



# Stepping Stone House Social Impact Report 2020

Improving the wellbeing of  
youth at risk of homelessness

June 2021

Prepared by





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# Improving the **wellbeing** of youth in need of a safe home.

In Australia, about 1 in 3 people experiencing homelessness are under 18 years old.<sup>1</sup> In the past decade, New South Wales has seen a 45% increase in young people ages 19-24 experiencing homelessness, nearly three times the rate of the national average.<sup>2</sup> More often, young people are being forced out of their homes by domestic violence, abuse, and addiction. These issues have only been compounded further by the global COVID-19 pandemic, dramatically increasing demand for resources and care for those most in need.

Throughout these challenging times, Stepping Stone House has worked tirelessly to provide stability and security for Sydney's most vulnerable young people. Since 1989, Stepping Stone House has helped youth overcome adversity and fulfil their true potential. Stepping Stone House uses a multi-phase model of holistic long-term residential care to support young people at risk of or currently experiencing homelessness. Through one-on-one mentoring and careful case management, Stepping Stone House provides its residents with the resources and capabilities necessary to create the positive change they wish to see in their own lives.

Stepping Stone House measures the success of its programs against the overall change in the Wellbeing of the young people they serve. Together with Huber Social, Stepping Stone House has created an integrated measurement system that routinely assesses the wellbeing of each resident and their progress in building towards responsible independence. This data allows Stepping Stone House to identify unique priority needs for individuals, and offers additional insight



into potential factors that are key for driving lasting change. Through alumni surveys, Stepping Stone House can evaluate the long-term impacts of their program and demonstrate sustained wellbeing improvement in their graduates.

This 2020-21 Social Impact Report marks the fourth in the annual social impact report series. This report presents the impact and outcomes achieved by Stepping Stone House based on data collected from young people and graduates between 2017 and 2021. While surveying was briefly interrupted during the pandemic, data adjustments have been made to account for this. By continuing its routine measurement activities, Stepping Stone House will further strengthen its evidence base for the impact of its work and the real change it creates in the lives and wellbeing of its young people.

1. Australian Human Rights Commission - Homelessness. Accessed 31 May 2021. Available at: <https://humanrights.gov.au/our-work/education/homelessness>

2. ABC News (2017). FactFile - Without a home. Accessed 31 May 2021. Available at: <https://www.abc.net.au/interactives/homeless/>





## MISSION

**Stepping Stone House  
provides a safe place  
for all young people  
to fulfil their true  
potential.**





# Why Measure **Social Impact?**

Huber Social measures the social impact of Stepping Stone House to both prove the impact of the program, and to inform how service delivery may be improved.

## 1. Prove

Huber Social provides independent measurement shifts in the wellbeing (impact) and target outcomes for the young people living at Stepping Stone House and its alumni. The data and insights gathered from this measurement process allow Stepping Stone House to show key stakeholders that their program model really works.

## 2. Improve

The Huber Social Wellbeing Measurement Framework offers a data driven approach to understanding the needs of young people in each stage of the program and even after graduation. This informs targeted investment in improvements to maximise social outcomes going forward, and to facilitate effective collaboration with other service providers where appropriate.







# Stepping Stone House

## Program Summary

Stepping Stone House has created a unique care model that places young people at its centre. Rather than just providing people with a place to sleep, Stepping Stone House works to improve the wellbeing of each one of its young persons and prepare them with the knowledge and skills necessary to achieve their full potential and live a life that they value.

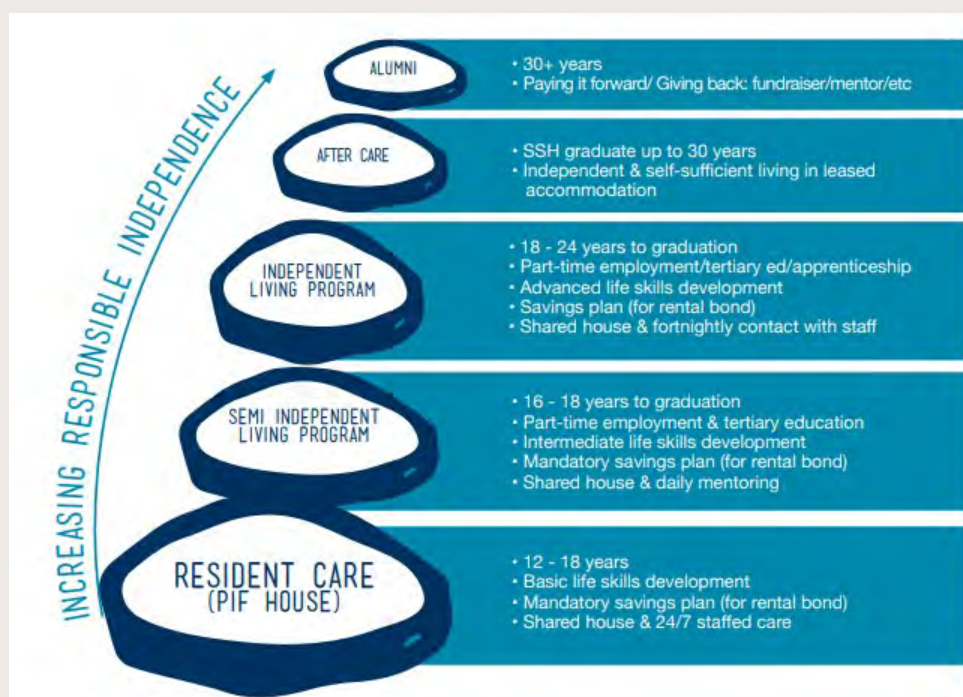
By using a step-wise model, young people learn and build upon key life skills as they pass from one program stage to the next all within a safe, nurturing environment. Each stage also varies in the degree of supervision and services provided to young people as they work their way towards achieving independence.

