



Doxa Youth
Foundation
Supporter
Newsletter



MARCH 2019

Above Summer Campers getting creative in an arts & crafts session in January 2019



FAREWELL FROM OUR CEO, STEVE CLIFFORD

In this my final newsletter, I would like to begin by acknowledging what great outcomes Doxa Youth Foundation continues to achieve for young people experiencing disadvantage across Victoria. I am constantly amazed by the dedication of the Doxa Youth Foundation staff and I thank each and every one of our team for the commitment and quality they offer to our young people.

In 2019, Doxa will be building on this success, consolidating our work and continuing to deliver impactful outcomes to disadvantaged young people through our programs. Our aim is to be able to support even more young people from disadvantaged backgrounds in 2019. We will go deeper into examining the impact

of Doxa's programs as we continually adapt and innovate to make a positive difference in a constantly changing world.

In operations, a key focus for our team in the coming months is the ongoing recruitment of Cadetship program partners to support our latest intake of Doxa Youth Foundation Cadet applicants. As a long-standing supporter of the Cadetship program in my previous role at Allens, I can only testify to the immense reward, value and benefits that come from being a Mentor and a Program Partner. I urge every business owner, director or socially conscious employee to advocate for your organisation to take on a DYF Cadet in 2019. It really is life-changing for all involved.

As many of you will know, the Cadetship program has been running for over 25 years now, and as stories like those of Tessa and Judy (see back page of this newsletter) demonstrate, the power of providing a young person with a work placement, financial support and professional development is tangible and profound. Please get in touch if you are interested in finding out more about partnering with us.

As mentioned in the previous newsletter, we have a new Board of Directors, and it has been encouraging to see how the Board are engaging with our Members. A number of Member/Director meetings have already been held for the two groups to share ideas and feedback on operations and governance. One of the roles of the Doxa Board is to represent the voice of our Members and the Board has already taken action

based on the feedback obtained to date. Doxa Youth Foundation will be increasing its organisational communications to Members via email in 2019. If anyone wishes to read up on the new Directors' credentials, please visit the Doxa website: www.doxa.org.au/governance

This will be my last CEO letter to you.

As you know, I have been delighted with the progress that we have made at Doxa Youth Foundation since I became the CEO 18 months ago. I am extremely proud of my contribution to that success and of having been the leader of such an incredible team. Following the change of Chairman and new Board in November, it became clear to me that it is time to move on, and to apply my energy and experience somewhere else in the NFP sector. I will continue to maintain my interest, and some form of involvement, in Doxa Youth Foundation and its life-changing work, as I have done since first becoming a Cadet mentor and supporter in 1993.

In the meantime, I wish all the very best for the future to Doxa Youth Foundation, its Board, amazing staff, DYF members and of course the young people we serve.

Steve Clifford, CEO

In this newsletter

Summer camp success

Vic Gov's LXP internship

Featured Cadetship sponsor: V/Line



RAP UPDATE

Doxa's reconciliation journey over the past few years has been an important and necessary one, as we join the national movement towards reconciliation and make our organisation and programs welcoming to young people from an Aboriginal or Torres Strait Islander background, many of whom are amongst the most disadvantaged in Australia.

Having established the need for a Reconciliation Action Plan (RAP) in 2016 and forming a Reconciliation Action Plan Working Group to drive this project forward in 2017, last year was spent working closely with Reconciliation Australia to develop our first-ever RAP document. Our 'Innovate' RAP is due to be launched in 2019.

The RAP has a recommended 2-year implementation period, which means that the actions listed in our RAP will be conducted over 2019 – 2021. They focus on improving processes & procedures, driving awareness and improving knowledge of Aboriginal and Torres Strait Islander issues internally and externally across our organisation.

We look forward to sharing the content and aims of Doxa's RAP with you in a future newsletter.



Doxa City Campers enjoying dinner at Grill'd after attending SYN radio session in Melbourne CBD

CITY CAMPERS VISIT SYN RADIO

As part of the City Camp program, our recent group of campers attended a Radio Basics Workshops with SYN Radio in Melbourne.

This hands-on learning experience allowed students to get creative and develop their ideas into discussion topics and radio segments.

Students and teachers receive a copy of all the audio that's produced and some of their training programs will go on to be a live broadcast on SYN 90.7FM in Melbourne.

The campers then went to Grill'd for dinner. A big thanks to Grill'd, who have been a great supporter of the Doxa City Camp Program over the years.



