



Empowering young people to build their own future



Quarterly Report

Term 2, 2021

Message from the founder

I hope this report finds you safe and well. As we finalise this report, we've just emerged from another relatively short COVID lockdown in South East Queensland.

Fortunately we were able to deliver full TRACTION programs in Term 2, and it was heartening to know that while the threat of COVID and job insecurity increased stress for many families in our communities, we were still able to reach young people who needed support more than ever.

In this report, I want to acknowledge the critical role of our partners in supporting young people. With no ongoing government support, young people need help to ensure they can access TRACTION programs. We are grateful for the unique

contributions of all our partners, who share our mission of empowering young people in our community.

The Yeerongpilly Workshop is a testament to the dedication of TRACTION supporters. The project was completed to the value of approximately \$300,000 on a pro-bono basis by Wiley and their network of subcontractors and suppliers. This scale of project was out of reach for us without their support, but because of their commitment to making a difference, young people in the Brisbane region now have a safe place to access

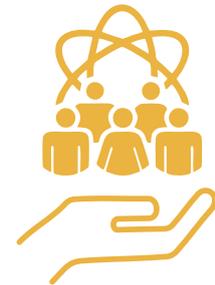


What I've learnt about teamwork is it's not all about you. Be patient and positive. Give everyone a chance. We all do things differently.

Term 2 TRACTION Participant

TRACTION programs and build their skills.

The Chain Reaction Challenge Foundation is another strategic partner that shares our values and vision to help young people in need. In June, TRACTION received a \$290,000 donation thanks to the fundraising efforts of the riders of the 2021 Queensland Chain Reaction cycling event. These funds will enable TRACTION to invest in upgrading existing facilities and establishing new workshops helping us expand our reach.



Our people are the heart of TRACTION. Guided by our Practice Framework, we continue to strengthen our team by investing in capability. We welcome the support of the **Queensland Community Foundation** through a grant to fund specialist training for TRACTION staff. We are also delighted to have formed a new strategic partnership with the **Kennards Hire Foundation** which will support further professional development for TRACTION staff and provide much needed scholarships helping young people to access TRACTION programs.

To lead the way in the capacity-building of our team, we are delighted to have recently appointed **Eleesa Johnstone** as TRACTION's new **Impact & Capability Manager**. With experience both in the human services sector and at a senior academic level, Eleesa brings up to date knowledge and experience in working with young people, and is leading the implementation of our **Program Evaluation Framework**, as well as leading the development of our learning and development program.

Getting 'on the tools' and successfully completing projects is central to TRACTION programs, and recently it has been exciting to introduce our young people to a new 'tool' to grow their resilience, through mindfulness. Our Mentors have been leading many of our groups through **mindfulness** exercises. It's been amazing to see the young people adopt this skill to regulate their own behaviour. We've also been thrilled to hear feedback about how powerful the impact has been from families, teachers and the young people themselves.

To our existing supporters, thank you for the difference you're making for young people in local communities. For those new to TRACTION, please don't hesitate to make contact to explore how we can work together to deliver positive outcomes.

Heartfelt thanks,

Sandy

“ Being a team leader has improved my social skills. Understanding mindfulness has made me happier and helped control my anger.

Feedback from a Term 2 participant

“ I have learnt about my learning style and am thinking about my future. I'm learning patience so I'm better in class and better behaved which means less trouble. I'm being able to get along with other people and that makes school easier.

Feedback from a Term 2 participant

2.