Young people at Stepping Stone House also have the opportunity to grow beyond the house, with the chance to participate in volunteer activities, adventure education, and nature trips. These opportunities fortify the life skills, health management, financial literacy, and resiliency-building taught through

Stepping Stone House mentors, creating a holistic learning environment in which all young people can thrive.

As each young person arrives at Stepping Stone House during a different point in their life, not everyone's journey through the program is the same. Depending on the age, context and needs of the young person, a resident may begin their time with Stepping Stone House at any one of the residential program stages. Through careful case management and integrated wellbeing measurement, Stepping Stone House designs a care curriculum specifically aligned with the young person's needs, interests and goals.

In the past year, Stepping Stone House has grown their program, offering a second semi-independent living program location for its young people in that program stage. These two communities are managed separately but ultimately receive the same quality of care, education, and opportunities.

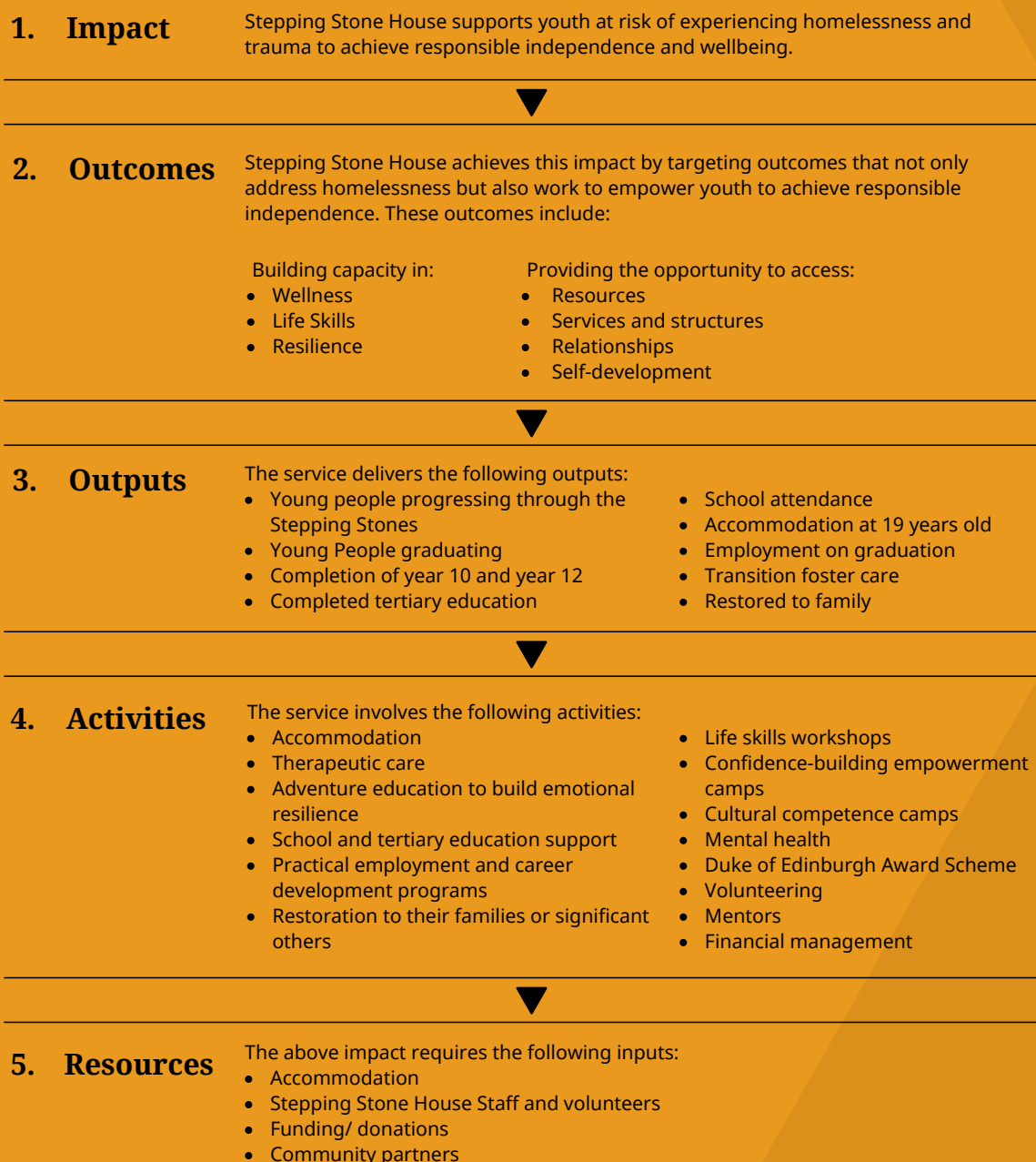




# Stepping Stone House

## Social Impact Model

The Stepping Stone House Social Impact Model outlines how the organisation impacts those who participate in their programs. By measuring multiple levels of impact, Stepping Stone House uses a data driven approach to demonstrate what currently works and what may be required to maximise impact and outcomes.





# The Measurement Approach

To determine the impact of the program Huber Social measures the shift in the subjective wellbeing of the young people in the program, along with their levels of personal capabilities and access to opportunities. For further information on the Huber Social Wellbeing Measurement Framework see the following page.

