



**Empowering young people to build their own future**

# Quarterly Report

Term 4, 2020

## Message from the founder

Welcome to our Term 4 report for the 2020 school year. It goes without saying that 2020 has been a year like no other, yet despite the challenge of COVID-19 and all that it entails, TRACTION has grown.

Through hard work, dedication and your support we have been able to make TRACTION more focused and better able to empower young people in need across Southeast Queensland through delivering our unique service offering and specialist support to our partners and referral agencies across the human services sector.

Throughout the year we supported 309 young people across 7 local government areas and 13 program delivery locations.

Indicators of success in Term 4 have been outstanding and include

a 97% participant satisfaction rating, a 98% program completion rate, and 95% program attendance rate.

Our Term 4 Participant survey results clearly demonstrate TRACTION's ability to help young people improve their:

1. learning engagement and achievement of education goals,
2. resilience and self-efficacy,
3. practical, team and leadership skills, and
4. ability to self-regulate behaviour.

In 2020 our team has been at the forefront of change. We are



TRACTION applies a social and experiential learning process where mentors support young people to build their resilience, teamwork and leadership skills

fortunate to have such a vibrant team who have lead the way in developing and implementing flexible, COVID-safe plans, adapting and improving the experience TRACTION delivers and of course continuing to be a source of support, understanding and guidance our young people need.

In meeting the needs of young people and better positioning TRACTION for the future, we have strengthened our capability to now include 20 dedicated Mentors and program support staff, surrounded by a wonderful volunteer community.



As of 1st July, TRACTION commenced operations under our new charitable status as "TRACTION For Young People Ltd" following successful registration with the Australian Charities and Not-for-profits Commission.

To help ensure a smooth transition to this new entity, in February 2020 TRACTION established a Board of Directors. Throughout the year our Board has taken an active role in guiding TRACTION and at this time I would like to acknowledge their contribution in helping TRACTION grow, mature and create a sustainable future.

In providing the third pillar of our successful 2020, I would like to acknowledge our supporters. We are especially grateful for our donors across the philanthropic,

corporate and grassroots community levels, and whole heartedly recognise that your contributions have helped us reach those most in need, and simultaneously develop our capability as an organisation.

Through your support, we have made significant progress in developing new systems designed to evaluate and communicate program outcomes.

In continuing this important work in 2021, we will implement the TRACTION Practice Framework, which articulates our Theory of Change, Program Logic and Program Evaluation Framework.

To ensure we access thought leadership and experience in developing these frameworks, we

have sought, and received advice, from human services sector experts at QUT and Griffith University.

Our efforts clearly align and provide a tangible contribution towards local, state and federal government strategies, and more broadly, to the United Nation's global Sustainable Development Goals.

Our experience supporting over 1,340 young people since 2015, combined with our research into best practice approaches, has validated our commitment to help young people:

1. experience positive learning environments,
2. build their resilience and mental health, and
3. develop practical, teamwork and workplace skills.

## Quarterly Report - Term 4, 2020

In doing so, TRACTION provides the spark for young people, in the medium and long term, to:

1. Pursue positive educational experiences and diverse transition pathways,
2. Enhance community engagement, health and wellbeing, and
3. Prepare for the workplace through development of skills and competencies.

Looking forward to 2021, TRACTION is seeking to support more than 300 young people across 8 local government areas of Southeast Queensland.

This will include strengthening our commitment to the Redlands, Brisbane South, Scenic Rim and Logan regions, as well as expanding our presence to the Ipswich, Gold Coast, Brisbane North and Moreton Bay regions.

For those of you who have followed our progress so far, I thank you for your support.

For those new to TRACTION, we welcome the opportunity to develop new partnerships, including with government across local, state and federal jurisdictions, to help deliver outcomes for young people and their families. We invite you to be part of our journey empowering young people to build their own exciting futures.

