

BEYOND SCHOOL TRANSITIONS



everyone's family

Evidence Based Programs & Innovations

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A starting line...from a call out on LinkedIn!



- To be or not to be, that is the question...
- Tell a relevant story...
- They want me-mail not email...
- Differences between Gen Z and Millennials...https://www.huffingtonpost.com/george-beall/8-key-differences-between_b_12814200.html

My Choice



- "It's amazing the effect that expectations and labels have on students—whether positive or negative, students generally live up to them."
- "I don't care how great of a job my students get some day if they're not happy, or aren't good people, or aren't contributing to their communities in some meaningful way."
 - Dr Amy Fast

What are we going to learn today?

- Evidence Led Organisation
- About evidence based Work Inspiration program
- How to implement a WI program
- Attendance lifts achievement report
- Innovation Practice
- Early School Leavers Initiative



Evidence led organisation with evidence based programs



- The Smith Family is committed to delivering evidence based, quality programs and maintaining CI
- Evidence Based Programs - evaluated and proven to achieve their desired outcomes (OBA).
- The Smith Family takes a collaborative and multi-tiered approach to Program Evaluation and Program quality (based on implementation science).
- For example: Work Inspiration. Draws on evidence from *Education and Employers Taskforce*

Externally evaluation, internal evaluation, annual reporting, annual CI process – from across organisation.

Let's Watch a Video

WHYALLA



Facts and Outcomes!



- We report on our programs annually. These facts are based on 2017 outcomes report:
 - 1140 students
 - 99 Host Organisations
 - **84%** participants said talking with employers about careers helped them think about what sort of job/career they might want to do
 - **84%** participants said they were inspired by the range of career options available in the industry of their Work Inspiration program
 - **87%** participants agreed after participating in Work Inspiration they know more about the key skills that are required in a workplace

Let's do an activity!

Speed Careering



Bendigo
VIC



Bairnsdale
VIC

Geelong
VIC



We would love everyone to implement Work Inspiration!



- Here's how!
 - Go to <https://www.thesmithfamily.com.au/programs/work-experience/work-inspiration> and familiarise yourself with the program, activities and resources required;
 - Decide on the target cohort & the number of students:
 - What time of year?;
 - Single employer or multi-employer model?;
 - What compliance requirements are there?;
 - Create a proposal (email?) with the details – short and sweet, # number of staff members needed for volunteering, time commitment, any costs involved? i.e. can they pay for catering and/or transport, printing etc.? Email, call and meet with employers to on-board them!
 - Execute and review! The Smith Family staff are available for questions and support 😊

From Evidence to Innovation



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Attendance lifts achievement:

Building the evidence base to improve student outcomes

The Smith Family Research Report

March 2018



Executive summary

Australian children from low socioeconomic backgrounds are at risk of poor educational outcomes from their first year of school. This risk increases as they move through school, with lower proportions of these young Australians completing Year 12 and moving into employment or further study post-school, compared to their more advantaged peers.

Poor educational outcomes have costly lifelong impacts on young people and the wider community, given the relationship between education and employment, health, social connectedness and reliance on income support.

Although gaps in educational outcomes are evident early in a child's life, research shows young people who start school behind can subsequently meet key educational outcomes. Students who start school developmentally on track can also fall behind over time.

Improving the life outcomes of disadvantaged young Australians relies on providing targeted and timely support to those most at risk of not achieving educationally. Critical to a more efficient allocation of educational resources is a sophisticated understanding of the early flags for poor educational outcomes that go beyond financial disadvantage alone. This includes indicators of educational vulnerability that emerge as young people move through school.

Analysis of a large nationally unique dataset of disadvantaged students participating on The Smith Family's *Learning for Life* scholarship program shows that:

- School attendance and school achievement in English or Maths are closely related.
- Changes in student attendance and achievement are relatively common as students move through school.



