

DRAFT



EVALUATION REPORT 2021-2023

Dismantle

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ABOUT THIS REPORT

Dismantle is a Work Integrated Social Enterprise (WISE), that aims to create meaningful employment opportunities and pathways for at-risk youth who are facing complex barriers to employment. Research suggests that WISE enterprises play a crucial role in improving employment outcomes for individuals navigating significant barriers to work, positioning Dismantle as a vital contributor to the welfare of the Western Australia community¹. Dismantle's [Strategic Environmental Scan](#)² has confirmed its status as the most successful WISE in WA, highlighting its effectiveness in addressing employment challenges among at-risk youth.

ReNew Property Maintenance, a subsidiary of Dismantle, generates entry-level employment opportunities for at-risk youth facing societal disadvantage by collaborating with Perth businesses to fulfil commercial property maintenance requirements. Youth Employees are provided immediate income alongside essential case management support through JobReadii, addressing their personal, physiological and safety needs. This comprehensive approach not only mitigates the risk of long-term unemployment but also lays the groundwork for personal growth, independence, and sustained success.

Data collection is essential for evaluating the effectiveness and impact of ReNew and JobReadii. By systematically gathering and analysing data, Dismantle can enhance program development, communicate the tangible program benefits to stakeholders and ensure accountability in achieving its mission.

Aim of Report

The following report evaluates the impact of ReNew and JobReadii between 2021-2023 through an output and outcome evaluation. This comprehensive assessment aims to provide a detailed analysis of the program's effectiveness in achieving its stated objectives and delivering positive outcomes for its beneficiaries, at-risk young people.

This report will serve to communicate ReNew and JobReadii's social impact to key stakeholders, funders, and the broader community. Additionally, insights from this evaluation will inform organisational operations, including fundraising, grant-writing, and corporate partnership opportunities, as well as serving as a tool for internal improvement. This will enable Dismantle to refine its service delivery model through ReNew and JobReadii, enhancing program effectiveness, and maximizing their positive impact.

1. <https://www.csi.edu.au/research/social-enterprise-a-people-centred-approach-to-employment-services/>

2. Dismantle Strategy Discussion Paper Aug 2023.pdf

MEASUREMENT FRAMEWORK

This evaluation is based off the [2021 ReNew Outcomes Measurement Framework](#)³ which refers to ReNew and JobReadii as a single program – ReNew. The framework applies an outcomes-measurement approach, where data is collected to measure ReNew’s progress towards their priority outputs and outcomes highlighted in the Program Logic.

Outputs and outcomes were prioritised according to Social Ventures Australia’s Golden Thread method, focusing on (1) the scale of the underlying issue the organisation is seeking to address and (2) the organisation’s unique position to affect change⁴.

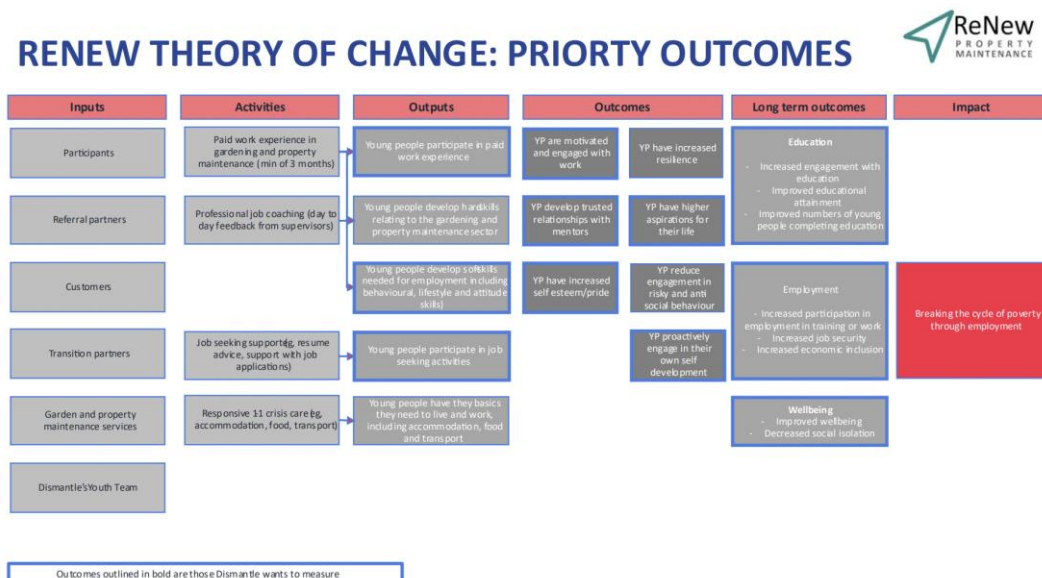
Theory of Change and Program Logic

The Theory of Change is:

By providing paid work experience for at risk young people in gardening and property maintenance, ReNew (& JobReadii) seeks to engage young people in employment, improving their confidence and self-esteem, and giving them the skills to be job ready to enable them to gain employment after the program which ultimately leads to breaking the cycle of disadvantage through employment.

