



THE YOUTH
MENTORING
FOUNDATION

2016 Program Evaluation Report



Compiled in
January 2017 by
Carol Sandiford

raise.org.au

A word from our CEO

Since inception 8 years ago, Raise has been deeply committed to proving and improving the outcomes that young people in Australia can achieve by participating in our youth mentoring programs. Over time, our programs have improved, and our methods of evaluation have been significantly enhanced. I have never been more proud that we can confidently believe our mentoring programs are best practice.

But this does not mean we can rest as best practice mentoring is not yet available to all young people at risk of disengaging. We have an obligation to step in and ensure more young Australians can participate in high quality youth mentoring programs, because they work.

This year will be an exciting turning point for Raise. We are working with EY to conduct a Social Impact Study to inform engagement with our funding partners. We are also engaged with the Centre for Social Impact to conduct a research study examining mentees' and mentors' perspectives about how youth mentoring programs address young people's engagement and will provide policy and practice implications specific to the Australian economic, political, social and community context.

We look forward to demonstrating that best practice youth mentoring programs can change the landscape for young people in Australia.

Vicki Condon

Founder and CEO

A word from our Evaluation Manager

In my work at Raise Foundation, every single day I see first-hand the benefits of mentoring – not only for the young people in our programs, but for the mentors themselves, as well as their wider communities. Hearing heartwarming and inspiring stories of hope and change is a joyful part of my role at Raise.

But anecdotal evidence is not enough. Raise Foundation has a strong commitment to conducting rigorous, scientifically valid evaluations each year to ensure that our programs are delivering the outcomes that we are aiming for. This gives our corporate partners and Government funders confidence that they are investing in something that has very real benefits for our young people. Most importantly, it allows us to continually improve our programs so that we can help prevent future disadvantage and ensure the wellbeing of young people in Australia.

I would like to extend my thanks to our school partners, our program counsellors, our corporate and community mentors and our young people for taking the time to fill in surveys, attend focus groups and interviews and provide feedback on our evaluation process - together we can ensure that the future of youth mentoring in Australia is strong and effective.

Carol Sandiford

Evaluation Manager, Raise Foundation

The Problem

Young people in Australia are struggling, and they are facing poor outcomes in key areas.

- Suicide is the leading cause of death for young Australians aged 15-24¹
- 1 in 3 young people are without adequate work (i.e. either un- or under-employed)²
- 1 in 10 young people are completely disengaged from education, employment and training³
- 1 in 4 young people have a mental health condition⁴

The presence of a caring adult, not necessarily a parent, is the single biggest predictor of positive mental health outcomes for young people⁵ However, the more risk factors a young person faces, the less likely they are to have a natural mentor in their lives.

This is not OK.

The Raise Solution

Raise Foundation aims to fill this gap and provide young people with a confiding relationship with trusted adults through our mentoring programs. We give young people individual support from a fully trained mentor who helps them navigate their way through the issues they are facing. Through the relationship that is formed between the young person and their mentor, young people in our programs experience growth in areas of cognitive, social-emotional and identity development. This growth leads to improved outcomes in resilience, ability to set and achieve goals, grades, attendance, important relationships and confidence.

The Raise Difference

Raise Foundation uses a theory driven approach and evidence based practice as outlined in our Model of Youth Mentoring. We pride ourselves on having four primary differentiators from other youth mentoring organisations:

1. Our accredited Course in Mentoring (NAT10094) is run in partnership with the Northern Sydney Institute of TAFE, is very comprehensive, and is provided for free to all our volunteers
2. Each of our mentoring programs is managed by a qualified Counsellor who supervises the mentoring match, provides case management support, and manages the program in partnership with our school, community and corporate partners

¹ Australian Bureau of Statistics (2015) *Causes of Death*.

<http://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/3303.0Main+Features12015>

² Muir, K., Butler, R. and Powell, A. (2015) A whacking stick is not enough to get young people into work, *The Conversation* [Online]. www.theconversation.com/a-whacking-stick-is-not-enough-to-get-young-people-into-work-38710

³ Reeve, R., Marjolin, A., Muir, K., Powell, A., Hannigan, N., Ramia, I. and Etuk, L. (Eds.) (2016) *Australia's Social Pulse*. Centre for Social Impact: UNSW Australia, Sydney and UWA, Perth.

