

# VisionWorks

**Vision Agents  
Leading the  
Way**

**UNLOCKING  
POTENTIAL**

The Secret Behind  
VisionWorks™'s  
Success

**DR SAJNI**

Groundbreaking  
Results  
That  
Speak  
Volumes

**Empowering  
Your Child's  
Future**

**A Parent's  
Guide to  
VisionWorks™**

**#NOVISIONNOFUTURE**



VisionWorks™

@VisionWorks™ WA



VisionWork™ enables and empowers you to see beyond the present, shaping not only what's possible but what's inevitable when your vision is aligned with your purpose. It's not just about seeing the future—it's about creating it.

**#NOVISIONNOFUTURE**



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# ABOUT VISIONWORKS™ THE SOCIAL ENTERPRISE



## A LITTLE BIT ABOUT OUR PRIVATE PRACTICE

VisionWorks™ is a social enterprise dedicated to enabling and empowering young people to unlock their true potential.

We create unique opportunities and build trusting relationships that encourage youth to discover and pursue their vision.

Our programs take a distinct approach to youth achievement and skill development, designed to inspire young people to take action and support their growth in the various areas of the vision they hold for their future.

At VisionWorks™, we guide young people toward futures they may not have envisioned, helping them navigate the path to their aspirations and connecting them to industry opportunities.

Through our innovative methods, we provide the tools and support necessary for growth, while also connecting them with committed mentors and community members who align with their visions. These connections offer invaluable real-world insights and guidance that help shape each young person's journey.

We also engage parents, organisations, and clinicians in this process, offering a deeper understanding of the young person's vision and developing a personalised vision map to support their journey.

# THE VISIONWORKS™ METHODOLOGY

At the heart of VisionWorks™ is our groundbreaking 10 week program, an innovative and unique framework crafted to possibly unlock the potential within every young person. This program is driven by a comprehensive and dynamic methodology, designed to uncover and cultivate the unique strengths and passions of each participant. VisionWorks™ guides youth through an in-depth journey of self-discovery, exploration, and goal-setting, providing the tools and support needed to envision and build a future filled with possibilities.

The journey begins with an essential inquiry: identifying the young person's imagination and aspirations. VisionWorks™ recognises that many young people face barriers—real or perceived—that can obscure their ability to see opportunities and achieve their full potential.

## VISION / MISSION AND CORE VALUES

### The Mission

Our mission is to create a path for young people to realise their own potential and build futures worth living for, enhancing existing support systems with our VisionWorks™ methodology.

### The Vision

We envision an enabled and empowering world where every young person has the tools, confidence, and support to shape their future, pursue their dreams, and thrive in connected communities.

### Core Values

- **Being Curious:** Inspiring questions that drive profound growth.
- **Village Access:** Creating belonging through community connections.
- **Showing Agency:** Empowering ownership and personal responsibility.
- **Providing Security:** Safe spaces fostering confidence and action.

Our program challenges these limitations by fostering thoughtful reflection and understanding of what truly matters to each individual. By engaging youth in thought-provoking questions and reflective exercises, we encourage them to articulate their vision and set actionable goals.

The core philosophy of VisionWorks™ revolves around presenting opportunities that resonate with the participants' core values and passions. This alignment helps to dismantle self-imposed barriers and opens up a world of possibilities. The program is not merely about setting goals but is also deeply committed to nurturing the courage, responsibility and resilience required to pursue them.

To facilitate this program, VisionWorks™ connects young people with committed others—individuals from our village in various professional and community backgrounds who share a genuine commitment to the participants' visions. These others provide valuable conversations, guidance, and real-world insights, helping participants navigate the complexities of their chosen paths.

Furthermore, VisionWorks™ integrates the support systems around each young person, engaging parents, organisations, and clinicians to create a comprehensive network of encouragement and assistance.

In summary, VisionWorks™ provides more than just a programs and services. It is a movement towards enabling and empowering young people to take control of their destinies. We stand to equip participants with the confidence, skills, and connections necessary to overcome obstacles and achieve their vision through our programs and services.

VisionWorks™ is committed to nurturing a generation of inspired, capable, and resilient individuals who are prepared to make meaningful contributions to society and to their own lives.

Developed by Perth-based Youth Counsellor Sain Dzemail, the Insain Factor serves as the foundation for VisionWorks™. This approach guides young people and Vision Agents through a process of growth and discovery

# THE INSAIN FACTOR™

## A VISION CENTRED FRAMEWORK

### The Power of Vision

The Insain Factor is about constructing a vision with the future in mind. It helps young people identify what truly matters to them and take steps now to achieve it. As they progress, overcoming 'impossible' barriers, they transform challenges into opportunities for growth.

But this is more than just creating a vision. It's about engaging the community—mentors, Vision Agents, and local supporters—working together to support each young person's journey. Through collaborative effort and intentional inquiry, we guide them in achieving their goals.

### Planning Backwards, Acting Forward

The approach involves reverse engineering—starting with the young person's desired future and working backwards to identify the actions needed today. As Michelangelo famously said, "The sculpture is already complete within the marble block, before I start my work. It is already there, I just have to chisel away the unnecessary material."

Similarly, **Vision Agents** help young people chisel away barriers to reveal their true potential.

VisionWorks™ leadership begins with understanding the young person's vision and then building a shared path to tackle the obstacles ahead.

### The Four Key Factors of the Insain Factor

#### In-Quire

This phase involves a deep dive into the young person's dreams and aspirations. It encourages them to explore and articulate their true desires, uncovering the core motivations that will shape their journey.

#### In-Vision

Here, we help young people envision a future aligned with their passions and goals. By developing a clear and inspiring vision, they can stay motivated and focused on achieving their vision.

#### In-Gage

Connecting with community members is crucial at this stage. Young people share their vision, ask meaningful questions, and receive support from experienced individuals who provide guidance, resources, and real-world insights, enriching their path forward.

#### In-Act

The final phase emphasises taking action. It focuses on practical steps toward their vision, empowering young people to turn their aspirations into reality while building resilience and a proactive mindset.





# THE VISIONWORKS™ PROGRAM

A COMPREHENSIVE 10-WEEK JOURNEY TO UNCOVER POTENTIAL, SET GOALS, AND BUILD A FUTURE ALIGNED WITH A PERSONAL VISION.

