

# Insain VisionWorks™ Evaluation Report

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This document has been produced by Dr Sajni Gudka from the **Urban Impact Project** for the Insain VisionWorks™ Program.

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Insain has been actively fostering an impactful synergy between academic pursuits and practical applications. Insain maintains the utmost integrity in every facet of its operations. This integrity ensures that all collaborative initiatives, including our partnership with Dr Gudka (PhD), uphold the highest standards of transparency, accountability, and ethical conduct. Our commitment to these principles is consistently demonstrated through continual improvement, rigorous program evaluation, and an enduring dedication to creating meaningful and beneficial impacts in our partner institutions.

We acknowledge we are situated on Noongar land, and that Noongar people remain the spiritual and cultural custodians of their land, and continue to practice their values, languages, beliefs and knowledge. We pay our respects to the traditional owners of the lands on which we live and work across Western Australia and Australia.

# Foreword

## Welcome to the world of Insain, where young people's dreams take centre stage and the source that propels us toward a brighter future.

At Insain, we believe in the limitless potential of young individuals. Our journey began with a deep-rooted desire to revolutionise youth engagement, transcending the ordinary and embracing the transformative power of vision. Fueled by unwavering passion, we embarked on a mission to unlock the hidden potential within each young person we encounter, and our flagship program VisionWorks™ lies at the heart of this mission.

Our Vision is crystal-clear: to empower young people by placing their dreams and aspirations at the forefront of our work. Within their visions lie the seeds of transformation and the keys to unlocking their true potential. Through VisionWorks™, we guide young people on a journey of self-discovery, equipping them with the tools and empowering them with the ability to effectively communicate their visions for the future.

What sets Insain apart is our holistic and innovative methodology, harmoniously blending elements from counseling, psychology, and youth work. Our exceptional team of Vision Agents serves as compassionate guides, leveraging their expertise and coaching skills to help young individuals navigate barriers and seize opportunities. Together, we co-create a path where limitations are shattered, and futures are empowered.

In 2020, Insain collaborated with Mount Lawley Senior High School, marking our inaugural partnership in education. Since then we have successfully delivered twenty programs, providing consistent revisions and critical evaluations of the VisionWorks™ program. This document highlights the impact VisionWorks™ had in five schools in Perth.

We are ready to revolutionise the landscape of youth support with VisionWorks™. Our extraordinary team of Vision Agents are prepared to seize the opportunity to make a profound impact. We are proud of the incredible achievements we have accomplished in such a short time, and now we are poised to take it to the next level. Join us in this bold mission to nurture and celebrate the visions of every young person.

**Sain Dzemail**

Director, Insain VisionWorks™



# Background

The VisionWorks™ Program is designed to empower young people aged 12 - 35 to explore what they would like their future to look like. Over a 10-week period, the students in groups of 20-35, work through a series of topics that cover social, emotional, vocational and educational growth.

They gain clarity on what they would like their future to look like, discover barriers that limit their ability to reach their true potential, learn ways to articulate their vision, explore tools to develop and grow their vision, and ask for help and strategies to achieve their vision. In addition, the students get an opportunity to engage with someone from the community who is aligned with their vision.

