



Empowering young people to build their own future

Quarterly Report

Term 3, 2020

Message from the founder

It's hard to believe TRACTION marked its 5th birthday in July. Since kicking off the program in the Redlands in 2015, with your support, the TRACTION team has helped over 1,250 young people build their own future.

Over that time and with an eye to our Values of Courage, Initiative, Respect and Connection, TRACTION has continued to evolve, improve and incorporate new ideas to better help vulnerable youth.

A major milestone in recent months has been refining our focus and developing a strategic document describing our Theory of Change, which articulates the positive influence TRACTION seeks to make in the lives of young people in need. We are clearly defining how

TRACTION influences change through our Practice Framework, which also drives the application of our Vision, Mission, Values, Strategies, Policies and Procedures to deliver results for young people.

TRACTION has undertaken extensive research into evidence-based, best practice youth mentoring and engagement programs. We have blended these findings with the experience we've built over the last 5 years, to validate TRACTION's unique



model of engaging and supporting the health, wellbeing and capacity of vulnerable young people. This research also informed the development of TRACTION's **Program Evaluation Framework**, which measures the outcomes and impact TRACTION has on the lives of young people.

Our position is clear. TRACTION intervenes early with a focus on prevention, to reach young people before they fall through the cracks where more difficult and costly measures are often required to help.



We provide an action-based, physically active, workplace-style setting, where young people work in teams, to build skills, develop relationships, take on responsibility and complete projects. Participant surveys reveal that the benefits are tangible for young people – by the end of the program, the vast majority of young people report improved self-confidence and new skills, the ability to better connect with and consider the needs of others, a more positive sense of self, increased awareness of safe and healthy choices, and a more hopeful view about their future. These outcomes highlight precisely how TRACTION helps young people rediscover the joy of learning and build their own powerful and positive futures.

Looking ahead, TRACTION will continue to grow our presence across Southeast Queensland. In recently gaining charitable status through successful registration as a Public Benevolent Institution with the Australian Charities and Not-for-profit Commission, TRACTION has actively begun to engage and form partnerships with like-minded organisations, concerned with the wellbeing of young people in our community.

For those of you who have followed our journey so far, I thank you for your support. For those new to TRACTION, I welcome you into the TRACTION community and invite you to be part of our journey empowering young people to build their own exciting futures.

Heartfelt thanks,

Sandy Murdoch

“ I've seen more of an improvement in the students' behaviour in 1 hour at TRACTION than a few months at school.

Jason, a Redlands region school representative

“ Thanks to TRACTION for including our school in your programs this year. Meetings like the one I had with the parent of a participant today, when she talked about how wonderful the experience was for her son, really make me love my job - and all I do is introduce them to TRACTION!

Rachel Martin, Guidance Counsellor at Emmaus College

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Progress to date

Term in review

98	Participants (young people) engaged, including:
48	From Brisbane (North & South)
23	From the Redlands region
6	From Logan region
11	From the Scenic Rim region
6	From the Ipswich region
4	From the Gold Coast region
95%	Program completion rate
96%	Program attendance rate
83	Bicycles donated to vulnerable young people to encourage active, healthy lifestyles
>1,520	Hours of mentoring provided
21	Referral agencies supported – including schools, community service organisations, government and other agencies

4	Types of programs delivered including Bicycle Build, Small Engines, Boom Box and school holiday formats
7	Number of regions where programs were delivered
12	Program delivery locations

Cumulative to date (since July 2015)

1,245	Participants (young people) engaged, including:
498	From the Redlands region
249	From Brisbane's Southside
12	From Brisbane's Northside
103	From Logan region
110	From the Scenic Rim region
18	From the Ipswich region
10	From the Gold Coast region
245	Through Outreach, Mobile or Holiday programs
>1,080	Bicycles donated to vulnerable young people

Term 3 highlights



Thanks to support from Motorcycle Queensland, our Small Engines program was revamped to include Kickstart, a riding safety and skills development initiative for junior riders. Students from Emmaus College and Beaudesert SHS participated this term, with both groups being supported by Simon, a qualified motorcycle mechanic and new TRACTION Mentor.



Through support from Sealink Ferries, and the St George Foundation, Matthew Burns, a Quandamooka man and Traditional Owner of Minjerribah (North Stradbroke Island) delivered a cultural awareness education session with the Alexandra Hills SHS participants, which was a tremendous success. The session included a cultural talk, artefacts display, and traditional fire lighting activity.



As part of a multi-year commitment, The Morgans Foundation provided funding to enable 6 young people from Yeronga State High School to complete the Bike Build program. Heartfelt thanks to the Foundation for their ongoing support for young people in need from Brisbane Southside communities.

