



On My Feet Social Impact Report 2023

Measuring the wellbeing of On
My Feet participants

July 2023

Prepared by



HUBER
SOCIAL





Huber Social acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the elders past, present and future.



This report was prepared and written on the lands of the Bidjigal people of the Eora Nation. Data was collected on the land of the Whadjuk Nyoongar people.



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Executive Summary

On My Feet is an organisation that seeks to create a socially inclusive community for people who are experiencing, at risk of, or transitioning from homelessness. They first established in Perth and Melbourne in 2014 with the vision of building a community around the shared interest and commitment to physical activity as a means to achieving holistic wellbeing.

On My Feet focuses on three areas to support people experiencing or at risk of homelessness, and those transitioning from homelessness back into the community, to get back on their feet and reach a state of self-sufficiency; 1) social walking groups; 2) weekly running and exercise sessions; and 3) interactive workshops offering tools to help participants become employed and job ready, and physically and mentally healthier. It is through these exercise programs, social connection groups and workshops that On My Feet aims to improve the physical and mental wellbeing of participants.

In order to demonstrate the effectiveness of the approach and identify opportunities for improvement, On My Feet partnered with social impact measurement agency Huber Social to measure the program. This report presents the findings of the initial measurement which took place over a six month period across 2022-2023. Only Perth was included in measurement as the Perth program is the original location of On My Feet and offers an extensive and structured program.

The key findings through measurement:

- **Factors of holistic wellness drive wellbeing for participants.**
- **Social connection, family, and relationships are important for participant wellbeing.**
- **On My Feet supports participants to maintain their wellbeing.**
- **Participants have a strong sense of belonging with their community.**
- **Participants value the On My Feet program and team.**

On My Feet is supporting participants to maintain their wellbeing, and their confidence in various areas of life, including: sense of belonging, life skills, holistic wellness, and access to advocates and a supportive community. It is common for people experiencing, at risk of, or transitioning from homelessness, to see a decline in wellbeing over time. Therefore, these findings of sustained wellbeing should be celebrated.

It should be noted that there were limitations in measurement with small sample sizes and with many respondents completing only the baseline or shift survey. This may have been due to disruptions and challenges to the On My Feet community with the postponement of the Footsteps program, which was due to run in conjunction with a City of Perth partnership. Therefore, analysis should be interpreted with caution. Many factors were shown to shift, however, due to the small samples, there was not the statistical significance to say confidently whether the shifts were meaningful.

It is recommended that in the future there is a greater priority placed on ensuring that paired data from participants, at both baseline and shift, are collected. Further measurement and refinement will only enhance the confidence in findings and give greater insight into the impact of On My Feet.

Aside from the limitations, it is also recommended, to maximise wellbeing, On My Feet should continue to focus on creating opportunities for meaningful social connection. Further, many participants faced personal barriers to their desired level of participation in On My Feet activities. This may be an area in which On My Feet may support participants to reach the desired levels of engagement. In conclusion, the overall findings of the first social impact measurement of On My Feet point to a program that is well-targeted and already achieving positive outcomes for participants.



Report Background

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The importance of connection in the homelessness sector

For people experiencing or at-risk of homelessness, it is important to establish a sense of belonging and connection to a community to provide safety and stability. Initiatives that seek to reduce feelings of social isolation and marginalisation can support people at-risk of homelessness on their individual journeys to permanent housing and lifetime wellbeing.

On My Feet is an organisation that has sought to create a socially inclusive community, in Perth and Melbourne, built around a shared interest and commitment to physical activity as a means to achieving holistic wellbeing. This is achieved through their 6 month program that combines education, exercise and employment to provide a path out of homelessness. Through offering a person-centred and strengths-based approach, the organisation aims to support people on their pathways towards self-sufficiency.

The On My Feet initiative is supported by research from the Western Australian Alliance to End Homelessness, which identified that ongoing, light-touch supports, and connection to appropriate services at times of housing insecurity, should not be underestimated as highly effective homelessness prevention strategies.¹ Similarly, an evaluation of a group fitness program that seeks to enable wellbeing in formerly homeless individuals, concluded that light-touch interventions should not be overlooked, since they can provide opportunities for homeless people to form multiple social connections and build strengths, such as social capital, leading to long-term wellbeing.²

In Western Australia where measurement has taken place, On My Feet is a complement to the groundswell of initiatives in the homelessness sector in Western Australia and the Western Australian Government's 2020-2030 Homeless Strategy.³ It seeks to provide a sense of



"When I first started I thought that it was just a program but now I know that it is a lifestyle and I will always be a part of it. Thank you."

On My Feet Participant (not pictured)

belonging to a community that provides safety and stability and one which seeks to foster self-acceptance and self-confidence. It further facilitates social activities with other program participants and volunteers to promote a sense of belonging and connection.

On My Feet has partnered with Huber Social to measure and understand the holistic needs of the people they work with, and the impact of their programs on the lived experience of their participants. By developing On My Feet's social impact measurement capability, On My Feet will be enabled to demonstrate its impact to funders and improve the social impact of its programs, through data-driven insights.

This report presents the findings of measuring the social impact of On My Feet in 2022-2023, demonstrating the impact of On My Feet's work and providing insights into the needs of people experiencing or at risk of homelessness in Perth, Western Australia. Only Perth was included in measurement as the Perth program is the original location of On My Feet and offers an extensive and structured program.



MISSION

"Our mission is to transition vulnerable Australians from shelter to self-sufficiency by providing a hand up rather than a hand out."



Program Summary

On My Feet supports people experiencing, at risk of, or transitioning from homelessness, to get back up on their feet and reach a state of self-sufficiency through three areas of focus: 1) Employment and job readiness, 2) Independent living skills, and 3) Physical and mental health and wellness. The program offered by On My Feet is characteristic of the types of initiatives providing on-going 'light-touch supports' that the Western Australian Alliance to End Homelessness found to be highly effective as homelessness prevention strategies, as previously mentioned.

On My Feet activities include:

- A bi-weekly walking group.
- A bi-weekly exercise/running group.
- Bi-monthly education workshops focused on achieving participants' self-sufficiency. For example, through the development of job seeking and employability skills, access to job opportunities, daily living skills, etc.
- Participation in external running events.
- Pathways for participants to 'give back' to the community by becoming Mentors or Ambassadors within the program.