⁴ Australian Bureau of Statistics (2008) *National Survey of Mental Health and Wellbeing: Summary of Results*. Canberra: Australian Bureau of Statistics.

⁵ Spencer, R.A. (2002). *Hanging out and growing strong: A qualitative study of relationships with adults that foster resilience in adolescence*. Unpublished doctoral dissertation, Harvard University.

3. We conduct comprehensive evaluation research on an annual basis to ensure all of our programs are consistently achieving our key performance indicators and making a tangible impact on the lives of the young Australians whom we support and protect
4. We work very hard to ensure that the donated dollar goes a long way at Raise. Our match cost is one third of many other youth mentoring programs in Australia, meaning we can reach three times as many young people

Our Goals

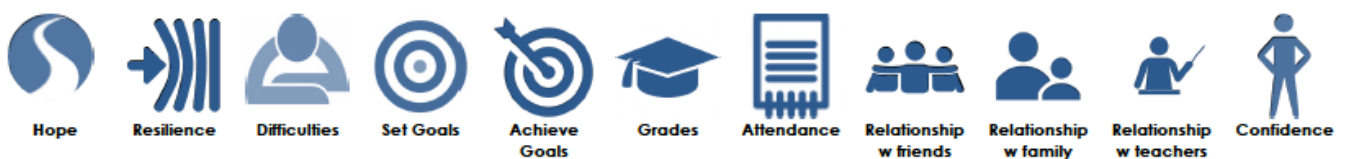
The goals of our program are to see improvements in the following domains:

Resilience and coping strategies
Advanced confidence and self esteem
Improved relationships and connections
Smart goals identification and measured achievement
Engagement with education and employment

Our Measures

Data in this report was collected through two surveys - the Raise Foundation Youth Mentoring Outcomes Survey - Schools (YMOSS) which is made up of 11 measures specific to school based mentoring, and the Raise Foundation Young Mums Outcomes Survey (YMOSYM) which is made up of 11 measures specific to young mum mentoring. These measures align with the goals of our programs, allowing us to continually prove and improve our performance.

Youth Mentoring Outcomes Survey – Schools (YMOSS)



Youth Mentoring Outcomes Survey – Young Mums (YMOSYM)



