



# DISCO Beat!

October – November  
Edition 2014

*'Partnering Schools, Linking with Business, Supporting Youth'*

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

## Mike's Column

### Austerity Measures Bite

All of you would now probably be aware that strong austerity measures put in place over recent months by both State and Federal governments has put enormous pressure on DISCO's very survival.

It is regrettable that the real progress that was being made to support youth in our community is now dramatically reduced at a time when regional youth unemployment approaches 13%.

In depth Management Committee meetings over recent months have seen the organisation take drastic action to ensure the organisation can still deliver limited services and continue to survive into 2015 and beyond.

On the 8<sup>th</sup> of October the Management Committee made the difficult decision to close the Roma office on the 31<sup>st</sup> of December. This will see two team members lose their positions. In addition, DISCO has advised it's landlord for our Head Office in Station Street that we will not be renewing our lease. The DISCO head office will relocate to offices on level 1 453 Ruthven Street from April next year.

Our organisation continues to assess our position in the Dalby market and no final decision has been made about our current site and the programs and

to be delivered next year.

DISCO hopes to be in a position to announce this by the 1<sup>st</sup> of November. Importantly, DISCO's strong delivery of the State Governments Community Learning program has seen the organisation rewarded in mid-2014 with a new contract from the beginning of next year. In addition, the organisation commenced a Community Learning program in partnership with United Synergies in August to provide support to clients in hospitality and microbusiness. These contracts unfortunately are relatively small and do not provide the resources required to allow the organisation to work with the high volume of clients it has supported over recent years.

Also disappointing was the recent decision by the Dept. of Education to cease part of the funding which was targeted toward supporting year 12 students in transition. The department has provided some funding to contribute (with other key sponsors) to the development of the School Leaver Transition Booklet but unfortunately the registration of all school leavers and follow up contact will now not occur in early 2015. Importantly for schools the transition booklets will still



Australian Government  
Department of Education



QUEENSLAND GOVERNMENT

On a slightly brighter note it has been pleasing to see the arrival of our first fee-for-service corporate income which has been generated by our new partner relationships with Max Employment and Employment Services QLD. My thanks to Kym and her team for helping establish and build these important new partnerships.

It is pleasing to welcome some new team members. I would like to welcome back Andrew Taylor to our James St office and introduce Emma Alexander who has also joined the team as a Youth Support Officer and Mikayli Buckley who has commenced as Youth Support Officer in our Dalby office.

Just a reminder to check out our new and redeveloped website at [disco.org.au](http://disco.org.au) and like our Facebook page for regular updates on information and happenings.

I would like to take this opportunity to thank everyone for their support in a challenging year and take this opportunity to wish you the best for Christmas and the holiday season.

**Mike Paton**  
CEO

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)

The James street site has been very busy the past few months with a new group of young people commencing in the Jobs through Education and Training program. Our young people have been busy renovating our James St Premises and giving it a fresh new look. One of the main projects has been fixing up the bathroom and the young people are gaining many skills and experience in Construction, plastering, tiling, painting and plumbing. Tony Finch from the Dalby office has been working with the group and his knowledge and skills in this area has been valuable. Toowoomba City Men's Shed have been mentoring a few of our young men and it has been great seeing the young men's confidence grow while they have been working and learning new skills in the Shed. We would like to thank Anderson's Carpet and Flooring for donating carpet that we have been able to use in our Art room. This has brightened up the room and it is now being used by our young people.

Graduation is nearly here and we look forward to celebrating the achievement of these young people on Tuesday the 18<sup>th</sup> of November. The qualifications the graduates will receive includes:- Cert II in Workplace Practices, Responsible Service of Alcohol, Responsible Service of Gambling, Apply First Aid and Construction White Card.

In August we welcome Emma Alexander to the James Street team. Emma will be working with our JET clients helping them gain qualifications and employment.

The Youth Connections Program has made a great last impression as Semester 2 has been very busy with three groups running at the Alternative Learning Facility a week. We have been running a two day a week program and a boys and girls group. The students have been very busy participating in Community Youth Games, The Garage, rock climbing, cooking, personal development workshops and meeting other agencies.