Self-reflection and evaluation tool 'The Blob Tree'; a great way for campers to connect with their emotions and for us to gauge how our young people are tracking on program.

AUSSIE ADVENTURES SUMMER CAMP SUCCESS

Our Summer Camp program ran over a 2-week period from Malmesbury Camp in January this year.

The theme for the program was "Aussie Adventures", designed to encourage students to learn about the environment around them, engage with native flora and fauna and foster curiosity in their surroundings.

This summer, we supported 53 young people from a wide range of backgrounds, including many from out-of-home-care, referred to us by Mirabel Foundation and Cobaw Community Health Community Support.

It was wonderful to see six Junior Camp Assistant volunteers from Doxa's development programs generously giving their time to support the young campers. This passion for paying forward experiences is something we often witness as students progress through our programs and it is truly heart-warming to see.

We introduced a new range of activities this year including:

- **Canoeing:** thanks to Castlemaine Secondary College for lending us their canoes.

- **Wildlife encounters:** this provided a rare opportunity for campers to learn about native Australian animals and connect with the environment.
- **Bush craft:** young people learnt about the local flora of the area and made their own terrariums which they took home with them afterwards to remind them of their learnings.
- **Mural art:** campers created colourful, expressive art around the Malmesbury site. A big thank you to Melbourne-based artist, Bradley Sheather, for his in-kind donations to this project.

We were also incredibly honoured to host Aboriginal Elders from the local Dja Dja Wurrung community who came out to our Malmesbury Camp to run programs with the campers, including local teachings, dancing and boomerang throwing.

The outcomes of our Summer Camp centre around an increased sense of positivity, relationship-building, as well as having the opportunity to have fun. We use the 'blob tree' as a debrief tool for children to safely and simply express their feelings, so we can adjust to their needs accordingly. It also demonstrates the impact we have on these young people during the course of a Summer Camp program.

DOXA STUDENTS COMPLETE INTERNSHIP AT VIC GOV'S LXP INFRASTRUCTURE PROJECT



Future Insights students graduating from the LXP internship placement with Vic Gov

Congratulations go out to our first group of students who have completed their 12-week internship with the Victorian Government's Level Crossing Removal Project (LXP, previously known as LXRA). This is a new initiative and a first for Doxa.

As part of the internship, these students were working across a diverse range of areas, such as: Safety, Project Management and Continuous

Improvement, Industry Capability and Inclusion, Procurement, Urban Design and Project Development. They did a mixture of inhouse and onsite work, including tasks such as leading a panel discussion, organising events and budgeting projects.

Well done to Mariam Geme, Momtaz Nader Ali, Heshan Inamaluwa, Lien To, Hiba Adam and Charlotte Simons. We look forward to you continuing your employment pathways journey with Doxa.

HOW DO WE SELECT STUDENTS TO ATTEND OUR PROGRAMS?

In recent times, we have used a broadly scoped methodology for measuring socio-economic disadvantage. We've been working with schools whose SFOE (Student Family Occupation & Education Index) or ICSEA (Index of Community Socio-Educational Advantage) is low.

In 2019, we are increasingly taking into account a range of disadvantage indicators, as well as the SFOE/ICSEA data, to make sure we are reaching deeper levels of disadvantage.

If you're interested in finding out more, further reading on measuring disadvantage we recommend the following reports:

- "Dropping Off The Edge" report, 2015 by Jesuit Social Services and Catholic Social Services
- "What is community disadvantage?" resource sheet, 2011 by Australian Government's Institute of Family Studies
- "Deep and Persistent Disadvantage in Australia" paper, 2013 by Australian Government Productivity Commission

MALMSBURY MEET-UP FOR MEMBERS & DIRECTORS

As part of our 2019 Board engagement strategy, we are very supportive of our Members meeting with Directors to drive better communication and ensure that we are all working together to achieve outcomes for young people experiencing disadvantage in Victoria.

Members and Directors met at our Malmsbury Camp on Sunday 20 January for an opportunity to meet & greet. It was a productive and informative session.

Key feedback from Members includes:

- Prioritising the most disadvantaged young people in Victoria
- Increasing communication & informing Members via email
- Maximising camp utilisation and minimising costs
- Reviewing program and associated costs
- Re-thinking the 2015 re-brand project

Many thanks to new Director, Denise Clarke, for driving the feedback project, as well as to all who attended and shared ideas, suggestions and treasured memories of Doxa's past with us. We look forward to seeing you again soon.



