

Strategies	Measures	Results	Analysis
Mt Theo Outstation			
Provide respite and care for young Warlpiri people suffering from substance misuse and at-risk behaviour			
Using traditional, family and government authority, take young people to Mt Theo to provide care in a healing country. Use SIRITIS to collect and report accurate data and trends. Expand the model to include shorter client/family 'camps' for younger clients engaging in opportunistic substance misuse and/or first offenders	Client count & analysis by: Gender/Age Community of origin Reason for referral Presenting issue Nature of criminal activity Referring body/authority Family support Length of stay Community released to Repeat clients	<p>Total Clients = 19 Total Client Days = 353 Total Outstation Days = 76</p> <p>Male = 16 Female = 3</p> <p>Repeat Clients = 9</p> <p>Community of Origin :</p> <ul style="list-style-type: none"> • Yuendumu 11 • Alice Springs 4 • Nyirrpri 3 • Darwin 1 <p>Presenting Issue/s (multiple possible)</p> <ul style="list-style-type: none"> • Alcohol 5 • Marijuana 1 • Petrol 6 • Aerosols 3 • Domestic Violence 3 • Assault 3 • Breaking In 5 <p>Referral Source/s</p> <ul style="list-style-type: none"> • Family & Community 9 • Police 10 • Corrections and Court 6 <p>Length of Stay</p> <ul style="list-style-type: none"> • < 1week = 3 • 2-4 weeks = 14 • 4-8 weeks = 2 <p>Exit Strategy</p>	<p>There was a wide variety of presenting issues during this period most notably including an outbreak of petrol/aerosol abuse in Yuendumu and Nyirrpri in July. The Outstation was able to provide instant, significant and experienced client care options in these circumstances through the Outstation itself and through client Outreach (3 day bush trip, family liaison and education). In the most serious case of inhalant abuse 7 young men were at Mt Theo within 24 hours of the incident, which had actually been uncovered by Mt Theo staff. This, and other break ins and subsequent diversions at Yuendumu, meant that there was a very high number of clients at Mt Theo in July. Operational reflection on this period (see below) indicated that this exceeded sustainable or ideal levels of client supervision and care.</p> <p>Referrals from corrections/court were the highest they have been (31%), which can be attributed to the strengthening of relationships with CAALAS in Alice Springs in particular. They along with Yuendumu Police, Corrections and perhaps soon NAAJA in Katherine (Lajamanu Bush Court) are all increasingly recognising the value and unique opportunity that diversion to Mt Theo represents.</p> <p>Overall client numbers, client days and Outstation days open were all notably down from the last period, as well as the same time last year. This was clearly due to two significant factors in this period.</p> <p>The first being the ongoing community tension and instability within Yuendumu community that influenced all services through a variety of factors. In the case of the Outstation it influenced staff availability and more critically community referrals. With this tension in place families were less inclined to refer youth away from the family setting. Moreover the multiplicity of issues arising from this community tension was often of such primary concern that other factors were</p>

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		<ul style="list-style-type: none"> Family 19 Jaru Pirrjirdi 3 WWK 2, Corrections 2. <p>Community Returned to</p> <ul style="list-style-type: none"> Yuendumu 16 Nyirrpri 3. 	<p>invariably overshadowed, even for Police who were less able to follow up on possible diversionary cases. There is more discussion and reflection on this community context and obvious deleterious service impact in the Jaru Pirrjirdi (and Pool) analysis. Whilst that context was, and remains, difficult and complicated it is important to stress that WYDAC services remain neutral and uninvolved in any operational manner, however unavoidable the implications of the broader community context were.</p> <p>The second factor involved a concerted effort during this period, and likely to extend into the next, to engage in a comprehensive review of all Outstation Policies and Procedures. This was prompted by an ongoing and clear organisational, and industry, need to ensure appropriate levels of accountability and organisational service in remote rehabilitation settings. The important efficacy of 'youth bush camps/diversions' was recently highlighted in the NT Justice Review (http://www.safeterritory.nt.gov.au/youth_justice_review/index.html), but it also highlighted the need for greater regulation in this unique field. Our own review centred on three key areas a) Client Case Management b) Client/Carer Supervision c) Staff Training, which are briefly discussed below.</p>
Provide mentors for clients at Mt Theo Outstation	No. of mentors caring for clients	4 Jaru mentors	As per below this was prominent in July and then limited by a combination of ongoing community tensions and Outstation opening periods.
Maintain up-to-date case files through regular contact with clients	Case Notes current and in SIRITIS	Care and aftercare plans developed for all clients. Case notes kept for all clients.	See below regarding discussion of new client database.
Engage past clients in youth diversionary and development activities	No. and percentage of past clients involved in youth activities.	3 as Jaru and 16 as participants.	The majority of the other 16 clients were too young to take up Jaru trainee roles, however did re-enter youth program activities as participants.
Provide a wide range of activities to promote health and well-being, including cultural based healing activities such as hunting,	No. and type of activities held	<p><i>Activity Overview (events)</i></p> <ul style="list-style-type: none"> Cultural/Excursions/Storytelling = 347 events Recreation (Art/Music/Sport) = 294 Outstation Maintenance = 76 	The range of activities, and support from internal and external services, continued to provide important opportunities for respite and diversion for Outstation clients.

Strategies	Measures	Results	Analysis
story-telling, spear & boomerang building and throwing, cooking, painting.		<ul style="list-style-type: none"> • Lifeskills (eg. Cooking) = 268 • External Projects = 4 (Clinic) • Police = 2 <p><i>Internal Services</i></p> <ul style="list-style-type: none"> • Outstation Carers = daily/constant • WYDAC Counselling Service = 4 • Jaru Pirrjirdi Peer Mentor = 12 • Outstation Elder = 63 (days) • Case Management Meeting = 2 • Family Contacts = 204 <p><i>External Services</i></p> <ul style="list-style-type: none"> • FACS = 10 • Police = 76 • Corrections = 30 • Clinic = 51 • School = 18 • Legal Aid = 47 	<p>Recreation, cultural activity and life-skills, such as cleaning and nutrition, continued to form the backbone of the client experience. A pleasing development was the WYDAC infrastructure officer not only providing Outstation maintenance support but also associated training to clients. As part of the aforementioned review the client experience was solidified into a 7 step client program : 1. Culture, 2. Life-skills, 3. Infrastructure Maintenance, 4. Land Management, 5. Education Re-engagement, 6. Health (incl. Case management) and 7. Relationships. In particular the ongoing Outstation review identified significant developments in the Outstation case management process including improved referral assessment, case note and client evaluation procedures.</p> <p>Support from internal and external services remained stable through this period in addition to the constant care provided by the Outstation carers and Coordination team. The WWK service (Counsellor, Cultural Supervisor and Mentor) each spent time at the Outstation during this period. There was additional support from Jaru mentors in July, however this became restricted by the community tensions. There was a significant rise in police contact with clients during this period due to the introduction of a community engagement officer, who saw regular trips to Mt Theo as a worthwhile part of his role. The clinic too endeavoured to visit the Outstation more regularly and provided several health and wellbeing workshops to clients during this period. Liaison with agencies such as Corrections, FACS and Legal Aid was strong, and illustrated the useful facilitation role that Mt Theo can play on behalf of clients who have lost contact with relevant or mandated services.</p> <p>It is also important to note that a new client database was commissioned in August in order to better capture the client experience. This comprehensive new system, which should be ready by Feb 2012, will most especially enable a detailed individual client activity record as well as the associated case notes and client evaluations.</p>

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<p>Project management: Conduct regular Outstation team meetings to review project activity and development Provide Outstation staff with appropriate AOD & Mental Health training. Manage work and leave rosters Liaison with community and external stakeholders Collate and analyse weekly and monthly reporting Facilitate and manage visiting health professionals, trainers and artists Oversee QMS in Outstation team. Supervision of Outstation team Professional supervision by Consultant Psychologist</p>	<p>Minutes of meetings & program notes No. of staff Staff qualifications Activity and project management reporting Number and list internal meetings Number and list external meetings QMS records Supervision sessions at the Outstation No. of staff involved in supervision sessions No. of supervision sessions by Psychologist</p>	<p>Staff = 1 Coordinator, 1 Assistant Coordinator, 1 Outstation Youthworker, Carers = 10.</p> <p>Staff Qualifications = See analysis.</p> <p>Monthly Reporting completed by Coordinator.</p> <p>Departmental Meetings = New as formal event. See analysis.</p> <p>Operations Meetings = 10 (as well as 2 Committee Meetings and 5 Team Meetings).</p> <p>External Meetings =</p> <ul style="list-style-type: none"> Police 19, Corrections 8, Clinic 12, School 10, Legal Aid 5, Mental Health 4, Mediation Program 2, Night Patrol 3, Shire Council 6, Other 9. <p>Supervision Sessions = New as formal event. See analysis.</p>	<p>The Outstation Coordinator, and Assistant, continued to work hard managing all aspects of the Outstation, underlined by operations meetings and reporting with Management. The growing experience and confidence of the Assistant should enable a more sustainable Coordination approach, especially in the light of growing agency contact and administrative responsibilities. Albeit the Outstation Youthworker position has remained somewhat unstable. Despite the departure of several carers, the Outstation staff team actually grew during this period with the addition of several new casual carers who brought a wealth of experience and community respect to the role. This experience, combined with the broader ideals of the review and funding requirements, saw a renewed effort to find appropriate training opportunities, which had been restricted by the impracticalities of travelling away and the lack of appropriate training offered in community.</p> <p>An online solution was sourced and all staff were successfully enrolled in appropriate training, which also recognised the significant experience of our staff with extensive prior learning credits. The Outstation Coordinator (12 of 20 subjects credited) and the Assistant Coordinator (10 of 20 subjects) were enrolled in a Diploma of AOD and Mental Health. Several Outstation Carers were enrolled in a Cert IV of AOD and are still awaiting feedback on their prior learning credits.</p> <p>This pursuit of appropriate staff training, not only recognises existing experience, but should also deepen staff knowledge and understanding of work in this field. Which in turn should help develop the skills and supervision provided by Outstation staff in accordance with appropriate policies and procedures.</p>				
Jaru Pirrjirdi Project							
Provide an ongoing progressive development framework for youth in Yuendumu to construct positive & meaningful identities and resolve 'at-risk' issues such as substance misuse, suicide risk, and at-risk behaviour.							
Strengthen the Jaru Pirrjirdi structure as part of a systematic and culturally appropriate solution to underlying issues.							
Maintain and develop the Jaru Pirrjirdi progressive model of	No. Jaru Pirrjirdi members, trainees & graduates	<table> <tr> <th>Item</th><th>Total</th><th>Male</th><th>Female</th></tr> </table>	Item	Total	Male	Female	Despite the serious difficulties presented by the community context, Jaru Pirrjirdi continued to provide a wide range of
Item	Total	Male	Female				