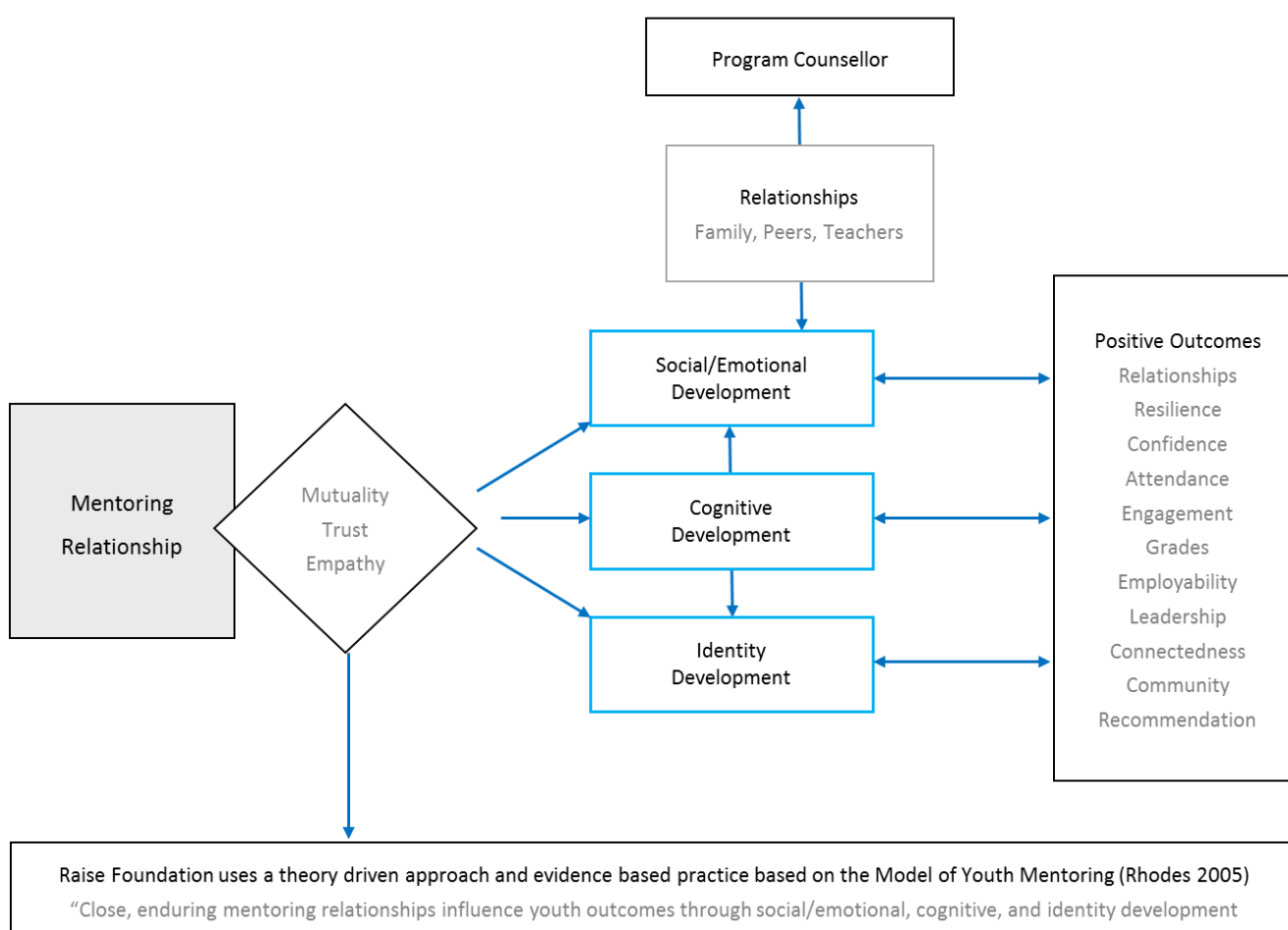
Our Theory of Change

Our theory of change is based on Rhode's (2005) Model of Youth Mentoring, which shows that a mutual relationship based on trust and empathy is at the heart of mentoring.

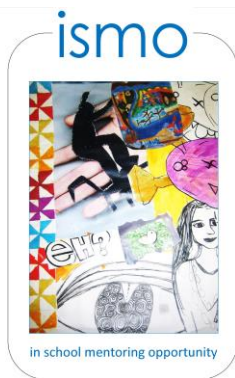
Through the development of a trusting and reciprocal relationship, together mentors and mentees are able to facilitate growth in socio-emotional, cognitive and identity development. This growth leads to positive outcomes in areas such as relationships, resilience, confidence, school engagement and the ability to set and achieve goals.

At Raise Foundation, an important part of this model is the support of a qualified Program Counsellor who provides group and individual support for mentors to ensure successful relationships are formed and maintained.

Model of Youth Mentoring



School Mentoring (Ismo and Youth Frontiers)



Raise Foundation works with up to 16 young people in each school who are at risk of disengaging. Students are referred to the program for a myriad of reasons. They could be struggling to keep up at school; they could be experiencing bullying; Dad could be in jail; Mum could have a mental illness. Whatever the reason, we work closely with schools to identify the students who would most benefit from having a neutral positive adult role model in their lives.



Mentors come into the school as a group each week for 20 weeks, accompanied by their Program Counsellor. After a short group activity related to that week's topic, the group splits into mentoring dyads where mentors and their mentees can continue discussions, work on goals, develop strategies and talk through issues. At the end of the session, young people and their mentors have the opportunity to spend time together as a group over morning tea. After each session the Program Counsellor runs a support session with all mentors to ensure that they have the necessary tools, resources and support for successful mentoring.

Our program is unique in that it provides the necessary structure to support successful mentoring, whilst remaining flexible and focused on the young person's individual circumstances and needs.