To demonstrate this shift for Stepping Stone House House, Huber Social collects data from the young people in the program using online surveys administered by program staff. These surveys are completed when a young person first joins Stepping Stone House, and then at intervals upon entering into and transitioning from each program stage and prior to graduation (shown in *Figure 1* below).

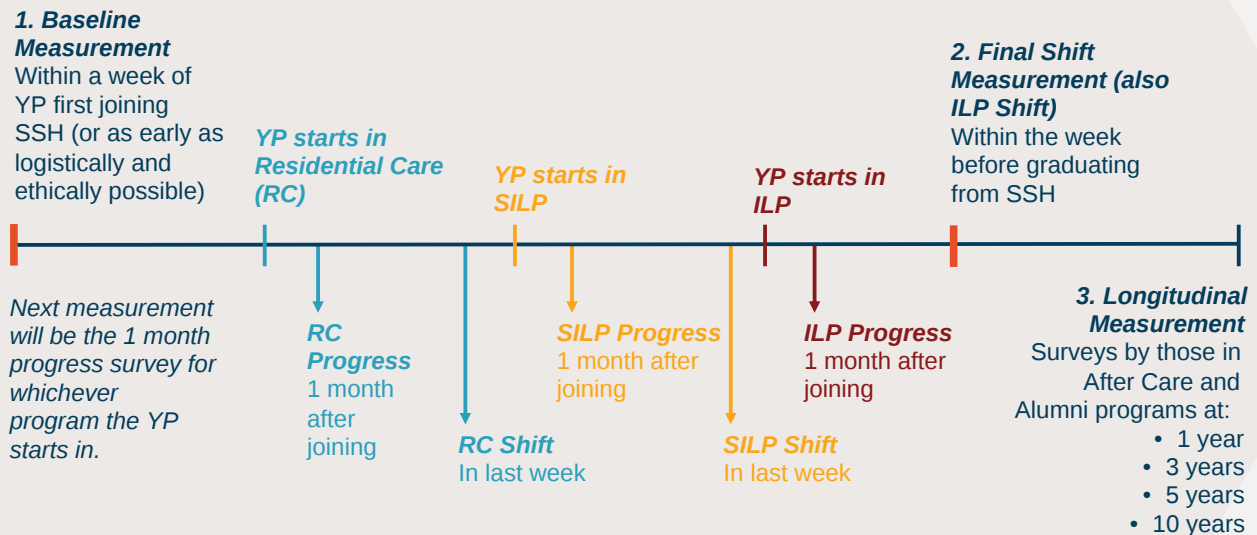


Figure 1. Stepping Stone House Program Social Impact Measurement Activities for 2020-21

By timing the inter-program measurements upon entering and exiting each program stage, data could potentially demonstrate the impact on wellbeing of residents as they pass through each program stage. Due to the COVID-19 pandemic, interruptions in routine measurement activities and small sample sizes prevented sufficient quantities of data to be collected for each program, and thus this type of analysis was not possible in this year's report. However, given the depth of historical data that has now been collected over the past five years, it was still possible to identify predictors of wellbeing and priority needs for each program stage.

This is the second instance of measuring the wellbeing of Stepping Stone House alumni, the first measurement having been taken in 2017. This group will continue to be surveyed on a periodic basis to gain further insights into the sustained effects of the Stepping Stone House program and how to best support this group of young people beyond graduation.





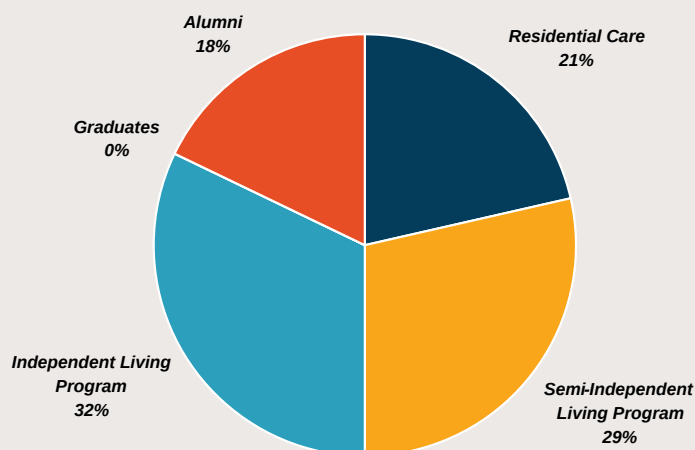
# Stepping Stone House

## Participants

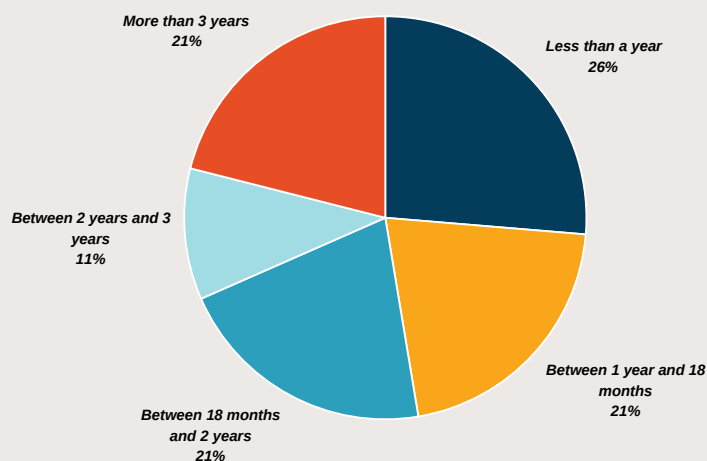
Stepping Stone House welcomes young people aged 12 – 24 years from Sydney and surrounding suburbs. Residents are referred to Stepping Stone House from community services, Juvenile Justice, and crisis accommodation services as well as self-referrals. Many of these young people have experienced domestic violence, sexual and emotional abuse, alcoholism and drug addiction. Around 30% have been forced to leave home because of their sexuality.