Special thanks to Pensar for providing space in their Stapylton warehouse for us to deliver our first full-term program in the Gold Coast region for students of Pimpama State College. Great Boom Boxes!



It was a privilege to deliver our first engagement for students of Yarrabilba State College in the Logan region. Students did an outstanding job completing the Bike Build program. Special thanks to Oswin and the team at Family & Community Place for providing the space for us to deliver the program.



Term 3 highlights (cont.)

Lions clubs have been wonderful supporters of TRACTION, and Jan and Simon from the Beaudesert community visited participants at our Scenic Rim workshop to see the progress they've made with their Small Engines projects.

“ For the first time in my son's school life, he was engaging in something and felt just as good as the other kids. He looked forward to going and talked about the activities he did all the way home. He finds school really hard, so it was just wonderful to see firsthand what joy TRACTION brought him. Thank you!

Parent of TRACTION participant

A visit by the team from Present Group, who provided a breakfast for participants at the Alexandra Hills workshop.



Watch video at <https://youtu.be/hV7DF4a7Slg>



Hosting Mr Doug Cory, from The Cory Charitable Foundation, at the Alexandra Hills workshop. With support from his family's foundation, TRACTION delivered 5 x 1-day school holiday programs for young people referred by other agencies, including Save The Children and Act For Kids.



Students from Mt Maria College did a superb job hosting Emma and Kristen from RSL Queensland, Major Support Partners of our first project supporting children of Australian Defence Force families.



“ I'm now more organised with my schoolwork. I get my assignments done early so I have time to think about how I can improve them before I hand them in.

Patrick, TRACTION graduate

Participant Survey Results



96% of participants reported they would recommend TRACTION to a friend

Outcomes and Impacts	Rating	After TRACTION
Confidence	97% 95% 90%	Felt: A sense of success More confident communicating with adults More confident setting goals
Engaged in learning	98% 74%	Felt: Interested in what they were learning and doing TRACTION helped them think about job or career options for their future
Skills	90% 94% 78% 95%	Felt they developed: Practical skills Skills to help them work in a team Leadership skills Skills that will help them in their life
Connection	98% 95% 93% 77%	Felt they: Belonged to the group Formed good connections with their Mentors Relate better and are more connected to other young people Get along better with family or other people in their community
Sense of self	87% 90%	Reported they: Feel more positive about themselves Discovered things they are good at
Health and wellbeing	85% 92%	Felt they: Think more about making safe and healthy choices for themselves Think more about how their choices affect others
Hopefulness	87%	Felt: More hopeful about their options for the future

How did it feel when you completed your project?

Accomplished, happy, great, proud, happy, excited, fun, confident, successful, perfect, pleased, amazing

What was it like working with the Mentors?

Helpful, enjoyable, conversations, learning, exciting, more social, little chats, relatable, easy to connect, people I trust, very approachable, did not make fun of us, really nice, showing me how - not just telling

what to do, helpful, equals, taught me a lot, showed me how to talk to people respectfully, taught me a lot about tools and life, friendly – one of the boys!, always had a story, felt safe, always giving, helpful – always there, encouraged us to represent our school in best light.

Parent Survey insights



Wow, how amazing are you all. I like how calm and engaged you all were with the children. My son would come home and discuss the new skills and your life experiences with so much passion and excitement. Keep up the great work.



My daughter has attended school more regularly and wanted to go to school every day that she was part of TRACTION. She has also not been suspended this last term which is the first time this has happened. She is behaving a lot better at home and able to communicate more honestly. She was proud when she came home and said she was the leader that particular day and seems more confident. She is able to resolve conflicts a lot easier than she was previously doing.



My son was proud of the bike he made. He has developed skills he would not have had otherwise. I would say it's given him ideas about a trade when he gets older. I wish he could do this program every term and develop these skills. Thank you for this opportunity.



Thank you for your program. It was amazing and he uses his bike every day!

“Gear Up” – more young people riding, safely



With the support of the Department of Transport and Main Roads, TRACTION and Bicycle Queensland have developed educational resources to support safe bike riding behaviour and road safety awareness. TRACTION commenced delivering Gear Up in Term 1 this year with over 190 young people having taken part so far.



Some findings to date:

- 97% of Gear Up participants feel more confident riding bikes after the program,
- 92% report they know more about bicycle and road safety as a result of the program
- Whilst 84% of participants ride on the road, only 68% of participants own a bicycle helmet,
- 41% typically didn't ride a bike at all, and
- Only 22% of participants ride bikes to school.

