



Carers **WA**

# Social Impact Report 2023

Final Results of the  
Be Job Ready program

June 2023



HUBER  
SOCIAL





# Acknowledgement of Country

**Huber Social acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the elders past, present and future.**

.....

**This report was prepared and written on the lands of the Gadigal and Cammeraygal people of the Eora Nation. Data was collected on the land of the Whadjuk Nyoongar people.**



# Summary of Carers WA and the Be Job Ready program

## Carers WA

- Carers WA is part of the National Network of Carers Associations, they are the peak body recognised by both State and Federal governments representing the needs and interests of carers.
- It is a non-profit, community based organisation and registered charity dedicated to improving the lives of the estimated 230,000 unpaid family carers living in Western Australia.
- A carer is someone who provides unpaid care and support to family members and friends who are living with a disability, mental health challenge, long term health condition (including a chronic condition or terminal illness), an alcohol or other drug dependency, or who is frail aged.
- More than one in nine Australians are carers and over 2.65 million Australians provide help and support to a family member or friend, saving the community more than \$77.9 billion per year.

## The Be Job Ready program

- The Be Job Ready program supports carers to identify skills from their caring role that are transferable to the workplace, equipping them to 'be job ready'. It is delivered in a supportive small group environment covering key job-related skills and techniques.
- Over 10 sessions (2 hours per session) participants learn key skills such as: identifying hidden skills, resume/cover letter writing, interview techniques, job retention practices, job searching & technology, and access to interview clothing.



# Contents

1. Key findings
2. Why and how we measure social impact
3. Carers WA and the Be Job Ready program
4. Carers entering the program
5. Be Job Ready program outcomes
6. Strength and challenges of trainees
7. 3 month post program follow up
8. What's next
9. Appendix

## **Disclaimer**

This document has been produced solely for use by Carers WA and is to be shared at their discretion. Huber Social does not accept any responsibility for any loss or damage whatsoever occasioned to any other party resulting from the unauthorised circulation, reproduction or use of this document. The sections in this document should only be interpreted within the context of the entire report.



# Be Job Ready Social Impact Measurement Key Findings



**1. When carers enter the program, they feel they lack the confidence to secure employment and feel underqualified.**

When asked to describe the major barriers they face in gaining employment, carers identified their lack of confidence, as well as perceived lack of skills as significant challenges. Their need for flexible hours also creates a practical barrier to finding a suitable job.



**2. When carers enter the Be Job Ready program, having enough income to live a comfortable life is a priority need.**

As a priority need, improving the income of participants would have the greatest impact on increasing participant wellbeing. This demonstrates that the Be Job Ready program, as an employment program, is well-targeted at supporting the key priority need of trainees, by empowering them to gain employment and therefore generate their own income.



**3. Carers have a +24% increase in their wellbeing after completing the program compared to when they first began. An improvement in wellbeing of +10% is further seen at 3 months post program compared to when they finished the program.**

The results for Carers WA are impressive and demonstrate that the Be Job Ready program is significantly improving the wellbeing of carers from when they begin to when they finish the program. An improvement 3 months post program further shows the sustained impact the Be Job Ready program has had on carers.





#### **4. Both qualitative and quantitative analysis show the Be Job Ready program strengthens carers confidence and provides them with skills to secure employment.**

At the end of the program carers had improved confidence in factors relating to their employment. This was supported through carer feedback in stating that they feel more confident and gained the skills to apply for and secure a job.

These positive shifts demonstrate that Carers WA is successfully meeting their primary outcomes of training people and equipping them with the skills and confidence necessary to successfully enter the workforce.



“The course has been great in developing my confidence to **step out of my comfort zone**, helped in clarifying that I have **many more skills than I thought**, has helped me learn about what is expected in current workplaces and **how to navigate applying for jobs** and approaching potential employers.”

- Be Job Ready participant  
(not pictured)



# Why measure social impact?



# Why measure social impact?

## Measure

To measure the impact of Carers WA, Huber Social measures the shift in overall wellbeing and program outcomes for participants in the Be Job Ready program.

Measurement provides a data driven approach for Carers WA to articulate their social impact to internal and external stakeholders.

## Maximise

Beyond a focus on target outcomes, Huber Social's approach considers the holistic needs of a person to be in the best position to fulfil their potential.

This approach identifies opportunities to refine the Be Job Ready program (if required) and more broadly inform Carers WA of utilisation of resources to maximise the organisation's impact on the wellbeing of its participants.



## Although we all face different challenges, the goal for each of us is the same; wellbeing.

The Huber Social Wellbeing Measurement Framework recognises wellbeing as the overall measure of success of a program.

Wellbeing measures your overall satisfaction with life. It is a state of being, not an emotion.

Wellbeing requires the capability and opportunity to be in the best position to fulfil your potential and live a life of value.