## Opportunities provided by the VisionWorks™ Program



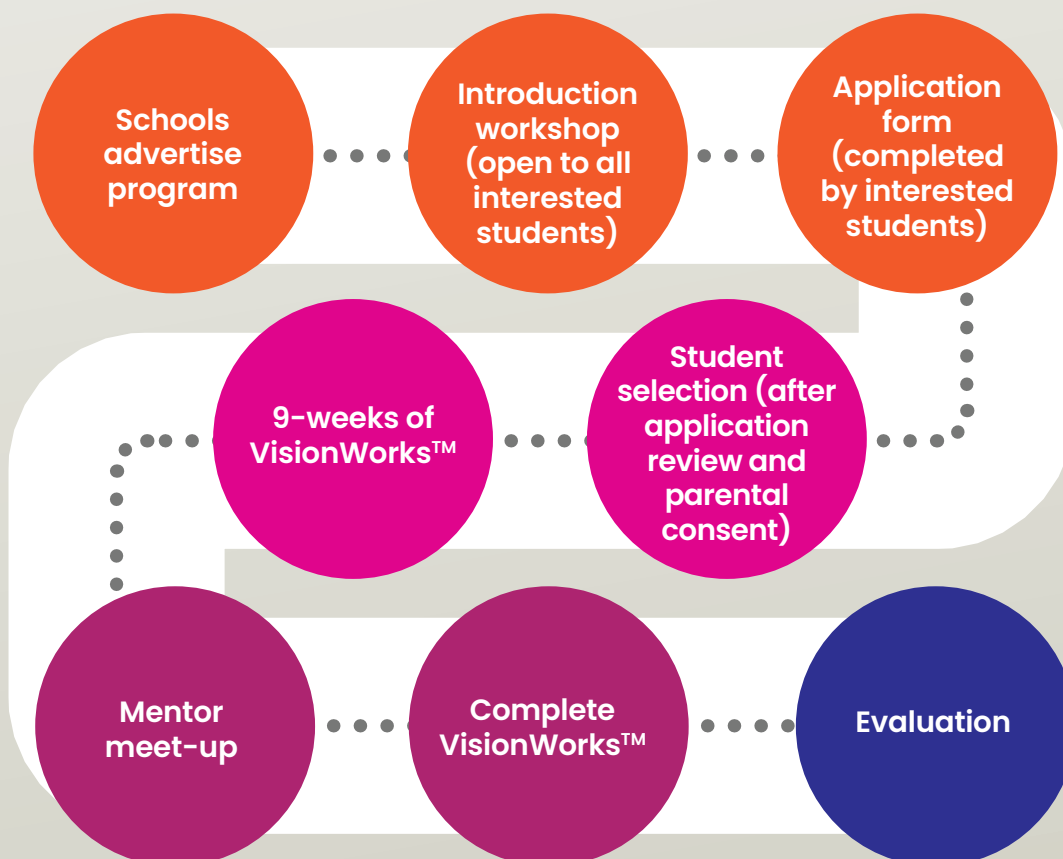
# Evaluation

A mixed method evaluation strategy was developed and applied at various stages of the program to:

- measure the impact of the program, and
- identify ways to improve the impact of the program.

The VisionWorks™ Program was offered to 4 schools in Term 1, 2024 in the North Metropolitan Education Region of Perth. The schools advertised the introduction sessions to their students. 138 students from years 9–11 attended the introductory VisionWorks™ session. All the applications forms were reviewed, and parental consent was requested. Following the screening and consent stage, a total of 104 students were selected to participate in the nine-week VisionWorks™ Program. 89 students completed the program and 51 participated in the final evaluation.

