



BEACON MONITOR

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The Beacon Monitor is a quarterly publication of Beacon produced to keep sponsor organisations informed of progress and items of interest.

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Chief Executive Report

2005 is shaping up as an exciting year as Beacon continues to replicate No Dole across the country with a further 25 new schools coming on board this year taking the national tally to close to 70. Beacon's Real Job project (formerly Beacon Careers) will be further developed in up to 4 new sites and 2005 will also see Beacon look at national replication of both the Polish project focused on personal presentation and representation and the Beacon Challenge a program designed to address attendance, or lack of it in students.

Over the last twelve months Beacon has been stretched to the limits in replication of the No Dole and Real Jobs projects. It was recognized that more had to be done to assist schools, local communities and our small team in replicated Beacon programs. With great enthusiasm I am able to report that AMP Foundation has committed to assist Beacon develop a national network to assist what has been without a doubt considerable national progress. This year will see Beacon engage a part time resource in each State as well as a National No Dole Project Manager. AMP has also committed to further developing the Beacon ireckon website which has come a long way in a short period of time thanks to the pro bono support of ireckon and Carlon Leong as well as SVA consultants Lisa Boothby and Louise Doyle and Beacon Project Officer Catherine Bonner. AMP Foundation as part of their financial commitment will fund the National No Dole Forum for a further two years. This event has proven to be invaluable in allowing schools to have a greater understanding of the essence of No Dole.

Beacon's Real Jobs project with Derwent Valley Council in stone face concrete construction continues to take big steps with 9 trainees completing the first two months

of employment without a single dropout due, without a doubt, to the astute leadership of Brett Flanagan. The group has been involved in the construction of several structures to date within the Council precinct. The support for this project has been incredible, the most recent of which has come from Beacon National sponsor Komatsu who have donated a Skid Steer for 12 months as well as training in driving and maintenance of the machine for the 9 participants in the project.

In other news the Civil Contractors Federation recently held their annual conference auction, which saw an incredible total of 36k raised to support Beacon; the funding will go towards a trial replication of Polish (formerly Mission Possible) across Australia. This program has been on trial in Tasmania over the last two years with great success in giving young people a far better understanding of gaining and keeping employment and addressing key issues of dignity and self respect.

With all of the above projects we are seeing a greater involvement from our sponsors' employees across the country the result of this being a greater understanding of each other's world and most importantly a positive impact on the students that they come in contact with. Together with everyone at Beacon, I am very much looking forward to what this year will bring.

SCOTT HARRIS



BEACON & AMP - a growing relationship.

"No Dole fits very closely with the philosophy of the AMP Foundation."

It is with pleasure that Beacon reports that the partnership with the AMP Foundation has been maintained into 2005 alongside the continued expansion of the No Dole Network across Australia. This builds on 2004 when AMP sponsored Beacon to hold a national forum, develop a best practice template, engage a national project officer and grow the national No Dole schools network by 25 schools to a total of 40 schools across all states and the Northern Territory.

Importantly, 2004 saw 25 new schools successfully engage in the program, the Melbourne forum was a huge success in generating enthusiasm amongst all involved, and the best practice template has now been developed into a package of materials accessible to all No Dole schools and integrated into the Beacon interactive website.

The vision for 2005 is greater still, with \$600,000 pledged by the AMP Foundation to Beacon over a two year period to support the running of two national annual forums, engaging a national No Dole Coordinator and employing a part time coordinator within each State to provide close local support to schools across the country.

As No Dole seeks to grow and consolidate across the country, AMP Foundation has pledged to continue its support in line with one of their key focus areas, which is youth employment.



AMP Foundation Manager, Helen Liondos, has reiterated the parallels between No Dole and the strategic direction of the AMP Foundation.

"No Dole fits very closely with the philosophy of the AMP Foundation. It's about business and the community coming together to solve a significant social issue. Young people in our society are very vulnerable when it comes to unemployment, and we will continue to focus our attention on this issue over the next few years. Our close association with Beacon has provided a strategic partnership that provides an effective vehicle for addressing this issue together across the country".

No Dole - Web Ready

*"...we encourage
you all to visit
and use the
site recently
launched..."*

The Beacon Foundation recently launched the eagerly anticipated No Dole Resource Centre.

The on-line resource centre, developed in the second half of 2004, brings together the best of the existing tools and materials for running the program. Schools including Brooks, Tomaree, Echuca-Moama, Oak Flats, Newcombe and Balga helped develop and review material for the website.