## Measuring social impact in terms of wellbeing

To measure social impact, Huber Social measures a shift in overall wellbeing and the specific program outcomes that contribute to it. Outcomes are either a 'capability' or an 'opportunity'.

### The Huber Social Wellbeing Measurement Framework



To measure the effectiveness of a program we measure the 'shift' in:

1. Subjective wellbeing; and
2. The program outcomes achieved to create that shift in wellbeing. These are the capabilities or opportunities specific to the program context. If the Carers WA Be Job Ready program participants' needs are met, then they will be in a better position to achieve their potential and live a life they value.



# **Carers WA and the Be Job Ready program**



## Carers WA Vision

**"Carers WA values and supports carers, providing them with choices and opportunities to participate in every aspect of life."**







## Setting the scene: Be Job Ready program

Values of Carers WA:

1. Diversity and inclusion.
2. Innovation.
3. Compassion.
4. Positive Impact.

- Through the Be Job Ready program Carers WA is assisting carers to return to the workforce and increase their health and wellbeing.
- This is achieved through providing advice, information, and resources to facilitate carers to gain job ready skills, including the creation of a resume as well as the support to transition into employment or education.
- The program includes 10 facilitated course sessions delivered over a 10 week duration with a 2 hour individual needs assessment prior to participation.



# Scope of measurement

To the right is the Carers WA Social Impact Model. The Social Impact Model includes an Impact Thesis, outlining the intended impact of the Be Job Ready program, and the metrics used to measure each level of impact.

Through measuring each level of impact, Carers WA can use a data driven approach to demonstrate what works and what is needed to maximise impact and outcomes.

	IMPACT THESIS	METRICS	
<b>1. Impact</b>	To place carers in the best position to fulfill their potential through participation in the Be Job Ready program.	<b>% shift</b> in Subjective wellbeing. Ascertained using the Satisfaction with Life Scale, a globally recognised question set. (Ed Diener, Robert A. Emmons, Randy J. Larsen and Sharon Griffin as noted in the 1985 article in the Journal of Personality Assessment.)	
<b>2. Outcomes</b>	The program achieves this impact by providing Carers with capabilities and opportunities in the following areas: <ul style="list-style-type: none"> <li>• Job ready (or education awareness)</li> <li>• Resilience</li> <li>• Self-worth &amp; confidence</li> <li>• Community connection</li> <li>• Self-care</li> </ul> <p><i>Metrics are the self-assessed level of capability and access to opportunities across the Huber Social Wellbeing Measurement Framework factors.</i></p>	<b>Job ready (or education awareness):</b> <ul style="list-style-type: none"> <li>• Personal development</li> <li>• Problem solving skills</li> <li>• Skills &amp; knowledge to seek &amp; gain employment or education</li> <li>• Job attitude and retention</li> <li>• Access to sustainable employment*</li> <li>• Access to sustainable education*</li> <li>• Access to sustainable income and financial security*</li> </ul> <b>Resilience:</b> <ul style="list-style-type: none"> <li>• Adaptability</li> <li>• Problem solving</li> <li>• Self-belief</li> <li>• Coping</li> <li>• Determination</li> </ul> <b>Community Connection:</b> <ul style="list-style-type: none"> <li>• Sense of belonging</li> <li>• Inspiration</li> <li>• Access to a network of like-minded people</li> <li>• Overcoming social isolation</li> </ul>	<b>Self-worth and Confidence:</b> <ul style="list-style-type: none"> <li>• Identification and communication of strengths</li> <li>• Self-understanding</li> <li>• Goal setting and planning</li> <li>• Self-acceptance</li> <li>• Sense of purpose</li> <li>• Access to relationships that provide words of affirmation</li> <li>• Access to environments that promote self-respect and self-expression</li> </ul> <b>Self-care:</b> <ul style="list-style-type: none"> <li>• Health management skills</li> <li>• Personal development skills</li> </ul> <p>*For some participants</p>



## Scope of measurement

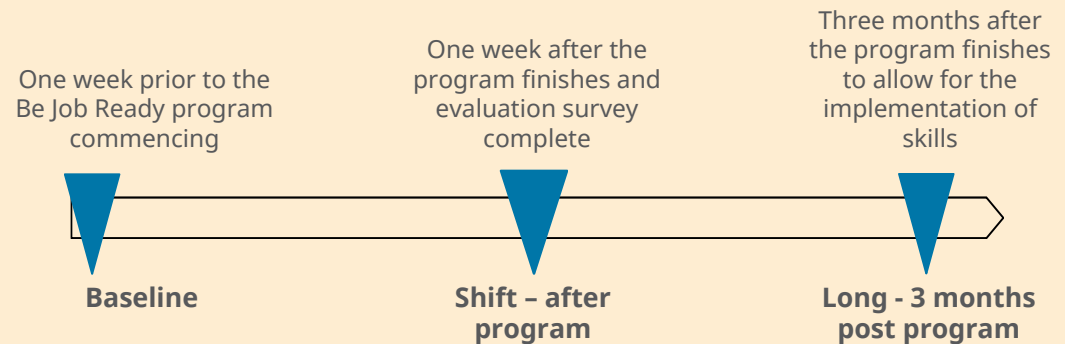
This report outlines findings for all levels of the Social Impact Model. The Impact and Outcomes level metrics are findings from Huber Social measurement activities. These will be focus on throughout this report.

