



youth options
young lives transformed

YEAR IN REVIEW AND IMPACT REPORT



2022 - 2023

And so the story continues...

To better transform young lives, sometimes we need to transform ourselves.

After 34 years, we've been on a journey to refocus our vision to better help young people create a working future full of purpose and promise.

We are just as excited about our future and would like to share this with you.

YOUTH OPTIONS!



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OUR VISION

Creating pathways to
living a life of purpose.

OUR MISSION

To support diverse young
South Australians, transform
their lives by developing the
confidence and skills to learn,
earn and live.

OUR VALUES

Authenticity:

We live and breathe our culture of being
genuine and real from our board and our
leadership team right through to our service
delivery team.

Belonging:

We welcome people in and accept them as
part of our community with kindness and
empathy.

Integrity:

We act consistently with the
values we uphold.

Learning:

We learn from our clients and each
other to produce better outcomes
and greater impact.

Unconditional positive regard:

We demonstrate an ongoing belief
in a young person's potential to
achieve their goal.

STRATEGIC PRIORITIES

Focus on client impact
A holistic and integrated support model
A youth relevant brand
Solid foundation
Active and engaged board leadership

CHAIRPERSON - YOUTH OPTIONS BOARD

DOUG LAYNG



Dear Friends and Supporters of Youth Options,

It's with deep gratitude and reflection that I welcome you to our Annual Impact Report. This report encapsulates a year of remarkable achievements, poignant moments, and invaluable learnings. As I read through its pages, I am struck not just by the numbers but by the stories they represent – the lives touched, the hurdles overcome, and the impact made. We owe these accomplishments to the dedication of our staff, the support of our partners, and the trust of our community. Thank you for being an integral part of this journey.

I'm also thrilled to introduce our esteemed board members that join me on the Youth Options Board:

- Tracy Newman: Vice Chair
- Stephen Noble: Treasurer
- Sanja Hendrick: Public Officer
- Leanne Isaacson: Board Director
- Kylie Luciano: Board Director
- Liz O'Connell: Board Director
- Michelle Braham: CEO

As a collective, the Youth Options Board represents a wide range of skills, abilities and perspectives wanting to improve the lives of young and vulnerable South Australians.

Let's take a moment to appreciate the collective effort that has made this year truly exceptional.

I extend my heartfelt gratitude to my fellow board members and our dedicated staff. Your commitment and hard work have been instrumental in our achievements.

As we step into another year, I am filled with hope and anticipation. Together, let's continue this incredible journey of impact and empowerment.

Doug Layng - Chairperson Youth Options

MESSAGE FROM OUR CEO

MICHELLE BRAHAM

As we reflect on the conclusion of another year, we recognise the significant strides our organization has made. In 2021, our goal was to develop a service model that could truly transform the lives of some of the most vulnerable young South Australians. Understanding our impact on their lives was paramount. In 2022, we initiated our inaugural evaluation using the Theory of Change. This year, we revisited those same young people to delve into their perspectives. Their feedback is profoundly positive:

We also heard that 92% were very satisfied with our services with 77% reporting satisfaction with life generally.

These indicators validate our mission-focused approach. Each percentage, every shared story, vividly illustrates Youth Options' impact. This data reinforces the importance of our annual evaluation, ensuring we stay on course, creating pathways to fulfilling lives.

Aspect	Favourable Percentage
Skill Development	100%
Self-Confidence	92%
Positive Relationship	83%
Mental Health & Wellbeing	83%
Physical Health	86%
Career Clarity	92%
Job Search Skills	100%
Independent Living	75%



In gratitude to our supportive board and our exceptional team, whose unwavering dedication shapes the futures of our community's youth.

**Michelle Braham - CEO
Youth Options**

MEET TEAM YOUTH OPTIONS

At Youth Options, our commitment is to provide outstanding services and foster an inclusive environment for young people. Our dedicated team of compassionate professionals, enriched by lived experiences, serves as the cornerstone of our approach. Lived experiences enhance empathy, build trust, and promote cultural competence, allowing us to combat stigma, support peer interactions, and develop effective policies.

Our team is comprised of highly skilled individuals with formal education and diverse qualifications, including counselling, psychology, social work, youth work, career development, leadership, finance, human resources, communication, administration, education, training, and community services. Notably, 35% hold qualifications in counselling, psychology, and social work, and 30% specialize in youth work.

This year, we proudly awarded the Youth Options Staff Award (YOSA) to Zoe Dowd and Glenn Tee, recognizing their outstanding dedication and alignment with our values.

Staff Engagement:
Level of job satisfaction and staff commitment to Youth Options

89%

Progress:
Perceptions about organisational progress

95%

Staff Wellbeing:
Emotional wellbeing and ability to successfully manage stress

75%

Staff team pictured with Major Moogy Sumner at a recent training event



OUR SERVICE BENEFICIARIES

Young lives transformed

Our ability to belong and live with purpose is intrinsically linked to our capacity to learn, earn and live. Being sustainably employed is more challenging for some young people than others.