## Program Description

The VisionWorks™ 10-week youth program is designed to enable young people to explore their vision and passions, set meaningful goals, and take actionable steps towards creating a future worth living for. This in depth program combines diverse methodologies, practical experiences, and community engagement to foster personal and professional growth.

Each week, participants engage in structured conversations that encourage, goal setting, public speaking, critical thinking, self-reflection, and skill development. The program is divided into 10 key conversations—guiding participants through a vision centred journey. They work closely with Vision Agents and industry professionals who they meet and support them throughout the process.

## Objectives:

1. **Self-Discovery:** Help young people identify their unique strengths, passions, and interests.
2. **Vision Setting:** Enable participants to articulate a clear and compelling future vision .
3. **Development:** Develop essential life skills through practical experience and activities
4. **Community Engagement:** Connect participants with aligned members of the community and industry professionals who can offer guidance, support, and real-world insights.
5. **Action Planning:** Assist young people in creating actionable plans to overcome barriers
6. **Empowerment:** Foster a sense of agency and accountability, encouraging responsibility

## Outcomes:

1. **Increase Confidence:** Boost participants' self-confidence and belief in self
2. **Improve Engagement:** Enhance engagement levels in education, work, and community
3. **Develop Resilience:** Build resilience by helping young people navigate challenges
4. **Foster Relationships:** Establish supportive relationships in and out of thier circle
5. **Achieve Milestones:** Guide participants in reaching specific vision set milestones
6. **Long-Term Impact:** Create lasting positive changes in participants' lives, equipping them with the tools and mindset needed for ongoing success.such as securing apprenticeships, internships, improving academic performance, or developing new skills and work experiences.



# THE CURRICULUM

THE STRUCTURED SESSIONS FOCUSED ON PERSONAL GROWTH, CREATIVITY, AND RESILIENCE

AREA OF GROWTH	SESSION #	WHATS COVERED
<b>THE INTRODUCTION</b> SELF AWARENESS & MAKING YOUR CHOICE <i>Develop self-awareness and self-management skills to achieve personal wellbeing and effectiveness</i>	Pre Program	<ul style="list-style-type: none"> <li>• INTRODUCTION AND ORIENTATION</li> <li>• CHOOSING YOUR LEVEL OF PARTICIPATION</li> <li>• DISCOVERING WHAT'S IMPORTANT TO YOU</li> </ul>
<b>THE VISION SESSION</b> FUTURE PLANNING AND VISIONING <i>Identify, explore, and clarify information and ideas, then organise and process them</i>	01	<ul style="list-style-type: none"> <li>• DEEPENING YOUR INQUIRY</li> <li>• UNDERSTANDING YOUR VISION FOR THE FUTURE</li> <li>• IDENTIFYING BARRIERS THAT MAY GET IN THE WAY</li> </ul>
<b>FOCUS SESSION</b> CREATIVITY AND EXPRESSION <i>Knowledge, understanding, and skills in the arts by using processes, techniques, and practices to explore ideas, experiences, and emotions</i>	02	<ul style="list-style-type: none"> <li>• LEARNING THAT ENERGY FLOWS WHERE FOCUS GOES</li> <li>• CREATING ART-BASED EXERCISES</li> <li>• ARTICULATING YOUR VISION</li> </ul>
<b>STATES OF MIND</b> EMOTIONAL INTELLIGENCE AND RESILIENCE <i>Develop skills to manage emotional responses, understand the impact of emotions on behaviour. practice strategies to manage these influences</i>	03	<ul style="list-style-type: none"> <li>• IDENTIFYING YOUR MOODS</li> <li>• TAKING ACTION AND WHAT IT TAKES</li> <li>• CONFRONTING YOUR BARRIERS</li> </ul>
<b>PERSONAL DIVERSITY</b> INTERPERSONAL SKILLS AND CONFIDENCE <i>Develop interpersonal skills and build respectful relationships to support personality profiles</i>	04	<ul style="list-style-type: none"> <li>• UNDERSTANDING PERSONALITY PROFILES</li> <li>• SLOWING DOWN TO SPEED UP</li> <li>• ENGAGING CONFIDENTLY IN FRONT OF A GROUP</li> </ul>



# THE CURRICULUM

THE STRUCTURED SESSIONS FOCUSED ON PERSONAL GROWTH, CREATIVITY, AND RESILIENCE

AREA OF GROWTH	SESSION #	WHATS COVERED
<b>FIRE TRIANGLE</b> CRITICAL THINKING AND OPPORTUNITIES <i>Develop inquiry skills to collect, analyse, and communicate information and understanding</i>	05	<ul style="list-style-type: none"> <li>• PROVIDING EVIDENCE TO OTHERS</li> <li>• RECOGNISING AVAILABLE OPPORTUNITIES</li> <li>• KEEPING CONNECTIONS AND GAINING ACCESS</li> </ul>
<b>ASKING FOR HELP</b> SUPPORT NETWORKS AND RESOURCEFULNESS <i>Recognize when to seek help and identify people and resources that can provide support</i>	06	<ul style="list-style-type: none"> <li>• UNDERSTANDING HOW HELP WORKS</li> <li>• IDENTIFYING RESOURCES AND SUPPORT SYSTEMS</li> <li>• LEARNING THAT SQUEAKY WHEELS GET THE OIL</li> </ul>
<b>SEEING POTENTIAL</b> SELF-DISCOVERY AND COMMUNICATION <i>Seeing the hidden potential, to unlock and develop effective communication skills for a range of contexts and audiences</i>	07	<ul style="list-style-type: none"> <li>• DISCOVERING YOUR CAPACITY</li> <li>• SEEING THE GAP YOU NEED TO JUMP</li> <li>• PREPARING FOR IMPORTANT CONVERSATIONS</li> </ul>
<b>MEET &amp; GREET + REFLECTION</b> REFLECTION AND PERSONAL GROWTH <i>Having the conversation with your person and reflect on the learning to propose individual and collective action in response to issues</i>	08	<ul style="list-style-type: none"> <li>• NAVIGATING CONVERSATIONS</li> <li>• REFLECTING ON THE JOURNEY</li> <li>• SHARING EXPERIENCES AND INSIGHTS</li> </ul>
<b>MOVING FORWARD &amp; CELEBRATION</b> LIFELONG LEARNING AND PLANNING <i>Develop skills for lifelong learning, including setting and achieving goals, working independently, and reflecting on learning</i>	09	<ul style="list-style-type: none"> <li>• CONDUCTING FINAL EVALUATIONS</li> <li>• CREATING A LONG-TERM PLAN</li> <li>• ENSURING ONGOING SUPPORT AND FOLLOW-UP</li> </ul>

# OUR SERVICES

**THIS SECTION PROVIDES AN OVERVIEW OF VISIONWORKS™'S COMPREHENSIVE RANGE OF SERVICES, TAILORED TO MEET THE DIVERSE NEEDS OF STUDENTS, EDUCATORS, AND PARENTS.**

01



## School Programs

Our in-school programs are designed to complement traditional education by providing dynamic group sessions that foster personal growth, social skills, and school achievement. These sessions are crafted to integrate seamlessly with the Western Australian curriculum, ensuring that students benefit both personally and academically.