The objective of the Theory of Change is to demonstrate how ReNew’s inputs, activities and outputs lead to specific outcomes for their stakeholders and beneficiaries.

The principle of the Program Logic seeks to examine and test the causal chain linking activities with their desired impacts⁵. The priority outputs and outcomes ReNew seeks to measure are outlined in blue.



3. ReNew Outcomes Measurement Framework 221108.pdf

4. Finding the golden thread: a new approach to articulating program logic (socialventures.com.au)

5. Renger et. al (2011)

Assumptions and Risks

It is necessary to make several assumptions regarding the interventions made by ReNew and JobReadii. Additionally, there are several risks relating to data collection and reporting that should be acknowledged.

Assumptions

- There is no value judgement on different jobs - having a job is better than no job, no matter what the job
- Having a job is key to breaking the cycle of disadvantage

Risks

- Survey responses may be inaccurate:
 - Survey responses may be disproportionately positive due to gratitude and reluctance to complain
 - Surveys taken at different times may be incomparable
 - Volume of responses may be too low to draw valid conclusions
- Indicators collated by staff are subjective: different staff may have different views on whether a young person has gained new skills, or changed their attitude for example

Evaluation Question

The evaluation questions align with the long-term outcomes outlined in the Program Logic where the priority outputs and outcomes will be analysed and evaluated.

The evaluation questions for this report are:

1. To what extent has the program impacted employment in young people?
2. To what extent has the program impacted education in young people?
3. To what extent has the program impacted the wellbeing of young people?

The findings are derived from ongoing data measurement activities, including those detailed in the 2021 ReNew Outcomes Measurement Framework, as well as additional measures implemented over time.

OUTPUT EVALUATION

There are three key outputs within ReNew's Program Logic Framework that are central to success of the beneficiaries.

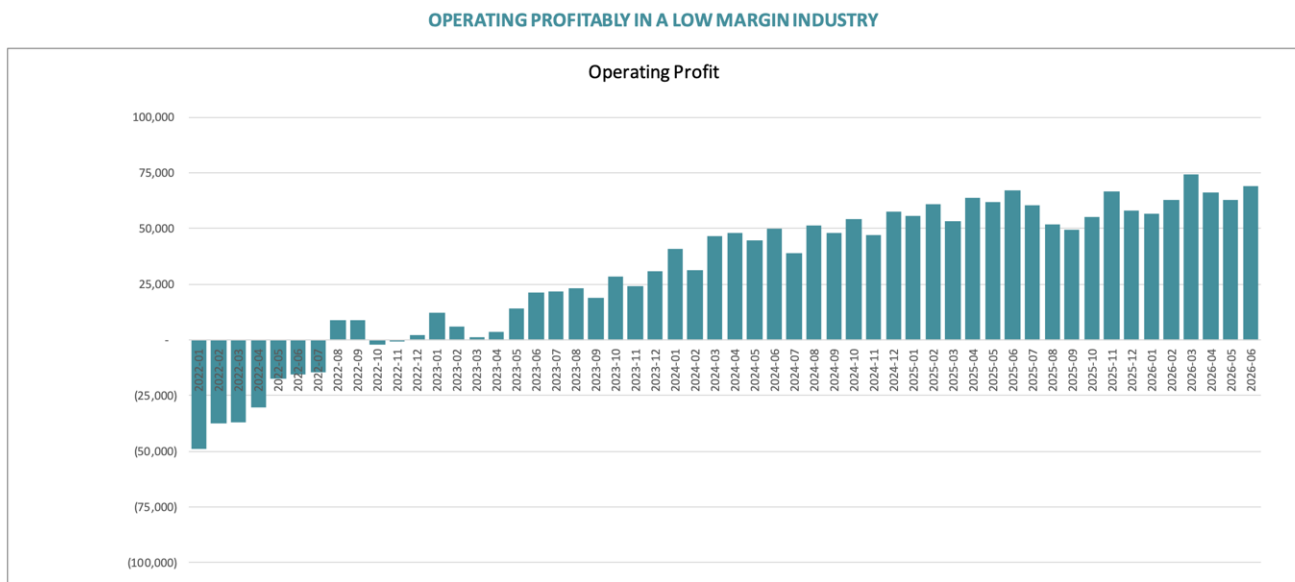
1. Young people participate in paid work experience
2. Young people develop soft skills needed for employment
3. Young people participate in job-seeking activities