The various samples used in this report includes 128 survey responses from 51 young people between 2016 and 2021. Between 2020 and 2021, there were 38 responses from 25 current residents and seven alumni. Alumni of Stepping Stone House have graduated from the program at least one year prior; recent alumni are considered those who have graduated within the past 8 years.

### Program Participants Surveyed, 2020-2021



### Time Spent in Program, All Alumni





**"They never let me  
give up on myself."**

**The staff not giving up on me like so many before them. They were there for me at a time I needed people the most and no matter what I did they never let me give up on myself either.**

***Former Resident,  
Stepping Stone House***



## Key Findings: The **Impact** of Stepping Stone House

### **1. Stepping Stone House graduates experience a sustained increase in overall wellbeing**

From beginning the program to graduation, Stepping Stone House young persons report a 9% positive shift in overall wellbeing. This increase remains among program alumni, who report an overall wellbeing 6% higher than compared to those first entering Stepping Stone House.

### **2. Stepping Stone House program is delivered consistently across communities**

Across both program communities, overall wellbeing of young people and key outcomes are achieved equally, with health management skills ranked the highest out of all program outcomes.

### **3. Stepping Stone House teaches its young people to recognise the risks of substance use**

Current residents ranked awareness of health risks posed by their drug, alcohol and tobacco use as some of the highest program outcomes. These become life long lessons for residents, as Stepping Stone House alumni report a 60% greater understanding and recognition of the health risks posed by their substance use as compared to young people who have just begun Stepping Stone House.

### **4. Stepping Stone House young persons learn key life skills**

Stepping Stone House alumni rank their confidence in their ability to find emergency housing and secure long-term stable housing at significantly higher levels than compared to newly enrolled residents. The same holds true for their abilities to form and maintain positive relationships and to enjoy life.







# The Impact of Stepping Stone House

From their first day to becoming an alumni, **overall wellbeing of Stepping Stone House young people has increased by 9%.**

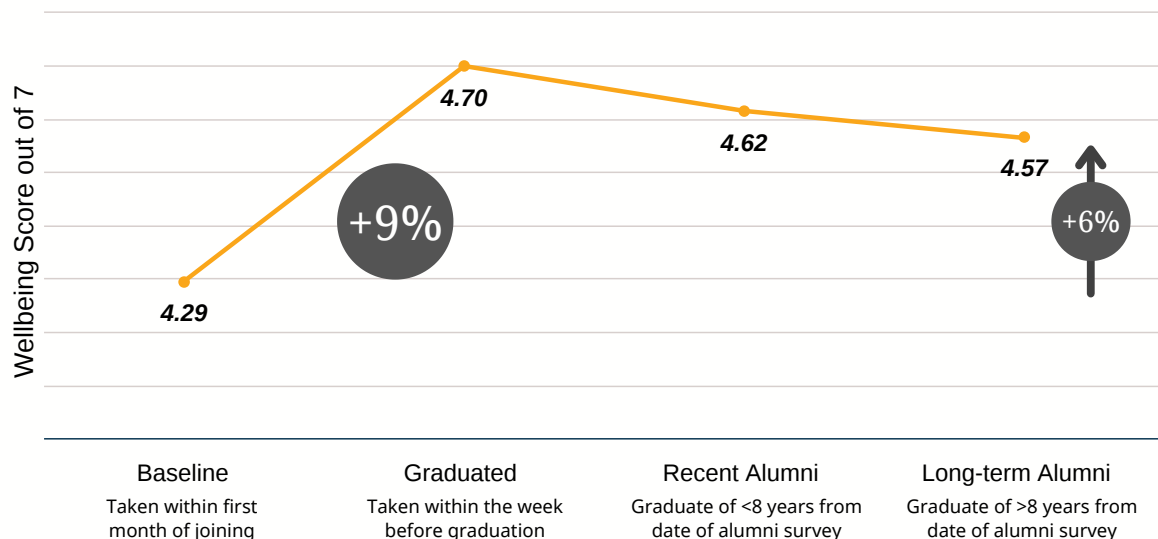


Stepping Stone House graduates and alumni have higher overall wellbeing as compared to when they first enter the program

To measure overall wellbeing, residents and alumni were asked about their own satisfaction with life.\* Results across all baseline and alumni surveys have been aggregated and analysed in the graph below.

Following the initial surge at graduation, overall wellbeing is sustained among all alumni at higher levels than originally reported when they first entered Stepping Stone House. This suggests that despite the challenges they may face, graduates are still able to maintain their wellbeing past their time at Stepping Stone House.

Overall Wellbeing of Stepping Stone House Young People, 2017-2021

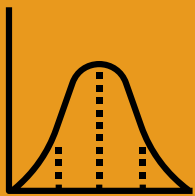


Data includes 61 survey responses collected from Stepping Stone House residents and alumni at various stages within the program lifecycle. Baseline data is collected from residents within the first month of joining Stepping Stone House; in cases where this data is not available, the first recorded measurement for a resident is used as their baseline. Two alumni measurements have been taken, first in 2017 and then again in 2021. Recent alumni are categorised as those who have graduated from Stepping Stone House within 8 years of taking an alumni survey; long-term alumni are those who graduated more than 8 years prior to taking an alumni survey. There was no significant difference in overall wellbeing scores by program stage ( $F=0.48$ ,  $p=0.61$ ).