Education Pathways students from Myanmar, studying at Western English Language School, and learning about career options

WESTERN ENGLISH LANGUAGE SCHOOL ON EDUCATION PATHWAYS

This year we started the delivery of our Education Pathways Workshop by facilitating a program with 57 students at Western English Language School.

The majority of the students were born in Thailand as refugees from Myanmar and have arrived in Australia in the last 6 months. We had a translator for the day, providing Karen language interpreting for the students.

During the workshop, the students learn about education and careers in Australia through a series of interactive games and activities. Students describe their personal aspirations in careers and talk about their strengths and interests.

When asked why this workshop was helpful, a student responded: "Because I know some things to help me feel better at high school. It's interesting and have lots of fun today, thank you!"

"I have I learned so much, developed so many valuable skills, made so many new friends and created memories that will last a lifetime...Doxa has taught me so much and has definitely given me more confidence in myself and my ability to face and overcome any challenges that may lie ahead."

Sabrina, University Pathways Program graduate & current Future Insights student



V/Line Communications & Community Partnerships Adviser, Tessa Vrettas, with her mentee and Doxa Cadet, Judy Hang, at the V/Line office

FEATURED CADETSHIP SPONSOR: V/LINE

Our Cadetship program is a life-changing opportunity for young people experiencing disadvantage. These young people don't have the social capital, connections and professional networks to gain employment. We support them by partnering with businesses across Melbourne who provide financial assistance, a work placement and mentor. One of our long-standing and much-valued corporate partners is V/Line.

V/Line have supported Doxa for over 40 years, through subsidising travel to camps, and more recently through our Cadetship program. In fact, V/Line have supported 12 Cadets since 2012 and currently have 8 Cadets working across different departments.

We caught up with Communications & Community Partnerships Adviser, Tessa Vrettas about the value our Cadets bring to the business as well as the rewarding nature of mentoring:

"Taking Doxa Cadets here at V/Line has not only helped to provide staff with mentoring opportunities but brings fresh new ideas into the organisation. It also provides young people with opportunities for permanent employment. V/Line has been provided with talented, motivated cadets, which has led to us recently offering two cadets – who are currently completing their cadetship – permanent employment. It means so much to these Cadets but it means just as much to us, if not more."

For Judy Hang, 2nd year student studying Arts at the University of Melbourne, *"The benefits from my Doxa Cadetship journey so far has been the tremendous support that I've been provided by Doxa and V/Line. They have provided me with guidance and advice on ways I could professionally and personally develop my skills such as communication, maintaining a work-life balance, career advice, industry knowledge and so much more. Being paired up with a mentor like Tessa makes coming into my placement at V/Line every day motivating and stimulating, knowing that I'll go home at the end of the day learning something new. The Doxa Cadetship is an empowering opportunity to gain experience whilst studying."*

JOIN US: CADETSHIP PROGRAM PARTNERS NEEDED FOR 2019

Are you looking for smart, tech-savvy entrepreneurial young people to add value to your business? We're calling out for all organisations – everyone from a corporate big 4 to small, independent start-ups – to take on a Doxa Cadet this year.

Since 1993, around 500 young people have participated in the Doxa Cadetship Program.

Corporate partners support the program by providing an annual flexible work placement (up to eight weeks per annum) with staff from sponsor companies participating as Mentors, supporting and guiding their Cadet to navigate the world of work.

This CSR-aligned social investment opportunity offers corporate partners a talented undergraduate as part of their team, skilled volunteering opportunities for existing staff and a chance to change the life of a high achieving young person from a disadvantaged background.

Doxa supports corporate partners by: providing a shortlist of talented applicants relevant to their sector; running professional development workshops and networking opportunities throughout the year; building a learning and development framework; providing mentoring and recruitment support, as well as on-boarding advice.

We see key trends in areas of study each year and in 2019, our students are predominantly studying Business, Commerce, Health and Finance. They're smart, tech-savvy, entrepreneurial Gen Z-ers. They want to change the world. Are you ready to be a part of their future? Then partner with us and join us on the journey.



Doxa Cadets celebrating at the Induction & Graduation event in 2018

Support Doxa Youth Foundation

Make a donation today to support disadvantaged children in Victoria and help change young lives:
www.doxa.org.au/donate
 T 03 9046 8200

Find out more about Doxa Youth Foundation

Find us online to discover more about our wonderful programs that offer positive life experiences, education opportunities, and employment pathways to young people experiencing disadvantage. Doxa is committed to the physical, emotional and psychological wellbeing of every child and young person that accesses our programs. See more at www.doxa.org.au/childsafestandards.