Jobella has still been supporting Toowoomba State High School - Mount Lofty and Wilsonton Campuses by offering one on one support and assisting in group work activities. This has been very effective.

Carissa has got a new group this semester at the YANANDA Adolescent Mental Health Unit. This will continue until the end of 2014.

### **Kymerberly Bails**



Dalby's trial of a rolling intake for the Youth Training Program has proven to be very successful with only a very small number of places still available for 2014. We are currently working towards a very large graduation in November for all 2014 graduates.

Our Youth Training Program clients have enthusiastically participated in many activities so far this year including:

- Healthy Lifestyles Workshops: cooking, gym, health and hygiene
- Personal Development Workshops: stress, anger management, cyberbullying, goal setting, resilience
- Career Development Workshops: career interest testing, dressing for success, resume writing, cover letters, mock interview
- Construction Workshops – 2 x timber picnic tables (sold to raise funds for the end of year graduation) shoe boxes
- Automotive Workshops – servicing engines
- Business Workshops – using general office equipment, work place health and safety, communication, function planning
- Retail Workshops – cash handling, communication, spreadsheets, creating budgets
- Industry Tours: Black Truck & Ag, Simplicity Airseeders, Golden West Employment, Defence Force, Kogan Creek Mine, Big W
- ESSI money – budgeting with Warwick Credit Union
- Drug and Alcohol presentations with ATOD's
- Tree of Life programs with Lifeline

I would like to thank the Dalby team for their enthusiasm and commitment in achieving some fantastic outcomes so early in the year.

- 1 young person has enrolled in a Cert III in Children's Services
- 1 young person has relocated to Toowoomba to undertake a Cert IV in Hairdressing
- 1 client completed the Surat Basin Trade camp
- 2 clients have received full-time work
- 4 clients have obtained part-time work
- 3 clients have re-engaged in full-time education
- 10 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.

Our team saw the need for a Young Parents Program after an enquiry from a past client. In September we commenced these sessions on a Friday morning from 10:00am – 11.30am. Each week we have a guest speaker on a range of topics relevant to young parents. So far we have received requests regarding: yoga, childcare options, kindergarten options, alternate therapies for teething. If you would like to know more or to check if you are eligible to join this group, please contact me in the office at Iona on 46622147.

**Le-Anne Callaghan**  
Office Manager

Maranoa young people continue to be supported by myself as well as the Roma Office Manager Leisa Finch through Personal Development activities and Employability Skills through one-on-one support and group activities both in Roma and outreaching to Mitchell with our Youth Connections Program.

In July, I attended the Annual Roma Business Expo, engaging with a large number of youth and parents in relation to DISCO's role in the Roma community. This day always provides a great opportunity to meet new people and to network with other service providers.

During the July Holidays I assisted the Maranoa Regional Council officers and the PCYC in supporting our 'at risk' young people offering the opportunity to get involved with the fun and learning activities that the program offered.

The Maranoa Youth Support Network saw its first Community initiative, 'Roma's Day Out' Festival come to fruition. The festival was funded through Grants by Santos, Fluor, Origin Energy, Ostwald Brothers, Department of Child Safety & the Maranoa Regional Council. The day was very successful with over 600 people attending, enjoying lots of live music and youth focused activities such as rocket making & launching, health & wellbeing workshops, and Indigenous workshops. I would like to thank Michelle Carter, DISCO's Finance Officer who has supported the Maranoa Youth Support Network in an amazing way managing the funds for the project. We could not have done this without you Michelle!

The Roma Office has been linking in with the new Anglicare Community Learning Case Worker, Toni Smith, and we planning on linking collaboratively to support clients who require extra assistance to complete training, gain certificates and eventually employment.

The Roma Team will continue to support our local community and look forward to future collaborative efforts.