These outputs form the foundation of the ReNew program, ensuring that Youth Employees gain practical and paid work experience, develop job-ready skills, and have access to adequate resources to navigate the job market with confidence. It is necessary to ensure the programs outputs are delivered to the quality and volume expected due to their direct link to the subsequent outcomes and overall impact of the program.

Paid Work Experience

Since establishment, ReNew has created significant employment opportunities for at-risk youth in gardening and property maintenance. Over 90 vulnerable young people have been employed, providing more than 40,000 hours of award-wage employment, paying over \$1m in wages. This has been facilitated by the establishment of seven work crews, enabling ReNew to effectively double its revenue year on year, alongside the completion of work for over 35 corporate and government contracts.

Currently ReNew is forecast to contribute close to 75% (as per budget assumptions) of overall income to Dismantle in coming years, as seen below⁶.



This financial stability suggests that the program can continue to provide paid work experience to young people in the foreseeable future.

6. Dismantle Environmental Scan Discussion Paper Appendix I Renew Deep Dive .docx

Soft Skill Development

An [Employability Appraisal Assessment Tool](#)⁷ was used to measure the soft skills of young people that are directly related to increased employment. The average employability score across young people was plotted against their respective time (in months) enrolled in the JobReadii program.



There is an evident positive trend, from an average of 150 points in Month 1 to above 200 points in Month 24. This data confirms that the longer young people participate in the JobReadii program, the greater their likelihood of getting employed is due to an increase in desirable soft skill ratings as rated by supervisors.

Overall, based on the positive trend in employability skill scores it can be concluded that ReNew and JobReadii are highly successful at achieving this output.

“Having spent nearly three years with ReNew, Michael started with minimal work skills and struggled with his confidence. Through sheer determination and hard work, he swiftly evolved into a reliable and disciplined staff member” - Team Leader 2022

Job Seeking Activities

Data from the JR Monthly Activity Tracker indicates that, on average, 42% of young people actively engage in job-seeking activities such as updating resumes and applying for jobs. While this demonstrates a significant portion of participants are involved in job-seeking efforts, there is room for improvement, especially considering the importance of these activities for successful workforce transition. However, the steady increase in participation from 38% in 2021 to 47% in 2023 is a positive trend, attributed to the increasing focus of JobReadii Case Managers on transitioning young people to new employment opportunities. This suggests that the program's efforts in this area are effective and may lead to further improvements in the future.

Furthermore, the results of the Review for Outcomes (RfO)⁸ participant survey, collected over 1-2 years depending on duration of employment, indicate that young people believe the program adequately supports their job search endeavours. The rating of 5 out of 7 for "Connection to Employers and Job Search Information" suggests that participants perceive the program positively in this aspect, indicating that the program is successful in providing valuable support and resources to navigate the job market.

Overall, while there is room for improvement in increasing the percentage of young people actively engaging in job-seeking activities, the program's efforts to provide support and resources are recognised and valued by participants. Continued focus on enhancing participation rates and providing valuable support can further improve the program's success in facilitating successful workforce transition for young people.

"I will always be grateful for the change in my life that Dismantle made. Because of Dismantle, I am now employed in my dream job, having the relevant skills and support to ensure I got there"- Youth Employee 2023

8. <https://reviewforoutcomes.com.au>

OUTCOME EVALUATION

IMPACT ON EMPLOYMENT

To what extent has the program impacted employment in young people?

As seen in the Program Logic, ReNew outputs influence the short-term outcome *feeling motivated and engaged with work*, leading to long-term *increased participation and success in employment, training, or work*.

Motivated and Engaged with Work

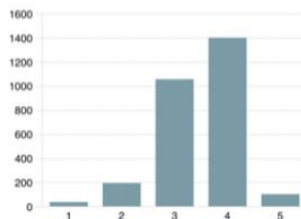
ReNew can be considered highly successful in achieving the short-term outcome of fostering motivation and engagement with work among.