02



## Individual One On One Programs

Our one-on-one mentoring and coaching sessions are designed to provide personalised support to young people, helping them explore their passions, set meaningful goals, and take actionable steps towards their future. These sessions are tailored to each individual's needs and are conducted outside of the traditional school environment.

03



## Parent Support Workshops & Programs

We understand that the role of parents is crucial in supporting the growth and development of their children. To enhance this support, we offer a Parent Support Program designed to equip parents with the tools and insights they need to foster open communication, build stronger relationships, and empower their children to reach their full potential.

04



## Online Programs & Masterclasses

Our Online Programs are designed to be inclusive and accessible, breaking down geographical barriers and providing a supportive, engaging experience for all participants. By leveraging technology, we can reach and support a diverse audience, ensuring that everyone has the opportunity to benefit from VisionWorks™'s unique methodology and approach.

05



## Professional Training & Development

Our Training and Development programs are designed for teachers and professionals working with young people, enhancing their skills in youth engagement. We offer practical tools and strategies to build stronger relationships, fostering a supportive environment. These programs are inclusive, accessible, and leverage technology to share VisionWorks™'s unique approach.

07

# VISIONWORKS™ EXTERNAL EVALUATION

THIS SECTION INCLUDES AN INSIGHTFUL EVALUATION BY DR SAJNI REVEALING KEY OUTCOMES IN VISION CLARITY, PERSEVERANCE, AND EMPLOYABILITY



VisionWorks™ sought an external evaluation of our 10 weeks program to validate its impact and effectiveness.

We worked with Dr. Sajni Gudka from the Urban Impact Project, who conducted an external thorough assessment. This evaluation provided valuable insights into the strengths of our program, confirming our commitment to transparency, accountability, and ethical conduct.

Through this process, we have reinforced our dedication to continuous improvement and the creation of meaningful outcomes for the young people we serve.

The evaluation highlighted key areas of growth, including vision clarity, resourcefulness, self-determination, self-perception, perseverance, and employability, affirming that our program is making a significant difference in helping youth navigate their futures.

## EVALUATION INSIGHTS

VISION CLARITY

RESOURCEFULNESS

SELF DETERMINATION

SELF-PERCEPTION

PERSEVERANCE

EMPLOYABILITY

# Validating Our Impact: A Rigorous External Evaluation

An External Evaluation of VisionWorks™  
10 weeks Program

## AT A GLANCE

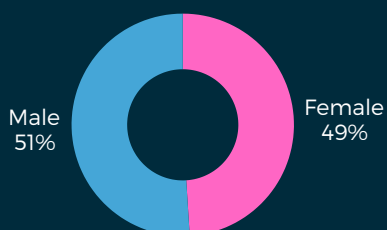
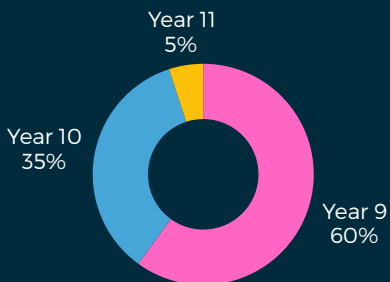
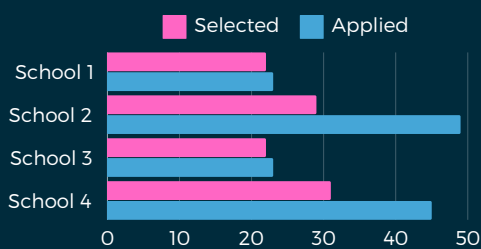
VisionWorks™ sought to validate the effectiveness of its 10 week program, which has been showing promising results. To ensure an unbiased and professional assessment, we partnered with Dr. Sajni Gudka from the Urban Impact Project to conduct a comprehensive external evaluation.

## CHALLENGES

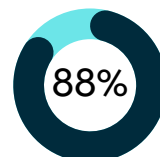
We faced the challenge of creating a program that empowers young people to set goals, seek help, and engage in meaningful conversations with others. Overcoming barriers like confidence and communication required a carefully designed approach to support their personal growth.

## SOLUTIONS

Our solution was to evaluate and refine our VisionWorks™ 10 week program by tracking pre- and post-program metrics. We focused on areas like vision clarity, confidence in asking for help, and the ability to communicate effectively with people both inside and outside their circle.



Received Help  
Requested



Shared Vision  
With Family



Confidence To  
Finish School

## INSIGHTS / BENEFITS

1

### Objective Insight:

The evaluation provided an unbiased and objective perspective on our program's impact, crucial for ongoing refinement.

2

### Performance Validation

The assessment confirmed the effectiveness of our methods, highlighting significant improvements in key metrics such as engagement and goal achievement.

3

### Enhanced Credibility

Partnering with an external evaluator reinforces our commitment to transparency, ethical conduct, and continuous improvement.

**VISIONWORKS™**

YOUR FUTURE, YOUR CREATION



Social Enterprise



[www.Visionworks.world](http://www.Visionworks.world)



Suite 14, G/F, 50 St Georges Terrace,  
Perth, WA

**Contact us directly for the full report.**

09

# SCHOOL PROGRAMS

THIS SECTION PROVIDES ALL YOU NEED TO KNOW

## School Program Information

Our in-school programs are designed to complement traditional education by providing dynamic group sessions that foster personal growth, social skills, and academic achievement. These sessions are crafted to integrate seamlessly with the Western Australian educational curriculum, ensuring that students benefit both personally and academically.