## How the VisionWorks™ Program works

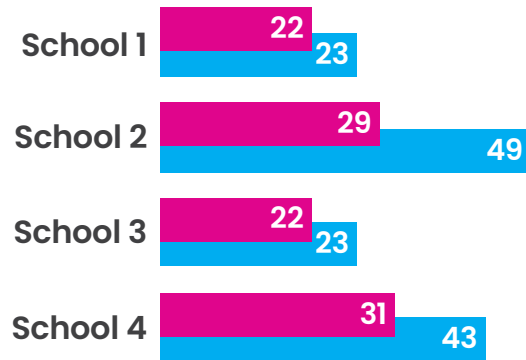


# Key Findings

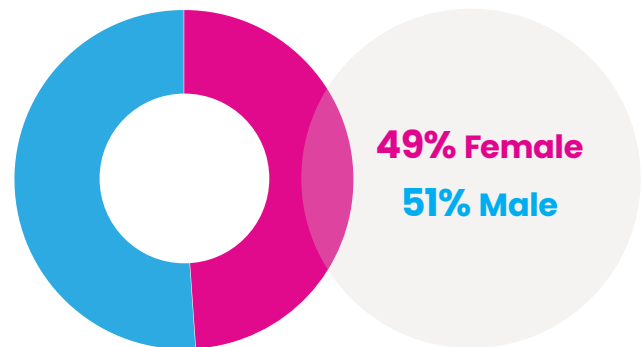
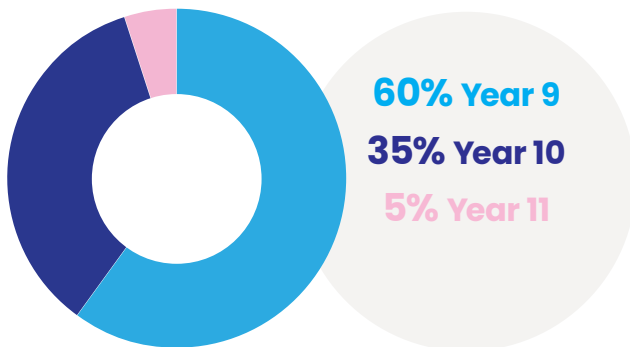


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## HIGH SCHOOLS



Selected for VisionWorks™ program  
Applied to participate



The students said they wanted to participate in the VisionWorks™ Program because they face a number of challenges in their day-to-day life, such as:

26% thinking I'm not good enough

15% I procrastinate a lot

12% Fear of the unknown

11% do a lot of negative self-talking

11% I give up easily

9% Being told what to do

8% Doing everything perfectly

7% FOMO

On the VisionWorks™ Program application form, the students said they wanted help to:

**Educational:**  
creating a plan  
for Year 12, Tafe  
and/or university  
**96%**

**Emotional:**  
help understand  
personal triggers  
**52%**

**Social:** help  
manage people  
in my life who  
influence me  
**63%**

**Vocational:**  
help with getting  
a job  
**80%**

*"Improve grades at school and get ideas for future employment."*

*"Explore opportunities of how to make dreams come true."*

*"Find work experience and gain self-confidence."*

*"Gain the confidence in myself, rather than doubting myself, so as to improve my physical and mental capabilities."*

*"Plan for a successful future and making my parents proud."*

*"Improve my focus and get better grades because last year they were terrible, and everyone was telling me I was going to end up nowhere."*

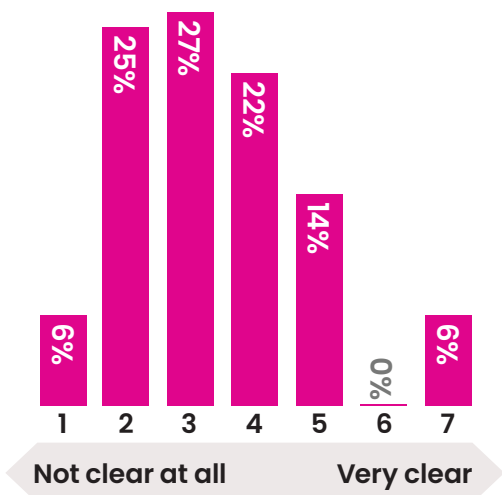
*"Be happy and do something that I actually enjoy."*

# Vision for Future

When teenagers learn the importance of visualising their future and thinking about how they are going to make that happen, they stop drifting through life. The VisionWorks™ Program teaches the students to make strategic choices about their lives and how to accomplish their goals.

