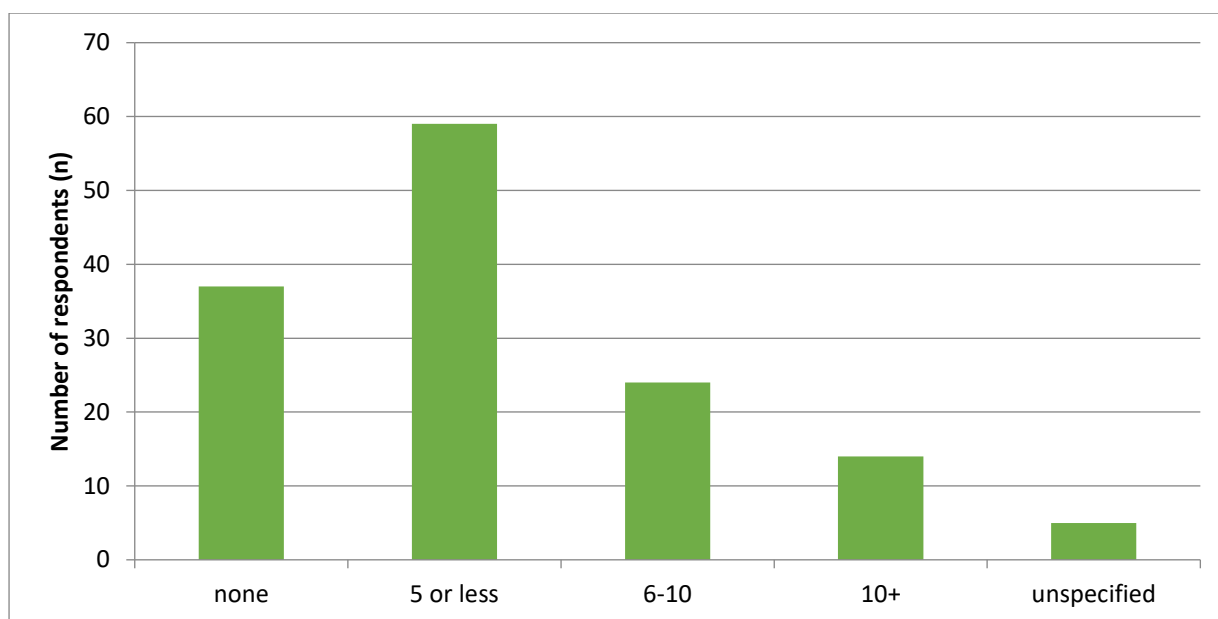


Figure 10. Unpaid hours of Tasmanian youth sector workforce.

Youth Sector Services

Respondents were asked to indicate the primary and secondary services that they provide to better understand the distribution and status of services offered to young people (n=139).

The highest distribution of services in the youth sector were in social and community services (21%), youth development programs (22%) and child safety and mental health services (14% each) (Table 4). Twelve respondents indicated 'other' as the primary service offered. This data was allocated to the most applicable service if appropriate. Only one response remained as 'other' following this process.

Respondents were asked to report the secondary service that they provide to youth sector clientele. The highest proportion of secondary services was found in counselling and psychology, education support, recreation and social support, and social and community services. Fewer respondents reported offering secondary services of child safety, disability and young carer's support and youth justice (Fig. 11).

The average number of secondary/other services provided was also reported (Table 4) which showed that in general most services offer multiple secondary services with youth justice reporting the highest number of secondary services.

Table 4. Workforce distribution of services for young people by sector with average number of secondary services offered.

	Primary service (n)	Primary service (%)	Number of other services
Alcohol & other drugs	2	1.4	3.0
Child safety	19	13.7	1.5
Counselling & psychology services	3	2.2	4.0
Disability & young carer's support	0	0.0	n/a
Education support	7	5.0	2.7
Employment support	2	1.4	2.0
Health (physical & sexual)	9	6.5	3.0
Housing & accommodation	12	8.6	3.5
Mental Health	19	13.7	4.2
Recreation & social support	4	2.9	3.8
Social & community services	29	20.9	3.9
Youth development programs	30	21.6	2.6
Youth justice	2	1.4	10.5
Other	1	0.7	1.0