	IMPACT THESIS	METRICS
<b>3. Outputs</b>	<p>The program delivers the following tangible outputs:</p> <ul style="list-style-type: none"> <li>• Individualised support</li> <li>• Self-skills audit</li> <li>• Resume and cover letter</li> <li>• Interview techniques</li> <li>• Job skills</li> <li>• Carer Support Plan</li> <li>• Vocational Goal Plan</li> </ul>	<ul style="list-style-type: none"> <li>• # of individuals who applied for the program</li> <li>• # of carers who were eligible for the program</li> <li>• # of carers through the program</li> <li>• # of completed STAR assessment/action plans</li> <li>• # of completed Vocational Goal Plans</li> <li>• # of completed JI Blue Diamond Reports</li> <li>• # of participants who gained employment*</li> <li>• # of participants who enrolled in education*</li> <li>• # of participants who are still in employment*</li> <li>• # of participants who completed the education program they were enrolled in*</li> <li>• # of participants who completed education and as a result of being employed*</li> </ul> <p style="text-align: right;"><i>*Where data is available</i></p>
<b>4. Activities</b>	<p>The program involves the following activities:</p> <ul style="list-style-type: none"> <li>• program overview and assessment of eligibility or need for referral to other programs</li> <li>• One on one goal setting meetings</li> <li>• Ten week Be Job Ready Course</li> <li>• Additional mentoring and facilitation as needed</li> </ul>	<ul style="list-style-type: none"> <li>• # of courses run</li> <li>• # of Needs and Vocational Planning sessions</li> <li>• # of EOI applications</li> <li>• # of Course Evaluation surveys completed</li> </ul>
<b>5. Resources</b>	<p>The above impact requires the following inputs:</p> <ul style="list-style-type: none"> <li>• program delivery (Be Job Ready)</li> <li>• Financial investment</li> <li>• Time, effort and commitment from program delivery team</li> <li>• Survey and reporting tools</li> </ul>	<ul style="list-style-type: none"> <li>• Total \$ required to run the program, including facilities and equipment, program resources and staff salaries</li> <li>• # of Carers WA team members</li> <li>• Time contributed from program participants</li> </ul>



# The measurement activities

- Measurement was embedded into the Be Job Ready program at the following points with the aim of tracking an individual's journey through the program and beyond.
- All survey participants were provided with a unique ID # so that their progress can be measured longitudinally.
- Surveys were completed online. Overseen by Carers WA employees (trained in ethical data collection by Huber Social)
- Further detail on how measurement was carried out in an accurate and ethical manner can be found in the *Carers WA Social Impact Measurement Plan*.



### Measurements date range:

- Start of Term 4 Course in October 2021
- End in March 2023 at 3 months post program of Term 4 Course 2022

### Data included in analysis:

program	Desired Sample Size	Achieved Sample Size
Baseline	37	46
Shift	37	39
Long	37	20
<b>TOTAL</b>	<b>111</b>	<b>105</b>



# Carer profiles when entering the program



# Demographics of survey participants

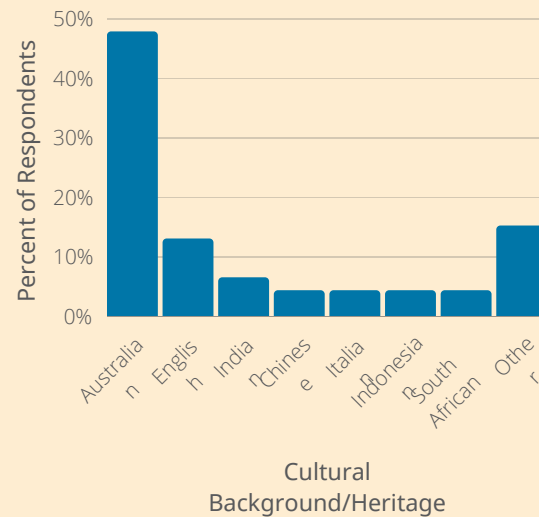
Self-reported characteristics expressed by respondents in the baseline survey (n=46)

- Majority of participants are female (79.25%)
- The average age of carers is 50-65 years old (70.43%)
- 19.62% of carers identify as LGBTQIA+
- 39.6% of carers are living with a disability, an injury or a health condition
- 51.85% of carers are in a relationship

## Cultural Background and Heritage

Close to half of carers have an Australian cultural background/heritage 47.83%. Additionally, 46.67% of carers identify as a migrant.

