



2018 Report



The mentors encouraged me in everything when I feel shy and nervous. I become more confident. It is a fantastic program to help students with their words and know about workplace. It improves the community skills and I think it is really useful. Thank you for all stuff in this program. It's amazing to meet such kind people like you.

Interact Student, Chester Hill Intensive English Centre, NSW



The effect this program has on our young students is amazing. It pushes them out of their comfort zone and addresses their fears that are holding them back. The skills they learn can benefit them in many of life's settings, not just in an interview. Experiencing this program within a large city business makes it more real to our students.

Interview 2 Impress Teacher, Loganlea State High School, QLD

2018 Highlights

Thank you for your 2018 support of the Australian Business and Community Network.

Last year, 686 students received encouragement from 208 professional mentors or volunteers from Stockland. This is a tremendous achievement and represents a near doubling of student numbers and over a 10% increase in mentor/volunteer numbers compared to 2017. In total in 2018, mentors and volunteers across Stockland gave 1426 hours of their time to the schools and students in our network and we sincerely thank them for all their work.

Stockland continues to be a generous supporter of the ABCN Scholarship Foundation and kindly funded a further two scholarships targeting Indigenous students during 2018. These were awarded to Harley from NSW and Talon from QLD, and they will be matched with Stockland mentors in early 2019.

Additionally, the first four students receiving Stockland-funded scholarships at the end of 2017 participated in the first full year of activities with their Stockland Mentors. The highlight was the Accelerate Leadership Summit in August in Sydney, where Dorji, Caellen, Nicole and Trent all had their mentors Tim Bloom, Nacho Rojo, Kathrine Andersen and Mitchell Brown accompanying them. Special mention should go to Clare Pocock who accompanied her very nervous mentee, Monica, on the flight over from Perth.

Congratulations to Gemma Court on being awarded an ABCN Super Mentor Award! This is a tremendous achievement with Gemma completing 10 sustained mentoring programs between 2013 and 2018. Many thanks to Gemma for her ongoing support to ABCN.

We look forward to continuing our partnership in 2019.



2018 Impact - Students



ABCN's impact framework measures the short and medium and long term impact of our programs. The impact statistics below reflect the outcomes of our mentoring programs to help disadvantaged youth improve their educational outcomes.

Impact statistics are based on data collected from all ABCN programs nationwide across all member companies and participating schools.

93% of students of students who participated in ABCN's flagship programs GOALS or Aspirations completed Year 12 or its equivalent *compared with a 74% national average and 61% of disadvantaged students*
(Lamb et al. 2015)

Over 60% of students who participated in GOALS or Aspirations have accepted university study offers *compared with a 37% national average and 16% of disadvantaged students* (Parr 2015)

89% of students of 48 students we tracked 10+ years after completing our GOALS program are fully engaged in education, employment and/or training *compared with a 73% national average and 63% of disadvantaged students*
(Lamb et al. 2015)

Case Study

Karlee Maitland, Aspirations and Focus Graduate

Karlee Maitland was ready to quit school altogether until she participated in ABCN's Aspirations program. The experience was life-changing, and Karlee has a newfound passion to achieve and succeed.

"My journey started towards the end of year 10. I felt unmotivated, I was disinterested in school, and suffered from a lack of self-confidence.

I entered the Aspirations Program with little direction and I exited the program with a clear career in mind, and armed with the many necessary skills required for the future. One of the best aspects of the program was the mentors, and one of my mentors I will be forever grateful for. The efforts he made to go above and beyond for me have made a big difference in my life.

After the Aspirations program I went on to another ABCN program, the female leadership program called Focus, which was especially eye opening. It opened my eyes to the diversity and skills amongst us young women. The program allowed for a free expression of my very outspoken personality and gave me the encouragement to feel comfortable in myself and leadership styles.

I am now headed into Year 12 (something I was not sure I was going to do) and I have achieved many new things: A new job, joining the recruitment process for the Army, receiving a leadership award, and obtaining the role of Vice School Captain."

2018 Mentor impact

ABCN programs are designed to contribute to the personal and professional development of your employees as well as impacting positively on the lives of young people. With this in mind we also measure the personal and professional development impact on mentors. We asked mentors to rate the following statements on a scale of 1 to 7 where 1 is strongly disagree and 7 is strongly agree. Below are the results from your employees who took part in 2018 ABCN programs.

Statements	% Agree to Strongly Agree (5-7 scale)
Engagement	
I value the opportunity that my company has given me to participate in the program	100%
I feel proud that my company is part of ABCN	99%
I will talk about the program to my colleagues and friends	98%
Professional Development	
My mentoring/coaching skills have improved as a result of participating in the program	90%
This program will improve how I mentor others	93%
Program participation has improved my inter-generational and/or cross-cultural awareness	94%
Personal Development	
I have developed personally from participating in the program	95%

What your people say about ABCN programs

A very rewarding and interactive session. The students were keen participants and we all learnt a lot from one another.

Louisa, Interview 2 Impress mentor, Stockland

I learnt so much about students from different cultural groups. It's great to mentor our future leaders as it provides them an opportunity to learn more about Stockland and for us to demonstrate our values.

Natalie, Interview 2 Impress mentor, Stockland

It's enriching to coach and mentor such promising young students.

Tom, Innovate mentor, Stockland



Great learning experience for both mentor and mentee... Good for professional development, develops communication skills.

Rahul, GOALS mentor, Stockland

Very rewarding... helped me understand how to talk to people of different ages and cultures.

Kane, 1:2:1 mentor, Stockland

The take away has been we are never too old to learn and we learn from everybody's experience. Every session has been so positive, a great impact both for mentees and mentors.

Lina, GOALS mentor, Stockland

I feel like I have been able to give something back and add value and contribute to leadership in the workplace.