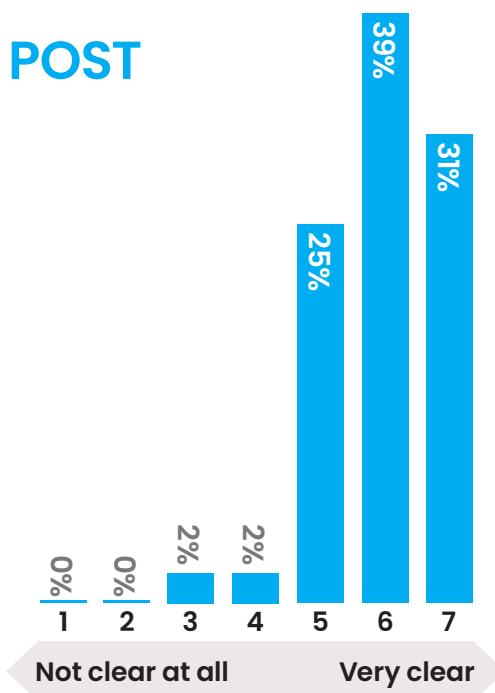
## Clarity about their Vision for the Future

**PRE**



Before VisionWorks™ Program

**POST**



After VisionWorks™ Program

## Discussed their vision with someone





## New skills or knowledge that are valuable for the future

55% how focus works

61% how to take action

67% how to create a vision

**82%**

said they felt confident or very confident speaking about their future because of the VisionWorks™ Program

*"I am most proud of being present in this program, overcoming my fear of asking for help and gaining confidence in speaking about my vision in front of the class."*

To achieve their vision, they said they learnt that they need to:

*"Focus on their vision and ask for help – no matter how hard it may seem. Ask for help."*

*"Stop worrying about the bad stuff and focus on the good stuff."*

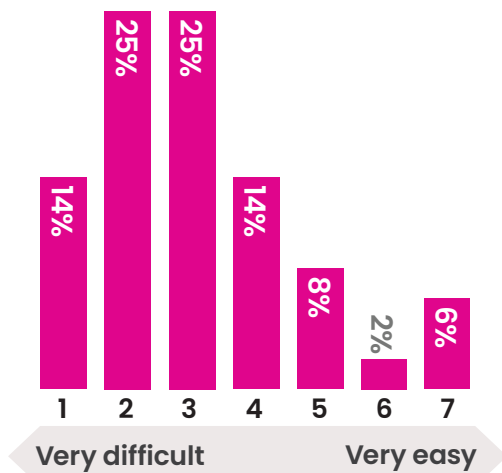
*"Believe in themselves. It will be harder to accomplish your vision if you self-sabotage and hold yourself back. So, it is important to always tell yourself you are good enough."*

*"Overcome fear by asking for help and becoming more confident at speaking in public."*

## Asking for Help

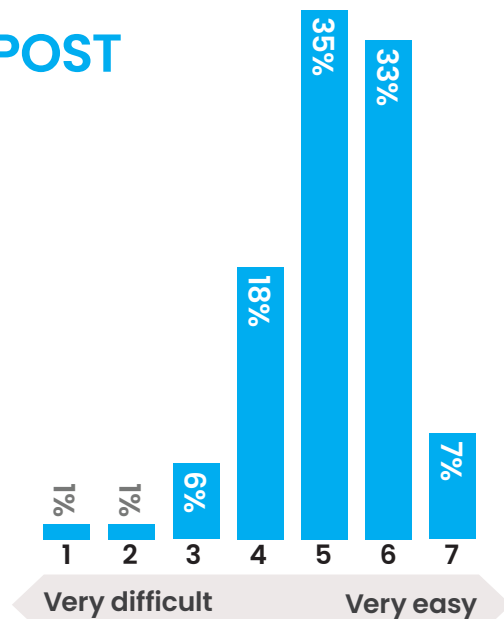
Young people are the least likely of any age group to seek help. Through the VisionWorks™ program, young people gained more capability to articulate what help they required, how to ask for help, and how to accept help. This develops trust in adults, improves their communication skills, and enable them to feel empowered and supported.