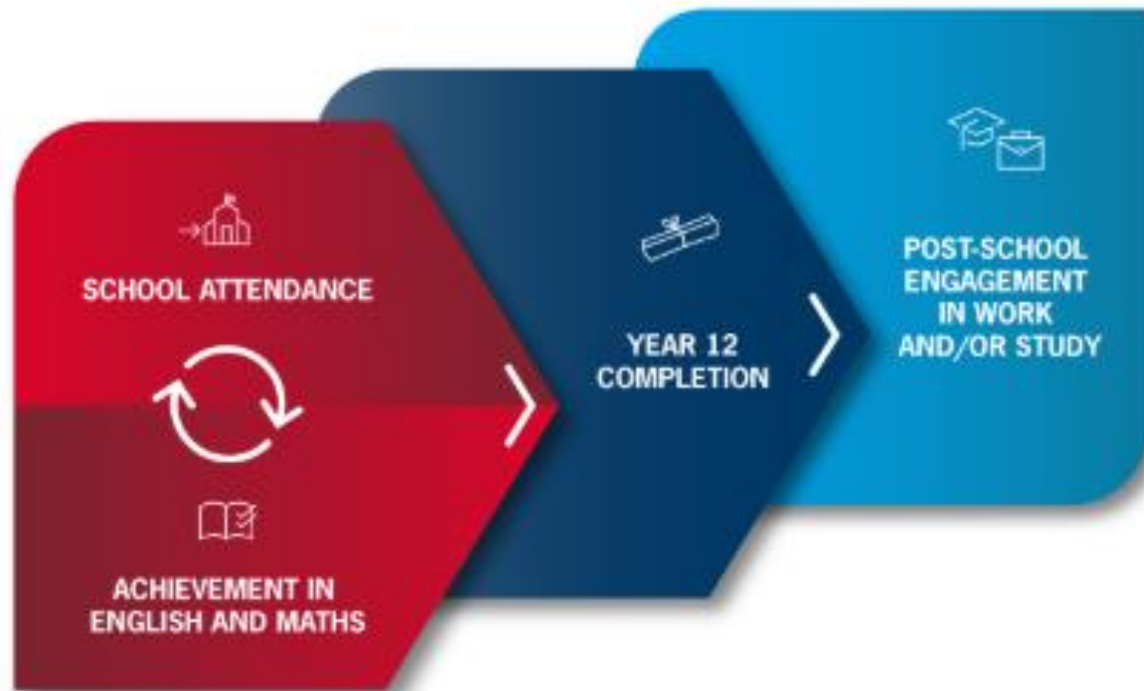
- Attendance and achievement are early indicators of students who are likely to have poor longer-term outcomes, as they help predict school completion and engagement post-school in work or further study.
- Targeted and timely support to improve students' low school attendance and below satisfactory achievement in English and Maths as they move through school is essential.
- Improvements in attendance and achievement are possible and increase the likelihood of students completing school and being in work or study post-school.

There is a significant opportunity to improve the educational performance of Australian school students, particularly those from disadvantaged backgrounds. Key to improving their educational outcomes are:

- Tracking students' individual progress.

Attendance lifts achievement – Conclusions

Attendance and achievement even in a child's early years of high school can help identify students at risk of not completing Year 12.



Why is this important?

Let's innovate!