Tania, Focus2 mentor, Stockland

Very rewarding being able to share experiences and empower future women leaders.

Nell, Focus2 mentor, Stockland

National Activity Analysis



	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	NAT
 Schools		15		8	1		6	5	35
 Students*		406		136	1		85	58	686
 Company Volunteers*		75		56	1		51	25	208
 Volunteer Hours		457		375	40		389	164	1426

*Please note that if students or company volunteers participated in more than 1 program in a year they will be counted for each program they participated in

Program Activity Analysis

No of programs completed

Core Programs	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	NAT
121		1							1
Accelerate Scholarship		1		2	1		1	1	6
Aspirations									
Focus & Focus 2		2		1			1	1	5
Future Thinkers		1							1
GOALS		1		2			2		5
Innovate		1		1			1	1	4
Interact		1							1
Interview 2 Impress		1		3			1	1	6
Spark				2					2
Total		9		11	1		6	4	31

Other Initiatives	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	NAT
My Career Rules		1							1
Hosting of ABCN and network events		2							2
Pro Bono Work							1		1
Total		3					1		4

Student outcomes by program

Students rated each program on the following statements using a scale of 1 to 7 – where 5 is agree and 7 is strongly agree - prior to commencing the program and upon completion. For primary school programs, 1:2:1 and Spark, teachers are asked to complete the surveys based on their observations of their students' progress.

1:2:1 – 164 students participated in 2018

Maths mentoring program for primary school students who are falling behind in the early years of mathematical literacy.

Rating Statement	After
Students demonstrate greater confidence	94%
Students demonstrate improved communication skills	94%
Students are more positive about maths	100%

Spark – 364 students participated in 2018

Reading mentoring program for primary school students who will benefit most from developing their literacy, language skills and socialisation.

Rating Statement	After
Students demonstrate greater confidence	97%
Students demonstrate greater comprehension of texts	90%
Students are more positive about reading	97%

Accelerate – 59 students participated in 2018

Formerly known as ABCN's Foundation scholarship program, *Accelerate* is a one-on-one mentoring program over a sustained three-year period. High potential students are paired with a mentor for their final two years of secondary school and their first year of further education, employment or training.

Rating Statement	Before	After	Increase
I am confident I will achieve my goals	49%	97%	+49%
I am confident I will complete school/tertiary education	77%	100%	+23%
I understand my strengths and weaknesses	26%	89%	+63%

Student outcomes by program

Students rated each program on the following statements using a scale of 1 to 7 – where 5 is agree and 7 is strongly agree - prior to commencing the program and upon completion.

FOCUS - 1049 students participated in 2018

Group mentoring for female year 11 students with female mentors in leadership positions, exploring the challenges of leadership through shared experience and personal reflection. Focus is three sessions of two hours duration over three weeks.

Rating Statement	Before	After	Increase
I am aware of my strengths and weaknesses as a leader	23%	92%	+69%
I have confidence in my leadership potential	24%	83%	+58%
I can communicate my ideas to others	33%	88%	+55%

Future Thinkers - 320 students participated in 2018

Group mentoring designed to increase the creative problem solving skills and team work skills of young people through using human-centred design principles to address school issues

Rating Statement	Before	After	Increase
I understand what Design Thinking is	6%	94%	+88%
I am able to come up with creative solutions to problems	31%	88%	+57%
I am able to develop and test new ideas	26%	90%	+63%

GOALS - 432 students participated in 2018

One-on-one mentoring program in a group environment that aims to widen the life choices of students considered to be at risk of disengaging from school or with limited aspirations.

Rating Statement	Before	After	Increase
I know about the importance of setting goals	12%	98%	+86%
I know how my strengths relate to the business world	17%	95%	+78%
I believe that I will be successful in the future	35%	92%	+57%

Student outcomes by program

Students rated each program on the following statements using a scale of 1 to 7 – where 5 is agree and 7 is strongly agree - prior to commencing the program and upon completion.

Innovate - 644 students participated in 2018

Group mentoring designed to increase Australia's pipeline of problem-solvers and innovators by encouraging the uptake of STEM.

Rating Statement	Before	After	Increase
I am interested in STEM subjects	29%	90%	+61%
I would like to continue studying STEM subjects in the future	28%	82%	+53%
I am aware of the different STEM-related careers	33%	94%	+61%

InterACT - 271 students participated in 2018

Group mentoring for recently arrived, high school-aged migrants and refugees whose first language is not English. It provides these students with the cultural and vocational literacy skills they need to participate in Australian life.

Rating Statement	Before	After	Increase
I understand what a modern workplace is like	12%	92%	+80%
I feel confident about speaking English with different people	23%	94%	+71%
I understand how to do well in a job interview	14%	95%	+81%

Interview 2 Impress - 1453 students participated in 2018

A one-day workshop designed to equip students with practical skills needed to engage in employment options beyond school.

Rating Statement	Before	After	Increase
I understand how to prepare for a job interview	14%	96%	+82%
I understand what to do at a job interview	15%	95%	+80%
I am aware of the skills employers look for	18%	91%	+72%

Operational Taskforce and Facilitators

ABCN would not be able to run our programs without the support of the operational taskforce, program champions and facilitators from within our member companies. Volunteering to facilitate an ABCN program also provides a valuable professional development opportunity for your staff.

Operational Taskforce and Program Champions

Name	State
Bonny Bayne	NSW
Nicola Smart	NSW
Kally Brekan	QLD
Peggy Leder	QLD
Darlina Firstama	VIC
Monique Simpson	WA

Facilitators

Name	State	Program
Aisha Jabeen	NSW	Interview 2 Impress
Tim Bloom	QLD	GOALS