The ratings in the TL Daily Comments regarding attitudes and work ethic highlight the positive attitudes and efforts of young people towards their job. The average ratings of 3.59/5 for attitudes on the tools and 3.38/5 for work ethic and effort on the tools between 2022-2023 indicate a generally positive work demeanour.

Rate their **work ethic/effort** today on the tools

[More Details](#) [Insights](#)

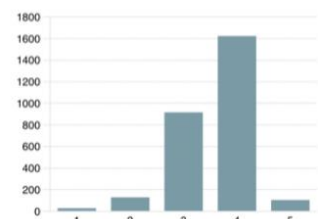
3.48
Average Rating



Rate their **attitude** today on the tools

[More Details](#) [Insights](#)

3.59
Average Rating

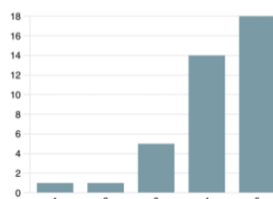


Additionally, the results of the TL Monthly Survey further reinforce the program's success. The average rating of 3.45/5 for young people offering to teach, coordinate, and direct activities, along with a 4.21/5 for actively participating in pre-start activities and post-shift packing, reflect a high level of engagement and willingness to contribute to various tasks and responsibilities.

Does the YE actively participate in Pre-start activities and packing away after the shift?

[More Details](#) [Insights](#)

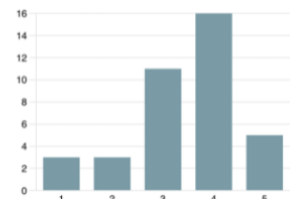
4.21
Average Rating



Does the YE offer to teach, help to coordinate and direct activities to complete tasks?

[More Details](#) [Insights](#)

3.45
Average Rating



Moreover, the reported 80% attendance rate between 2021-2023 indicates a commendable level of commitment and reliability among participants, further supporting the program's success in fostering motivation and engagement to work.

The positive feedback from the RfO participant survey, with 100% of young people expressing satisfaction with their job, is a strong indicator of the program's success in promoting job satisfaction and commitment among participants.

JOB SATISFACTION

Q. How satisfied are you with your job?

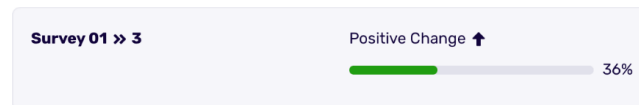


● VERY DISSATISFIED ● DISSATISFIED ● MORE DISSATISFIED THAN SATISFIED
● NEUTRAL ● MORE SATISFIED THAN DISSATISFIED ● SATISFIED ● VERY SATISFIED

Furthermore, the assessment of attitude toward work in the RfO survey, revealed a notable 36% increase in the response to the statement "Having a job is important to me," indicating a growing appreciation for the value of employment among participants as they progress through the program.

ATTITUDE TO WORK

Having a job is important to me



Overall, based on the positive ratings, high job satisfaction levels, and commitment demonstrated by young people, it can be concluded that the program is highly successful in achieving the short-term outcome of fostering motivation and engagement with work.

"Coming to work at 6-6:30 am every morning shows that the youth employees are dedicated to coming to work. They wake up early to be here which shows commitment. Some even ride their bike to work every morning to be here on time." - Dismantle Employee 2024

Participation in Employment, Training or Work

ReNew is highly successful in achieving the long-term outcome of increased participation and success in employment, training, or work among young people.

Over 40 young people have successfully transitioned to further employment, training, or work since 2021 demonstrating the program's effectiveness in facilitating meaningful transitions. There was a 38% increase in the percentage of successful transitions from 2021 to 2023 further highlighting the program's improving success in this regard.

Additionally, findings from the RfO survey reveal substantial improvements in young people's perceived capacity to access the labour market. The notable increases of 45% in the response to the statement "I know how to find a job" and 64% in "I know what jobs are available in my area" between survey 1 and 3 indicate that the program effectively equips participants with the necessary skills and knowledge to navigate the job market successfully.

CAPACITY TO ACCESS LABOUR MARKET

I know how to find a job

Survey 01 » 3

Positive Change ↑



CAPACITY TO ACCESS LABOUR MARKET

I know what jobs are available in my area

Survey 01 » 3

Positive Change ↑



Overall, based on the successful transitions of young people and improvements in perceived capacity to access the labour market, it can be concluded that the program is highly successful in achieving the long-term outcome of increased participation and success in employment, training, or work.

