



EVALUATION OF THE FINANCIAL WELLBEING PROGRAM FOR JOBS-FOCUSED SOCIAL ENTERPRISES

YEAR 2 REPORT SUMMARY (2024)

Original report produced by CSI Swinburne



ecstra

White Box Enterprises' financial wellbeing program helps jobs-focused social enterprises embed financial wellbeing education into their support models. The goal is to empower employees with the confidence, skills and behaviours to manage their money better.

It's a three-year program. It began in 2023 and is funded by Ecstra Foundation.

CSI Swinburne has been engaged to evaluate the program.

Here are the findings from Year 2.

WHAT WAS DELIVERED IN YEAR 2?

9

organisations
partnered with
White Box

7

co-design workshops
were delivered

INCLUDING PREPLANNING,
DESIGN AND SUMMARY

6

train-the-trainer
programs were
delivered

2

training programs
were delivered
direct to the
employees

3

organisations
independently delivered
the program after training

WHAT WAS ACHIEVED?

The program achieved all its goals for social enterprises in Year Two:

Integrating with
existing support

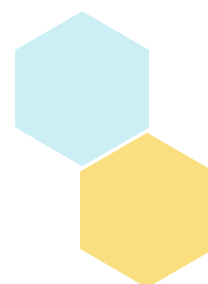


Personalisation



Capability and
skills

It successfully gave social enterprise staff the clarity, readiness and confidence to deliver financial wellbeing education to their employees.



Plus... there were several unexpected positive effects:



Some social enterprises were able to **identify and support employees with personal challenges** they hadn't been aware of before.



The program encouraged some social enterprises to **include employees with lived experience in their program design** and implementation in the future.



White Box worked with Ability Works to co-create an **Accessibility Toolkit**.

"She's quite independent, because she doesn't earn a high amount she sort of relies on Afterpay a lot and she was telling us that she uses it, but she can control it well. But there's people she works with in the warehouse for whom it's getting out of control. And we weren't aware of that. So that was really good information."

— Social enterprise staff member.



FOR THE EMPLOYEES

Interviews and focus groups identified immediate changes in awareness, attitudes to money and in taking positive financial decisions following training participation.

96% said their **confidence to manage their money** improved either by "a lot" or "a bit"

100% found it **useful**

100% found it **understandable**

96% said it provided them with many **new learnings**

96% said it provided **clear and relevant examples**

"They virtually had no idea about tax returns. One of the guys has never ever done one and he is in his late 20s. He's always been too scared, thinking that the government's out to get him, so he's never done one."

"And I was like, oh, really? ... He's now done it this financial year and got a very good tax return. So it's worked in that case with that young fella because he's managed to buy a car with that money."

— Social enterprise staff member.



THE KEYS TO SUCCESS

The evaluation found the co-design process delivers excellent learning outcomes at an individual level and is contributing to organisational capacities and innovativeness.

Consistent with Year 1, there were four elements that made the co-design process successful:

A strong foundational base of content provided at the outset

Inclusion of diverse perspectives and lived experience to tailor the design

High-quality facilitation throughout the process

An adequate timeframe

The evaluation also identified other success factors:

Participants feel important

Non-judgment and plentiful visual support

Start discussions with stories and activities

Sufficient breaks and relaxation during the session

Ensure that take away notes and materials are a product of co-design

Meanwhile, the keys to successful program delivery were consistent with Year 1:

Agility and flexibility

Delivering with the right pace, language, reflection and application

Maintaining engagement

Providing the right support

“The guys that I got in for the training, I’ve never seen them so engaged. I was worried that they would just want a day sitting in the office, get a free feed and that, but they were really engaging, came up with some really good ideas. I wasn’t expecting that at all.”

— Social enterprise staff member.



white box
ENTERPRISES

To download the full CSI
Year 1 Evaluation report and
learn more about the Financial
Wellbeing Program visit
www.whiteboxenterprises.com.au

SOCIAL ENTERPRISES THAT PARTICIPATED IN YEAR 2

abilityworks
AUSTRALIA
PURPOSE THROUGH EMPLOYMENT

asa

BEACON
LAUNDRY.

fruit2
work
Creating Futures

Good
Sammy
a better future

Jigsaw

Joii®

ReBuild

Vanguard
LAUNDRY