

# REENGAGE

Y O U T H   S E R V I C E S

**Looks, sounds and feels like a  
Restorative organisation**

# LEARNING ENGAGE

## YOUTH SERVICES

2009

- Pilot program
- Working from our kitchens
- 2 Staff
- 0 - 35 young people
- 2 programs

# 2014

- Charity Status
  - 4 sites
  - 53 Staff
    - 1,210 young people
    - 15 program options

# Self

Restorative practice is a way of being



# Dimensions of the Great Place To Work<sup>®</sup> Trust Index<sup>®</sup> Model



Credibility



Communications are open and accessible  
Competence in coordinating human and material resources  
Integrity in carrying out vision with consistency

Respect



Supporting professional development and showing appreciation  
Collaboration with employees on relevant decisions  
Caring for employees as individuals with personal lives

Fairness



Equity - balanced treatment for all in terms of rewards  
Impartiality - absence of favoritism in hiring and promotions  
Justice - lack of discrimination and process for appeals

Pride



In personal job, individual contributions  
In work produced by one's team or work group  
In the organization's products and standing in the community


Camaraderie



Ability to be oneself  
Socially friendly and welcoming atmosphere  
Sense of "family" or "team"

T  
R  
U  
S  
T

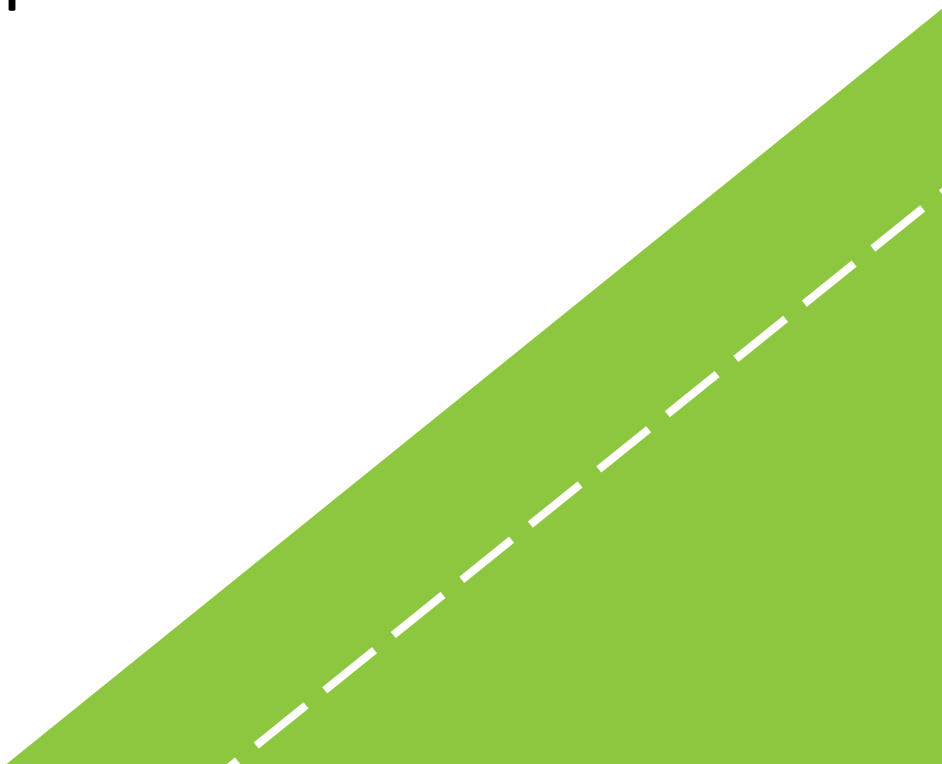
# Activity

- Chose one of these cards to represent how you are feeling today!
  - Share it in a group of 3
  - What did you notice about the cards?
  - Have a conversation with your group about how you might use these cards.
- 



Collegiate

# Activity

- How many weeks paid leave do you get?
  - How regularly do you receive supervision?
  - Do you have a regular process for critical reflection?
- 