## Program Structure

- **Interactive Workshops:** Our sessions promote active participation and engaging discussions.
- **Skill Development:** Focus on communication, teamwork, problem-solving, and leadership skills.
- **Supportive Environment:** Provide a safe space for students to share thoughts and experiences.
- **Committed Visioners:** Connect students with community for guidance and real-world insights.

## Key Components

- **Weekly Themes:** Focus on specific personal and social development themes each week, aligned with the curriculum.
- **Hands-On Activities:** Engage students with practical activities and projects to reinforce learning.
- **Reflection and Feedback:** Conduct regular reflection sessions and provide feedback to help students internalize lessons and monitor progress.

## Class Size & Structure

- **Class Size:** Each classroom accommodates up to 25 / 30 students to ensure personalised attention and effective group dynamics.
- **Mixed Year Levels:** We intentionally mix year levels to promote diverse interactions and learning experiences. Younger students benefit from the leadership of older peers, while older students develop mentoring and leadership skills.

## Application & Selection

- **Application Process:** Students attend a school-wide introduction and are invited to apply. Those interested submit an application, expressing their interest and commitment to the program.
- **Selection Process:** We observe how they interact in the introduction, considering a mix of personalities and year groups to create a balanced and dynamic cohort. Younger students are encouraged to step up, while older students are given opportunities to lead and mentor.

## Benefits For Students

- **Improve School Performance:** Stronger engagement, time management, and growth mindset.
- **Enhanced Social Skills:** Learn communication and teamwork through group activities.
- **Increased Confidence:** Empower students to believe in their abilities and take initiative.
- **Career Exploration:** Explore various career paths and necessary skills to make informed decisions.

## Impact

Our school programs have been shown to improve student engagement, academic performance, and overall well-being. By providing an approach to engagement and education, we ensure that students are not only prepared for success but also for life beyond the classroom.

# SCHOOL PROGRAMS

THIS SECTION PROVIDES ALL YOU NEED TO KNOW

## Participation Requirements

We strive to maintain the integrity and effectiveness of our program. Therefore, students must adhere to the following participation requirements

- **Vision Session Attendance:** The Vision Session is critical for the program's success. Students must attend this session to continue in the program, will **result in removal from the program**
- **Attendance Policy:** Students can miss two others sessions. However, missing three or more sessions will result in **removal from the program**, as they will have missed essential content that is crucial for their growth and development when participating in the program.

## Ongoing Support

During the program, we make every effort to connect young people with community members who align with their vision. These connections are invaluable for their continued growth and development. However, there are several elements parents need to be aware of regarding ongoing support outside of the program.

- **Parental Monitoring:** Any ongoing communication between students and community members must be monitored by parents. This ensures that interactions remain appropriate and supportive.
- **Communication Approval:** While VisionWorks™ cannot approve or monitor all ongoing communications post-program, we encourage parents to maintain open lines of communication with us to ensure the safety and well-being of their children.
- **Social Media:** We do not permit or monitor social media connections between students and committed visioners. Parents are responsible for overseeing their children's social media interactions to ensure their safety.

## Program Flexibility & Challenges

Our program is designed to enable young people by giving them the freedom to choose their level of participation. We understand that each student has unique needs and comfort levels:

- **Choice in Participation:** Students are free to choose whether they want to fully engage with all activities, including challenging parts such as public speaking and performance. There is no requirement to participate in every activity; students can decide what they are comfortable with.
- **Facing Barriers:** The program encourages students to confront their barriers, but it is their choice whether to take these steps. This approach helps ensure that participation is driven by personal motivation rather than external pressure.
- **Personal Growth:** Students who choose to engage fully with the program will find numerous opportunities for personal growth and development, supported by a flexible and understanding environment.

## Scheduling and Academic Impact

Our program sessions are conducted during regular class times and typically last up to 2 hours per session. This scheduling approach allows for consistent, meaningful engagement each week. However, we understand that this may impact a student's regular class schedule. Here are a few key points to consider:

- **Consistent Scheduling:** Sessions are held at the same time each week to provide structure and predictability.
- **Impact on Classes:** Participation in the program may mean that students miss a particular class on their timetable. It is important for parents and students to be aware of this potential impact.
- **Test and Assignment Accommodation:** If a student needs to attend a test or complete important coursework, this should be communicated to the VisionWorks™ Vision Agent. We can make accommodations to ensure the student does not miss critical academic requirements.
- **Catch-Up Sessions:** If necessary, and aligned with the Vision Agent, catch-up sessions can be arranged. However, these are subject to availability and are not guaranteed.

# SCHOOL PROGRAMS

THIS SECTION PROVIDES ALL YOU NEED TO KNOW

## Parent Permission

To ensure the best outcomes for our students, it is essential that parents provide consent for their children to participate in the program. Parental consent must be completed and submitted before "The Vision Session." Without this consent, students will not be able to continue their participation in the program.

## Parental Expectations

We understand that parents have high expectations for their children and may hope to see them choose ambitious and prestigious career paths. However, it is important to recognize that each young person has their own unique dreams and aspirations, which may not always align with parental expectations. For instance, a student may express a desire to become a tattoo artist or a professional athlete, which might not be what parents envision for the future of their child.

- **Supporting Individual Dreams:** Our program is designed to support young people in exploring their current interests and passions, without making long-term commitments. These interests reflect where they are at the moment and provide a valuable opportunity for self-expression and growth.
- **Case-by-Case Communication:** There are certain aspirations, such as becoming a tattoo artist or working in unconventional fields, that we may need to discuss with parents to ensure proper guidance and support. Each case will be handled individually to determine the best approach.
- **Encouraging Curiosity:** We encourage parents to engage in open conversations with their children about their dreams and aspirations. By getting curious and showing interest in their child's world, parents can build a stronger connection and better understand their motivations.
- **Parental Approval:** For certain activities or connections, we may require explicit parental approval to ensure the safety and appropriateness of the engagement. This includes situations where a young person expresses interest in areas that may require additional supervision or consideration.

By fostering open communication and supporting young people in their current interests, we aim to create a positive and enriching experience that encourages personal growth and exploration.

# INDIVIDUAL PROGRAMS

THIS SECTION PROVIDES ALL YOU NEED TO KNOW

## One On One Information

Our one-on-one mentoring and coaching sessions are designed to provide personalised support to young people, helping them explore their passions, set meaningful goals, and take actionable steps towards their future. These sessions are tailored to each individual's needs and are conducted outside of the traditional school environment.

