



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



Quarterly Report

Term 4, 2021

Message from the founder

Welcome to our final Quarterly Report for 2021. I am delighted to say that, with our dedicated team of staff, volunteers, referral partners and donors, we have supported 380 young people with programs delivered at 44 locations during 2021. Through more than 14,800 hours of mentoring, we have helped young people experience success and a sense of belonging through the TRACTION Bike Build, Boom Box and Small Engines programs.

In Queensland, we were fortunately spared lengthy COVID lockdowns, and were able to reach young people through face-to-face delivery of TRACTION programs. However, as we enter 2022 in an escalating COVID pandemic, it's clear that young people will need support now more than ever. According to a 2021 UNICEF report, the disruptions to routines, education and recreation caused by the pandemic, as well as concerns for family income and

health, are leaving many young people feeling afraid, angry and concerned for the future.

As a community, we can, and must, support our young people to navigate these tough times by boosting their resilience and wellbeing. Our program evaluations demonstrated powerful results for our early-intervention and prevention approach. TRACTION is helping young people experience

better mental health through increased confidence and resilience, improving their engagement in learning and equipping them with tools to better regulate their behaviour. These impacts can be enduring for our young people – potentially helping them change the trajectory of their lives.

During 2021 we have delivered key initiatives to ensure our sustainability through this



My son is more enthusiastic about getting a job. He has a mode of transport to get there. He is looking towards the future.

Term 4 TRACTION Parent



pandemic and into the long term. Our key organisational achievements for 2021 were driven by our 2018-2021 Strategic Plan and include:

- The recruitment of industry leading expertise in impact measurement, capability development and stakeholder engagement.
- The development of best practice governance processes under the direction of an organisational Practice Framework, a clearly definable Theory of Change and organisation-wide planning, operating and project management systems.
- The establishment of strategic partnerships with philanthropic, corporate and government entities.
- The establishment of program evaluation systems to validate, improve and refine the TRACTION approach.

In June we began the process of developing our 2022-2025 strategy, which will ensure that TRACTION delivers enduring impact and ensures our longevity as a sustainable, for purpose organisation.

We are excited about continuing to extend our reach across South East Queensland in 2022, including pilot programs planned for the Ipswich and Moreton Bay regions. We will continue to improve our approaches, including through our partnership with Health and Wellbeing Queensland, and supported by the University of Queensland, to embed healthy food and nutrition components into our existing hands on learning programs.

On behalf of the TRACTION team, we thank you for your unwavering support in these challenging times, and we wish you all the best for a healthy, safe and rewarding 2022.

Yours sincerely,

Sandy Murdoch

“ It has been a lovely time with the mentors and other students. TRACTION has helped me with issues I didn't know could be fixed. My confidence and self criticism have both been affected.

Feedback from a Term 4 participant

“ I feel like a different person with newly gained social skills.

Feedback from a Term 4 participant

“ It's the only thing he looked forward to each week. Instead of dragging his feet in the morning he would get up early, make his lunch and be excited to go.

Term 4 parent

“ When he brought the bike home, he and his siblings all rode together which hasn't happened in over a year.

Term 4 parent

2.

Progress to date

Term 4 in Review - the Key Numbers

115	Participants (young people) engaged, including from:
28	Brisbane South
25	Redlands
3	Logan
11	Scenic Rim
6	Moreton Bay
42	Holiday and mobile workshops
100%	Program completion rate
100%	Program attendance rate
97	Bicycles donated to young people
4,236	Hours of mentoring provided
20	Referral agencies supported – including schools, community service organisations, government and other agencies
4	Types of programs delivered including Bicycle Build, Boom Box, Small Engines and 1-day/school holiday formats



5	Number of regions where programs were delivered
9	Program delivery locations

Cumulative to date (since July 2015)

1,724	Participants (young people) engaged, including from:
609	Redlands
333	Brisbane South
35	Brisbane North
123	Logan
160	Scenic Rim
30	Ipswich
27	Gold Coast
12	Moreton Bay
395	Through Outreach, Mobile or Holiday programs
1,466	Bicycles donated to vulnerable young people
>74,531	Hours of mentoring provided

Term 4 highlights



Young people from Australian Defence Force families completed their first term-based TRACTION Bike Build program at Bray Park State High School, thanks to a grant from Defence Member and Family Support organisation.