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personal and professional development to recruit new members and strengthen the youth committee as active, health decision makers and leaders. Level 1: youth program Level 2: culture Level 3: projects Level 4: education Level 5: mentoring Level 6: future pathways.	No. known cases of repeated substance misuse. No. known cases of suicide attempts. Case Notes.	<table><tr><td>Total Hours of Youth Activities (Sections 1-4)</td><td colspan="6">2385.13</td></tr><tr><td>Total Participants of Youth Activities (Sections 1-4)</td><td>17756</td><td>9572</td><td>8034</td><td colspan="3"></td></tr><tr><td>AGES</td><td colspan="6"></td></tr><tr><td>< 5</td><td>5-9</td><td>10-14</td><td>15-19</td><td>20-24</td><td>25+</td><td></td></tr><tr><td>2006</td><td>3666</td><td>3892</td><td>3849</td><td>2325</td><td>1868</td><td></td></tr></table> Active Jaru Trainees = 67 See WWK section for Client Data	Total Hours of Youth Activities (Sections 1-4)	2385.13						Total Participants of Youth Activities (Sections 1-4)	17756	9572	8034				AGES							< 5	5-9	10-14	15-19	20-24	25+		2006	3666	3892	3849	2325	1868		<p>diversion and development activities for young people in Yuendumu. Overall hours and participants were actually up from the last period and similar to the same time last year. An average of 92 hours per week and 683 participants per week clearly indicates ongoing value and extent of the service. These efforts were rewarded with the Australian Sports Commission awarding the program their “NT Supersite award” for the excellence of its after school program.</p> <p>This service, and these hours and participant engagement are perhaps more important than they have ever been in providing safe, positive and interesting opportunities for the young people of Yuendumu. There was a comprehensive spread of participants from all age groups and both genders.</p> <p>However the numbers are down from periods before the troubled community context and there were associated limitations in activity access. Some families had limited community mobility, or even left the community, and accordingly their kids had limited access to community services such as youth program or the school despite all youth and families being welcome to access all services.</p> <p>The Jaru Sub-Committee was re-formalised and met during this period, with a total of 24 participants, including many young people as well as Elders. The meeting confirmed an ongoing commitment towards education and training opportunities.</p>
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WYDAC SDRF July to December 2011

Strategies	Measures	Results	Analysis																																																								
monthly reporting Facilitate and manage visiting trainers and artists Provide timely reporting to WYDAC Assist in QMS in communities	Number and list internal meetings Number and list external meetings QMS records	<table> <tr> <td colspan="4">/ Agency</td></tr> <tr> <td>Ext Mtg-Other External Agency</td><td>7</td><td></td><td></td></tr> <tr> <td>Ext Mtg-PAW Media</td><td>1</td><td></td><td></td></tr> <tr> <td>Ext Mtg-School</td><td>5</td><td></td><td></td></tr> <tr> <td>Ext Mtg-Womens Centre</td><td>1</td><td></td><td></td></tr> <tr> <td>Ext Mtg-YCA</td><td>1</td><td></td><td></td></tr> <tr> <td>Int Mtg-Committee</td><td>1</td><td></td><td></td></tr> <tr> <td>Int Mtg-Co-ordinator</td><td>1</td><td></td><td></td></tr> <tr> <td>Int Mtg-Department</td><td>11</td><td></td><td></td></tr> <tr> <td>Int Mtg-Interdepartmental</td><td>3</td><td></td><td></td></tr> <tr> <td>Int Mtg-Operations</td><td>11</td><td></td><td></td></tr> <tr> <td>Int Mtg-Sub-Committee</td><td>1</td><td></td><td></td></tr> <tr> <td>Int Mtg-Team</td><td>5</td><td></td><td></td></tr> <tr> <td>SUM</td><td>61</td><td></td><td></td></tr> </table> Casual Jaru Staff = 0	/ Agency				Ext Mtg-Other External Agency	7			Ext Mtg-PAW Media	1			Ext Mtg-School	5			Ext Mtg-Womens Centre	1			Ext Mtg-YCA	1			Int Mtg-Committee	1			Int Mtg-Co-ordinator	1			Int Mtg-Department	11			Int Mtg-Interdepartmental	3			Int Mtg-Operations	11			Int Mtg-Sub-Committee	1			Int Mtg-Team	5			SUM	61			<p>program partners. Similarly there are numerous internal meetings to ensure optimal support and management of the Jaru department and staff. This is most apparent from Management to Jaru Coordinator (<i>Operations</i>) and Jaru Coordinator to Jaru staff (<i>Department</i>).</p> <p>It should also be noted that the community context presented difficult working conditions for WYDAC Staff, and it was certainly no coincidence that there was extensive staff turnover during this period (3 staff exited). Similarly there were no Jaru trainees moving towards casual positions with the Jaru department.</p> <p>Underlying accountability such as compliance requirements, incident reporting, continuous improvement and document management has now all been placed inside a new quality management database.</p>
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Jaru Pirrjirdi – Yuendumu Youth Program																																																											
To prevent substance misuse and other at-risk behaviour in Yuendumu by providing a dynamic and consistent program of youth activities with a strong focus on media. To develop self-confidence and a sense of responsibility through regular work.																																																											
Engage young people as Jaru trainees to assist in running a 7 day a week program of activities incorporating After School Care and Vacation Care.	No. of hours of youth activities Type of activities No. of participants	<table> <tr> <td colspan="4">1. Youth Program</td></tr> <tr> <td>Activities</td><td>Total Monthly Hours</td><td>Total Participants</td><td>Total Events</td></tr> <tr> <td>Arts & Crafts</td><td>136.03</td><td>578</td><td>49</td></tr> <tr> <td>Basketball</td><td>539.68</td><td>3235</td><td>138</td></tr> <tr> <td>Bush Swimming</td><td>19.00</td><td>78</td><td>5</td></tr> <tr> <td>Disco</td><td>101.28</td><td>2918</td><td>46</td></tr> </table>	1. Youth Program				Activities	Total Monthly Hours	Total Participants	Total Events	Arts & Crafts	136.03	578	49	Basketball	539.68	3235	138	Bush Swimming	19.00	78	5	Disco	101.28	2918	46	<p>Youth program actually saw an increase in activity hours and participant numbers from the last period.</p> <p>Basketball (men's and women's), football and softball were especially strong during this period which was important given women's sport in particular had been a targeted increase. Softball activity included a local competition and overnight camp to Willowra. Auskick was made especially strong by the efforts of Jaru trainees who had received specialised coaching and training (see relevant section).</p> <p>Disco and family nights were also important in attempting to</p>																																
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Jaru Pirrjirdi – Culture																																							
To re-engage young people in culture to develop a strong sense of pride, identity and community leadership																																							
Conduct bush trips focusing on cultural learning Support Jaru Pirrjirdi to be involved in ceremonial activities and events Recording of bush trip using different forms of media	No of bush trips No of participants. Case notes.	<p>2. Culture</p> <table> <tr> <th>Activities</th><th>Total Hours</th><th>Total Participants</th><th>Total Events</th></tr> <tr> <td>Bush Trips</td><td>48.00</td><td>153</td><td>14</td></tr> <tr> <td>Cultural Event</td><td>51.75</td><td>334</td><td>9</td></tr> <tr> <td>SUM</td><td>99.75</td><td>487</td><td>23</td></tr> </table>	Activities	Total Hours	Total Participants	Total Events	Bush Trips	48.00	153	14	Cultural Event	51.75	334	9	SUM	99.75	487	23	<p>Cultural activity during this period was very strong. Bush Trips were held at least once a fortnight with the growing participation of specific Senior Cultural Advisors.</p> <p>The major highlight of this period was the 4th Southern Ngalia dance camp. This event is now firmly entrenched as an important cultural and youth project for the women of Yuendumu. This camp was held over 3 days at Mission Creek with over 67 women and young girls attending to learn and share in Warlpiri dance, song and performance.</p> <p>After dance camp, 20 of the women and girls then went to Tennant Creek 'Dancesite' festival at which they performed snake, water and goanna dances to over 500 people. This was the first performance of the Southern Ngalia group and this was a wonderful outcome, most especially given the hard-work required by all involved to achieve it.</p>																				
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Jaru Pirrjirdi – Projects

To provide opportunities for Jaru Pirrjirdi to pursue interests, address community concerns & develop life skills identified through bush trips, youth forums and mentoring sessions.

Implement projects to reflect development of individual Jaru or community priority projects Facilitate and support Jaru Pirrjirdi to represent Yuendumu youth in other communities. Produce documentation (film, audio, website, printed material) addressing Jaru Pirrjirdi concerns and showcasing their interests.	No. and type of projects undertaken. Documentation produced as a result of project work.	3. Projects				<p>There were a number of different projects during this period that continued to complement the more regular program activity.</p> <p>Funding restrictions to Incite Youth Arts meant that there was no dance or music workshops held on community during this period and we look forward to them returning in 2012. However there was a CD launch of the 'Red Sand Culture' CD, which included a selection of the best tracks from the last 3 years. Similarly two young women were offered spots in the Alice Springs Desert Festival 'Desert Divas' which involved music mentoring workshops for young women and then a showcase festival performance.</p> <p>There was a graffiti competition, with over 20 entrants, to design a youth mural for the new Jaru rooms. Media training from PAW, with WYDAC staff, helped enable the production of a video clip for a young hip hop male hip hop artist.</p> <p>Introductory media training with Anna Cadden was similarly effected by the over-arching factor of low levels of access and participation within the community. Across the two weeks there was 7 trainees engaging in the production of 3 films as part of their training in pre-production (eg:idea development) and production (eg:camera training). One of the more experienced trainees also engaged in post –production training (eg:editing). More detailed reports available upon request.</p> <p>Driver's licences were a focus of training provided at Night Club during this period. The Mooditj healthy lifestyles and sexual health program was provided during this period (see WWK).</p>
		Activities	Total Hours	Total Participants	Total Events	
		Dance	42.00	123	3	
		Graffiti/Art	29.00	37	5	
		Media-General	20.67	9	9	
		Media-Introductory Training	37.52	21	9	
		Other	10.00	54	4	
		Sport	39.00	444	4	
		SUM	178.19	688	34	

Jaru Pirrjirdi – Education

To re-engage young people in learning and identify areas of interest to pursue employment and other meaningful past-times