\*Satisfaction With Life Scale (SWLS), Ed Diener, Robert A. Emmons, Randy J. Larsen and Sharon Griffin as noted in the 1985 article in the Journal of Personality assessment.

## 2020-2021 Overall Wellbeing Results

This year's results show smaller shifts in overall wellbeing as compared to those observed in previous impact reports. There are a few factors that can explain this:



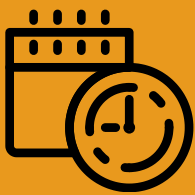
### Increase in sample size

As more data is collected, this will lessen the effects of outlier observations (i.e., extremely low or extremely high wellbeing scores) which may have contributed to a larger difference in wellbeing averages of past measurements.



### Change in profile of new young persons

Over time, Stepping Stone House has accepted more young people with fewer needs than in previous cohorts. This translates to new residents beginning their journey with higher overall wellbeing than past new residents, therefore elevating the average wellbeing score at baseline. Typically, it is more difficult to create large improvements when someone's wellbeing is already well-off, as compared to someone beginning the program at a very low point of wellbeing.



### Timing of wellbeing survey

In balancing the needs of new residents and graduates, it can be challenging to administer the wellbeing survey at a moment that is appropriate for young person and staff alike. However, accuracy in timing of these measurement activities is crucial to having quality wellbeing data. Therefore, continued efforts will be made to improve survey distribution to ensure all key measurements are captured during a young person's time at Stepping Stone House.

The 2020-2021 overall wellbeing results should not be interpreted as a reduced impact of the Stepping Stone House program, but rather an improvement in data quality and a shift in the profile of the average young person entering the Stepping Stone House program.



# Stepping Stone House Outcomes for Youth in their Care

Huber Social measured the impact of Stepping Stone House across a range of different capabilities to understand the effectiveness of the program. The six largest positive shifts that young people experienced between first joining and graduating from Stepping Stone House are shown below.

These are aligned with the target program outcomes outlined in the Stepping Stone House Social Impact Model, with the biggest areas of impact achieved across a range of life skills and wellness factors.



## Substance Use

**+60%**

Recognition of the way one's use of alcohol, drugs and tobacco may put their health at risk<sup>^\*</sup>



## Housing Skills

**+54%**

Knowing where to find emergency housing services\*



## Housing Skills

**+40%**

Knowing how to secure stable and long-term accommodation\*



## Physical Health

**+30%**

A decrease in mental, physical or emotional health prohibiting work, study or housework



## Enjoyment

**+25%**

Being able to enjoy life and have fun\*



## Relationship Skills

**+22%**

Ability to form and maintain positive relationships\*

### Data includes:

- 38 baseline surveys collected within the first month of joining Stepping Stone House (data from 2017 - 2021) (or first recorded measurement)
- 13 recent alumni surveys collected in 2017 and 2021 (recent defined as within 8 years of leaving Stepping Stone House)

<sup>^</sup>Indicates an outcome that was also one of the lowest scoring factors when young people first joined Stepping Stone House, suggesting that Stepping Stone House has its largest impact in areas of need.

\*Indicates outcome shifts that were found to be statistically significant ( $p < 0.2$ ), meaning that observed changes in these outcomes may in part be attributed to program impact and are not due entirely to chance.





## Consistent Outcomes across Stepping Stone House Communities

This year, Stepping Stone House duplicated its semi-independent and independent living programs. To assess the quality of program delivery in each community, analysis was performed to determine if there are any significant differences between respondents overall wellbeing or their self-assessment of key program outcomes.

Analysis found that there was no significant difference in overall wellbeing between the two communities, and that the majority of the highest rated outcomes are the same between the two communities. This indicates that the Stepping Stone House program is being delivered consistently across communities and achieving key outcomes with equal success, and could strengthen confidence in the scalability of the Stepping Stone House program.



### Overall Wellbeing

**4.1**

There was no significant difference between the two communities of Stepping Stone House

## Top Three Outcomes from both Semi-Independent Living Communities



### Health Management Skills

**6.41** | **6.45**

Understanding how to practice safe sex and the risks of not doing so



### Health Management Skills

**5.76** | **6.09**

Understanding the affects of lifestyle choices on health



### Health Management Skills

**6.41** | **5.81**

Understanding the health risks of using drugs, alcohol or tobacco

*Data includes 28 survey responses collected from residents across the Stepping Stone House program between 2020 and 2021. Grey numbers represent Community 1, yellow numbers represent Community 2. Given the sample size and program length, these are preliminary results and are limited in their application. However, continued routine data collection from these two communities will strengthen future analysis capabilities and provide greater insights into program delivery reliability.*



**"I was being **treated as an individual** and not as a 'client'."**

**"Finn & Marissa's style of case management was realistic and effective. I felt like I was being treated as an individual and not a 'client'. To have two such inspiration and effective leaders of SSH made such a big positive impact on my life."**

*Former Resident,  
Stepping Stone House*





## Predictors of Wellbeing and Priority Needs

To have the greatest impact in wellbeing of its residents, Stepping Stone House first wants to understand which needs are most likely to drive change in wellbeing when satisfied.