**Toni Jeavons**  
Team Leader

# "Your Region Your Eyes" 2014 Photography Competition

It's great to welcome back the "Your Region Your Eyes" under 18's calendar photographic competition with sponsorship from the Toowoomba Regional Council. The closing date for entries is the 17<sup>th</sup> of October so if you are under 18 and haven't grabbed your entry form yet, you should do and get snapping!

The aim of the competition is for young people to show us how they view the region through their eyes and display this through pictures. The winning entry gets an iPad Mini, their winning photo on the front page of the "Your Region Your Eyes" 2015 calendar as well as inside the calendar. The runner up and people's choice awards will get a \$100 Myer voucher and their winner photos inside the calendar.

For more details and to obtain your entry form contact Taleah at DISCO on 07 4638 3088 or e-mail [taleah@disco.org.au](mailto:taleah@disco.org.au)

## "Your Region Your Eyes"

Photographic Competition 2014  
For Under 18's

YOU COULD WIN AN IPAD MINI!!!



To raise awareness of how young people view our region, the Downs Industry Schools Co-Op (DISCO) in conjunction with co-sponsor the Toowoomba Regional Council, encourages the youth of Toowoomba and the Downs to share their views of the town they live in through pictures.

This year's theme is "Your Region Your Eyes". It could be the activities you do, the scenery around you or even the people you know. What does the Toowoomba or Darling Downs Region mean to you?

Entries close  
October 17<sup>th</sup>, 2014

For more information, entry forms and the conditions of entry contact DISCO - 8 Station Street, Toowoomba via email - [taleah@disco.org.au](mailto:taleah@disco.org.au) or call (07) 4638 3088

All entries must be the photographer's original work and no digital alterations can be made to the photo in any way.

Photos must be landscape & in full colour



**"Your Region Your Eyes"**  
Under 18's Photographic Competition

Head down to Ortem Café  
(Previously known as Metro Café)  
on Railway Street, Toowoomba &  
vote for your favourite photo  
entered by some of the region's  
best young photographers.

Photos will be displayed from  
Monday 20<sup>th</sup> to Monday 27<sup>th</sup> of  
October 2014.

Viewing & voting will only be available from  
2pm – 4.30pm, Monday 20<sup>th</sup> of October  
to Monday 27<sup>th</sup> of October 2014.

**Please Note- No viewing or voting will be  
available on Saturday 25th of October.**



## Dr Dan's Top Ten tips to be Happy at Work



### Staff Profile- Jobella Bennett

Hi, I am Jobella Bennett. I am a Youth Support Officer at DISCO James Street.

I shifted up from Tasmania 3 years ago with my family. I have 3 beautiful boys that are primary school age. I have spent the past 10 years being a full time Mum. I decided last year it was time to start thinking about my future and what I wanted to do. I started doing some study at TAFE and did volunteer work in the community sector. I was lucky enough to meet the right people and be introduced to many awesome community organisations in the area, DISCO being one of them.

While doing my volunteer work, I was involved in running youth programs, working with homeless people, and working in the courts doing Court Support for Domestic Violence. I enjoyed all these positions, but I felt very connected to youth work in particular.

When a position came up at DISCO I was so excited, I applied for it and was lucky enough to get it. I started in my position at the beginning of the year. I work four days a week at DISCO and the other day I work at Toowoomba Youth Service, being the Children's Court Support Officer.

I enjoy both my jobs very much. I have learnt lots and I feel I am forever growing and expanding my knowledge within my working positions. I have met some great personalities and listened to some interesting stories and I feel very thankful to be involved in a lot of young people's lives as well as working in such great organisations which have such positive and supportive team members.

### 1. Choose to Be Happy at Work

Happiness is largely a choice. You can choose to be happy at work. Sound simple? Yes. But, simplicity is often profoundly difficult to put into action. I wish all of you had the best employer in the world, but, face it, you may not. So, think positively about your work. Dwell on the aspects of your work you like. Avoid negative people and gossip. Find coworkers you like and enjoy and spend your time with them. Your choices at work largely define your experience. You can choose to be happy at work.