To create opportunities for school age children to maximise learning

Strategies	Measures	Results	Analysis																																		
Run Jaru Night Club regularly , providing a wide range of educational, vocational, recreational and life skills learning options in order to re-engage young people in education and learning for healthy life choices during school term. WETT Training Coordinator to deliver education and training. WETT Training Coordinator to liaise with educators and other organizations to facilitate employment and additional training options for young people. WETT Advanced media training provided Provide training in governance, cross-cultural issues Run Homework Centre consistently as part of Youth Program	Frequency of Night Club. Number and nature of training provided by WETT Training Coordinator Number and nature of training provided by WETT Advanced Media Trainer Number and nature of training provided by external trainers Participant numbers. No. of days HC run No. of participants Type of activity	<p>4a. Night Club</p> <table><tr><th>TYPE</th><th>Data</th></tr><tr><td>Number of Nights Held</td><td>53</td></tr><tr><td>Total Attendance</td><td>619</td></tr><tr><td>Average Nightly Attendance</td><td>11.68</td></tr></table> <p>4b. Homework Centre</p> <table><tr><th>TYPE</th><th>Data</th></tr><tr><td>Number of Days Held</td><td>47</td></tr><tr><td>Total Attendance</td><td>250</td></tr><tr><td>Average Daily Attendance</td><td>5.32</td></tr></table> <p>4c. Other Training</p> <table><tr><th>Training Type</th><th>Total Hours</th><th>Total Events</th><th>Total Participants</th></tr><tr><td>Agencies-Other</td><td>108.00</td><td>17</td><td>399</td></tr></table> <p>4d. Enrolments Assisted</p> <table><tr><th>School</th><th>Enrolments Assisted</th></tr><tr><td>Kormilda</td><td>5</td></tr><tr><td>Mirara</td><td>47</td></tr><tr><td>St Johns</td><td>10</td></tr><tr><td>Worawa</td><td>13</td></tr></table>	TYPE	Data	Number of Nights Held	53	Total Attendance	619	Average Nightly Attendance	11.68	TYPE	Data	Number of Days Held	47	Total Attendance	250	Average Daily Attendance	5.32	Training Type	Total Hours	Total Events	Total Participants	Agencies-Other	108.00	17	399	School	Enrolments Assisted	Kormilda	5	Mirara	47	St Johns	10	Worawa	13	<p>Education and training are increasingly central to all Jaru Pirrjirdi development activity. The WETT Trainer was recruited at the end of this period and will further all of the activities already in place here.</p> <p>Night Club remained a key component of additional education opportunities for young people outside of school. Numbers were down this period which clearly reflected reduced mobility/higher community tension at night. As well as regular activities such as literacy, numeracy and computers there was a focus on practical training opportunities. Moreover other agencies are increasingly aware of the access/forum that Night Club represents. For example drivers licence training is now delivered fortnightly by the Police Community Engagement Officer. First aid training is also being investigated as a useful accredited course that could be provided. Playgroup has started once per week, run by Families and First Teachers, which allows young mothers to attend.</p> <p>Homework Centre has operated up to 3 afternoons per week during the school term and continues to reinforce the importance of school based learning and to encourage young people back to school.</p> <p>Other valuable training opportunities were provided during this period. Over 100 people (70 women) attended over two weeks when a hair-dressing training workshop was created. Hair-dressing training. The qualified trainer, has now identified a key group of young people who could be targeted for intensive training with the long term view towards a community salon project.</p> <p>The After School Program, in conjunction with AFLNT, provided Level 1 training in Community Coaching, and a follow up Auskick which was a great boost to Jaru providing Auskick training sessions at youth program.</p> <p>Community tensions have seen an enormous increase in</p>
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			interest in Boarding School enrolments. This interest has made it apparent that a clear MOU should be established with the school to best manage this process.
Jaru Pirrjirdi – Mentoring			
Develop a pool of strong, trained, confident young mentors who are able to deal with underlying issues of suicidal ideation and other harmful behaviours			
<p>Teach senior Jaru Pirrjirdi mentoring skills to deal with substance misuse, counselling, suicide prevention & mental health, and existing referral services.</p> <p>Conduct meetings to identify youth at risk and for mentor management.</p> <p>Conduct debriefing and briefing support sessions to mentors.</p> <p>Supervision and support of mentors through client review with WWK Coordinator</p> <p>Mentoring at Mt Theo Outstation</p>	<p>No. of young people involved in skill-development or training</p> <p>No. of active young mentors</p> <p>No. of support/debriefing sessions for mentors</p> <p>No. and nature of mentoring to Mt Theo clients</p> <p>No. young people provided with mentors.</p>	<p>Jaru Mentors = 8</p> <p>Clients Mentored = 21</p> <p>Mentor Client Contacts = 139</p> <p>Debriefing/Planning Sessions = 9</p>	<p>Under the guidance of the WWK Counsellor and WWK Youth Mentor there was strong peer mentoring activity during this period. Given the seriousness of some of the prevailing client issues (see WWK section) this early identification process was especially important during this period.</p> <p>See WWK and Mt Theo Outstation for more details on mentor's client activity data.</p>
Jaru Pirrjirdi – Future Pathways			
Graduate Jaru trainees into employment and positions of strategic power in the community			
<p>Undertake casework with individuals to determine areas of interest and existing skills</p> <p>Support to pursue future career paths</p> <p>Assist Jaru Pirrjirdi members to meet requirements for their plans eg applications, pre-course needs, travel to/from training etc.</p> <p>Maintain Mt Theo Diesel Mechanic Training Workshop and Yuendumu Swimming Pool as vocational pathways</p>	<p>No. of Jaru employed</p> <p>No. of Jaru engaged in ongoing meaningful community activity.</p> <p>No. of Jaru members taking on external representation, cultural liaison, board positions etc.</p> <p>Case Notes.</p>	<p>Jaru Trainees = 67 (active in this period)</p> <p>Jaru Trainee Hours = 599</p> <p>Jaru Graduates = 52</p> <p>Employment Data = see comments</p>	<p>The greatest concern regarding this ongoing context is its impact on developmental and pathway opportunities for young people. These 'older' youth were much more likely to be impacted by, or even involved in, the community tensions. This severely limited their capacity to act as Jaru trainees during this period, this was communicated directly by many of these young people.</p> <p>In turn this limited employment opportunities, however two young Jaru did find create significant career opportunities during this period. Ryan Woods had worked as a trainee for several months with the WYDAC infrastructure department. His efforts led to his promotion to a salaried position within this department. Similarly Renee Coull found work assisting with the Families as First Teachers program, including helping run playgroup at Night Club.</p>

Strategies	Measures	Results	Analysis																																								
			Employment data within the WYDAC database has been realigned from ‘currently employed’ and ‘not currently employed’ to ‘employment status at graduation’ and ‘employment status one year after ‘graduation’’. This not only better reflects the influence and opportunities that would emerge from participation in the Jaru developmental pathway but also avoids the unnecessary difficulty of tracking the employment status of someone who may have left Jaru more than five years ago. This data is currently being re-coded and since it is in flux, it is not currently represented here. It will be accurately represented in the next period.																																								
Warra- Warra Kanyi Counselling and Mentoring Project																																											
To provide a comprehensive community-based, culturally appropriate counselling and mentoring service for at-risk Warlpiri youth.																																											
Provide Early Intervention service for clients at-risk of developing serious issues Provide 24-hour on-call crisis intervention/emergency relief for youth experiencing crisis situations within Yuendumu community Early Risk Identification/Monitoring of At-Risk Groups Provide daily counselling and mentoring services for identified clients within Yuendumu community (WWK Counsellor and WWK Youth Mentors). Assist, support and advocate for clients in their interactions with police and the justice system Maintain professional, confidential client case Notes through the SIRITIS client database	Number of Early Intervention (EI) clients: Number EI clients progressed to full Case Management client status: EI client referral details: Early Risk Identification/Monitoring (max. 15 hrs/week) WWK Counsellor contacts WWK Youth Mentor contacts Total client count & analysis (including EI) Clients assisted at court: Clients completing Corrections order: Maintenance of SIRITIS client Total Notes	<i>Client Data Overview</i> <table><tr><td>Total Number of Clients</td><td>44</td></tr><tr><td>- Early Intervention</td><td>9</td></tr><tr><td>- Case Management</td><td>35</td></tr></table> <table><tr><th>Item</th><th>Number</th></tr><tr><td>Male</td><td>22</td></tr><tr><td>Female</td><td>22</td></tr><tr><td>Clients aged under 16</td><td>13</td></tr><tr><td>Clients aged 16-20</td><td>12</td></tr><tr><td>Clients aged 21-25</td><td>13</td></tr><tr><td>Clients with Jaru Mentor</td><td>32</td></tr><tr><td>Repeat Clients</td><td>31</td></tr><tr><td>After Hours Call Outs</td><td>37</td></tr><tr><td colspan="2"><i>Presenting Issue (concurrent possible)</i></td></tr><tr><td>a) Alcohol</td><td>6</td></tr><tr><td>b) Cannabis</td><td>11</td></tr><tr><td>c) DV protagonist</td><td>8</td></tr><tr><td>d) DV Victim</td><td>6</td></tr><tr><td>e) Assault/Violence</td><td>6</td></tr><tr><td>f) Suicidal</td><td>8</td></tr><tr><td>g) Other Self Harm</td><td>15</td></tr></table>	Total Number of Clients	44	- Early Intervention	9	- Case Management	35	Item	Number	Male	22	Female	22	Clients aged under 16	13	Clients aged 16-20	12	Clients aged 21-25	13	Clients with Jaru Mentor	32	Repeat Clients	31	After Hours Call Outs	37	<i>Presenting Issue (concurrent possible)</i>		a) Alcohol	6	b) Cannabis	11	c) DV protagonist	8	d) DV Victim	6	e) Assault/Violence	6	f) Suicidal	8	g) Other Self Harm	15	This was another very strong service period for WWK. Whilst client numbers were slightly down from the last period (44 from 49) both represent significant historical highs. The same pressures that lead to a reduction in the delivery of other services (eg: Jaru) has brought to bear a significant increase in the demands upon WWK staff. As per last period the high level of conflict and continuing grief within the community manifests not only with direct client need but also on many others experiencing the higher the general uncertainty and stress throughout the community. This is directly expressed in the ‘Other’ category. There is no doubt that this has relevance in the increase in suicidal attempts and ideation, which is discussed in more detail in the specific row below. The current client period also saw a high concentration of relationship based client issues, which was also associated with other issues such as sexual health, self-harm and domestic violence. This may also reflect a more limited service role being played by other services in this area. There was also a continuing trend towards younger clients. The number of clients with an assisted mentor (be it WWK or
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To value and develop Warlpiri skills and strengths in dealing with youth issues, and develop strong relationships with external supporting agencies																																																					
Use appropriate, community-sanctioned intervention strategies with clients Engage and participate with the community in the care of young people, through the engagement of Jaru Pirrjirdi peer mentors, Elder Mentors and extensive family/community contact and liaison. Facilitate appropriate contact with external support agencies Attend non-client liaison meetings/ events with external	Case Management meetings Sport and Rec Groups Life Skills Groups Mens Trips Womens Trips Jaru Pirrjirdi Mentor contacts Elder Mentor contacts Family contacts External Agency Contacts (by Agency) Meetings/events attended Training/development attended (number of days/description)	Client Service Data <table><tr><td>Internal WYDAC</td><td>Contacts</td></tr><tr><td>Case Management Meeting</td><td>162</td></tr><tr><td>Counsellor</td><td>598</td></tr><tr><td>WWK Mentor</td><td>113</td></tr><tr><td>Jaru Mentor</td><td>139</td></tr><tr><td>Elders</td><td>32</td></tr><tr><td>with Client Family</td><td>367</td></tr><tr><td>Mens Groups</td><td>9</td></tr><tr><td>Womens Groups</td><td>29</td></tr><tr><td>Sport and Recreation Groups</td><td>342</td></tr><tr><td>Lifeskills</td><td>64</td></tr><tr><td></td><td></td></tr></table>	Internal WYDAC	Contacts	Case Management Meeting	162	Counsellor	598	WWK Mentor	113	Jaru Mentor	139	Elders	32	with Client Family	367	Mens Groups	9	Womens Groups	29	Sport and Recreation Groups	342	Lifeskills	64			<p>This was another strong period of client support from the WWK team. The average contacts of the WWK Counsellor (13.6), WWK Mentor (2.6) and Jaru trainee mentors (3.2) indicate the significant support provided to each client by the WWK team. Similarly WWK staff averaged 8.3 contacts with families of each client and encouraged clients into Jaru Pirrjirdi/youth program activity regularly.</p> <p>The strong range of support provide to all WWK clients is further underlined by the strong range of external services who used WWK to access these clients. There is a particularly strong relationship with the mental health nurse employed by GPNNT and a number of ongoing individual client management and client projects have been partnered.</p>																										
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support agencies to consult on youth issues Professional development of Warlpiri and Non-Warlpiri staff		<table><tr><td>External Services (through WYDAC)</td><td></td></tr><tr><td>NTFC</td><td>24</td></tr><tr><td>Police</td><td>59</td></tr><tr><td>Corrections</td><td>77</td></tr><tr><td>Clinic</td><td>49</td></tr><tr><td>School</td><td>31</td></tr><tr><td>Legal Aid</td><td>26</td></tr><tr><td>Mental Health</td><td>64</td></tr></table>	External Services (through WYDAC)		NTFC	24	Police	59	Corrections	77	Clinic	49	School	31	Legal Aid	26	Mental Health	64	<p>There are similarly strong relationships with the Police, Clinic, Corrections, School and Legal Aid. The growth in Corrections is most welcome and could lead to very positive opportunities for youth-at-risk within the region. This growth was largely due to the appointment of a new and dedicated Corrections officer.</p> <p>It is also important to note that all these contacts were directly client related. Non-client meetings, with many of the same services, are counted separately and averaged at 1.7 per day across this period.</p>
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To increase awareness and education about youth issues in the interests of long-term prevention																			
Conduct meetings/education sessions for young people, their families and communities around relevant issues - In Yuendumu, at Mt Theo Outstation and to other Warlpiri communities. Conduct Bush Trips with WWK Mentors as appropriate youth forums. Develop relevant Warlpiri-specific resources for dealing with youth issues	Mens Sessions Womens Sessions Mt Theo Sessions Outreach Sessions Number of Mens Bush Trips Number of Womens Bush Trips Resource development by number of days/number of people/description of project	Mens Trips/Sessions = 9 Womens Trips/Sessions = 6 Mt Theo Trips = 4 Jaru Night Club = 2 Projects / Resources = 10 Training = 3 Professional Supervision = 5	<p>Both men’s and women’s trips were held very successfully during this period. Mens trips remained the focus of the WWK Youth Mentors work and were especially important in offering respite and relief with some of the suicidal clients. Men’s trips would in fact have been even higher but were limited by vehicle issues. Women’s trips occurred through the Mooditj program, with six sessions held with a total of 16 young women (8 of whom ‘graduated’ or finished) focused on healthy lifestyles and sexual health.</p> <p>The WWK Counsellor, Mentor (2) and Cultural Supervisor all went to Mt Theo Outstation during this period meeting their aim, at that time, of monthly support. Additionally the WWK Youth Mentor was involved in establishing youth interest in the driver’s licence training at Night Club (more general ‘hanging out’ by WWK staff not counted).</p> <p>Whilst the total number of projects/resources was reduced during this period, those involved were of especially high quality and value. For example the WWK team, with extensive consultation with the community, completed a sizeable submission to the Northern Territory Government Select Committee Enquiry into Youth Suicide. This submission was</p>																