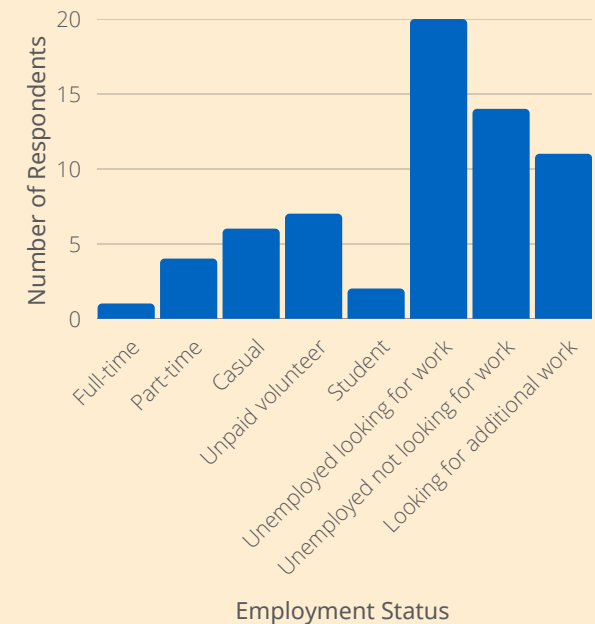
Cultural Background and Heritage



## Carer Employment

Most carers are unemployed and looking for work (20).

Carer Employment





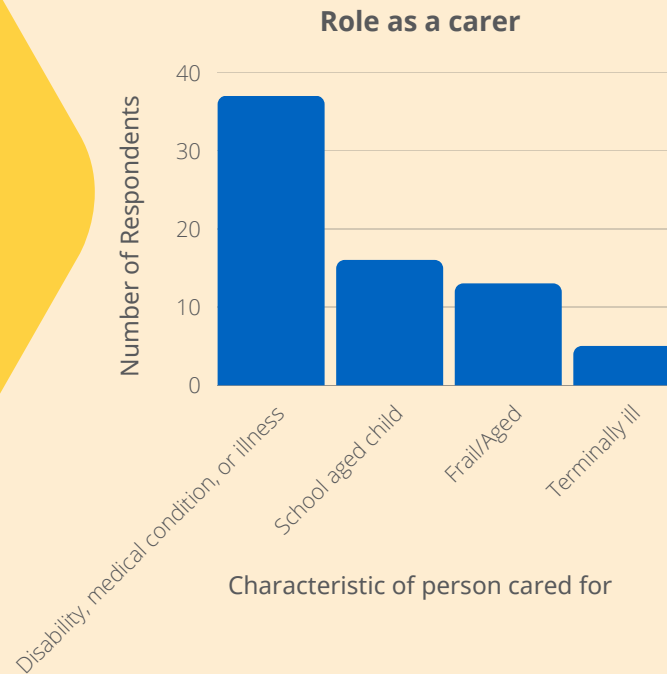
# Carers journey

Self-reported characteristics expressed by respondents in the baseline survey (n=46)

- Majority of active carers are in a primary carers role (79.50%).
- 43.48% of baseline survey respondents are a former carer.

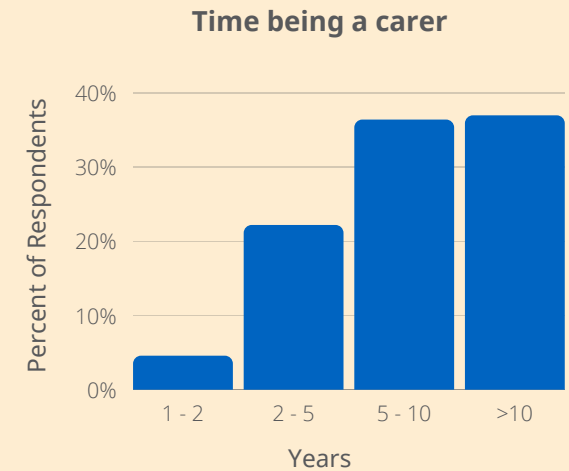
## Role as a Carer

The majority of carers are caring for a person living with a disability, medical condition, or a physical or mental illness (37).



## Time Being a Carer

A third of carers have been in a caring role for greater than 10 years (36.93%).





