

# PICYS Optimising Impact Now & Tomorrow 2026-2030

## Our Vision

“Our vision is for young people to have the confidence, support, and opportunity to shape their lives and reach their fullest potential”

## Our Purpose

PICYS works in partnership with young people, providing a safe and inclusive environment that promotes empowerment, integrity, and collaboration through a nonjudgmental, holistic approach

## Our Values

**Respect** - Everyone matters.

**Empowerment** - We support young people to lead their own lives.

**Responsiveness** - We listen and act.

**Person-centred** - You're at the heart of what we do.

**Equity** - Fair access for everyone.

**Collaboration** - We work better together.

**Environmental care** - We live and act sustainably.

## Our Strategic Directions

- ① Give “Voice” to young people and their journeys.
- ② Provide young people with quality person-centred services, reflective and respectful of culture, lived experience and identity.
- ③ Support and promote connections between young people and their communities.
- ④ Continue to provide quality Services based on reflective practice, informed by evidence and research.
- ⑤ Provide Services to young people that attend to the broader Social Impact on their mental health, wellbeing, and access to stable accommodation.

## Our Ways of Working

Youth work is a practice that places young people and their interests first.

Youth work is a relational practice, where the youth worker operates alongside the young person in their context.

Youth work is an empowering practice that advocates for and facilitates a young person's independence, participation in society, connectedness and realisation of their rights.

PICYS staff work under the Youth Work WA Code of Conduct.

## Our Enablers

### Culture

- Reflective of Our Values
- Innovative and Healthy Workforce
- Authentic in all Relationships
- Impact focused

### Good Governance

- Contributes to greater Social Impact
- Delivers our Purpose performance
- Ensures Duty and Fiduciary responsibilities
- Continual development focused

### Sustainable Model

- Consolidation of current Service capabilities and deliverables
- Measured impactful Growth
- Financially sustainable eg. growth / defence ratio
- Dynamic and integrated organisational structure and systems