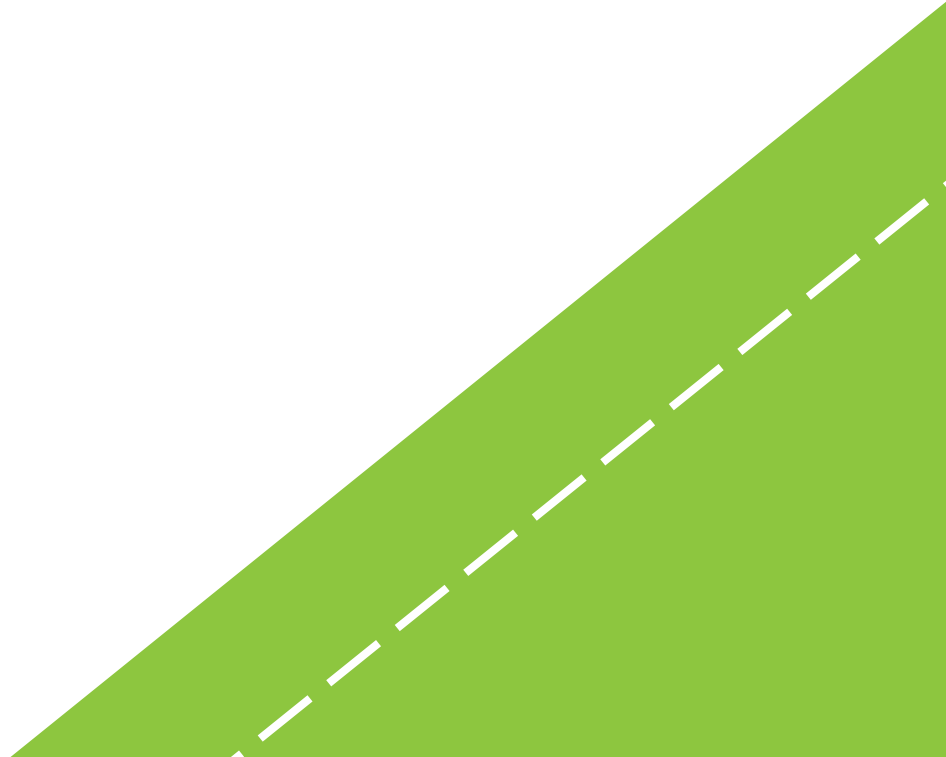


# Activity

## Socrative