Strategies	Measures	Results	Analysis
			<p>well-received by the committee and WWK and Management staff subsequently attended and presented at the Alice Springs public hearings. The report will be completed sometime in 2012.</p> <p>Similarly other projects included development of ant-cannabis resources and a submission to the Police Commissioner regarding the limitations of the new 000 service. Some projects, such as the trainee mentor package, have been delayed by the sheer volume of work facing WWK staff during this period.</p> <p>The WWK Counsellor continued to engage in their training to become a psychologist. The Youth Mentor and Cultural Supervisor were both enrolled in a Cert IV in Mental Health, with the Youth Mentor receiving 8 (of 20) subjects as prior credit based on their WWK work.</p>
To decrease the incidence of suicide attempts by building resilience to protect against suicidal ideation and other self harming behaviours			
<p>Increase participation in the Jaru Pirrjirdi Project in order to develop cultural strength, capacity to deal with problems and provide alternative coping strategies by a team of role model peers to young people</p> <p>Add specific suicide prevention information to website and maintain it as an ongoing record of Jaru Pirrjirdi activity</p> <p>www.mttheo.org</p> <p>Maintain a systematic process to identify high risk individuals for early intervention</p> <p>Refer at risk clients to supporting services.</p>	<p>No. of young people attempting/completing suicide</p> <p>No. of young people engaging in suicidal ideation</p> <p>Compare stats of no. of risk young people to no. of attempting/completed suicides.</p> <p>Look for decreasing correlation over number of years</p> <p>Case notes.</p> <p>No. of referrals.</p>	<p>Attempts = 8</p> <p>Ideation = 15</p>	<p>As previously noted suicidal attempts increased during this period. Other than the strong influence of the negative community context, it was also an especially bad period across the Central Australian region. Of more particular note in this context was that three of the clients involved in this period were siblings from the same family.</p> <p>This period served to highlight the critical importance of the crisis response element of the WWK service. Whilst there was an increased number of attempts, none of these were 'completed' and WWK, as well as other services such as the Clinic and Police, and of course family played a crucial role in ensuring that was the case. This was underpinned by the fact that the communication of a high-risk period or forthcoming or even current attempt was communicated to WWK staff by the young people themselves, and their families. Without this communication, and trust, there may have been a different set of outcomes.</p>
Outreach – Coordination			

Strategies	Measures	Results	Analysis																																													
Coordination of programs to improve life choices and outcomes for young people through engaging them in positive activities that promote pathways to better health and wellbeing, community capacity building and participation in school, work and social networks Provide an effective diversion for young Indigenous people from at risk behaviours in Lajamanu, Nyirrpi, and Willowra Strengthen and improve the youth services infrastructure through the Warlpiri communities through supervision and support to the youth workers employed Manage infrastructure projects planned to improve level and diversity of service.																																																
Support to workers: Adhere to communications guidelines for Outreach Workers Monthly 3 day visits to each outreach community Monthly team meetings in Yuendumu Operational: Facilitate purchase of program equipment Manage work and leave rosters Liaison with community stakeholders Collate and analyse weekly and monthly reporting Facilitate and manage visiting trainers and artists Facilitate infrastructure improvements Coordination/administration: Management visits to each community on regular rotation Provide timely reporting to WYDAC Attract additional funding for program benefit Assist in QMS in all communities Combined Warlpiri Youth Camp	Staff retention data No of coordinator visits to communities Minutes of meetings & program notes Individual community reporting Activity and project management reporting Number and list internal meetings Number and list external meetings QMS records Additional funding Youth Camp data	<table><tr><th>Community</th><th>Visits</th><th>Total Days</th></tr><tr><td>Lajamanu</td><td>4</td><td>9</td></tr><tr><td>Nyirrpi</td><td>11</td><td>25</td></tr><tr><td>Willowra</td><td>7</td><td>14</td></tr></table>	Community	Visits	Total Days	Lajamanu	4	9	Nyirrpi	11	25	Willowra	7	14	The Outreach Coordinator provided a very significant and meaningful level of support to the Outreach communities during this period. Having only been in the role since March 2011, there was an enormous degree of positive learning undertaken across this period, such that the current Outreach Coordinator has now begun to establish a) effective support processes for Outreach staff and b) strong communication and understanding with key partner agencies such as PAW Media. This period served to again highlight the critical nature of this role. Outreach staff are, by definition, faced with the challenge of working away from head office in Yuendumu, which necessarily means reduced direct interaction and support from other departments and most especially Management and Administrative staff. At a day to day level, the difficulty of this relative isolation cannot be underestimated and the Outreach Coordinator is the crucial connection of Outreach staff to the broader program. This direct support is well evidenced by the site visit data available in the previous column, which is significantly increased from previous periods. Lajamanu is understandably lower because of the long travel distance involved. Across this period it became evident to the Coordinator, and Management, that visits should focus on quality (duration) rather than quantity (more regular but shorter visits). This support, and indeed coordination is similarly evident in the internal meetings data through regular departmental meetings. Further learning across this period established the need for fortnightly operations meetings with each community. The Coordinator then filters and communicates all of this at fortnightly Outreach Operational meetings with the																																	
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		<table><tr><th>Item</th><th>Total Events</th><th>Hours</th></tr><tr><td>CLC</td><td>1</td><td>2.00</td></tr><tr><td>Community Meeting</td><td>1</td><td>1.50</td></tr><tr><td>Incite Youth Arts</td><td>1</td><td>2.00</td></tr><tr><td>Other External Agency</td><td>1</td><td>1.00</td></tr><tr><td>PAW Media</td><td>6</td><td>7.75</td></tr><tr><td>Police</td><td>1</td><td>0.50</td></tr><tr><td>WETT</td><td>1</td><td>1.00</td></tr><tr><td>Internal</td><td></td><td></td></tr><tr><td>Coordinator</td><td>7</td><td>3.75</td></tr><tr><td>Department</td><td>11</td><td>6.67</td></tr><tr><td>Interdepartmental</td><td>8</td><td>7.33</td></tr><tr><td>Operations</td><td>11</td><td>27.50</td></tr><tr><td>Sub-Committee</td><td>2</td><td>4.50</td></tr><tr><td>Team</td><td>5</td><td>13.50</td></tr></table>	Item	Total Events	Hours	CLC	1	2.00	Community Meeting	1	1.50	Incite Youth Arts	1	2.00		Other External Agency	1	1.00	PAW Media	6	7.75	Police	1	0.50	WETT	1	1.00	Internal			Coordinator	7	3.75	Department	11	6.67	Interdepartmental	8	7.33	Operations	11	27.50	Sub-Committee	2	4.50	Team	5	13.50
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Maintain and develop Outreach progressive model of personal and professional development. Level 1: youth program Level 2: culture Level 3: projects Level 4: education Level 6: future pathways.	Program Overview	<table><tr><th>Item</th><th>Total</th><th>Male</th><th>Female</th></tr><tr><td>Total Hours of Youth Activities (Sections 1-4)</td><td>1394.75</td><td></td><td></td></tr><tr><td>Total Participants of Youth Activities (Sections 1-4)</td><td>7393</td><td>3743</td><td>3640</td></tr><tr><td colspan="4">AGES</td></tr><tr><td>< 5</td><td>5-9</td><td>10-14</td><td>15-19</td><td>20-24</td><td>25+</td></tr></table>	Item	Total	Male	Female	Total Hours of Youth Activities (Sections 1-4)	1394.75			Total Participants of Youth Activities (Sections 1-4)	7393	3743	3640	AGES				< 5	5-9	10-14	15-19	20-24	25+	<p>This was a very positive period of youth program activity in Willowra. With the same two youth-workers employed for the entire period, there was a strong sense of stability and reliability in the program. Overall activity was up considerably from the same time last year and the increased range of activity (see education) represents a highly functional and successful program for the youth of Willowra. The growth towards education, and pathways development, reflects the strategic plan for Outreach communities and the current funding model.</p> <p>Despite daily contact with community and cultural advisors, there was some difficulty with organising formalised sub-committee meetings during this period. This remains a key</p>
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Willowra Youth & Media Program - Culture																																																																			
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Conduct bush trips focusing on cultural learning Support Jaru to be involved in ceremonial business through mentoring and providing	No of bush trips held. No of participants. Case notes.	<table> <tr> <th>Activities</th><th>Total Hours</th><th>Total Participants</th><th>Total Events</th></tr> <tr> <td>Bush Trips</td><td>72.50</td><td>142</td><td>15</td></tr> </table>	Activities	Total Hours	Total Participants	Total Events	Bush Trips	72.50	142	15	Cultural activities remained a well-established part of the weekly program in Willowra. This typically occurred through weekend bush trips, weather permitting, which had a dual focus on a) exploring different soakages around Willowra and b) learning about and collecting bush tucker/medicine. In																																																								
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material needs for bush camp. Recording of bush trip using different forms of media		<table><tr><td>Camps</td><td>24.00</td><td>30</td><td>1</td></tr><tr><td>Cultural Event</td><td>44.50</td><td></td><td>9</td></tr><tr><td>SUM</td><td>141.00</td><td>172</td><td>25</td></tr></table>	Camps	24.00	30	1	Cultural Event	44.50		9	SUM	141.00	172	25	<p>more recent hot times these weekend bush trips have been supplanted by trips to Yuendumu Pool (as per previous) and a reduced availability of Elders.</p> <p>The highlight of cultural activity during this period was the joint camp with the school at Rabbit Boar involving Elders teaching young people about traditional song and dance.</p> <p>The cultural events referred to in the final row refer to practical support from the program for Sorry Business. Rather than financial support, staff and young people may help collect firewood, moving bedding, helping cook meals or other practical support. This means that young people engage and learn this process in a practical and hands on manner.</p>				
Camps	24.00	30	1																
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Willowra Youth & Media Program - Projects																			
To provide opportunities for Jaru to pursue interests, address community concerns and develop life skills identified through bush trips and youth forums and mentoring sessions.																			
Implement projects to reflect development of individual Jaru or community priority projects Facilitate and support Jaru to represent Willowra youth in other communities. Produce documentation (film, audio, website, printed material) addressing Jaru concerns and showcasing their interests.	No. and type of projects undertaken. Documentation produced as a result of project work.	<table><tr><td>Activities</td><td>Total Hours</td><td>Total Participants</td><td>Total Events</td></tr><tr><td>Graffiti/Art</td><td>1.50</td><td>40</td><td>1</td></tr><tr><td>Media-General</td><td>6.50</td><td>23</td><td>3</td></tr><tr><td>SUM</td><td>8.00</td><td>63</td><td>4</td></tr></table>	Activities	Total Hours	Total Participants	Total Events	Graffiti/Art	1.50	40	1	Media-General	6.50	23	3	SUM	8.00	63	4	<p>During this period there was a strong focus on the other areas of the program, most especially in establishing a more education focused set of activities (See next section).</p> <p>Moreover Incite Youth Arts did not provide any artists-in-residence during this period due to their own funding issues. These workshops will start again in early 2012.</p>
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Willowra Youth & Media Program - Education																			
To re-engage young people in learning and identify areas of interest to pursue employment and other meaningful past-times																			
Run Night Club regularly, providing a wide range of educational, vocational, recreational and life skills learning options in order to re-engage young people in education and learning for healthy life choices during school term.	Frequency of Night Club. Number and nature of training provided by WETT Training Coordinator Number and nature of training provided by WETT Advanced Media Trainer Number and nature of training provided by external trainers Participant numbers.	<table><tr><td colspan="2">Night Club</td></tr><tr><td>TYPE</td><td>Data</td></tr><tr><td>Number of Nights Held</td><td>16</td></tr><tr><td>Total Monthly Attendance</td><td>265</td></tr><tr><td>Average Nightly Attendance</td><td>16.56</td></tr></table>	Night Club		TYPE	Data	Number of Nights Held	16	Total Monthly Attendance	265	Average Nightly Attendance	16.56	The creation of Jaru Night Club and Homework Centre in Willowra was a very significant step during this period. Whilst still formative in structure and scope, education based activities did begun to unfold in both these settings. Both Night Club and Homework Centre had a strong focus on computers and reading. Less frequent activities included arts and crafts and maths. The school supported this project and provided additional reading material, which along with the camp was a positive new development in this working relationship.						
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WETT Training Coordinator to deliver education and training. WETT Training Coordinator to liaise with educators and other organizations to facilitate employment and additional training options for young people. WETT Advanced media training provided Provide training in governance, cross-cultural issues		<table><tr><td colspan="4">Homework Centre</td></tr><tr><td colspan="2">TYPE</td><td colspan="2">Data</td></tr><tr><td colspan="2">Number of Nights Held</td><td colspan="2">19</td></tr><tr><td colspan="2">Total Monthly Attendance</td><td colspan="2">210</td></tr><tr><td colspan="2">Average Nightly Attendance</td><td colspan="2">11.05</td></tr><tr><td colspan="4">General Training</td></tr><tr><td>Training Type</td><td>Total Hours</td><td>Total Events</td><td>Total Participa</td></tr><tr><td>Building/ Infrastructure</td><td>13.00</td><td>6</td><td>14</td></tr><tr><td>PAW Media Trainer</td><td>55.75</td><td>14</td><td>59</td></tr><tr><td>SUM</td><td>68.75</td><td>20</td><td>73</td></tr></table>	Homework Centre				TYPE		Data		Number of Nights Held		19		Total Monthly Attendance		210		Average Nightly Attendance		11.05		General Training				Training Type	Total Hours	Total Events	Total Participa	Building/ Infrastructure	13.00	6	14	PAW Media Trainer	55.75	14	59	SUM	68.75	20	73	<p>This general shift in program focus was well received within the community and with consequent attendance. Whilst still in its infancy, it is clear that there is strong interest in education re-engagement. As well as the forthcoming WETT Trainer (see later) this initial period provided much valuable feedback on other useful activities such as lifeskills workshops such as healthy cooking/eating.</p> <p>This very successful growth in education and training was capped off by the provision of extensive media training by PAW which resulted in two short films being made, as well as unedited footage from the aforementioned camp. In addition our new youth-worker provided some non-accredited training in building/carpentry for several young men, which sparked their enthusiastic re-engagement with a wide range of activities.</p>
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Willowra Youth & Media Program - Future Pathways																																											
Graduate Jaru trainees into employment and positions of strategic power in the community To build a local youth workforce to develop self confidence and sense of responsibility																																											
Undertake casework with individuals to determine areas of interest and existing skills Support to pursue future career paths Assist Jaru members to meet requirements for their plans eg applications, pre-course needs, travel to/from training etc.	No. of Jaru employed No. of Jaru engaged in ongoing meaningful community activity. No. of Jaru members taking on external representation, cultural liaison, board positions etc. Case Notes.	Number of Jaru Trainees = 23 Number of Jaru Hours = 162.5 Number of Jaru Employed = 3	<p>The building training presented the practical realisation of the WYDAC pathway perfectly. As a result of their renewed engagement and enthusiasm after the building project, two young men asked staff for further help to move onto formal employment (Willowra Shop) and education (subsequent enrolment in Yirara College). This extremely successful development pathway was shattered by the experience of one of the young men (working at the shop) being killed in Alice Springs late in this period. This tragic event was extremely challenging for our WYDAC staff who had become so involved in this young mans life. The sense of purpose of employment in Willowra had been manifestly positive for this young man, who was simply going to Alice Springs to see a family member just released from jail.</p> <p>These two young men are reflected in the pathways data, as well as another young Jaru woman who was employed by the</p>																																								