With a greater emphasis on improving physical fitness, On My Feet further encourages participants to represent On My Feet in local running events from 5km up to marathon distance. Their walking groups also operate in cooperation with homeless support centres to provide opportunities for residents to participate in regular exercise and social activities. Each session concludes with perhaps the most powerful component: a coffee or soft drink at a local café, covered by On My Feet, to ensure an inclusive, social space for all participants.

On My Feet has designed their program to address the areas of life that are most important to promote self-sufficiency and integration into the community. By educating people on the skills necessary to be employed and job ready, On My Feet is empowering people to achieve financial security and stability. Further through running physical activity sessions and by creating an environment to socialise with each other, they address the physical and mental wellness needs of participants.





Measurement Approach

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Why Measure **Social Impact?**

Huber Social has been engaged to measure the social impact of On My Feet on participants' wellbeing to better understand On My Feet's areas of strength and to identify opportunities for them to better direct their resources so that the program can maximise its positive impact on its community.

1. Measure

To measure the impact of On My Feet, Huber Social measures the shift in overall wellbeing and outcomes for enrolled participants.

Measurement provides a data-driven approach for On My Feet to articulate their social impact, inform program design, and identify opportunities for collaboration with other service providers or organisations in the homeless sector to maximise impact.

Why Wellbeing?

Measures overall progress and supports the systematic solving of social issues

Ultimately, the goal of all social impact is to put people in the best position to fulfil their potential and achieve wellbeing. It is therefore important to measure wellbeing to ensure that, overall, programs are having a positive impact. To measure social impact, Huber Social therefore measures a shift in overall wellbeing and the specific program outcomes that contribute* to it.

Taking a wellbeing approach also provides a whole-of-life understanding of a person's needs. Instead of starting with the issue at hand, which tends to focus on the crisis end of a problem and place artificial limitations on the needs of people, strengthening wellbeing supports building a person's capability and opportunity to fulfil their potential, thus working to systematically address social issues.

2. Maximise

Beyond a focus on outcomes, Huber Social's approach considers the holistic needs of a person to be in the best position to fulfil their potential.

Through this measurement approach, opportunities are identified for improved resource allocation to maximise the potential impact that On My Feet can have on the overall wellbeing of the program participants.





On My Feet **Impact** **Thesis**

The On My Feet Impact Thesis outlines the impact it has on the wellbeing of people experiencing or at risk of homelessness, or people reintegrating back into the community. Through measuring each level of impact, On My Feet can use a data-driven approach to demonstrate what works and what is needed to maximise impact and outcomes.

1. **Impact**

On My Feet seeks to improve the overall wellbeing of people experiencing or at-risk of homelessness by fostering self-respect and self-sufficiency through community connection, physical activity, self-development, education and employment skills.



2. **Outcomes**

On My Feet achieves this impact by building capabilities and providing access to opportunities across the following areas:

- Sense of belonging to a community that provides safety and stability to nurture holistic wellness.
- Life skills that foster and sustain self-belief, resilience and self-sufficiency
- Improved holistic wellness
- Access to advocates and continuity of supportive relationships to maintain independent living



3. **Outputs**

On My Feet delivers the following outputs:

- Participation in bi-weekly walking groups
- Participation in bi-weekly exercise groups
- Participation in external running events
- Participation in education workshops
- Participants engaged in work experience opportunities
- Participants engaged in sustainable and fulfilling employment



4. **Activities**

The above outputs are achieved through:

- Bi-weekly walking groups
- Bi-weekly exercise groups
- Post-exercise social catchup (e.g. at a cafe)
- Participation in external running events
- Education workshops
 - Employed and job ready workshops
 - Independent living ready workshops
 - Physically and mentally healthier workshops
- Sourcing of work experience opportunities
- Sourcing of employment opportunities



5. **Resources**

The above activities require:

- Staff
- Volunteers (e.g. leading exercise programs, mentors, guest speakers at workshops)
- Funding (e.g. grants)
- Corporate sponsorship partners
- Partnerships with specialist service providers/organisations working in the homelessness sector (for referrals to and from the program)
- Employment partner organisations (offering work experience and pathways to employment opportunities)
- Education partner organisations (offering pathways to education opportunities)
- Partnerships with venues (to run monthly workshops)



Measurement Approach

Design

The goals for the measurement were to clearly articulate On My Feet's social impact and inform program design and delivery through the establishment of program participants' wellbeing status and needs. It will also inform priority needs for current and incoming participants and allow for benchmarking of longitudinal data.

To understand who the On My Feet community includes, data was collected from both participants and volunteers. To determine the impact of On My Feet, Huber Social measured the shift in the subjective wellbeing of participants only, along with their confidence levels of personal capabilities and access to opportunities in particular areas. These are known as target outcomes, and were identified through a co-design workshop.

Measurement Tools

To demonstrate this shift, Huber Social collected data using self-report surveys from participants. These surveys were developed based on the agreed scope of measurement in the Impact Thesis (page 11). Survey questions are based on existing validated survey scales, specific to each metric. Where no evidence-based tools exist or practicality prevents the use of a full scale, Huber Social, in collaboration with relevant stakeholders, develops questions based on research in the particular area.

To ensure the survey questions are culturally, linguistically and ethically appropriate, and that all survey questions were understood by participants, surveys were tested and validated with the On My Feet team before rolling out to program participants.

Measurement Timing

On My Feet has two broad measurement periods with distinct goals:

1. A baseline measurement of program participants to understand their immediate wellbeing needs.
2. A follow up measurement to determine the organisation's social impact for its various program participants.



Measurement also included monthly pulse survey responses to determine the engagement of participants during the 6 month period.

Analysis

Analysis of results is based on group responses, that is, baseline responses as a group are compared to shift responses as a group. Shifts are then averaged across all data collected to give the average shift that On My Feet participants are experiencing.

Limitations

There was a disruption to the On My Feet community with the postponement of the Footsteps program; which was linked in this instance to a partnership between the City of Perth and On My Feet. This may have affected the full potential of the data collection. Data collection of baseline and shift surveys was relatively successful. However, different participants completed the two surveys with not enough participants completing both surveys to pair the data during analysis. The On My Feet team also faced challenges in collecting pulse survey data. As such, the decision was made to not include pulse survey data in this final report, as the sample size was too small. Going forward, it is recommended that On My Feet places greater focus on encouraging participants to complete all surveys to be able to pair the responses in analysis and ensure the impact of On My Feet can be effectively measured.