**Carers feel their available time, lack of confidence and being under-qualified have been barriers to suitable employment or education**

- Carers feel their top challenges/barriers in accessing suitable employment or education have centered around:
  - Their need for flexible working hours
  - Being under qualified / having a lack of recent and appropriate experience and references
  - Having emotional barriers, e.g. having a lack of confidence, low self-esteem, feeling overwhelmed
- Carers feel their top challenges/barriers in being comfortable accessing community services are centered around:
  - Emotional wellness and fears around being seen as selfish, feeling not worthy of support, embarrassed or useless
  - Difficulty in finding the right type of service, being eligible for services or being unaware of existing services
  - Having the time and prioritising accessing services

***"I don't know where I 'fit in' any longer. I have fear of being unreliable and letting people down due to conflicting priorities. Life is unpredictable, its hard to anticipate crisis. Loss of skills, competence and confidence. Large gap in resume and no current referees."***

- Be Job Ready participant





**By completing the Be Job Ready program, carers hope to increase their employment skills and build confidence in their employability.**

- Carers expectations by completing the Be Job Ready program:
  - Increase employment skills, interview skills and social skills
  - Regain confidence, resilience and self-belief in their ability to be employed and part of the work force
  - Increase their access to opportunities to work in a way that suits their caring needs
  - Be able to identify their current transferable skills and know how to express them to employers
  - Have accountability, be encouraged, have guidance and connect with a supportive community

***"Hoping to improve my self belief. Hoping to clarify the skills I may have which may be transferrable to current jobs. Hoping to get the encouragement I need to help me be positive about what I can do in the future. Hoping the program will help me to refocus on the future and move forward."***

- Be Job Ready participant



## When starting, the program factors of Self-Care drives the wellbeing for carers.

To understand where Carers WA should focus its resources we first needed to understand what matters most to the overall wellbeing of carers.

Statistical analysis was performed and identified 38 of the 55 factors measured had a moderate to strong and positive association with wellbeing.

That is, when the scoring of these factors was high, so was the overall subjective wellbeing of trainees. We refer to these factors as predictors of wellbeing.

### Nine Top Wellbeing Predictors of Carers



\*Three out of the nine top predictors of wellbeing relate to Self-Care. This signifies the importance of Self-Care to the overall wellbeing of carers.



## When starting the program Income and Vulnerability are priority needs.

A priority need is a factor that is statistically correlated with high overall wellbeing, but which scored low among members.

This need is therefore not being satisfied, and can be considered a priority need that, when improved upon, is more likely to lead to an increase in overall wellbeing.



### Income

**2.59**

Scale of 1-7

Having enough income to live a comfortable life



### Vulnerability

**3.15**

Scale of 1-7

Being able to ask for help when needed

- Analysis of factors recommend Income and Vulnerability as the most urgent wellbeing needs of carers.
- Both factors were the low scoring factors and are predictors of wellbeing.
- Improvement in income and being able to ask for help when needed are most likely to increase the overall wellbeing of carers.



# **Be Job Ready program Impact and Outcomes**



# Carers WA impact on wellbeing

Huber Social measures overall impact in terms of the wellbeing of participants. Huber Social defines wellbeing as being in the best position to fulfil your potential and live a life you value and is measured using a globally recognised satisfaction with life scale.

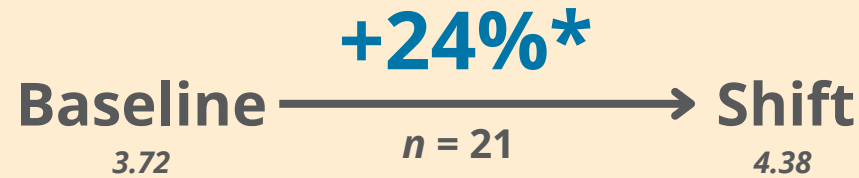
The following pages show the impact Carers WA has had on the wellbeing of the people engaging in the Be Job Ready program.



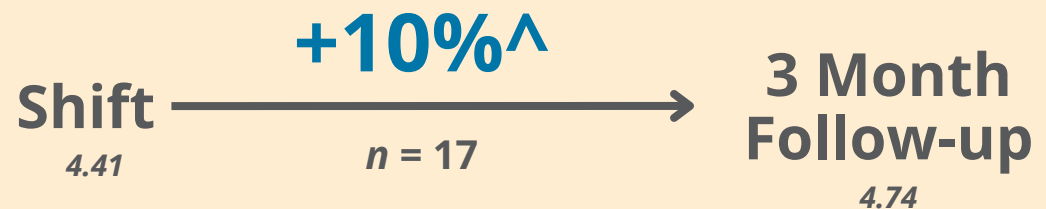
**The Be Job Ready program supports the wellbeing of participants across the program, which further improves at the 3 months follow up.**

The wellbeing metric measures an individual's satisfaction with life, using the globally recognised Satisfaction with Life Scale,\* which is measured on a scale of 1-7.

*\*Ed Diener, Robert A. Emmons, Randy J. Larsen and Sharon Griffin as noted in the 1985 article in the Journal of Personality Assessment.*



Carers wellbeing increased by 24% across the Be Job Ready program.