Learning difficulties, disability, mental illness, poverty, substance abuse, absence of positive role models and the influence of generational unemployment or traumas at home can make it disproportionately harder.

We work with young people aged 14 to 30 to:

- overcome their barriers
- realise their own potential
- safely shift self-limiting beliefs and behaviours, and
- access the tools and support they need to explore and shape the future they imagine.

We work largely with young people before they begin to apply for jobs to engage them in the future.

Mentor was extremely helpful and understanding

Average Age - 19

57 % - Male

41 % - Female

1 % - Non-binary

1 % - Other

Complexity

66 % 5 or more

27 % 10 or more

7 % 15 or more

Who we help:

- 3 in 5 are early school leavers
- 3 in 5 experienced bullying or struggled with peer relationships
- 2 in 5 live with disability
- 5 in 10 have mental health concerns



Our Theory of Change

Phase 1

Inputs



>350 Participants



>50 Referring Agencies



Safe and Positive Environment



Values Driven Qualified Staff

Phase 2

Domains



Social and Emotional Learning



Learning Ability and Skill Development



Work Preparedness

Outcome

Phase 4

Immediate (0-6 months)



Sense of belonging



Willingness to try



Hope for the future

Outputs

Phase 3

Case Management/Mentoring

SACE Support

Independent Living Skills

Practical Work Skills

Career Guidance

Work Experience

Learning Pathways

Employment

Phase 5

Outcome

Medium term (6-12 months)



Health + wellbeing



Learning mindset



Aspiration + motivation

Phase 6

Outcome

Longer term (12 months +)



Resilience + Self Esteem



Further Education and Training



Maintaining Employment



Key assumptions

- Young South Australians
- Aged 14 – 30 years
- Referred by external source
- Living with multiple complexities causing detachment from community, education and employment

Impact



Satisfaction with life



Living Independently in a Connected World



Benefit from Sustained Employment

Theory of Change Evaluation Results

94%

of our young people say we:
• treat them with dignity
and respect

91%

of our young people say we
have enough different
activities to try

95%

of our young people say we:
• provide a safe and
welcoming environment

"I like coming here."

"I love the case
managers."

"Great people
working here."



Activities Snapshot

Youth Space - FLO

- 6 - Started an apprenticeship
- 12 - returned to school
- 21 - undertook TAFE or VET courses
- 29 - obtained their White Card
- 55 - received driving assistance
- 22 - left with a job
- 25 schools referred to Youth Space
- 2951 hours of Case Management

NDIS Services

- 11, 620 Mentoring hours provided to young people living with disability
- 63 NDIS Clients
- 560 Driving hours
- 1348 Work readiness sessions
- 716 Woodworking sessions
- 424 Gardening sessions
- 560 Social skills sessions
- 252 Cooking sessions
- 220 Welding sessions

"Ya'll put in a lot of work, thank you!"

Employment programs

- 26 Upcycle (Murray Bridge & Brinkley)
- 34 Hospo Prepped
- 1330 Student days of training
- 59 - Number of students completed at least 1 accredited competencies

MURRAYLANDS

Upcycle (Murray Bridge & Brinkley)

- 26 participants
- 680 days of training

NDIS (Murraylands)

- 35 participants

Programs include

- Seed to plate
- Get Moving L's
- Living Skills & Cooking
- Driving support
- A Team

Results Timeline

"I felt included and in control of what I wanted to do."

Engagement 6 to 12 months



8/10 report improved health



8/10 are willing to learn



9/10 feel hope for the future

Starting First 6 months



9/10 feel a sense of belonging



9/10 are willing to try



9/10 have hope for the future

"Youth Options were very helpful and understanding. They were helpful to achieve my goals of employment."

Actualising 12 months plus



8/10 feel resilient



9/10 have learning goals aligned to their future



3/10 are maintaining employment

Shyanne Phillips
Youth Space Student
2020 - 2023

Team Leader at 4G Expo
August 2022

OUR STORIES

ALLIN TOWBARS



This picture was taken the day we went to say thanks, as Chris had accepted an employment contract.



A picture tells a thousand words.

It is the culmination of working together and forging a partnership for now and into the future.

When we first met Christopher (in the yellow Hi-Viz) he knew he wanted to be independent.

Initially he had a curiosity in palaeontology, which led to meeting and talking with a leading expert at the South Australia Museum. It was wonderful to experience that conversation and to hear Chris's profound knowledge on the various aspects of prehistoric times.

While he was exploring other employment options, it was when he spent time in our workshop, we found out he was a natural welder.