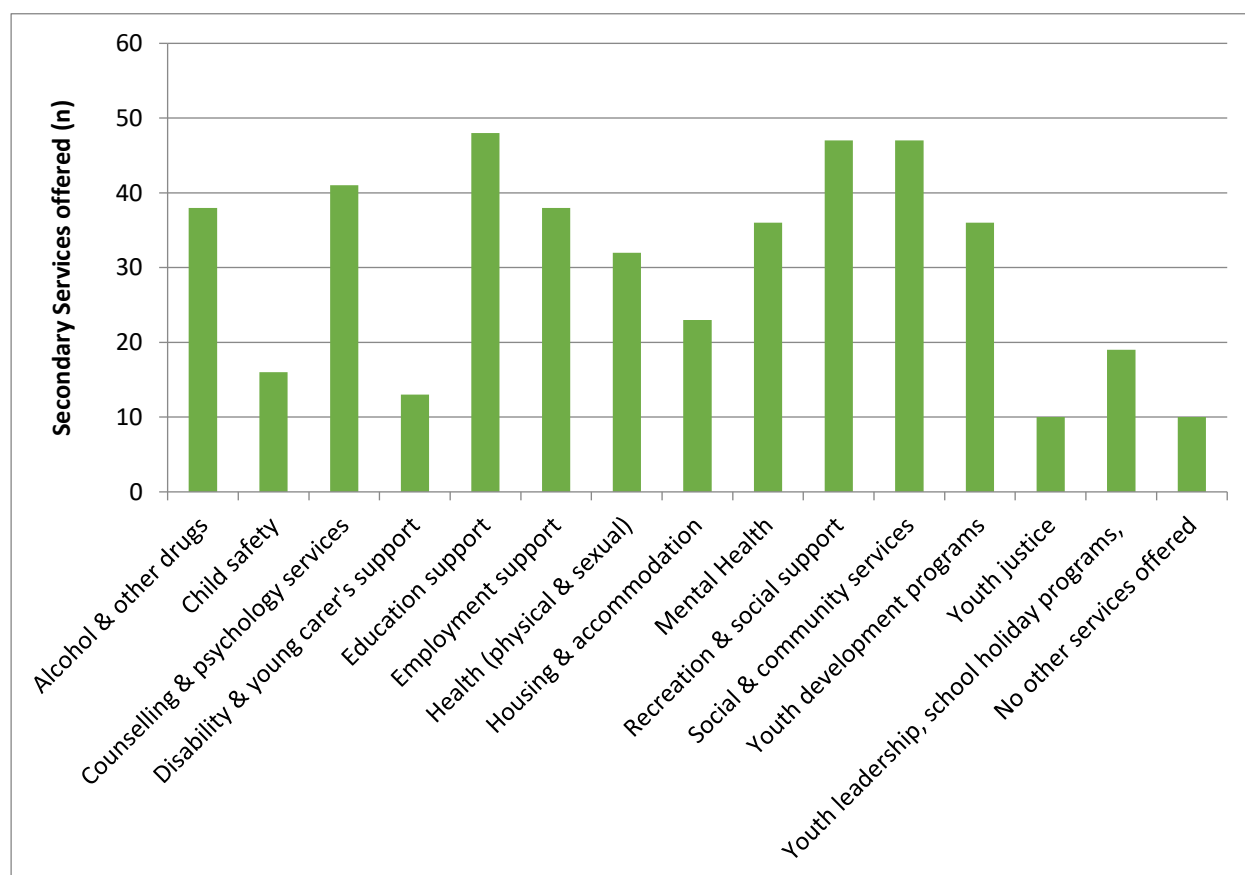


Figure 11. Workforce other services provided to young people.

Professional Development Needs at a Glance

Participants were asked a total of twenty questions relating to professional development, workforce satisfaction and workplace benefits. This data is being analysed separately and is being used to inform the development of the Tasmanian Youth Sector Workforce Development Report 2019-20.

However, preliminary data suggests that workers (n=132) want greater access to professional development (25%), adequate remuneration (24%), the ability to work from home (23%), paid overtime (20%) and additional paid leave or alternative arrangements (15%) including maternity leave.

Of the total respondents approximately one-third (35%) did not wish to access any further benefits from their organisation. Survey participants identified flexible work hours, alternative leave arrangements and time off-in-lieu (TOIL) of paid overtime as the most common benefits offered by their organisation (Table 5). Paid overtime, alternative working arrangements and fringe-benefits were most commonly identified as not available to sector workers (Table 5).

Survey participants (n=127) were asked what professional development training needs they and their organisation require to better respond to the needs of the Tasmanian Youth Sector. Respondents were invited to identify up to five areas for professional development. AOD, mental health, child protection, legal responsibilities when working with minors, trauma informed practice, conflict management, challenging behaviours, and leadership and management were all identified (Table 6).

Table 5. Employer benefits offered in youth sector workforce (n).

	yes and I participate	yes but I don't participate	yes but it is inadequate	no	unsure
Professional development	106	2	18	4	2
Above award payments, indexation, or annual salary increments	59	5	18	28	22
Additional paid leave or alternative leave arrangements (e.g., unpaid leave)	80	11	11	17	13
Employee assistance program	56	33	3	14	26
Fringe benefits tax exemptions or salary packaging	71	18	1	20	22
Flexible work hours	89	9	13	17	4
Study or conference leave	65	16	6	20	25
Private use of work vehicle, phone, or laptop	34	11	4	78	5
Salary sacrifice	64	22	1	26	19
Time off-in-lieu (TOIL) / 'Flex'	92	12	6	15	7
Paid overtime	35	15	9	61	12
Work from home	35	14	4	61	18
Other (please specify)	0	0	0	1	0

Table 6. Identified staff and organisational training needs by the Tasmanian youth sector workers. Participants requested to choose up to five responses.

	Personal training needs		Organisation training needs	
	n	(%)	n	(%)
Alcohol & other drugs	40	31.5%	28	22.05%
Family & domestic violence	29	22.83%	19	14.96%
Financial	13	10.24%	8	6.3%
Housing & homelessness	9	7.09%	14	11.02%
LGBTQI	19	14.96%	15	11.81%
Mental health (including First Aid)	36	28.35%	35	27.56%
Trauma informed practice	50	39.37%	48	37.8%
Bullying & harassment	11	8.66%	20	15.75%
Child protection laws	33	25.98%	30	23.62%
Legal responsibilities working with youth	43	33.86%	44	34.65%
Multicultural	18	14.17%	27	21.26%
Literacy & numeracy	5	3.94%	3	2.36%
Disability & carer support	6	4.72%	10	7.87%
Adolescent development	36	28.35%	21	16.54%
Conflict management, challenging behaviours	52	40.94%	52	40.94%
Parenting support	15	11.81%	18	14.17%
Education & employment	14	11.02%	10	7.87%
Leadership & management	45	35.43%	29	22.83%
Other	8	6.3%	8	6.3%

Tasmanian Youth Sector Organisations: Management

Management level employees working in organisations, identified by the scoping list (Annex A) were invited to complete the survey designed for managers. Small sample sizes are noted for some data sets.

The managers' survey was anonymous to encourage the provision of information regarding salaries, professional development needs and organisational issues that would otherwise be deemed sensitive.

Participation in the managers survey (n=53) was relatively even by region with a slightly higher proportion participating in Southern Tasmania (Fig. 12). However, a portion of these personnel from Southern and Northern regions accounted for statewide organisations and government organisations (Fig. 13). In addition several organisations providing services in the North-West region were Southern based but reported that they were not statewide. This could either be due to remote operation for employment purposes, regional programs, or confusion with answering the question.

Primary and secondary services identified by survey respondents were analysed (n=47). A total of 47 respondents reported the type of primary and secondary services available in their organisation. Five primary 'other' responses were recorded and all were able to be added to the appropriate main service listed. Secondary data was scanned to ensure no duplication of primary and secondary services. Survey participants were asked to choose multiple secondary services applicable.

Primary services were highest for social and community services (34%). 25% of organisations identified providing 10 of 14 other secondary services (Table 7). 8.5% of respondents reported offering no secondary services.