Key Findings

1. Factors of **holistic wellness drive wellbeing** for participants.

Factors of holistic wellness, (including enjoyment, feeling safe and secure, and self-acceptance), are top predictors of wellbeing. Participants who had higher overall wellbeing also had high levels of these factors, compared to participants who had lower overall wellbeing and lower levels of these factors.

2. **Social connection, family, and relationships are important for participant wellbeing.**

Social connection and family support are priority needs for participants. That is, they are predictors of wellbeing and are scoring lower than other factors. Improvements in these areas are more likely to see an increase in overall wellbeing, than improvements in other factors. Relationship status was also important to overall wellbeing, with participants in a relationship having a higher overall wellbeing score compared to participants not in a relationship.

3. **On My Feet supports participants to maintain their wellbeing.**

On My Feet is supporting participants to maintain their overall wellbeing and their confidence in all areas of life measured. This finding should be celebrated, as it is common for people experiencing, or at risk of, homelessness to have a decrease in wellbeing and quality of life over time. Further, for those reintegrating back into the community, there are new challenges and difficulties that arise from living independently in a new environment.

4. **Participants have a strong sense of belonging with their community.**

Across the top scoring factors, participants showed great confidence in their sense of belonging and cultural connection. This demonstrates that On My Feet is creating an environment which encourages a sense of belonging, and is inclusive, allowing participants to enjoy social and cultural events.

5. **Participants value the On My Feet program and team.**

Open feedback shows how participants are grateful and happy when they're with the On My Feet community. They appreciate the inclusive space and are thankful for the opportunity to connect to others and to be in an environment where they feel supported.



On My Feet Demographics and Engagement

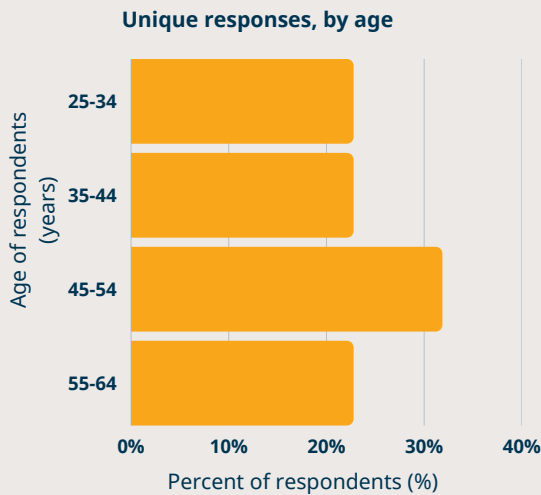


On My Feet Respondent Demographics

When this research commenced, there were 30 participants involved with the On My Feet program. It was desired that at least 27 participants complete the baseline and shift surveys. After measurement activities, there were 17 unique participants and 5 unique volunteers who completed the On My Feet Wellbeing Survey at either baseline or shift. The following shows the demographic makeup of these respondents based on data collected. *n* = 22.

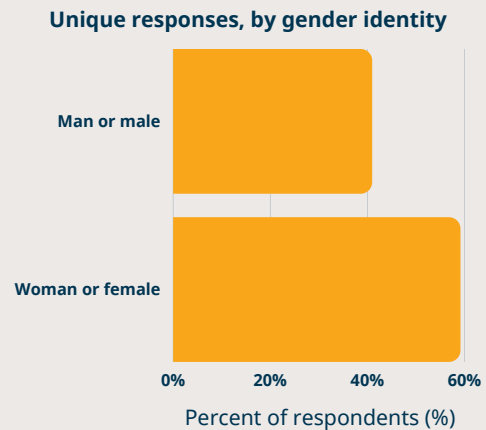
Age of Respondents

The majority of On My Feet community members are 45-54 years old.



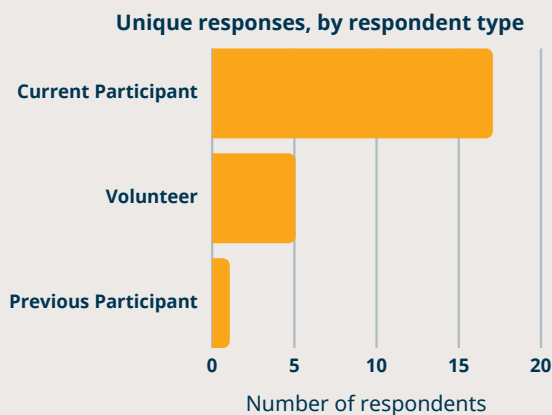
Gender Identity

The majority of On My Feet community members identify as woman or female.



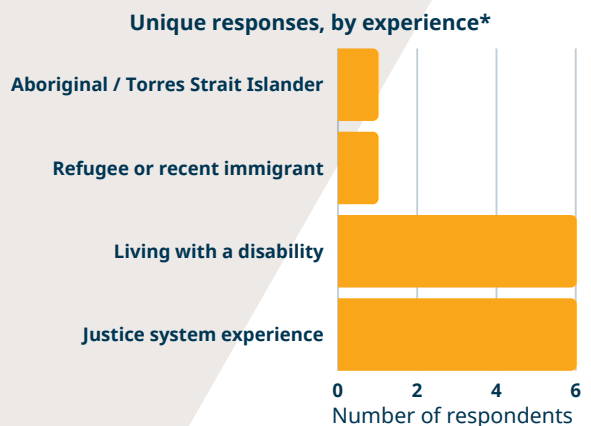
Role in Program

A few OMF volunteers are also participants. There were 5 responses from volunteers who were not also participants.



Diversity

54.5% of respondents are living with a disability or have justice system experience.



*Some respondents may identify across multiple factors.

