

# 2022 / 2023 Evaluation Report



#### Introduction:

Dare to Dream is an inspirational programme from the Love Local Jobs Foundation that challenges students to change the way they think about themselves. In partnership with schools, local authorities and leading employers from the region, the programme provides students across Sussex with experiences and tools that will help them fulfil their potential.

Head of Programme Delivery, local radio celebrity Jack Hayes, uses his skills as a professional presenter to engage with youth audiences in a unique and memorable way. Alongside Jack's personal narrative and inspirational deliveries, local business volunteers mentor a number of disengaged students to promote and reinforce core themes that are central to wellbeing, employability and a positive future. Using themes of **identity, self-belief, comfort zones, relationship, happiness** and **employability** Jack and the business mentors from leading local employers use their own experiences and extensive knowledge to drive and motivate students of today.





### **Programme Delivery:**

Each programme is made up of four interactions across the academic year including:

- Three events in school, which each involve:
  - Inspirational Delivery hosted in school by Jack Hayes for the whole year group
  - Interactive workshop with 15 students participating in the mentoring and the five business mentors
  - Mentoring sessions one to one mentoring with business mentors and students
- Workplace Visit on site at partnered business where possible.

Programme Structure		
Timeframe	Activity	Venue
Before programme starts	Mentor Briefing	Teams Meeting
One Day	The Journey	In school
One Day	The Skills Event	In school
Half Day	Workplace Visit	At Partner Business
One Day	The Ultimate Goal	In school



### 2022 / 2023 Headlines:

Inspirational Events in Schools 1,215 One-to-One Mentoring Sessions 78 Employability-led Interactive Workshops 26 Inspiring Workplace Visits 6,200 Young People Taking Part 26 Participating Schools 135 Mentors from the World of Work Supporting Employers











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**Dorothy Stringer** 



**Durrington High** 





















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St Andrews

















#### Mentored Students - how is success measured

The impact of Dare to Dream on students participating in the mentoring is assessed using questions linked to core outcomes of the programme and evaluating the changes to responses provided before and after the programme. By the end of the 2022/23 programme:

- 88% of students surveyed agreed or strongly agreed that they felt clear about the things they need to work on to be happy in life (up from 60% at the start)
- 87% of students surveyed agreed or strongly agreed that they felt positive about their future (up from 56% at the start)
- 83% of students surveyed agreed or strongly agreed that they felt positive about getting a good job in the future (up from 59% at the start)
- 83% of students surveyed agreed of strongly agreed that they had strengths that may appeal to future employers (up from 58% at the start)
- 82% of students surveyed agreed or strongly agreed that they feel confident making positive changes in areas they must improve (up from 61% at the start)
- **78%** of students surveyed agreed or strongly agreed that they **believe in themselves and what they are capable of achieving** (up from 57% at the start)



#### Students - how is success measured

The impact on students from the whole year group who attended three inspirational deliveries across the programme is assessed using questions linked to core outcomes at the end of the programme. By the end of the 2022 23 programme:

- 73% of students surveyed agreed or strongly agreed that they have become clearer about the things they need to work on to be happier in life
- 72% of student surveyed agreed of strongly agreed that they better understand their strengths that
  may appeal to future employers
- 70% of student surveyed agreed of strongly agreed that they feel more positive about getting a good
  job in the future
- 70% of students surveyed agreed or strongly agreed that they feel more positive about their future in general
- 69% of students surveyed agreed or strongly agreed that they better understand their potential and what they are capable of achieving.