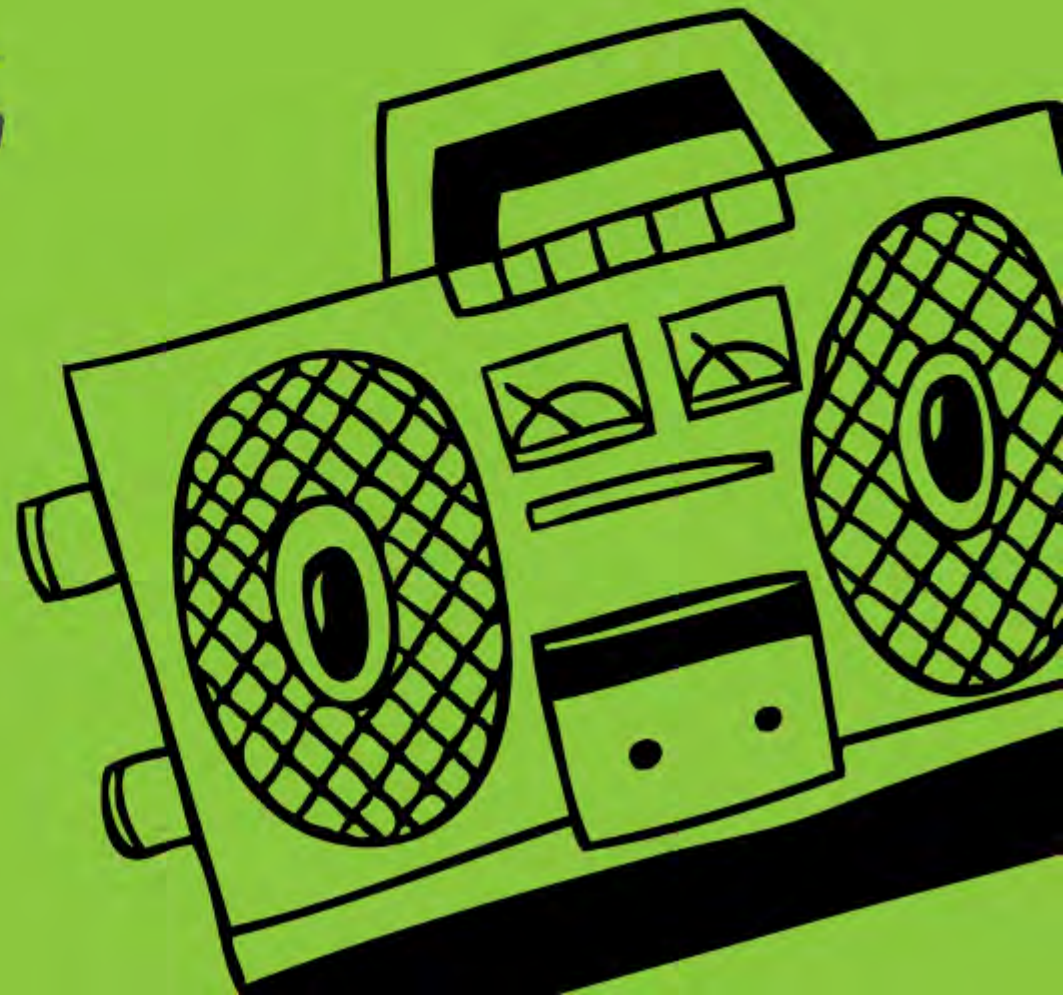
Website: [b.socrative.com](https://b.socrative.com)