The Hon Leanne Linard MP - Minister for Children and Youth Justice and Minister for Multicultural Affairs, visited our Alexandra Hills workshop, met our program participants and witnessed the programs in action! She was accompanied by Kim Richards MP, Don Brown MP and Deidre Mulkerin

“Teaching him to interact with adults, being on a first name basis has really helped him connect with school.”

Term 4 parent

- Director-General of the Department of Children, Youth Justice and Multicultural Affairs. We look forward to collaborating within the sector to help young people build connections, resilience, skills and pathways to positive futures.



We were fortunate to have professional big wave surfer Mark Mathews visit our young people in the Yeerongpilly workshop. Mark checked out the “boom box” projects that the group was working on and shared his experiences as a professional surfer with the group. Mark also spoke on behalf of TRACTION at the Xavier dinner, which raised much needed funds to help more young people access our programs.



“Even her psychologist has noticed a difference while she's been in the TRACTION program.”

Term 4 parent

Young people from Emmaus College in the Scenic Rim completed the Small Engines program, learning basic mechanics and developing skills to service and rebuild postie bike and mower engines.



Thanks to Cycling Brisbane, the award-winning program of Brisbane City Council, TRACTION provided free bicycle safety checks for young people attending BMX Workshops delivered at Deagon and Jindalee skate parks. The workshops provided the chance for the young people to build confidence and skills on their bikes. They were delivered by Rampfest and featured Australian Olympian Natalya Diehm, and former world champion, Brandon Loupos.

“She learnt how to follow through with a commitment and persevere through something.”

Term 4 parent

Our Impact – results for young people

Engagement in learning



When young people learn ways to feel more engaged with processes of learning they are better able to cope with demands of school and they feel more confident asking for help and communicating positively with teachers.

Resilience and mental health



When young people discover their inherent strengths, experience a sense of success and feel more in control of their feelings, they can feel more positive about themselves and more hopeful about their future.

Behaviour and skills



When young people learn skills for teamwork and leadership, they can become more aware of how their behaviours and choices can affect others. This can contribute to learning the skills to moderate behaviours and how to get along better with peers and significant adults in their lives.

100% of parents/guardians confirmed their child was interested in what they were learning or doing at TRACTION.

Schools reported that during TRACTION,

76% of participants were thriving or actively working on improvements in their attitude towards school.

Schools reported a **23%** reduction in the number of behavioural incidents following TRACTION

65% of participants think about what they want to do in the future and steps to achieve it

99% of participants reported TRACTION helped them build confidence

91% of parents/guardians confirmed their child had built positive connections with their mentors and/or peers

73% of participants felt more hopeful about their future job or career options

94% of parents/guardians noticed their child discovering self-confidence and developing their strengths

91% of young people said that TRACTION helped them feel that they can contribute positively to the wider community

Schools reported that **90%** of students were thriving with or actively improving their interactions with peers

Nearly **83%** of young people reported that TRACTION helped them feel that they could ask for help from their peers

61% of parents/guardians agreed that the general behaviour of their child had improved since being at TRACTION

Nearly **60%** of participants reported that they have learnt ways to cope with stress, feeling angry or upset

96% of participants reported they developed better teamwork skills

76% of parents/guardians confirmed their child has improved their skills for working with and being more supportive of others

80% of young people agreed that TRACTION has helped them make safer and healthier choices

How your support makes a difference



Deejay

"I used to suffer from very severe anxiety, self-criticism and just overall my mood not being very good.

