



Reflecting on the impact of our programmes



**GRAEME DINGLE
FOUNDATION**

Empowering kids to overcome life's obstacles
Whakamanawatia ngā tamariki kia eke panuku

Graeme Dingle Foundation Marlborough is a local charitable trust, 99% funded by our local community.



We deliver **five** transformational programmes in Marlborough:



Our **Kiwi Can** programme builds lifelong skills, positive relationships and qualities such as integrity, respect and resilience amongst our primary school-aged children.



Stars Teina – prepares our Year 7 and 8 students to make an effective and confident transition to college.



Stars – is our peer mentoring programme helping college students build trusting relationships, enabling them to reach out to each other in times of need.



Career Navigator is a unique mentoring programme which connects our college students with local industry, career pathways and eye-opening opportunities.



Career Navigator Community is an intensive programme for 16-25-year-olds in Marlborough who are not currently in work or training - but keen to be!

What all of these programmes have in common is



In 2021



3,000+ children and young people



Across 20 schools and colleges



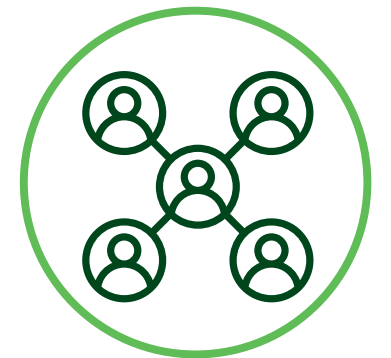
Delivering 4,000+ hours of sessions



Completing 40 Community Projects to “give back”



Supported by 1,100+ volunteers



Collaborating with 120+ businesses and organisations



Students Tell Us



100%

100% of all tamariki used positive descriptions when asked to describe the programme.

100%

of students would recommend Kiwi Can to someone else

100%

of senior students reported they have learnt skills that make them better at working with others.

100%

of students reported their Kiwi Can leaders do a great job – though one junior student also described them as “exhausting [because] they make us run a lot!”

Students reported a myriad of ways they implement what they have learned in Kiwi Can in other aspects of their lives:

- “Kiwi Can has taught me to be resilient. I have learnt to not give up when something is tough.”
- “It gave me ways to keep going (which is something I have always struggled with)”
- “I use the skills lots and they have made me think about the things I do, and whenever I need a strategy, I use the ones Kiwi Can teaches me”
- “I now know how I should treat people, but also how people should treat me”
- “It taught me to be more honest as I used to lie and now that I’m honest I know that Dad trusts me more and it’s better.”
- “It gave me confidence to become one of the role models!”

Teachers Tell Us

“Students will often reflect or connect what they are focussing on at Kiwi Can with what they are learning in class, be it academic or social behaviour values”

The three most common recurring themes were that Kiwi Can did the following things well:



Providing outstanding Kiwi Can Leaders who've developed strong connections with students and are positive role models



Creating a highly engaging and positive learning environment



Teaching relevant, transferable and lifelong skills and knowledge

We also sought feedback about how we could improve the programme, and better support teachers to continue the Kiwi Can learning in the classroom. More than 1/3 of teachers said things like

- “Nothing - it’s great!”
 - “I can’t think of anything that would improve the wonderful job you do”
 - “Everything is amazing”
- The remainder provided useful feedback on tweaks to enhance programme delivery.

We asked teachers if they noticed any use of the Kiwi Can values/language in the classroom or wider school. All said they had witnessed the values and language in evidence beyond the Kiwi Can lesson.

- All the time. Even our students self-reflect on these lessons in the playground e.g. ‘You’re not being kind and showing respect.’
- “Especially in the playground when discussing game rules”
- “Yes, I think the students are great at taking their learning/strategies from Kiwi Can and applying them in their everyday life”

Whānau Stories

“A tough year of friendship challenges has meant resilience is a quality that has been drawn on frequently and a really important life skill to learn and practice!”

All respondents said their children talk about Kiwi Can at home. 96% of whānau responding said they had specifically noticed their child using the Kiwi Can values or ideas (e.g., at home, in sport etc):

- Every day I see my children using the Kiwi Can values!”
- “[Our daughter will] firstly explain the value or idea to the whole family, and then will do her best to use it in everyday life. She will often enlist her younger brother and start to run a Kiwi Can class of her own!”

Whānau were unanimously positive about Kiwi Can for their child.

- “They love it so much and look forward to Fridays. My girl would go to school Fridays even if she had to crawl!”
- “Fantastic programme and the kids value their time with the instructors and will often discuss what they learnt, and look forward to Kiwi Can”
- “The Kiwi Can educators are great role models for our tamariki.”



Stars Teina was introduced as a pilot programme in 2021 – working with 4 classes of Year 7 and 8s. The intention is to provide a bridge between Kiwi Can (in primary schools) and Stars (in college), to ensure effective transition to college and reduce anxiety.