“When he first started at Dismantle, he was coach surfing and using drugs. Over time, he started to become convinced that he wanted to make a change. He started to seize the opportunity to work with us and became reliable. He made the change to detach himself from the bad influences in his life and was with us for 1.5 years. He successfully transitioned and is now working on the mines and has been since 2021.” - Dismantle Staff 2023

IMPACT ON EDUCATION

To what extent has the program impacted education in young people?

As observed in the Program Logic, the program outputs, and short-term outcomes, lead to the long-term outcome of *Increased engagement with education*.

Engagement with Education

The program appears to be successful in achieving the long-term outcome of increased engagement with education.

The number of successful transitions to apprenticeships or full-time study increased over the years, indicating a positive trend in young people's engagement with education. In 2021, 3 out of 8 successful transitions involved young people transitioning to apprenticeships or FT study. This number increased to 4 out of 13 in 2022 and further increased to 8 out of 17 in 2023.

This data suggests that more young people are actively pursuing further education opportunities as part of their transition from the program. The increasing number of transitions to education pathways over the years reflects the program's effectiveness in fostering participants' engagement with education in the long term. Therefore, it can be concluded that the program is successful in achieving the long-term outcome of increased engagement with education among participants.

IMPACT ON WELLBEING

To what extent has the program impacted the wellbeing of young people?

In reference to the Program Logic, the outputs influence the short-term outcomes *young people have increased self-esteem and pride, have higher aspirations for life, engage in their own self-development and develop trusted relationships with mentors*. This, in turn, leads to the long-term outcomes *increased wellbeing and decreased social isolation*. It should be noted that conclusions are based off evidence with a limited data sample and therefore may not be valid.

Self-esteem and Pride

ReNew is highly successful in achieving the short-term outcome of increasing self-esteem and pride among young people.

The Youth-Employee Self Reflection Survey⁹ assessed how young people perceived themselves in a variety of interpersonal and intrapersonal work-related skill sets. The self-reported employability scores were averaged across Youth Employees and plotted against their respective time enrolled in JobReadii program.

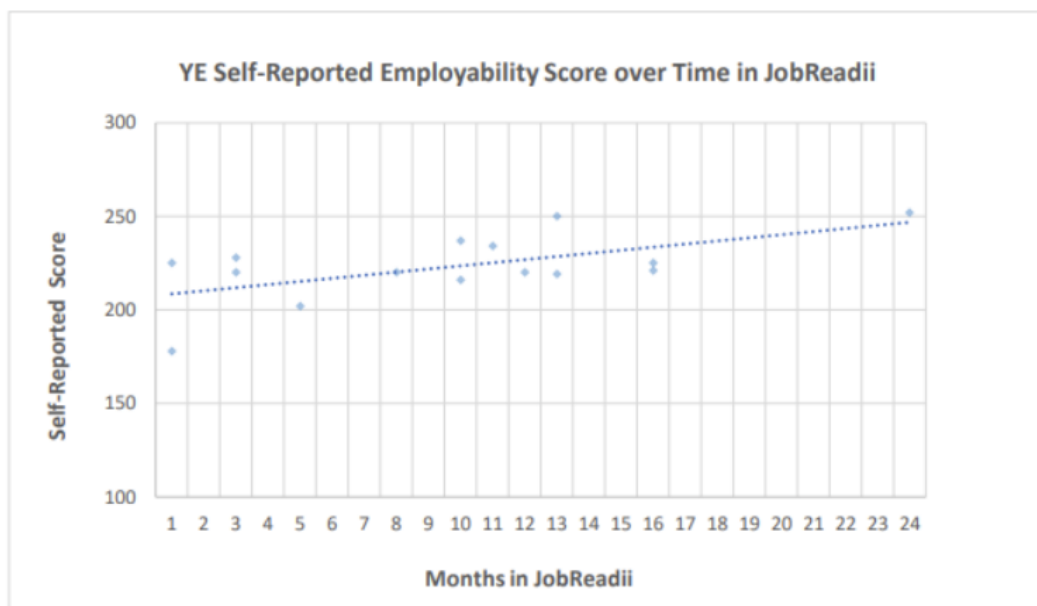


Figure 3 Youth Employee Self-Reported Employability Skills Results

There is an evident positive trend of the average self-reported employability skill scores of young people over time, from an average of 210 points in Month 1 to 250 points in Month 24. This suggests that participants perceive themselves as more equipped with employability skills, the longer time they spend in the program. This indicates an improvement in self-perception and confidence in their abilities, contributing to increased self-esteem.

