



# DISCO Beat!

July – August  
Edition 2014

*'Partnering schools, linking with business, supporting youth'*

## CONTACT US



8 Station Street  
Toowoomba QLD 4350  
Ph: (07) 4638 3088



129 James Street  
Toowoomba QLD 4350  
Ph: (07) 4632 9065



169 Cunningham Street  
Dalby QLD 4405  
Ph: (07) 4662 2147



Cnr McDowall &  
Hawthorne Sts  
Roma QLD 4455  
Ph: (07) 4622 3311

*DISCO appreciates the support provided by the Commonwealth and State Governments*

## Mike's Column

### A User Pay Future?

Well a lot has happened both for DISCO and our sector since I penned my last column earlier this year. As many of you would be aware the Federal Government released the budget in May and the austerity measures that were occurring at State Government level have continued in the federal arena. In May DISCO lost 74% of its annual funding as a result of the decision to cease the Youth Connections program at the end of this year. This has obviously put pressure on our organisation and creates a question mark about our future. Currently the DISCO Management Committee Executive and our membership in general, are carefully considering our current activities and questioning how or if DISCO can move forward with its services under a 'user pay' model. Recently, and very importantly, DISCO signed one of its first MOU's with a local Job Services Agency and this significant signing will see us working closely and specifically with Early School Leavers delivering our Jobs through Education & Training (JET) program. We expect that this model will also be offered to schools and that more of DISCO's work in the future will involve a fee-for-service approach. This will be discussed in even greater detail at an important upcoming Management Committee meeting on the 21<sup>st</sup> of July. Currently we are talking to key stakeholders, our clients and our staff as we plan our future operations as a youth agency in a very different funding world. If you have any ideas or would like to share your support to see DISCO continue beyond the end of the year send me an e-mail at [mike@disco.org.au](mailto:mike@disco.org.au).

Early in the year DISCO welcomed John Hewitt as the organisation's Business Development Officer. Apart from aggressively chasing funding opportunities for DISCO, John has also been working hard to modernise and improve our DISCO website. I'm very pleased with the work he has undertaken and I invite you to check out our new website. Our address hasn't changed and you can find our fresh, new site at [www.disco.org.au](http://www.disco.org.au). One of the new features of our website is the **Donate** button. DISCO now has the capacity to receive donations from the public and our organisation is very grateful to receive support which will help our not-for-profit continue the great work to assist young people. Unfortunately, as DISCO is not a deductible entity in the eyes of the Australian Tax Office, it is not possible for people to claim the donation as a tax deduction.

DISCO is also delighted to acknowledge local mining services company Easternwell which recently provided funding for our James Street site allowing for the provision of a new smart TV for use with our learning programs. A big thanks to Easternwell! We very much appreciate your support.



*Above: Jobella, Kimberley and Carissa with James Street's new TV!*

It was great to recently see the first group of 2014 clients graduate from our Youth Connections and Community Learning programs. The clients (all from our James Street site) have worked hard over the last few months to complete accredited training and undertake work experience. A number of this group have already secured employment and some have even decided to return to study which is terrific. DISCO wishes them all the best with their futures!

DISCO recently finalised the destination and tracking work to assist year 12 school leavers from 2013. This data has now been provided back to the department and principals across the region. All young people requiring support in early 2014 have now been assisted. I recently met with a representative from the Department of Education, Training & Employment who is keen to see DISCO involved in delivering a similar program (possibly expanding it to cover additional areas) at the end of this year although this is yet to be finalised. DISCO hopes to complete negotiations in the near future and then contact our local sponsors to undertake the program again.

I look forward to catching up with everyone in schools or in the community.

**Mike Paton**  
CEO

## Dalby Doings

Our Youth Training Program for 2014 has proved to be very successful with sixteen participants and nearly 100% attendance in most instances. In 2014 we no longer have two set semesters as in previous years, instead we have a rolling intake. This means we will have one large graduation in November for all of the 2014 graduates. In June six young people completed the program.