Strategies	Measures	Results	Analysis																								
			Shire as a sport and rec worker. This employment data represents a baseline from this period, all future employment pathway data will use July 1 as its baseline. Underlying Jaru trainee hours were lower during this period due to a possible variety of factors such as increased participation in education activities such as night club, rather than helping to deliver youth program, and the extended sorry business after the tragic loss of the young man.																								
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different forms of media		<table><tr><td>Cultural Event</td><td>31.50</td><td>6</td><td>1</td></tr><tr><td>SUM</td><td>185.00</td><td>326</td><td>23</td></tr></table>	Cultural Event	31.50	6	1	SUM	185.00	326	23	WYDAC and Indigo foundation (and WETT) the camp is held annually to foster the cultural education of Nyirrpi youth. The interest and meaning of the camp was amply illustrated this year, when despite having to flee due to heavy rain and thunderstorms at 3am, all participants insisted on returning to keep the camp going the next morning. Over 65 participants were involved across the 3 day camp which included learning and performance of cultural song, dance and cultural stories.												
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Implement projects to reflect development of individual Jaru or community priority projects Facilitate and support Jaru to represent Willowra youth in other communities. Produce documentation (film, audio, website, printed material) addressing Jaru concerns and showcasing their interests.	No. and type of projects undertaken. Documentation produced as a result of project work.	<table><tr><td>Activities</td><td>Total Hours</td><td>Total Participants</td><td>Total Events</td></tr><tr><td>Media-General</td><td>40.00</td><td>69</td><td>14</td></tr><tr><td>Media-Introductory Training</td><td>80.50</td><td>27</td><td>12</td></tr><tr><td>Other</td><td>2.00</td><td>3</td><td>1</td></tr><tr><td>SUM</td><td>122.50</td><td>99</td><td>27</td></tr></table>	Activities	Total Hours	Total Participants	Total Events	Media-General	40.00	69	14	Media-Introductory Training	80.50	27	12	Other	2.00	3	1	SUM	122.50	99	27	<p>There was a high degree of involvement in media projects during this period. Media had continued to be an embedded part of everyday program as a result of past interest and training.</p> <p>Anna Cadden provided introductory media training during this period, which means that the community is very ready for further developments from PAW training in 2012. This excellent training project focused on Production Training in camera, sound and direction as well as Editing. There was 7 project trainees and 3 completed films, one of which was the aforementioned Indigo Camp and includes valuable cultural footage for further learning for young people, as well as posterity. Moreover the films were sent on to ICTV so a national audience can see them, redoubling pride in Nyirrpi from this project. The ongoing involvement of one of the trainees suggest a serious employment and further training pathway.</p>
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TYPE	Data																						
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Strategies	Measures	Results	Analysis								
<p>term.</p> <p>WETT Training Coordinator to deliver education and training.</p> <p>WETT Training Coordinator to liaise with educators and other organizations to facilitate employment and additional training options for young people.</p> <p>WETT Advanced media training provided</p> <p>Provide training in governance, cross-cultural issues</p>	<p>provided by external trainers</p> <p>Participant numbers.</p>	<p>Average Nightly Attendance 12.10</p> <p>2. General Training</p> <table> <tr> <th>Training Type</th><th>Total Hours</th><th>Total Events</th><th>Total Participants</th></tr> <tr> <td>Agencies-Other</td><td>15.50</td><td>3</td><td>2</td></tr> </table>	Training Type	Total Hours	Total Events	Total Participants	Agencies-Other	15.50	3	2	<p>hired in December and begins in January 2012. The WETT Trainer should help to provide resources, and ultimately accredited learning, which can be pursued through the Night Club structure. These initial steps to foster a learning environment and culture within the program should help the WETT Trainer to achieve greater success when they begin to engage with young people in Nyirrpri. Accredited workshops or training opportunities are not only rare, especially in Nyirrpri and Willowra, but often poorly planned in light of current community need or events and have no ongoing structure through to which to work. The establishment of Night Club means there is a permanent forum for delivering their training. But also it means that the youth-workers can continue to assist interested individuals to continue with education tasks or modules until the WETT Trainer returns.</p>
Training Type	Total Hours	Total Events	Total Participants								
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<p>Graduate Jaru trainees into employment and positions of strategic power in the community</p> <p>To build a local youth workforce to develop self confidence and sense of responsibility</p>											
<p>Undertake casework with individuals to determine areas of interest and existing skills</p> <p>Support to pursue future career paths</p> <p>Assist Jaru members to meet requirements for their plans eg applications, pre-course needs, travel to/from training etc.</p>	<p>No. of Jaru employed</p> <p>No. of Jaru engaged in ongoing meaningful community activity.</p> <p>No. of Jaru members taking on external representation, cultural liaison, board positions etc.</p> <p>Case Notes.</p>	<p>Jaru Trainees = 20</p> <p>Jaru Hours = 357</p> <p>Jaru Employed = 3</p>	<p>Jaru hours were actually down in this period, but still represented a positive level of Jaru engagement. Amongst other factors Jaru hours were perhaps reduced by staff transitions during this period. A solid body of Jaru trainees remains in place.</p> <p>The three employed Jaru trainees representing the baseline here, are all Jaru Trainees who had then moved on to salaried positions with WYDAC and other agencies such as Centrelink and the Central Desert Shire. One other Jaru graduate in particular, Micah Williams, has expressed interest in a career in media and his work was recognized with the outstanding national achievement of 'Best Music Clip' at the National Remote Media Awards during this period. Opportunities for further media work are being pursued to help support his special talent and interest. (Also of note, another Nyirrpri man won Best Actor for his performance in one of the other WETT</p>								

