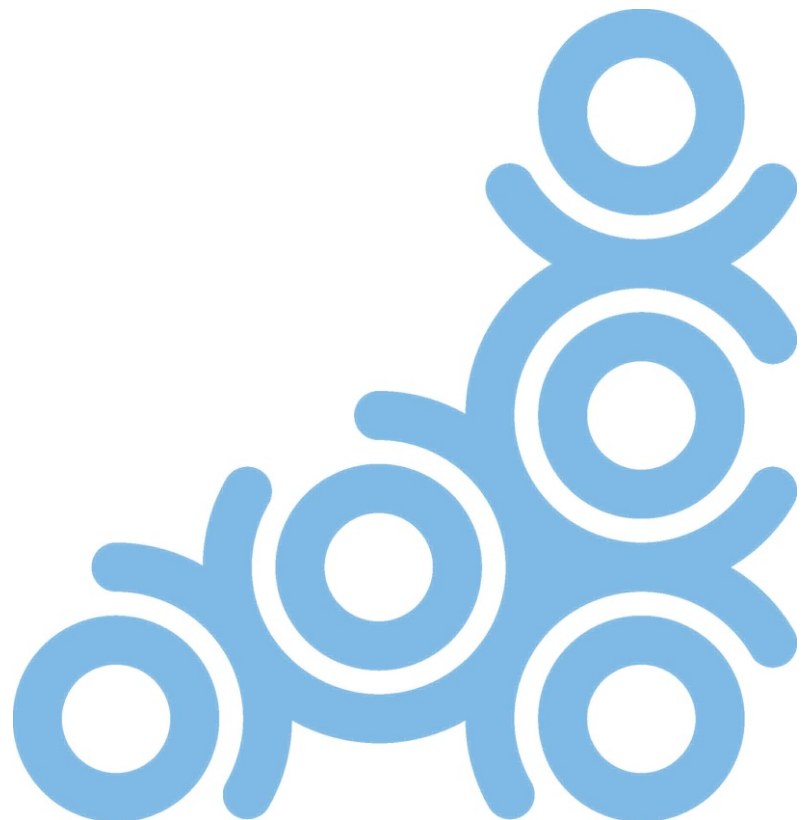




Evaluation Report

29 July 2008

Corio Leisuretime Centre





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Introduction

BacLinks, a division of Karingal, independently brokers mutually beneficial partnerships between businesses interested in making a social investment with their local community. The BacLinks program is regarded as one of the most innovative and respected business-community programs in Australia¹.

The Workplace Big Day Out is an excellent vehicle for BacLinks to introduce businesses to the concept of employee volunteering in a safe, supported environment. It is usual for numerous businesses to get involved in the event in some way, either through employee volunteer participation, sponsorship, activity provision, catering and other forms of event support. As such, the Workplace Big Day Out illustrates the broad potential of business-community partnerships.

It has been firmly established over the years that the Workplace Big Day Out is greatly enjoyed by employee volunteers who through participation often discover new dimensions about themselves, their colleagues and their workplace. This event was no exception with employee volunteer participants recording high levels of satisfaction with the event and personal and professional insights.

Employee volunteer responses in this evaluation support some of the real benefits for socially responsible businesses who encourage employee volunteering and provide other forms of in-kind support to their local community. These can include but are not limited to increased recruitment potential as an employer of choice and improved staff skill levels, morale and retention.

Along with the potential for achieving a better 'bottom line', this suggests that no business today, whatever its size or interests, can afford not to consider making a social investment in their community.

BacLinks encourages businesses to therefore step beyond the Workplace Big Day Out towards greater engagement with their community. As the social 'eyes and ears' of the community, and backed by solid experience and expertise in brokering mutually beneficial relationships between businesses and community groups, BacLinks can assist your business to take this step.

We thank you for your participation and involvement in the 2008 Winter Workplace Big Day Out. Your involvement was valued. We hope that you will find the information contained in this document informative and look forward to a future association with your business and your employees.

Kind regards

A handwritten signature in black ink, appearing to read "Denise Howes".

Denise Howes
WBDO Coordinator



1. SED Consulting 2007, 'Organisational Review', Sustaining and Growing BacLinks Geelong, p.9, SED Consulting



Was proudly sponsored by



And supported by



Special thanks go to: Karingal Staff, KABLE & Karingal Volunteers; Geelong Business News; Geelong News; Geelong Advertiser; Bunnings Waurn Ponds; Tip Top Bakeries; McDonalds Waurn Ponds; Narana Creations; United Way Geelong...and all other participants

WINTER 2008 workplace **big** day out

"A very different experience"



"Don't ask me, go do it!"



"Put my name down for the next event..."



"Highly recommend others to come along and experience this wonderful day..."

Magic Moments...



Evaluation

Employee volunteers complete an evaluation survey at the end of each Workplace Big Day Out (WBDO) event. The collected information is a valuable tool to assess participant satisfaction with event processes and services and is used to inform the planning and implementation processes of future events. Evaluation also assists BacLinks to measure business understanding of the BacLinks program, the benefits of business-community partnerships and the purpose of the WBDO.