The resource centre is for No Dole member schools only and is accessed using a password. Once in the site, users can go to four main areas:

- o Program Activities - where you can find out about different activities like Adopt-A-Class and the Charter Ceremony, and download all the documents you'll need to run them.
- o Program Management - where you can access information to help you plan, fundraise and manage the No Dole program in your school.
- o Business Partnerships - which helps schools to understand how to build and manage relationships with business and community partners.
- o School Participation - with tips and strategies for getting the whole school: students, staff and parents, behind the No Dole program.

Users will also be able to access a full listing of No Dole schools and eventually, a list of national No Dole business partners as well.

With an ever-increasing number of schools across Australia joining No Dole, the Beacon Foundation decided that the Resource Centre is the best way to continue its commitment to supporting No Dole schools.

To realise the site, The Beacon Foundation employed not-for-profit consultants through Social Ventures Australia. They worked with schools and were assisted by web developers ireckon, a Brisbane company who offer valuable pro bono support to the Beacon Foundation.

The No Dole Resource Centre will be a hub for communicating about the No Dole program. There is a web forum where schools can:

- o ask and answer questions about the program and how best to implement it
- o give Beacon feedback about how to improve the program
- o tell Beacon how the materials available on-line can be developed further.

The success of the site now rests with No Dole schools. It is a central repository for best practice materials developed through the generosity of schools. We encourage you all to visit and use the site launched this month and to make the No Dole program the best it can be, for your school and for all the schools around Australia - and when you log on you'll find out how you could win \$2000 for your school!

Corporate Commitment in Queensland



Mt Morgan students from left Gina Douglass and Kellie Paton and Glenmore students Chloe Evans and Brendan Ramm

Stanwell Corporation has been a sponsor of the Beacon Foundation for a number of years and has recently renewed their commitment for a further 3. Stanwell view the work of Beacon's No Dole program as truly exemplary in addressing the problem of youth unemployment and are working directly in the program in Rockhampton to ensure they achieve optimum success for local youth. Rockhampton is a major centre to Stanwell's production arm and one of the few large businesses in the area.

Rockhampton has for years grappled with its unemployment problems, with at last census count, 12% youth unemployment.

As a member of the Stanwell Team Angie Zahra has watched Beacon's work grow for a number of years. For the last 6 months, in her capacity as Production Business Manager she has dedicated about 10% of her work time to developing the Mt Morgan and Glenmore's Business links and level of engagement between the school and business.

"Schools and business live in different paradigms, I see my role is a mentoring one, which educates schools about what gels with businesses. It's rewarding for me to see the schools deepen their understanding. When it comes

to ideas and events its important to have a business person there, they can be practical about whether it will fit an industries mentality"

Angie has meetings with a team of staff from the two schools monthly. "I've found not only my business contacts but also some basic business processes have been of value to the schools. For example one of the first things we did was turn their strategic planning document into an action planning one, to make it real. Schools can learn a lot from industry in terms of having strong processes in place that help them be efficient and outcomes oriented."

Angie has taken on this project ideally for 12 months, "by that stage if I've done my job well I should be able to take a back seat role. Its already starting to happen and by early next year I hope they'll be confident and knowledgeable enough to do it on their own. Of course there are those events where an industry voice is heard best and as a representative of Stanwell I'll stay very involved but this project is about empowering school to be exemplary"

No Stone-walling here...

A remarkable thing is unfolding at New Norfolk in Tasmania's Derwent Valley. A group of young boys supported by Council, government and Beacon, previously unsure of what their lives would bring have discovered a direction.

It is a stone-wall construction enterprise (Beacon Real Jobs Project) engaging young people in the area in the building of a business. There is an equal opportunity for all the trainees to become shareholders in the business after the 12 month establishment period.

Upon visiting the most advanced of Beacon's Real Jobs Project sites, your eyes will be exposed to something very new and exciting. Young people discovering an opportunity and growing along with a business enterprise.

Spending a few minutes finding out about what it is that a full time job and this sort of opportunity provides a person exposed me to some of the realities faced by young people everywhere.

Taking the opportunity to speak with a group of the boys involved, I asked why they decided to apply for a role in the Stone Wall project. It was unanimously declared that "it's better than sitting around on the dole doing nothing, and there's a chance to be in a business". The response was both simple and profound, and very real.

All of the boys emphasised that they were really happy to

be doing something hands on and active, earning a few dollars and gaining certificate II in general construction by the end of the year.