### 2. Do Something You Love Every Single Day

You may or may not love your current job and you may or may not believe that you can find something in your current job to love, but you can. Trust me. Take a look at yourself, your skills and interests, and find something that you can enjoy doing every day. If you do something you love every single day, your current job won't seem so bad. Of course, you can always make your current job work or decide that it is time to quit your job.

### 3. Take Charge of Your Own Professional and Personal Development

A young employee complained to me recently that she wanted to change jobs because her boss was not doing enough to help her develop professionally. I asked her whom she thought was the person most interested in her development. The answer, of course, was her. You are the person with the most to gain from continuing to develop professionally. Take charge of your own growth; ask for specific and meaningful help from your boss, but march to the music of your personally developed plan and goals. You have the most to gain from growing - and the most to lose, if you stand still.

### 4. Take Responsibility for Knowing What Is Happening at Work

People complain to me daily that they don't receive enough communication and information about what is happening with their company, their department's projects, or their coworkers. Passive vessels, they wait for the boss to fill them up with knowledge. And, the knowledge rarely comes. Why? Because the boss is busy doing her job and she doesn't know what you don't know. Seek out the information you need to work effectively. Develop an information network and use it. Assertively request a weekly meeting with your boss and ask questions to learn. You are in charge of the information you receive.

### 5. Ask for Feedback Frequently

Have you made statements such as, "My boss never gives me any feedback, so I never know how I'm doing." Face it, you really know exactly how you're doing. Especially if you feel positively about your performance, you just want to hear him acknowledge you. If you're not positive about your work, think about improving and making a sincere contribution. Then, ask your boss for feedback. Tell him you'd really like to hear his assessment of your work. Talk to your customers, too; if you're serving them well, their feedback is affirming. You are responsible for your own development. Everything else you get is gravy.

### 6. Make Only Commitments You Can Keep

One of the most serious causes of work stress and unhappiness is failing to keep commitments. Many employees spend more time making excuses for failing to keep a commitment, and worrying about the consequences of not keeping a commitment, than they do performing the tasks promised. Create a system of organization and planning that enables you to assess your ability to complete a requested commitment. Don't volunteer if you don't have time. If your workload is exceeding your available time and energy, make a comprehensive plan to ask the boss for help and resources. Don't wallow in the swamp of unkept promises.

### 7. Avoid Negativity

Choosing to be happy at work means avoiding negative conversations, gossip, and unhappy people as much as possible. No matter how positively you feel, negative people have a profound impact on your psyche. Don't let the negative Neds and Nellies bring you down.

### 8. Practice Professional Courage

If you are like most people, you don't like conflict. And the reason why is simple. You've never been trained to participate in meaningful conflict, so you likely think of conflict as scary, harmful, and hurtful. Conflict can be all three; done well, conflict can also help you accomplish your work mission and your personal vision. Conflict can help you serve customers and create successful products. Happy people accomplish their purpose for working. Why let a little professional courage keep you from achieving your goals and dreams? Make conflict your friend.

### 9. Make Friends

"Do you have a best friend at work?" Liking and enjoying your coworkers are hallmarks of a positive, happy work experience. Take time to get to know them. You might actually like and enjoy them. Your network provides support, resources, sharing, and caring.

### 10. If All Else Fails, Job Searching Will Make You Smile

If all of these ideas aren't making you happy at work, it's time to reevaluate your employer, your job, or your entire career. You don't want to spend your life doing work you hate in an unfriendly work environment. Most work environments don't change all that much. But unhappy employees tend to grow even more disgruntled. You can secretly smile while you spend all of your non-work time job searching. It will only be a matter of time until you can quit

## Quote of the Quarter

*'I'm a born entertainer. When I open the fridge door and the light goes on, I burst into song.'* - Robin Williams

## Joke in the Corner

*A woman has twins, and gives them up for adoption. One of them goes to a family in Egypt and is named 'Amal.' The other goes to a family in Spain, they name him 'Juan'. Years later; Juan sends a picture of himself to his mum. Upon receiving the picture, she tells her husband that she wished she also had a picture of Amal. Her husband responds, "But they are twins. If you've seen Juan, you've seen Amal."*