Room: Reengage



# Young people and Families

The professional challenge...  
...working *with*



Blockers

Support

Learning difficulty

Bullying

Just didn't understand

Legal issues

Stuff at home

Drugs and Alcohol

Adult decisions

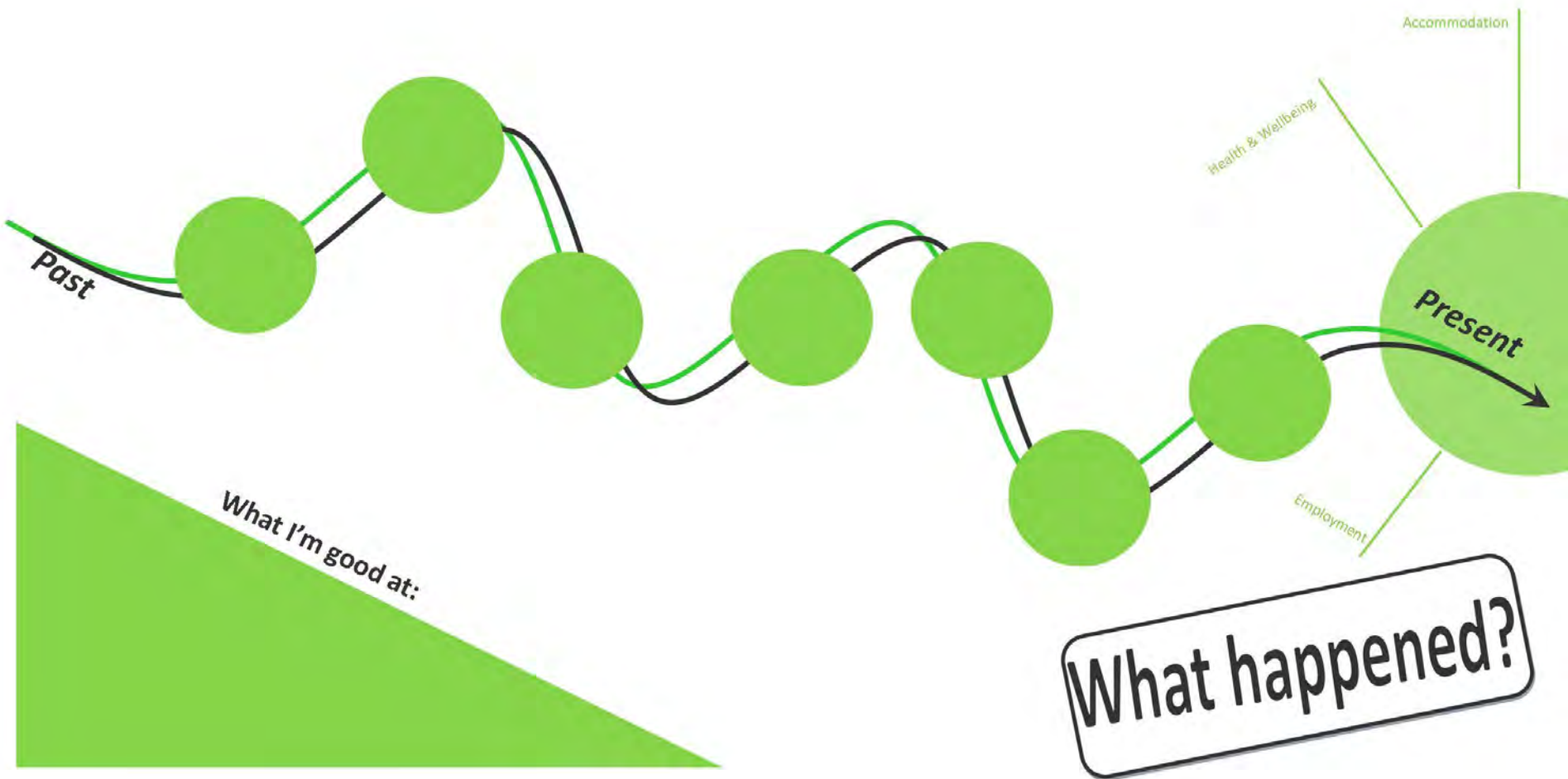
Other

Tutoring

Counselling

SSO

Other



# Community of Care

## Relationships:

Strong

Mixed

Abusive



## Affects:

Legal issues

Mental Health

Requires Care

D & A issue

- L

- M

- C

- D

# What happens next?

Ideal life



Education/Training

- School
- Short course
- TAFE
- Uni
- Apprenticeship
- Other

Accommodation

- With parents
- With friends
- Own home
- Other

Wellbeing

- Depression
- Self harm
- Suicide
- ADHD
- Other

Living Skills

- Cooking
- Cleaning
- Finance
- Transport
- Other

Self-esteem

- Anger
- Self image
- Other

Transport

- Public Transport
- Drivers Licence
- Car
- Other

Health

- Personal Hygiene
- Sleep
- Disability
- Other

Social Skills

- Groups
- Fights
- Other

Legal Issues

- Court case
- Restrictions
- Other

D & A

- Drinking
- Drug use
- Other

Today



# What happens next?



Social Skills

- Groups
- Fights
- Other

Education/Training

- School
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# What happens next?



10 - Its great, no worries

0 - It sucks, I want change

*three simple steps...*

1.

2.

3.





# WHAT HAPPENED?

TELL US ABOUT YOUR LIFE UP UNTIL NOW...



the PAST



the PRESENT

MY STRENGTHS ARE






# COMMUNITY OF CARE

TELL US ABOUT THE RELATIONSHIPS IN YOUR LIFE...