Heartfelt thanks,



Sandy Murdoch



“ TRACTION helped me out of a bad mental place by taking my mind off the negative stuff and having something to look forward to every week.

“ The Mentors are amazing. They're really supportive and don't just give you the answers – they make you think about it.”

“ It's one of the best experiences I've ever had.

Feedback from TRACTION  
Term 4 participants

# 2.

## Progress to date



### Term in review

<b>98</b>	Participants (young people) engaged, including:
<b>23</b>	From Brisbane (North & South)
<b>24</b>	From the Redlands region
<b>6</b>	From Logan region
<b>35</b>	From the Scenic Rim region
<b>6</b>	From the Ipswich region
<b>5</b>	From the Gold Coast region
<b>98%</b>	Program completion rate
<b>95%</b>	Program <b>attendance</b> rate
<b>97%</b>	Program <b>satisfaction</b> rate
<b>88</b>	Bicycles donated to vulnerable young people to encourage active, healthy lifestyles
<b>&gt;1,570</b>	Hours of mentoring provided
<b>20</b>	Referral agencies supported – including schools, community service organisations, government and other agencies

<b>5</b>	Types of programs delivered including Bicycle Build, Small Engines, Boom Box, Radiate and school holiday formats
<b>7</b>	Number of regions where programs were delivered
<b>13</b>	Program delivery locations

### Cumulative to date (since July 2015)

<b>1,344</b>	Participants (young people) engaged, including:
<b>528</b>	From the Redlands region
<b>260</b>	From Brisbane South
<b>12</b>	From Brisbane North
<b>109</b>	From the Logan region
<b>121</b>	From the Scenic Rim region
<b>24</b>	From the Ipswich region
<b>15</b>	From the Gold Coast region
<b>275</b>	Through Outreach, Mobile or Holiday programs
<b>&gt;1,168</b>	Bicycles donated to vulnerable young people

## Term 4 highlights



Delivering our second all-girls Bike Build program, this time for students from Yeronga State High School, with some bonus Permaculture projects thanks to Mentor Jo and the Yeronga Community Garden space.



Students from Villanova College graduating the Boom Box program, following their successful completion of the Bike Build program in Term 3.



Thanks to a Family Support Funding Program grant from the Department of Defence, TRACTION delivered a program at Ipswich State High School in Term 4 to foster engagement and connection for students, including those from families of the Australian Defence Force.



A community grant care of the Port of Brisbane provided the chance for students from Bayside State College to participate in the Bike Build program.

TRACTION delivered a new program called Radiate that provides the opportunity for participants to build solar powered mobile phone charging units – one to keep for themselves and another to be donated to a young person experiencing insecure housing. Thanks to a community grant from the Brisbane City Council, TRACTION delivered two Radiate programs for students of the Acacia Ridge YMCA Vocational School and Beaudesert State High School.



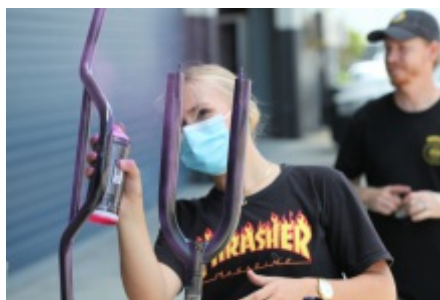
## Term 3 highlights (cont.)

Delivering the Small Engines program, incorporating the Kickstart 'learn to ride' motorcycle program, with the support from Motorcycle Queensland and the Queensland Government through the Department of Communities, Disability Services and Seniors.



Having students from Redlands District Special School back in the Alexandra Hills workshop for a Bike Build program.

Continuing our partnership Pimpama State College and supporting students through the Bike Build program onsite at the Stapylton warehouse generously provided by Pensar - longstanding supporters of TRACTION.



Delivering two programs in Redcliffe and Logan in partnership with the Queensland Police Service and Project Booyah.

Participating in an after-school community program facilitated by REKON Youth Outreach Service in Yarrabilba.