## Program Structure

- **Personalised Support:** Each session is customised to address the unique needs and goals of the young person.
- **Flexible Scheduling:** Sessions are arranged at convenient times, but due to the personalised nature, timing may vary.

## Key Components

- **Individual Attention:** One-on-one interactions allow for deeper, more focused conversations.
- **Tailored Activities:** Activities and discussions are specifically designed to align with the young person's vision and goals.
- **Real-World Engagement:** Sessions often take place in the community, providing practical, real-world experiences.

## Timeframes

- **Flexible Timing:** While we strive to adhere to scheduled times, the personalised nature of one-on-one sessions means that we may sometimes run over the allotted time. If an extended session is needed, we will communicate this as early as possible.
- **Session Duration:** Each session typically lasts between 1 to 2 hours, depending on the needs of the young person.

## Locations

- **Community-Based Sessions:** Sessions are conducted in various community locations, which could include our designated meeting spots or public places. This approach provides real-world context and practical experience.
- **Safety and Supervision:** While we take every precaution to ensure safety, it is important for parents and agencies to be aware that community interactions are inherently less controlled. We encourage caution and open communication to manage these settings effectively.

## Communication

- **Open and Honest Dialogue:** One-on-one sessions foster an environment where young people can speak freely and honestly about their dreams and challenges.
- **Confidentiality and Trust:** Building trust is paramount. We ensure that conversations remain confidential, except in cases where safety concerns arise and sharing only in the best interest of the child. (***We abide by and follow the Western Australian Youth Worker Code of Ethics***)
- **Parental Involvement:** We encourage parents to engage with their child's progress and maintain open lines of communication with us to ensure a cohesive support system.

# INDIVIDUAL PROGRAMS

THIS SECTION PROVIDES ALL YOU NEED TO KNOW

## Program Flexibility

Our individual sessions are designed to empower young people by giving them the freedom to explore their interests at their own pace. We understand that each student has unique needs and comfort levels:

- **Choice in Participation:** Young people are encouraged to fully engage with the program, but there is no pressure to participate in activities they are uncomfortable with.
- **Facing Barriers:** The program encourages students to confront their barriers, but it is their choice whether to take these steps. This approach helps ensure that participation is driven by personal motivation rather than external pressure.
- **Personal Growth:** Students who choose to engage fully with the program will find numerous opportunities for personal growth and development, supported by a flexible and understanding environment.

## Scheduling & Academic Impact

While individual sessions are flexible, we strive to minimise any potential impact on the young person's academic responsibilities:

- **Test and Assignment Accommodation:** If a student needs to attend a test or complete important coursework, this should be communicated to their VisionWorks™ Vision Agent. We can make accommodations to ensure the student does not miss critical academic requirements.
- **Catch-Up Sessions:** If necessary, and if it works for the VisionWorks™ Vision Agent, catch-up sessions can be arranged. However, these are subject to availability and are not guaranteed.

## Parental Expectations

We understand that parents have high expectations for their children and may hope to see them choose ambitious and prestigious career paths. However, it is important to recognize that each young person has their own unique dreams and aspirations, which may not always align with parental expectations. For instance, a student may express a desire to become a tattoo artist or a professional athlete, which might not be what parents envision for their future.

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- **Case-by-Case Communication:** There are certain aspirations, such as becoming a tattoo artist or working in unconventional fields, that we may need to discuss with parents to ensure proper guidance and support. Each case will be handled individually to determine the best approach.
- **Encouraging Curiosity:** We encourage parents to engage in open conversations with their children about their dreams and aspirations. By getting curious and showing interest in their child's world, parents can build a stronger connection and better understand their motivations.
- **Parental Approval:** For certain activities or connections, we may require explicit parental approval to ensure the safety and appropriateness of the engagement. This includes situations where a young person expresses interest in areas that may require additional supervision or consideration.

By fostering open communication and supporting young people in their current interests, we aim to create a positive and enriching experience that encourages personal growth and exploration.

# PARENT SUPPORT PROGRAMS

THIS SECTION PROVIDES ALL YOU NEED TO KNOW

## Parent Program Overview

At VisionWorks™, we understand that the role of parents is crucial in supporting the growth and development of their children. To enhance this support, we offer a Parent Support Program designed to equip parents with the tools and insights they need to foster open communication, build stronger relationships, and empower their children to reach their full potential.

**Program Overview:** Our Parent Support Program consists of a series of workshops that provide parents with access to the same training and development our VisionWorks™ Vision Agents receive. This program is designed to offer practical tools and tips on how to support children in a way that respects their individuality and encourages open, honest communication.

## Key Components:

- **Workshops:** A series of interactive workshops covering various topics relevant to parenting and child development.
- **Tools and Techniques:** Practical tools and techniques for effective communication, conflict resolution, and relationship building.
- **Supportive Community:** Opportunities to connect with other parents and share experiences, challenges, and successes.
- **Expert Insights:** Sessions led by experienced VisionWorks™ Vision Agents and other professionals in the field of youth development.

## Workshop Topics:

- **Effective Communication:** Learn how to create a safe space for your child to express their thoughts and feelings openly.
- **Building Trust:** Strategies to build and maintain trust with your child, fostering a stronger, more supportive relationship.
- **Supporting Independence:** Techniques to encourage your child's independence while providing the necessary support and guidance.
- **Understanding Development:** Insights into the different stages of child and adolescent development and how to support each stage.
- **Conflict Resolution:** Practical approaches to resolving conflicts in a way that strengthens the parent-child relationship.
- **Encouraging Growth:** Tools to help your child set and achieve their goals, fostering a growth mindset.
- **Parental Self-Care:** The importance of self-care for parents and how to manage stress and maintain well-being while supporting your child.

## Benefits for Parents:

- **Enhanced Communication Skills:** Improve your ability to communicate effectively with your child, fostering a more open and honest relationship.
- **Stronger Relationships:** Build a deeper, more trusting relationship with your child.
- **Practical Tools:** Gain practical tools and techniques that can be applied in everyday parenting situations.
- **Support Network:** Connect with other parents and share experiences, gaining support and insights from a community of peers.
- **Professional Guidance:** Receive guidance and insights from experienced professionals who understand the challenges and opportunities of parenting.

# PARENT SUPPORT PROGRAMS

THIS SECTION PROVIDES ALL YOU NEED TO KNOW

## Impact

Our Parent Support Program aims to create a supportive environment where parents feel empowered to support their children's growth and development. By providing parents with the same tools and training our VisionWorks™ Vision Agents receive, we ensure that parents are well-equipped to navigate the complexities of parenting in a way that fosters open communication, mutual respect, and strong, healthy relationships.