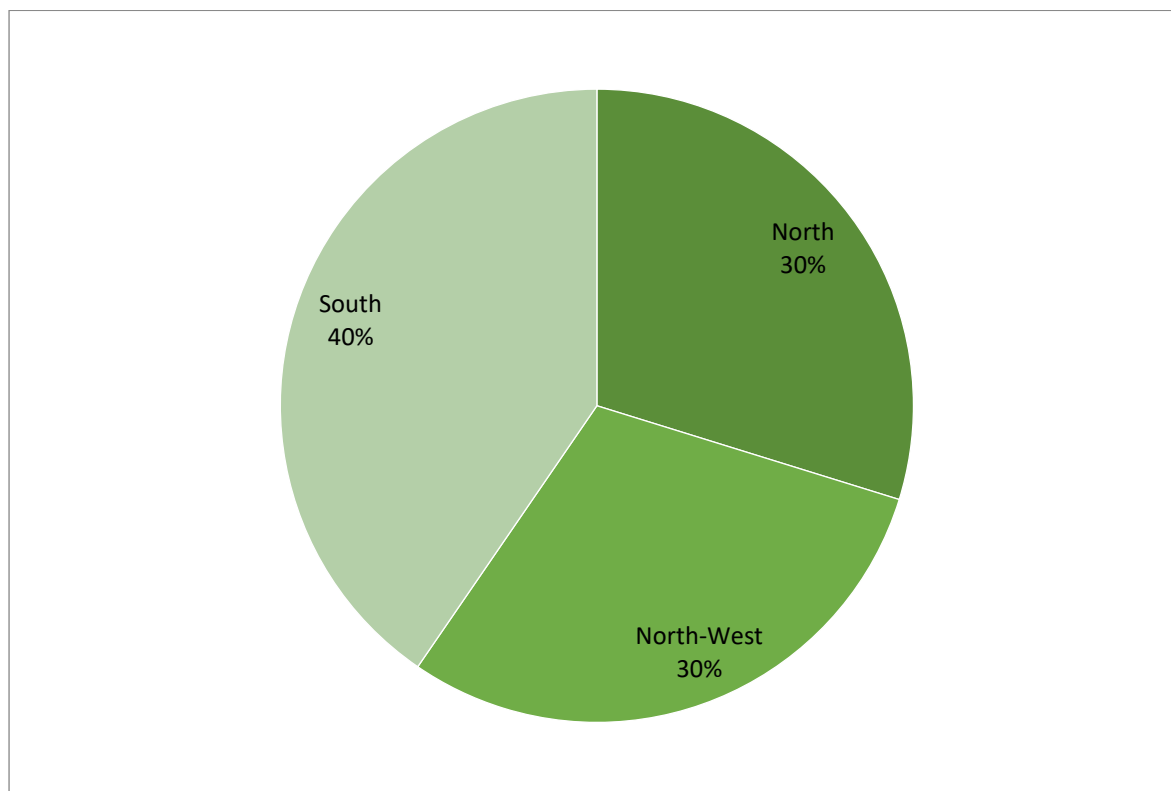


Figure 12. Tasmania youth sector organisation head-office locations by region.

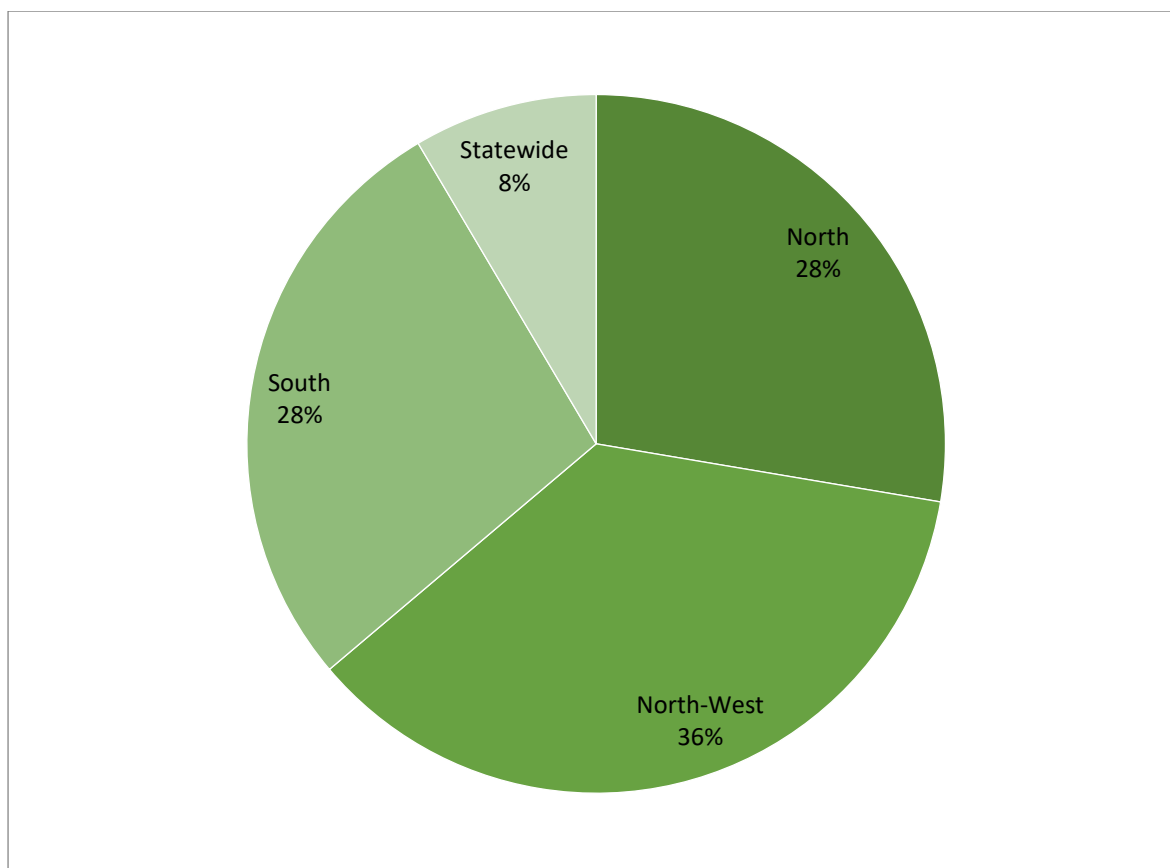


Figure 13. Tasmania youth sector organisation services distributed by region.

Table 7. Organisation primary and secondary services sampled. Multiple secondary service responses collected. Number of other services calculated as the average number of secondary services for each primary service.

	Primary (n)	% Primary	No. other services	Secondary services (n)	% Secondary
Alcohol & other drugs	3	6.38	4.3	15	31.91
Child safety	1	2.13	4.0	4	8.51
Counselling & psychology services	1	2.13	5.0	16	34.04
Disability & young carer's support	0	-	-	3	6.38
Education support	3	6.38	4.0	18	38.30
Employment support	0	-	-	18	38.30
Health (physical & sexual)	2	4.26	4.5	14	29.79
Housing & accommodation	6	12.77	4.8	12	25.53
Mental health	5	10.64	3.8	12	25.53
Recreation & social support	2	4.26	1.5	21	44.68
Social & community services	16	34.04	3.9	20	42.55
Youth development programs	8	17.02	3.4	16	34.04
Youth justice	0	-	-	3	6.38
Other (please specify)	0	-	-	7	14.89
No other services offered	-	-	-	4	8.51

Organisational Funding

Questions regarding organisational funding were completed by 47 respondents. Organisations were categorised by services. 72% of organisations reported the delivery of dedicated services to young people, as well as the delivery of services to other age groups. 28% reported the provision of services to young people only.