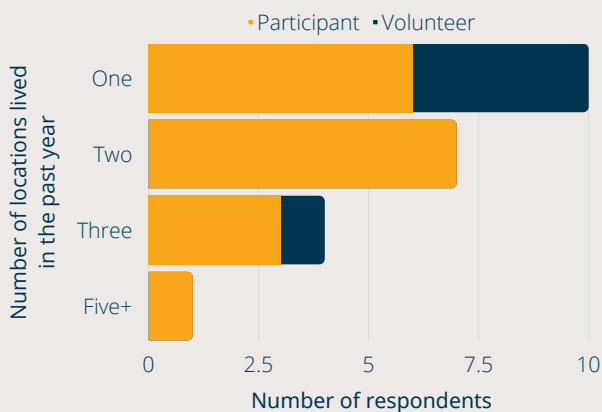


On My Feet Respondent Demographics

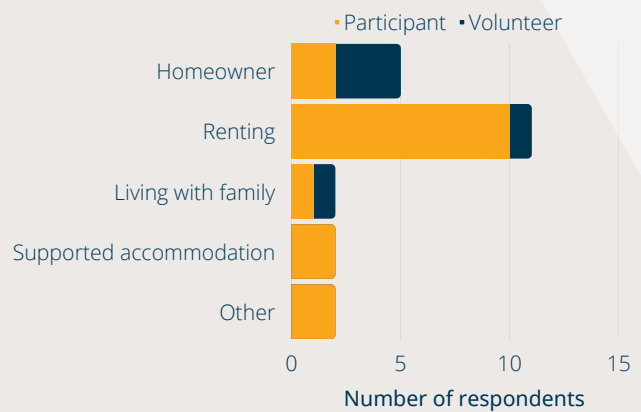
Housing Stability and Type

Many participants join On My Feet while in the process of transitioning to independent housing or back to communal care. With this comes the challenge of living independently in a foreign environment. The findings show that participants are more likely to be experiencing housing instability, be renting, or in supported accommodation than volunteers. *n* = 22.

Housing Stability



Housing Type



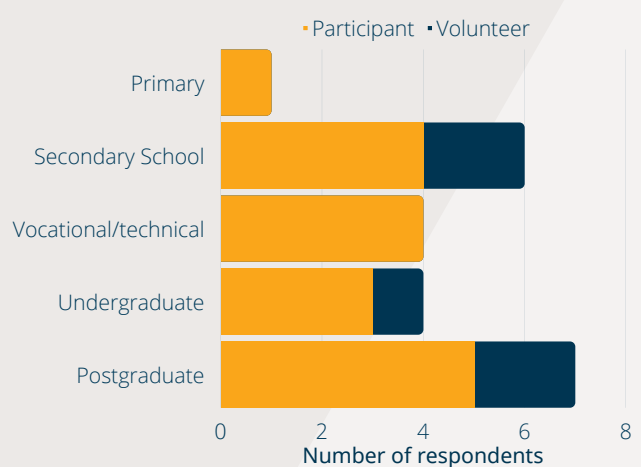
Employment Status

More than half of all OMF participants are either in paid employment or not looking for work. All OMF volunteers are in paid employment, either part-time or full-time.



Education Level

95% of all respondents reported having a secondary school Year 10 qualification or higher. Almost a third of all respondents, both participants and volunteers, hold a postgraduate degree.



With just over half of participants completing either a baseline or shift survey, this demographic information may only provide a partial understanding of the On My Feet participant community. This data may be more swayed to only represent participants that are highly engaged, with higher levels of completed education, who have stable housing.

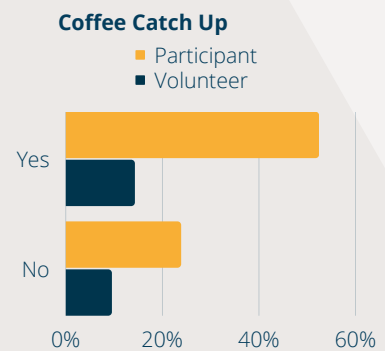
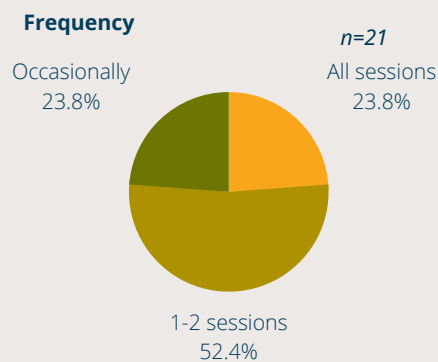


On My Feet Respondent Engagement

Respondents participate regularly and the majority of participants in both groups attend coffee catch ups after their respective activities. 41% of respondents stated they faced personal barriers to their desired level of participation in OMF activities, including physical issues (such as injuries), emotional challenges, and family and work commitments.

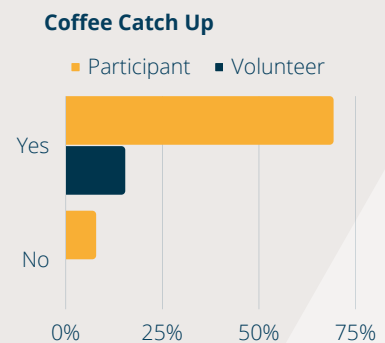
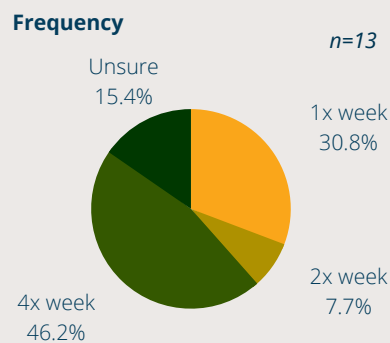
Exercise & Running Group

- 100% of respondents indicated that they participated in OMF exercise and running groups in the past four weeks.
- Two thirds of all respondents reported attending a coffee catch up after participating in the exercise and running group sessions.



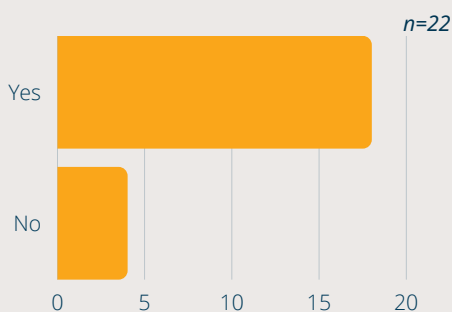
Walking Group

- Respondents attend regularly. More than half of survey respondents attended the walking group **two or more** times per week.
- The majority of participants, and all volunteers, reported attending a coffee catch up after the walking group sessions.



