



DISCO
www.disco.org.au

DISCO Beat!

Partnering Schools, Linking with Business, Supporting Youth!

Oct / Nov
Edition - 2022

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Mike's Column

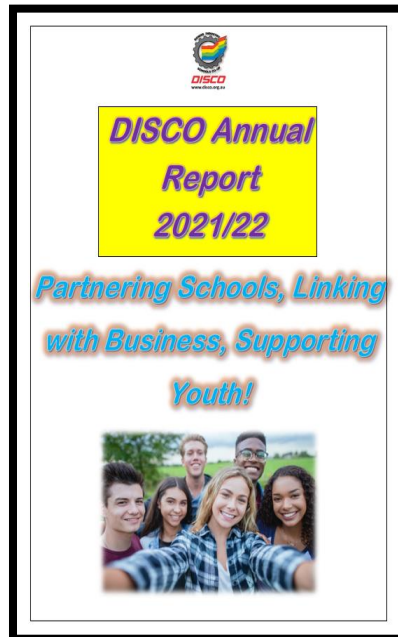
High Demand for Quality Staff

I think it is obvious to everyone that demand for staff is at an all time high and DISCO is being regularly approached by businesses looking for new team members. It has become obvious to me that, regrettably, the support and mentoring available to assist young people to transition into new entry level opportunities is now sadly lacking in workplaces. I don't blame businesses for this problem, but it is having an impact on the ability for workers to successfully transition into a new role. In my opinion, a workplace mentor or supporter is vital to help make a new team member feel welcome and comfortable as they start learning about their role and their duties. In recent times I have dealt with the frustration of business owners and managers who have become frustrated that young people don't just quickly get 'up to speed'. The fact is that for many young people, who are often commencing in their very first job, have to make a substantial adjustment to meet the expectations of an employer whilst getting used to the routine of work and how to actually develop themselves successfully in a workplace. I would like to remind new and prospective employers that taking a little more time at the beginning and providing support to aid the new worker will pay benefits in the long run. Its important for those supporting new staff to remember how difficult it was for them on their first day and by accommodating and supporting new workers this directly impacts on employment longevity and the development and success of that new team member over time.

Recently, to support young migrants and refugees in the Toowoomba community, DISCO lodged a funding application in early October with the Queensland Government. This application, the **Migrant and Refugee Youth Support Program (MaRYS)** may be funded through the *Skilling Queenslanders for Work* initiative with DISCO hoping to find out if it has been successful in early December this year. If successful, DISCO looks forwards to assisting more than 30 young migrants and refugees into employment or further training during 2023.

Recently the organisation finalised its Annual Report for 2021/22 period with this document to be tabled for approval and public release at DISCO's Annual General Meeting on the 14th of November. This year the meeting will be held at DISCO's Gatton site, and I would like to extend an invitation to the friends of DISCO to attend. If you would like to attend, please contact Head Office on 46383088 to obtain an agenda and RSVP for the event.

During the development of this document this year, I have been reminded of the work we have achieved and would like to acknowledge and thank all DISCO team members and the volunteers who help assist and guide the organisation to be successful. Without all of these valuable individuals and their fantastic efforts we would not be able to achieve what we do and make a difference in the lives of young people in across the communities in which we operate.



I would like to take this opportunity to thank our key partners in the community as well as acknowledging the Australian and Queensland Governments for their financial support. I hope everyone enjoys a break over the festive season and that while welcome, we don't end up with too much rain over the spring and summer seasons. My best wishes to all of you for a Merry Christmas and prosperous and safe 2023.

Mike Paton - CEO

Study Assist – studyassist.gov.au

Study Assist is an Australian Government website that provides information on financial support for young people looking at post school education support.

The site provides information on eligibility and the various types of grants and financial support that is available.

Connect and learn more about Study Assist here:

<https://www.studyassist.gov.au/support-while-you-study/support-students>

Gatton Update

Wow! What a busy few months we have had and it doesn't seem to be slowing down!