  
**YOUR NAME**  
 -----  
 connect the people in your lives using lines

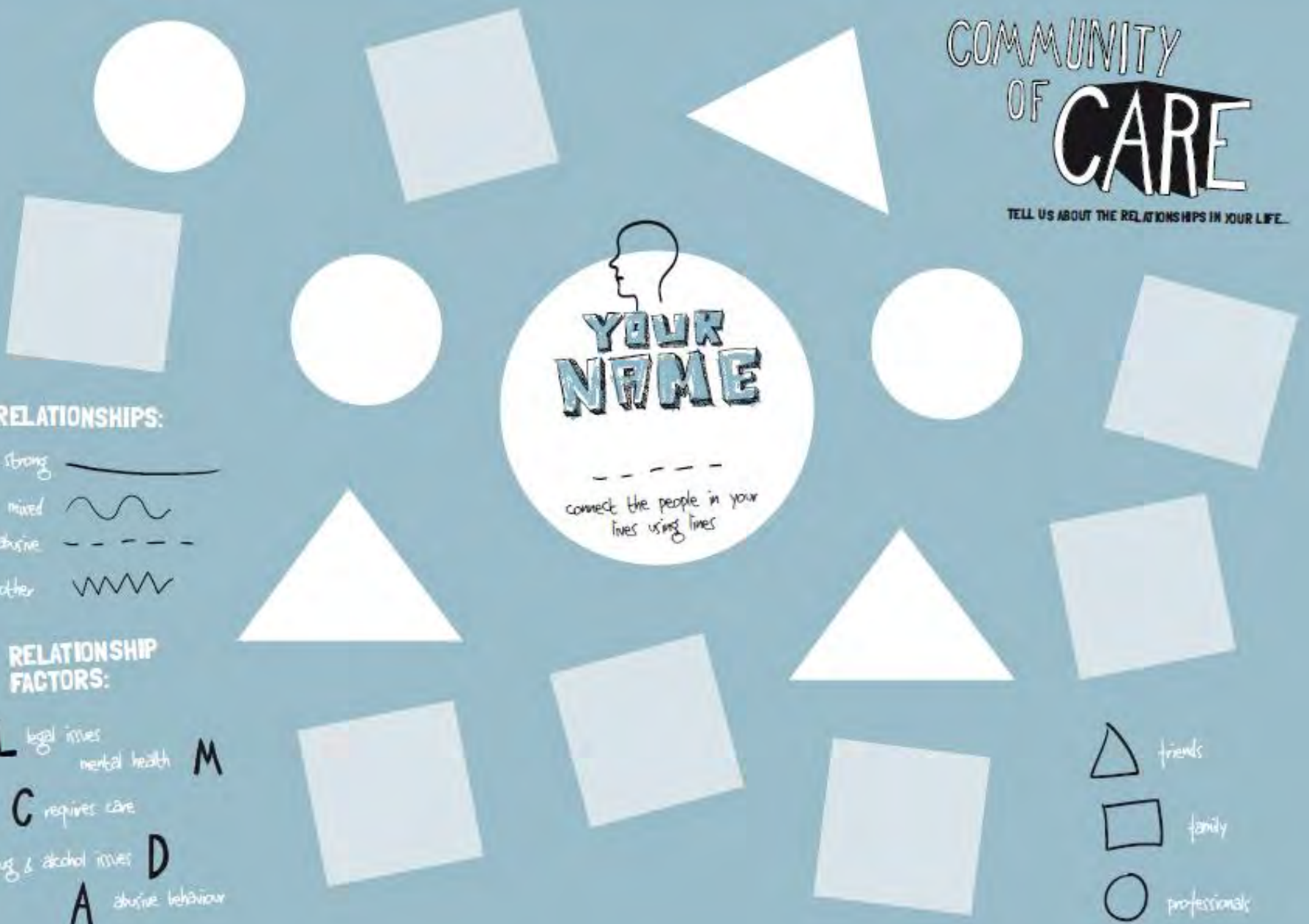
## RELATIONSHIPS:

- strong 
- mixed 
- abusive 
- other 

## RELATIONSHIP FACTORS:

- L** legal issues
- M** mental health
- C** requires care
- D** drug & alcohol issues
- A** abusive behaviour

