Informa 4th Social Inclusion Conference 2012 :
Key note address by Professor Jan Thomas – supporting document

Part B: BACKGROUND INFORMATION ON SOCIAL JUSTICE IN EDUATION AT USQ

1. Overview of USQ's Social Inclusion Strategies

Strategy One: Extend and improve the access and participation of students from low SES backgrounds and non-traditional areas

Consistent with its history and demographics the University's aim is to extend, enhance and improve the access and participation of students from low SES backgrounds, Indigenous students and other equity groups including women who are under-represented in non-traditional areas of study.

Examples of Initiatives

a) BEAMS (Building Engagement & Aspirations through Mentoring in Schools) – peer mentoring in low SES secondary schools.
b) GEMS (Girls in Engineering Mentors) – a USQ coordinated approach to mentoring young women in low SES secondary schools in STEMS (Science, Technology, Engineering, Maths & Science).
c) Unilife –on-campus university taster, both in and outside the classroom, for Year 11 and 12 low SES school students from rural and remote areas within the Fraser Coast region.
d) Career Development Western Run – a low SES and rural and remote school-based career development and aspiration building program for Years 10-12 and their local communities.
e) Pilot low SES Interventions – Low SES Early Intervention Program for Primary School Children (years 3-7) and low SES intervention and parent engagement program for years 8-10.
f) NESB community outreach program aimed at supporting the cultural transition to university through existing community groups and networks.
g) Open Access College – offers a range of tertiary preparation and enabling programs including a full range of foundation diploma programs.

Strategy Two: Improve the retention and progression of equity student groups

Our aim is to engage equity students in their studies from a learning and teaching perspective, and a peer mentoring, academic and life skills approach.

Examples of Initiatives

a) Learning and Teaching Support Services for students including orientation, face-to-face and online support to enhance academic learning skills.
b) Peer mentoring and language program for mature age student refugees.
c) Computer skills program for first year refugee students.
d) Establishment of a core group of trained intercultural communicators for NESB students.
e) Peer mentoring support for PHV students in nursing.
f) Resilience workshops for first year low SES residential students.

Strategy Three: Form partnerships with other sectors involved in education, including other providers such as schools and other universities in Queensland.

Our aim is to build and maintain long-term relationships and formal and informal partnerships with local communities including schools, universities, industry, and local and State government.

Examples of Initiatives

a) Queensland Widening Participation Working Group Partnership – partnership with all Queensland universities funded from Commonwealth HEPPP Partnership funding aimed at stimulating interest in higher education and widening the participation through schools outreach and Indigenous engagement activities.
b) Supporting the learning and teaching needs of incarcerated students through partnerships with Queensland Corrective Services, Careers Australia and Salvation Army Plus.
c) Toowoomba Flexischool.
d) Mobilising Women in the Workforce in the Surat Basin - partnerships with local and State government, local industry, Office for Women, YWCA, Skills Queensland and Lifeline.

Strategy Four: Attract and support students from a diversity of economic, social and cultural backgrounds

Our aim is to enrich the university experience for students from diverse backgrounds by providing access to quality health, wellbeing and welfare support and services.

Examples of Initiatives

a) Correctional Centre Support and Resource Distribution Program
b) Welfare Officer
c) Refugee Support and Social Inclusion Officer
d) Student Relationship Officers
e) Scholarships for women from low SES backgrounds to complete postgraduate and doctoral degrees.
f) Residential Scholarships for low SES students
g) Equity Scholarship Program for rural and remote and low SES students
a) Go WEST (Women in Engineering, Science & Technology) – supporting women students and professionals in the discipline areas of Science (including Maths), Engineering and Technology (SET) where women are traditionally under-represented.
b) Cultural Days – Harmony Day, African Cultural Day, Congo Independence Day, Saudi Arabia Day.
c) Discretionary support for practical and clinical placements for low SES and financial relief
d) Textbook postage return scheme for low SES students
e) Integration of first year low SES CALD students into university life.
f) Enhancing the awareness and accessibility of students services support to student with limited help seeing behaviours.
g) Careers Counselling
h) Student Equity Community of Practice
i) Health and medical services
j) Implementing the Disability Action Plan and the ongoing appointment of disability officers and training for staff.

