

HEPPP ACCESS AND PARTICIPATION PLAN 2020

Charles Darwin University

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

CDU's Connect Discover Grow Strategic Plan 2015-2025 outlines outcomes and strategies that will contribute to the improvement of educational outcomes for students from under-represented groups. This includes students from low SES backgrounds; first in family students; Aboriginal and Torres Strait Islander students; students with a disability; rural or remote located students; students from non-English speaking backgrounds. CDU recognises that students may be represented in more than one group which may contribute to increased barriers to Higher Education access, participation, attainment and graduate success. Improving outcomes will be realised by meeting the following goals:

- An increase in the number of Indigenous students commencing HE programs to 15% of CDU students by 2025
- A first-year Indigenous student retention rate (post census) of 60% by 2025 with the long-term aim to achieve parity
- A rise in the HE Indigenous student retention rate to 60% by 2025, with a long-term aspiration to reach parity between Indigenous and non-Indigenous student retention
- A first-year all-undergraduate student retention rate (post census) of 75% by 2020.

In 2019 CDU introduced a Retention Strategy which aims to reduce the risk of attrition of under-represented groups who face multiple barriers. The Strategy introduced a range of projects and initiatives that aims to:

- Set students up to succeed from the start, with a focus on building educational capacity and realistic expectations as they transition into the University.
- Grow student communities, making sure we know them, reach them and stay by their side throughout teaching periods and study breaks.
- Enable students' career goals, tracking their career ambitions, connecting them with professional networks and building tangible employability skills.

Key activities: *deliver increase in access, participation & success of people from a low SES background.*

Pre-access (outreach to schools and communities)

ASPIRE: Equity scholarships and low SES pathway programme for students in years 10, 11 and 12 supported financially and through tailored engagement activities. Additional scholarships and student success support mechanisms for Aspire students progressing to CDU. 2020 pilot conducting structured coaching program, delivered virtually by accredited coaches, to senior secondary students across the Northern Territory.

Children's University Charles Darwin: Based on the same service delivery model as the Children's University programs throughout Australasia and England, this program coordinates and promotes a

range of extra-curricular learning activities for primary school children. It celebrates learning outside of the classroom, partnering with local businesses and organisations. Annual graduation of students at CDU encourages and enables children and communities towards university pathways.

Access (pre-entry and admissions)

Indigenous Accounting Enabling Program: This enabling program for Indigenous students focuses on a range of individual and institutional supports that build confidence and familiarisation with University setting, linking with networks, academic skills and preparation, industry experience, and mentor/mentees for further studies. Successful students will be encouraged and financially supported to enrol into the Bachelor of Accounting.

National Disability Coordination Officer (NDCO) Program: The NDCO Program works strategically to inspire people with disability to participate in tertiary education and aims to ensure that people with disability can successfully participate in tertiary education and subsequent employment.

Regional/Remote Pathways for Indigenous students: The project aims to increase awareness and clarity of pathways across Colleges at CDU highlighting the existence of a flexible program that has targeted support for remote Indigenous students. Students engage with NT based, federally supported Regional University Centres. Cohorts of students in remote locations create economies of scale for service delivery whilst considering models for Indigenous Peer Academic Sessions.

Scholarships (Placement/Bushfire): Equity scholarships as financial support to students who face a range of challenges completing their studies, including practical placement and completion scholarships. Grants for students impacted by the Bushfires to enable them to continue their studies.

Participation (transition and progression during studies)

Bachelor Institute Academic Advisor: Higher Education Academic Support Advisor provides academic support and advice for Aboriginal and Torres Strait Islander students through partnership with CDU (formerly through CDU's ACIKE). CDU's Office of Indigenous Student Services (OISS) provides a wide range of supplementary programs and services targeted at Indigenous VET and HE students.

Online Study Plan Tool aimed at Underrepresented Student Groups: Aims to improve first year attrition and success of underrepresented groups of external students by providing personalized study plans based on individual circumstances, goals and educational background. Study plans will be delivered automatically via an app on CDU website; potential scalability across CDU Colleges.

Online Tutoring (Tutor.com): Online option for students seeking to improve their understanding of academic literacy or content. Access is through the Learning Management System (Learnline). CDU students can either chat with a discipline specialist to clarify content or submit work for feedback on language use or textual structure.

PASS: CDU uses a range of methods for supporting student learning beyond the formal course engagement. A dedicated Academic Learning & Literacy group delivers support to students and CDU delivers Peer Assisted Study Scheme (PASS) in person and online.

Student Support Services: CDU will continue to provide specialist support for students with disabilities through the Access & Inclusion services. Additionally, students from various equity groups are able to access support services and programs in the areas of: Careers & Employment, Counselling and Off-campus Accommodation.

Study Skills website: This service is an online self-access resource that aims to enrich students' knowledge of language and learning and encourage student autonomy. The website supports students to access resources through an easy to use website. The website will be updated and will be accessible on all devices.

Progress and attainment (successful completion and preparation for graduate employment)
Career Development Tool: Development of an online tool which to provide a suite of meaningful, contemporary career development learning resources including career assessments, aptitude tests, interactive career tools such as a resume builder and interview simulator, hiring manager advisory and career coaching resources. Specific programs designed to work with underrepresented students such as Indigenous students.

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

Success indicators of HEPPP effectiveness are monitored through collection and analysis of program participation data and student feedback. Formative and summative evaluations include qualitative and/or quantitative data obtained from various modes of information capture, such as collection of statistical data, observations, interviews, surveys, focus groups and case studies. Outputs and outcomes are reviewed and evaluated for continuous program design and increasing student engagement. Ongoing development of appropriate evaluation tools for localised analysis is synthesised with frameworks such as NCSEHE.

Partnerships and collaboration: *partnerships & collaboration that will improve equity performance.*

CDU will continue to partner with a range of educational and community organisations in the fulfilment of the strategies listed above. These include (but are not limited to):

- Batchelor Institute of Indigenous Tertiary Education
- Blackboard
- Children's University of Australia and associated NT community partners
- Tutor.com
- Innovative Research University member organisations
- Larrakia Nation (Darwin)
- Arnhem Land Progress Aboriginal Corporation (ALPA)
- NT Secondary Schools (Government, Independent and Catholic)
- Career Trackers
- Abintegro (online career development tool)
- North Australia Indigenous Land and Sea Management Alliance
- Foundation for Young Australians (FYA)
- Australian Government Office of Prime Minister and Cabinet
- Michael Long Learning and Leadership Centre
- Northern Territory Government Department of Education
- Australian Government Department of Education, Skills and Employment (DESE)
- Law Society NT
- The North Australian Aboriginal Justice Agency (NAAJA)
- NT Office of the Commissioner for Public Employment (Indigenous Employment Branch)