After learning the important safety aspects, Chris identified a passion project which he designed, a fish sculpture. Using recycled materials, a bike chain for the frame, and washers for scales all individually welded, he created an amazing project, we were then able to show employers.

This was more than just a project; it was daring to dream for a future of his own.

Late 2022, Allin Towbars, designers, manufacturers, and installers of towbars onto new vehicles, were approached about potential employment for Chris.

Managing Director, Penni Donato, and Operations Manager (Production), Kevin Higgins, saw something in Chris and agreed after a four months trial, to keep him on. Chris continues to work at Allin, three days each week, with a potential pathway of full time and an apprenticeship.

OUR STORIES

JACK FILMER'S JOURNEY TO RESILIENCE



Jack Filmer, an 18-year-old participant in the Youth Space Flexible Learning Options program funded by the Department for Education, has demonstrated remarkable growth and resilience. Referred from Urrbrae Agricultural High School, Jack was referred to the program in early 2020, facing several challenges including mental health, transportation and learning barriers, including dyslexia and auditory processing difficulties. Nevertheless, he completed SACE compulsory subjects and embarked on a partial Certificate III in Hospitality. Jack's has employment at BWS which boosted his confidence and reduce social isolation.

Throughout the program, Jack displayed a strong commitment to learning and career development, achieving employment, acquiring his driver's licence, and initiating mental health support. Jack's mother praised Youth Space's flexible and tailored approach for accommodating Jack's unique needs, including anxiety and depression.

In Jack's own words, "FLO lets unique people learn the way they can learn and helps the so-called outcasts at school have a place to work and fit in with other unique people." His journey highlights the value of tailored education and support, allowing individuals like Jack to overcome obstacles and pursue their aspirations, including future career changes or travel.

OUR STORIES

CLANCY'S JOURNEY WITH YOUTH OPTIONS

Clancy felt himself struggling with a serious lack of confidence, causing him to withdraw from social interactions, including avoiding his peers and rarely venturing out of his home for an entire year. In the early stages of the program, he was hesitant to participate in activities. However, as the program unfolded, there was a noticeable change in his self belief.

He began actively seeking information from Guy, the Program Facilitator, about the culinary work, asking about the ins and outs of becoming a chef and exploring the diverse opportunities within the profession. Clancy set clear and achievable goals for himself, aiming to own his apartment and car while achieving financial stability. Seeing a career as a chef in his pathway to these dreams, he became increasingly motivated.

After completing the Hospo Prepped program, Clancy grabbed the chance for an apprenticeship offered by CEG, which he started in September 2022. When we caught up with Clancy at his workplace in late January 2023, Clancy had successfully navigated his first hectic holiday season as an apprentice chef. He had honed his skills in the cold larder section and was now determined to progress further by tackling the challenges of the bustling fryers section in the kitchen.



"It was a shock at first. I hadn't worked full time before. I really enjoyed the work and being really busy. It's getting a little quieter now, so I made it through the real busy time"

"I am much more confident now, and yeah, just a better work ethic. I never thought I would be able to do this 12 months ago."

"Once we started working in the kitchen, it really gave me an interest in cooking, and I thought this could be something I wanted to do with my life."

OUR STORIES

BON VOYAGE JOSH VEREYKEN – YOUTH OPTIONS STUDENT SETS SAIL ON ONE-AND-ALL

Josh was placed in the red watch or known in Naval terms as the Port Watch.

Once the One and All ([Friends of the One And All Sailing Ship Inc](#)) had been prepared and final checks completed the ships company formed on the Wharf and the Captain on the vessel introduced to the ships company and more importantly the Watch leader that will be teaching them the ropes for the trip, a 7-day journey to Melbourne.



On completion of the Captain's welcome and introductions, Josh met his team leader and the rest of his Port Watch team. One last quick briefing took place on the wharf, before the participants were all welcomed by the Captain to join the ships company onboard to prepare for departure.

This trip will teach participants the important life skills that you don't get just anywhere. Josh and all the other participants will develop skills that you can only learn when working in close quarters within a team. Teamwork, Communication, and the importance of self-worth.

Lines were cast and the One and All set sail for Melbourne at 1037. This voyage is 550 Nautical mile (nearly 1020 km). On arrival to Melbourne, Josh will participate in the International Rotary Convention with Rotarians from all across the world.

Shoutout to the Chairperson of the Youth Options Board, Doug Layng and [Rotary Prospect](#) for presenting Youth Space with the opportunity to nominate and then financially supporting a young person for this amazing and unforgettable life changing opportunity and to the team that supported Josh. Thank you.



OUR STORIES

ROBERT'S BIRDHOUSES



This is Robert, he has been learning woodworking skills in our YO Makerspace. During his time at Youth Options Robert has not only increased his hands on skills, but he has also learned about WHS and increased his social confidence.