In 2016, Raise ran best practice youth mentoring programs in 55 high schools across three States, including NSW, VIC, QLD. We ran 28 Ismo programs and 27 Youth Frontiers programs in total.

What do the Schools say?

"What an amazing, uplifting and powerful program! Ismo supported our students in their development as learners, however the impact it had on them as people was evident as well. The Raise Foundation has certainly lived up to its name – it has 'raised' our students' confidence, skills and self-esteem."

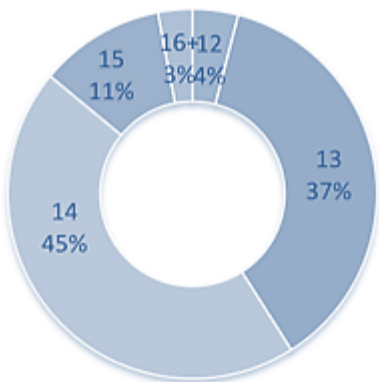
- School Principal

School Report of Mentee Outcomes

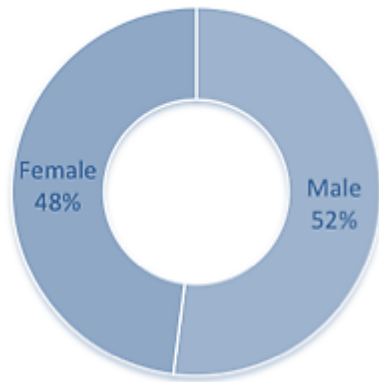
100%	Schools requested the mentoring program to return in 2017
100%	Schools said that students' confidence was improved - much better (75%) or somewhat better (25%)
100%	Schools said that students' levels of resilience had improved – much better (44%) and somewhat better (56%)
100%	Schools said that students' relationships with friends improved – much better (50%) and somewhat better (50%)
96%	Schools said that students' relationships with teachers had improved – much better (46%) and somewhat better (50%), 4% said there was no change
50%	Schools saw an improvement in student's grades
58%	Schools saw an improvement in students' attendance
92%	Schools said that the mentoring program was helpful in supporting the wellbeing team at their school
83%	Schools rated the mentoring program as excellent (13% said Very Good and 4% Good)

Our Mentees

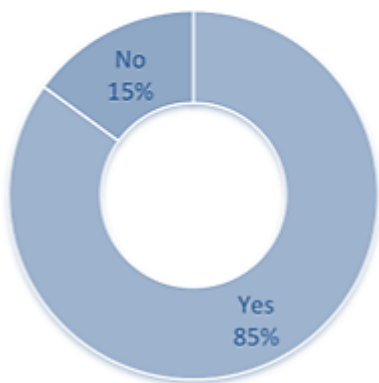
Mentee Age



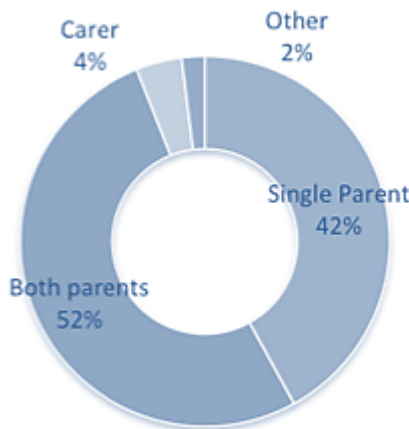
Mentee Gender



English First Language



Living Arrangements



Our Impact









Young people who are at risk of disengaging in adolescence are often on a negative trajectory. The more risk factors a young person is facing, the higher the likelihood that protective attributes such as confidence, resilience, hope for the future and relationships with friends, family and teachers will decrease; and negative influences such as conduct problems, truancy and mental health issues will increase. Through mentoring, Raise Foundation aims to halt this downward spiral, and equip young people in our programs with the skills and resources to set them on a positive pathway.

