

*Dare to
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2021 Evaluation Report

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Introduction:

Dare to Dream is an inspirational programme from the Love Local Jobs Foundation that challenges students to change the way they think. 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.

Programme Lead, local radio celebrity Jack the Lad, uses his skills as a professional entertainer 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 **self-awareness, mindset, gratitude, resilience, teamwork** and **employability** Jack the Lad, and business mentors from leading local employers use their own experiences and extensive knowledge to drive and motivate students of today.



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Programme Delivery:

On account of the Covid-19 pandemic the delivery during the 2020/21 varied from school to school, to ensure viable delivery was maintained throughout this changeable academic year. The participating schools experienced various interactions such as:

- **Inspirational Talks** - hosted in school by programme lead and inspirational speaker, Jack the Lad focusing on **self-awareness, mindset, gratitude, resilience, teamwork** and **employability**.
- **Online Mentoring sessions** - business mentors and students met online to discuss the key messages from Jack the Lad's inspirational deliveries.
- **Workplace Workshop/Tour** – held online where possible by partnered business

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2021 headlines

- Chichester, Brighton, Crawley and Burgess Hill
- 17 schools
- 1,655 students
- 5 sponsors
- 20 business mentors
- 55 student mentees



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Thank you to the enabling sponsors

ROLLS-ROYCE
MOTOR CARS



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Thank you to the participating schools



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Hazelwick School



THE
GATWICK
SCHOOL



Holy Trinity School



Thomas Bennett
Community College



Oriental High School



Students - how is success measured

The impact of Dare to Dream on students 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 2021 programme:

- **80%** of students 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)
- **74%** of students agreed or strongly agreed that they felt confident making decisions about their future. (up from 61% at the start)
- **73%** of students agreed or strongly agreed that they felt positive about their future in general (up from 64% at the start)
- **71%** of students agreed or strongly agreed that they felt positive about their future career (up from 53% at the start)

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Students - how is success measured

By the end of the programme the following students were asked how they felt about these questions:

- **85%** of students agreed or strongly agreed that they understood how decisions they make now can affect their future options
- **82%** of students agreed or strongly agreed that they were thinking about going to college or uni after school
- **79%** of students agreed or strongly agreed that they have positive role models in their lives
- **76%** of student agree of strongly agree that they were aware of areas where they must improve