Due to the success of the pilot, it will continue to be rolled out to other Year 7 and 8 classes from 2022 onwards.

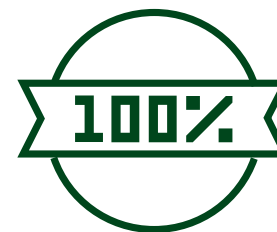
"I have learned how to show my emotions so I don't keep them in and don't feel stink."

Students Tell Us

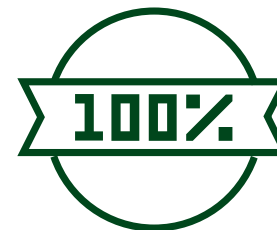
All students described Stars Teina using positive descriptors. Students reported:

- *"It's really practical and its helpful with prepping for college"*
- *"It's positive and inclusive"*
- *"A great learning environment with lots of positivity and the leaders are very good at encouraging you and making you feel good."*
- *"I have learnt about healthy mindsets and how to work in a team."*
- *"I learned how to deal with stress"*

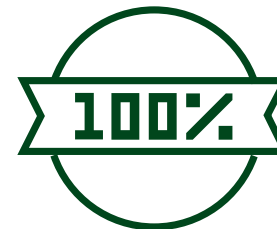
Teachers Tell Us



of teachers felt the Stars Teina Facilitators did a good job.



felt it helped build the confidence of students.



of teachers reported that students are learning skills in Stars Teina that will help them transition into next year.

"Friendly, fun, continued high expectations, great ideas and delivery of the lessons"

"The facilitators do a great job in encouraging input from all students."

Whānau Voice

"My daughter absolutely loved Stars Teina. She would come home and rave about it. Having a separate programme for 'intermediate age' kids really helps with the transition to college in a fun and engaging way".

Stars Teina was great for our son. The facilitators made the next steps to college seem much less daunting for him, and he's feeling much better prepared. He tells us his facilitators are "such fun adults so we enjoy listening to them!"



Students Tell Us

What the Year 9s say:

- "They helped me think positive about myself"
- "The thing I liked about the Stars Mentors is that they were kind, they helped us and they made us feel welcomed to this school"
- "They just understood and didn't put pressure [on me]"
- "I really enjoyed camp and the connection I formed with others in my class while I was there"
- "I really liked connecting with different people that weren't the same year as me that maybe had a perspective at being at MGC, and it also helped me to be more connected and understanding with the rest of my whānau class"

School Voice

"Stars provides an effective platform to help our Year 9 students successfully navigate the transition to college and develop self-confidence and resilience. It also develops powerful mentor and leadership skills for more of our senior students, including those who may not have put themselves forward for leadership opportunities in the past."

MJ Lynch, Principal, Marlborough Girls' College.

Impact



100% of Peer Mentors reported that Stars was a good leadership opportunity for them.



Key themes amongst the Stars Peer Mentors were increased leadership skills; greater confidence and resilience; and building connections and friendships.



All Peer Mentors said they were likely to recommend Stars to a friend.

What the Peer Mentors say:

- "There were lots of good things with the Stars programme, I developed skills and learnt how to facilitate alongside my fellow Stars Mentors. I felt like the students got to know us to better and develop confidence to ask about anything and settle into school easily."
- "It allowed me to step out of my comfort zone and start to feel more confident with speaking in front of groups."
- "I will remember most how everyone [became] accepting of others' opinions but were also brave enough to question their opinion"

"We learned from the lessons ourselves... [for example] new ways to enhance my own well-being"

Whānau Voice

100% of whānau of the Stars Peer Mentors agreed that Stars was a good leadership opportunity for their child - and all would recommend the opportunity to other young people.

- "Stars offered her really good leadership training and experience. She grew tremendously in confidence as a result of being in Stars!"

- "It gave my daughter the opportunity to give back to others and further develop empathy for others...It gave her a chance to learn more about leadership and hers and others' wellbeing."

Whānau of Year 9s reported the difference it made for their daughters:

- "The camp was a brilliant experience. She said that really gave her time to make connections away from school environment."



Student Voice

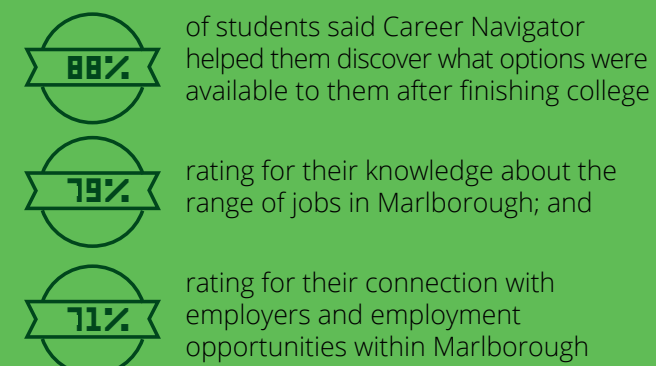
Students told us they joined Career Navigator to get a clearer sense of direction after college. Many joined the programme saying things like:

"I don't know what I want to do when I leave school."
"I'm not ready for the big world!"