Carers wellbeing increased by 10% at the 3 month follow up compared to the end of the program

\*This improvement is statistically significant with  $p < .04$ , meaning we are confident that 96% of the time an observed difference in these factors before, compared to after the program will be true.  
^ We are confident that 88% of the time an observed difference in these factors after the program compared to the 3-month follow up will be true. Whilst not meeting the same criteria for statistical significance as the previous shift, there is a clear trend of improvement during this 3-month post program period.



# Outcomes of the Be Job Ready program

Analysis has been conducted to determine the biggest areas of difference between the pre and post program measurements.

The results on the following pages show the largest shifts that align to the program outcomes outlined in the impact thesis.

From these initial results we can infer that these are the primary areas of impact created by the Be Job Ready program.



# Baseline to Shift Outcomes





Across the program carers become more confident in factors related to their employment/education opportunities and community connection.

### Employment and education



**Job Opportunities**  
**+102%**  
Having enough job opportunities available



**Difficulty Maintaining Work/Study**  
**-69%**  
Need for flexible work hours makes finding and/or maintaining a job or study difficult



**Knowledge of Education**  
**+69%**  
Knowledge of education opportunities available



**Education Opportunities**  
**+67%**  
Having enough education opportunities available

### Community Connection



**Self-expression<sup>^</sup>**  
**+93%**  
Doing activities just for fun



**Community Connection<sup>^</sup>**  
**+80%**  
Opportunity to meet like-minded people



**Sense of Belonging<sup>^</sup>**  
**+78%**  
Feeling part of a community



**Anxiety<sup>^</sup>**  
**-74%**  
Feelings of anxiety and/or being isolated

All these community connection factors are predictors of wellbeing and are a driving force for the improvement of overall wellbeing seen across the program.

<sup>^</sup>Indicates a factor that has a positive relationship with overall wellbeing.



**These improvements in employment factors and community connection are supported by carer feedback at the end of the program.**

- Qualitative analysis of carer feedback shows carers feel the Be Job Ready program has impacted their lives by coming out of the program with:
  - Greater confidence and motivation to secure employment
  - Increased community connection
  - Increased knowledge on how to use their existing skills and their carers experience when applying for jobs
  - Improved job searching and applying skills
  - Improved mental wellness

***"It has been a godsend to me, giving me the confidence to apply for a position, take an interview on line and securing a position. Without this program I doubt I would have a job."***

***"Be Job Ready has given me the confidence to recognise all that I do, and the skills that I have developed, that will transfer to my resume and future job opportunities"***

***"It has been uplifting. Just going to the course and meeting people in similar circumstances has been good for my moral. The new skills I have learned should put me in good stead for future job applications. "***

- Be Job Ready participants



## At the end of the program carers feel confident in factors related to their job ready awareness.

To understand the strengths of carers, we looked at the highest scoring factors measured.

The following represent the 6 highest-scoring factors where members feel the most confident in their current conditions.



### Job Attitude and Retention\*

**6.62**

Scale of 1-7

Ability to do what is important to keep a job



### Hope^

**6.05**

Scale of 1-7

Having things to hope for



### Safety

**6.43**

Scale of 1-7

Feeling safe in one's home



### Financial Literacy\*^

**5.86**

Scale of 1-7

Ability to understand and manage one's financial situation



### Purpose^

**6.14**

Scale of 1-7

Ability to make a positive difference in other people's lives



### Employment\*^

**5.75**

Scale of 1-7

Skills to apply and interview for a job

\*Indicates a factor that is associated with Job Ready Awareness

^Indicates a factor that has a positive relationship with overall wellbeing



## At the end of the program carers have the least confidence in factors relating to their Self-Care

To understand the challenges that members are facing, we looked at the lowest scoring factors measured.

The following represent the 6 lowest-scoring factors where members feel the least confident at the end of the program.



**Income<sup>^</sup>**

**3.84**

Scale of 1-7

Having enough income to live a comfortable life



**Work/Life Balance\*<sup>^</sup>**

**3.95**

Scale of 1-7

Ability to effectively switch off from being a carer and/or other commitments to make time for rest



**Mental and Physical Health\*<sup>^</sup>**

**4.05**

Scale of 1-7

Having the time and energy to look after oneself



**Sustainable Employment**

**4.05**

Scale of 1-7

One's need for flexible work hours makes finding and/or maintaining a job or study difficult



**Anxiety<sup>^</sup>**

**4.05**

Scale of 1-7

Feelings of anxiety



**Vulnerability<sup>^</sup>**

**4.10**

Scale of 1-7

Ability to ask for help when needed

- Having enough income and having the ability to ask for help when needed remain a priority need for carers at the end of the program.
- Five of the top six factors are predictors of wellbeing. Improvements made across these factors are statistically more likely to accompany a higher overall wellbeing score.

*<sup>\*</sup>Indicates a factor that is associated with Self-Care.*

*<sup>^</sup>Indicates a factor that has a positive relationship with overall wellbeing.*



# Shift to 3- Month Follow Up Outcomes



Between the end of the program and the 3-month follow up, carers become more confident in factors relating to their mental wellness.