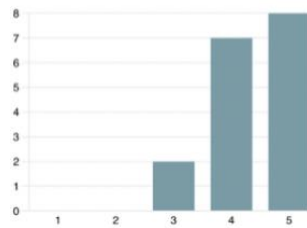
9. SLprojectproposalFinal (1).pdf

Additionally, the consistent high ratings given by young people in statements related to self-esteem and pride further support the program's success. Young people reported high levels of confidence in consistency in producing quality work outcomes, confidence as workers, and maintaining a positive mood towards work. These ratings averaging 4.35/5, 4.59/5, and 4.71/5 respectively, indicate a strong sense of pride and confidence among young people.

. I am consistent in producing quality work outcomes.

[More Details](#) [Insights](#)

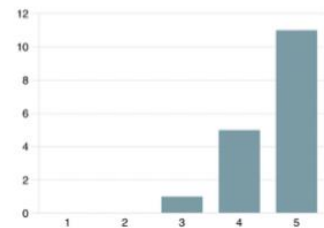
4.35
Average Rating



. I am a confident worker.

[More Details](#) [Insights](#)

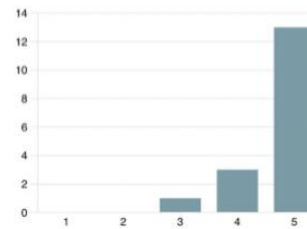
4.59
Average Rating



I have a positive mood towards work.

[More Details](#) [Insights](#)

4.71
Average Rating



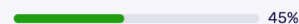
The findings from the RfO surveys indicate an increase confidence in young people's abilities over time. The upward trend in responses to the statement "In the last 2 weeks, I've been feeling proud of myself and my own abilities" and a notable 45% increase in the category "confidence to find work" demonstrate the program's effectiveness in enhancing participants' self-esteem and pride.

CONFIDENCE TO FIND WORK

I think that my chances of getting work are good

Survey 01 » 3

Positive Change ↑



Overall, based on the positive trends in self-reported employability scores, consistently high ratings in statements related to self-esteem and pride, and the findings from the RfO survey, it can be concluded that the program is highly successful in achieving the short-term outcome of increasing self-esteem and pride among participants.

"I believe he impressed himself and has proved to himself that he is capable of being a very hardworking team member" - Team Leader 2024

Life Aspirations

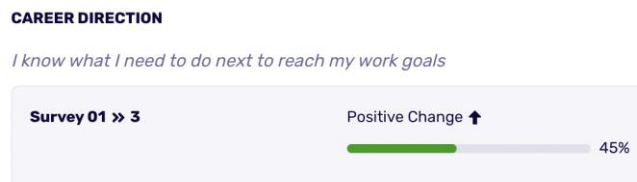
The program can be deemed highly successful in achieving the short-term outcome of fostering higher aspirations for life among young people.

The significant increase of 55% in responses to the statement "I know what kind of work I would like to do in the future" indicates a notable improvement in participants' awareness and clarity regarding their career direction. This reflects a positive shift towards actively considering future aspirations and the necessary steps to achieve them, suggesting that the program effectively encourages young people to aim higher in their life goals.



Moreover, the high rating of 6 out of 7 given by young people to the program's ability to recognise their strengths and aspirations further supports its success. This indicates that participants feel supported and empowered by the program to identify and pursue their aspirations, contributing to the development of higher aspirations for their lives.

Additionally, the notable 45% increase in young people ratings in the category of Career Directions, assessed through the question "I know what I need to do next to reach my work goals," reflects an enhanced understanding and proactive approach among participants in identifying and pursuing their career objectives. This increase underscores the program's effectiveness in equipping young people with the knowledge and resources to navigate their career paths confidently.



Overall, based on the significant increases in responses related to career direction and the program's recognition of strengths and aspirations, as well as the proactive approach demonstrated by participants in pursuing their work goals, it can be concluded that the program is highly successful in achieving the short-term outcome of fostering higher aspirations for life among young people.