Progress to date

Term in Review - the Key Numbers

90	Participants (young people) engaged, including:
30	From Brisbane North
12	From Brisbane South
18	From Redlands
6	From Logan
6	From Scenic Rim
6	From Ipswich
12	From Moreton Bay
95%	Program completion rate
95%	Program attendance rate
100%	Participant satisfaction rate
54	Bicycles donated to young people
3,450	Hours of mentoring provided
15	Referral agencies supported – including schools, community service organisations, government and other agencies



3	Types of programs delivered including Bicycle Build, Boom Box, and 1-day/school holiday formats
6	Number of regions where programs were delivered
12	Program delivery locations

Cumulative to date (since July 2015)

1,528	Participants (young people) engaged, including:
565	From Redlands
288	From Brisbane South
30	From Brisbane North
115	From Logan
138	From Scenic Rim
30	From Ipswich
21	From the Gold Coast
341	Through Outreach, Mobile or Holiday programs
1,312	Bicycles donated to vulnerable young people
>66,400	Hours of mentoring provided

Term 2 highlights



TRACTION participants from the **Redlands region** enjoyed a captivating **cultural education** session by Matthew Burns, a Quandamooka man and Traditional Owner of Minjerribah. The young people discussed local history and engaged with an artefacts display and traditional fire-lighting activity. Thanks to the **St George Foundation** for funding our Indigenous groups and supporting this important opportunity.



Our **Small Engines program** got revved up with a curriculum revamp thanks to Mentor Ricko, who has dual qualifications as both a bicycle and small motors mechanic. Participants from **Emmaus College** loved the new program format and enjoyed problem solving in teams to get their engines running.



Students from **Nursery Road State Special School** and **Yeronga State High School** were the first groups to use the brand new **Yeerongpilly workshop** for their Bike Build programs!



TRACTION reached more young people in the Ipswich Region through a new partnership with Ripley State High School.

Thanks to a Family Support Funding Program grant from the **Defence Community Organisation**, TRACTION has engaged young people from defence families in a series of 1-Day Bike Build Programs, in partnership with **Everton Park SHS, Bray Park SHS, Albany Creek SHS, McDowell SS and Springfield Central SHS.**



“ I learnt I can be a leader. I know everybody has a voice. Accepting mistakes, patience, self-control, helping each other out. Give everyone a chance and not boss people around.”

Term 2 participant

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.

15% improvement in attendance reported by schools

Schools reported that

71% improved their general attitude towards school since starting TRACTION

TRACTION helped

82% of participants think about what they want to do in the future and steps to achieve it

71% of participants reported they get along better with their teachers

Schools reported

70% of participants improved their capacity to cope with the demands of school

95% of participants reported TRACTION mentors helped them become more confident

71% of participants are more hopeful about their future job or career options

95% of participants felt more positive about themselves

94% of parents/guardians reported their child discovered self-confidence and developed their strengths

97% of participants reported that TRACTION Mentors encouraged them to use their strengths

36% reduction in the number of behavioural incidents reported by schools

87% of participants felt they make healthier and safer choices

95% of participants reported they developed their team and leadership skills

80% of parents/guardians confirmed their child is more helpful or supportive of others

95% of participants that feel more confident communicating with adults

Mentor Observations - character strengths

TRACTION programs are designed to help young people build strengths, capabilities, resilience and learn the skills to navigate life's challenges.

Each day, our Mentors map the journey of TRACTION program participants, keeping a record of the character strengths they have observed in our young people. Here are some of the character strengths recognised and acknowledged by our Mentors in young people this term. It's fantastic when our young people are acknowledged, sometimes for the first time, for showing a talent or a strength.



““ TRACTION was a wonderful opportunity. My son keeps his bike in his bedroom - he is so proud of it! He adored his Mentors. His self-confidence has improved immensely. He had an interview with teachers and he excelled - I was not prepared for him to do so well. Overall, he is happier. The Mentors operated at the kids' level and showed that you can be kind and respectful and still be really cool! He's out riding his bike in the afternoons now instead of on the couch with his phone or PlayStation. He's also more aware of how his behaviour impacts others. He's learnt that if he respects others then they'll respect him. I have no words to describe how amazing the program is. As a family we are so impressed with what it offers and can't rate it highly enough

Parent of TRACTION participant

““ “It takes my son a while to connect with people because he's shy, but every day when I picked him up, he wanted to talk about everyone and how nice they were. He is Indigenous, but didn't know much about his culture. One of the Mentors talked to him about culture which he really enjoyed and now he wants to know more about it. I've never seen him enjoy a program so much.