Data was analysed to determine core funding bodies and the length of funding. Managers working in non-government organisations accounted for 29% of responses.

Organisational primary 'core' funding was based predominately on receiving Government funding (local, state or federal or a combination of all). One respondent reported that they were operating as a privately funded not-for-profit enterprise (Fig. 14). Survey respondents reported that secondary funding was sourced through other Government program grants when required, however this was not attributed to core operational funding.

47% of survey respondents reported that their organisation receives ongoing primary 'core' funding. However the longest and most common funding contract length was three years (Fig. 15). 79% of respondents stated that regardless of other funding sources, core funding was required to remain operational.

100% of non-profit organisations and organisations with funding contracts less than three years stated that they require core funding to remain operational, regardless of other funding sources.

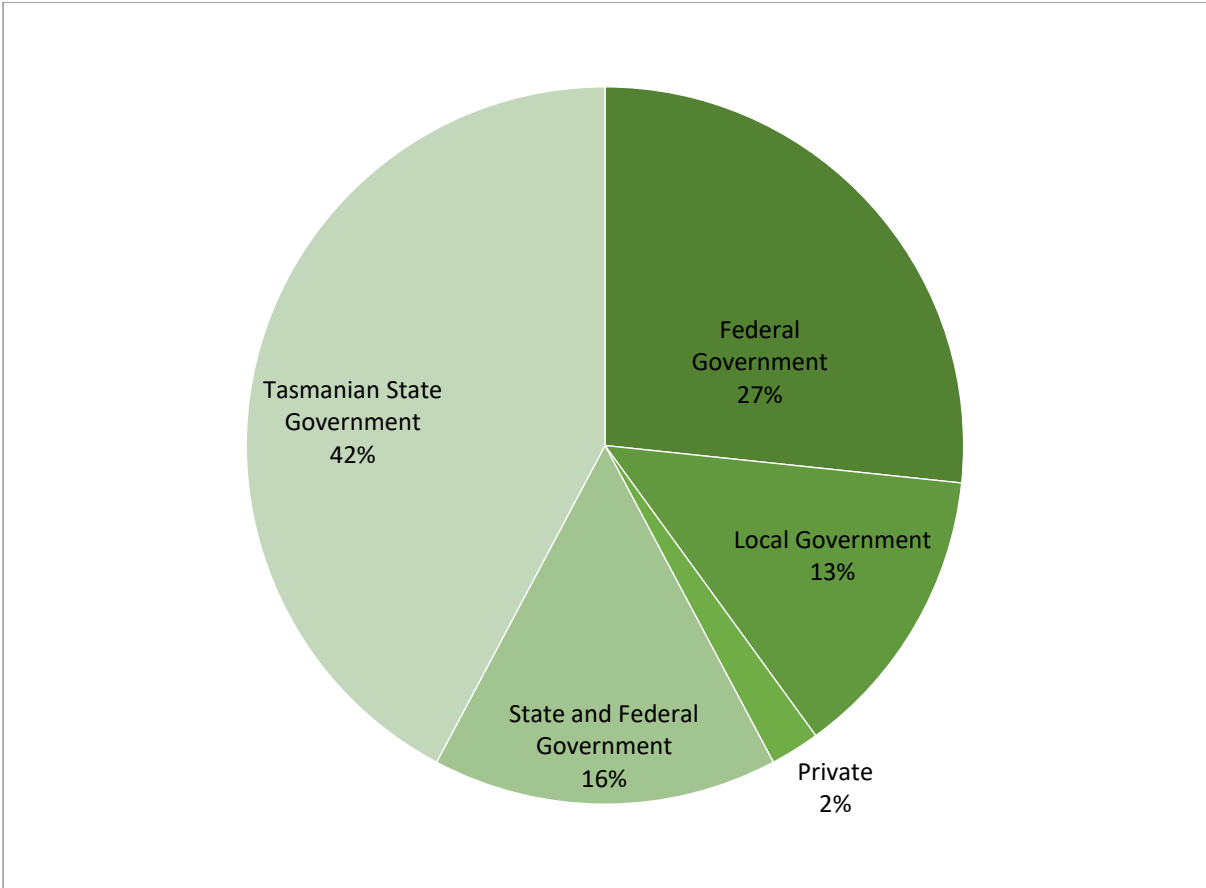


Figure 14. Tasmanian Youth Sector organisational core funding sources.

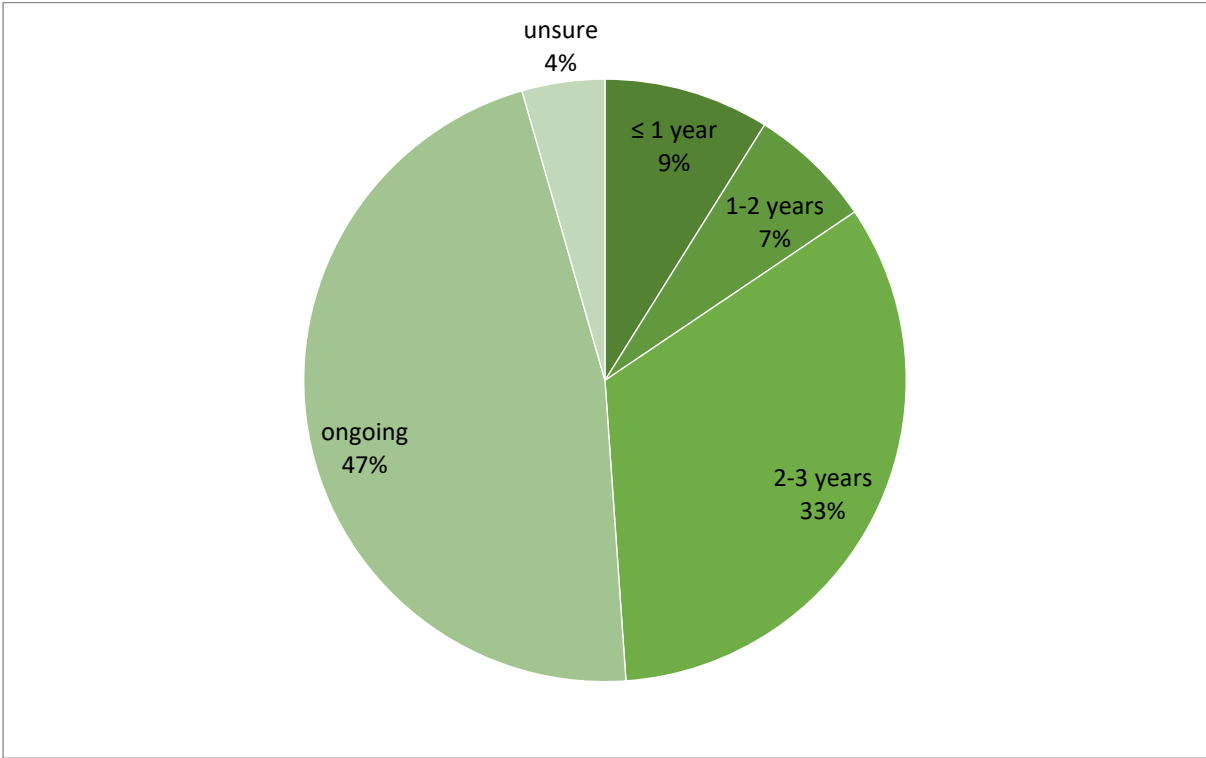


Figure 15. Tasmanian youth sector core funding contract lengths.