### PRE



Before VisionWorks™ Program

### POST



After VisionWorks™ Program

*"I learnt to ask for help and that I should never be afraid to ask for help."*

*"I got help to vision my future and learnt that I need to get better grades in Maths and Science to get the jobs I want."*

*"The help I got was getting my confidence up."*

*"I got help focusing on my vision and getting advice on how to stay on the right track to get where I want to be."*

*"I learnt that I need to stop procrastinating and take the opportunities when they are given to me."*

*"I got to learn about my personality colours and ways how I can keep an open mind."*

Asked  
VisionWorks™  
for help  
**96%**

Received  
the help they  
wanted  
**98%**

Met a suitable  
mentor  
**78%**

***I loved this program because  
I could be myself and talk about  
anything without feeling judged or  
unwanted.***

***Ozzie, Laura and Sain are absolutely amazing.***

***They don't care what kind of job you want. But  
they deeply care in us and they worked really  
hard to understand us and help us get there.***

***They created a really fun and safe space and  
helped me open up and figure out what I  
want in life.***

***It was the best opportunity I could  
have ever had.***

## Social and Emotional Wellbeing

A unique feature of the VisionWorks program is to equip young people with the theory, tools, skills and resources they need to become more resilient, connected and hopeful for their future.

The students noted a significant change in their mood and focus since starting the VisionWorks™ Program. They were proud of their contribution in the program, and in particular for showing up, listening and actively participating in each session.

These social and emotional wellbeing outcomes help buffer teenagers against stress and anxiety. A positive mood improves problem solving and goal setting skills, and that means the students are better able to cope with challenges that arise, over time in their life.



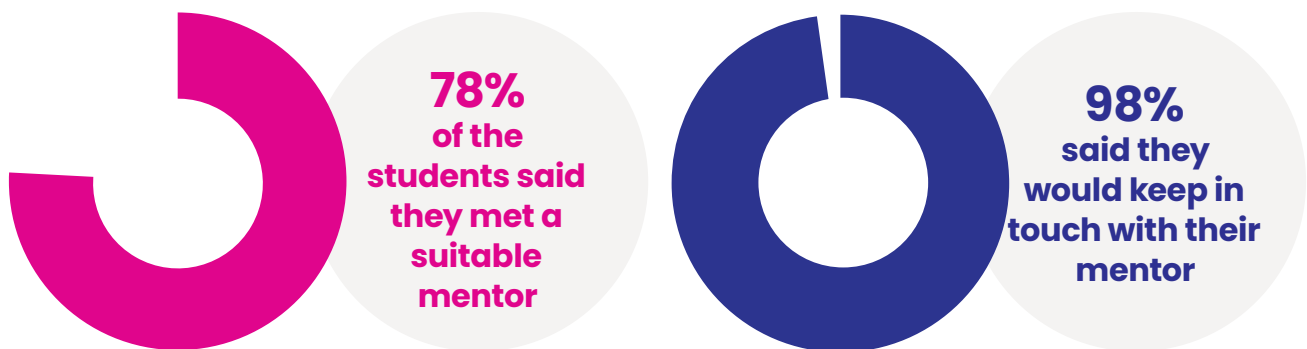
*"I have learnt that I should not self-doubt or be scared to speak up. I am so proud of myself for overcoming this fear and speaking in front of the class."*

*"I am most proud of turning up to every single VisionWorks session and completing the whole program. It has helped me realise my potential."*

*"The best thing I learnt in this program was about my mood and focus. I am most proud to say that I have been mature in serious situations since I started the program."*

# Mentor Meet-Up

We couldn't do what we do without our Insa!n mentors – young people are the heart of our VisionWorks™ Program, but the mentors are the community of our team.