#### **Student testimonials**

"Dare to Dream is the best thing I have ever been part of! It has boosted my confidence and helped me to speak in front of people and after doing that I am very proud because of me as this is a big achievement and makes me want to do it more"

"This programme has changed my outlook on life for the better, it has shown me who I can become and what I can be. Being on this programme has shown me that I really am capable of being something great and for that I am extremely grateful"

"The programme has shown me that I now know that I don't walk alone on this path and that I will never be alone no matter what"





#### **Student testimonials**

"This programme has helped me as it has shown me that there are so many opportunities out there in the world and I am more than capable of achieving them. It has helped me see that the past cannot be changed but the future can"

"The programme taught me to believe in myself and to continue focusing on the skills I am good at"

"Dare to Dream has made me more confident about myself. It really has been a changer in my life, it has meant a lot to me because you have taken your time to help me and that means a lot to me and I'm so thankful for helping me. Thank you"









#### **Business mentors – student success**

The impact of Dare to Dream on students is also assessed by asking business mentors to answer core outcome questions looking at the improvements that the students they mentored have made. By the end of the 2022/23 programme:

- 99% of mentors surveyed agreed or strongly agreed that the students improved their ability to interact in groups and with new people
- 99% of mentors surveyed believe that the students became more positive about their future
- 98% of mentors surveyed believe that the students recognised areas where they need to develop
- 97% of mentors surveyed agreed or strongly agreed that the students grew in confidence about their own abilities and their potential
- 94% of mentors surveyed believe that the students understood what skills and qualities employers are looking for
- 93% of mentors surveyed agreed or strongly agreed that the students grew in confidence to overcome challenges



### Impact for business mentors

The impact of Dare to Dream for participating mentors is assessed by asking core outcome questions that focus on the benefits of the programme for them and their organisations. By the end of the 2022/23 programme:

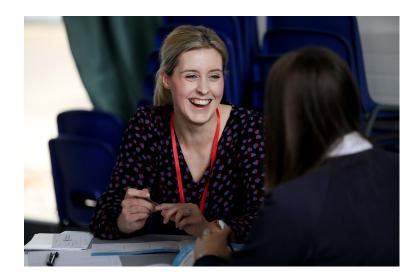
- 100% of mentors surveyed agreed or strongly agreed that they enjoyed volunteering and felt good about being able to help others
- 98% of mentors surveyed agreed or strongly agreed that Dare to Dream has the potential to lead to stronger relationships with the participating local school
- 98% of mentors surveyed agreed or strongly agreed that they would recommend taking part in Dare to Dream to colleagues and other businesses
- 96% of mentors surveyed agreed or strongly agreed I believe that Dare to Dream mentoring is something all young people would benefit from
- 92% of mentors surveyed agreed or strongly agreed that the experience has developed their empathy skills
  as a colleague/manager
- 91% of mentors surveyed agreed or strongly agreed that Dare to Dream has helped build awareness of their organisation amongst students



#### **Business mentor testimonials**

"This programme has been the catalyst to push me out of my comfort zone on more than one occasion. I have had feedback from more than one person at work to say how much more confident I am now. I know without a shadow of a doubt that I have the Dare to Dream programme to thank for that. THANK YOU!"

"I came into Dare to Dream with an open mind and have been blown away. The mentees have opened up and it has been heart-breaking to hear about their struggles. However, it has been so rewarding listening and being someone, they can trust and confide in. I plan to stay on and do more as this has had such a positive impact on me. Thank you"









#### **Business mentor testimonials**

"I have become a better parent because of this programme. The talks by Jack were very motivating and I have enjoyed meeting the students I mentored and hope this has helped them. I have become more grateful for what I have and gained a better perspective of others"

"It has given me an opportunity to make a difference and go well outside of my comfort zone and to share experiences and knowledge with others and help the students with their understanding of work and future opportunities. It has been great to be there to listen and help someone be heard"



#### School Feedback – Student success

The impact of Dare to Dream on students is also assessed by asking schools to answer core outcome questions looking at the improvements the students have made. By the end of the 2022/23 programme:

- 100% of school staff surveyed agreed or strongly agreed that the students became more positive about their future
- 100% of school staff surveyed agreed or strongly agreed that the students grew in confidence about their own abilities and their potential
- 96% of school staff surveyed agreed or strongly agreed that the students became more grateful for people, places and opportunities in their life
- 96% of school staff surveyed agreed or strongly agreed that the programme helped students improve their engagement and attainment
- 92% of school staff surveyed agreed or strongly agreed that the students grew in confidence to overcome challenges
- 92% of school staff surveyed agreed or strongly agreed that the students understood what skills and qualities employers are looking for