**Mental Health  
Inhibits  
Employment\***  
**-48%**

One's mental or emotional health makes finding and/or maintaining a job or study difficult



**Anxiety\*^**  
**-32%**

Feelings of Anxiety



**Self-Belief^**  
**+16%**

Belief in oneself gets them through hard times



**Anger\*^**  
**-11%**

Feelings of anxiety

Three of the four factors, that had the greatest improvements at the 3-month follow up, are predictors of wellbeing and are a driving force for the improvement of overall wellbeing seen after the completion of the program.

*\*Indicates a factor that is associated with Mental-Wellness.*

*^Indicates a factor that has a positive relationship with overall wellbeing.*



At the 3-month follow up carers continue to feel determined and confident in their employment skills.

Despite remaining the hardest for carers, the lowest scoring factors have increased.

### 3-month follow up strengths



**Safety\***  
**6.50**  
Scale of 1-7  
Feeling safe in one's home



**Determination**  
**6.11**  
Scale of 1-7  
Doing things that are important, even if they don't feel like it at the time



**Financial Literacy\*^**  
**6.06**  
Scale of 1-7  
Ability to understand and manage one's financial situation



**Job Attitude and Retention**  
**6.00**  
Scale of 1-7  
Ability to do what is important to keep a job

*\*Indicates a factor that is associated with Skills to be a Carer  
^Indicates a factor that has a positive relationship with overall wellbeing.*

### 3-month follow up challenges



**Sustainable Employment**  
**4.06**  
Scale of 1-7  
One's need for flexible work hours makes finding and/or maintaining a job or study difficult



**Overwhelmed by Job Seeking Requirements\***  
**4.22**  
Scale of 1-7  
Feeling overwhelmed by the requirements put on them as a job seeker



**Work/Life Balance\*^**  
**4.29**  
Scale of 1-7  
Ability to effectively switch off from being a carer and/or other commitments to make time for rest



**Income^**  
**4.35**  
Scale of 1-7  
Having enough income to live a comfortable life

*\*Indicates a factor that is associated with Job Ready Awareness  
^Indicates a factor that has a positive relationship with overall wellbeing.*



## Summary of Key Findings

1. When carers enter the program, they feel they lack the confidence to secure employment and feel underqualified.
2. When carers enter the Be Job Ready program, having enough income to live a comfortable life is a priority need.
3. Carers have a +24% increase in their wellbeing after completing the program compared to when they first began. An improvement in wellbeing of +10% is further seen at 3 months post program compared to when they finished the program.
4. Both qualitative and quantitative analysis show the Be Job Ready program strengthens carers confidence and provides them with skills to secure employment.





## What's Next?

- 1) Carers WA seeks to allocate resources in betterment for carers, as such this measurement will assist in informing on these decisions.**
- 2) Carers WA intends to develop a rich dataset that will allow for analysis by subgroup in the future.**
- 3) The findings will be used by Carers WA to inform continual improvement of the Be Job Ready program and assist in identifying if there is value in partnership arrangements to support any needs identified as not being met directly by the program currently.**



# Questions?





## Contact Information



### **Carers WA**

[bjr@carerswa.as.au](mailto:bjr@carerswa.as.au)  
[www.carerswa.asn.au](http://www.carerswa.asn.au)



### **Huber Social**

[Info@hubersocial.com.au](mailto:Info@hubersocial.com.au)  
[www.hubersocial.com.au](http://www.hubersocial.com.au)



### **Reshaping Wellbeing**

[susie@mssusanne.com.au](mailto:susie@mssusanne.com.au)  
[www.linkedin.com/in/mssusanne](http://www.linkedin.com/in/mssusanne)



# Appendix

- Transparency Reporting Page
- Significance Tables



# Annex 1. Transparency Reporting Page

To ensure the integrity of findings always, Huber Social includes a Transparency Page for every project. This ensures both the rigour of evidence and rigour of analysis is clear for each project across every stage of the data lifecycle.

Phase	Questions on the Treatment of the Data	Points allocated	Yes or No	
Design	SAMPLE	Survey sample population designed to achieve representativeness across population and sub-groups	2	N
		OR Survey sample population designed to be representative of population only	1	Y
	BASELINE	Control group (independent of the intervention)	3	-
		Group baseline measured (pre-intervention)	2	Y
		Baseline inferred from time in program (e.g., 1 vs. 3 years)	1	-
		None – needs analysis only	2	-
	EXCLUSIONS	Details of people specifically excluded from the measurement: <i>Participants were disqualified if they did not provide consent.</i>		
Data Collection	DISTRIBUTION	Online surveys		Y
		OR hardcopy surveys		-
		Subjects supervised by Huber Social consultant	1	Y
		Translation or guidance provided		-
	DATA SOURCES	Data Mining of other sources	1	-
		Data included from previous years/measurements	1	-



# Annex 1. Transparency Reporting Page

Continued.