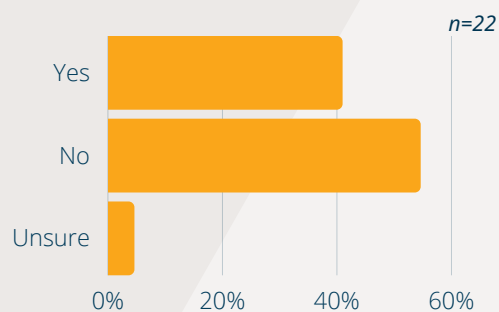
External Events with OMF

More than 80% of respondents had participated in any external running events with the OMF community in the past four weeks e.g. park runs, WAMC events, and other road races.



Other Activities with OMF

Less than half of respondents had participated in any 'other' activities with OMF over the past four weeks. Examples include: OMF Ambassador opportunities, training programs, and mentoring sessions.





Predictors of Wellbeing and Priority Needs

To understand where On My Feet should focus its resources to have the greatest impact on the wellbeing of participants, we first need to understand what matters most to their overall wellbeing.

This section will present the 'predictors of wellbeing' for the participants and identify any opportunities for On My Feet to address priority wellbeing needs for their participants.





Factors of holistic wellness drive wellbeing for participants.

Statistical analysis was performed to identify which of the 44 factors measured have a strong, predictive relationship with overall wellbeing. This analysis found that there were 17 factors that had a moderate to strong and positive association with wellbeing. That is, when the scoring of these factors was high, so was the overall subjective wellbeing of participants. We refer to these factors as predictors of wellbeing.

Three of the top eight factors relating to Holistic Wellness (Enjoyment, Safety, Self-acceptance) signify the importance Holistic Wellness has to the overall wellbeing of participants. These factors are highlighted in yellow below. Shown below are the top eight factors identified as the strongest predictors of wellbeing for On My Feet participants.* Factors are listed in order of strength of relationship with overall wellbeing.

Strong, Positive Predictors



Enjoyment of life and having fun



Feeling safe and secure



Feeling confident in one's ability to connect with family in a healthy way

Moderate, Positive Predictors



Liking one's self



Belief in oneself gets one through the hard times



Having the opportunity to connect with family in a safe way



Reduced feelings of loneliness and/or isolation



Having a routine and stability in one's life

*See Appendix 4: Significance Tables for a complete list of Predictors of Wellbeing.



Social connection, family, and relationships are **important** for participant wellbeing.

A priority need is a factor that is statistically correlated with high overall wellbeing, but which scored low among respondents. This need is not being satisfied, and can be considered a priority need. Priority needs, when improved upon, are more likely to lead to an increase in overall wellbeing.

Of all factors measured, feeling socially connected, having the capability to connect with family safely and having the opportunity to connect with family in a healthy way, met the criteria of being a predictor of wellbeing* yet scored low amongst participants.



Social Connection
4.64

scale of 1-7
Reduced feelings of loneliness and/or isolation



Capability to Connect with Family Safely
4.73

scale of 1-7
Feeling confident in ability to connect with family in a safe way.



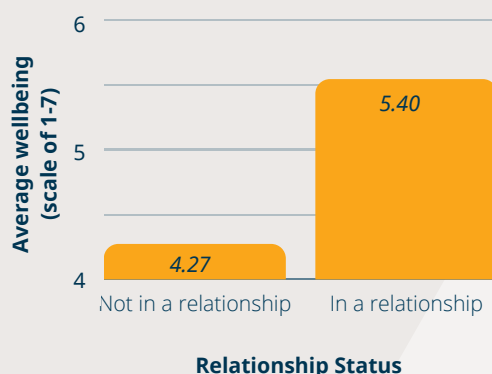
Opportunity to Connect with Family in a Healthy Way
4.91

scale of 1-7
Having the opportunity to connect with family healthily.

People experiencing homelessness are susceptible to social isolation and loneliness, including non-acceptance from their families.⁴ It is understandable that these factors are priority needs of On My Feet participants.

Overall wellbeing is significantly associated with relationship status.[^]

It was found that respondents not in a relationship (single or recently ended), have a lower average wellbeing score than those in a long-term relationship (including marriage or de facto). This further highlights the importance of social connectedness for On My Feet participants.



These findings demonstrate that On My Feet's goal of building a community is suitably aimed for people experiencing or at risk of homelessness, or reintegrating back into the community. To maximise wellbeing, On My Feet and the homelessness sector should continue to focus on creating opportunities for meaningful social connections. In connecting participants with each other and building community, On My Feet is working towards addressing these priority needs for participants.

*See Appendix 4: Significance Tables for a complete list of Predictors of Wellbeing.

[^]Overall wellbeing and relationship status have a statistically significant association with $p < .05$, meaning we are confident that 95% of the time an observed association will be true.



2023 On My Feet Findings

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- Strengths and Challenges 26





On My Feet supports participants to maintain their wellbeing.

Huber Social measures wellbeing in terms of an individual's satisfaction with life.⁵ Life satisfaction as a measure captures a respondent's subjective evaluation of their life as a whole, at a specific point in time, rather than a description of a temporary emotional state, such as a fleeting moment of happiness. The measure is robust, whilst also being sensitive to change. This means that our levels of subjective wellbeing are fairly stable over time, and do not fluctuate from day to day.

On My Feet participants saw a trend of wellbeing to increase

+13%

from 4.29 to 4.72 out of 7.

This finding was not statistically significant.* This lack of confidence may be due to the low sample size, and the inability to analyse paired responses due to participants only completing one of the surveys. What this finding does demonstrate, however, is that On My Feet supports participants to at least maintain their wellbeing with a trend for their wellbeing to increase.

Considering people who are experiencing or are at risk of homelessness, are at risk of increased health and social complications over time, this result for On My Feet should be celebrated.⁶

* Analysis using an independent samples T-Test showed the difference in wellbeing in participants across a 6-month period was not statistically significant, $t(19) = 0.74, p > 0.1$.
Note: Data analysis includes responses from 11 participant baseline responses and 10 participant shift responses. Volunteer responses were not included.





"On My Feet is a unique organisation. They are not motivated by money, status, or being judgemental of people they include.

Because of this, the environment and culture they support /encourage is a model society needs."