I would like to thank the Dalby team for some fantastic outcomes as follows:

- 1 young person has enrolled in a Cert III in Children's Services
- 4 clients have obtained part-time work
- 5 young people enrolled in a Cert II in Workplace Practices
- 1 client completed Responsible Service of Alcohol training
- 1 young person enrolled in the Language, Literacy and Numeracy program at Dalby TAFE.

I would also like to acknowledge the support of our major stakeholders including:

- Dalby State High School
- Warwick Credit Union for sponsoring our ESSI money budgeting program
- Kobi House
- Local Businesses who supported our Industry Tours:
  - Simplicity Air-Seeders
  - Kogan Creek Mine and Power Station
  - Big W
  - Golden West Employment
  - Australian Defence Force
  - Black Truck and Ag
  - Western Downs Regional Council
  - Queensland Police Force
- Dalby TAFE
- Lifeline Dalby
- Dalby PCYC – Gym and Laser Skirmish
- ATOD's (Alcohol, Tobacco and other Drugs)
- Qld State Library (computer course)
- TASC
- Relationships Australia

It is also pleasing to confirm that Emma Kaiteie has accepted the role of Youth Support Co-ordinator at Dalby State High school on a permanent basis and we look forward to her continuing contribution as she supports young people at the school.

**Le-Anne Callaghan**  
*Office Manager*



## Roma Wrap

Maranoa young people continue to be supported by Roma Office Team Leader Toni Jeavons and myself through personal development activities and employability skills by way of one on one support (Roma) and small group work in an Outreach capacity in Mitchell and Charleville. To ensure we are able to better support our young clients, Toni and I have both attended in-service training as well as joining our colleagues from Dalby and Toowoomba in attending the National Youth Connections Forum in Melbourne recently.

PCYC have continued to be great supporters of our at risk young people offering the opportunity to attend a Boxing program. If you or anyone you know is interested in joining in, please contact Toni in our Roma office.

The Maranoa Youth Support Network, headed by Toni, is busily organising "Roma's Big Day Out" youth activity to be held in September, with tremendous support provided from across the community. The Maranoa Regional Council has provided the group with a \$5,000 cheque to go towards the event!

It is also very pleasing for the Roma Office to be able to link in with the Community Learning Case Worker, Glenn Telford, to support young people to have the best opportunity to complete training and gain certificates in a number of areas.

PaCE (Parent and Community Engagement) Officer, Deb Murphy, continues her work under the direction of the PaCE Reference Committee supporting parents and carers of school aged Indigenous students.

Working with horses workshops (Groundwork Therapy) will be held again this year. This was a wonderful activity last year, bringing a number of the Indigenous community together from pre-schoolers right through to Elders of the community.

Debbie is looking for support from the local Indigenous community to assist at the Roma State College during Breakfast Club and Homework Club. Please feel free to contact Debbie at the Roma office for more information.

The Roma team joins me in thanking all those who support our endeavours through the Youth Connections and PaCE Programs to support our local community and look forward to continuing our collaborative efforts.

**Leisa Finch**  
*Office Manager*

## James Street News

It is hard to believe that 20 weeks ago we started with our first group of young people for the Jobs through Education & Training (JET) program. So much has happened at James Street. We said farewell Lisa Murr who has worked across many programs at DISCO and we welcome Andrew Taylor to the James Street team who will be working with us in a mentoring role.

Our young people have had fun in the second half of the program participating in Indoor Rock Climbing and visiting Murphy's Creek Adventure Park. These activities were great for their self-confidence and team work. On June 19<sup>th</sup> our young people from the JET Program celebrated their achievements and successfully graduated from the program.

Many young people on the night received a Certificate II in Workplace Practices, Queensland Government Safety Sense Certificate, Construction White Card, Responsible Service of Alcohol and Applied First Aid. During their time with us our young people have participated in Trade Class. They have tried various trades such as painting, construction and concreting and we would like to thank Mitre 10, Masters and Toowoomba City Men's Shed for donating supplies, tools and their time to make this class a success.