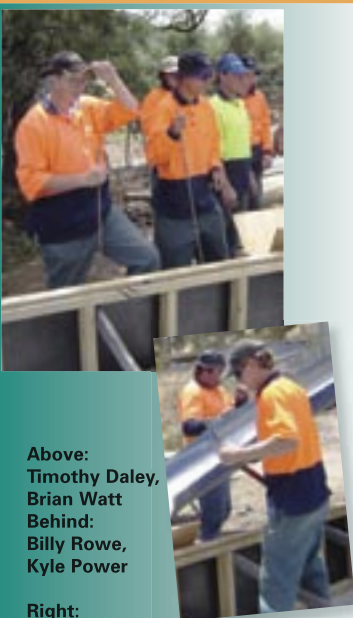
One of the older trainees sees this opportunity as "... a chance for a future for his family". Having been employed casually for many years he now has the opportunity for a stable job and a chance to plan ahead.

Brett Flanagan, Beacon Project Officer, who has supervised the project so far said

"The last three months have been exciting as well as challenging keeping nine young boys under control is no easy feat. What we are trying to achieve at New Norfolk is by no means a walk in the park, however, the construction is going well and we are all learning every day.

The boy's are starting to grasp the meaning of work ethic, though for most this is their first job out of school and not being used to a hard days work they find it challenging just to concentrate on the job at hand. Taking your time when learning is incredibly important to ensure the best end result. This has been central to the experience to date.

Working with the boy's has been the most rewarding part of this whole project getting to know the lads first hand and teaching them life skills that they will hopefully use in the years to come".



Above:
Timothy Daley,
Brian Watt
Behind:
Billy Rowe,
Kyle Power

Right:
Dion Stringer.

ECHUCA MOAMA, 3 YEARS ON COMMUNITY SUPPORT IS STRONGER THAN EVER

Echuca/Moama was one of the first areas to replicate No Dole. In 2002 the 3 local high schools jointly embarked on 'No Dole'. Then as now, their community spirit is alive and well in supporting Beacon initiatives. The Beacon Real Futures (No Dole) Program owes much of its success to the generosity of its business and general community members, which just keeps growing.

Testimony to this is their recent Futures Workshop (Choices Workshop) and The Big Day In. Valerie McGrath, Beacon Executive Officer, reports.

"We held both events in July and invited local people to get involved, lend a hand and share their skills and wisdom with 295 Year 10 students across Echuca High School, Echuca Secondary College, St Joseph's College and two students from the Echuca Specialist School. We had over 66 presenters for the two special Beacon days.

We ended up having to respectfully 'turn people away' because we had such an overwhelming response to both events. Our community recognises the great opportunities such events represent: not just for young people but for consolidating our community spirit and encouraging young ones to either remain in the area or at least return to it bringing their skills back to the towns and keeping the region alive and strong.

Some of Beacon's supporters donated a full day of their time for each event. Senior Constable Allan Pankhurst represented Victoria Police at the Futures Workshop and talked about careers in the Police Force, and at the Big Day In, he talked on Safety at Night to help the students understand potential dangers and how to avoid them. Rhonda Snelson from Essence of Beauty conducted a workshop on getting into the beauty industry and then at the Big Day In she offered wonderful advice about skincare and makeup and did a couple of makeovers for very willing participants.

Our Adopt-A-Business project has also picked up speed - we now have 31 businesses involved working on a variety of projects with students from developing new websites to redesigning OH&S induction videos. All the business projects will be on display at the Beechworth Bakery in Echuca - there will be music and merriment and the whole community will be invited to join in the celebration of this

collaboration. Yet again the business people recognise the enormous contribution our young people can make. Many very excited business representatives from our adopted businesses have said how much they welcome the young persons' perspective on their business. It also provides terrific exposure and advertising they would not normally receive. Everyone gets something out of it.



Vin McNair from MRT Automotives & Mick Fett from TAFE Talk to Year 10 students about careers in automotives

CRIPPLED LOCAL CRIME RATES

The program is now well known and well supported within the Echuca community and Senior Constable Allan Pankhurst has testified this project and other worthwhile programs in the community have greatly reduced their traditional level of crime. Allan tells of his experience:

"We've seen some staggering results for kids that would have been in trouble with the law but instead they're employed and contributing to our community, one of them even won a national training award. But the figures speak for themselves; in 2002 just in the indigenous community we had 125 males convicted of crimes in the age bracket of 10-17 years. In 2003 this was reduced to 62 and in the first 6 months of 2004 there were just 9. If you ask me why this is I don't have to think too hard, its because of programs in our community like the Beacon Foundation's working in our schools. The program works and achieves great results for a couple of reasons. Its gets kids focused and interested at least to the end of year 10 and when they do leave they've got something to work with. The Beacon Foundation gives them links to the business community and work they're interested in. There's a lot about crime prevention that's about ensuring they don't go down that track in the first place and we as a community are making inroads in this."