Strategy Five: Promote indigenous access and participation, engagement, education and research

The University has a strong commitment to advancing Indigenous education, employment and research, and ensuring that its teaching, research, decision making and community engagement activities are informed by the knowledge of its local Aboriginal and Torres Strait Islander communities.

Examples of Initiatives

a) DARE (Dream, Aspire, Reach and Experience) Mentoring Program for Indigenous Secondary School Students, Years 10-12.
b) Indigenous Connections – schools and Communities based outreach activities including Dhuuluu Yala Two Daya and Deadly Motivators, Birrbam Gambay / Burunga Gambay - Play together, learn together.
c) Aboriginal and Torres Strait Islander Traineeships.
d) Aboriginal and Torres Strait Islander cross cultural training programs.
e) Indigenous Postdoctoral Fellowship.
f) Aboriginal and Torres Strait Islander Tutorial assistance.
g) Indigenous Student Support Officers.
h) Academic Mastery Summer School for Aboriginal and Torres Strait Islander Secondary Schools Students – pilot.
i) Indigenous Student and Communities Development Officer.
j) Aboriginal and Torres Strait Islander Career Development and Employment Strategy Committee.
k) Indigenous Employment Strategy Coordinator.
l) Indigenous Students Experience Day.
m) Wine tourism industry Indigenous participation project: employee induction and orientation to tertiary study.

2. What the University has achieved to date and how this has been measured / evaluated

a) Institution's share of students (based on low SES Interim Indicator 2010) was 3.62%. The University's market share is solid particularly when considered in the context of this small student cohort, which since 2010, has overall increased by only 4000 students nationwide.
b) USQ's participation rate (based on CD indicator) is 30.51% which is well above the state and sector.
c) The University's retention ratio for low SES (all ages) is .99 which is above the state and sector. The extra number of extra low SES students USQ would need to achieve 1.00 retention is 25.
d) USQ's attainment rate (the proportion of students who complete their studies in a given year) for low SES (all ages) of 27.69% and is well above the state and sector.
e) Participation ratio for low SES (aged under 25) is 4.75.
f) USQ was individually awarded $3.4m as part of the Queensland Universities Consortium bid under the HEPPP Partnership Grant to undertake widening participation through increased and expanded schools outreach and Indigenous engagement activities.
g) USQ was the first university to adopt a formal Policy on Multiculturalism.

3. **Projects currently underway which aim to increase participation of low SES backgrounds students in education**
   - Smart Steps – Jobs to Go at Fraser Coast
   - Careers Development Western Run
   - BEAMS – expansion and enhancement of program in schools
   - New Student Engagement Bursaries with Local Businesses
   - Increased Campus Engagement Visits for Rural and Remote / LSES schools
   - Open to My Future
   - Indigenous Connections – expansion and enhancement
   - Aspiration and Alternative Pathways for Low SES and CALD students – includes TPP Intensive School Program; and Unilife (expansion of program)
   - Creative Arts in Cherbourg
   - Community Creative Hub: Roma and Charleville
   - Career Development Learning for senior school students from rural and remote areas
   - Birrbam Gambay / Buranga Gambay – Play Together / Learn Together
   - Beyond the CBD - capacity building for rural and remote low SES youth through research and social on campus pre-university experiences
   - Inspiring Futures: career mapping, mentoring and language initiative for mature age refugee migrants and students
   - Improving the positioning of refugee students to be successful in an e-learning environment
   - Early Intervention Program for students in low SES schools in Years 3-7
   - Intervention Program for students in low SES schools in Years 8-10 and Parent Engagement Project.