Carissa and Jobella have been very busy with the Youth Connections Program. Jobella has had a very productive few months at Toowoomba State High School (Wilsonton Campus and Mount Loft Campus) running anger and self-esteem workshops along with continuing one on one support. These have been running smoothly and will continue to run for the remainder of the year.

Carissa has been running a 9 week Program at YANANDA Adolescent Mental Health Unit to help young people address barriers that are stopping them from engaging back into education. Carissa has also been continuing her work at St Saviour's College with the African girls.

James Street is now taking referrals for the JET program and the Youth Connections program for our semester two intake. Both programs continue to support a cross section of local young people individually and if you are aware of anyone who may need support please call for more information on (07) 4632 9065.

**Kymerley Baills**  
*Office Manager*



## A 'good news story' from one of our Youth Connections clients

Daniela has been a Youth Connections client linked to DISCO's Roma office. Here is a quick overview of her story.

'The Youth Connections Program has been an invaluable asset to my education and self-confidence. It enabled me to receive the support I needed in order to graduate from school and without this support, I doubt I would have experienced the same amount of success or even taken the leap to finish school in the first place. Because I chose to complete my final years via distance education, being in contact with the amazing people at DISCO was especially helpful for me. It meant that I was able to sit my exams in a comfortable environment and had the encouragement and guidance of people who felt more like friends than anything else. As a result of the services I received from the Youth Connections Program, I was able to finish school with an OP equivalent of 10 and begin my journey at university, which is something I never thought I'd get to do! I am now enrolled in a Bachelor of Human Services at USQ and am setting my sights on becoming a Youth Worker, a decision that was largely inspired by my great experience with the DISCO organisation. In 2010, I wandered into the Roma office of Leisa Finch as a scared sixteen-year-old girl with big dreams of finishing school and becoming something more. Because of her support under the Youth Connections Program, I am proud to say that my dreams have become a reality and the incredible team at DISCO made it all possible.'



- Daniela Passante

## Youth Connections & Community Learning (JET) Programs Graduation!

Prior to the release of this edition of the newsletter the DISCO James Street office successfully supported a number of young people under the Youth Connections and Community Learning (JET) programs.

The graduation held on the 19<sup>th</sup> of June was a great success and we acknowledge the hard work of the graduates to get important training and development work undertaken to support their move back into education or seek employment. Pictured below are photos from the night and some pictures of our successful graduates. Congratulations to you all!



## headspace to Open in Toowoomba

DISCO is delighted to hear the news that United Synergies (lead agent) with a number of consortium partners (which included DISCO), will open in Toowoomba later this year.

Currently United Synergies, in conjunction with their consortium partners and *headspace* Australia, is in the process of identifying an appropriate location which will be finalised in the near future. Following an extensive fit-out the facility will open to provide support to the youth of the region.

So exactly what does *headspace* do? *headspace* is the National Youth Mental Health Foundation and helps young people who are going through a tough time. *headspace* can help with:

- General health
- Mental health and counselling
- Education, employment and other services
- Alcohol and other drug services.

To learn more about *headspace* visit <http://www.headspace.org.au/>

# Dr Dan's Top Ten tips for a better 'Work-Life' Balance

In Australia, we have a reputation for being laidback and carefree, but when it comes to hard yakka, our deeply ingrained preference is for a culture of long hours.

But that attitude is slowly changing. Thanks to progressive employers, who are eager to attract and retain skilled employees in the 'war for talent', policies and practices that address work-life balance are beginning to make their mark. So how can you break the stress-cycle and find a good work life balance?

## 1. Work out what matters

The first rule of balancing work, family and lifestyle commitments is to be realistic about your needs and goals. It's far better to know that you won't be able to manage on a part-time salary before you've started discussions with your employer than to realise halfway through.

## 2. Know your entitlements

The old adage is true: knowledge is power. There's a large volume of information available on flexible, family-friendly working arrangements, including workplace legislation and policies, so take advantage of it and make sure you know exactly what you're entitled to.