To achieve this, Huber Social has analysed the wellbeing data of residents in each program stage, including alumni, to determine which needs have the strongest positive association with high overall wellbeing. A positive change in these needs is statistically more likely to lead to an increase in overall wellbeing, as compared to needs which do not have a strong association with wellbeing.

Below is an example of two needs that have been identified as predictors of wellbeing:

### Satisfied Needs

A need that has been identified as a predictor of wellbeing, and is also a high-scoring factor among young people in this program stage.



Need #1

Outcome #1

5.75

### Priority Needs

A need that has been identified as a predictor of wellbeing, but is also a low-scoring factor among young people in this program stage.



Need #2

Outcome #2

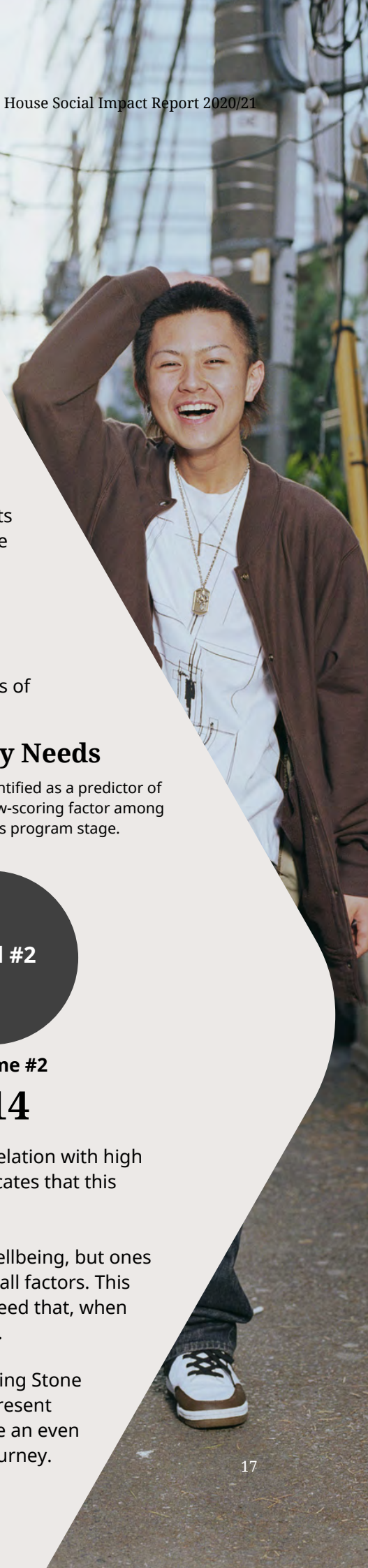
3.14

Average score across all factors = 4.24

Needs (or factors) in yellow are ones that have a statistically strong correlation with high overall wellbeing, and ones that scored high among residents. This indicates that this need, which is a key driver of residents' wellbeing, is being satisfied.

Needs in black have a statistically strong correlation with high overall wellbeing, but ones which scored low among residents, relative to the average score across all factors. This need is therefore not being satisfied, and can be considered a priority need that, when improved upon, is more likely to lead to an increase in overall wellbeing.

The following section will present predictors of wellbeing for each Stepping Stone House program stage. For each stage, the satisfied and priority needs present opportunities for Stepping Stone House to focus its resources and create an even greater impact on the wellbeing of young people in each step of their journey.







# Predictors of Wellbeing in Residential Care

Among respondents in Residential Care, those who generally **felt more happy over the past month, have good physical health, and are proud of their accomplishments** are more likely to have higher overall wellbeing.

## Satisfied Needs

A need that has been identified as a predictor of wellbeing, and is also a high-scoring factor among young people in this program stage.



**Pride**

**Self-acceptance**

**4.82**

*Being proud of one's accomplishments*

## Priority Needs

A need that has been identified as a predictor of wellbeing, but is also a low-scoring factor among young people in this program stage.



**Happiness**

**Emotional Wellness**

**3.88**

*Feeling happy and enjoying life*



**Physical Health**

**Physical Wellness**

**4.31**

*Perceived to be free from physical illness or injury*

Based on the average scores reported by young people in Residential Care, residents in this program stage feel satisfied with their self-acceptance, specifically the pride they feel in their own achievements. Stepping Stone House should aim to maintain this need among young people in Residential Care, as it is one of the main drivers of their wellbeing.

While physical wellness was a relatively low scoring factor among young people in Residential Care, factors related to physical health knowledge and skills received high scores by this group. This suggests that while Stepping Stone House youth have the capabilities necessary to maintain good physical health, they may not yet have the opportunity to put these new skills into practice, or that they are still in the early stages of their physical wellness journey. Physical wellness, along with happiness, are key drivers of wellbeing for this group and would likely lead to an increase in overall wellbeing if improved upon.

### Predictors of Wellbeing:

Factors found to have a significant relationship with overall wellbeing in order of statistical significance.

FACTORS	Coefficient	P-Value
<i>Happiness</i> – Feeling happy more often in the past month	0.388	p = 0.006
<i>Self-acceptance</i> – Being proud of one's accomplishments in life	0.327	p < 0.001
<i>Physical health</i> – Feeling satisfied with one's general physical health	0.239	p = 0.02

Data includes 24 survey responses collected from residents in Residential Care between 2017 and 2021. Scores are based on a ranked scale of agreement from 1 to 7, with 1 meaning a respondent strongly disagrees with the statement, and 7 meaning a respondent strongly agrees with the statement. Mean score for all factors (excluding wellbeing scale) is 4.48.