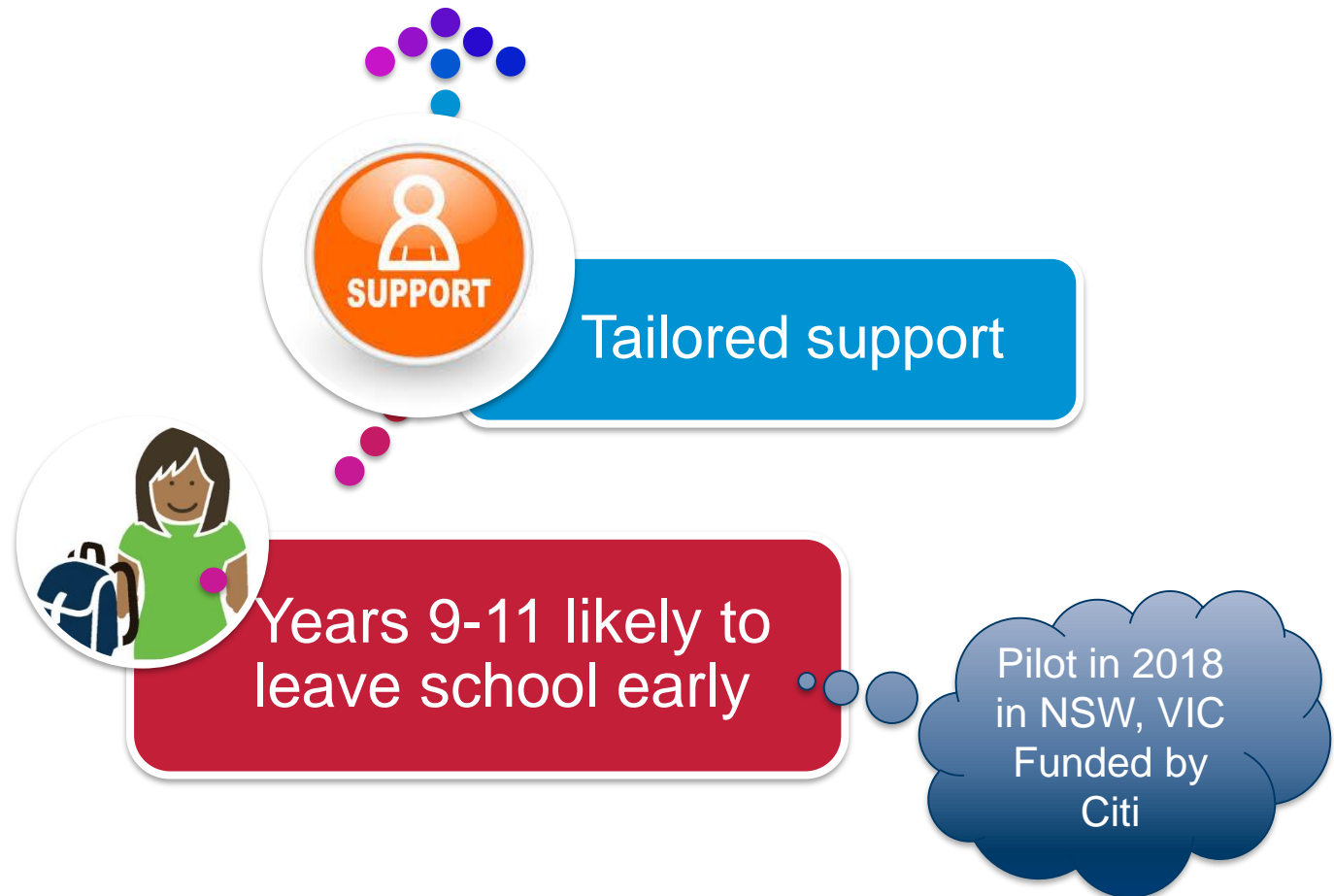
Armed with what we now know, how might we respond?



But first, let's do a warm up.

How The Smith Family Responded - Early School Leavers Initiative

150 with improved employability skills
80 with a positive pathway (stay in school or post-school)



Early School Leavers Initiative - Steps

Identify Cohort

- Poor Attendance
- Low levels of Maths, English
- School engagement

Assess and Engage

- Local Coordinator
- Supported by Career Coach
- While still relatively engaged

Provide Tailored Support

- To stay at school
- To transition to post-school path
- Hybrid models

Early School Leavers - Support and Pathways being developed

Goal Setting / Building Motivation / Resilience

- Work Inspiration
- Mentoring
- Discover Your Purpose
- Youth Opportunities
- Mental Toughness

Employability Skills

- School based apprentice.
- Part-time work (Domino's)
- National Retail Assoc training

Transition to Work

- **Hilton Hotel Cadetships** (1 yr + Cert III)
- Smart Skilled & Hired referral
- TSF Retail Cadetship
- Global Sisters Entrepreneurship Skills



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