



STARLINK

Issue 55

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A leader's role is to raise people's aspirations for what they can become and to release their energies so they will try to get there.
(David Gergen)

ELEVATE

ELEVATE is a 12-month program initiated by Mission Australia and PricewaterhouseCoopers to help develop young people's leadership potential and enterprise skills and to help improve their employability.

The program provides a supportive environment for fostering an individual's growth and is flexible so that it fits in with participants' school and work commitments. The program involves participants in recreational activities, skills training workshops, camps, work experience, career or life planning workshops, community projects -- and with a personal coach. ELEVATE is due to begin on 14 April 2005.

For information on the selection criteria and for application forms, contact the program manager,
Makare Costello
Mission Australia
Phone: (02) 9283 7100
Fax: (02) 9283 7422.

Starlink is proudly sponsored by



The Leading Edge

Developing Effective Leadership in Schools

This interactive workshop assists participants to develop leadership capacity and achieve excellence, focusing on Thomas J. Sergiovanni's model of Transformational Leadership. It targets not only existing school leaders, but also teachers and others in the school community wishing to develop their leadership potential

For Best Performance

Traditional performance management often focuses on fixing problems in individual staff members or teams. This can lead to employee resistance, blaming, pessimism, lack of total commitment -- and in the end to poor performance, the opposite of what you are trying to achieve! Our workshop offers an exciting and effective alternative -- a strength-based approach to performance management, combining words and action to produce significant improvement in productivity. Be informed and entertained, as you learn new and practical strategies that will help you

and your staff perform at your very best and achieve the results you want. Ideal for all staff, team leaders, middle management or executives who would like to energize and inspire others so they are open to learning, growth and positive change.

These workshops have been developed and are delivered for clients in partnership with **Chris Bennett**. Chris has over 30 years experience in speaking and training in wellbeing, personal and professional development programmes and sports coaching. In his work, Chris uses specific exercises and philosophy (non religious) from the Chinese art of Tai Chi Chuan to enhance overall wellbeing and help his clients to achieve personal and professional goals.

What is different about our workshops when compared with the many others on offer?

- We combine expertise and experience in teaching, training and process facilitation, using a unique mix of Western and Eastern concepts including Appreciative Inquiry and Tai Chi.



- We offer a highly flexible rather than "packaged" approach. Our program is completely customised to suit your particular professional development or strategic planning needs.
- We take an active and entertaining approach, engaging "head, heart and hands" in the learning process. Energises, motivates and reinforces key concepts
- Our focus is on practical and transferable skills and solutions. As an outcome of our workshops, participants take away concrete action strategies that will help them achieve great performance and productivity within their organisations.

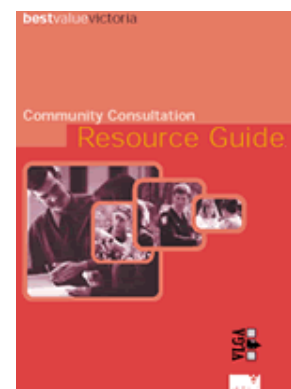
For more information, contact:
Sue James
Phone: (03) 9758 2528
Mobile: 0402 979 384
info@suejames.com.au

Local Government Consultation and Engagement

<http://www.vlgaconsultation.org.au/>

This website aims to provide local governments with the information, tools and support to consult effectively. Effective consultation is a fundamental component of a new drive in Victoria to further engage communities in local decision-making processes.

An interactive site, with a wealth of information, resources, tools and strategies to assist local governments in the process of consulting with and engaging their communities.





Our Community

<http://www.ourcommunity.com.au>

This web site offers a wealth of information and resources in relation to community organization for developing stronger communities. Our Community also provides a service for a small fee that lets you know about the latest new and recurring Federal and State Government, philanthropic and corporate grants. Their *Easy Grants* newsletter and database is outlined at: http://www.ourcommunity.com.au/funding/funding_main.jsp

Through the Our Community Centres of Excellence, we provide the one-stop-gateway for practical resources, support and linkages between community networks and the general public, business and government, building capacity to strengthen the community in every Australian State and Territory.

What is the use of a house if you haven't got a tolerable planet to put it on? (Henry David Thoreau)

Habitat for Humanity

<http://www.habitat.org/>



Habitat for Humanity International is a non-profit, ecumenical Christian ministry, dedicated to eliminating poverty housing.

Habitat for Humanity works with people of all backgrounds, races and religions to build houses together in partnership with families. Partner families contribute labour - "sweat equity" - and repay affordable no-profit, no-interest loans that are recycled to build more homes. Habitat for Humanity has built more than 150,000 houses around the world, providing more than 750,000 people in more than 3,000 communities with safe, decent, affordable shelter.

