

# **YOUTHGLIDE STRATEGY PLAN 2023 - 2027**



# Mission

# Vision

# Values

## Our Mission

- To inspire, develop and excite young people's imagination and explore the possibilities of flight as a sport or a pathway to a career in aviation.

## Our Vision

- To foster the opportunity for young people to be able to participate safely in an exciting adventure sport and to be part of something special, worthwhile and unique whilst being able to develop and grow in an atmosphere of inclusion and respect.

## Our Values

- Listening and communicating
- Respect and Fair Play
- Acceptance, tolerance and Inclusion
- Responsibility

# Background

- Due to COVID-19, gliding has seen increased interest from young people looking for an alternative sport and adventure outside of the Melbourne metropolitan area
- Historically, Junior glider pilot members in Victoria were predominantly sourced through the Australia Air Force Cadets (AAFC). In 2019, the AAFC withdrew training from all Australian States except New South Wales where all gliding training was designated to be. This left a large gap for the AAFC Victorian juniors with no ability to learn gliding in Victoria if they did not have the sponsorship and resources to train in their home State
- Training and solo Junior pilots need a support network of similar age and interests which are often not available in their clubs
- Networking juniors on a regular basis assists retention of those members and provides opportunities for leadership and makes it a more fun activity
- Young role models are needed to enhance the new junior pilot's enjoyment and progress
- Females are significantly under-represented in gliding. Out of 685 Victorian members, there are only **35** women. This male to female ratio is consistent across the country.

# SWOT Analysis – Junior Pilots

## Strengths

- Pathway from gliding into a career in aviation
- Existing strong sense of gliding community
- Gliding is fun, rewarding and proven to enhance mental health
- Precedents of successful junior pilots

## Weaknesses

- Time constraints
- Flexibility in line with studies
- Poor media coverage of junior pilot participation
- Lack of strong junior membership development programs
- Financial barriers to entry

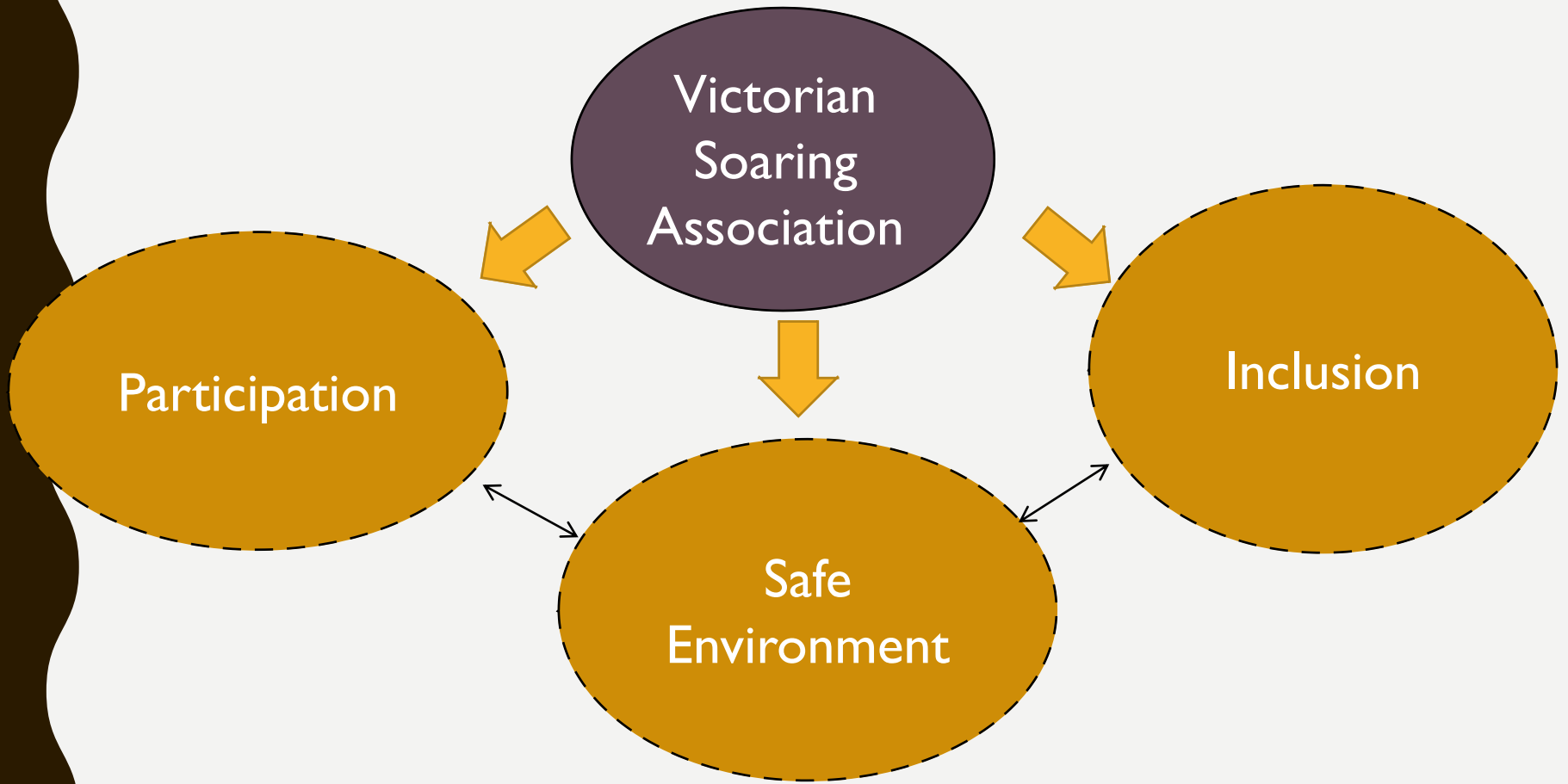
## Opportunities

- Junior pilots with direct or indirect links to gliding
- Leverage existing glider pilots (stories, PR and mentoring)
- Relatively cheap and proven online technology - online forums, social media, direct email, new website
- New online gliding study programs opportunities to gain required skills
- Improve clubhouses to be used for social activities
- Air Experience Flights provide realistic “try before you buy” opportunities