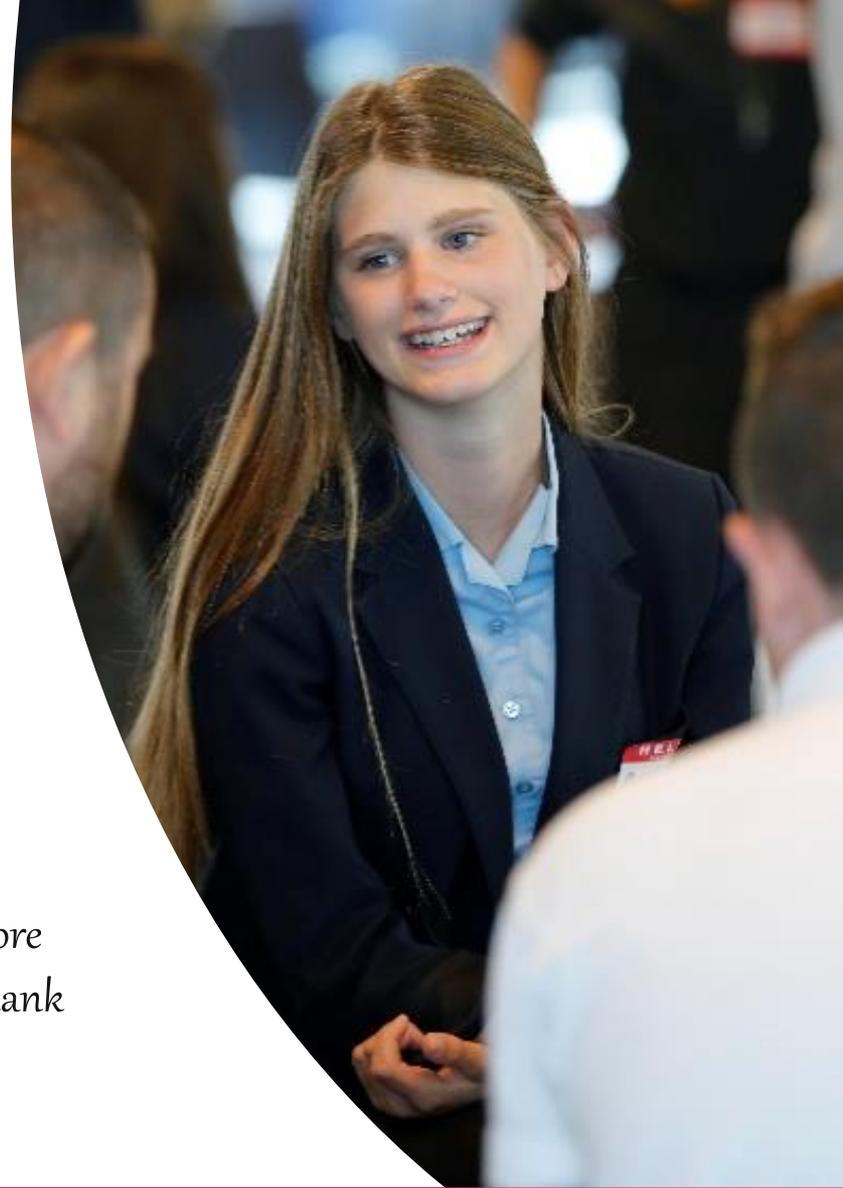
Student testimonials

“This was a great opportunity for me. I have learnt so much from it, and have a lot more faith in myself that I can do it”

“It has helped me and shown me who I need and don't need in my life, and has encouraged me to be more confident in myself.”

“The programme made me go out of my comfort zone”

“Thank you so much for this programme, it's given me more confidence in my future career. You have helped a ton. Thank you.”



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Student testimonials

“I thought Jack’s presentation was really inspiring. We have had other people talk to us over the past 3 years, but I felt this one was the best. My entire year was engaged, and we talked about it a lot after it ended. Jack made the presentation really funny as well and so we remembered all of the positives from what we heard.”

“I have learnt to keep positive, to encourage people around me and to always stay resilient and keeping trying even if I fail, and if I do fail then to learn from it”

“I loved it so much! Would love to have it again!”



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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 programme. By the end of the 2021 programme:

- **91%** of mentors surveyed believe that Dare to Dream is something all young people would benefit from
- **90%** of mentors surveyed agreed or strongly agreed that the students understood what skills and qualities employers are looking for
- **82%** of mentors surveyed agreed or strongly agreed that the students grew in confidence about their own abilities
- **82%** of mentors surveyed agreed or strongly agreed that the students understood what skills and qualities they currently have and what they need to develop
- **81%** of mentors surveyed agreed or strongly agreed that the students improved their communication skills

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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 2021 programme:

- **100%** of mentors surveyed agreed or strongly agreed that Dare to Dream has helped build awareness of their organisation amongst students
- **100%** of mentors surveyed believe that Dare to Dream has the potential to lead to stronger relationships with participating local schools
- **91%** of mentors surveyed agreed or strongly agreed that they enjoyed volunteering and felt good about being able to help others
- **91%** of mentors surveyed agreed or strongly agreed that they felt more positive about their organisation as a result of volunteering
- **90%** of mentors surveyed agreed or strongly agreed that the experience has improved their training and coaching skills
- **82%** of mentors surveyed agreed or strongly agreed that the experience has developed their empathy skills as a colleague/managers

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Business mentor testimonials

“I was privileged to be given the opportunity to be part of the Dare to Dream programme - it was a great experience and I hope that that the school kids got as much from the process as I have.”



“I think this is such a valuable programme and have found it very inspiring learning about the students and helping them to see qualities in themselves that they perhaps were not aware of. I believe this is something that all children should have access to.”

“I really enjoyed doing this and gave me more confidence to do things like this in the future.”



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Business mentor testimonials

“From day one I formed a professional relationship with my students, and I really enjoyed each and every time we met. I watched my students grow in such a short time and this is credit to the Dare to Dream team who made this all possible.”



“The Dare to Dream Programme was really rewarding for me personally. I had the opportunity to really connect and encourage a diverse group of young people with real world experience, which I hope benefited them, as much as it did for my own personal coaching development.”



“Fantastic programme which helps young people achieve their full potential.”

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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 programme. By the end of the 2021 programme:

- **100%** of school staff surveyed agreed or strongly agreed that the programme helps improve their engagement and attainment
- **93%** of school staff surveyed agreed or strongly agreed that is something all young people would benefit from regardless of their engagement or attainment levels
- **92%** of school staff surveyed agreed or strongly agreed that the students understood what skills and qualities employers are looking for
- **92%** of school staff surveyed agreed or strongly agreed that the programme helped students reduce their anti-social behaviour
- **90%** of school staff surveyed agreed or strongly agreed that the students felt inspired about their potential

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School Testimonials

“From the very start of the first assembly, Jack engaged all our students with humour and humility. It is not an easy task to hold the attention of 180 13-14 year olds but Jack interspersed a strong message – “you can achieve, if you put your mind to it” The impact these assemblies has had on our students has been phenomenal, encouraging shy and anxious students to stand up in front of their peers and answer questions - we have been so amazed! This year we were fortunate to be supported by American Express and as such, 10 Year 9 students took part in virtual mentoring. We are so grateful to the American Express volunteers for their time and advice - our students have really valued it.”