Organisational Structure and Salaries

Survey participants were asked to identify the size of their organisation, or departments. Approximately 949 youth sector employees were identified for 30 organisations. Workers with direct client contact attributed to 47% of the total organisational structure (Fig. 16).

Youth Sector staff employment (n=27) shows a higher frequency of part time and casual staff compared to full time staff (Fig. 17). Survey participants (n=28) stated that 69% of full time workers and 39% of part time staff were on fixed term contracts. Fixed term contracts were reported to be three years or less, subject to core funding. 84% of survey respondents (n=31) reported that organisations employ staff using an Award, with 16% using an Enterprise Agreement.

The Social, Community Home Care and Disability Services Industry (SCHADS) Award was the most commonly used Award (54%) in the youth sector (Fig. 18). 14% of survey respondents stated that their organisation does not offer annual salary increments or indexation.

Figure 19 provides insight into baseline salaries for organisations based on a full time equivalent (FTE) role (n=25). Upper and middle management positions were reported to receive between \$85,000 - \$100,000 annually, with frontline staff reporting annual salaries between \$40,000-\$70,000.

Respondents reported high levels of engagement with unpaid volunteers to achieve operational goals. An estimated 1,027 unpaid volunteers were reported to be engaged with 27 Tasmanian Youth Sector organisations.

Organisational stability was assessed by staff turnover rate (n=25) and subjective observations of the organisation. Staff turnover was not identified for less than 1 year, with the majority of organisations retaining staff for longer than five years (Fig. 20) suggesting a level of workforce stability.

However, 22% of respondents noted that their organisational staff turnover (regardless of rate) was subjectively 'problematic'. Comments impacting the staff turnover rate of employees included high and stressful workloads, unrealistic expectations placed on workers and staff leaving to find more stable and ongoing employment.

Staff recruitment was found to fluctuate significantly between location, organisation type and role. On average to fill positions, upper management required four weeks, middle management 12 weeks, general workers four weeks, and workers with direct client contact six weeks. Survey participants noted barriers to finding successful applicants included suitable experience and qualifications and less attractive salary/package offers compared to other sectors (Fig. 21). Respondents chose up to five key barriers with 'no identified barriers' collected as a single total response.

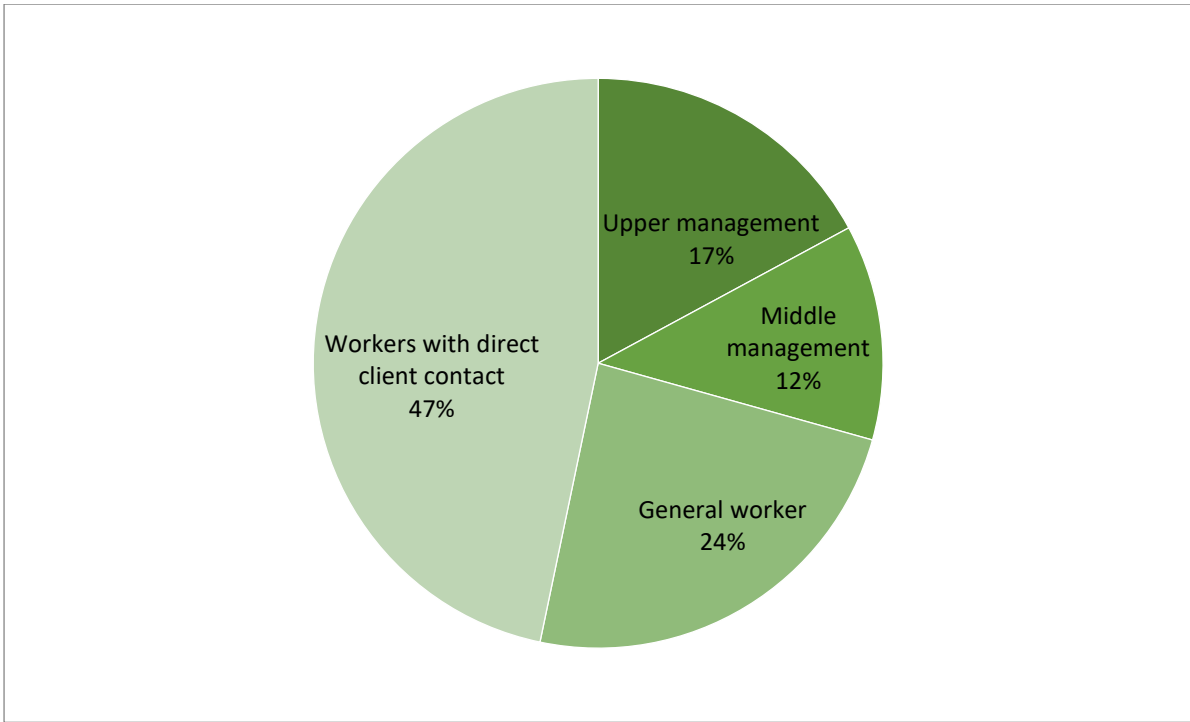


Figure 16. Tasmanian youth sector organisational structure by position.