How your support makes a difference



Success Stories

Layla – confidence to re-engage at school



I wasn't going to school at all before TRACTION. I did my first ever full week of school 3 weeks ago. What got me going back to school was knowing that I had people there to help me. I have a habit of not finishing things that I start. Knowing that I will finish my bike is great. I feel proud of myself. The Mentors have helped me through so much. I get to learn new things. I couldn't ride a bike before TRACTION. I didn't even want to ride it at first. I'm now riding over the ramps. I couldn't really work in a group before. I used to work on my own. I can now work comfortably with others. I've made heaps of new friends coming here and I get along with boys so much better. I don't want to leave TRACTION. It has been so good. I would 100% recommend TRACTION to others.

Layla



Dom – building skills for his own business



I'm going to be a general gardening contractor. Someone will call or contact me on social media, I'll come over and check out the property, quote them a price saying I'll do this or tackle that. I'll get the job done, get my payment, then disappear from the property having got it all done.

I started the business because when we first moved to Kooralbyn I kept putting out resumes and references but I just couldn't get a job.

I started doing some community work gardening at the Mens' Shed in Kooralbyn for experience. Then I thought, well, I'll start my own business!"

Dom

Showcase: “TRACTION at the G”



With the support from the Coca Cola Australian Foundation, TRACTION has been fortunate to deliver programs for 43 young people in need from Brisbane Southside communities at the Glenala Trade Skills Centre since 2017. The following results realised by participants and observations of the program in Term 3, are excerpts from a report by James Brewer, Success Coach at Glenala SHS.



Participant	Participants' own reflections	Observations by school staff
A	"I've learned I can do anything I put my mind to."	An important moment for his self-confidence, which has been a huge barrier to social interactions and learning in the past. TRACTION has taught him he IS capable of achieving if he trusts himself, asks for help and has a go. Most importantly – reported that he feels more positive about himself.
B	"I know what my weakness is now and I know I need to work on that." (referring to a tendency to talk too much in class)	Has shown huge growth in self-regulating his behaviour.
C	"I can actually concentrate when I want to and I actually have patience".	Developed self-confidence in his ability to apply himself and demonstrate his knowledge.
D	"I can persevere and I have patience".	Encouraged others and set a good example as a leader. Self-confidence has been a barrier in the classroom (starting tasks on his own, working independently etc), but has learned some very valuable lessons about himself.
E	"I am good at helping people"	An excellent member of the team. Confident in communicating others and enjoys being able to lead teams and use his knowledge to help others.



Our people in focus: Elaina



Elaina, recently joined TRACTION as a Mentor, and whilst she brings qualifications including a Bachelor of Psychology (Honours), it is her affinity with young people and the quiet conversations she has with them that are so powerful. In Term 3, Elaina facilitated a reflection exercise with participants in Ipswich where participants considered "What have you learnt about yourself since doing TRACTION?".

Reponses included:

““ I can keep my cool when I get called names.

““ If you behave you can achieve what you want.

““ I'm kind of smart.

““ I can get along with other students.

““ I'm able to do things I couldn't do.

Barry

It's been tough for some of our volunteers, with COVID-19 restrictions keeping them from mentoring young people directly, however, that hasn't stopped them from finding new ways to make a difference. Barry has been a valued volunteer Mentor at TRACTION since 2018, and recently he jumped at the chance to spend a day building ramps used in our "Gear Up" program with fellow volunteers Martin and Jimmy, and TRACTION's Program Delivery Manager Karl.



““ It's great to see the young adults progress, from when they come into the program and the change in their attitude and their enthusiasm by the end of the term. That's really rewarding to everyone and I think that's what TRACTION is all about."

Watch Barry at <https://youtu.be/U0XWj-F6mV8>

3.

Community partnerships and engagement



CEO Bike Build



Thank you to our corporate, private and public sector leaders and participating schools and young people for getting on the tools for the CEO Bike Build fundraising event. One of our core values at TRACTION is connection, and that's what the CEO Bike Build is all about. Corporate and community leaders come together with TRACTION participants in an environment of shared experiences, learning and fun. The event raised over \$36,000 and the bikes built will be donated to future TRACTION participants. Watch the video at <https://youtu.be/HfQPc-zQnXg>



I think people should get behind TRACTION. I found the CEO Bike Build a great opportunity to work alongside my partner Riley. It's great to see young people doing something really useful and hands on at TRACTION. I hope I've helped them realise that they can be anything they want to be

Anne-Marie Ridgers,
representative of
AVS Nutrition

Special thanks to:

- John Barton, MGD Wealth
- Susanne Bransgrove, Liquid Gold Consultants
- Steve Edwardes, Present Group
- John Tucker and Basil Harvey, TAFE Queensland
- Robert Barron, Wiley
- Dan Argent, Urban X
- Charlie Hose and Matthew Blair, AP Eagers
- Mikko Helle and Anne-Marie Ridgers, AVS Nutrition
- Karl Yunker, Pensar
- Matthew Longland, Queensland Department of Transport and Main Roads
- Chris Ernst, Dentsu Aegis Network
- Baden Gower, OLE' Mexican Foods
- Will Douglas, Koda Capital
- Ed Harwood, Port of Brisbane
- Isaac West, Jones Day
- Barbara Arnall, CUA

Thank you also to Merlo Coffee and Chop Chop Changs for keeping everyone fuelled up for the day!

Other partnerships

Heartfelt thanks to:

- The Department of Defence for a Family Support Funding Program grant to undertake a project supporting children of Australian Defence Force families in 2020-21.
- Hand Heart Pocket ñ the charity of Freemasons Queensland, for support throughout 2020 that has provided access to TRACTION for young people in need.
- The Port of Brisbane for providing a community grant to help TRACTION build the skills, ambitions and connections that will empower vulnerable youth to positively reengage with education and community.
- The Present Group for continuing their longstanding support. Watch a message from Steve at <https://youtu.be/teWxeWNikiA>
- Brisbane Inner West Rotary, who first started supporting TRACTION in 2016, for its ongoing support that helps provide access to TRACTION for students from Yeronga SHS.



The Mini-Farm Project

TRACTION Mentor Jo has forged a new partnership with The Mini-Farm Project which is galvanising volunteers to grow quality and nutritious food in a special purpose urban farm at our Alexandra Hills workshop. We realised early in our journey that over 40% of TRACTION participants arrive at our workshops without having eaten breakfast and with no food for lunch. You can't learn on an empty stomach! Mini-Farm CEO Nick Steiner is leading the effort with a wonderful team of volunteers, which will not only provide hands-on learning experiences for our young people in the future, it will ensure access to quality food for those that need it.

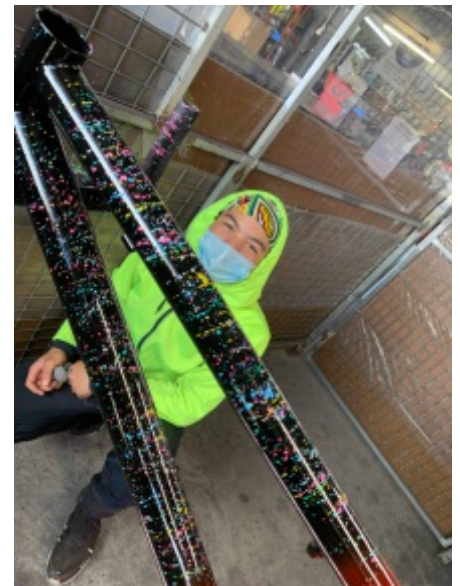


4.

Looking ahead

Looking ahead to Term 4 we expect to support over 120 participants in our 9-week school term and school holiday programs. We are also looking forward to:

- Further strengthening our partnership with Yeronga SHS. TRACTION will deliver programs for students onsite at the Yeronga Community Garden space from Term 4.
- After the success of our first effort with students from Mt Maria College, TRACTION will commence a project supporting more children of the Australian Defence Force community in Term 4.
- Starting a new term of the Community Bike Club at Yarrabilba. TRACTION will deliver our after-school program through a collaboration with REKON Youth Outreach Service.
- Delivering two programs in Redcliffe and Logan in partnership with the Queensland Police Service and Project Booyah.
- Planning a pilot program, supported by Health & Wellbeing Queensland, to deliver healthy outcomes for young people in need, by encouraging:
 1. Active lifestyles and learning,
 2. Healthy food and nutrition,
 3. Engagement and learning, and
 4. Industry and community connection.



My favourite part was painting my bike frame and seeing my design finished. I learnt to use each tool correctly to get the best results. Now I can work more on what I've built. I've learnt patience, persistence, positivity and pride, also how to work with others for my benefit and opportunities. I took all we learnt into account and am thinking about how to apply it to life.

TRACTION participant from Yeronga SHS



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.

6.

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.

TRACTION empowers young people in need by helping them positively engage with community, discover their talents and create their own future.

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

TRACTION provides a safe environment where young people restore items donated by the community and with the guidance of mentors, learn new skills and put them into action through participation in real, tangible and meaningful learning activities.

Find out more at www.traction.community or follow @tractionbuilds on Instagram, Facebook and LinkedIn.



www.traction.community

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