The outcomes achieved by Robert include an induction into the Safe Operating Procedures for a variety of power tools and equipment. Tools such as cordless drills and impact drivers, orbital, disc and belt sander, compound mitre saw and thicknesser planer to name a few.

Robert also displayed that he can:

- Follow personal responsibilities in the workshop, (putting away tools, cleaning work area).
- Follow WHS requirements, (understanding safety signs, choosing the correct PPE for task).
- Ask for help when required.
- Follow instructions without the need to have information repeated.
- Demonstrate how to be likeable.
- Build rapport with "workmates".

Robert's latest project were twin Bird Houses, made for his mum and his uncle. Robert used a variety of techniques including measuring and calculating angles, applying putty and timber stain. Both were finished off with an exterior clear coat, resulting in a pair of fantastic bird houses. Great work Robert, keep amazing us!!!

100 YOUNG LIVES TRANSFORMED

CELEBRATING 100 YEARS OF

ROTARY IN SA 2022-2023

THANK YOU



Richard Dahl – Youth Programs Representative, Rotary Adelaide and Michelle Braham - CEO, Youth Options launched the 100 Young Lives Transformed Project to help celebrate 100 Years of Rotary in South Australia.

A big THANK YOU to Rotary Adelaide for the grant to fund:

- Drive safe road safety workshops
- 10 new student loan laptops
- New bench and workshop tools
- Equipment for the QA social and enterprise

Over the 2022 - 2023 year, many students (well over 100 young people) had opportunities that they wouldn't have otherwise had without the Rotary Club of Adelaide funding.



Road crash survivor Eli Murn speaking to a group of participants in our Road Safety workshop - "You can choose the risk but not the consequences"



VARIETY

MG3 WELCOMED TO YOUTH OPTIONS



Variety - the Children's Charity, which is dedicated to supporting children and families grappling with various challenges such as illness, disadvantage, or disability, has played a vital role in the success of the Drive Me program. Their commitment to empowering young individuals aligns perfectly with Drive Me's mission to provide young South Australians with the means to secure their Driver's Permit and pursue job opportunities.

Variety's work focuses on granting the kids the gift of mobility, enabling them to participate in their communities, fostering communication, independence, and self esteem. By offering their support to Drive Me, Variety ensures that even those young people who face considerable barriers can access the program, ultimately working toward the ideal of providing every child with an equitable chance. The collaboration with Variety exemplifies a joint commitment to fostering a safer, more prosperous contribution to purchasing cars for the Drive Me program and their unwavering dedication to the well-being and opportunities of young people.



Pictured is Bianca Johnson the general sales manager of Newspot Adelaide, Meredy Bochow Grants Coordinator for Variety – the children's charity of Australia and Michelle Braham the CEO of Youth Options.

GRILL FOR GOOD

DO GOOD, FEEL GOOD, #GrillforGood



During 2022/23 financial year the Youth Options team developed a concept of #GrillforGood, tested the model and registered the brand. We are seeking to build a fundraising funnel and way of growing our organisational profile.

The philosophy behind the fundraising initiative is that we wanted something that differentiated us from the Gala Ball and Golf Days fundraisers which dominate our sector and we wanted something that was in reach and comfortable also to our clients : the young people we work with and it had to be within our resources without taking staff excessively away from client delivery. Who doesn't love a gourmet BBQ and a glass of wine!

We also knew that one of the hardest things for a young person seeking to gain employment is to have some experience listed on their resume.

Grill for Good is our solution. A way to fundraise, build profile and at the same time give some real world event and hospitality experience to young people we are working with.

During 2022/23 we undertook four Grill for Good events hosting members from Rotary (various clubs), Ergo apartments, BNI (various chapters) and suppliers and supporters. We also had two supporters host their own Grill for Good events as a fundraiser for us.

Each Grill for Good event included a gourmet grill dinner (licensed) , a tour of the Youth Options Sturt Street hub, a brief presentation by the CEO and a Q&A session with a young person who had been through our programs.

Going forward 'Grill for Good' is looking to grow and develop in a couple of directions – (i) allow and support people to host their own "Grill for Good" fundraiser events to raise money for Youth Options programs and (ii) develop a mobile "Grill for Good" social enterprise (building on the experience opportunity for our young people) where we take Grill for Good trailer and host a 'Workplace' event providing amazing coffee and amazing grilled food at the premises of a business that is keen to help us. Watch this space.

If your workplace wants to demonstrate its corporate social responsibility (CSR) and at the same time treat your staff to great coffee and awesome food reach out now for pre-bookings.

Grill On!!!

Thanks to Cheffy Chelby's who provided salads for a number of events without cost.



**THANK YOU!
WE COULDN'T HAVE
DONE IT WITHOUT YOU!**



Westpac Foundation



youth options
young lives transformed

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