

## Appendix A

# ACCESS AND PARTICIPATION PLAN 2019

## Federation University Australia

- 1 **Equity outcomes and strategies:** for improving outcomes for people from a low SES background.

Federation University Australia has an overarching Social Inclusion Plan which establishes the objectives, actions and indicators, and provides a coordinated framework for on-going improvement, with respect to equity, diversity and social inclusion in all aspects of University operations.

The plan describes the three key strategic priorities to address issues faced by students and targets students from low SES backgrounds. These priorities are:

- Priority 1: Aspiration and Access
- Priority 2: Participation and Attainment
- Priority 3: Social Inclusion and Culture

HEPPP funding will primarily contribute to the achievement of Priority 2: Participation and Attainment and will be measured in terms of reduced attrition and improved retention and success for students from low SES backgrounds.

The strategies are supported by several other plans including the Disability Action Plan, Learning and Teaching Plan and the Reconciliation Action Plan.

- 2 **Key activities:** which will deliver an increase in the access, participation and success of people from a low SES background.

Pre-access (outreach to schools and communities)

- **FedUni** delivers activities that raise aspirations to students from regional low SES schools.

Access (pre-entry and admissions)

- **Workshops for VCE** including study skills and mindfulness workshops.
- **Destination FedUni program** to raise awareness and aspiration to students in the Berwick / Pakenham and Dandenong areas.

Participation (transition and progression during studies)

- **Student Futures program (using HEPPP funding)** provided a comprehensive set of support initiatives to increase student retention and success, with particular focus for low SES/first in family students.
- **KickStart Bursaries and Grants and Student Emergency Financial Assistance (using HEPPP funding) and Foundation Scholarships** is a key student retention and success strategy focusing on students-in-need and at risk of not completing due to personal and financial circumstances.

- **Student Development program** to increase retention and success of students, and in particular build capability among students from low SES backgrounds.
- **Student and staff awareness** of the learning and social support and assistance available for students.
- **FedUni against Violence and Respect Now Always**, is a program which aims to deliver “consent” training and domestic and sexual violence information to students across the university to ensure that FedUni is a safe place for students and staff.

Progress and attainment (successful completion and preparation for graduate employment)

- **Work integrated learning (WIL) and Industry Placement Program (IPP)** are programs to provide real world work experience to students as part of their program.
- **Careers advice** to ensure that students meet the requirements of their chosen career.

### 3 **Evaluation:** how the university plans to evaluate the effectiveness of the equity strategies.

The University will utilise its existing data collection and analyse tools to evaluate programs and activities against its existing baselines.

- Reduced Attrition rates for students from low SES backgrounds and improved rate of retention against students not from low SES backgrounds.
- Improved Graduate and employability outcomes.
- Student survey of Bursary and Grant effectiveness.
- Increase Mentee attendance / engagement with the Mentor program and attendance at all Student Futures programs.
- Increase in the number of students placed in WIL and IPP programs.

### 4 **Partnerships and collaboration:** who the university will partner and collaborate with and how this will improve equity performance.

The University partners and collaborates with a range of community groups and organisations to deliver responses to the needs of students in need. This includes ensuring a safe and productive environment for students, targeted engagement opportunities for the diverse equity groups at the University and opportunities for students to gain experience and knowledge to enable them to achieve their career goals.

- Secondary schools across regional Victoria as part of the FedUni Schools program aimed at improving and increasing awareness and aspiration for higher education.
- Clemente program and flexible delivery programs to provide access to first year programs in higher education, of-site to low SES and students facing disadvantage.
- Partnering with Gippsland East LLEN to establish a study hub in Bairnsdale.
- Ballarat, Wimmera and Southern Mallee, Berwick and Diamond Valley and Gippsland Career networks to promote accessibility to higher education at FedUni.
- Aboriginal Education Centre to increase and improve engagement and participation for students from Indigenous backgrounds.

- Women's Health Grampians, Ballarat Safety Community Advisory to create a safe community environment across the University and the Ballarat region.
- Victoria Police, Australian Catholic University, Headspace, student associations and representative bodies in the BSAFE program to promote and encourage safety at events across the region.