#### **School Testimonials**

"Dare to Dream inspires confidence, self-belief and an increased excitement for the future of the students who hear the message. The assemblies are a fantastic mixture of comedy, opportunities for reflection and powerful personal messages, and the students respond positively to them. Those students who take part in the mentoring programme grow in confidence throughout the programme, and often surprise themselves with what they can achieve and the prospects they have for their future. The team are easy to work with, and are really supportive, especially as a first time lead for the project in my school. It's a fantastic programme for building confidence and making students realise that they can achieve anything they set their minds to"



#### **School Testimonials**

"Over 200 students in the year group sat silently, totally engaged for a full hour. Great interaction and aspirational messages. We cannot recommend this highly enough. Our students were so disappointed when the programme came to an end this year. The mentored students really engaged with their mentors who went over and above to work with the students and our workplace visit was well organised and gave our students the opportunity to meet a number of people from a variety of fields. Fantastic!"









"Jack's assembly inputs and the subsequent mentoring were highly engaging and valued by our pupils. Everyone looked forward to the day when Dare to Dream was coming to school, and those who were mentored thoroughly enjoyed the programme"



ROLLS-ROYCE MOTOR CARS PRESSCLUB · ARTICLE.

#### ROLLS-ROYCE MENTORS SHARE THEIR EXPERIENCE WITH LOCAL YOUNG PEOPLE

06.06.2023 PRESS RELEASE TOP %

Rolls-Royce Motor Cars is delighted to confirm its continued participation in Dare to Dream, a mentoring scheme designed to help pupils realise their potential and overcome their personal barriers to success.



#### News

## Crawley council helps students Dare to Dream with jobs programme

Crawley Borough Council is supporting more than 1,000 students from five Crawley schools as part of Love Local Jobs' Dare to Dream programme.

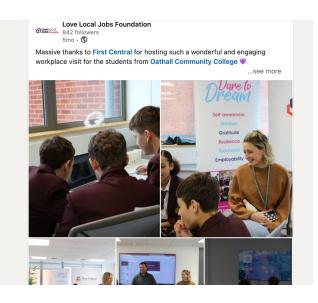
By Crawley Borough Council Contributor
Published 1st Feb 2023, 13:18 BST
Updated 1st Feb 2023, 13:18 BST



Paxton







Paxton Mentors Join Dare to Dream for the Second Year,

Inspiring Secondary School Students to Reach Their Goals

About Products & Solutions Install Paxton Technical Literature Events

4th November 2022 - Brighton



Training Who uses Paxton

Second Year, eir Goals

EDF support and encourage Dorothy Stringer School students to Dare to Dream

Over 300 Year 10 students from Dorothy Stringer School have been encouraged to raise their aspirations and aim higher through taking part...

0 comments

Thank you Gatwick Airport, L&G, EDF, Southern Water & Sussex Community NHS...

Thank you to five of our incredible partner businesses; Gatwick Airport, Legal & General, EDF, Southern Water and Sussex



Love Local Jobs Foundation













### Improvements for next year

Based on feedback and learnings from the 2022/23 deliveries of Dare to Dream and the ongoing development of the Love Local Jobs Foundation, the following refinements will be implemented for the 2023/24 academic year:

- Introductory "Ice-Breaker" Workshop to take place before the Year Group Assembly at the launch event to help drive engagement with the mentee cohort from the outset
- **2-3 students from the previous year to attend** the workshop at each school's launch event to tell the new cohort about the programme and what they got out of it
- Each mentor to provide an interest/hobby to support the school when pairing students/mentors
- **Promotional video of the supporting employer** to be played at the launch assembly to allow the year group to understand more about them
- **School to provide information** on behaviour/achievement points, GCSE options/deadline and school careers offer across the school in the first mentor briefing information
- Enhanced focus on mentor preparation via updated and easier to digest pre-programme content and the creation of a printed mentor handbook
- Updated the mentoring session booklets to make them more user friendly and to promote freer flowing conversations
- Refined Core Themes to focus primarily on identity, self-belief, resilience, happiness, relationships and employability