On My Feet program Participant (not pictured)



Top Program Outcomes

To understand how On My Feet creates its positive social impact, participant wellbeing was assessed across 44 factors measuring four key program outcomes. Analysis of the top program outcomes allow us to understand the specific program areas where participants are making the most progress or areas in which they are less confident.





Participants **maintained their confidence** in all areas of life.

There were no statistically significant changes, increases or decreases, at shift compared to baseline. This is a positive outcome considering experiencing homelessness increases rates of depression, poor nutrition, poor dental health, substance abuse and mental health concerns.⁶ Similar to overall wellbeing, this demonstrates that On My Feet is promoting stability in participants and maintenance of their confidence in their capabilities and opportunities. A trend to improve in the connecting with family factors further shows that On My Feet is addressing the priority needs of participants. With more data we will be able to have a greater understanding of this influence.

Positive Trends

The following factors show areas where there is a trend for participants to improve. It should be noted that all four factors that have a trend for a positive shift, are also predictors of wellbeing and are contributing to the trend of an increase in wellbeing. With a lack of statistical support, these shifts should be interpreted with caution. With a greater sample size, and further encouragement of participants to complete both baseline and shift surveys, On My Feet will be able to determine the importance of these shifts.



Opportunity to Connect with Family Safely

+15%

Having the opportunity to connect with family in a safe way



Ability to Connect with Family in a Healthy Way

+13%

Having the ability to connect with family in a healthy way



Self-acceptance

+12%

Liking one's self



Enjoyment

+10%

Enjoyment of life and having fun

Negative Trends

It is currently not known what may be driving the negative trends in the factors shown below. They may represent a reduction in confidence due to increased knowledge and understanding. For example, learning how to access affordable health care service may have resulted in a more realistic understanding of how difficult that process may be. It may also be that a reduced confidence in these areas are a result of experiences associated with homelessness and transitioning back into the community. For example, being unemployed over time without a consistent stream of income may be driving the trend for a reduced confidence in financial literacy.



Financial Literacy

-12%

Ability to understand and manage one's financial situation



Mental Health Support

-14%

Access to environments or places that support one's mental health



Affordable Health Care

-16%

Access to affordable medical or healthcare services, including mental health care



Advocacy

-16%

Having someone who will advocate for one's rights.



Strengths and Challenges

Strengths and challenges offer an opportunity to celebrate areas in which participants are feeling strong and give an understanding in which areas they are facing the greatest difficulties.

The following section explores where participants, during shift measurement (six months after baseline measurement), are scoring the highest and lowest in the context of all factors measured.



Participants have a strong sense of belonging with their community.

To understand the strengths of On My Feet participants, we looked at the highest scoring factors taken at shift measurement. All factors are scored on a scale of 1-7. At six months, participants feel a strong sense of belonging with their community, and score high in factors relating to their life skills, mental wellness and safety (*stable shelter*).

These top scoring factors reflect the environment On My Feet has established which encourages a sense of belonging, and is inclusive with participants able to enjoy social and cultural events. The life skills, mental wellness, and safety factors further show the confidence that participants have in areas which may often be compromised by instability and homelessness.

The following represent the seven highest-scoring factors where participants feel the most confident in their current conditions:



Health Management

6.50

Understanding how lifestyle, including sleep, hygiene, nutrition and exercise affect one's health



Sense of Belonging

6.30

Feeling part of a community.



Belief

6.20

Belief that good things will happen in one's future.



Cultural Connection

6.20

Ability to participate in social and cultural events in one's community



Purpose

6.10

Belief that one's life is important



Self-knowledge

6.10

Awareness of one's personal strengths and skills that one would like to continue improving



Stable Shelter

6.10

A place where one can stay and feel safe

Strong and Predictive Factors

As well as being identified as strengths the factors of *health management*, *belief*, and *cultural connection* (highlighted in yellow above) are also predictors of wellbeing, which indicate that continued improvements are likely to support an increase in overall wellbeing. However, compared to factors in which participants score low, that may also have a moderate to strong correlation with wellbeing (priority needs), it would be harder to increase these factors with little room for improvement from scores of 6.2 - 6.5 out of 7.



Participants feel less confident in factors relating to their wellness, advocacy and support.

The lowest scoring factors at shift measurement, once participants had completed the program, help us to understand the challenges participants are facing. The following represent the six lowest-scoring factors where participants feel less confident in their current condition. It should be noted that even though these are the lowest scoring factors, they are still relatively high scoring, with all factors scored on a scale of 1-7.

Analysis showed that there were two wellness factors (*social connection, physical health*) and two advocacy and support factors (*advocacy support, capability to connect with family in a health way*), in which the participants feel the least confident.

Participants also lack confidence in having access to education opportunities that allow them to pursue their interests, and access to services that are trauma informed and prioritise their safety and recovery from past or current trauma.

An Opportunity

There is an opportunity for On My Feet to focus on these factors when supporting participants.

Social connection and the capability to connect with family in a healthy way, were predictors of wellbeing and also priority needs. Improvement in these factors will most likely improve overall wellbeing.

Improvement in the other four factors may be important for participants, however, it is not likely to result in an increase in overall wellbeing. Improvements in these areas may result in participants feeling more confident in their wellness, their advocacy and support networks, and their access to trauma-informed services that support their education.



Social Connection*

4.70

Feelings of loneliness and/or isolation



Access to Education

5.00

Access to education opportunities that allow one to pursue one's interests



Access to Trauma-Informed Services

5.00

Access to services that prioritise one's safety and recovery from past or current trauma



Physical Health

5.10

In general, one's physical health is good



Advocacy Support

5.10

Having someone to go to who will advocate for one's rights



Capability to Connect with Family in a Health Way*

5.20

Awareness of one's personal strengths and skills that one would like to continue improving

*Indicates a factor that has a moderate relationship with overall wellbeing. Improvements made in these factors are statistically more likely to accompany a higher overall wellbeing score.



On My Feet builds an inclusive community.

As well as responding to questions about specific factors, participants were also given the opportunity to describe in their own words what they would like to have offered by On My Feet, and to provide feedback or suggestions. Qualitative analysis of the 11 participants who chose to respond revealed notable themes.