Event Planning and Implementation

Respondents were asked to rate different aspects of the event between 1 (terrible) and 5 (excellent) to gauge employee volunteer satisfaction levels with the event (Figure 1; Table 1). Their responses indicated all aspects evaluated were considered by the vast majority as being above average:

88% pre event information

94% event organisation

99% activities

87% entertainment

- Pre event information
- Event organisation
- Choice of activities
- Entertainment
- Briefing Sessions
- Getting-to-know-you activities

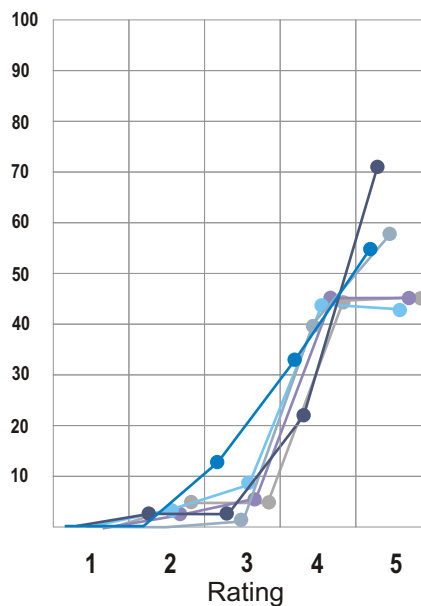


Figure 1

	Rating represented as a %				
	5	4	3	2	1
Pre event information	55	33	12	0	0
Event organisation	72	22	3	3	0
Choice of activities	59	40	1	0	0
Entertainment	43	44	10	3	0
Briefing sessions	46	46	6	2	0
Getting-to-know-you activities	46	44	5	5	0

Table 1

Activities

Each team passed through a rotation of five out of the 10 possible activities. These activities included French Cricket; Games Sense; 10 Pin Bowling; Soccer; Martial Arts; Rock Painting; Basketball; Netball; Picnic Games; and Badminton. *(continued overleaf)*.

When asked to list their favourite activity, respondents nominated every activity at least 7 times. The most popular activities were Basketball ($n=26$); Martial Arts ($n=17$); and 10 Pin Bowling and Soccer, each mentioned 15 times.

Respondents indicated they favoured activities that involved all of the team, were inclusive and made them laugh. A number of respondents appreciated the break from physical activity and level of relaxation the Rock Painting activity provided.

Workplace Big Day Out participation

Respondents were asked a series of questions about their participation in and perception of the WBDO.

This was the first WBDO for 77% of respondents.

100% indicated they would participate in another WBDO event

100% would recommend participation in a WBDO to their work colleagues

Respondents were asked if they were willing to participate as an employee volunteer in other projects arranged by BacLinks through their workplace (Figure 2).

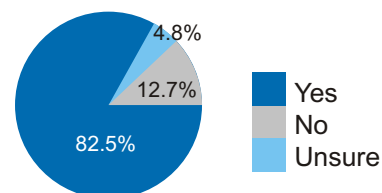


Figure 2

82.5% indicated they were willing to participate in another WBDO

Respondents were asked to rate between 1 (Not good at all) and 5 (Excellent) whether they believed participation in this WBDO was good for both personal and professional development (Figure 3; Table 2).

95% believed participation was above average for personal development

80% believed participation was above average for professional development

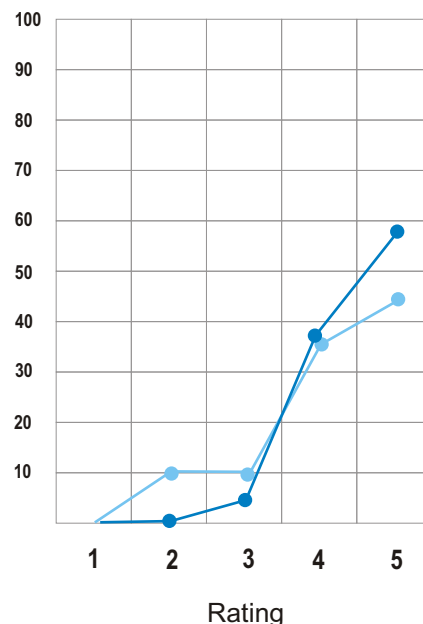


Figure 3

Respondents were also asked to rate between 1 (Not at all) and 5 (Heaps) whether participation in this WBDO provided them with personal satisfaction and a connection with community, work colleagues and their business (Figure 4; Table 2).

97% believed the event provided them with above average personal satisfaction

89% believed the event provided an above average opportunity to connect with their community

77% believed it provided them with an above average opportunity to connect with their work colleagues

63% believed it provided them with an above average opportunity to connect with their business

● Personal Development
● Professional Development

The responses varied when asked to name one thing they learnt about themselves, their business, workmates and people with disabilities.

Many discovered they were not fit. Others found the experience challenged them by taking them out of their comfort zone. For some this led to a realisation that they were more capable at dealing with challenge than they originally thought. For others, participation assisted them to overcome personal fears, in particular with their social interaction with people with disabilities. Participation helped a number of respondents to recognise that disability does not preclude ability, 'to see beyond the disability and empathise with their special needs.