Habitat has a presence in 92 countries and territories, 26 of them in the Asia-Pacific region (www.hfhap.org). Habitat for Humanity Australia was founded in 1988.

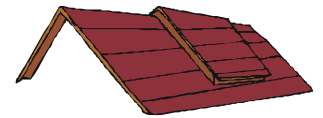
Habitat for Humanity Australia is at http://www.habitat.org.au/hab_austral/habitat_australia.htm

There are affiliates in the states of New South Wales, Queensland, South Australia, Victoria and Western Australia. There are many opportunities to get involved, be it volunteering on a building site, in the office, promoting Habitat to your club, school or church. For more information on getting involved in Habitat's exciting work, you can contact your nearest affiliate.

For more information about Habitat for Humanity, your local affiliates or how to start an affiliate in your own community, please contact:
Shauna Wood,
HFH Australia
+ 61 2 9635 0199
swood@habitat.org.au
Peter Witton
HFH Asia-Pacific
+ 66 6 1051767 or
peterw@hfhap.org



YP4



YP4 is a new trial program taking place in Victoria. It is an innovative approach to helping 18- to 35-year-old people who are experiencing both homelessness and unemployment.

The '4' Ps represent young people to the power of four, with the four powers being purpose (a job), place (a home), personal support, and proof (the evaluation). The four also represents the number of partner agencies and sites for the trial.

In essence, what YP4 is doing is joining up services for homeless jobseekers and offering people a single point of contact to achieve their goals.

YP4 is being rigorously evaluated over a five-year period by a team of eminent researchers. Attention is being given relatively equitably to three types of evaluation activity: an outcome evaluation, an evaluation of the acts of joining up that occur in YP4 and a financial evaluation.

Louise Coventry, Manager of YP4 writes, *Part of YP4's uniqueness is that it is structured as a social experiment of the type rarely seen or permitted in Australian social policy circles. For example, the outcome evaluation methodology centres on the existence of a "control" group whose employment and housing outcomes can be directly compared to the outcomes of the "treatment" group, i.e. those who are receiving the service delivered by YP4.*

For more information, contact:

Louise Coventry
Manager, YP4
52 Haig Street, South Melbourne 3205
Phone: (03) 9695 8366
Fax: (03) 9699 6790.

Research Reports from The Australia Institute

<http://www.tai.org.au>

The Australia Institute is an independent public policy research centre funded by grants from philanthropic trusts, memberships and commissioned research. Take the link to "Publications" for a full list of available publications. Two of the summary documents available for download may be of particular interest to Starlink readers:

(No 69) Work and Family Futures: How young Australians plan to work and care

by Assoc. Prof. Barbara Pocock is study of the attitudes of teenagers. The study shows

that the 'gender wars' are set to continue into the next generation, with boys and girls making conflicting plans about who will do the housework and look after the children.

(No 76) Mapping Loneliness Australia

Using national survey data, Michael Flood outlines patterns of loneliness, support and friendship and assesses who is most at risk of emotional and social isolation and who is socially supported and connected. The paper focuses on young adults aged 25 to 44, a demographic that has been neglected in existing studies of loneliness despite the

fact that solitary living has shown the most significant increase among such people. This research documents that there are significant differences among the Australian population in social support and that particular groups in our communities experience considerable levels of loneliness and social isolation.

Full reports are available from The Australia Institute - free to members, or \$21 for non-members. (Order form available online, but must be printed and faxed or posted to the Australia Institute.)

Pozitive Kidz ... are happy kidz

A new way to help children build self esteem, confidence and self control.

Chris uses an activity based programme that incorporates humour, games and specific Tai Chi exercises and relaxation skills so children can control their anger, be more tolerant and develop more positive relationships with their peers and teachers.

These skills have practical applications in the classroom and will assist teachers to be more effective in managing classroom behaviour.

Ideal for year 5-6 children who are disengaged or disruptive in the classroom.

Why not consider this programme for your cluster group?

Chris Bennett

- total of 30 years in wellbeing, personal and professional development
- professional Tai Chi teacher (10 years)
- basketball coach at junior level - 15 years - (U/8 to U/20's)
- lifeline counsellor (4years)
- author of Tai Chi: A step-by-step guide to complete relaxation
- tutor for Stott's Correspondence College - Basic Tai Chi, Stress Management & Time Management



For more information, contact:

Chris Bennett
Wellbeing & Development
C.B. Lifestyle Management
Phone: (03) 9751 1360
Mobile: 0408 592 404
Web: <http://www.taichienergizers.com>

Asking the Right Questions: A School Change Toolkit

McREL

<http://www.mcrel.org/toolkit/>

On this site you will find a complete training and resource package to assist schools interested in implementing positive change. An excellent resource, this site is not one that can be covered in a single visit – it is definitely one to add to your bookmark!