Students of Glenala State High School hosting Cr Ryan Murphy, Chair of Public and Active Transport at Brisbane City Council. The team behind the award winning Cycling Brisbane program have been longstanding supporters of TRACTION.



Delivering 4 x 1-day bicycle build programs in the school holidays for young people from the Scenic Rim region. Thanks to a community grant from the Westpac Foundation, in partnership with the Foundation for Rural & Regional Renewal, TRACTION delivered the programs for young people referred by Beaucare, yourtown, Carinity and YFS Youthlink.



## Term 3 highlights (cont.)

# Participant Feedback



I liked they (the Mentors) were very open and not awkward around us, they were just really fun to be around and I enjoyed their company. I will miss this part of the week with them a lot.



I created a relationship with the Mentors because I could learn from them. They taught me that the little things make a big difference in the workforce, and as an aspiring electrician, it was a great lesson.



I have learnt that I have the ability to achieve something.



I learnt that I'm good with other people.



It was amazing working with such understanding and down to earth people who made me feel like they were here for more than just their job.



My favourite thing about TRACTION is building skills both physically and mentally, and seeing all my hard work come together to make something really worth it.



I learnt that I can control my anger.



I learnt that it's okay to be part of conversations.



I have learnt that I'm capable of doing anything, as long as it is my main priority.

## Participant Survey Results



### Program satisfaction rating

97% of participants reported they would recommend TRACTION to a friend

Outcome	Rating	Indicator of Success (after TRACTION)
Improved learning engagement and achievement of educational goals	100%	Interested in what they were learning and doing
	91%	More confident setting goals
	81%	TRACTION helped them think about job or career options for their future
	85%	More hopeful about their options for the future
Improved resilience and self-efficacy through the opportunity of experiencing success	96%	Felt a sense of success
	100%	Felt they belonged to the group
	89%	More confident communicating with adults
	89%	Felt more positive about themselves
	86%	Discovered things they are good at
	87%	Formed good connections with their Mentors
	82%	Relate better and are more connected to other young people
Improved ability to self-regulate behaviour and enhanced practical, teamwork and leadership skills	100%	Developed practical skills
	95%	Developed skills to work in a team
	91%	Developed leadership skills
	98%	Developed skills that will help them in their life
	87%	Think more about making safe and healthy choices for themselves
	93%	Think more about how their choices affect others



## How your support makes a difference



### Success Story



Participant Sean completed the TRACTION Small Engines program in Term 3 and returned to the workshop in the role of student Mentor in Term 4. It was fantastic to see Sean developing his leadership skills as he supported the new group of students through the program!

Sean has set himself a goal to become a mechanic, and thanks to his own hard work and support from TRACTION Regional Coordinator Kylie, Sean has built his resume and linked up with the Industrial Liaison Officer at his school to organise a school-based apprenticeship. Well done, Sean!



“I’m learning. I like leading, and I’ve not done that before. I am becoming more confident with other people, and I will take my confidence with me.”

-TRACTION Participant and Student Mentor Sean



## Showcase: “Expectations about behaviour at TRACTION”



“Often due to trauma, poor role-modelling, a lack of self-regulation or knowledge, disengaged students may not immediately be able to display behaviours that are expected. Sometimes we take for granted that students know how to behave in certain ways - they often need guidance.”

TRACTION explicitly teaches behaviours that it expects students to use. At the beginning of the day, students set a ‘focus behaviour’ for the day (e.g. respect, perseverance, etc), write down examples of what this will look like in their behaviour, and read this out to the group as their commitment. Throughout the day, Mentors monitor students’ behaviour, and at the end of the day, the students self-rate themselves and get peer recognition for achievement against their goals.”