By participating in our Parent Support Program, parents will gain the confidence and skills needed to support their children effectively, creating a nurturing environment where young people can thrive and achieve their full potential.

## Program Flexibility:

- **Scheduling:** Workshops are offered at various times to accommodate different schedules, ensuring that all parents have the opportunity to participate.
- **Accessibility:** Both in-person and virtual options are available to make the program accessible to all parents, regardless of location

# ONLINE PROGRAM

THIS SECTION PROVIDES ALL YOU NEED TO KNOW

## Online Programs

Our Online Programs bring the essence of VisionWorks™ VisionWorks™ to a virtual platform, making our services accessible to individuals across Australia. These programs are designed to offer the same level of engagement, support, and personal growth opportunities as our in-person offerings, tailored for an online environment.

## Program Structure

- **Interactive Sessions:** Our online sessions are highly interactive, featuring live masterclasses, group discussions, and Q&A segments to ensure active participation and engagement.
- **Monthly Coaching and Counselling:** Participants receive monthly coaching calls and counselling sessions to provide personalised guidance and support, helping them navigate their personal and academic challenges.
- **Masterclasses:** Led by experienced VisionWorks™ Vision Agents and guest speakers, our masterclasses cover a range of topics including personal development, career exploration, and life skills.

## Key Components:

- **Flexible Scheduling:** Sessions are scheduled to accommodate various time zones and lifestyles, making it easy for participants to join from anywhere in Australia.
- **Comprehensive Support:** Our online platform provides continuous access to resources, including recorded sessions, downloadable materials, and a supportive community forum.
- **Tailored Content:** Programs are customised to meet the unique needs of each participant, offering a personalised approach to learning and growth.

## Accessibility and Impact:

Our Online Programs are designed to be inclusive and accessible, breaking down geographical barriers and providing a supportive, engaging experience for all participants. By leveraging technology, we can reach and support a diverse audience, ensuring that everyone has the opportunity to benefit from VisionWorks™'s unique methodology and approach.

# AN APPLICATION ONLY PRACTICE

## ENSURING SELECTIVE PARTICIPATION FOR MAXIMUM IMPACT



At VisionWorks™, we understand the importance of autonomy and choice in the lives of young people. In the youth sector, it's common for young people to be mandated to participate in programs, classrooms, and appointments without their input. This lack of choice can impact their engagement and commitment negatively.

We believe in a different approach. By making our programs application-only, we empower young people to choose their own participation. This choice is fundamental to their sense of agency and personal responsibility. When young people decide to join our programs on their own, their commitment and enthusiasm significantly increase.

Our experience has shown that when young people have the freedom to choose their involvement, they are more engaged and dedicated. This leads to higher retention rates and more meaningful outcomes. They are not just participants; they are active contributors to their own growth and development.

This approach is not just about participation; it's about fostering a sense of ownership and empowerment. By allowing young people to decide for themselves, we create an environment where they are motivated to explore their potential and pursue their visions with greater determination. This choice makes a massive difference, inspiring young people to fully engage and thrive in our programs.

# TEAM & VISION AGENTS

THE AWESOME PEOPLE BEHIND THIS PRACTICE



**SAIN DZEMAIL**  
SECR AGENT



**SAMANTHA GONSALVES**  
OPERATIONS MANAGER



**OSSIE BRAVO**  
SENIOR VISION AGENT



**LAURA GILMORE**  
NEW AGENT



**NIKKI COLEV**  
ENGAGEMENT COORDINATOR



**WHITNEY BARRON**  
VISION AGENT

At VisionWorks™ VisionWorks™, our team is the backbone of our mission to empower and support young people. Comprised of dedicated professionals with diverse backgrounds in youth work, community services, counselling, and education, each member of our team brings a wealth of experience and passion to their role.

Our team has been specially selected and gone through an in depth process to become part of the team. Each and every person who partners, takes actions, or connects with the VisionWorks™ organisation must reflect within their own vision and identify their own barriers. Each team member has gone through the VisionWorks™ program and understands what it's like to take action based on what's individually important to them before trying to contribute to others. Every team member has their own style and way of engaging with youth while meeting the required skills needed.

## **Front of House Team:**

Our Vision Agents are the leading faces of our programs. They are highly trained and certified professionals who guide young people through their journey of self-discovery and growth. They advocate for the youth, connecting them with opportunities and providing unwavering support.

## **Back of House Team:**

Our Back of House team provides essential support to ensure the smooth operation of our programs. They handle logistics, administration, and community engagement, enabling our Vision Agents to focus on their mission.

Together, our Front of House and Back of House teams create a powerful and cohesive force dedicated to making a real difference in the lives of young people. Their combined efforts ensure that VisionWorks™ and the VisionWorks™ program continues to thrive and deliver impactful, experiences for all participants.

# PARTNERSHIPS & COLLABORATIONS

**THIS SECTION INCLUDES THE INTENTION OF  
VISIONWORKS™ PARTNERSHIPS**



At VisionWorks™, we believe in the power of collaboration to enhance the support we provide to young people. Our partnerships with departments, organisations, and community groups are crucial to our mission. These collaborations allow us to offer a comprehensive network of resources and opportunities that enrich our programs and provide a holistic approach to youth development.

By working closely with various stakeholders, we ensure that our participants have access to a wide range of experiences and support systems. Our partners help us deliver specialised services, create real-world learning opportunities, and foster a sense of community that is essential for the growth and success of young people.

## **WE HAVE PARTNERED WITH PRIVATE BUSINESSES, GOVERNMENT DEPARTMENTS AND ORGANISATIONS TO FULFIL YOUNG PEOPLES VISION**

Through these strategic alliances, we are able to expand our reach, innovate our practices, and continuously improve the impact of our VisionWorks™ methodology. Together with our partners, we are committed to creating a brighter future for the young people who participate in our programs and services.

# YOUNG PEOPLE TESTIMONIALS

THIS SECTION'S WORDS FROM YOUNG PEOPLE



**Jessica**

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



**Michael**

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



**Jamie**

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



**Lizzy**

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



**Travis**

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.