"I am doing a great job at ReNew right now and know that this will give me good experience for the future" – Youth Employee 2023

Self-Development

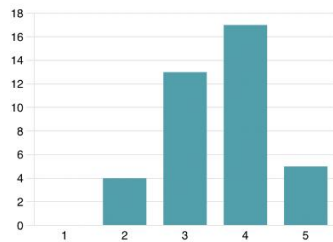
ReNew is successful in achieving the short-term outcome of engaging young people in their own self-development.

The TL Monthly Activity Tracker highlights positive behaviours indicative of proactive self-development among young people. Ratings such as 3.63/5 for viewing changes as opportunities to learn and 3.63/5 for asking to be taught when needing to know something demonstrate a willingness and initiative to actively engage in self-improvement. These behaviours reflect a proactive approach towards personal and professional growth, indicating that the program effectively encourages young people to take ownership of their development.

Does the YE asks to be taught when needing to know something at work, including normal jobs and learning new tools?

[More Details](#) [Insights](#)

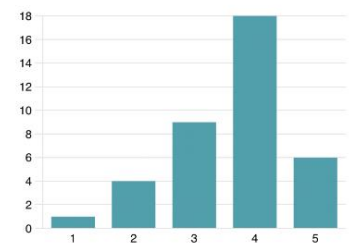
3.59
Average Rating



Does the YE view changes as an opportunity to learn, and not as a difficulty?

[More Details](#) [Insights](#)

3.63
Average Rating



Additionally, findings from the JR Monthly Activity Tracker showed that 70% of young people are exhibiting improvements in work readiness skills which further supports the program's success in engaging young people in their self-development. This indicates that the program provides opportunities for young people to enhance their skills and readiness for the workforce, fostering a sense of empowerment in their own growth and development.

These results collectively demonstrate the impactful role of ReNew and JobReadii in empowering young people to take ownership of their personal and professional development.

“The JobReadii managers could see Bailey’s potential and eagerness to grow both personally and professionally. The first big step in his journey was being nominated by JobReadii for The Wanderer Program, which provided him with the opportunity to pursue driving lessons. Soon after, he obtained his driver’s license and saved for his first car. Armed with this newfound independence, Bailey set his sights on the next step, applying for job opportunities. With assistance from JobReadii in creating a resume and writing job applications, he successfully secured a position with the City of Stirling in landscaping.” - Dismantle Staff 2023

Trusted Relationships

The program is successful in achieving the short-term outcome of developing trusted relationships with mentors among young people.

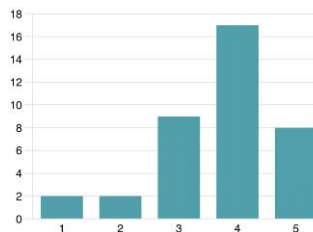
The young people's high rating of 6/7 in the RfO Participant Survey for the perceived effectiveness of the program in building trusted relationships suggests that participants view this aspect of the program highly. This suggests that young people values and appreciates the relationships formed with their mentors, indicating a sense of trust and reliability in these connections.

Moreover, the average rating of 3.71/5 in the TL Monthly Activity Tracker, indicates that young people are good team players in social and work situations, further supporting the success of the program in developing trusted relationships with mentors. This suggests that participants are able to build strong rapport and collaborate effectively with their mentors, fostering a sense of trust and camaraderie.

Is the YE a good team player at social and work situations? (e.g helping others, resolving personal conflicts to work on tasks)

[More Details](#) [Insights](#)

3.71
Average Rating



Additionally, the insight from the TL Daily Comments revealing the depth of these relationships, as indicated by the frequency and depth of personal information disclosed by young people to their mentors, reinforces the program's success in developing trusted relationships. The willingness of young people to share personal information demonstrates a level of comfort and trust in their mentorship relationships, further emphasizing the positive impact of the program in this area.

Overall, based on the high rating of trust in relationships, positive teamwork ratings, and depth of personal connections observed between young people and mentors, it can be concluded that the program is successful in achieving the short-term outcome of developing trusted relationships with mentors.

“Dismantle is different to other employment providers because they are there to listen and support me in other areas of my life that stop me from being able to work. I would always choose Dismantle to support me” – Youth Employee 2022

Wellbeing

ReNew is successful in achieving the long-term outcome of increased wellbeing among young people.

The high rating of 6 out of 7 given by young people in the RfO survey regarding the program's effectiveness in identifying and responding to barriers to employment indicates that the program effectively addresses a diverse range of issues experienced by the young people. By addressing these barriers, the program lays the groundwork for improved wellbeing among participants, indicating its success in promoting long-term positive outcomes.