*James Brewer, Success Coach at Glenala State High School*





## Our people in focus:

**Jo**

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Mentor Jo brings her skills to a number of roles at TRACTION, including coordinating both the permaculture program and partnership with the Mini Farm Project, and providing a supportive presence to the role of mentoring. With a background in community development, Jo focuses on empowering the young people in our programs to notice their own strengths and build their own futures. She says,



*When you're young, dreams seem like things that are so far away, but I want young people to realise that your dreams don't have to be dreams, they can be what you do... They can be your life.*

## Building capability within our people:

**Luke**

Luke has been a TRACTION Mentor since 2017, holds a Diploma of Youth Work, and recently graduated from QUT with a Bachelor of Behavioural Science. Luke is contributing significantly to TRACTION's efforts to support the health and wellbeing of young people and completed a trainer/assessor course in the emerging field of Youth Mental Health First Aid in December. In 2021, Luke will train all TRACTION Mentors in this area, helping TRACTION meet the needs of young people who may be experiencing challenges.



# 3.

## Community partnerships and engagement



### Canapés In The Shed

Another highlight of Term 4 was having Sean, a TRACTION graduate, speak to TRACTION supporters at our 'Canapés in the Shed' fundraiser at the Alexandra Hills workshop. Sean was joined by his parents, and shared his experience at TRACTION, including the success he's achieved.



He's had a complete 180 degree turn on his whole life. He was very much in his shell and now he's prominent and confident in his public speaking. He's interacting with adults much better. He has confidence and respects his peers so much more. He's more comfortable expressing how he feels. It's just phenomenal.

Parents of TRACTION participant



TRACTION

# 92%

greater road safety awareness.



SOURCE: GEAR UP SURVEYS 2020

### The "Gear Up" pilot program

Our Gear Up pilot program was successfully delivered in 2020. Supported by the Queensland Government through the Department of Transport and Main Roads, Gear Up was an outstanding success, helping over 300 young people improve their bicycle riding skills and road safety awareness.

TRACTION was able to deliver a tangible demonstration of the Queensland Cycling Strategy in action, helping more young people to cycle, safely. We are hopeful of the opportunity to expand the reach of the Gear Up program beyond the 12 month pilot.

TRACTION

# 96%

improved riding skills



SOURCE: GEAR UP SURVEYS

### Health and Wellbeing

We are excited to be incorporating a new wellbeing initiative into TRACTION programs delivered in the Logan region throughout 2021-22. With the support of Health & Wellbeing Queensland, TRACTION participants at our Yarrabilba workshop will learn about healthy food and nutrition choices as part of their TRACTION experience.

## New corporate bike build experiences

TRACTION was fortunate to be invited to deliver a half-day, corporate team building, bike build event for a group of Auto & General Insurance (A&G) staff in November. TRACTION Mentors Oscar, Ricko and Barry facilitated the experience, and the A&G team had a great time building 12 bicycles whilst experiencing first-hand how powerful a vehicle TRACTION is to support young people in need. The bikes built were donated to TRACTION, complete with personal messages from the A&G team about what "advice they'd give their 14 year old selves". Contact TRACTION if you'd like to us to deliver a corporate bike build experience for your staff.

**“**A great experience and such a simple and effective way to help young kids go places. We learned so much about TRACTION. Thanks for doing what you do for the youngsters across the sites you have.**”**

Paul, Auto & General team member



## Special acknowledgement

We wish to acknowledge the Peterson family, owners of Pro Motorcycles, for their longstanding support of TRACTION. John Peterson, with his wife Megan and sons Scott and Paul, have provided space and support for TRACTION onsite at their Moorooka facility since January 2016. Their leadership in making a tangible contribution to help TRACTION support over 200 young people from Brisbane Southside communities is sincerely appreciated. TRACTION will be setting up a new workshop in Yeerongpilly in 2021, and credits the Pro Motorcycles team for helping TRACTION establish its presence in Brisbane.