Since coming to TRACTION I've socialised and gotten along better with other people. I've been forced into situations where I've had to talk, and by doing that, I've developed better social skills, and TRACTION has truly helped me.

Whenever I used to come to school, I dreaded it. I didn't enjoy the very first ten minutes. It was always a shot of adrenaline and anxiety... but, when I went to TRACTION, on those days, it wasn't there... and now it's not here any day."



Tommy



"I think the program was really good, not just the building and learning on the tools, but it was also super supportive mentally and emotionally, and because of that it made me feel really comfortable within the group, and I really enjoyed rocking up and doing it.

I've had a few days where I've come here not feeling the greatest, and by the end of the day I was definitely feeling a lot better, and they'd always bring up my mood and always put a smile to my face. I think that's really good, not just for me, but for other people who could be struggling with other things. I think the program is really good.

I definitely think I've found a couple of strengths, like being able to open up to people that are genuinely going to be there for you, and of course the things with the bike. Because we get to keep these bikes, I'll be looking back and thinking of (my Mentors) Ricko and Anna and how much they've done for me, and always putting a smile on my face every day that I've come to TRACTION."



Jaydan returned to mentor his peers



Jaydan flourished in his TRACTION program in Term 3, and his principal was seriously impressed with the positive changes he made at school.

In Term 4, Jaydan came back to TRACTION and developed his leadership skills further, helping his peers assemble their bikes.

Jaydan told us that he was motivated to get his first job over the Christmas holidays and had put TRACTION on his resume. He'd be riding his TRACTION BMX to work too!

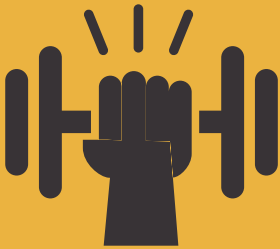
So how did TRACTION help get Jaydan ready for work?

"I've learnt to be responsible and not muck around, even if my friends do."

Jaydan, we're so proud of you for taking this step to build your own future!

Montana

"I can now open up to people and be myself around others. It's really helped me communicate with everyone."



“ (He's) learnt that he is not the only one that is feeling bad. He normally blames himself and says that he is dumb or stupid, but now he feels more supported.

Term 4 Parent



Team member in focus:

Welcome Julia Wood, our new Regional Coordinator for Brisbane!

Julia brings extensive community development experience to TRACTION, having worked in local government, not-for-profit and the private sector for the past 15 years.

With a recently completed Masters of Social Work under her belt, Julia is excited to use her up-to-date knowledge of best practice to support the mentor team and program participants.



Outside of work, Julia loves food, gardening, bikes, permaculture and the strength of grass-roots community - making her a perfect fit for TRACTION!

“ TRACTION is a unique organisation with a huge heart. TRACTION programs help young people identify and celebrate their own strengths, and mentors work hard to ensure young people are free to be themselves in a safe, supportive environment. I love seeing young people's confidence grow across the programs, as they start to build skills and take ownership of their bike projects. It's amazing how the right environment can facilitate so much positivity, hope and change! **”**

3.

Community partnerships focus



She has taken a lot of pride in the bike, and showing everyone the bike she created. Her independence has improved as well.

Term 4 parent

TRACTION is proud to collaborate with organisations who share our mission to support young people. At the end of 2021, TRACTION partnered with Multicultural Australia to run a 1-day workshop for a group of newly arrived young people. A Multicultural Australia team member shared this story from the day:

“ One of our young people arrived as a refugee from Afghanistan three months ago. She marked herself as a 3 on the 1-5 scale when she arrived, saying shyly, “Today I’m feeling like a 3”.

As the TRACTION workshop began, she started to demonstrate great technical skills and curiosity around what she didn’t know. Guided by Ben and the other TRACTION Mentors, she completed the assembly of her bike, and it was only when we all went outside that we realised she had never ridden a bike before.

Ben supported her in the learning journey, and towards the end of the afternoon she was riding on her own.

When we did the closing circle, she rated herself as a 5 and stated, “This was like a dream come true”.