Phase	Questions on the Treatment of the Data			Points allocated	Yes or No		
<b>Cleaning</b>	CLEANING	Partial responses removed or no partial responses		1	Y		
		Details of any responses removed: <i>Responses removed did not answer Satisfaction of Life Scale, and/or at least 50% of factor questions</i>					
<b>Analysis</b>	SHIFT MEASUREMENT	Calculated on time in program					
		Calculated on group average		1			
		Calculated based on individual scores		2	Y		
		Not applicable - needs analysis only					
	TEST APPLIED	Basic analysis			Y		
		Statistical Correlation Test		2	Y		
		Multiple Regression or Lasso Regression Test		3	Y		
<b>Reporting</b>	REPORTING	Client received Social Performance Report (improve)		1	-		
		Client published Outcomes Report (prove)		2	-		
		Client published full Social Impact Report		3	Y		
		<b>LOW: 1-9</b>	<b>MED 10-14</b>	<b>HIGH 15-19</b>	<b>RIGOUR SCORE</b>	<b>15</b>	<b>HIGH</b>



## Annex 2. Significance Tables

Indicator	R	P-value	Direction and Strength
I enjoy life and have fun.	0.720	$p < .001$	Positive, Strong
I have the time and energy to look after myself.	0.649	$p < .001$	Positive, Moderate
I am able to effectively switch off from being a carer and/or other commitments to make time for rest.	0.631	$p < .001$	Positive, Moderate
How often during the past month have you felt anxious?	0.625	$p < .001$	Positive, Moderate
Overall, my opinions are heard and respected.	0.605	$p < .001$	Positive, Moderate
I do activities that are just for fun.	0.588	$p < .001$	Positive, Moderate
Lately, I have had the opportunity to meet like minded people.	0.567	$p < .001$	Positive, Moderate
I find it easy to identify my strengths.	0.564	$p < .001$	Positive, Moderate
I adjust my lifestyle, including sleep, hygiene, food and exercise to improve my health.	0.557	$p < .001$	Positive, Moderate
How often during the past month have you felt angry?	0.542	$p < .001$	Positive, Moderate
I ask for help when I need it.	0.536	$p < .001$	Positive, Moderate
I have enough income to live a comfortable life.	0.532	$p < .002$	Positive, Moderate
When I am confronted with a problem, I can usually find a good solution.	0.524	$p < .001$	Positive, Moderate
In general, my physical health is good.	0.514	$p < .002$	Positive, Moderate
I find it easy to get my point across in a conversation.	0.500	$p < .002$	Positive, Moderate
I have people in my life who help and support me.	0.490	$p < .002$	Positive, Moderate
I am able to access the employment support services I need.	0.481	$p < .002$	Positive, Moderate
I can understand and manage my financial situation.	0.480	$p < .002$	Positive, Moderate
I am proud of my achievements in life.	0.476	$p < .002$	Positive, Moderate



## Annex 2. Significance Tables

Continued.

Indicator	R	P-value	Direction and Strength
I have the skills to apply and interview for a job.	0.47	$p < .003$	Positive, Moderate
I have things to hope for.	0.464	$p < .003$	Positive, Moderate
I feel lonely and/or isolated.	0.463	$p < .004$	Positive, Moderate
I feel part of a community	0.453	$p < .004$	Positive, Moderate
I get enough sleep and feel well rested.	0.435	$p < .005$	Positive, Moderate
I can make a positive difference in other people's lives.	0.431	$p < .006$	Positive, Moderate
I can adapt when unexpected events happen.	0.428	$p < .006$	Positive, Moderate
My life has purpose.	0.428	$p < .006$	Positive, Moderate
I feel comfortable accessing community services related to the needs of being a carer.	0.427	$p < .007$	Positive, Moderate
I feel free to be myself around others.	0.426	$p < .005$	Positive, Moderate
I have the right skill set to secure a job that I want.	0.423	$p < .006$	Positive, Moderate
I like who I am.	0.423	$p < .007$	Positive, Moderate
I get to spend quality time with people I care about.	0.396	$p < .02$	Positive, Moderate
My belief in myself gets me through hard times.	0.378	$p < .02$	Positive, Moderate
I set goals and work towards them.	0.363	$p < .02$	Positive, Moderate
I have things I am passionate about.	0.361	$p < .02$	Positive, Moderate
I can remain calm when facing difficult situations.	0.337	$p < .05$	Positive, Moderate
I have learnt tools and strategies to help me manage my emotions.	0.331	$p < .05$	Positive, Moderate





[info@hubersocial.com.au](mailto:info@hubersocial.com.au)  
[www.hubersocial.com](http://www.hubersocial.com)