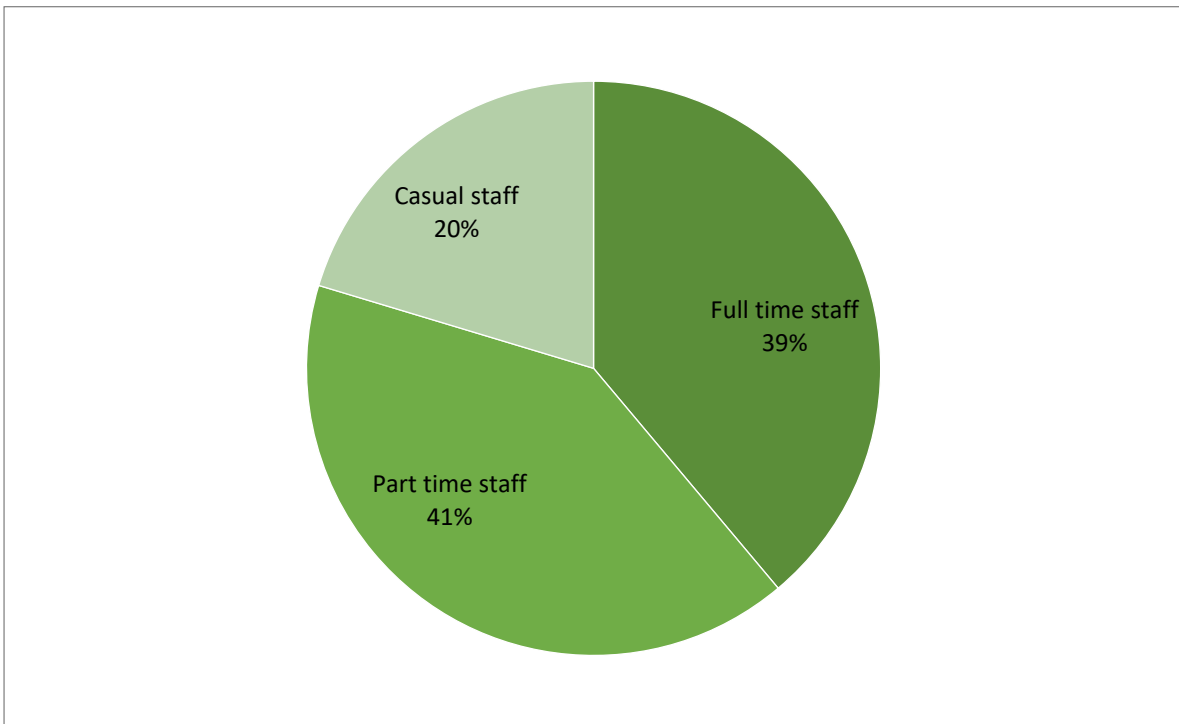


Figure 17. Tasmanian youth sector workforce staff by employment type.

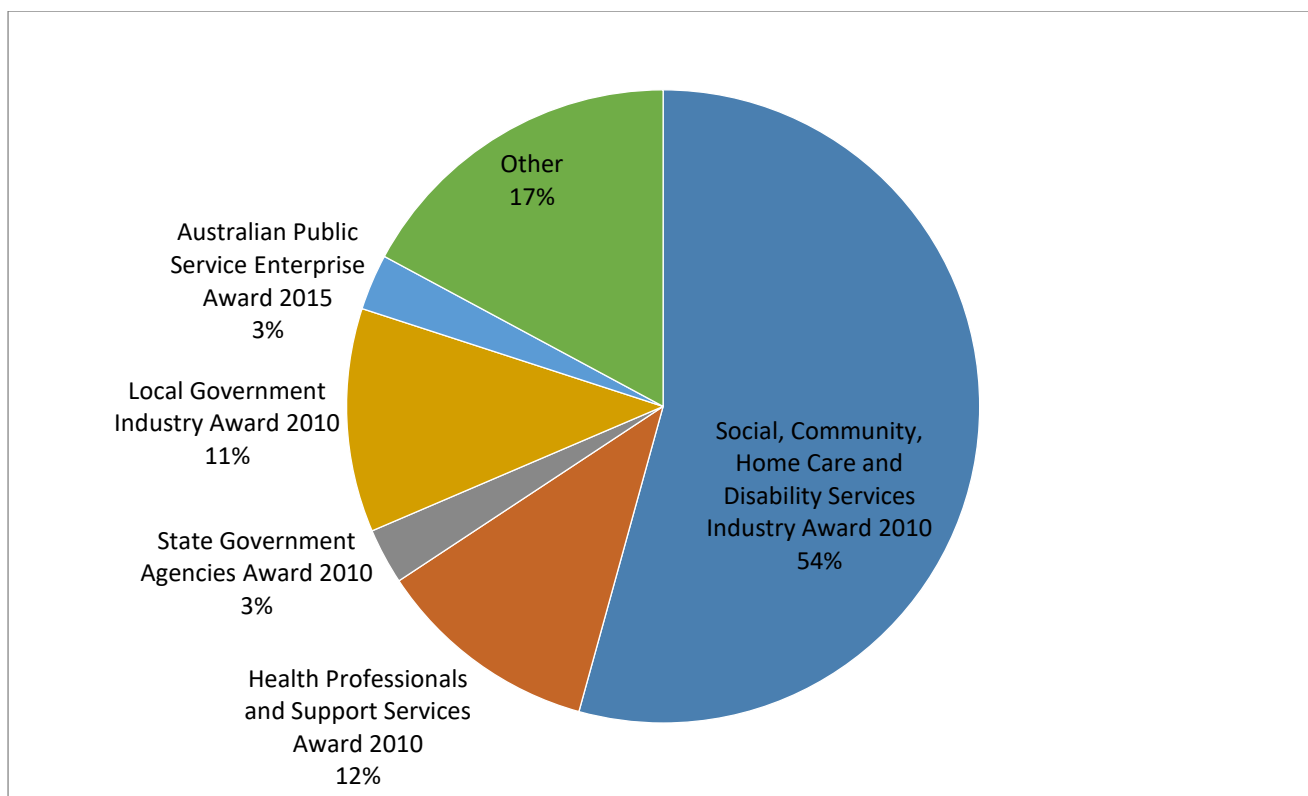


Figure 18. Tasmanian youth sector paid employment Awards by type.