Mentor Report of Mentee Outcomes

78%	Mentors thought their mentee's confidence had improved
66%	Mentors thought their mentee's ability to set goals had improved
72%	Mentors thought their mentee's ability to achieve goals had improved
69%	Mentors thought their mentee's ability to cope with life improved
59%	Mentors thought their mentee's ability to continue their education had improved
57%	Mentors thought their mentee's ability to gain employment had improved

"My mentee feels less weighed down by his challenges and dwells less on what upsets him. He is now aware of solutions and is more confident in taking the steps to improve his situation".

– Raise Mentor, Age 40

	Children's Hope Scale Higher levels of hope are related to academic achievement, social competence and creativity. There was a statistically significant increase in young people's scores on the CHS at the $p < .001$ level.
	Brief Resilience Scale Resilience is important for young people as it allows them to 'bounce back' or recover from stress. There was a statistically significant increase in young people's resilience at the $p < .001$ level.
	Strengths & Difficulties Questionnaire There was a significant decrease in young people's self-rated emotional problems. However, there was no significant change in conduct problems, hyperactivity, peer related problems or pro-social behavior.
	Confidence Confidence and self-esteem impact how a young person feels about themselves and how they approach life. There was a statistically significant increase in young people's confidence at the $p < .001$ level.
	Ability to Set Goals As part of the program curriculum, focus is given on providing young people with the tools to set SMART goals. There was a statistically significant increase in young people's ability to set goals at the $p < .001$ level.
	Ability to Achieve Goals Young people's perception of their ability to achieve their goals – a sense of "I can do it" is strongly related to self-efficacy and achievement. There was a statistically significant increase in young people's ability to set goals at the $p < .001$ level.
	Perceived Academic Ability Perceived academic ability is a strong predictor of actual academic ability and often results in students trying harder and performing at a higher level academically. There was an increase in young people's perception of their grades, which approached statistical significance ($p = .06$).
	Important Relationships There was a significant improvement in young people's relationships with their family. Relationships with peers also improved ($p = .07$).

How we measure against our goals

R esilience and coping strategies	✓ Statistically significant improvement
A dvanced confidence and self esteem	✓ Statistically significant improvement
I mproved relationships and connections	✓ Statistically significant improvement
S mart goal identification and measured achievement	✓ Statistically significant improvement
E ngagement with education and employment	✓ Improvement approaching statistical significance

Statistical significance is measured at $p < .05$ level



98%

of mentees enjoyed taking part in the mentoring program

70%

of mentees say things are different for them because of mentoring

90%



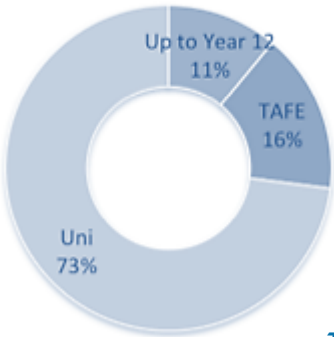
of mentees would recommend the mentoring program to a friend

“While I can't change what goes on in my life my mentor has made being in these situations a lot easier. She makes me feel comfortable around her and helps me cope with the issues that I face. My opinion on getting help and talking about problems has definitely changed”.

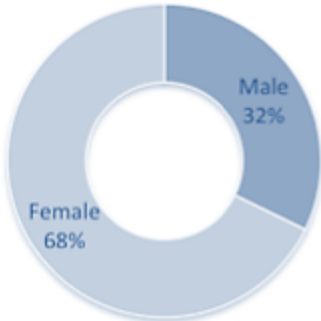
-Female Mentee, Age 15

Our Mentors

Mentor Education



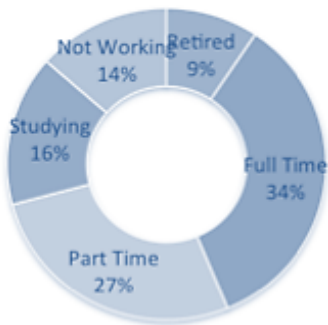
Gender Breakdown



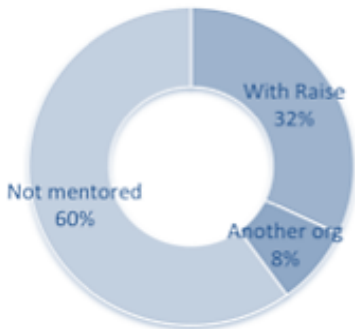
18 → 78



Mentor Employment



Mentoring Experience



99%
of mentors would recommend being a Raise Mentor to friends

87%

of mentors say that things are different for them because of mentoring

79% ✓

of mentors would mentor again with Raise next year, and **32%** have mentored with Raise before