Unfortunately, we lost our trainee at the start of the semester, and while we were sad to see Kyle go, we wish him all the best with his future endeavours.

We started our second semester on the 18th of July with 9 students and it's hard to believe we only have five weeks until graduation. From working hard and stretching our brains to get our units completed, participating in several personal development and industry focus sessions, to finishing work readiness modules and activities our semester two 2022 cohort are gaining the skills and experiences needed to be successful in the workforce. We have also been lucky enough to welcome Trent back to teach some Indigenous art and have had the Australian Defence Force educate us on the many career options available in the military, tried our hand at cooking, and tested our athletic abilities with Basketball and Beach Volleyball. It is so wonderful to see how each young person has grown throughout this semester.

We have also completed our 12 weeks post program support for our past 7 participants from the semester one group. This post-program support has resulted in high levels of work and study outcomes for the group. We are very proud of how this group have knuckled down to move their careers and themselves forward. Great job semester one!

We attended the Faith Lutheran and Laidley High Careers Expo in August, and it was such a pleasure meeting so many young people and talking to them about their futures. It is such a privilege to continue to partner with our local schools to support and offer alternatives to our young people.

We now have a 2023 waitlist for Get Set for Work and will begin conducting intake assessments for next year's program in the coming months. If you know a young person that may benefit from our 2023 Get Set for Work program, please contact us on (07) 5462 1400.

Kim Stevens and Jenna Perrett – Gatton team

DISCO is supported by the Australian & Queensland Governments.



YES Program

It is truly hard to believe that we are almost at the end of 2022 but what an incredible year it has been, particularly for the YES Program. The past few months have seen many successes from YES participant's as young people across the Toowoomba, Gatton and Dalby regions have been engaging and working hard towards achieving their employment goals.

Through the YES Program, young people have been provided the opportunity to develop their job searching skills and their confidence. This has been achieved through a collaborative process which focuses on enhancing their professional resume and cover letter writing skills, interview preparation, and career planning abilities. Additionally, YES participants have demonstrated an enthusiasm towards working on other core skills to support their job searching and personal development needs including budgeting, time management, problem-solving and value identification activities. This has gone to show the individualised nature of the program looks at young people's overall development and what they might need support around to achieve their goals which has resulted in many great successes for the 2022 YES participants.

Since the middle of the year, I have been focussing on expanding the program further in a variety of ways. This includes supporting the coordination of the School Leaver Presentation's that are conducted throughout the middle and end of the school year for the Grade 12's before they commence their transitions into the workforce. In addition to this, Mike and I both were present at the Harristown State High School's Career Expo back in August where we also got an opportunity to expand upon our networks with other services and got to meet some of the Grade 12 students before our scheduled presentation in November. Consequentially, this has opened many opportunities and conversations with stakeholders, networks and young people to expand the YES program further in 2023.

One more final note is to share a fantastic resource that's commonly used within the one-on-one sessions with YES participants. It is the SEEK Free Career Planner template <https://www.seek.com.au/career-advice/article/5-steps-to-your-future-career-planner>

This resource provides YES participant's with a visual and physical product that allows them to map out their career plan which we construct together throughout our appointments. It also offers room for different career ideas to help young people problem-solve and weigh-up which direction they might want to move towards.

If you know a young person needing some assistance finding work or have any questions regarding the program, please feel free to contact me on 0457 871 530 or, alternatively, via email at dana@disco.org.au.

Dana Sallway – Youth Employment Support Coordinator

Dalby Doings

Our second group of Get Set for Work clients commenced on Monday the 1st of August with 9 participants. The first week was mainly filled with “getting to know you” activities. Since then, we have completed such a wide array of activities and workshops as shown below:

Personal Development	Life Skills	Career Development
Learning Styles Test	Time Management	Created email address
Self Esteem	Cooking	Work Values
Self-Care	Exercise - Basketball	Career Interest Test
Dip N Paint (Mindfulness)	Cricket	Defense Force visit
Anger Management	Table Tennis	Resume & Cover Letter
Consent	Use of public gym equipment	Horticulture Workshop
Cyberbullying	Nutrition	Rights & Responsibilities in the Workplace
Resilience	Budgeting	Interviews (Do's & Don'ts)
Black Track Boys	Centrelink Info Session	Library visit
Morals		Simplicity Air Seeders Industry tour
Conflict Resolution		Kerwee Feedlot Industry tour
		Golden West Apprenticeships visit
		Create Job Search accounts
		WHS in the workforce
		Bunnings Sausage Sizzle
		SEE Program site visit

I am just exhausted by reading the list! I am also very excited that we have been able to access some free training this semester.