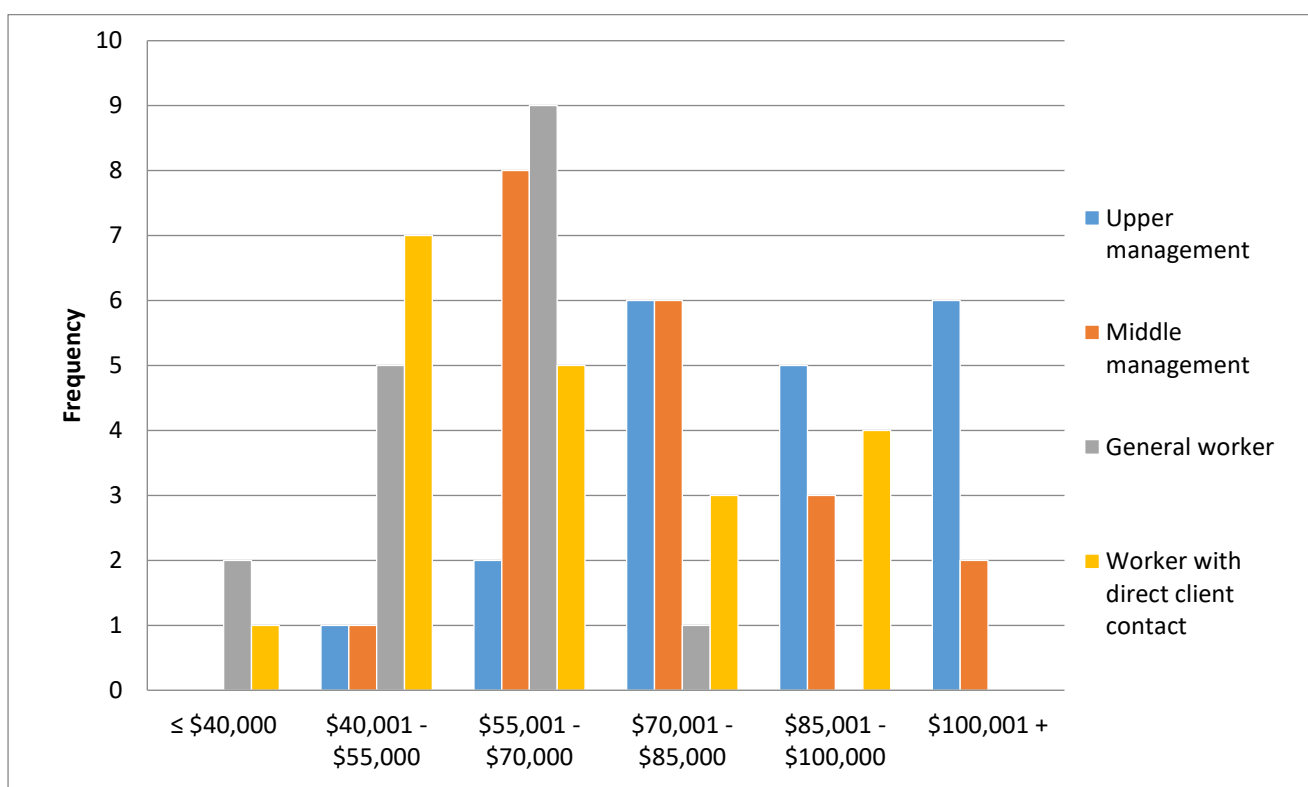


Figure 19. Baseline salaries of Tasmanian youth sector organisations for full time equivalent positions by frequency.

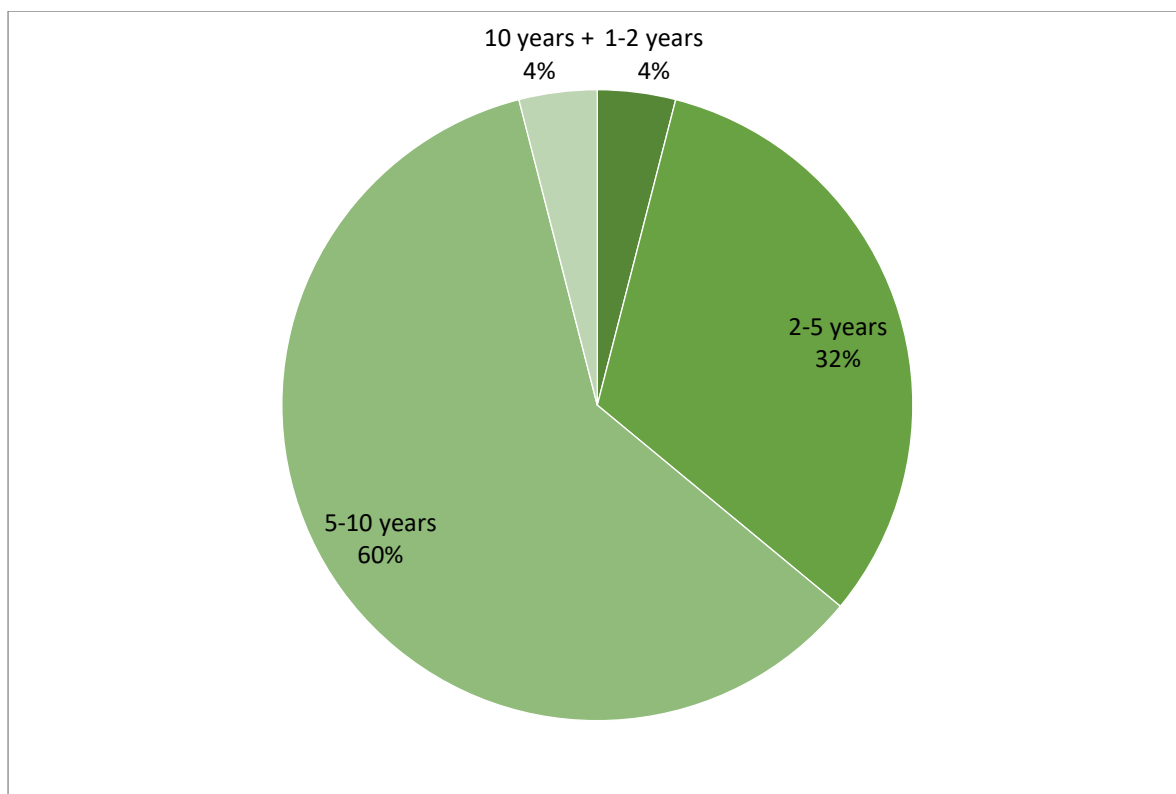


Figure 20. Tasmanian youth sector staff turnover rate (measured as years).