## Thanks also to:

- KPMG for its commitment to support TRACTION through the provision of pro bono professional financial services.
- The Katarzyna Group for providing the opportunity for TRACTION to fundraise at Melbourne Cup day functions at their Cloudland Brisbane and The Island Gold Coast venues
- The Neilsen Group for their support of TRACTION in the Scenic Rim region
- The Epic Good Foundation for their support of TRACTION since 2016 and the awarding of a \$10,000 grant for the acquisition of a custom trailer which will help expand our mobile, community outreach services.
- The Future 2 Foundation for providing a \$10,000 grant to deliver 4 x 1-day school holiday bicycle build workshops and donate bicycles for 24 young people.
- The Redland City Council for awarding a grant through the Mayor & Councillors Community Benefit Fund. The grant will provide 10 new bicycles so TRACTION can help young people from the Redlands region to adopt more active lifestyles and develop their riding skills and road safety awareness.
- The Master Builders Association for supporting TRACTION in the Scenic Rim through funds raised at their annual golf day
- The LIONS Club of Capalaba for donating a scholarship and their longstanding support.
- T Kent, B & S Kehoe, M&D Pherous, P Brandon, P Cottell and S&S Murdoch for their generous

donations providing scholarships for young people to access TRACTION.

- Trilogy Accounting, Cardio-Jenic Pty Ltd, K Jackson, Hilston Wood Floors, E O'Brien, J Brattle, S Pyne, Rotary Satellite Club of Jimboomba Sunrise for joining the "TRACTION Support Crew" through their commitment to regular giving.



## 5.

### Join the TRACTION Support Crew!

We believe people working together will achieve extraordinary things. Our supporters, both big and small, help us meet ever increasing demand.

Join the TRACTION Support Crew through our regular giving program at <https://traction.community/donate/>



Choose an amount and make a difference:

\$10/month	\$25/month	\$47/month	\$85/month
Provides safety masks, PPE and other materials for projects of our young people.	Provides a bicycle & helmet for a young person to build, customise & keep.	Provides bicycles & helmets for 2 young people to build, customise & keep.	Helps provide access for a young person to attend TRACTION for a school term.



"I've learnt patience, persistence, pride, positivity and how to work with others for my benefit and opportunities. I've taken what I've learnt into account and ways to apply it to life.

TRACTION participant

## 4.

### Looking ahead

Looking ahead to 2021, we expect to support over 300 participants in our 9-week school term, school holiday and other programs. We are also looking forward to:

- Establishing a new workshop at Yeerongpilly to support young people from Brisbane Southside communities.
- Establishing a new workshop in Yarrabilba with the support of Lendlease to support young people in the Logan region.
- Delivering programs on Brisbane's Northside, including our first in partnership with Ferny Grove State High School.
- Reaching young people in the Moreton Bay region through the establishment of a new workshop in Morayfield in partnership with Act For Kids – a specialist provider of therapy and support services to children and families who have experienced, or are at risk of child abuse and neglect.
- Expanding our presence in the Gold Coast and Ipswich regions.

# 6.

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## About TRACTION

Right now, in our community, young people are experiencing:

- mental health problems, often due to social isolation,
- the impacts of addiction, domestic violence or abuse,
- insecure housing or living in out-of-home care,
- learning difficulties or behavioural disorders,
- disadvantage or discrimination,
- poverty, distress or misfortune.

We understand that everybody learns differently, and some young people don't realise their potential in a classroom.

TRACTION applies a social and experiential learning process where mentors support young people to build their resilience, teamwork and leadership skills.

TRACTION programs positively engage and build the capability of young people in ways which enhance the efforts of schools and agencies that provide specialist support for young people in the human services sector.

TRACTION represents a modest investment in prevention and early intervention that gives young people a chance to achieve their potential, contributes to positive, sustainable and healthy communities, while alleviating pressure on the justice, welfare and healthcare systems.

Find out more at [www.traction.community](http://www.traction.community) or follow @tractionbuilds on Instagram, Facebook and LinkedIn.



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