Our current Get Set for Workers will graduate with an RSA, Food Safety, Barista and First Aide certificates as well as a White Card, *Certificate II in Skills for Work and Vocational Pathways* and a Tenancy Skills Training certificate.

Their resumes are looking great, and they are now able to add the skills attained at our recent Bunnings Sausage Sizzle which now include Customer Service, Cash Handling and Food Preparation.

It's been a very busy time for this cohort and have 5 weeks until our Graduation on the 1st of December.

I have been in contact and made bookings with schools from Dalby, Tara, Chinchilla and Miles to participate in our annual Year 12 School Leaver presentations. This will enable us to make contact with these students in March next year to ensure that they have successfully transitioned into the workforce or moved into further education.

Le-Anne Callaghan
Southwest Qld Area Manager & Dalby Site Manager

James Street News

James Street is buzzing with excitement with our end of semester graduation all booked in and ready to go and now we have the big push to get all of our training units completed in time. With our new James Street team's first group together from the very start to finish, we have had more time to bond with each individual and have seen the magic of change over a full semester. This change, improved behaviour and outlook on life never comes easy for everyone, with many ups and downs, however it is truly amazing to witness it in our program. With only 5 weeks left we will be filling our days with guest presenters, industry focus lessons, mock interviews, career testing and completing our last 4 units. We cannot wait for this group to accomplish their goals at DISCO and enjoy their well-deserved graduation.

James Street recently hosted the Toowoomba Young Leaders Program to showcase all we do at DISCO. It was a chance for them to learn more about our programs and how we support youth in our region. They had some great questions about the issues we see affecting our young people in the Get Set for Work program. We discussed, mental health and support issues in the region, isolation due to the ongoing effects of COVID-19 over the past two years, gaming, social media, bullying and so much more including how our program tries to help them holistically and with whatever challenges they are facing at the time. It was lovely to see so many young faces who wanted to help make our region a better place for youth.

After 12 weeks of support from our team, the semester 1 group has achieved some great outcomes. Fifteen out of 16 participants have either gained employment or returned to school or study. We are so proud and enjoyed a lovely catch up with the group over the holidays.

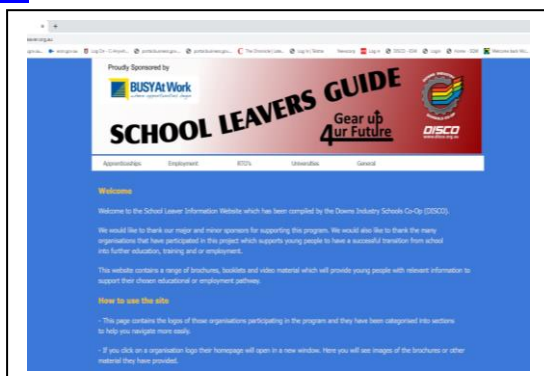
Jasmine Palm
James Street & Get Set for Work Coordinator