“It’s made me feel fulfilled in doing something I’m passionate about (creating positive change). It’s also helped me in my career path as I’ve gained valuable experience and skills”
(Mentor, Age 23)

“It’s helped me to open my eyes to everything going on and bring more empathy to those around me. I learnt to truly listen.”
(Mentor, Age 41)

Quality of Matches and Match Support

One of our key differentiators is the level of support that we provide to our mentors.

In our schools programs, we provide weekly supervision and debrief for our mentors; fortnightly for Bump programs. This support is crucial to ensure that our mentors always have the guidance, education and resources that they need for a successful mentoring partnership.

We are extremely proud of our match retention rate (the number of matches that last the duration of the program), which sits at over 90%. This compares extremely favourably to the industry standard which is 65%.

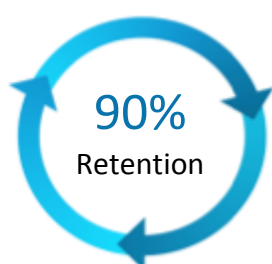


98%

Mentors said their Program Counsellor gave them the support they needed to be successful at mentoring a young person

94%

Mentors said that the training they received prepared them for their role as a mentor



"My Program Counsellor helped to encourage me by pointing out the small changes along the way – my mentee turned up! He smiled! With her support I was able to keep going and realised that it takes time to build trust".

- Mentor, Age 46

Young Mums (Bump and Bump Up)

The transition to parenthood can be challenging at any age, but for young mums this comes at the same time as navigating significant developmental change. On top of this, young mums face additional challenges in terms of social isolation, disengagement from education and economic disadvantage. Our young mums' programs aim to break the cycle of disadvantage and isolation, and help young mums to build a village around them in which to raise their children.

In 2016, we conducted 11 Bump programs for 96 young mums and their children across NSW, QLD, VIC. We also conducted 1 Bump Up program in Melbourne for 7 young mums and their children.



Bump is a fortnightly mentoring program with a series of personal development workshops, which accredit towards a TAFE Certificate I in Access to Work and Training. Young mums are matched with an older, experienced mum who guides them through the TAFE Certificate, and provide support, guidance and a non-judgmental ear. The opportunity to build strong networks with other young mums is also an important part of the program.

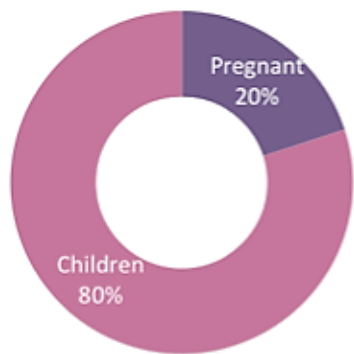


Bump Up is a special program available only to Bump graduates, who continue their education to work towards a TAFE Certificate II in Skills for Work and Training. Bump Up is a weekly mentoring program, which includes a small business management project for the girls to teach them small business and employability skills. In 2016, we conducted a Bump Up program in Melbourne, where an inspirational group of Bump graduates achieved their goal of identifying a small business product, and then developing, producing, marketing and then launching the product for sale. Their chosen product for this project was a song, which they wrote, performed and produced under the mentorship of Xani Kolac from The Twoks. This was an extraordinary project, and 8 of the mentees achieved their TAFE Certificate II, which is an outstanding outcome.