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Strategies	Measures	Results	Analysis																																																								
		<table> <tr> <td>Basketball</td><td>224.75</td><td>1973</td><td>61</td></tr> <tr> <td>Bush Swimming</td><td>12.00</td><td>79</td><td>6</td></tr> <tr> <td>Computers</td><td>210.25</td><td>839</td><td>80</td></tr> <tr> <td>Disco</td><td>145.73</td><td>7405</td><td>44</td></tr> <tr> <td>Family/ Movie Night</td><td>152.83</td><td>3933</td><td>53</td></tr> <tr> <td>Football</td><td>236.00</td><td>6650</td><td>81</td></tr> <tr> <td>Home Economics</td><td>32.25</td><td>62</td><td>16</td></tr> <tr> <td>Misc.</td><td>84.00</td><td>766</td><td>28</td></tr> <tr> <td>Music</td><td>166.25</td><td>405</td><td>50</td></tr> <tr> <td>Soccer</td><td>171.00</td><td>1488</td><td>73</td></tr> <tr> <td>Softball</td><td>17.97</td><td>230</td><td>11</td></tr> <tr> <td>Youth Centre</td><td>238.98</td><td>3821</td><td>90</td></tr> <tr> <td>YP Support</td><td>79.75</td><td>285</td><td>49</td></tr> <tr> <td>SUM</td><td>1874.02</td><td>28724</td><td>689</td></tr> </table>	Basketball	224.75	1973	61	Bush Swimming	12.00	79	6	Computers	210.25	839	80	Disco	145.73	7405	44	Family/ Movie Night	152.83	3933	53	Football	236.00	6650	81	Home Economics	32.25	62	16	Misc.	84.00	766	28	Music	166.25	405	50	Soccer	171.00	1488	73	Softball	17.97	230	11	Youth Centre	238.98	3821	90	YP Support	79.75	285	49	SUM	1874.02	28724	689	<p>The data table clearly illustrates the range and level of engagement in youth activity in Lajamanu, which produces a vibrant youth culture. The most significant activity was the formation of a daily community football competition, the daily effort and value of which cannot be overestimated. It involved not only Mt Theo Jaru and youth-workers in its administration, umpiring and scoring, but also constant liaison and partnership with many senior men and the football club. It has been a large, active and demanding joint sporting project that has brought immense benefit and joy to the community. One of the underlying motivations, and successes of the competition was to keep young men busy and respond to growing concern about rising community alcohol consumption. Similarly the local domestic violence worker has used the competition as a vehicle for communicating codes of conduct and respect, on and off the field. The young women were similarly involved in a basketball competition. This was made especially possible by the very popular, and expensive, WYDAC investment in a shade roof over the basketball court. Both competitions have continued on into 2012.</p> <p>The youth centre remains the buzzing hub of all youth activity in Lajamanu with enormous disco numbers and regular participation in music, family movie nights, computers, sport and arts and craft. Home economics is increasingly focused on hygiene, nutrition and customer service (at discos). A concerted effort was made by workers to not only increase art and craft hours, to encourage female attendance, but also to introduce literary components to these activities. Art and craft hours nearly doubled in hours and more than doubled in participation numbers during this period from the previous period. Youth program support refers to the vital work of volunteer and youth involvement in general cleaning, event preparation and asset maintenance.</p> <p>The level of positive activity in Lajamanu is critical in helping to create a positive, engaged and healthy predominant youth culture in the community, something of which the community</p>
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		<table><tr><td colspan="4">Training</td></tr><tr><td>SUM</td><td>68.50</td><td>169</td><td>28</td></tr></table>	Training				SUM	68.50	169	28	<p>work included editing films from bush trip footage, based on previous training. This was also facilitated by youth-workers having completed PAW training which helped them to develop their own media skills and understanding.</p> <p>The program database actually failed to pick up the many hours (3 weeks) of introductory media training (camera, production, editing, direction) provided by Anna Cadden. This technical issue is being followed up. This training centred on 7 young trainees and produced 1 finished short film and 3 films in production, including one about young Liam Patrick who has gone on to play in the AFL which reflects on the importance of family and community support. More detailed reports are available.</p> <p>The development of agency relationships such as Mobile Outreach Service (sexual health) and Centrelink has provided ideas, or further understanding, of possible projects to assist young people in the future.</p>												
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WYDAC SDRF July to December 2011

Strategies	Measures	Results	Analysis																												
			<p>position as a casual youth-worker with WYDAC. Ralph started to help out at the youth centre in April 2011 and has worked hard to support all aspects of the Lajamanu program.</p> <p>Other young volunteers have exciting pathways opening up ahead of them. Ashley Watson initiated the aforementioned football competition and is now being considered for a job with AFLNT. Similarly Mohammed Langdon has taken strongly to media work after his training and is now volunteering with the schools cultural education program.</p>																												
Yuendumu Community Swimming Pool																															
To improve physical and mental health outcomes for young people through exercise.																															
To provide a well-maintained pool and pleasant surroundings to encourage young people to swim.																															
Ensure consistent opening hours for community swimming	No. of days open	<table><tr><td>Total Days Open</td><td>69</td></tr><tr><td>Total Days Closed (Closed Mon & Tues)</td><td>3</td></tr><tr><td>Total Numbers</td><td>6735</td></tr><tr><td>Total Numbers – Public</td><td>5372</td></tr><tr><td>Total Numbers – Groups</td><td>1145</td></tr><tr><td>Total Numbers – Laps</td><td>218</td></tr><tr><td>Total Hours</td><td>536.09</td></tr><tr><td>Total Hours – Public</td><td>379.25</td></tr><tr><td>Total Hours – Group</td><td>65.09</td></tr><tr><td>Total Hours – Laps</td><td>91.75</td></tr><tr><td>Number of Group Sessions</td><td>58</td></tr><tr><td>Yuendumu School</td><td>48</td></tr><tr><td>Yuendumu Childcare</td><td>5</td></tr><tr><td>Nyirrpri School</td><td>3</td></tr></table>	Total Days Open	69	Total Days Closed (Closed Mon & Tues)	3	Total Numbers	6735	Total Numbers – Public	5372	Total Numbers – Groups	1145	Total Numbers – Laps	218	Total Hours	536.09	Total Hours – Public	379.25	Total Hours – Group	65.09	Total Hours – Laps	91.75	Number of Group Sessions	58	Yuendumu School	48	Yuendumu Childcare	5	Nyirrpri School	3	<p>The pool was reopened on September 14 after its standard Winter break. The use of the pool during this period indicates a highly successful period for the pool. Total days open, total user numbers and total hours were all significantly higher than the same period last year, largely due to the sterling efforts of the Pool Supervisor.</p> <p>Total public numbers were almost double this period than they were for the same period last year. Even allowing for the fact that the pool opened earlier this year (69 days vs 43 days) the daily average was still considerably higher (77.8 vs 60.6). The pool was only closed on three occasions due to funerals and community unrest. The increase in numbers also reflects the many extra hours worked by the pool supervisor in order to maximise pool usage. This was best exemplified by the decision to even ensure the pool was open for community enjoyment on Christmas Day and Boxing Day. Lap numbers also increased strongly during this period and included young Warlpiri people as well as kartiya workers from local organisations .</p> <p>Additional data indicates that the pool is predominantly used by those aged 5-14, which also reflects the influence of the Yes School Yes Pool policy on primary school students in particular. School attendance data was not available at the</p>
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Ensure community and regional groups have access to pool facilities	No. of individual swimmers during community hours																														
Ensure pool technical systems remain at peak to avoid closures	No. and type of groups using the pool																														
Provide equipment for swimming and lifeguard training	No. of participants in each group																														
Develop pool site for additional recreational opportunities	No. of participants in lap swimming times																														
	No. and nature of additional pool activities																														
	No. of days closed due to technical problems																														
	Equipment repairs or replacements																														
	Type of equipment purchased for training																														
	Site developments																														
		<table><tr><th>Age</th><th>Sep</th><th>Oct</th><th>Nov</th><th>Dec</th></tr><tr><td>0-4</td><td>11.3%</td><td>9.4%</td><td>8.7%</td><td>11.0%</td></tr></table>	Age	Sep	Oct	Nov	Dec	0-4	11.3%	9.4%	8.7%	11.0%																			
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Strategies	Measures	Results	Analysis																									
		<table><tr><td>5-9</td><td>45.7%</td><td>46.7%</td><td>49.7%</td><td>37.2%</td></tr><tr><td>10-14</td><td>24.3%</td><td>27.0%</td><td>33.5%</td><td>31.3%</td></tr><tr><td>15-19</td><td>10.6%</td><td>10.5%</td><td>5.2%</td><td>10.7%</td></tr><tr><td>20-24</td><td>3.5%</td><td>3.8%</td><td>1.7%</td><td>4.7%</td></tr><tr><td>25+</td><td>4.7%</td><td>2.6%</td><td>1.2%</td><td>4.8%</td></tr></table>	5-9	45.7%	46.7%	49.7%	37.2%	10-14	24.3%	27.0%	33.5%	31.3%	15-19	10.6%	10.5%	5.2%	10.7%	20-24	3.5%	3.8%	1.7%	4.7%	25+	4.7%	2.6%	1.2%	4.8%	<p>time of WYDAC reporting, thus limiting any definitive conclusions being reached.</p> <p>The introduction of better adult facilities (eg: shaded picnic table) has seen increase in mothers in particular attending the pool with their children, whilst not necessarily using the pool themselves. This is important not only to avoid the pool being used as de facto child-care but also in promoting community engagement. Amidst the aforementioned community tension the pool worked very hard to remain a positive, safe and welcoming place for all residents and no incidents were recorded inside the pool. However its central location in the community, was right next to the area where community tension was often most commonly expressed, meaning there was no doubt a degree of 'self-censorship' from some youth or families.</p> <p>Group numbers also increased dramatically during this period up from 10 sessions in the last period to 58 here. This was largely the multiple daily use by Yuendumu School within its curriculum (the secondary incentive of school attendance other than just access after school). This saw a marked rise in youth aquatic skills, and certificates were handed out regularly at school assembly to that effect, culminating in a school swimming carnival in November (which was assisted by a visit from Swimming Australia and their Indigenous Development Officer). The Pool Supervisor, who thus worked many additional operational hours, facilitated all these sessions. It may be possible for this to be more sustainably managed by allowing agencies with qualified workers to hire, and staff, the pool and some teachers began Royal Life Saving training during this period with that goal in mind.</p> <p>Amongst the dramatic rise in service hours, there was a constant need for technical attention to the pool and surrounds. The return of the salt-water chlorinator required ongoing adjustment regarding its impact on the balance of the entire system. The former shade cloth was reinvented as part</p>
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Strategies	Measures	Results	Analysis
			of a protected lifeguard corner and extensive weeding was done on the buffle grass throughout the grounds.
To assist young people into employment or ongoing meaningful past-times			
Provide ongoing training relevant to pool employment	No. of trainings conducted No. of participants No. successful participants No. of young people working at the pool	Training = 3 Participants = 1 Jaru and 3 school teachers Jaru working at Pool = 2 (and 2 YCA Volunteers in December)	<p>There was only 2 Jaru trainees who worked at the pool during this period, one at the beginning of the period who then left to Boarding School and another at the advent of the school holidays.</p> <p>This is not only disappointing, but genuinely weighs down further the heavy workload of the pool supervisor. However it is incredibly apparent that the community tensions directly influenced this. Several past trainees who did not return to the pool but instead moved to another department (Housing and Infrastructure) clearly expressed as much. The pool sits in an exposed and central location as far as the geography of community tensions. Whilst younger kids have no qualms in attending to swim, older Jaru trainees were less confident about working. These serious consequences on this and other opportunities for young people in Yuendumu are of great concern but whose overwhelming features are far beyond the control or responsibility of WYDAC staff.</p> <p>Some pilot 'First Aid in a Box' kits were bought during this period. It has not yet been fully explored but it remains an intriguing possibility for remote learning of first aid not just for Yuendumu but for all Warlpiri communities.</p>
Mt Theo Diesel Mechanical Training Workshop			
To ensure safety and reliability of all WYDAC vehicles to maintain efficiency of program			
Weekly WYDAC fleet vehicles weekly emails to workshop re state of vehicle WYDAC vehicles serviced as per roster Maintain workshop spreadsheet monitoring all vehicles Provide vehicle safety induction	No. of WYDAC email reports - % of total possible No. of WYDAC services done as per roster - % of total required Spreadsheets up to date Downtime due to mechanical work, loss of cars or car turnover No. of car related incidences due	<p>This is the first time that the Workshop operations have been included in the WYDAC 6 month overview.</p> <p>A new daily data recording system was instituted during the latter part of this period, which reflects the measures outlined in the previous column. This new system proved most useful in ensuring daily operational tracking and prioritisation of the current</p>	1. This was a very challenging period for the workshop. The major challenge during this period was that the workshop lease holder Central Desert Shire ended their agreement with WYDAC. This required WYDAC to quickly find and secure a new site, fund, construct and move to other workshop premises as well as comprehensively closing the old site for handover. Accordingly this occupied a great deal of time and effort in the first quarter for WYDAC management and