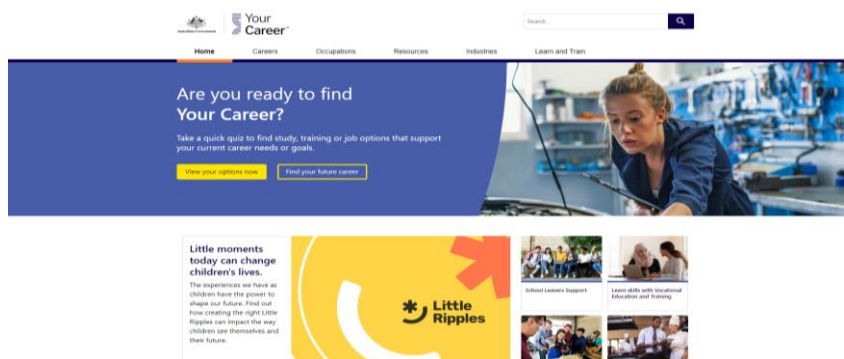
School Leaver Booklet & Website

For many young people in Grade 12 the shift to their new life in 2023 is just around the corner.

DISCO's School Leaver Guide and Website are available to provide assistance. If you are a school leaver or know someone who is, then make sure you obtain a copy of the School Leaver Guide (pictured) which is available for DISCO's Head Office at 453 Ruthven St or by calling 07 46383088. Alternatively, you can visit the School Leaver Website (pictured) at www.schoolleaver.org.au



Your Career Website



The Your Career website has some interesting and helpful resources for young people, teachers or care givers.

Developed and managed by the Australian Government, the Your Career website helps young people explore their areas of career interest and helps them to design their future based on their life preferences.

Explore it for yourself at: <https://www.yourcareer.gov.au/>

Joke in the Corner

Favour from the Pilot

A woman was flying from Melbourne to Brisbane but the plane was unexpectedly diverted to Sydney along the way.

The flight attendant advised that there would be a short delay and passengers were advised they could disembark for 50 minutes. Everyone got off the plane except one regular passenger (Kathy) who was blind.

The pilot was in the process of getting off and noticed Kathy as she was a frequent flyer and approached her to say Hi.

"Kathy we are here for nearly an hour would you like to get off"?

"No thanks Captain Mowbray but I think Buddy might like to stretch his legs".

All the people at the gate came to a complete standstill when they looked up and saw the pilot walk off the plane with a guide dog for the blind! Even worse, the pilot was wearing sunglasses!

People scattered. They not only tried to change planes..... they were also trying to change airlines!

Quote of the Quarter

"You only live once but if you do it right, once is enough" **Mae West**



Staff Profile – Lara Smith

My name is Lara Smith, and I am the Get Set for Work Coordinator at the Dalby office.

My working life began by cleaning hotel rooms and repairing textbooks in my school holidays to make some pocket money. When I was 15 years old, I scored my first part time job being a 'checkout chick' at Coles Dalby. I graduated grade 12 in 2016, unsure where I was meant to be in this big world, but I was so keen to get out there and see what I could make of it all. I applied for the DISCO Traineeship advertised and was lucky enough to be chosen for an interview. Unfortunately, I was unsuccessful, but I did not let that stop me. I worked at the local criterion pub in town for the first 3 months while I decided my next step. After this short lived yet eye-opening experience, I then stepped out of my comfort zone and gained a fulltime job at the Countrywide Saddlery and Clothing store where I learnt everything you'll ever need to know about horse's (might I add that I have never been near a horse in my life), working with clothing wholesalers and equine equipment. I worked as a Retail Assistant in this small family business for over 3 years. Although it was good fun, I did not feel as though I was fulfilling my potential as I have always wanted a career in helping people. Early in 2020, I saw that DISCO was advertising for a Youth Worker Traineeship. Without hesitation, I tried my luck again putting forward my best possible Cover Letter and Resume. After not giving up on my dream job I finally got my foot in the door. Receiving the phone call that I had been offered the traineeship is a moment I will remember forever. I have worked for DISCO since March 2020. I began as a trainee in the Transition to Work Program where I worked before, I was offered the position as the Get Set for Work Trainee. By the end of 2020, I had completed my *Certificate III in Community Services* and became a qualified Youth Worker. I supported many coordinators delivering the Get Set for Work program and recently was offered the opportunity to step into the role of Get Set for Work Coordinator myself. The hard work paid off and I'm living the dream!

Lara Smith - Get Set for Work Coordinator - Dalby