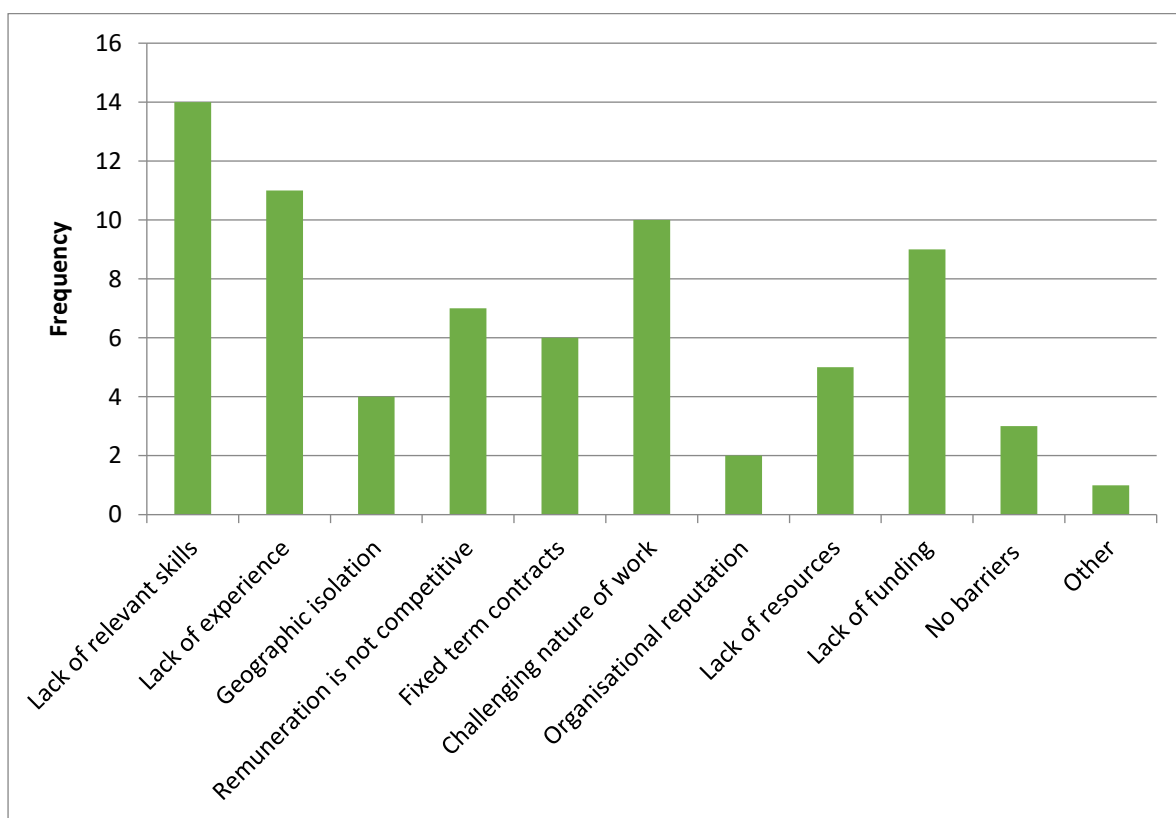


Figure 21. Frequency of barriers experienced by organisations during recruitment. Multiple responses collected, no other barriers recorded as a single response.

Organisational Professional Development Needs at a Glance

Survey respondents were asked to identify professional development priorities for their managers, staff and organisation over the next two years. This data will be analysed separately in conjunction with the Tasmanian Youth Sector workforce survey to inform the development of the Tasmanian Youth Sector Workforce Development Report 2019-20.

However, preliminary data suggests that greater investment in professional development and training opportunities for management is needed. Specific training areas identified included managing staff performance and human resources, leadership skills, strategic thinking, adapting and managing organisational change and networking.

Staff professional development was identified to include workplace professionalism and behaviour with respect to colleagues and clients, program development skills and delivery, early intervention practices, and applying evidence based practice.

Survey respondents reported that organisational professional development priorities include AOD, family and domestic violence, mental health, trauma informed practice, and conflict management including challenging behaviours.

Annex A: Scoping List

The scoping list is not exhaustive and the survey was open to any other core service providers in Tasmania that meet the criteria listed in Section 2.2 of the Tasmanian Youth Sector Workforce Development Project Plan.

Local Councils (that provide youth specific services and programs)

- Burnie City Council
- City of Clarence
- Circular Head Council
- Derwent Valley Council
- Devonport City Council
- Flinders Council
- George Town Council
- Glenorchy City Council
- City of Hobart
- Huon Valley Council
- Kentish Council
- Kingborough Council
- Latrobe Council
- Launceston City Council
- Meander Valley Council
- Northern Midlands Council
- Sorell Council
- Southern Midlands Council
- Waratah Wynyard Council
- West Tamar Council

Department of Human Services:

- Child and Mental Health Services
- Child Health and Parenting Services
- Family Violence Counselling and Support Service
- Children and Young Person's Program
- North West Development Unit – Children's Therapy Service
- State-wide and Mental Health Services
- Community Youth Justice Tasmania
- Ashley Youth Detention Centre

Other Government Departments:

- Department of Education: Woodbridge Marine Discovery Centre
- Department of Premier and Cabinet: Tasmanian Youth Parliament

Non-Government Organisations:

- Anglicare Tasmania Inc
- Anglican Camping Tasmania
- Australian Red Cross
- Australian Defence Force Cadets
- Babymum Australia
- Baptcare
- BIGhart
- Blueline
- Beacon Foundation
- Camp Clayton
- Camps Tasmania
- Carers Tasmania
- CatholicCare Tasmania
- CanTeen
- Circular Head Aboriginal Corporation
- Choose Life Services
- Colony 47
- Cornerstone Youth Services
- CREATE Foundation
- CVGT Australia - Jobactive

- Devonport Chaplaincy
- Devonfield Enterprises
- Door of Hope
- Edge Radio
- Family Planning Tasmania
- Family Relationships Centre
- Giant Steps Tasmania
- Girl Guides Tasmania
- Glenhaven
- Hobart City Mission
- Hobart Women's Shelter
- Holyoake
- Hub 4 Health
- Huon Domestic Violence Service
- Impact Communities (Youth Entrepreneurial Services)
- Insight Mindfulness Education
- Jireh House Association Inc
- Karadi Aboriginal Corporation
- Karinya Young Women's Service
- Kennerley Kids
- Launceston City Mission
- Launceston Benevolent Society
- Laurel House
- Life Without Barriers
- Li-Ve Tasmania
- Make.Runs.Maxi
- Migrant Resource Centre
- Mission Australia
- National Job Link
- Neighbourhood Houses Tasmania
- NOSS Tasmania
- PCYC Tasmania
- Positive Solutions Inc
- Possibility
- Pulse Youth Health
- Relationships Australia, Tasmania
- Richmond Fellowship Tasmania
- Road Trauma Support Tasmania
- Rural Health Tasmania
- Rural Tasmanian Youth
- Save the Children Tasmania
- Scout Association of Australia – Tasmanian Branch
- Scripture Union
- Salvation Army
- Sexual Assault Support Service
- Shelter Tasmania
- SHE Support, Help, empowerment
- Speak Out Association of Tasmania
- Speak Up Stay ChatTY
- St Giles
- St John's Cadets
- St Michaels Launceston
- St Vincent De Paul
- TasCare society for children
- Tassie Teen
- Tasmanian Aboriginal Centre
- Tasmanian Youth Government Association
- The Link Youth Health Service
- Uniting Care Tasmania
- Volunteering Tasmania
- Warrawee Women's Shelter
- Wellways
- Whitelion
- Windeward Bound
- Working it Out
- Workskills
- Wonderland Retreat
- YMCA - Young Men's Christian Association
- Youth, Family and Community Connections
- Youth Futures Inc
- Youth Network of Tasmania