College Connects in the City

Students in Year 9 at Sydney Secondary College's Balmain and Leichhardt Campuses recently signed a pledge that the dole would not be an option for them upon leaving school.

Sydney Secondary College began its No Dole journey in 2004 seeking a new start with the program alongside the relatively new structure of the school as a tri campus college.

Sydney Secondary College's Principal, Mark Anderson, sees the partnership with Beacon as "a wonderful opportunity to make school more relevant for students, fitting in nicely with our school-to-work program.

"Many students have no idea what they want to do when they leave school. Involvement with Beacon will assist them set goals, develop a career plan and be competitive when it comes to job-seeking."

Mr Anderson said that "Beacon was a conduit to connect

the college and the community, so that students feel supported and optimistic about their futures".

According to Scott Harris, Chief Executive of Beacon, support for its programs comes from corporate Australia, local businesses, State and Federal Government agencies, and local government.

"Sydney Secondary College has realised, along with many others, that it takes a whole village to raise a child," said Mr Harris.

"From just one school in Tasmania, the 'No Dole' program has grown to become a national initiative, now operating in 42 schools. This national roll-out has been greatly assisted by the efforts of all our supporters."



Time to sign for Sydney Secondary College Students.



BEACON BOARD PROFILE *Paul Grueber*

At 24 years of age, Paul Grueber is part of an injection of youth balancing the Beacon Board. He has 6 years experience in running his own business and working in a large corporation. Paul is currently employed as a Product Marketing Manager for Youth Products, at Hutchison Telecom Australia, 3 mobile. Eighteen months ago Paul approached the Chief Executive of 3 mobile and asked for the chance to work in a role well above his current position. The CEO took a chance

and it is this ambition that has driven Paul throughout his life. He is now a valued member of the 3 mobile team to the extent they will be sending him back to University to finish his MBA.

"I am happy with my professional achievements to date but I think it is important to keep in touch with my own age group and maintain a real understanding of the issues that our demographic face each day".

Paul believes he can bring this balance to the Beacon Board. He has a good understanding of the business world and the way in which it functions but he is a keen advocate of youth, understanding their perspective on issues. "My opinions and ideas need to make fundamental sense to the Board, decisions being discussed by the Board need to take into account the fundamental issues facing youth"

Paul sees himself developing personally and professionally through his work with the Board. His vision for Beacon, "Working to change a behaviour and culture, and once we have the stakeholders- school leavers, educational staff, business and politicians understanding our vision, then we will be where we need to be. The right things to achieve this, working to give young people and their communities opportunities with greater ease - the chance to see opportunity and not be afraid to take it on. We must ensure that the solutions and the programs that we put in place are taking into account the genuine needs of young people. Maintaining a sense of the real core issues facing young people and integrate this into our planning as an organisation, then we will see a real change".



BEACON STAFF - Kellie Shearing

Working for Beacon has been Kellie's first real introduction to the workforce. 2 years ago she was fresh out of Year 12 and uncertain about what the world would offer her, hesitant about following a university path she was keen to get some experience before making this bigger career choice. After applying for the traineeship advertised in the local newspaper she quickly became an important member of the Beacon team. Kellie is completing Certificate III in Business.

"I was really excited when I found out I got the job at Beacon. I had other retail jobs but I always thought I would like office admin because I like dealing with people and felt it would expose me to more challenging and exciting opportunities."

Kellie's role has gradually expanded over time, as has her experience. "When I first started I did only the basics, Things were a lot slower then too and there were less people with us. Now it's the opposite, there's heaps going on and I have a lot more interesting work."

Kellie has been fortunate on occasions to benefit from Beacon's Business

supporters. She went to Brisbane for training with our web developers, a company called ireckon, and she also was able to do a Department and Grooming Course through Studio e. She said that course taught her a lot about personal presentation and gave her confidence in her demeanor.

"One of the hardest things for me is public speaking and part of the Graduation Ceremony for the Course was to stand up in front of approximately 400 people and talk, it was quite hard, but I did it and felt really good for it afterwards."

In terms of future directions, Kellie would love to stay on at Beacon as opportunities and experiences are varied and frequent.

"Working at Beacon is a real privilege. The dedication and passion from those around me is truly commendable."

Maybe some time down the track Kellie may think about eventually going to University and getting a degree in social work or something similar, which would suit her cheerful personality and enthusiasm for helping people.

Kellie keeps active doing casual sports with friends, she enjoys outdoor activities and is keen to someday travel to see more of the world.