**Joanne**

*I'm so happy I completed this program. I've learnt to ask for help – no matter how hard it may seem. "Ask for help."*



**Ben**

Before signing up, I felt so overwhelmed. Now, I feel confident and ready to rock my business idea

**Plus Many More**



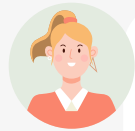
# PARENTS TESTIMONIALS

THIS SECTIONS ARE THE WORD DIRECTLY FROM PARENTS



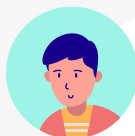
## Parent of Young Person 1

I'd like to praise Ossie and his team at VisionWorks™ for their truly motivational programme they run. My son has been very lucky to have received a place in the VisionWorks™ program run by Ossie and I've noticed a huge shift in a positive direction with his attitude towards school. Before the program 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 VisionWorks™ 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 VisionWorks™ program. 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, this program really is life changing.



## Parent of Young Person 2

I want to extend my sincere gratitude to you and the VisionWorks™ 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.



## Parent of Young Person 3

I just wanted to touch base and say a big Thankyou to you and Sain for the wonderful impact that the VisionWorks™ programme has had on our son. He was fortunate enough to be put forward to be a part of the program run last term and we are very grateful for him having gone through what is a wonderful program! This program has helped with his confidence and his focus, particularly about his future. Having the opportunity to be able to meet with someone in a field he is interested in has been invaluable, and he has taken on board sound advice and now has even more direction than we have ever seen him with. We have seen a change in him taking responsibility for decisions, and for also being prepared to do things which he would have otherwise avoided. He is a capable student- although is one of the youngest of his peers, and physically is the smallest. He has grown in confidence and we are sure this program has help develop this. The program has not only led to direction in his future study plans, but since commencing he has also joined with two friends in running a small car detailing business to earn some pocket money. He was determined to do this, and has actually stuck to it along with his mates. Thankyou so much for the work you have put in with our son, and the opportunity he has had to be a part of the program. I would highly recommend your work to other students. Out of all the programs he has been a part of, this one has made the biggest ongoing impact and it's so very appreciated!

# SCHOOL TESTIMONIALS

## THIS SECTION'S WORDS FROM SCHOOL LEADERS

### School Principal

To Whom It May Concern,

I am writing to provide a testimonial for the VisionWorks™ VisionWorks™ program, which has been implemented at Wanneroo Secondary College under the leadership of Sain Dzemail.

In 2023, I was approached by Mr Steve Watson, then Assistant Regional Director, North Metropolitan Education Region, to take part in a pilot program with three other schools to trial the VisionWorks™ program in our school for one term.

As a result of the success of that term trial, we have committed to the program ongoing and have engaged in a partnership agreement with VisionWorks™ that will take us through to the end of 2026.

Since its inception at our school, the VisionWorks™ program has been significant in supporting young people at our college in Years 9 and 10. We have closely tracked wellbeing, engagement and academic data for those students involved which by the end of 2025, will be approximately 150 students and we have seen improvements in all areas with reduced behaviour referrals, improved attendance, and greater engagement in classroom learning.

We have trialled this program for students at all levels and have seen the same success for all students whether they be Autistic, neurodiverse, high-achieving, student prefects or disengaged.

We are often approached to engage in a range of leadership and/or employment ready programs, however it was clear from the initial meeting with Sain that VisionWorks™ is unique. The team from VisionWorks™ have the knowledge and skills to support our students to develop their highly aspirational vision and then the connections to link them with external, industry mentors. In my experience, external providers in the employment, alternative program and work experience space have tended to match students to areas that they have available as opposed to finding a match to the young person's true vision.

This program avoids the square peg, round hole scenario and in that sense provides greater purpose for engagement for our students encouraging them to reach for highly aspirational goals.

Our students have connected with doctors, chefs, professional wrestlers, footballers, defence force personal, police officers, scientists; the list goes on. From a parent perspective, the feedback has been only positive. For some parents, this has been the first time that their child has communicated a vision for the future with them. In other instances, parents have attended the mentor meet ups and have been observers as their children have interviewed their industry mentors to find out more about what it takes to succeed in their field of choice. Of importance, is the support that students are provided in the program to feel comfortable in connecting with others and asking for help. For parents to witness this is very powerful.

We have found the VisionWorks™ program to be an invaluable addition to our school community, and we look forward to continuing our collaboration with VisionWorks™ into the future.

Justine McNaught-Conroy

Principal

T: (08) 6401 9800

W: wanneroosc.wa.edu.au

E: wanneroo.SC@education.wa.edu.au

A: 56 Quarkum Street, Wanneroo, WA 6065

# SCHOOL TESTIMONIALS

## THIS SECTION'S WORDS FROM SCHOOL LEADERS

### School Principal

To Whom It May Concern,

I am delighted to provide a letter of support for the VisionWorks™ Vision Works TM program, which has been delivered since 2020 at Mount Lawley Senior High School under the leadership of Sain Dzemail.

We were the first school to pilot the program and so far, he has delivered eight very successful programs to almost 250 students.

In addition, he delivered a bespoke program during COVID to our Year 12 students that was extremely well received. After each program we collaborate with Sain to review and refine the program.

Students and parents are overwhelmingly positive about the impact the program had on their children. Many students have shown showing increased attendance, improved behaviour, and increased engagement with their studies.

I would be happy to talk about some specific success stories if required.  
The unique nature of the program helps these young people envision and work towards a positive future.

We have found the Vision Works program to be an invaluable addition to our school offerings, and we will be continuing our collaboration with the program

Lesley Street

Principal  
Mount Lawley Senior High School  
65 Woodsome Street  
Mount Lawley WA 6050  
Email: [lesley.street@education.wa.edu.au](mailto:lesley.street@education.wa.edu.au)  
T: +61 8 9265 1500 (Main Administration)

# SCHOOL TESTIMONIALS

THIS SECTION'S WORDS FROM SCHOOL LEADERS

## School Principal

To Whom It May Concern,

I am writing to provide a testimonial for the VisionWorks™ VisionWorks™ program, which has been implemented at Yanchep Secondary College.

Since its inception at our school this term, their VisionWorks™ program has provided an opportunity for our students to engage in a program enhancing their communication skills and increasing their confidence.

The positive changes we have observed include an increase in student engagement in class and better communication by the students with members of staff.

These outcomes have been made possible by the program's unique approach to helping young people envision and work towards a positive future.