## Threats

- Study / part time work commitments
- Economic downturn due to the COVID pandemic and people becoming increasingly conservative with discretionary spend
- General decrease in VSA membership - acquisition and retention
- Other state sporting associations, including alternative aviation options, competing for young people’s participation and interest.
- Trying to do too much too soon with limited resources

# THE THREE STRATEGIC DRIVERS



# Governance

## FOCUS AREAS

- Align with the national strategies of the Gliding Federation of Australia, the Victorian Soaring Association and Victorian Government sporting initiatives
- Training and development to promote Inclusion and Diversity
- Support from gliding clubs to engage with Inclusion and Fair Play Codes and Play by the Rules programs.
- Victorian clubs must be an Accredited YouthGlide Centre to participate.

# Participation

## FOCUS AREAS

- Provide affordable and flexible opportunities for young pilots to participate.
- To provide a network opportunity for Victorian Juniors of all levels of flying skills and qualifications.
- To hold 'Mini-Camps' to provide an opportunity to support new and existing members to assist them to stay actively involved in the sport.
- To foster the development of juniors for Air Experience Instructors, Level I instructors and introductory Airworthiness skills.
- To capture the imagination of junior pilots from 15 to 26 who mostly need parental involvement and close support from instructors and clubs.

# Participation

## FOCUS AREAS

### **Structure:**

YouthGlide Victoria is part of the Victorian Soaring Association (VSA). All Gliding Federation of Australia (GFA) Juniors are automatically invited to participate in the activities. The coordinator is the VSA Ambassador, a part of the VSA organization.

The network is dependent on getting the support of Victorian members and clubs and working with the Australian Junior Gliding Club.

### **Membership:**

There are no membership fees as participants only have to be current members of a Victorian club and GFA. New junior members will be contacted about the YouthGlide network via email initially, and are able to opt out of further email communications



# Participation

## FOCUS AREAS

### **Mentors:**

YouthGlide needs to involve non-junior volunteers and parents/guardians/ carers, in order to organise events and activities, due to the need to utilise Victorian clubs, their aircraft and instructors and coaches. YouthGlide groups select their own mentors within the junior ranks. Assistance is provided as requested from the YouthGlide participants.

### **Meetings and Communications**

YouthGlide requires the establishment of a website.

The YouthGlide Ambassador attends VSA meetings. YouthGlide participants' communication is via the YouthGlide Website (linked to the VSA website), emails, Facebook, Instagram, SnapChat etc.

### **Resources and Funding:**

To support YouthGlide with funding for mini-camp events and other events and activities on a case by case basis. Victorian clubs that wish to be involved in the YouthGlide program will be required to be an Accredited YouthGlide Centre. Events will need to be planned and costed and accredited host clubs identified for events.

# Participation

## FOCUS AREAS

### **Meetings and Communications**

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### **Resources and Funding:**

To support YouthGlide with funding for mini-camp events and other events and activities on a case by case basis. YouthGlide has the support of the Victorian clubs. Events will need to be planned and costed and a host club identified for events. Juniors in remote clubs will be able to obtain additional funding support to attend events on request.

# Participation

## FOCUS AREAS

### Events:

To hold two mini-camps annually at various host clubs. The camps will aim to be two-day events that caters for all levels of pilots. Activities will include ab-initio training, post solo training, coaching and cross country flying.

Mini Camps to be held at clubs where there is adequate accommodation or clubhouse for all participants to show leadership skills to arrange fun activities, cooking and socializing together.

The aim is to have fun, competitions, prizes and networking. Details are managed by the participating members.

# Inclusion

## FOCUS AREAS

- Develop and promote YouthGlide Mentoring Program to involve non-juniors and in order to organize events and activities, utilizing Victorian clubs' resources, ie., their aircraft and instructors and coaches.
- Promote a Calendar of YouthGlide Gliding Events and Activities, ie., Flying Fridays, Family and Friends Day, Two Day Mini Camps, Instructor and Airworthiness Courses.
- Conduct Focus Groups to gauge knowledge and interest of young pilots without gliding experience, with gliding experience and females.

### **Australian Junior Gliding Club (AJGC)**

- Promote the The Australian Junior Gliding Club to the YouthGlide participants. Opportunities include JoeyGlide National competitions.
- YouthGlide is seen as complementary to AJGC.

# Safe Environment

## FOCUS AREAS

- Adhere to the club's **Member Protection Policy, Fair Play Code** and **Play by the Rules** initiatives.
- Ensure all instructors have a **Working with Children** certification when dealing with junior pilots.
- Participating clubs **must be an Accredited YouthGlide Centre.**
- All events are held under the supervision and guidance of experienced instructors, Member Support Officers and parents/guardians/carers, as required. Only clubs where Instructors all have Level 2 ratings should be host clubs.
- Whilst most of the activities are run by the YouthGlide participants, the host club has overall responsibility for the event, and hence standards of conduct of participants.

# YOUTHGLIDE VICTORIA