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School Testimonials

“All our Year 9 students have benefitted from the Dare to Dream programme this year. Jack ‘The Lad’ came into school three times and spoke about his life experiences and the obstacles he has overcome during his life. He has created a real connection with the students and his down-to-earth approach has motivated them to think about themselves, the impact they have on others and inspired them to think about their futures. They are now thinking about their skills, interests and opportunities for the future. The students chosen for one-to-one mentoring with Rolls Royce staff have had conversations about their future hopes and dreams, prompting students to think about their future selves. The students benefit from the individual conversations and attention from the mentors. Having someone from outside school to chat to, who is not a family member, has a real positive impact on them.”

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Business

Rolls-Royce joins scheme to support young people with mentors

Rolls-Royce Motor Cars is supporting Dare to Dream, an inspirational programme that gives young people workplace experiences and opportunities to help them fulfil their potential.



Crawley Borough Council is supporting the Love Local Jobs Foundation's Dare to Dream programme, helping hundreds of students from five schools.

Dare to Dream is an inspirational programme created by the Love Local Jobs Foundation, a community interest company (CIC), which aims to support the self-awareness, resilience, employability skills and wellbeing of young people.

"Upskilling residents so they can take advantage of the employment opportunities locally is a key aim of the council as we look to recover from the economic impact of the pandemic."

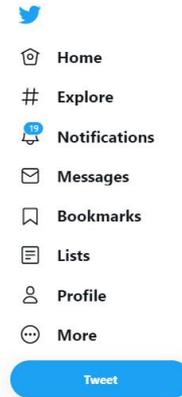
The programme aims to motivate young people and give them vital life skills to prepare them for their future careers. 570 Year 9 students are participating in the programme from The Gatwick School, Hazelwick School, Holy Trinity, Oriol High and Thomas Bennett with a number of inspirational talks to boost their confidence and aspirations to fulfil their potential.

The council has previously taken part in other Love Local Jobs Foundation initiatives, including Be the Change for several years, as part of its long-term commitment to development the skills and employment prospects of young people in Crawley.

The programme lead is radio celebrity Jack 'The Lad' Hayes, who is using his skills to engage with youth audiences and tell his own story.

For more details about Dare to Dream visit love.localjobsfoundation.com/dare-to-dream

Councillor Peter Smith, Cabinet member for Planning and Economic Development, said: "I'm delighted to be supporting this inspirational programme, especially in the current economic climate."





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Conclusion:

As a result of the COVID-19 pandemic the 2020/21 academic year has been the most challenging year to date for delivery of the Foundation's programmes. Nonetheless the outcomes of Dare to Dream remain particularly strong and demonstrate how the programme has helped to support schools and their students during a challenging period. Dare to Dream has also provided a strong sense of purpose for the local business community at an important time.

Due to the ongoing impact of the pandemic the delivery format has required consistent adaptation throughout the year. Classroom and bubble deliveries, content videos for mentors, virtual mentor briefings, digital workbooks, online participant surveys and broadened cohorts of participating students are a selection of the nuances related to this year's programme delivery. Whilst not without challenges, in many ways this has been a positive outcome for everyone involved, facilitating new experiences and reinforcing flexibility, both of which are increasingly necessary in the new world of work.

There have been many learning points for the Love Local Jobs Foundation throughout this year's programme and the positive outcomes, despite many of the necessary pivots, present an opportunity to continue evolving the delivery format of the programme in an effort to enable the biggest impacts for as many young people as possible in the future. These learnings have already been applied to the delivery plans for 2021/22.

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Conclusion:

The most significant change was facilitating the mentoring sessions online rather than face to face due to social distancing requirements. This was a new way of engaging with students and presented different obstacles by comparison to face to face communication (e.g. technical issues, availability of equipment, students not turning on cameras, etc.) Nonetheless, as detailed in this report, these interactions continued to be meaningful and allowed mentors to share their experiences and career journeys with students on a one-to-one basis and to listen to the students about the challenges they are facing as well as their strengths and aspirations.

Through the combined support and collaboration between schools, local authorities and employers the Love Local Jobs Foundation are delighted to have been able to deliver multiple programmes that help to better equip local young people to fulfil their potential. This year Dare to Dream has provided a much needed boost of positivity, inspiration and belief for 1,655 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 2021/22 academic year.

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