4. **Insight to future innovative strategies**
   - Ensure Indigenous knowledges and issues are central to the University's decision making and planning processes, teaching and learning, research and community engagement through the establishment of an Elders and Valued Persons Advisory Board
   - Embedding Indigenous perspectives into the curriculum to ensure students and staff have a greater understanding and knowledge of the cultures of Aboriginal and Torres Strait Islander people.
   - Indigenising the research process: developing a learning package for new Indigenous researchers.
   - Improving the retention and progression of low SES and Indigenous students through Social Justice Action Plans for Faculties.
   - Supporting Gay, Lesbian, Transgender and Intersex (GLBTI) Students and Staff through the establishment of an ALLY Network.
   - Establishment of an Indigenous Research Fellowship.
   - Appointment of a senior social scientist to lead research in the social justice area of higher education.

5. **Research undertaken by the University to effectively improve and increase participation of low SES background students to education**

   i. Identifying the key factors that impact on rural and remote students' participation in higher education at USQ
   ii. Identifying low SES USQ students and maximising their educational pathways.
   iii. Identifying, addressing and enhancing the student experience for low SES and non traditional students at Springfield.
   iv. Integrated Student Learning Journey: Reconceptualising Student Learning Journey as an Integrated Academic Journey of Significant Learning Experiences

Part B: LIST OF USQ SOCIAL JUSTICE IN EDUCATION STRATEGIES

This list of programs has been developed to illustrate the scope of activity being undertaken in support of USQ's social justice goals in education.

To assist the reader to access the list the programs have been grouped as follows:

1. Indigenous Education

1.1 Improving Indigenous Participation

1.2 Improving Indigenous Success

2. General Schools Outreach Programs

2.1 Schools Liaison; general aspiration raising

2.2 Community and schools outreach programs involving general careers information and advice

2.2.1 General programs

2.2.2 Programs targeting the LBOTE / CALD / NESB communities

2.3 Campus visits by school students and university tasters

2.3.1 General programs

2.3.2 Programs targeting students with disabilities (SWD)

2.4 Mentor / Role model programs

2.5 Outreach programs concerned with pathways and enabling

3. Programs Focussing on Particular Discipline Areas

4.1 STEM

4.2 Creative Arts

4.3 Education

4.4 Business and Law

4. Programs supporting student transition, retention, progression and completion – Building Attainment

5. Community Education

1. Indigenous Education

1.1 Improving Indigenous Participation

Dream, Aspire, Reach & Experience (DARE) Indigenous Secondary School Mentoring Program

This mentoring program involves Indigenous Australian students in Years 9-12 from low socioeconomic status (LSES) secondary schools located in the catchment areas of the University's Fraser Coast and Toowoomba campuses. The program has been designed to help Indigenous students Dream, Aspire, Reach and Experience and aims to help Indigenous students overcome difficulties associated with participating in higher education. The DARE program focuses on developing the aspiration of students through face to face mentoring and engagement with parents, teachers and the Indigenous community and also includes an Indigenous Games Day.

The program involves:

- cross cultural awareness training for mentors
- on-campus activities and tours
- three day camp focusing on leadership, Aboriginal and Torres Strait Islander culture, career guidance and planning
- award Ceremony with guest speakers

Indigenous Connections events

Indigenous Connections events are held annually at the USQ Toowoomba campus (2 day program) and Springfield campus (1 day program). The events provide over 500 Indigenous high school students with a range of motivational, aspirational and learning experiences to encourage them to view university study as a desirable and achievable pathway to supporting their long term goals. Young people participate in motivational workshops with Indigenous people who are leaders and high achievers in their fields during the program. In addition to this, USQ faculties conduct a range of workshops that will provide experiential learning opportunities for participants to give them insight into studying in a particular field.