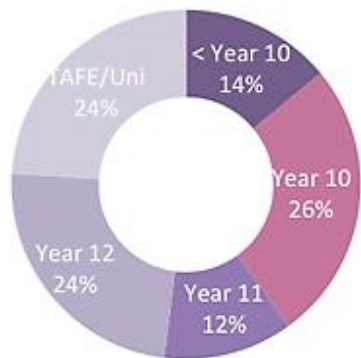


The Bump Up Song can be viewed on our YouTube channel [here](#)

Bump Mums



Education



92%

mentees say things are different for them because of mentoring



100%

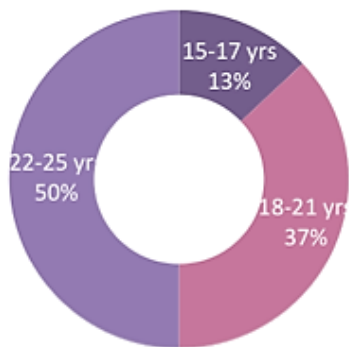
mentees were glad they took part in the mentoring program

100%



mentees would recommend the mentoring program to a friend

Mentee Age



Parenting Support









Our impact

Bump Mentors Reported Improvements in:

	Mentors reported their mentee's confidence in their ability to parent had improved
	Mentors reported their mentee's confidence in themselves had improved
	Mentors reported their mentee's ability to set goals had improved
	Mentors reported their mentee's ability to achieve goals had improved
	Mentors reported their mentee's ability to cope with life had improved
	Mentors reported their mentee's ability to continue their education had improved
	Mentors reported their mentee's ability to gain employment had improved

"My mentee has become far more confident within herself. It appears that she has become to trust people more. She has even completed her traineeship and gained a job!"

"My mentee is stronger and happier, she has the ability to achieve her goals, she is able to reflect on herself".

	Parent Empowerment and Efficacy Measure Empowerment and efficacy in parenting relates to young mums having the means to take control of their lives, as well as the belief that they are able to bring about change. The PEEM measures their sense of control and capacity to engage confidently with the challenges of being a parent. There was a statistically significant increase in our young mum's score on the PEEM at the $p < .001$ level.
	Brief Resilience Scale Resilience is important for young people as it allows them to 'bounce back' or recover from stress. There was a statistically significant increase in young mum's resilience at the $p < .001$ level.
	Personal Wellbeing Index. The Personal Wellbeing Index measures quality of life in domains such as health, community connectedness, relationships, personal safety, life achievement and future security. There was a statistically significant increase in young mum's personal wellbeing ($p = .01$).
	Confidence in ability to parent Confidence and self-esteem impact how a young person feels about themselves and how they approach life. There was a statistically significant increase in young people's confidence ($p = .05$).
	Ability to Set & Achieve Goals Young people's perception of their ability to achieve their goals – a sense of "I can do it" is strongly related to self-efficacy and achievement. There was a statistically significant increase in young mum's ability to achieve goals ($p = .03$).
	Relationship with Friends One of the biggest struggles that young mums report is social isolation. The Bump program offers the opportunity to meet new friends and form strong social networks within the group. There was a statistically significant increase in young mum's relationships with their peers ($p = .04$).

"My confidence in being a mum has gotten so much better and in my ability to do the degrees I want at Uni"

-Young Mum, Age 23

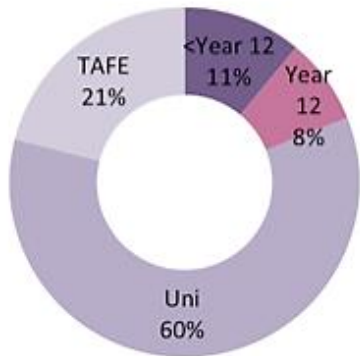
"I have noticed that I am not alone as a young mum and feel a part of the community"

-Young Mum, Age 21

Mentor Employment



Mentor Education



25%

of Bump mentors
have been a young
mum themselves

23 → 66



 100%

mentors enjoyed the
mentoring program

100% 

Mentors would
recommend the
mentoring program
to a friend

Our supporters

A very special thanks goes to our volunteer mentors, who are the heart of our organisation and crucial to everything we do – you are making the world a better and brighter place for our young people.

To the organisations and Government bodies in Australia who show that they care about the future of Australia's youth by supporting Raise Foundation both financially and in a myriad of other ways – without you there would be no mentoring, and we are incredibly grateful for your continued support.

Raise Foundation Principal and Major Partners



Raise Foundation In Kind Supporters



Raise Foundation Program Partners