77% would find it easy or very easy to ask their mentor for help in the future

*They appreciated the mentor meet-up and said the best thing about it was:*

*"Discovering things we wouldn't just found out by talking to teachers or family."*

*"Help finding work experience."*

*"Getting an apprenticeship."*

*"Opportunity to meet someone who gave me so much information and help on tattooing."*

*"Speaking to a veterinarian."*

*"Having a phone call with an international soccer scout."*

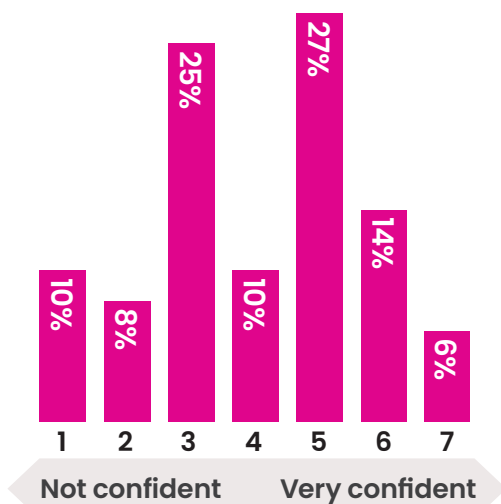
# School Engagement Outcomes

A positive sense of belonging at school has fundamental benefits for young people. The flow-on benefits can shape a student's learning, behavioural and engagement with their school.

The students in the VisionWorks™ Program saw significant improvement in their perception of belonging at school, knowing more people at school, their belief in their ability to finish school, and finding employment after school.

