

ACCESS AND PARTICIPATION PLAN 2019 – James Cook University

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

James Cook University (JCU) will use HEPPP funds to develop and implement strategies which enable successful participation in higher education by people from non-traditional backgrounds.

To achieve this JCU will design and implement strategies that:

- Sustain the level of applications and enrolments from equity groups and targeted schools;
- Increase offer, enrolments and progression in preparatory and pathway programs by targeted equity groups;
- Improve university progression and retention for all equity groups;
- Improve student satisfaction and engagement with student support services;
- Improve the quality of learning and teaching to increase student satisfaction and success; and
- Improve graduate outcomes for equity groups.

A range of strategies will be used to achieve these outcomes including but not limited to:

- School, community and university based aspiration raising programs;
- Equity scholarships and bursaries available to high school and university students;
- Pathways programs engaging with equity groups;
- Culturally appropriate and accessible transition and orientation events, resources and courses;
- Inclusive services, facilities and resources for people with disabilities;
- Student academic and personal support services and programs;
- Student monitoring and intervention for students at risk of attrition; and
- Careers services, resources and events.

PRE-ACCESS AND ACCESS

JCU's Future Students Program actively engages with primary and secondary schools, communities, not for profit organisations, employers and industry networks in Northern Queensland to deliver aspiration raising events and activities. Events on the university campus, bursaries, awards and scholarships are also available for targeted equity groups to support access to higher education. The JCU Pathways program increases access to higher education for many equity groups and its extension to Thursday Island is a key enabler for that community.

PARTICIPATION AND ATTAINMENT

Services to facilitate retention and success include dedicated transition-in, support and referral for equity groups such as orientation, AccessAbility; equity-informed scholarships, counselling and student support services, peer mentoring, PASS, learning advisors and careers services, resources and events.

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

Activity type	Activity	Pre-Access	Access	Participation	Attainment	Equity	Collaboration
Aspiration raising – non-university experience	In-school and on-campus activities to raise university aspirations, including through the JCU Student Ambassador program.	✓				✓	
	Post school transition programs in targeted regional schools.	✓				✓	
	Community based information programs about university study options and university life.	✓				✓	✓
	Engage with schools and community organisations to support community goals for university study.	✓				✓	✓
	Contribute to reference groups to ensure aspiration raising projects for equity groups meet their requirements.	✓				✓	✓
	Targeted recruitment activities for Australian Aboriginal and Torres Strait Islander students.	✓				✓	
Aspiration raising - pre-entry university experience	Pre-entry university experience programs for secondary students.	✓				✓	
Pre-university qualification pathway	Pathways program on Thursday Island.		✓			✓	
	Pathways Advisory Group to inform regional pathways requirements.		✓				✓
	Increase access to Pathways program for equity groups.		✓			✓	
Academic preparation / support	Winter and Summer Residential Schools for Australian Aboriginal and Torres Strait Islander students.	✓	✓			✓	
	PELA and PENA inform timely student support and advice.		✓	✓		✓	
	Student counselling and academic support services available to equity groups.			✓	✓	✓	
	Develop digital resources to build skills for enhanced student wellbeing.			✓	✓	✓	
	Review and enhance group-strategy skill development for mental health and wellbeing.			✓	✓	✓	
	Create videos and resources on resilience and wellbeing for scalable integration into curriculum.			✓	✓	✓	
Careers advice	Provide careers advice to post-secondary students about career paths and study options.	✓					
	Careers advice modules embedded in pre-enrolment activities.	✓				✓	
	Career development embedded in pre-enrolment, pathways curriculum and transition activities.	✓			✓		
	Partner with employers, industry and professional bodies to support careers planning and Careers Fair.		✓	✓	✓		✓
	Offer career development learning in course design to confirm career choice and optimise career readiness.		✓			✓	
	Co-curricular and extra-curricular career development employability and entrepreneurship programs.		✓			✓	
Orientation programs	Orientation and transition websites for flexible, inclusive engagement.			✓		✓	
First year transition programs	Develop culturally appropriate preparation, participation and engagement activities.			✓		✓	✓
	Promote university transition academic programs.			✓		✓	
	Use peer-led transition programs to support new students.		✓				
	Increase awareness of key first-year staff in the Academy who support transitions, such as First Year Experience Coordinators.		✓				✓
Mentoring, peer support	Transition and academic support programs in place i.e. Mentoring, PASS and Studiosity.			✓		✓	
	Establish Wellbeing Champions to support peer based activities to develop health literacy and help seeking behaviours.			✓	✓	✓	
Monitoring student progress	College based Student Support Officers provide targeted support to first year students at risk of attrition.			✓			
Inclusive course design / pedagogies	Inclusive teaching and learning plans for students registered with AccessAbility Services.			✓	✓	✓	
	Accessible learning spaces for students with a disability.			✓	✓	✓	
	Personalised and adaptive technologies for defined equity groups.			✓	✓	✓	
	Collaborate with stakeholders to develop the JCU Mental Health and Wellbeing Strategy.				✓	✓	
Employment support pre-completion	Promote recruitment opportunities with professional bodies, employers and government agencies.			✓	✓		✓
	Expand workshop offerings to focus on future employability skills.				✓	✓	
	Consolidate and renew the Careers and Employability website.			✓	✓	✓	

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

JCU monitors the outputs of HEPPP funded equity programs through the collection and analysis of program participation data and student quantitative and qualitative feedback. Each program uses this data to continuously improve program design and increase student engagement. Where the program includes digital materials, website analytics are reviewed to gauge engagement and appeal.

The program data and the student enrolment, demographic, academic achievement and retention data are evaluated annually through the collation of a master data set. This dataset provides statistical evidence about the extent of the programs' impact on student outcomes.

Periodic formative and summative evaluations about the merit, worth and significance of the equity programs are conducted by JCU evaluators. These evaluations include mixed methods approaches to data collection, analysis and synthesis, producing detailed reports and recommendations that inform program decision making at senior levels of the organisation.

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

JCU HEPPP funded programs are strengthened by strategic partnerships which increase the programs' quality and relevance for students and their communities. These partnerships include but are not limited to:

- Schools;
- Communities and community groups across Northern Queensland;
- Not for profit organisations;
- Employers;
- Industry networks;
- Employer organisations;
- Pathways Advisory Group; and
- Third party providers such as Studiosity, Blackboard Ultra and Blue Explorance.