We have found the VisionWorks™ program to be an invaluable addition to our school community, and we look forward to continuing our collaboration with VisionWorks™.

Sincerely,

Sharon Taylor - Deputy Principal- Senior School (Years 9-12)

Yanchep Secondary College  
21 Ravensbourne Street  
Yanchep WA 6035  
(: +61 8 9562 8000

# SCHOOL TESTIMONIALS

## THIS SECTION'S WORDS FROM SCHOOL LEADERS

### School Principal

I would like to formally recognise the work that your presenters have done with our students in the VisionWorks™ program.

For the last 7 weeks, I have watched as the 25 students selected from our Secondary College taken part in what I believe to be a life changing program. All of the students taking part in the program come from challenging backgrounds, with many facing family disfunction, such as drug use, criminal activity, separation, illness and death.

I have watched as all of the students have grown as individuals. They have matured and can clearly articulate (presenting in front of a crowd) what they want from their lives and what goals and vision they have for their lives. The support offered by Sain and Ossie has been supportive, caring, yet challenging, forcing our young people to think deeply about their lives and what they want from their life, independent of what they are dealing with in the present.

Data collated around these students shows a reduction in negative behaviours and an increase in positive behaviours for every student involved in the program. Personal feedback from the students has been very positive. Students have mentioned that they now have more self confidence, they are more aware of other students feelings, they are less judgemental, they are kinder and they are more happy with their life and what their life could look like.

The program uses an amazing carrot to engage the students (the chance to be introduced to someone that is doing the career they are doing), however, the true beauty in the program is the self development of the student. Sain and Ossie have been able to build a positive and very safe environment where all of the students have felt comfortable enough to open up and share their lives.

They have been carefully challenged, yet supported and taught a number of skills such as planning, visioning, questioning and public speaking which has built self confidence and set these students up for positive experiences outside of the program.

Thankyou for providing this program to our students, it is greatly appreciated.

Stephen Ralph

Associate Principal

E: [stephen.ralph@education.wa.edu.au](mailto:stephen.ralph@education.wa.edu.au)

A: 56 Quarkum Street, Wanneroo, Western Australia 6065

T: (08) 6401 9800

E: [Wanneroo.SC@education.wa.edu.au](mailto:Wanneroo.SC@education.wa.edu.au)

W: [Wanneroosc.wa.edu.au](http://Wanneroosc.wa.edu.au)

# VISIONWORKS™ VISION

THIS SECTION INCLUDES THE  
PROJECTED VISION FROM A FUTURE  
FULFILLED.

VisionWorks™ aims to be a globally recognised leader in youth development and support, setting the gold standard for innovative and impactful youth work.

Our vision is to have our program endorsed nationwide, becoming the benchmark for excellence in youth support systems. We aspire to create a world where people from across the globe acknowledge Perth, Western Australia, as the epicentre of the best youth work practices, thanks to VisionWorks™'s pioneering methodology.

Our goal is to operate not only throughout Australia but also internationally, expanding our reach to support young people worldwide.

We envision a future where Local, State, and Federal governments, alongside private sectors, actively engage with and support young people on both national and international levels.

Our strategy involves continuing the implementation of VisionWorks™ and fostering partnerships with private and government sectors to maintain a focus on positive futures for young people.

We are dedicated to training and developing our Vision Agents, ensuring they are the most effective advocates for youth empowerment. Each year, we aim to reach larger groups of young people, multiplying our impact and growth.

Equipping and cultivating our Vision Agents to be the most powerful champions of youth empowerment. With every passing year, we strive to expand our reach, engaging with greater numbers of young people and amplifying our influence and progress.

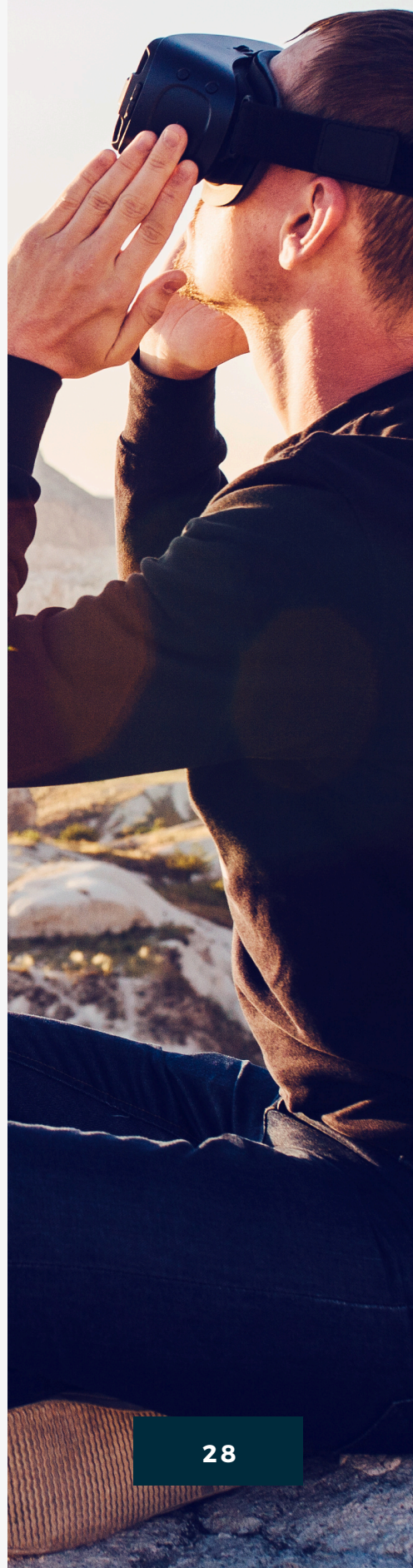
VisionWorks™ will be the leading agency in helping young people realise their true potential and develop the skills, resilience, and understanding required to achieve their visions.

**VisionWorks™ is more than just a social enterprise;**

we are pioneering a new way for the world to support young people. We are committed to creating a future where every young person can see and reach their full potential, transforming lives and communities worldwide.

Eventually, we envision evolving into the VisionWorks™ Institute, where young people can register to participate in our programs. This institute will work side by side with other support systems within the community, providing a comprehensive and integrated approach to youth development.

We also aim to have Vision Agents around the world, ensuring that our innovative methods and support reach every corner of the globe. Together, we will create a brighter, more hopeful future for the next generation.



# VISIONWORKS

YOUR FUTURE, YOUR CREATION