-  friends
-  family
-  professionals



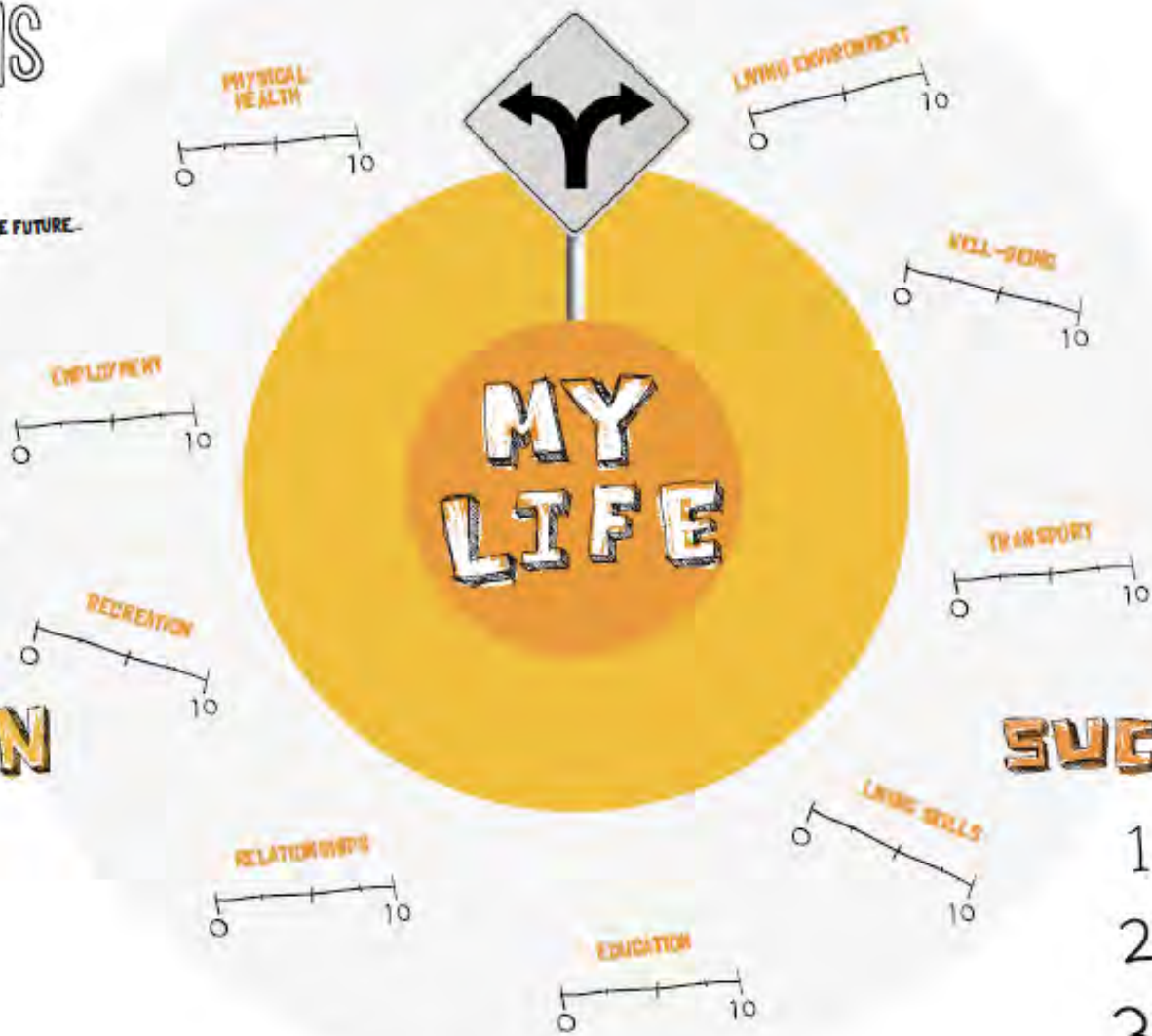
# WHAT HAPPENS NEXT

TELL US ABOUT YOUR VISION FOR THE FUTURE.