For many participation led them to recognise and appreciate admirable qualities in their workmates and a fresh appreciation of the business they work for. A number mentioned that the opportunity to attend the WBDO event provided by their employer was highly appreciated and others mentioned they were proud of their business for being involved in their community.

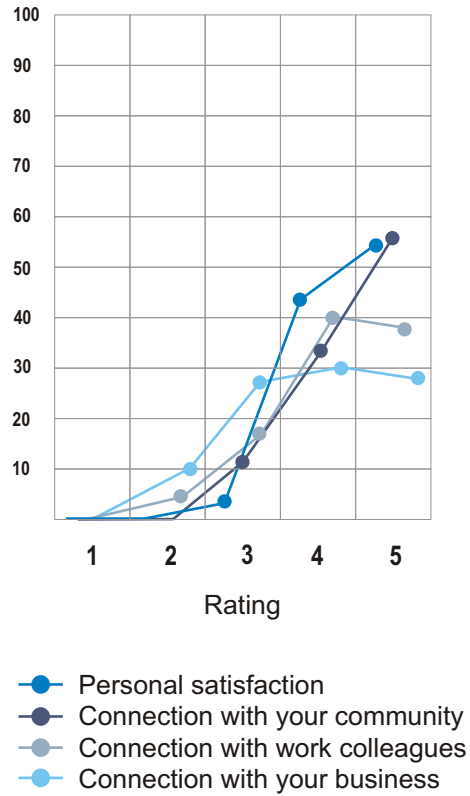


Figure 4

	Rating represented as a %				
	5	4	3	2	1
Personal Development	58	37	5	0	0
Professional Development	44	36	10	10	0
Personal Satisfaction	54	43	3	0	0
A connection with community	56	33	11	3	0
A connection with work colleagues	37	40	17	6	0
A connection with your business	29	34	27	10	0

Table 2

Issues

BacLinks takes your comments and suggestions on board and whenever possible looks for practical solutions to incorporate into future events. The following information will attempt to address some of the issues brought to our attention.

Inclusion:

BacLinks attempts to provide activities that can be enjoyed by all people, however, this is not always possible as a broad range of physical and intellectual abilities are represented at the WBDO. Most program members and employee volunteers are able to participate to some level in the provided activities and, when unable to fully participate, it is our experience that most gain considerable enjoyment through social interaction with their team. It is also not uncommon for program members to consciously choose not to participate in an activity for their own reasons.

Participant Closure:

Some employee volunteers suggest they would like the opportunity to say goodbye to program members before the close of the event. BacLinks will review event processes prior to departure of program members to see if this can be incorporated into the program format for future events.

Venue:

BacLinks is aware that the Corio Leisuretime Centre can be quite cold at times. This was especially obvious at this event. Given a lack of suitable alternative venue we will continue to hold the Winter event at this venue, however we are reviewing the time of year that the winter event is held and may bring the next Winter event forward to May when the weather is more friendly.

Special thanks go to everyone who actively contributed to, or participated in, the 2007 Summer Workplace Big Day Out:

Alcoa Point Henry
Barefoot Media
Bendigo Bank
Black Dog Promotions
Bunnings Waurm Ponds
Corio Leisuretime Centre & staff
Coulter Roache
Eagle Creative
Encompass Community Services Inc
May Travaille (Geelong Badminton Association)
Robyn Jarvis (Geelong Bowling Lanes)
Geelong Advertiser
Geelong Business News
G-Force Recruitment
Gordon Institute of TAFE Sport & Recreation Staff & Students: Jenny Campbell, Corey Bolton, Duane Luki, Kim Falvey, Aaron D'Antino, Callan Broad, Kaylee Smith, Joel Davies, Tyron Norman, Ben Smith, Scott Baker, Ellie Rowarth, Teagan Doppler, Aimee Davis, Lauren Morgan, Loretta Dawes, Darcy O'Sullivan, Danielle Aydon, Jess Lanigan, Jamie Grace, Jess Friend, Brett Venables
KABLE Staff & Crew
Karingal Staff
Karingal Volunteers: Michael Pink, Maria Pitaro, Audrey Rowe, Joan Robertson, Naomi Floyd
Kommercial - Sponsor
MatchWorks - Sponsor
McDonalds Waurm Ponds
Norm Stanley (Narana Creations)
Photis Kyprian (Football Federation Victoria)
Powercor Australia - Major Sponsor
Shell Refining
St Laurence Community Services Geelong & Colac

Sweeney Todd Waste Disposal
Target
Tip Top Bakeries
United Way
Victorian Kyokushin Karate Association (Shaihan-Cho Gary Viccars Branch)
Quiksilver Torquay & Warehouse
Rotary Highton
Safeway Newcomb
Volunteer: Leia Howes
Vista Video
WHK
- And all of the many program members and agency staff

For more information about how BacLinks membership can benefit your business please contact one of the BacLinks team on **5249 8989** or visit our website www.baclinks.org.au

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