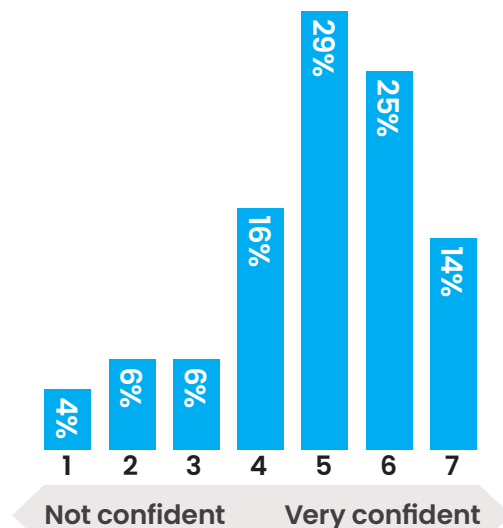
## Perception of belonging at school

PRE



Before VisionWorks™ Program

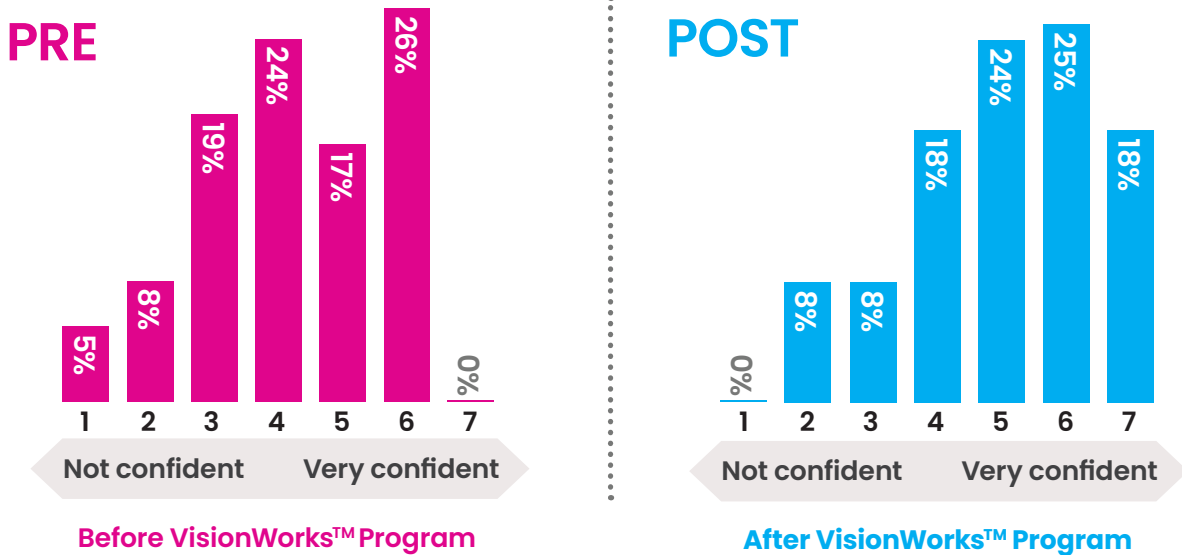
POST



After VisionWorks™ Program

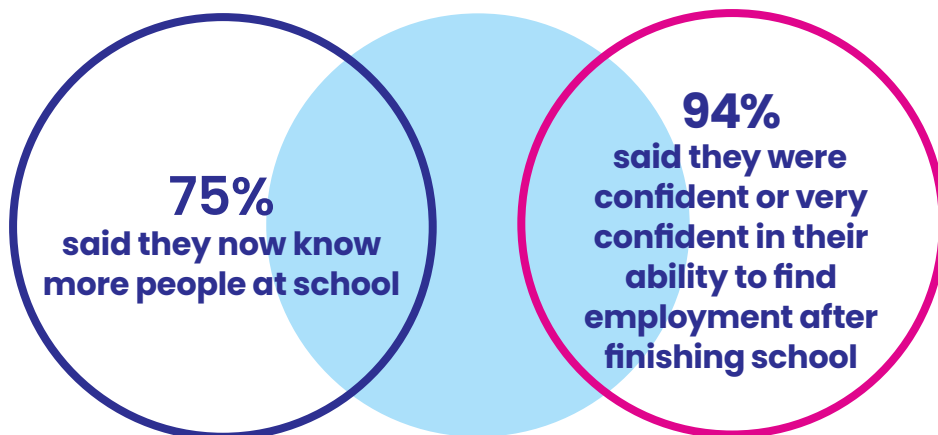
*“Once I could explain my vision to everyone in the class, I became more confident in myself. I know I need to focus more in school and get good grades. I could also join environmental groups and keep loving the ocean and practice snorkelling and diving.”*

### Confidence in ability to finish school successfully



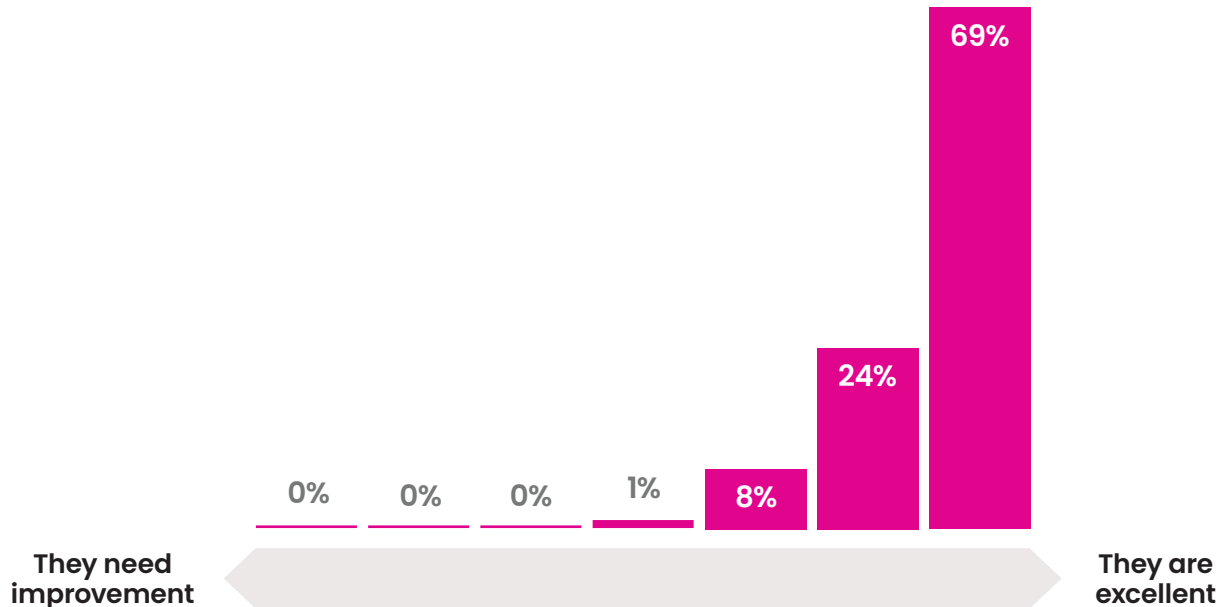
### Motivation to participate in school and school life