## 3. Negotiate an agreement

Whether its flexible working arrangements, childcare support, or parental leave, the family-friendly options available to you will depend on your employer. Aim for a win-win outcome by anticipating your manager's concerns, stating your needs, highlighting business benefits, and keeping your emotions in check.

## 4. Schedule your time

An easy way to manage your time is by using activity logs, prioritised to-do lists, and action plans. This way, if you feel that there aren't enough hours in the day, you can take control of your time by monitoring where it goes. Use rewards and deadlines to help you stay on track.

## 5. Learn to say 'no'

If you want to buck the trend towards putting in 'face time' and incorporate some real balance into your life, then learn to say 'no' to unreasonable demands and leave the office on time without feeling guilty. Saying 'no' with respect is not only effective, it feels good, too.

## 6. Ask for help

There's nothing worse than feeling stressed and overwhelmed because you're trying to do everything yourself. Fortunately, letting go and learning to delegate will help you work smarter not harder, and can develop your leadership skills, too. Take baby steps by delegating one task at a time to people you can trust.

## 7. Be web savvy

When creating a better work-life balance, don't neglect the convenience of technology. A growing number of companies now offer their services online, making many time-consuming chores a thing of the past. Banking, paying bills, and grocery shopping can all be done electronically, cutting stress and freeing-up valuable time.

## 8. Look after your health

Constant exposure to stress can lead to exhaustion and burn out. To keep the effects of stress on your health to a minimum, make sure you get enough sleep, eat healthily, and exercise regularly. Relaxation is also a great stress-buster, so make time for your favourite hobby daily.

## 9. Focus on end results

To keep yourself motivated, it's important to focus on positive outcomes as much as possible. Action is a natural enemy of procrastination, so consider visualising the extra time you'll be able to spend with your family to spur you on to reach maximum effectiveness daily.

## 10. Take time out for you

Resist the temptation to let work spill over into your personal life. Instead, keep your personal life for family time alone, and make sure you create clearly designated boundaries for work and personal tasks. Consider 'unplugging' regularly from your laptop, email and mobile phone; the minute you leave the office is ideal.

Source: [www.mycareer.com.au](http://www.mycareer.com.au)



## Quote of the Quarter

*"Open your eyes, look within. Are you satisfied with the life you're living?"*

- **Bob Marley**

## Joke in the Corner

### Think before you act!

A couple of hunters are out in the woods when one of them falls to the ground. He doesn't seem to be breathing, his eyes are rolled back in his head. The other guy whips out his cell phone and calls the emergency services. He gasps to the operator: "My friend is dead! What can I do?"

The operator, in a calm soothing voice says: "Just take it easy. I can help. First, let's make sure he's dead."

There is a silence, then a shot is heard.

The guy's voice comes back on the line. He says: "OK, he's dead. Now what?"



## Staff Profile- Toni Jeavons

Hi, I am Toni Jeavons and I am the Team Leader for the DISCO Roma Office.

I lived on the Sunshine Coast for twenty years where I raised my three children who are all of adult age now. Three years ago I moved out to Roma for a number of reasons and I'm glad I did, I love the laid back country life style.

I resigned from my previous job as a Police Office to join the DISCO Team in July 2013.

Since starting at DISCO I have enjoyed getting to know and working with the youth. I have also made a number of new friends and working colleagues through initiating and assisting with community programs and events. I started the Maranoa Youth Support Network & coordinated (in collaboration with multiple stakeholders), 'Roma's Day Out' Festival that has been awarded two funding grants as well as receiving financial support from SANTOS.

Being the Team Leader for DISCO Roma has broadened my knowledge and skills in an extraordinary way.

I will be forever grateful for the opportunity given to work with DISCO & that amazing trip to Melbourne to support my work in the Youth Connection area.

Visit DISCO's Website;  
[www.disco.org.au](http://www.disco.org.au)

Find us on  
**Facebook**

[www.facebook.com/DISCO.aus](http://www.facebook.com/DISCO.aus)