



20th September 2018

Written reference for Mr Damien L Walker

To whom it may concern,

I have known Damien for six years as he engaged with Twelve25 Salisbury Youth Enterprise Centre. I held the role of Manager of the centre for City of Salisbury for that entire period.

Damien held a number of different roles with the centre including: -

- Volunteer assisting with customer service, reception and program and centre administration.
- Participant in the Wheels in Motion program
- Casual staff member for council via the Ranstad Agency
- Hourly paid contract instructor for Duke of Edinburgh program and other short courses and school holiday programs

I have also known Damien as I supported and mentored the Salisbury City Rotaract Club Inc (a service club in the Rotary family for 18-30-year old's). As I write he is currently the President.

Damien over that time has grown and developed into the awesome young man and community leader that he is. He is someone immensely proud of who he is and someone who holds strong community development and social justice principles. Honesty, Fairness and Understanding drive who he is.

Damien had specific roles with the centre which I will deal with specifically:

Coordinator and Mentor of the Coffee and Pizza Social Enterprise models

Damien developed and documented a strong applied curriculum and training program to take young unemployed people from limited skills through to competent operators of both enterprises. He understood concepts of beginning where the young person is at. He developed the model to the verge of sustainability and has seen a significant number of the participants move through into employment.

Facilitator of the Duke of Edinburgh program 2017, 2018

Damien has led the Duke of Edinburgh program (a 20 week in centre program and 4-day youth camp with youth in year 10,11 and 12 from Parafield Gardens High School). Damien designed and facilitated the successful delivery of 4 hours training each week (4pm-8pm) including a meal. This program is life changing for many of the participants.

Bowden Brompton School Student Group 2018

Damien designed and delivered a modified multi-week Coffee program for a small group of 8 highly disengaged year 9/10 students from Bowden Brompton School with highly complex behavioural issues. He worked on building rapport and developing self-belief in the students. For some of the participants this basic food safety and basic expresso coffee skills program was the most significant achievement of their learning journey so far.

School Holiday cooking programs

Damien has designed and delivered a number of cooking-based school holiday programs for the centre with kids from 11 to 17 years of age. Always well organised, always engaging Damien helped young people enjoy their learning.

Rotary and Rotaract

Damien was the webmaster for Salisbury Rotary Club (2015/16/17/18) and has been a foundation member of the Salisbury City Rotaract Club Inc and has made significant contributions in the club development now as President and previously as Secretary. He has driven the clubs strategic planning process and has been a driver behind their events and community activities.

I have also observed Damien as a Peer Mentor, Leader, Program Facilitator and Committee Member over many years on the Rotary District 9500 RYLA Program (Rotary Youth Leadership Award - a 6-night residential youth leadership program for 18-25-year old's from across SA).

Damien's engagement and leadership skills are exemplary demonstrated by his capacity to build partnerships, his great time management, his excellent program logistics and speaker planning, his ability to delivery strong risk management assessments and finally his ability to relate to youth.

Administration and Customer Service

Damien excelled in his administration support of the centre including his good graphic design skills, amazing technology skills and abilities, an ability to deal with difficult clients or clients with multiple barriers, his demonstrated capacity to think through, plan and execute systems for learning programs was invaluable.

Damien is, and will become an amazing passionate and dedicated teacher. He learns quickly and demonstrates a level of emotional intelligence well beyond his years and experience.

At the youth centre Damien has demonstrated he can work independently, he can develop relationships within a work setting for the betterment of the team, he has shown he can work as part of a multi-disciplinary team or is also happy to work alongside volunteers.

While I have recently resigned from council to take up other opportunities, I would not hesitate at all in the future to employ Damien in any of the roles described above.

I wish Damien all the best and I am happy to be contacted directly to support this reference in any way possible.

Yours Sincerely



Rick Henke, JP

*B.App.Sci, Grad Dip Fin Plan, Dip Youth Work
Cert IV Business (Governance), Cert IV in Training and Assessment*