- 96% Making my family proud
- 75% Finding classes and clubs that match my interests and passions
- 65% Having a supportive mentor or teacher who understands me
- 63% Recognition for my efforts and progress
- 32% Opportunities to work on real projects that make impact in the world
- 25% A safe and inclusive school where I feel respected



## VisionWorks™ Team

The VisionWorks™ Team consists of extraordinary people, personally aligned and committed to positively impacting the future of the students in their program.



*"This course is amazing. The people running it are very helpful and energetic."*

*"Everyone that works in the program is so nice and I really feel they care about what I have to say. I feel more confident in sharing my ideas and thoughts now that I have done this program."*

*"This program helps young people excel in the things they want to do in life and helps them find a way into that path of work and lifestyle."*

*"I am glad I had the opportunity to do these sessions and learn to focus on what I want to achieve in life."*

*"The best thing about this program are the people delivering this program. They are fun and are nice/friendly. They actually care about helping us and they also challenge us and get open-minded."*

*"The best thing about this program is that it's a place where everyone can share what they want to do -safely."*

*"All the fun, interactive, knowledgeable knowledge and taking best actions and environment from the INSAIN team. Thank you!"*



# Testimonials

## Parent Testimonial 01

I'd like to praise Ossie and his team at Insain for their truly motivational programme they run.

My son has been very lucky to have received a place in the Insain programme run by Ossie and I've noticed a huge shift in a positive direction with his attitude towards school.

Before the programme my son was unmotivated to complete high school and often talked about dropping out early. He lacked both confidence in himself and his ability to achieve a career.

Ossie's motivational Insain programme brought out a passion and determination inside my son, igniting an enthusiasm to finish school and apply for university.

My son talks more positively now and has a solid goal he is focused on achieving and it's all thanks to the amazing work he's been doing inside the Insain programme.

After each class he comes home raving about what he learnt and telling me all about how much fun he's had.

Thank you again Ossie for bring such positivity to my son's life, your programme really is life changing.

## Parent Testimonial 02

I want to extend my sincere gratitude to you and the Insain team for your unwavering support and guidance towards my child. Since joining your program, I've witnessed remarkable transformations in both his academic performance and personal growth.

His dedication to his studies has notably improved, resulting in significant progress in his grades and increased engagement in class, as noted by his teachers and the feedback we have received from them.

He was excited to go to school to participate in this program each week and always returned at the end of the day to brief us on what he had learnt. I was really impressed with the goals vision and what they wanted their future to look like and the strategies and mindset he would need to get there.

His confidence has grown significantly to the extent that he recently applied for and secured a casual job independently. He has become more proactive in organising his own life schedule, organising lifts and letting me know the plan rather than relying on others to do it for him.

He has really enjoyed his interactions with Ossie and the way that they have developed a respectful, fun relationship. He enjoys being able to share what he loves and is passionate about and is guaranteed to have a positive response from Ossie, which has been awesome. He really enjoys the banter!

Thank you for all you do in nurturing young minds and empowering them to reach their full potential. I am truly thankful that my son has had this opportunity to be a part of the program.

## Stay in touch

For general enquiries [hello@insain.com.au](mailto:hello@insain.com.au)

To run our program at your school [schools@insain.com.au](mailto:schools@insain.com.au)

For marketing and media enquiries [sain@insain.com.au](mailto:sain@insain.com.au)

For information on our results [urbanimpactproject@gmail.com.au](mailto:urbanimpactproject@gmail.com.au)

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