Strategies	Measures	Results	Analysis
	<p>to mechanical failure</p> <p>No. of inductions conducted</p> <p>No. of staff participants</p>	<p>status of vehicles in the workshop.</p> <p>The associated quantitative data entry was only completed in a limited fashion by workshop administrative staff who took time to adjust to the new system in the last quarter. This system would have been instituted earlier however this was rendered impractical (see points 1 and 2 in next column).</p> <p>Accordingly a number of factors severely limit the ability to present and analyse the available numerical data as representative of the work that took place at the workshop across this period. For example in November it is recorded that 21 vehicles were seen and vehicle update emails were submitted on only 50% of required occasions, however data was not entered on 16 other required occasions for servicing/emailing.</p> <p>This period should primarily be seen as an establishment phase for this new data and reporting system. It should be fully functional in 2012 and better able to produce consistent and presentable data for comprehensive analysis.</p>	<p>workshop staff. Ultimately it resulted in a new but smaller workshop with decreased service capacity (eg: only 1 hoist) which has meant an almost exclusive initial focus on WYDAC vehicles.</p> <p>2. The move took place in September and largely dominated workshop staff activity during this month. By October the new workshop was beginning to be functional at a daily level. From this point WYDAC cars continued to be serviced according to the fortnightly roster (monthly for Outreach cars) which provides the basic working structure for the workshop on a day to day level with at least 1 rostered vehicle per day. Staff continued to email weekly updates regarding the current status of their cars to the workshop to ensure ongoing monitoring. Anecdotally there is concern that some staff have been irregular with this protocol however data entry limitations have made this difficult to distinguish.</p> <p>3. Other than the designated service checks a number of more serious mechanical issues arose in this period. Most concerning a series of cars cracked their heads which resulted in an overhaul of associated policy and procedures (eg: focus on at services, check/clean grass seeds blocking radiators, install mesh covers on every grill etc). Also one serious accident took place, which saw a rollover. Thankfully no one was hurt and the relevant wet conditions had emanated long after the trip had begun. However this also led to a review and renewal of wet weather driving protocols with all staff.</p> <p>4. A draft car induction process for new staff, was developed by workshop staff during this period, which is currently under 2nd revision. This system should begin to be implemented in 2012. Moreover 4wd training was booked during this period to further develop staff skills in this critical area however the trainer cancelled for personal reasons until 2012.</p> <p>5. A new GPS tracking system was installed in 2 cars as a safety trial to ensure greater supervision in remote areas and has proved very valuable to date.</p> <p>6. After internal audit of performance and outcomes, the Board and Management decided to terminate the contract with the Mechanic and the Admin Assistant and recruit for</p>

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Strategies	Measures	Results	Analysis
			one person who could work in both capacities.
To provide diversion, training and employment opportunities to increase local skills and opportunities in mechanical services			
Employ up to 3 apprentices Provide pre-employment training Support necessary development in numeracy and literacy skills Supervise diversionary clients	No. of apprentices in training No. of trainees Nature of educational support provided No. of diversionary trainees	Three apprentice trainees currently working at the workshop, all retained from 2010. Two diversion trainees during this period.	Three apprentice trainees continued to work at the workshop during this period. One apprentice is finishing his second year, another is finishing his first year, and both will continue with their apprenticeships in 2012. Another has completed his 12 month tyre changing and balancing apprenticeship. Diversion trainee numbers were limited during this period due to the major upheaval of the workshop closure, shift and construction.
To provide a mechanical service to community members and agencies			
Develop an appropriate booking-in procedure for community members and agencies.	No. of agencies using the service No. of community members using the service No. and nature of complaints	Non-WYDAC Customers = 30. However hours/jobs would have been significantly reduced from previous periods. One customer complaint on poor workmanship during this period.	It should be noted that this non-WYDAC use was primarily during August period before the shift to the new site (closed for majority of July due to staff leave/school holidays). The combination of the loss of a month on WYDAC vehicles due to the move and the actual reduced capacity of the new site meant a reduction in the volume of wider agency and community servicing in the last quarter of 2012.
To ensure sound administrative processes			
Prompt and accurate invoicing Debtor management processes adhered to Daily update of service spreadsheet Provide job sheets for all work Monthly stocktake Staff timesheets	Audit of workshop invoicing and debt recovery processes Audit of job sheets and data entry Stocktake audit Evidence of timesheets	Audit demonstrated poor performance in both invoicing and debt recovery processes Audit demonstrated poor compliance with job sheets and data entry Stocktake was not undertaken during this period due to workshop move.	Audits identified that neither the mechanic/supervisor or the administrative assistant had adequate skills to manage the administrative requirements of the workshop despite ongoing mentoring. In order to ensure the administration improved, the Executive Assistant was rostered to provide daily support at the workshop to ensure processes were being followed. This however became untenable due to the existing high workload of the Executive Assistant. The Board and Management decided to terminate the employment of the Mechanic and Administration Assistant and recruit one person who had demonstrated experience running a workshop. A new workshop manager/mechanic was appointed in December, to start in early 2012.
Infrastructure and Housing			
To maintain WYDAC infrastructure, housing and other assets to a safe and appropriate standard			
Maintain Repairs Register Maintain Assets Register	No. of completed jobs Internal audits of both registers.	Completed Jobs = 90	Repairs were tracked and executed by the Quality Officer and the Infrastructure Officer after the decisions of management.

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Strategies	Measures	Results	Analysis
		Management audit ascertained that the Assets register is not in a satisfactory condition and has been earmarked as a special job for an administrative consultant to complete in early 2012.	However the new QC system was introduced in November and it allows a much more detailed, transparent and accountable repairs register to function. It operates as a centralised online system in which tasks, priorities and timeframes are attributed to every repair and can be viewed by all users. Management and the Infrastructure officer can discuss specific tasks online with all comments documented and a comprehensive approval and review system in place.
To train clients at Mt Theo Outstation in housing and maintenance skills			
Visit outstation to train clients in skills both general and related to outstation maintenance Provide employment possibilities on return to Yuendumu, with the Housing and Infrastructure Officer	No. of training sessions No. of training hours No. of Outstation clients engaged in training No. of Yuendumu trainees	Outstation Trainees = 4. Outstation Trips = 6 Yuendumu Trainees = 11. Number of Hours = 245	This was an excellent period for Infrastructure trainees. Whilst slow in the first quarter, it was a testament to our Officer that he slowly developed a series of meaningful relationships throughout the community outside of work hours, which ultimately led him to developing a small crew of interested young trainees. From mid-November there was 144 hours of work completed by these young trainees from a very reliable crew of 3-4 young men working an average of every 2 nd day with our Infrastructure Officer. One stood out to such an extent that at the end of this period he was offered a salaried position in this role.
To develop infrastructure in all our communities to meet the needs of youth people.			
Develop a Housing and Infrastructure Plan covering all our communities Seek funding for specified needs as possible	Plan developed Internal audit of Plan No. and nature of successful funding applications	A plan was not developed during this period.	During this period we have monitored work undertaken to maintain facilities in all communities. This data will assist in developing a realistic plan in the next period.
To ensure all infrastructure is covered by appropriate leasing as per legislative requirements			
Review all current leases Apply for Section 19 leases where necessary Maintain records of all negotiations	No. of new leases identified No. of leases granted or pending Records maintained	Yuendumu – 4 Section 19 leases applied for; 3 approved by the community. Nyirrpi – 1 applied for, approved by community. Lajamanu – 2 applied for, yet to be considered by community. Willowra – 3 possibly required. All records maintained in QC and SIRITIS	Three leases for Yuendumu & and one for Nyirrpi due to be approved by CLC meeting in late March 2012. Lajamanu community will assess lease requests in early March, and if approved, will be presented at the CLC meeting in late March 2012. At the last lease meeting in Willowra community in early 2011, more than half of the attendees noted that WYDAC should not need to apply for a lease as we were 'part of the community'. This has yet to be decided. It is our view that it is in the best interests of WYDAC to go ahead with lease applications as this

Strategies	Measures	Results	Analysis
			<p>will be necessary for any future improvement to our infrastructure there.</p> <p>One lease remains to be taken to the Yuendumu community – the application for the Workshop lot. CLC plan a community lease meeting in April 2012 where this will be discussed.</p> <p>We have further identified that the old youth centre in Yuendumu is the property of the Central Desert Shire and this will be returned to them on August 1, 2012, when we move into our new youth complex.</p>
Quality Management			
To adhere to quality management principles to ensure the highest quality of service to our clients and participants			
<p>Maintain ISO: 9001 Certification</p> <p>Embed the quality management system throughout all organisational processes</p> <p>Conduct Management Review Committee (MRC) meetings twice a year</p> <p>Train all staff in new database</p>	<p>Annual ISO review.</p> <p>No. of CIs</p> <p>No. of document reviews /approvals</p> <p>No. of incident reports</p> <p>No. of internal audits</p> <p>Contract and Compliance Registers</p> <p>Minutes of MRC, Management and Operations meetings.</p> <p>Staff competent in data collection and reporting requirements</p>	<p>Successful ISO audit undertaken in August 2011.</p> <p>41 continual improvement tasks identified and completed.</p> <p>382 documents reviewed and updated</p> <p>13 OH&S incidents were recorded and closed</p> <p>154 compliance tasks identified and completed</p> <p>13 internal audits finalised</p> <p>Minutes of all meetings maintained on QC</p>	<p>The audit conducted by BSI was undertaken in Yuendumu and Willowra and no non-conformances for areas for improvement were identified by the auditor.</p> <p>The data for quality management for this period is incomplete. In August 2011 we began an update from our Quality Management System to new Quality Coordinator (QC) software. The transition period resulted in periods where the database was not accessible and many quality management tasks were not recorded. Data provided here is significantly under-reported and analysis is difficult within the two systems.</p> <p>The next reporting period will capture all quality management processes and tasks accurately and analyse timeliness of response, involvement by department and staff member, and percentages of tasks identified against those completed.</p> <p>Data is compiled and analysed at the MRC meetings held in March and August each year. To conform to these mandatory meetings, data presented here relates to the August 2011 – March 2012 period.</p> <p>There has been significant improvement in the engagement of staff other than management being involved in QM tasks, while not identified in the data represented here. This will be included in the next report.</p> <p>The new system mandatorily engages staff at all levels with a clear process of responsibility for action and approval embedded in their regular duties.</p>

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Strategies	Measures	Results	Analysis
To ensure ICTM is adequate for quality management, and developing program operational needs			
Monitor systems and develop as necessary Monitor and further develop databases: Program, QMS, Accounts, Clients Ensure appropriate back-up is in place	Changes to computer systems Databases in place Results of database audits No. and nature of problems causing down-time of systems	Development of two complementary databases – Client and Program Upgrade to Quality Coordinator software Accounts database not yet started Back up system in place. No audits conducted during this period.	This period has seen massive developments in improving our data collection system, and the ability to report on data. The Program and Client databases are still being developed, while we use and amend to our requirements. All program data for this report was generated through the new system. The Client database has been designed to greatly enhance client experience and data recorded, enabling better trend analysis that directs improvement in our service delivery. Audits were deemed to be premature at this time in the development process. The Accounts database has been delayed while the Client and Program databases are finalised.
Management – Community Involvement			
To maintain strong community involvement and ownership in WYDAC's services and activities			
Advertise meetings and agenda on noticeboards Provide regular information on activities to community members Promote ownership through membership of the Corporation Promote opportunities for community feedback	No. of elders and volunteers assisting in activities No. of community liaison hours No. of new WYDAC members No. of community members attending the AGM Feedback	183 Jaru, 52 elders and other volunteers assisting 58 hours of community liaison by management team 113 WYDAC members 22 community attendees for AGM	There is ongoing volunteer support from elders and other community members for activities, despite the high demand placed on their time. The increase 52% in WYDAC membership reflects a heightened level of interest in all our communities in youth activities. The Committee meetings or talking directly to staff are the most used forums for community feedback.
Management – Partnerships, Stakeholders and Representation			
To provide the best possible care for clients by strengthening collaboration with other services			
Ensure MOU's are up to date Establish MOU's with appropriate stakeholders Strengthen and maintain external and local partnerships	No. of MOU's in place No. of external and local agencies in active partnership No. of meetings with partners	6 MoU's in place 18 active partnerships (other than MoUs or donors) 57 meetings, total of 86 hours with local and external partners	MoU's current with CDS, YCA, Tracks Dance, InCite, Yuendumu School, PAW, YSC Partnerships remain strong with Police, Corrections, WETT/CLC, Yuendumu Clinic, CAALAS, Remote Mental Health, CAYLUS, Yuendumu Social Club; Nyirrpi School, Store and Clinic; Lajamanu School, Store, Clinic and Art Centre; Willowra School, Store and Clinic. Meetings included Kurra Aboriginal Corp, DCF, ICC, FaHCSIA YIC & CIP, GMAAAC, Infrastructure project management, Local Reference Group, NRETAS, GBM, Police, Yuendumu School, InCite, CDS, PAW and other government departments.
To share the WYDAC story to encourage other communities and to build self-confidence and pride of Board and Jaru Pirrjirdi members			
Present WYDAC story to	No. & type of presentations	0 formal presentations	Presentations were limited to other communities due to