write about it

## TAKE ACTION

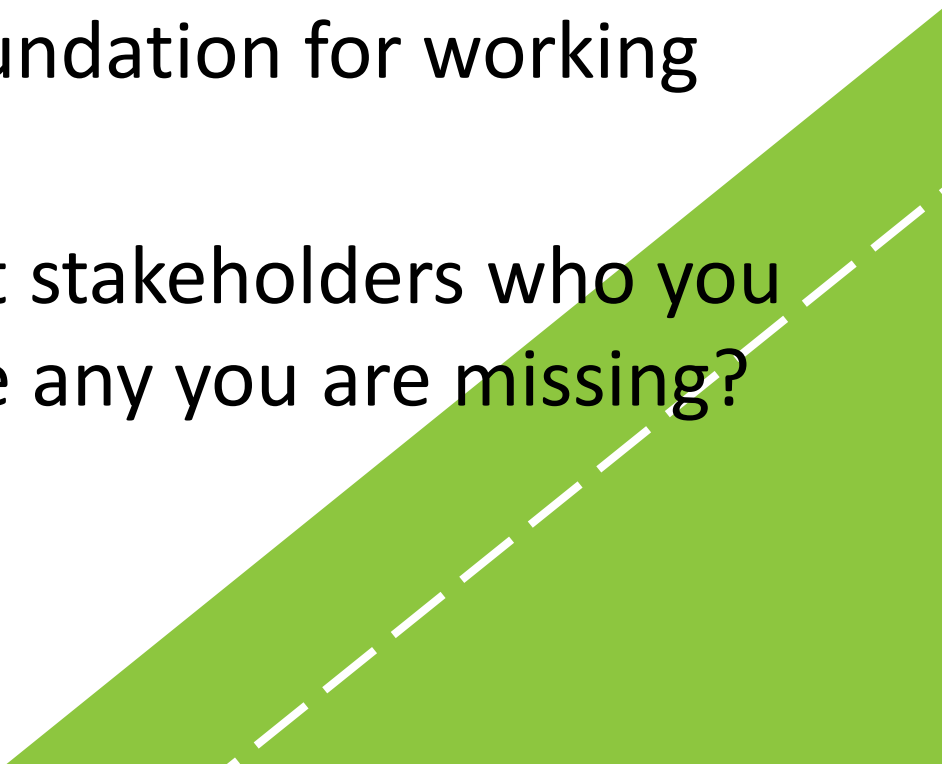
- 1.
- 2.
- 3.



## MY SUCCESSES

- 1.
- 2.
- 3.

# Activity

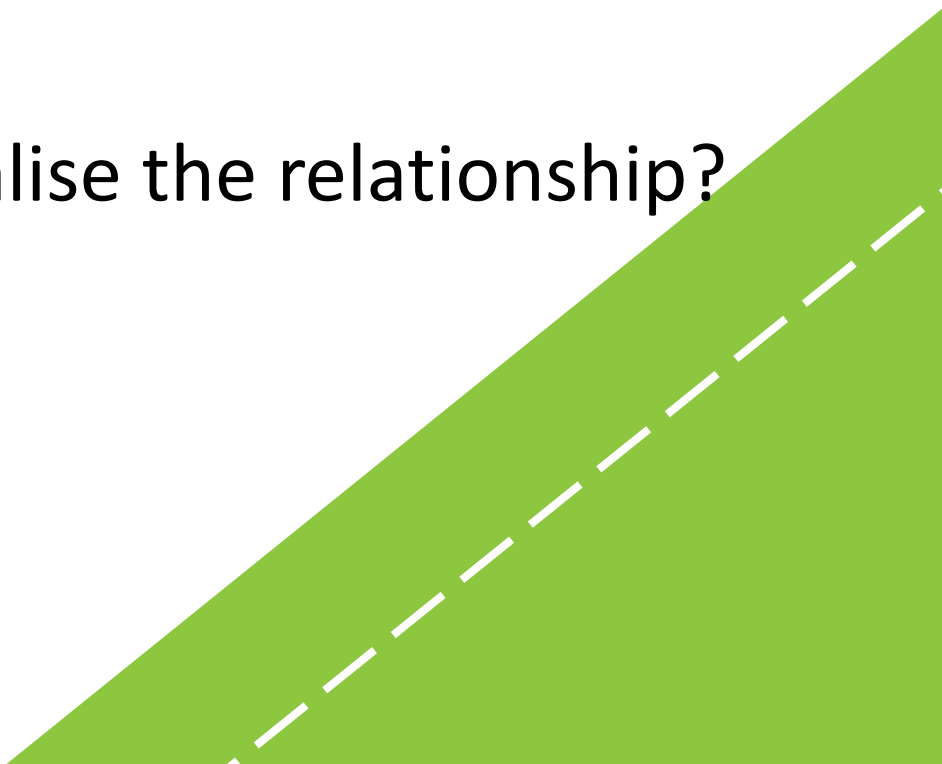
- If you took working “with” seriously in your work, is there part of your practice would you change? If yes what would you change?
  - How do you set the foundation for working “with” in your role?
  - Who are the important stakeholders who you work “with”? Are there any you are missing?
- 



# Community and Sector

Sharing the journey

# Activity

- Who are the people outside of your org and client group that see you practice?
  - What would they say about what is important to you?
  - Is there a way to formalise the relationship?
- 

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