The site provides information about systems theory and describes an effective way to view school systems - by looking at them as con-

sisting of three domains. Using this perspective can help you simplify the complexity of school systems, adopt multiple ways of viewing them, and better understand the interconnectivity of their various parts.

In short, this site is intended to help you step away from the action in order to see the big picture of what's happening in your school system. We refer to this as taking a "balcony view." To help you take this "balcony view," this site encourages you to use needs assessment and evaluation processes to engage in reflective inquiry. It also provides guidance

about which issues you might choose to focus on first when initiating a new systemic reform effort. This guidance is offered in view of the school factors that have been shown to have the biggest impact on student outcomes.

Becoming too involved in day-to-day activities can cause school leaders to lose sight of important trends or needed changes ... [they] must be able to "view patterns in the environment as if they were on a balcony. It does them no good to be swept up in the field of action" and miss important, unfolding patterns of change.

One of the first requirements of "getting on the balcony" is distancing ego and personal perspective from what is happening in the field of action. A leader must strive to become an objective observer and then an interpreter. Getting on the balcony means seeing what is occurring rather than what one would like to occur.



<http://www.readingrockets.org/>

A site with hundreds of resources and articles focused on "Information about teaching kids to read and helping those who struggle." Well worth book marking and revisiting!

Reading Rockets offers a wealth of strategies, lessons, and activities designed to help young children learn to read. Our resources assist parents, teachers, and other educators in working with struggling readers who require additional help in reading and comprehension skills development.

When children struggle in school, it's easy for them to get discouraged. They might say or think, "I'll never learn how to read" or "I'm just dumb." To help respond to such "put downs," Reading Rockets has developed a great online activity for parents and teachers. It's called *Put Downs & Comebacks*, and explains what may be behind such statements and what you can say or do to encourage a child to keep trying. Check it out at: <http://www.readingrockets.org/helping/putdowns/>

Families Matter

<http://www.aifs.gov.au/institute/afrc9/papers.html>

A large number of papers from the 9th Australian Institute of Family Studies Conference (February 2005) are now available for download. Many will be of interest for Starlink readers and make for fascinating – and at times provocative – reading.

More papers will be added to the site as conference presenters submit them to AIFS. Here is just a small sampling of those currently available:

- Keynote address by Don Edgar – *AIFS and the Work/Family Roundabout*. This paper traces the history of the work/family debate in Australia, including social trends, political agendas and policies.
- Keynote by Pru Goward (Federal Sex Discrimination Commissioner) – *After the*

Barbecue: women, men, work and family. The Commissioner's speech also included information about the Commission's project on women, men, work and family, launched in February 2005.

- Rebecca Cassells, Justine McNamara, Rachel Lloyd and Ann Harding - *Perceptions of child care affordability and availability in Australia: what the HILDA Survey tells us*.
- Jane Dickenson and Robert Johnstone – *Growing Up in Australia, the Longitudinal Study of Australian Children - Early data*
- Diana Smart and Ann Sanson – *What is life like for young Australians today, and how well are they faring?*

- Leonie Morgan – *Quality part-time work: 'It shouldn't be so hard!'*
- Gayle Osborne – *Y It Takes A Village: YWCA NSW's integrated approach to supporting individuals and families across their lifetimes*

This last, Gayle Osborne's paper, may be particularly interesting in terms of the project's timeframe: "This program is distinctive in that it provides an integrated approach across a 20-year plus life span, to transform a severely disadvantaged community into one participating fully in work and the social activities of their town."

RCH Resource Booklets

Mapping your Potential

This is a unique book for students with chronic illnesses. It's an interactive resource to help these students to find out more about how to successfully juggle their health, social, emotional and educational needs and build a vision for the future.

According to the author, Kate Parker of the Education Institute at the Royal Children's Hospital in Sydney, students with chronic illnesses often have complex educational needs, and with prolonged absences from school, these students often become disconnected from their peers and school community rather quickly.