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Strategies	Measures	Results	Analysis
stakeholders Widen the platforms of promotional material; maintain to ensure relevance and currency	No. media interviews No. & type of meetings attended Updates to website, facebook, digital newsletters	5 radio 6 stakeholder meetings Regular updates to website and facebook maintained.	ongoing community sorry business. However Board members continued to represent the WYDAC story at stakeholder meetings primarily in Yuendumu. Media interviews during this period were based on WYDAC participation in the Desert Diva Festival in Alice Springs, Tyrone Spencer's Award for music video clip, proposed mandatory OPAL legislation and funding for youth under the new Stronger Futures legislation. The website and facebook remain a strong platform to tell the WYDAC story. History of activity can be seen at both these sites.
Management – Governance			
To provide an efficient, stable service based on good Board governance			
Conduct 4 Board meetings a year Assist Warlpiri from all communities to attend Board meetings Conduct induction and governance training for all Board members Develop appropriate QMS outline for Board training	No. of meetings held Average no. of members present No. of Outreach Board members attending. AGM held Minutes No. involved in Board induction and governance training Strategic Plan reviews	2 Board meetings & AGM 15 average attendance No Outreach Board members present 22 attended the AGM including 2 Nyirrpri members Minutes maintained and held in QC. 19 involved in Board induction and governance training 2 Strategic Plan reviews	Board meetings held in September & December 2011. AGM held October 2011. Outreach Board members were unable to attend due to road closures on both occasions. Minutes were later distributed in Outreach communities Induction and governance training was provided at the AGM. We have now completed a governance training video to be used twice a year for whole of Board re-training. The Strategic Plan is reviewed at the MRC meetings held in March and August. Minutes of these meetings are then discussed at the next Board meeting.
Management – Operations			
To provide an efficient, stable service based on robust monitoring procedures			
Conduct program meetings as per WYDAC QMS Maintain strong data collection, review and reporting Support and monitor all WYDAC communities through regular site visits	No. of operations meetings No. of team meetings No. of management team meetings No. of interdepartmental meetings No. of staff supervision meetings Departmental data audits No. of site visits/locations	53 operations meetings – 104 hours 6 team meeting – 14.5 hours 4 management team meeting – 16 hours 9 interdepartmental meetings – 20 hours 25 staff supervision meetings – 24 hours 1 whole of program data audit – 50 hours 5 management site visits – Lajamanu x 1; Nyirrpri x 1; Willowra x 1, Outstation x 2 – total of 69 hours on ground	Operations meetings remain regular, and the most effective forum for monitoring & evaluation of program, problem solving and planning. The management team meeting allows for an overview of all program activity, focussing on quality management process and financial analysis. Staff supervision involves conflict resolution, problem solving and professional development planning. Site visits to Lajamanu, Nyirrpri and Willowra were scheduled to coincide with the local Sub-Committee meetings and was a good opportunity for CEO to inform on WYDAC developments and assist in planning for each community.

Strategies	Measures	Results	Analysis
Management – Financial Management			
To ensure transparent and efficient financial management			
<p>Monitor program activity and budgets against resources and community needs.</p> <p>Review and maintain documented financial procedures</p> <p>Prepare and analyse financial reports on at least a monthly basis.</p> <p>Ensure prompt and efficient invoicing procedures</p> <p>Maintain and monitor Asset Register</p> <p>Identify resource requirements, research funding sources, submit proposals, and managing subsequent records</p>	<p>Program narrative and financial reporting</p> <p>No. of internal financial report reviews</p> <p>No. of external accountant reviews</p> <p>Records of accounts/budget reviews</p> <p>No. of hours invoice coding</p> <p>Controlled documents register</p> <p>Audit Reports</p> <p>Asset Register reviews and audits</p> <p>Creditor/stakeholder feedback</p> <p>Funding Register</p>	<p>All program and financial reporting is held on QC.</p> <p>3 management financial reviews – 6 hours</p> <p>2 accountant reviews – 20 hours</p> <p>Minutes of meetings maintained in QC</p> <p>21 sets of accounts processed – 41 hours</p> <p>Controlled documents register superceded by QC</p> <p>Audit reports maintained on QC</p> <p>Asset Register reviewed, no audit done</p> <p>Some negative feedback on payment of invoices</p> <p>Funding Register needs further review</p>	<p>Financial reports are received from the Accountant twice monthly to ensure up-to-date review of accounts. These are reviewed at Management Team Meetings to ensure budget tracking.</p> <p>The Accountant also has the role of reviewing accounts regularly to provide advice or alert management to emerging budget issues.</p> <p>While this period has shown a marked improvement of accounts processing in the office, there have been some delays in creditors receiving payment, leading to closure of accounts in some instances. We are currently negotiating to have the bulk of invoices paid by EFT to avoid this happening.</p> <p>Review of the Asset Register identified the need to compile a number of ad hoc documents on file, develop one document with all our assets recorded in a manner useful to WYDAC, fine-tune processes for regular additions to the register and update all assets in the program. A consultant has been engaged to undertake this work in March 2012.</p> <p>The Funding Register was not transferred from the old QMS to QC. We are assessing the best way to do this. While this register is not mandatory for accreditation, we find it helpful to track funding applications submitted and the level of success.</p>
Management – Human Resource Management			
To provide adequate support for staff and their professional development			
<p>Provide suitable housing for all non-local staff.</p> <p>Maintain the HR Register to ensure:</p> <ul style="list-style-type: none"> Monitoring of staff leave to ensure all staff take allocated leave and TOIL. Documenting appropriate professional development of staff as required. 	<p>All staff in their own comfortable living space.</p> <p>Duty Roster</p> <p>Leave roster</p> <p>No. & nature of training/skills development undertaken by staff</p> <p>No. of appraisals conducted, on file</p> <p>JWJ Records</p>	<p>Not achieved.</p> <p>Duty Roster in place and on QC.</p> <p>Leave Calendar and HR Register</p> <p>Training Register on QC</p> <p>4 staff review conducted</p> <p>Not used in this period.</p>	<p>Suitable accommodation remains one of the main challenges of staff retention. We are currently in need of accommodation for 2 F/T staff.</p> <p>Leave Calendar records all leave applied for, and the HR Register tracks leave of all staff.</p> <p>Staff reviews were limited this period as we moved to a new system. However, each operations meeting provided staff with comment on their performance, as well as planning for</p>

Strategies	Measures	Results	Analysis
<ul style="list-style-type: none"> • Mapping of required staff licences and training • Conducting annual staff performance appraisals • Undertaking Jintangka Wirri Jarrija (JWJ) staff development tool with all staff <p>Review recruitment and induction procedures Provide salaries and incentives at a level that recognize the commitment of workers, and is consistent with the sector. Review succession plan in collaboration with staff and Board. Encourage staff to use counselling support provided by the Program through an independent counsellor.</p>	<p>Induction and recruitment procedures updated</p> <p>Salary levels</p> <p>Succession Policy in place</p> <p>No. of counselling sessions conducted</p> <p>No. of staff using the service</p> <p>No. of internal conflict resolution/ mediation/support sessions</p> <p>Retention rate: No. of exits No. of vacant positions (at report date)</p>	<p>Procedures updated</p> <p>Salary levels are consistent with Award</p> <p>Succession Policy in place and on QC</p> <p>3 whole of staff counselling workshops</p> <p>8 using individual counselling service</p> <p>30 sessions – 28 hours</p> <p>7 staff exits 4 vacant positions</p>	<p>professional development. JWJ was not used. We are assessing value for money as the online tool costs approximately \$7000 per year.</p> <p>Staff exits have been high this period due to longer term staff deciding to move on (4), unsuitability (2) and one staff member moved to another community. Recruitment has been challenging, but experience confirms the need to bring possible non-local candidates to the community for a short period to ensure they understand the context, and for local workers to assess their suitability. While this adds to recruitment costs, it is critical.</p> <p>The high level of conflict resolution/support sessions demonstrates the desire of most staff to work through issues affecting their work, with an exit as the least desirable course of action. The professional pathways within WYDAC and the Succession Policy has allowed a number of staff to change roles within the organisation</p>
Management – Leadership			
To provide strong managerial leadership			
<p>Implement the WYDAC Strategic Plan</p> <p>Advise the Board</p> <p>Manage Quality Management System across all areas of WYDAC</p> <p>Drive organisational change</p> <p>Provide high level representation on behalf of WYDAC</p> <p>Ensure WYDAC complies with all relevant Federal and Territory legislation and contractual obligations</p> <p>High level participation in regional and national approaches</p>	<p>Annual Report</p> <p>Management Review Committee minutes</p> <p>Feedback recorded from Board, community, staff & stakeholders</p> <p>No. & nature of representations</p> <p>Compliance Register</p> <p>Involvement in 3 national/regional approaches</p>	<p>Annual Report released at the AGM, October 2011</p> <p>MRC Minutes held on QC</p> <p>Feedback Register on QC</p> <p>5 formal Presentations</p> <p>Compliance Register activity tracked on QC</p> <p>Key participation in 4 national/regional approaches</p>	<p>The Strategic Plan is monitored through the MRC, who then discusses with the Board. A new Strategic Plan was developed through long consultation with all our communities, Board and staff members for the period 2012-2014 incorporating all WYDAC services.</p> <p>This period focussed strongly on the activities and recording of our quality management processes. The upgrade to improved software was challenging, and resulted in some one-off limitations to reporting and analysis. However, these processes are becoming more embedded in daily activity. Staff at all levels acknowledge the value of the system, and have engaged more strongly with the practices. Their input is monitored through regular operations and management team meetings.</p>

Strategies	Measures	Results	Analysis
and strategies	Memberships	5 current memberships	<p>Feedback is recorded on the Feedback Register on QC and appropriate improvements are tracked through the Continuous Improvement Register. Feedback is reported at every Board meeting.</p> <p>Presentations during this period to donors: WETT, DCF, FaHCSIA, DoHA, as well as at CLC, LIP and Yuendumu Stakeholder meetings</p> <p>The Compliance Register notes all relevant legal and contractual obligations as well as internal requirement. The QC software allows for reminders and tracking of each task, as well as being able to allocate tasks among team members suitably qualified.</p> <p>Involvement in advocacy to extend OPAL fuel mandate; advocacy regarding SF and ongoing funding through Youth in Communities; submission to NT Senate Suicide Enquiry; attend Senate Enquiry in Stronger Futures, Alice Springs.</p> <p>Member of NTCOSS, CAYLUS Reference Group, FaHCSIA YIC Evaluation Monitoring Group; Yuendumu Training Group. Expert Committee on VSA Clinical Guidelines.</p>