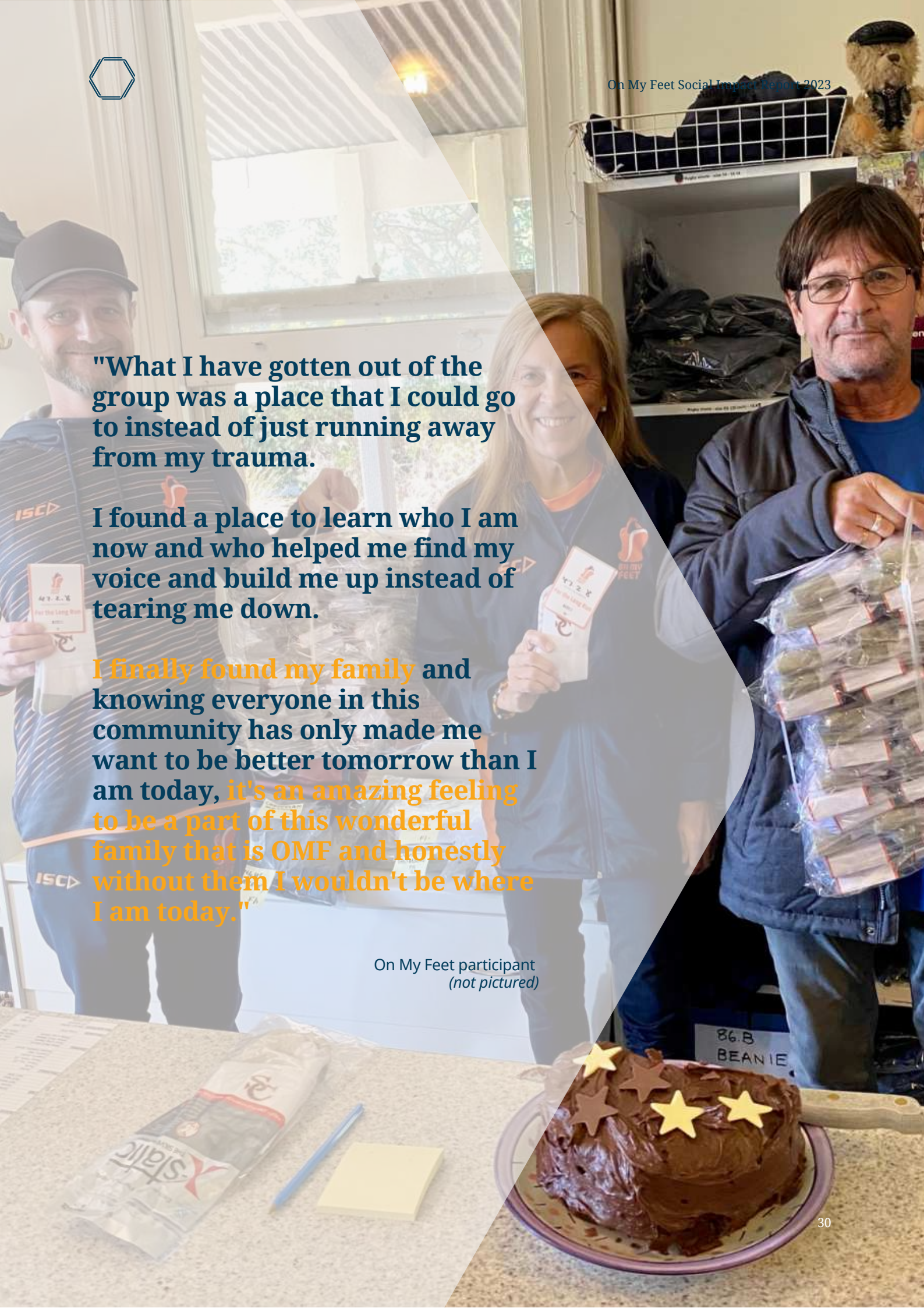
In response to being asked what On My Feet could offer in addition to their current services, half of the respondents said that they wouldn't change a thing. The other half suggested it would be good if On My Feet provided a case worker for individual participants, housing, and suggested On My Feet offered coffee catch ups as an event separate from exercise groups.

In response to whether participants had any other feedback for On My Feet, nearly all participants gave positive praise and feedback about their experience with On My Feet, and thanked them for their service and community. There was one comment where a participant mentioned the disappointment in the postponement of the Footsteps program, that was going to run as part of the City of Perth partnership, and their hesitation in investing in the Footsteps program in the future.

In general, the feedback shows how participants have thoroughly valued the On My Feet program. Participants "feel so very grateful and happy when [they're] with this community", and appreciate the inclusive space making them feel 'welcomed'. Participants are very grateful for the opportunity to connect to others, to feel supported, and have great gratitude for the team.

**"Maybe once a week
or once a month
maybe... just go out
for a coffee or lunch
just to check in with
everybody."**

On My Feet participant
(not pictured)



"What I have gotten out of the group was a place that I could go to instead of just running away from my trauma.

I found a place to learn who I am now and who helped me find my voice and build me up instead of tearing me down.

I finally found my family and knowing everyone in this community has only made me want to be better tomorrow than I am today, it's an amazing feeling to be a part of this wonderful family that is OMF and honestly without them I wouldn't be where I am today."

On My Feet participant
(not pictured)



What's Next

- Reflections and Recommendations 32
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Reflections and Recommendations

The findings of the first social impact measurement of On My Feet point to an organisation that is well-targeted, with a focus on building community through exercise, to improving the wellbeing for people experiencing or at risk of homelessness, or reintegrating back into the community. It is a program that seeks to connect people with the skills, relationships and support they need to rebuild their lives and be able to be self-sufficient in the long-term.

Analysis of the factors that have the strongest relationship with predicting overall wellbeing showed that factors of holistic wellness are vital for participants. Further, social connection and family support were found to be priority needs, that is, factors that are both important to participants' wellbeing and are currently scoring low. Addressing social connection and family support are the biggest opportunities to have a positive impact on participant wellbeing. Therefore, to maximise wellbeing, On My Feet should continue to focus their resources on social connection. It would also be beneficial to explore how best to support participants to connect with their families.

Analysis further showed that less than half of respondents had participated in any 'other' activities with On My Feet over the past 4 weeks. These activities include On My Feet ambassador opportunities, training programs, and mentoring sessions. Further, 41% of respondents stated they faced personal barriers to their desired level of participation in OMF activities, including physical issues (such as injuries), emotional challenges, and family and work commitments. This provides an opportunity for On My Feet to explore how they may best support participants to increase their levels of engagement and support them to work through their personal barriers.