#### **Conclusion:**

The 2022/23 academic year saw the Love Local Jobs Foundation continue working with schools and employers across Sussex to help local young people better understand and realise their full potential. Post-pandemic this was also the second year that the programme has been delivered in this format, over four days with 10 interactions, via a combination of inspirational assemblies, interactive workshops, one-to-one mentoring and workplace visits. The has provided a solid base for learnings/feedback and ongoing programme refinement.

The impact of the programme has been broadly positive for schools and their students as well as the supporting employers and their staff, who participate as mentors. From a student perspective, young people have more confidence, higher aspirations, stronger resilience, enhanced happiness and a better understanding of the impact their character and choices will have on their future.

When comparing the evaluation report for the previous academic year, it is encouraging to see an improvement in overall programme impact. This provides optimism ahead of aiming to scale the accessibility of the programme to enable more young people to benefit in the years to come. It is intended this growth will be aided by Love Local Jobs Foundation now being registered as a UK Charity.

The impact of the pandemic on the students is still being seen, the disruption from which has significantly affected their attitude to learning, attendance and behaviour at school. When asked for the reason as to why it is important to engage with programmes like Dare to Dream, the schools have consistently stated their concerns about the student's focus, direction, self-belief and views about what they are capable of achieving.



#### **Conclusion:**

Dare to Dream has provided local employers and their staff with a strong sense of purpose giving volunteers the opportunity to encourage and to inspire young students who hugely benefit from the chance to talk, to listen and to celebrate themselves and leave the programme understanding that they have a lot to offer the world. Through their participation in the programme, volunteers have benefited from the opportunity to enhance their own workplace skills such as empathy, training and coaching, whilst also helping them to feel more positive about their employers and workplaces.

Year 9 and 10 is a vitally important time in a student's life as they begin to make independent decisions about their GCSE options and start shaping a pathway for their future that is not only linked to the subjects they decide to study, but also to the choices they begin to make regarding their character and the qualities that will help them to succeed.

The main barriers observed on the programme that stand between young people and their ability to fulfil their potential are personal challenges such as a continued rise in anxiety, low aspirations and low self-esteem as well as external factors such as the negative impact of the pandemic, social media driven peer pressure and the general uncertainty that comes with changing hormones and being a teenager. Additionally, a high percentage of the young people participating on the programme are economically disadvantaged and are often supported by Pupil Premium which alongside the points previously mentioned can present additional challenges in the fulfilment of potential.



#### **Conclusion:**

In summary, there is a huge need to boost confidence, raise aspirations, build resilience, enhance happiness and aid the understanding of the impact of character and choices on a young person's future. Ensuring that more young people understand that they are capable of amazing things and have the possibility to do something that they love, thriving in a career they may not have believed they'd be capable of achieving, is imperative in ensuring the next generation of talent are fully prepared to realise their full potential.

This year Dare to Dream has provided a much-needed boost of positivity, inspiration and belief for over 6,000 students across Sussex. The Love Local Jobs Foundation would like to thank everyone who has helped to enable the programme this year and very much looks forward to the delivery of more programmes for the 2023/24 academic year.

There have been many positive outcomes and learning points for the Love Local Jobs Foundation throughout this year's programme. These learnings have already been applied to the delivery plans for 2023/24 and the Foundation will be aiming to support 37 schools and their students during the academic year ahead.

The Love Local Jobs Foundation would like to extend their heartfelt thanks to the wide range of partners who have enabled this year's programmes via their time, commitment and enthusiasm.





# Mankyou

Thank you to Oliver & Graimes and MCR Media Ltd for their generosity and support in the design and printing of the presentation slides, mentoring booklets and event banners.