# Predictors of Wellbeing in the Semi-Independent Living Program

Among respondents in the Semi-Independent Living Program stage, those who generally have **greater enjoyment with life, more self-discipline, and less regret of past decisions** are more likely to have higher overall wellbeing.

## Priority Needs

A need that has been identified as a predictor of wellbeing, but is also a low-scoring factor among young people in this program stage.



For Semi-Independent Living Program residents, each of the three needs identified as a predictor of wellbeing received scores lower than the average score of all factors assessed (mean = 4.92). In particular, mental wellbeing, which has been identified as a predictor of wellbeing, received low marks in both feelings of past regret (score: 4.57 out of 7) as well as feelings of guilt, anger or shame when reflecting on past experiences (score: 3.88 out of 7).

While these priority needs are not the lowest of all factor scores, it is possible that they do warrant further attention, as a positive change in any one of these three factors is more likely to lead to a positive change in overall wellbeing.

### Predictors of Wellbeing:

Factors found to have a significant relationship with overall wellbeing in order of statistical significance.

FACTORS	Coefficient	P-Value
Enjoyment – Enjoying life and having fun	0.700	p = 0.006
Self-discipline – Being able to resist short -term temptations to achieve long -term goals	0.327	p < 0.001
Past Regrets – Regret of one's past decisions	0.239	p = 0.02

Data includes 29 survey responses collected from residents in the Semi-Independent Living program between 2017 and 2021. Scores are based on a ranked scale of agreement from 1 to 7, with 1 meaning a respondent strongly disagrees with the statement, and 7 meaning a respondent strongly agrees with the statement. Mean score for all factors (excluding wellbeing scale) is 4.92.



# Predictors of Wellbeing in the Independent Living Program

Among respondents in the Independent Living Program stage, those who generally **have a greater sense of purpose in life and are proud of their achievements** are more likely to have higher overall wellbeing.

## Satisfied Needs

A need that has been identified as a predictor of wellbeing, and is also a high-scoring factor among young people in this program stage.



**Purpose**

**Mental Wellness**

**5.73**

*Believing one's life has meaning and purpose*

## Priority Needs

A need that has been identified as a predictor of wellbeing, but is also a low-scoring factor among young people in this program stage.



**Pride**

**Self-acceptance**

**5.00**

*Being proud of one's accomplishments*



**Healthy Relationships**

**Relationships**

**4.10**

*Ability to identify and avoid dangerous or unhealthy situations or relationships*

Based on the average scores reported by young people in the Independent Living program, residents here feel satisfied with their sense of purpose, but less so in their sense of pride. Young people in this program stage would likely benefit from continued work in both of these needs, as an increase in either one will more likely lead to an improvement in overall wellbeing.

It should be noted that participants who reported feeling more confident that they could establish boundaries and identify healthy relationships were more likely to have lower overall wellbeing (note the negative coefficient of -0.235 in the table below). It may be that young people at this stage have stronger boundaries with other residents as they begin to recognise and extract themselves from the negative relationships in their life. As a result, young people may experience initial periods of loneliness and isolation before they can replace those previous relationships with healthier ones.

### Predictors of Wellbeing:

Factors found to have a significant relationship with overall wellbeing in order of statistical significance.

FACTORS	Coefficient	P-Value
<b>Self-acceptance</b> – Being proud of one's accomplishments in life	0.325	p < 0.001
<b>Sense of purpose</b> – Believing one's life has meaning	0.19	p < 0.017
<b>Healthy Relationships</b> - Ability to identify and avoid dangerous or unhealthy situations or relationships and say 'no' to friends	-0.235	P <0.001

Data includes 41 survey responses collected from residents in the Independent Living program between 2017 and 2021. Scores are based on a ranked scale of agreement from 1 to 7, with 1 indicating a respondent strongly disagrees with a statement, and 7 indicating a respondent strongly agrees with a statement. Mean score for all factors (excluding wellbeing scale) is 5.12.





# Predictors of Wellbeing for Stepping Stone House Alumni

Among Stepping Stone House alumni, those who generally have a **greater sense of purpose in life and have more trust in law enforcement** are more likely to have higher overall wellbeing.

## Satisfied Needs

A need that has been identified as a predictor of wellbeing, and is also a high-scoring factor among young people in this program stage.



**Mental Wellness**

**5.86**

*Believing one's life has meaning and purpose*

## Priority Needs

A need that has been identified as a predictor of wellbeing, but is also a low-scoring factor among young people in this program stage.



**Law and Justice**

**4.16**

*Knowledge that the law exists to protect and having trust in the system*

On average, recent alumni (those who graduated from Stepping Stone House within 8 years of being surveyed) believe that their life has meaning and purpose. As this factor was also identified as a predictor of wellbeing, Stepping Stone House should continue to support alumni in maintaining their sense of purpose, as this is more likely to contribute to a higher overall wellbeing.

Having a positive attitude towards law enforcement and belief in the justice system was one of the lowest ranked factors among recent alumni, and was also identified as a predictor of wellbeing. This would suggest that attitudes towards the role of law enforcement is a priority need among recent Stepping Stone House alumni, and that improvement in this area would likely have a greater positive impact in overall wellbeing for recent alumni.

### Predictors of Wellbeing:

Factors found to have a significant relationship with overall wellbeing in order of statistical significance.