Designed for use as a tool similar to a diary, *Mapping your Potential* encourages students to focus on all aspects of their life through topics such as 'Finding your own inspiration', 'Organising your life', 'Tackling assignments' and 'The value of reading'. (\$10 plus \$2 postage & handling)

My Hospital Adventure

This package offers students, parents and teachers practical activities and suggestions that will assist in facilitating successful reentry back into school. (Contact RCH for cost and to order)

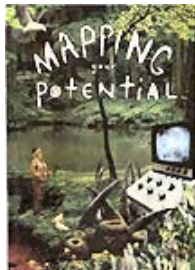
When a Student has Cancer

Developed by the RCHEI in collaboration with the Cancer Council, Victoria and the Royal Children's Hospital-Oncology Department, this is an educational resource for primary and secondary schools who have a student with cancer. (Free for download)

Sick Humour: A Diary from the Adolescent Unit

This book has been written and illustrated by adolescents who have been patients at the Adolescent Unit of the Royal Children's Hospital. Being sick is not funny, yet these young people have managed to highlight the 'funny bones' of life through a thought-provoking look into the experiences they faced while in hospital. (\$11.95)

All four of the above publications are for purchase from the Royal Children's Hospital Education Institute in Sydney:
Phone: (02) 9322 5100
Email: edinst@rch.org.au
Web: <http://www.rch.org.au/edinst>



Make Some Noize!

<http://tinyurl.com/43s2z>

Make Some Noize! is a music project in Queensland that aims to reach at-risk young people through its music-based activities that aim to increase self-esteem, and prevent suicide.

The project targets five Queensland regions, ranging from the Gold Coast up to Cairns, and is being managed by Q Music. The program hopes to develop links between participants and the music industry nationally—demo CDs will be just one of the outcomes expected to emerge from the project.

Each workshop will provide support for up to ten young people aged 12 to 21. Participants are selected by Mission Australia -- Make Some Noize is their initiative, supported by the Sony Foundation, Harvey Norman, the Esprit Foundation and Karabiner Access.

National Collaborative on Workforce and Disability

<http://www.ncwd-youth.info>

The National Collaborative on Workforce and Disability for Youth (NCWD/Youth) assists state and local workforce development systems to better serve youth with disabilities.

Many of their publications and resources are also highly applicable or adaptable for Australia. Take the link to Resources and Publications in the top menu.

There are quick reference guides on such topics as *Workplace Success, Assessment* and *Hidden Disabilities*.

There is also a comprehensive manual entitled *Career Planning Begins with Assessment: A Guide for Professionals Serving Youth with Educational and Career Development Challenges*.

Link directly to this manual at:
http://www.ncwd-youth.info/resources_&_Publications/assessment.html

Build a community so strong that it doesn't break, try to be invisible when you come to help, do the basic instrumental things that Grandma taught you to do for a neighbor in need, and treat each person as an individual—it still seems to work rather well." (Richard Gist)

Leadership Learning Community

<http://www.leadershiplearning.org/>

The Leadership Learning Community reaches out to those who run, fund, study and provide services to leadership development programs. The more than 70 leadership development programs who have joined this community convene groups of participants over the course of at least one year to provide individual or organizational capacity development through core training and individual learning opportunities, often involving a leadership action project or collaboration.

See the links to Knowledge Pools on this website for a range of helpful resources, articles and information. Though these are US-based, they are highly applicable or adaptable to an Australian context.



Stories from Home

by new settler young people

Cutting Edge UnitingCare is a small rural agency that works with new settler young people who live in the Goulburn Valley in Victoria - mainly in the Shepparton and Cobram areas.

For the past four years, the stories about the settlement experience of young people who come from refugee and migrant family backgrounds have been documented by this service, previously through the medium of a photo essay and a play, and now through the book, *Stories from Home*.

Of interest to organisations working with young people, teachers, or anyone interested in knowing more about the experience of young people, this book is available for a fee from:

Cutting Edge UnitingCare
Project Partnerships
Phone/fax: (03) 5828 9217.

Youth for Youth Investments

<http://www.youngaustralians.org>

The Foundation for Young Australians has funding available for organisations that work with young people.

Youth for Youth Investments is an opportunity open to organisations that work with young people aged 12 to 25. The grants of up to \$30,000 over one year or \$40,000 over two years are aimed at supporting initiatives that enhance youth participation or create opportunities for the development of young people.

The allocation of grants is decided by a committee that includes young people from each State and Territory, and applications close on Thursday 5 May 2005.

See: <http://www.youngaustralians.org>
or Phone: (03) 9670 5436.



"A sense of humour, a sense of play, willingness to experiment with even wild ideas are all part of a culture of innovation"

**Rosabeth Moss Kanter
(Harvard Business School
Professor**

Parenting Course for under 25s

<http://www.oranafamilyservices.org.au>

In Victoria, Orana Family Services are offering a course for young parents and those who are pregnant which will give participants the opportunity to learn about their children and to meet other young parents.