Parent of TRACTION participant

““ I have applied for two jobs since TRACTION.

TRACTION participant

How your support makes a difference



Success Story

Saxon's TRACTION Story



Saxon was having a rough time at school, getting in trouble and not wanting to attend. The Guidance Officer invited him to do TRACTION and he completed our Bike Build program.

Saxon enjoyed the program, attending each week and working on managing his frustrations with the support of Mentors Luke and Kylie. Now, Saxon says it's easier for him to stay calm and ignore people when he gets frustrated with them, meaning that he is managing better at school.

Since growing his confidence to connect with other young people at TRACTION, he's joined a volleyball team. This is an amazing step for Saxon, and we look forward to seeing him take his next steps towards his goals.



Billy's New Skill

“I've learnt to control my anger. The meditation helped me calm down. I liked the calmness and feeling the breeze. When I'm angry at home and school, I take 10 deep breaths.”

Billy



The energy and authenticity of the TRACTION approach sparked my interest straight away. The entire TRACTION team are passionate and committed to building positive relationships with young people and each other, and by doing so have created a for-purpose organisation that gives young people a unique experience of what it means to connect with adults in safe, fun and meaningful ways. I'm excited to be part of an organisation that embraces the possibility of doing great things in a different and sustainable way



Team member in focus:

Welcome, Eleesa!



We are excited to have Eleesa Johnstone join TRACTION in the new role of Impact & Capability Manager. Eleesa will implement an evaluation framework to measure program outcomes and help TRACTION continue to build its capability to successfully engage young people. With a background of over 30 years as a social worker and significant experience working with young people, Eleesa has specific interest in organisational development, staff development and training, and governance change processes. Eleesa joins TRACTION having worked in the university sector as a lecturer at QUT and Griffith University.

3.

Community partnerships and engagement



Opening of the Yeerongpilly workshop opening

TRACTION supporters, including **Mark Bailey MP**, **Cr Nicole Stevenson**, Health & Wellbeing Queensland CEO **Robyn Littlewood**, joined us to open the new Yeerongpilly workshop and acknowledge the wonderful contribution of **Wiley** and their network of contractors and suppliers in refurbishing the workshop.



TRACTION Connect

TRACTION Connect is a partnership between businesses and the charitable work of TRACTION. Partners, such as the **Port of Brisbane**, help inspire and educate TRACTION participants towards employment. Matt and Tim from the Port of Brisbane visited our Alexandra Hills workshop recently and Matt shared:

“ It was truly a wonderful experience and one that I am already talking fondly of with family, friends and colleagues. It was plain to see that you are making a difference and changing lives. We have no doubt that the support and education you provide these young people will be long remembered and respected. Well done and thank you for allowing us to be a part of your success. Keep up the great work. ”



Feeling good, amazing sense of responsibility in finishing my bike as it took me all this time to build it.

TRACTION participant

Volunteers making a difference

Mike has started volunteering with TRACTION in the Scenic Rim recently and shared:

“ With TRACTION there are opportunities to make a contribution to an organisation that has a commitment to helping young people. My time as a volunteer will provide another set of hands, another perspective and another sounding board. From a personal perspective, there will be opportunities for me to grow, to feel worthwhile, to be a more productive member of the community. ”



4.

With thanks from TRACTION

Thank you to our partners for helping bridge the gap for young people.

The **Chain Reaction Challenge Foundation** donated \$290,000 to provide critical infrastructure to help expand our presence and make an enduring impact across Southeast Queensland



The **Bryan Family Foundation** has contributed its third \$50,000 annual donation to provide access to TRACTION programs for young people in the Scenic Rim.

The **John T Reid Charitable Trusts** have awarded a \$48,000 grant to support the expansion of TRACTION into the Moreton Bay region.