Building Bridges in Shellharbour

Support for the Shellharbour City Beacon Foundation School/ Industry Partnership was clearly evident at the Charter Signing held on 22nd October with a significant cohort of business supporters, parents and special guests in attendance. Students and guests enjoyed presentations from Readymix Manager of Sydney Quarries Fred Stevens and Geoff Egan, Chairman of Oak Flats Community Bank, as well as parent Dennis Geeves and local construction business owner Andrew Connors. Special guest for the day was former Australian cricket captain and commentator Ian Chappell who recounted valuable lessons learned throughout his career.

Involved in the day were both Oak Flats and Warilla High Schools who have commenced on a journey that hopes to involve all schools in the area in a regional partnership over time.

Principals John Hambly and Graeme Wagener both expressed a passion for their individual schools as well as endorsing the positive benefits community wide, that the partnership can create. Business supporters also reflected this sentiment, and pledged increased support should the partnership grow.

Oak Flats Principal Graeme Wagener expressed his enthusiasm, "The schools working together like this is fantastic, and the response from business for our kids is a reminder how worthwhile the work we are doing with the No Dole Project is".



Photo of Craig Geeves, his parents, Margaret & Dennis and Andrew Connors from Dapto.

Bob Pastor, Coordinator at Warilla High School said, "It was a fantastic day and the kids were great. Now that we've made a positive start, there are some huge opportunities for this year group and those to follow".

Each school signed their own Charter and enjoyed a lunch afterwards where students took the opportunity to speak with guests and business representatives, particularly those in their fields of interest. The enthusiasm generated by the day was infectious and guests expressed their desire to be closely involved in the program in both schools.

BASKETBALL CHAMP INSPIRES TRIABUNNA

No Dole has reached Tasmania's East Coast, with Triabunna District High School holding a business breakfast followed by their Charter Event. Close to sixty business people gathered at 7am before many of them joined with Principal Dale Pearce in celebrating the year ten students' commitment to their futures.

Special guest for the day was Rebecca Cotton former Olympic and professional basketball player for New Zealand working with Glamorgan Spring Bay Council as Community Development Officer. Rebecca spoke of her experiences as an aspiring and then successful sports person and shared stories of determination and goal setting with students and invited guests.

Dale Pearce said "This is a wonderful opportunity for the school and community, and it's fantastic to see such support from parents, business people and others". Council and others have embraced and encouraged the concept of continuing to hold community/

business meetings with youth employment in the area a key issue for discussion and action. Dale said "the community support for the school is excellent and we look forward to continuing what has begun this year



X Factor at Geeveston

Local comedian and actor, John X, took great pleasure in being the special guest of Geeveston District High School when they signed their Charter for 2004. Together with successful businesswoman Hannah Lawson, John told stories of his experiences, shared his belief in living the dream, not to mention a few one-liners. Staff and students prepared and decorated the hall and coordinator Sarah Banks did an excellent job of arranging the day.

Special guests and students enjoyed a series of speakers, including a presentation from Tony Price of Neville Smith Timbers, together with a generous contribution of \$10,000 to assist the school in implementing the No Dole Program. Tony expressed his and the organisation's enthusiasm to be closely involved with the school and community.

During the ceremony, together with the signing of the Charter, a cake was cut to acknowledge the occasion and the school band played songs to finish before a morning tea. Many local business supporters attended as well as parents, indicative of a thriving community spirit further mobilised in support of the school through this program.

Deputy Principal Gerald Wright expressed his enthusiasm; "The No Dole Project adds value to what we do here, as well as bringing greater business support to the school. The support of the Beacon Foundation and Neville Smith Timbers means we will be able to offer the students opportunities they otherwise might not have had".

Schools Now Participating in No Dole Nationally include:

NEW SOUTH WALES

Sydney Secondary College
Tomaree High School
Oak Flats High School
Nepean High School
Warilla High School

WESTERN AUSTRALIA

Armadale Senior High School
Coodanup Community College
Mandurah Senior High School
Balga Senior High School

SOUTH AUSTRALIA

Smithfield Plains High School

VICTORIA

Alexandra Secondary College
Doveton Secondary College
Kurunjang Secondary College
Melton Secondary College
Staughton College
Sunshine Secondary College
Albert Park College
Flinders Peak Secondary College
Echuca Secondary College
Echuca High School
St Josephs College
Newcomb Secondary College
Western Port Secondary College

NORTHERN TERRITORY

Palmerston High School

TASMANIA

Campbell Town District High School
Geeveston District High School
Huonville High School
New Norfolk High School
Penguin High School
Cressy District High School
Triabunna District High School
Brooks High School
Wynyard High School

QUEENSLAND

Loganlea High School
Maroochydore High School
Mt Morgan State High School
Glenmore State High School
Ingham State High School