The On My Feet team can be proud of the report results. However, there is a further story to tell about the impact of On My Feet. As discussed, there were difficulties obtaining the desired sample sizes and there were disruptions to the On My Feet community. These factors hindered the quality of the data collected with minimal pulse data received, and many factors measured showing trends to improve, but were not statistically significant.

It is, therefore, recommended that in the future there is a greater priority placed on ensuring paired data from participants, at both baseline and shift, are collected to give more confidence on the impact of On My Feet.

Further measurement will strengthen the ability of On My Feet to not only demonstrate the impact of their work, but also to better understand how to deliver the most effective program possible. It is clear that the program is already delivering solid results for participants, in promoting the maintenance of wellbeing and their confidence in their capabilities and opportunities. However, the hope is that further measurement and refinement will only enhance and demonstrate the true impact that On My Feet are having in the homelessness sector.





Get in Touch



On My Feet

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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.

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Report **Appendices**

1. Huber Social Wellbeing Measurement Framework
2. Data Transparency Page
3. Predictors of Wellbeing
4. Significance Tables
5. Reference List



1. 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 program 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 - mental, physical and spiritual

OUTCOMES

and providing Opportunity

- Resources
- Self-development
- Societal structures
- Relationships



2. 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.



Phase	Questions on the Treatment of the Data	Points allocated	Yes or No	
Design	SAMPLE	Everyone in the intervention included in the measurement	2	Y
		OR Survey sample population designed to be representative of group	1	N
		Sample description: <i>39 wellbeing survey responses were collected from the On My Feet community. 23 pulse surveys were collected from the On My Feet community. 16 baseline responses were used in correlation analysis with Wellbeing. 11 baseline and 10 shift responses were used for shift analysis.</i>	N/A	N/A
	BASELINE	Control group (independent of the intervention)	3	N
		Group baseline measured (pre -intervention)	2	Y
		Baseline inferred from time in intervention (e.g. 1 vs. 3 years)	1	N
	EXCLUSIONS	Details of people specifically excluded from the measurement: N/A	N/A	N/A
Data Collection	DISTRIBUTION	Online surveys		Y
		OR hardcopy surveys		Y
		Data collection supervised by Huber Social consultant	1	N
	DATA SOURCES	Translation or guidance provided	N/A	N/A
		Data mining of other sources	1	N
		Data included from previous years/measurements	1	N
	Details of additional data sources:			
Cleaning	CLEANING	Partial responses removed or no partial responses	1	Y
		Details of any responses removed: <i>Partial responses removed if missing wellbeing score data and/or >50% of outcomes data. Five responses were removed as there were less than 50% of outcomes data completed.</i>	N/A	N/A
Analysis	SHIFT MEASUREMENT	Calculated on time in intervention		Y
		Calculated on group average	1	Y
		Calculated based on individual scores	2	N
	TEST APPLIED	Basic analysis		Y
Statistical Correlation Test		2	Y	
	Multiple Regression or Lasso Regression Test	3	N	
Reporting	REPORTING	Client published Outcomes Report (prove)	1	N
		Client received Social Performance Report (improve)	2	Y
		Client published full Social Impact Report	3	N
RIGOUR SCORE LOW: 1-9; MED 10-14; HIGH 15-19		MED	10	



3. Predictors of Wellbeing

To inform On My Feet and the homelessness sector on how best to support the wellbeing of people who are experiencing or at risk of homelessness, or reintegrating back into the community, correlation analysis is used to identify which factors measured have a significant relationship with participants overall wellbeing; these are known as predictors of wellbeing.

The predictors of wellbeing can be found listed in the following table in order of statistical strength. The stronger the relationship between an outcome and overall wellbeing, the more confidence there is that a change in the outcome will correspond with a change in wellbeing.

Relationship strength is based on both the statistical significance (p-value) and beta coefficient value (r). All predictors listed are statistically significant to $p < 0.01$ (unless otherwise noted), meaning there is 90% confidence that the relationship identified between the predictive outcome and wellbeing is true, rather than produced due to sampling error or chance. The beta coefficient (r) describes how closely each outcome and wellbeing are likely to move together in relation to each other.

For the purposes of this study, a strong relationship between an outcome and overall wellbeing is defined as any outcome with a beta coefficient value greater than 0.7; a moderate relationship is between 0.699 and 0.4; a weak relationship less than 0.4. Even though a relationship may be weak, there is still a significant association between the outcome and overall wellbeing.

The following page presents all predictors of wellbeing that have a significant relationship with overall wellbeing for On My Feet participants used in this pilot measurement.





4. Significance Tables

Table 1. All Predictors of Wellbeing

Indicator	R-value	P-value	Strength
I enjoy life and have fun.	0.793	0.000	Strong, Positive
I feel safe and secure.	0.732	0.001	Strong, Positive
If I wish to, I feel confident in my ability to connect with my family in a healthy way.	0.732	0.001	Strong, Positive
I like who I am.	0.681	0.004	Moderate, Positive
My belief in myself gets me through the hard times.	0.637	0.008	Moderate, Positive
If needed, I have the opportunity to connect with my family in a safe way.	0.61	0.012	Moderate, Positive
I feel lonely and/or isolated.	0.605	0.013	Moderate, Positive
I have a routine and stability in my life.	0.592	0.016	Moderate, Positive
I have good access to the internet.	0.586	0.017	Moderate, Positive
If I am faced with a challenge, there are people in my life who can understand my experience.	0.569	0.021	Moderate, Positive
When I'm in a difficult situation, I can usually find my way out.	0.541	0.030	Moderate, Positive
I understand how my lifestyle, including sleep, hygiene, nutrition and exercise affects my health.	0.509	0.044	Moderate, Positive
If I wish to, I am able to actively participate in social and cultural events in my community.	0.495	0.051	Moderate, Positive
I set goals for myself to achieve.	0.475	0.063	Moderate, Positive
I believe good things will happen in my future.	0.460	0.073	Moderate, Positive
I am proud of my accomplishments.	0.460	0.073	Moderate, Positive
I have the skills to find, apply for and secure meaningful employment.	0.440	0.088	Moderate, Positive



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