It was really moving to witness her journey! ”



He found something that he was interested in and good at which has helped him find a direction of what he would like to do outside of school and for a job. He is very interested in bike mechanics.

Term 4 parent



He has thoroughly enjoyed doing something more hands on that he can see the result of. Something tangible. I think that’s the main reason for the change in behaviour. He has loved attending the program, is really thinking about his future and wants to get a job next week!

Term 4 parent

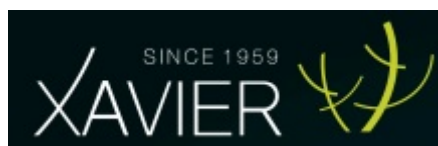
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With thanks from TRACTION



Heartfelt thanks to the Chain Reaction Challenge Foundation, the riders, and corporate sponsors of the Women's 3-day Challenge completed in November. This was the first time TRACTION has been a beneficiary charity of the Women's 3-day Challenge which culminated in a \$200,000 donation to TRACTION to help us reach more young people, with a focus on increasing participation of girls in TRACTION and supporting South East Queensland communities in need.

TRACTION was fortunate to be the beneficiary charity for the 2021 Xavier Dinner held on 28th August, which raised over \$100,000 to establish Xavier Dinner Committee scholarships for TRACTION! Guests also donated funds to purchase more than 50 BMX bikes for young people participating in TRACTION to adopt for their projects (and keep)! Heartfelt thanks to the guests and organising committee.



Thanks also to:

- The Courier Mail Children's Fund for a \$50k grant to purchase bicycles.
- Women and Change for a \$30k grant to run a 3-term pilot program responding to the needs of young people living in the Ipswich area.
- The proprietors of Cloudland and The Island for hosting TRACTION as the charity partner for Melbourne Cup events, raising over \$20k.
- Ausenco for a \$17k donation, and support of corporate volunteers, to support programs for young people on the Southside of Brisbane.
- UnLtd for partnering with TRACTION to provide media, creative and marketing industry support. TRACTION joins UnLtd's portfolio of 25 charities that help children and young people at risk.
- The Australian Government for awarding a \$3k grant under the 2021 Volunteer Grants program.

Thank you to the following partners for their support in the order of \$1 to 5k

- Eagers Foundation
- The Lighthouse Group
- The Brisbane Lord Mayor's Charitable Trust
- 99 Bikes staff Earning To Give program - special thanks to the team at the Annerley Store
- Brisbane Airport Corporation

5.

Looking ahead



Despite the challenges we face due to the impact of COVID, with your support we hope to support up to 400 young people in 2022.

TRACTION will continue to extend its reach across South East Queensland, including pilot programs planned for the Ipswich and Moreton Bay regions.

We are excited about a number of strategic partnerships, including with Health and Wellbeing Queensland, and we will continue to refine our approach to deliver enduring impact for young people.

TRACTION relies on community donations, corporate sponsorship and grants to meet the costs of delivering programs for young people and we welcome your ongoing support.

6.

About TRACTION

At TRACTION, our mission is to empower young people to build their own futures.



Our approach

TRACTION provides the opportunity for vulnerable young people to participate in a safe, workplace-like learning environment, "on the tools".

Young people form connections with peers and positive adults. They discover talents, develop strengths and build goal setting, teamwork and leadership skills for learning and work. The experience strengthens resilience, improves wellbeing and provides a foundation for improved future employment opportunities.

Visit www.traction.community contact us at connect@traction.community or follow @tractionbuilds on Instagram, Facebook and LinkedIn.



She has gone from not coming out of her bedroom, to going out for a ride every day and working on the bikes at home. She's thinking about her future and what path she wants to go down. TRACTION is one of the best programs around. She has gotten so much out of it.

Term 4 parent



She is so excited for Mondays and talks about the program all the time. Her dad made her a mini workshop in the garage so that she can fix her siblings' bikes.

Term 4 parent



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