Deadly Motivators (DM) program

Deadly Motivators (DM) program is conducted as part of the Indigenous Connections events and is targeted at Indigenous and non-Indigenous people who are working to improve education outcomes for Indigenous young people in regional, rural and remote communities in southern Queensland including Cunnamulla, Charleville, Roma, St George and Goondiwindi. The program provides school staff with information relevant to working with Indigenous students, their families and communities to enable them to increase their ability to motivate and encourage Indigenous young people to take up and maintain university study.

Wotabat Yu Day

USQ supported the Wotabat Yu Day held in Toowoomba in July 2011. This event was coordinated by The Smith Family, in conjunction with schools in Toowoomba and provided career information for Year 6 and 7 Indigenous students from Toowoomba schools. In addition to USQ faculties providing workshops regarding engineering and information systems, USQ also facilitated career discussion workshops with students.

Indigenous Outreach activities

Staff from USQ Recruitment and Admissions and the Centre for Australian Indigenous Knowledges conduct various outreach activities including participating in FOGS (Former Origin Greats) Expos, Indigenous Women's camps, community meetings, events, visits to schools and supporting school visits to USQ.

Indigenous Higher Education Pathways (IHEPP) Program

The Centre for Australian Indigenous Knowledges conducts a pre-enrolment enabling Indigenous Higher Education Pathways Program (IHEPP) in a number of secondary schools across its three campuses. IHEPP is a bridging program designed to give Indigenous students, particularly those students who are in first in family and who have not considered higher education as an option, the necessary skills to succeed in undergraduate programs offered by USQ.

QCWT Indigenous Traineeships Program

This program is conducted by USQ's Queensland College of Wine Tourism (QCWT) in partnership with Southern Queensland Institute of TAFE (SQIT). The program involves linking Indigenous students in traineeship arrangements with employees, together with tertiary study by way of a week-long training block.

Cherbourg Project in the Creative Arts

An Equity Incentives Grant initiated through the Stage Management Studio (Theatre Discipline) and Queensland TAFE provides a variety of creative arts workshops in purpose-built theatre and art-workshop spaces at TAFE in Cherbourg, Queensland. This project links creative arts aspects of Southern Queensland Institute of TAFE, Toowoomba's Empire Theatre and the USQ School of Creative Arts in a unique tertiary education partnership that aims to improve access, completion and retention of Indigenous participants in creative arts initiatives.

Indigenous Art Exhibition – promoting Indigenous culture

Programs are held at USQ Toowoomba every two years. In 2012, the Undiluted Exhibition, curated by Jason Castro Dooley, will feature Indigenous artists: Vernon Ah Kee, Jennifer Herd, Laurie Nilsen and Chris Mills-Kelly. The Undiluted project will also include two free workshops, led by an Indigenous educator, for local Indigenous artists and Indigenous high school students.

Identified Indigenous Schools program

The USQ Faculty of Education collaborates with the Senior Recruitment Officer (Education Queensland) for Identified Indigenous Schools to secure placements in the Torres Strait, North Queensland and Indigenous communities.

Sponsorship of community activities and events

USQ is sponsoring the Young Indigenous Leadership Day, being held in Toowoomba in May 2012 and the 2012 Senior Education (over 18) NAIDOC Award for the Toowoomba community. This award acknowledges a local Indigenous person who has achieved outstanding results in any post-secondary study between June 2011 and June 2012.

1.2 Improving Indigenous Success

1.2.1 Strategies to increase the number of Aboriginal and Torres Strait Islander peoples employed, as academic and non-academic staff in higher education institutions

USQ aims to increase the educational, employment, training and career development opportunities for Aboriginal and Torres Strait Islander peoples. The University has an **Aboriginal and Torres Strait Islander Traineeship Pilot Program**, and employs an **Indigenous Employment Strategy Coordinator**. The USQ Aboriginal and Torres Strait Islander Career Development and Employment Strategy is currently undergoing review and will be made accessible on the University website at a later date. The current strategy can be found via the following link:
https://policy.usq.edu.au/policy/files/indigenous%20employment.htm