Student outcomes have been overwhelmingly positive.

- Students felt more resilient, optimistic and willing to learn for their future
- Students reported they had more confidence and belief in themselves to make career-related decisions
- Students felt more positively motivated towards work and work-related goals
- *"I'm feeling pretty confident about the way that I am heading into my future. I think it will be handy to have these connections that have been there already and will be able to help support and guide me through university"*

Post-programme, students reported



A number of students more than doubled their interview confidence, and one student went from a reported interview confidence of 20% to 80%!

Mentors' Voice

100% of mentors reported "increased confidence" amongst their mentees by the end of the programme.

Another repeated theme amongst mentor feedback was that they perceived Career Navigator to be "making a difference".

- *"It opened their eyes to opportunities in Marlborough, and introduced them to what real life is like in the workplace. It also helped them to make decisions on their future and build a plan."*

Positive feedback from students was unanimous



Impact



25 students

from Marlborough colleges graduated in 2021

+



20 inspiring mentors

across various industries

+



70 Marlborough Businesses

involved (for example in workshops, mock interview days, worksite visits and so on).

Whānau Feedback

Parents reported huge increases in confidence, in understanding of career pathways, and in the power of 'the right attitude'.

- *"Her confidence and understanding of herself and her strengths was increased hugely"*

- *"Career Navigator really inspired him. One of the things he's got out of it is confidence - and direction. I was blown away by his confidence at the end of the programme. It is a fantastic opportunity!"*



Said they would recommend Career Navigator to other parents considering it for their teenager.



Key Outcomes

Career Navigator Community provides a safe place to develop and practice social and work-related skills. It also helps the young people to develop an understanding of self and how this relates to finding an enjoyable and fulfilling career. As the young people learn more about themselves and their abilities, they experience an increase in confidence and career self-efficacy that supports the belief that they can find a fulfilling career path.

Graduates reported:

- Reduction in social interaction anxiety levels
- Increase in career self-efficacy and self-confidence
- Increase in employment hope
- Greater social self-efficacy
- Gains in work-related skills



50 Graduates



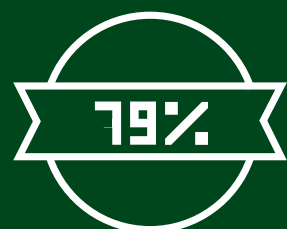
20 inspiring mentors

"I highly recommend this programme. The awesome tutors helped two of my kids gain confidence, motivation and jobs"

"It has helped to bring me out of my shell a bit more. I feel more confident just talking to people and approaching people and asking people questions"

Impact

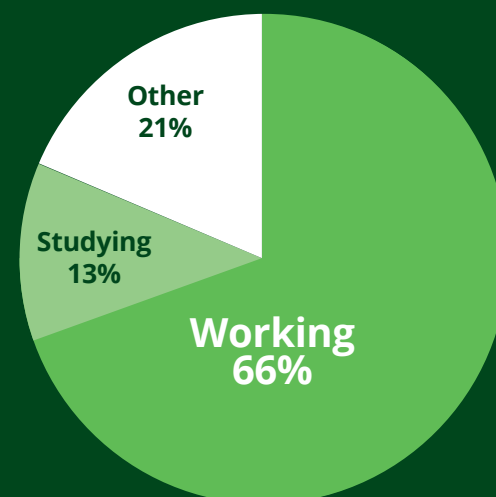
Post-programme data was collected for the courses run from September 2020 – September 2021.



Are now in work or training.

Despite significant disruptions to plans due to Covid!

Where are the young people now?



(*Other = 21% of the young people were either gaining experience volunteering, not available to work due to other circumstances, or unreachable).

Career Navigator and Silently Disengaged Youth

Our research shows that the young people who take part in Career Navigator Community have silently disengaged as a result of personal challenges, external pressures, and societal expectations that they should know what job they want to do. Pressures that can lead to young people constructing negative evaluations of themselves and trigger physical and psychological withdrawal from the world.

Career Navigator Community disrupts this pattern of 'silent disengagement' by providing young people with a safe and supportive environment to learn about the world of work and to develop skills and self-knowledge. This helps them to re-engage with other young people, adults, their community, and themselves. Re-engaged and with this new knowledge and confidence, the young people are encouraged to pursue jobs that can lead to an enjoyable and fulfilling career path.

"I think it just made me feel relieved. I've always been too scared to take the plunge into something [before]"

Key themes that students reported about Career Navigator Community included:

- Fun and engaging
- Optimal course
- Supportive
- The people
- The work
- Learning something new



* Based on feedback from programmes
run in 2021 in Marlborough

*"We cannot always build the
future for our youth, but we can
build our youth for the future"*

– Franklin D Roosevelt



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