The Board of Directors of **Vitae** have entrusted TRACTION to continue its legacy of supporting vulnerable young people through a \$40,000 donation.

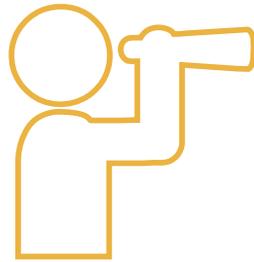
Cycling Brisbane, the award winning program of **Brisbane City Council**, has continued its sponsorship of TRACTION with a \$30,000 contribution to support the delivery of programs, the establishment of the new **Yeerongpilly** workshop, and for TRACTION's assistance at Council events and **Active School Travel** initiatives that promote cycling in the Brisbane community.

The **Murphy Family Foundation** donated \$20,000 to support program delivery, the **Cory Charitable Foundation** provided a \$10,000 grant to fund school holiday programs, and the **K&T Driscoll Foundation** made its second annual \$10,000 donation to provide scholarships for young people.

Thanks also to the **Easts Leagues Club** for awarding a \$19,500 community grant to support program delivery for young people on Brisbane's southside, the **Count Charitable Financial** for a \$10,000 donation, and **Pitcher Partners**, the **Fitzpatrick Family Foundation**, **M&P Pherous**, and **Queensland Neurology Group** for their continued support.

5.

Looking ahead



In Term 3, we will support **over 80 participants** in our 9-week school term programs, and a further **24 young people** in school holiday and mobile outreach programs.

We will continue to build the skills and capability of our Mentor Team, with **professional development** including counselling skills training.

We look forward to providing a **unique opportunity for hands-on learning** in collaboration with **Metro Arts** and participants from **The Sycamore School**. Together with contemporary Brisbane artists, young people will be repurposing retired Brisbane CityCycle bikes, in an exhibition called **The Mechanics of Adaptation**, to be displayed during Brisbane Festival.

We are also excited to bring TRACTION program participants together with TRACTION supporters in our third annual **CEO Bike Build**. We hope the event will go ahead as planned on Friday the 10th of September at Port of Brisbane, and are closely monitoring restrictions with COVID. This is TRACTION's largest fundraising event of the year, and a chance for business and community leaders to connect directly with the young people they are supporting through TRACTION programs.



I look forward to TRACTION and that makes it easier to go to school on the other days.

TRACTION participant



I like going to TRACTION - it helps me have a good mindset. I can concentrate better in class. I don't normally finish assessments but have this term.

TRACTION participant



I've learnt I need to communicate with my teachers and ask for help. My listening has improved and I am not in trouble as much.

TRACTION participant



TRACTION was really fun and I enjoyed going. It's a place where everyone can be accepted.

TRACTION participant

6.

About TRACTION

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

Our focus

For some young people, the odds are stacked against them. They are vulnerable due to risk factors such as poverty, substance abuse in the family, or being part of a marginalised group, putting them at higher risk of negative outcomes.

Young people need our help, and they need tools and skills that will help them withstand the challenges they are facing – they need to be able to survive and thrive.

Our approach

We engage young people through mentoring and hands-on learning projects, where they will experience success.

In partnership with schools and other referral agencies, TRACTION reaches young people typically aged 12-15 who need support, and gets them 'on the tools' in a workshop.

By providing a safe space for young people, we help them build resilience, leadership and teamwork skills for greater wellbeing and success.

Through a strengths-based approach, we facilitate goal setting, so that young people envisage possibilities for their future, and take the first steps towards getting there.

To help us bridge the gap for young people, please visit www.traction.community or follow @tractionbuilds on Instagram, Facebook and LinkedIn.



He loves it and wants to be a mechanic. With traditional schooling he is usually behind but with TRACTION he learns really well. His Guidance Officer let me know he was more helpful at school and seems to have finally understood that she is there to help him. He spent school holidays working with his Dad and he was respectful, polite and followed rules in workplaces. He understands why that is important and knows what behaviours fit a work environment.

Parent of TRACTION participant



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