God is a comedian playing to an audience too afraid to laugh.
(Voltaire)

Transitions & Risk: New Directions in Social Policy

<http://www.public-policy.unimelb.edu.au/conference2005/Index.html>

This conference, held in February 2005, considered how the idea of transitional labour markets could be applied to the Australian situation in which life course choices are made as people move from education to work, between employment and caring, between different labour market situations and from employment to retirement.

Many conference papers are now available for download from the above site, with the remainder being added as they become available. A small sample of available papers:

- Paul Altschwager & Gerri Walker (Youth Education Centre, South Australia, Australia): *Youth Education Centre – Partnerships in Practice*
- Chris Arup (Faculty of Business and Law Victoria University, Australia) : *Social Security and Transitional Labour Markets in Australia: A Preliminary Analysis*
- Iain Campbell & Jenny Chalmers & Sara Charlesworth Centre for Applied Social Research, Royal Melbourne Institute of Technology, Australia): *Improving the quality of part-time work*
- Louise Coventry (YP4, Australia): *Joining Up: Emerging lessons from YP4 - the young homeless jobseekers trial*
- Mathew Fante (Service Development & Planning, Department of Ageing, Disability & Homecare, New South Wales, Australia): *The Problems Facing Older People with a Disability Leaving the Workforce: The Need for Increased Inter-Departmental Co-operation in the Provision of Retirement Solutions for Older Australians with a Significant Disability*
- Sally James (Melbourne City Mission, Australia): *Inclusive approaches to non-traditional education and training pathways*
- Davina Jones (Centre for Social Research and Evaluation, Ministry of Social Development, New Zealand): *Disability, Employment and Benefit Receipt: Some Empirical Findings*
- Pamela Meadows (Institute for the Study of Children, Families and Social Issues Birkbeck, University of London): *Sure Start Local Programmes In England: Improving The Employability Of Parents*
- Mary Tresize-Brown (Brotherhood of St Laurence, Australia): *Employing Young Workers: Transition to Employment - possibilities for developing a framework that identifies the skills, abilities and workplace practices that contribute to employers effectively inducting, managing and retaining young workers.*

Grants@DVC

www.grants.dvc.vic.gov.au/

This website provides information about current and upcoming grants available through the Department for Victorian Communities. Worth book marking and revisiting often!

DVC administers a range of grant programs. Some grants go to individuals, while others go to organisations, big and small. We understand how important grants are to you.

DVC is progressively redeveloping its grant programs to make them less confusing and easier to use. This process will take some time given the number of grant programs available through DVC. The first step in this process has been the development of a new framework for DVC grants. This framework will guide any changes to our grant programs.

This website will help you or your organisation to find information about DVC's grants, make an application or view the priority areas for the Department.

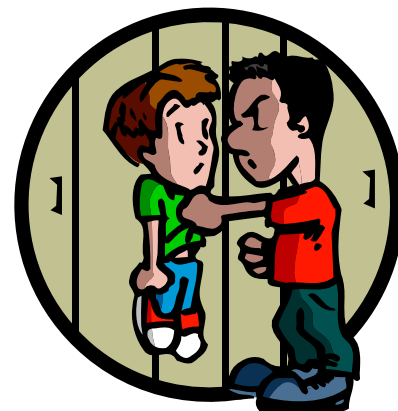
Please visit this site regularly to keep in touch with Grants@DVC or if you want to talk with us about your grant application, please contact Information Victoria on 1300 366 356 (for the cost of a local call) between 8.30am and 10.00pm weekdays (except public holidays).

Stepping Stones for Early School Leavers

<http://www.ncver.edu.au/publications/1384.html>

Stepping stones: TAFE and ACE program development for early school leavers, by Johanna Wyn, Helen Stokes and Debra Tyler, is a report on technical and further education (TAFE) institutes and adult and community education sector programs.

The report suggests that these programs and settings are effective pathways for re-entry to education for some young people who have left school early. Students are attracted to the programs by features like the quality of relationships between students and staff, the flexible mode of delivery, the choice of subjects to study, and the personal autonomy afforded them.



Resources on Bullying

<http://www.pta.org/bullying/index.asp>

The US National PTA website contains many of resources for parents, including a number related to bullying. Well worth the read!

Resources to assist parents in relation to bullying are:

- Understanding Bullying
- How to Know if Your Child Is the Victim of Bullying
- Identifying Bullying
- Life After Bullying
- Safeguarding Your Children at School: Helping Children Deal with a School Bully