Additionally, the observed increase over time in responses to questions such as "In the last 2 weeks, I've been feeling proud of myself and my own abilities", "In the last 2 weeks, I've been thinking clearly", and "Over the last month, I've felt included amongst my co-workers" further supports the program's success in promoting increased wellbeing. These positive trends suggest that participants experience greater feelings of pride, clarity of thought, and inclusion in their workplace environment over time, contributing to overall improved wellbeing.

There was a slight decrease in responses indicating feelings of relaxation over the past two weeks which may indicate a potential area for improvement, or simply reflect the increasing sense of responsibility throughout a young person's development and it doesn't negate the improved wellbeing experienced from participation in the program.

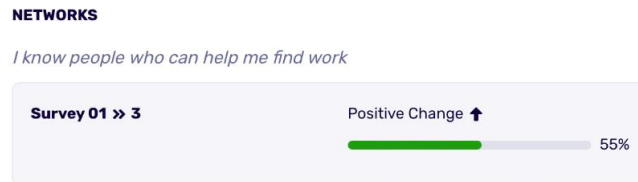
Overall, based on the high rating of effectiveness in addressing barriers to employment, positive trends in key wellbeing indicators, and the fostering of a supportive and inclusive environment, it can be concluded that the program is successful in achieving the long-term outcome of increased wellbeing among participants.

"Working at ReNew has given me the confidence to look for other jobs as I believe I now have the skills needed to be employed" – Youth Employee 2023

Social Isolation

ReNew is successful in achieving the long-term outcome of decreasing social isolation among young people.

The substantial improvement indicated in the RfO survey, with a notable 55% increase in young people's awareness of people who can assist them in finding work, suggests an expansion of social networks among participants. This increase in social connections potentially leads to increased opportunities and support in their employment journey, indicating a reduction in social isolation over the long term.



Additionally, the increase observed over time in responses to the question "Over the last month, I've felt supported by the adults in my life" suggests that participants feel increasingly supported and connected to the adults in their lives. This indicates a positive trend towards reduced social isolation and a greater sense of support from their social network.

Insights from the Employee Monthly Self-reflection survey further support the program's success in decreasing social isolation. Positive behaviours, such as actively seeking ways to help co-workers (rated 4.76/5) and engaging in conversations with them (rated 4.59/5), as highly rated by young people indicate a fostering of connections and a supportive environment within the workplace. These high ratings suggest that participants feel empowered and encouraged to engage with their peers, leading to a reduction in social isolation and the cultivation of a supportive community atmosphere.

Overall, based on the substantial improvement in young people's awareness of support networks, positive trends in feeling supported by adults, and behaviours indicative of decreased social isolation observed in the self-reflection survey, it can be concluded that the program is successful in achieving the long-term outcome of decreasing social isolation among young people.

"I am more comfortable to talk to people I don't know, or I am not already friends with, after working in a team at ReNew" – Youth Employee 2023

OVERALL ASSESSMENT

Overall, ReNew's program demonstrates considerable success in achieving its desired outputs and outcomes, positively impacting the lives of at-risk young people.

ReNew excels in providing young people with paid work experience, fostering the development of soft skills needed for employment, and facilitating engagement in job-seeking activities. The program's success in these areas is evident through its track record of creating significant award-wage employment opportunities and effectively equipping young people with the skills and resources needed to successfully navigate the job market.

ReNew effectively translates its outputs into impactful short-term and long-term outcomes, demonstrating the strength of the program logic. Young people demonstrate increased motivation and commitment to work, higher aspirations for life, active engagement in self-development, and the establishment of trusted relationships with mentors. These outcomes are supported by positive ratings, testimonials, and observable behaviours, indicating the program's success in fostering positive personal and professional growth among young people.

ReNew also achieves significant medium and long-term outcomes in terms of increased participation, engagement and success in employment, training, work and education, as evidenced by the successful transitions of young people to further employment or education. Moreover, the program contributes to improved wellbeing and decreased social isolation among participants, as indicated by positive trends in key wellbeing indicators and the expansion of social networks.

ReNew's effectiveness lies in its comprehensive approach to addressing the diverse needs of young people, providing them with the necessary support, resources, and opportunities to thrive personally and professionally. The program's success is further reinforced by its ability to adapt and evolve over time, evidenced by the continuous improvement in participant outcomes and the positive feedback received from stakeholders.

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