FACTORS	Coefficient	P-Value
<i>Sense of purpose</i> – Believing your life has meaning	0.435	p < 0.001
<i>Trust in Law Enforcement</i> – Believing that the law is protects young people and having trust in the system	0.353	p = 0.002

Data includes 19 survey responses collected from Stepping Stone House alumni in 2017 and 2021. Scores are based on a ranked scale of agreement from 1 to 7, with 1 indicating a respondent strongly disagrees with a statement, and 7 indicating a respondent strongly agrees with a statement. Mean score for all factors (excluding wellbeing scale) is 5.21.



**"I am forever grateful."**

**I am 31, earning \$110,000, studying postgrad law and have bought and sold two properties in the last 5 years. The programs and resources and support offered by SSH is what led me to become the person I am today and I am forever grateful.**

***Former Resident,  
Stepping Stone House***



# Huber Social Wellbeing Measurement Framework

To be able to fulfil their potential and achieve wellbeing, each individual needs to have the capability and the opportunity to do so. Everyone has different needs within these categories depending on their context.

When it comes to measuring the social impact of a service, Huber Social measures the 'shift' the service creates in terms of wellbeing and the specific programs outcomes achieved to create this. Results are then consolidated at a sector, community and global level.

Longitudinal measurement monitors effectiveness of programs to meet these needs; ensuring resources are directed to have the greatest impact. The vision is a wellbeing measurement system that delivers us the whole picture, to put each of us in the best position to achieve Wellbeing and leave no one behind.

**The goal for each of us is the same; wellbeing. The part that differs, are our individual needs.**

## The Huber Social Wellbeing Measurement Framework

### IMPACT

## Wellbeing

To be in the best position to fulfil your potential and live a life of value. The overall goal for all services working with people.

### OUTCOMES

#### Through building Capability

Resilience  
Life skills  
Wellness  
[physical, mental, spiritual]

### OUTCOMES

#### and providing Opportunity

Resources  
Self development  
Societal structures  
Relationships





## Be Part of the Solution

### **DONATE**

Donating to Stepping Stone House means being able to track the difference each dollar makes to the lives of the young people this organisation serves.

This is the fourth Annual Social Impact Report that tracks the progress of Stepping Stone House as it contributes to the wellbeing of all the young people they work with, providing evidence that your resources are directed to have the greatest impact.

### **VOLUNTEER**

Stepping Stone House also welcomes volunteers to help change the lives of young people. They offer four types of volunteer roles:

1. Skill-based volunteers
2. Fundraising ambassadors
3. Weekday office administration volunteers
4. Youth mentors





## Get in **Touch**



### Stepping Stone House

+61 2 9558 3529

[info@steppingstonehouse.com.au](mailto:info@steppingstonehouse.com.au)

[www.steppingstonehouse.com.au](http://www.steppingstonehouse.com.au)



### Huber Social

Huber Social is an independent third party and expert in social impact measurement. Recognising the goal of all social impact is the Wellbeing of people, Huber Social has developed a universally applicable framework that measures not only overall wellbeing but also the driving factors to maximise it.

[info@hubersocial.com.au](mailto:info@hubersocial.com.au)

[www.hubersocial.com.au](http://www.hubersocial.com.au)





# Data Transparency Page

To ensure the integrity of findings always, Huber Social includes a Transparency Page for every project. This ensures both the rigour of evidence and rigour of analysis is clear for each project, across every stage of the data lifecycle.

## DATA LIFECYCLE

### 1. Design

### 2. Data Collection

### 3. Cleaning

### 4. Analysis

### 5. Reporting

Phase	Questions on the Treatment of the Data		Points allocated	Yes or No	
Design	SAMPLE	Everyone in the program included in the measurement	2	Y	
		OR Survey sample population designed to be representative of group	1	-	
		Sample description: 138 surveys completed between 2017-2021 by current program residents and alumni	N/A	N/A	
	BASELINE	Control group (independent of the intervention)	3	-	
		Group baseline measured (pre -intervention)	2	-	
		Baseline inferred from time in program (e.g. 1 vs. 3 years)	1	Y	
	EXCLUSIONS	Details of people specifically excluded from the measurement: Residents may decline to participate, but all are encouraged to complete a survey. Alumni group- participation requested through social media and SSH alumni database so may exclude those no longer in contact with SSH/have changed contact details.	N/A	N/A	
Data Collection	DISTRIBUTION	Online surveys		Y	
		OR hardcopy surveys		-	
		Data collection supervised by Huber Social consultant	1	-	
		Translation or guidance provided	N/A	Y	
		Details on translation or guidance if provided:			
	DATA SOURCES	Data Mining of other sources	1	-	
		Data included from previous years/measurements	1	Y	
Cleaning	CLEANING	Partial responses removed or no partial responses	1	Y	
		Details of any responses removed: Responses removed if survey is incomplete (42 resident surveys and alumni surveys over total measurement period). Some outcome factors removed from analysis due to lack of confidence in responses and download of data (specifically for questions based on a reverse ordered scale i.e. negative connotation.	N/A	N/A	
Analysis	SHIFT MEASUREMENT	Calculated on time in program		Y	
		Calculated on group average	1	Y	
		Calculated based on individual scores	2	-	
	TEST APPLIED	Basic analysis		Y	
		Statistical Correlation Test	2	-	
Reporting	REPORTING	Multiple Regression or Lasso Regression Test	3	Y	
		Client published Outcomes Report (prove)	1	-	
		Client received Social Performance Report (improve)	2	-	
		Client published full Social Impact Report	3	Y	
RIGUOUR SCORE			LOW: 1-9; MED 10-14; HIGH 15-19	MEDIUM	12



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