The current **USQ Aboriginal and Torres Strait Islander Career Development and Employment Strategy was approved for implementation by USQ Council in November 2005. The current strategy** was an outcome of enterprise bargaining negotiations in 2005, when a Representative Steering Committee to oversee the development and implementation of an Aboriginal and Torres Strait Islander Employment Strategy was established. The Committee included representatives from University senior management, the local Aboriginal and Torres Strait Islander community, academic and professional employees, staff within the Aboriginal and Torres Strait Islander Education Unit, the NTEU, Human Resources and the Community Education Advisory Committee for each campus.

In 2011, the University formally endorsed the implementation of an **Aboriginal and Torres Strait Islander Traineeship Pilot Program**. (www.usq.edu.au/about-usq/acknowledgement-of-first-peoples/indigenous-staff) This targeted recruitment initiative involves the recruitment of five Aboriginal and/or Torres Strait Islander trainees to professional positions within the University for a period of 12 months. On successful completion of the program, each trainee will receive a nationally-recognised Certificate III level qualification and valuable workplace skills and experience. It is anticipated that the traineeship program will be made available on an annual basis, subject to approval and funding. In addition, USQ also utilises identified and specified positions as a strategy for increasing the Aboriginal and Torres Strait Islander academic and professional workforce.

USQ also supports the recruitment and retention of Indigenous staff through the **Aboriginal and Torres Strait Islander Cross-Cultural Awareness Program**. This one-day professional development program is designed to provide USQ employees with a greater understanding of Aboriginal and Torres Strait Islander cultures. The program also aims to assist staff to develop strategies that can be implemented within the workplace. Through discussion and activities, participants gain knowledge and skills to enable them to communicate effectively, and confidently support, work with, supervise or report to Aboriginal and/or Torres Strait Islander employees. Information on this program is available at:
www.usq.edu.au/hr/equitydiversity/eopolproc/aboriginaltorresstraitislanderemp/crossculturalawareness

1.2.2 Transition and support strategies for Indigenous students

All enrolled and commencing students are advised by **CAIK Student Relationship Officers** at the beginning of each semester of available scholarships. Apart from the Faculty of Engineering & Surveying Scholarship, all USQ scholarships were taken up in 2011.

CAIK pubishes ***The Indigenous Family Guide to USQ*** which provides information about studying at university, the student experience and support services available at USQ – recognising the important role that the family and supporters play in assisting Indigenous students through study (www.usq.edu.au/newsevents/news/2007/indigenousfamguide).

CAIK is responsible for the provision of Indigenous student support services. In addition Indigenous students also, of course, have access to the full range of student support services provided by USQ.

Exemplar:

The Helping Hands Indigenous Nursing Student Support Model has been developed specifically as a retention tool to provide intense support to retain and graduate Indigenous Nurses from USQ. The model has been implemented by Indigenous Nursing academics within USQ Faculty of Science's Department of Nursing and Midwifery since 2007.

USQ has experienced particular success with Indigenous participation in its Nursing program. In 2011 and 2012, USQ has graduated an increased number of Indigenous nursing students at undergraduate, postgraduate and higher degree research levels – see Appendix.

The nationally recognised achievements of USQ's Indigenous Nursing Student Support Scheme has prompted the USQ Faculty of Sciences to work towards implementing similar programs in the other health, science and technology-based disciplines of the Faculty.

While the initial recruitment of Indigenous nurses into university programs is not difficult; the problem is retaining them until they graduate and qualify as a registered nurse. To address this challenge, the Indigenous Health academic within the Nursing and Midwifery Department of the Faculty of Sciences has implemented a number of support retention strategies, notably the "Helping Hands" retention tool, to keep their cohort of Indigenous nursing students progressing in their nursing program until they graduate. (A description of these retention tolls is included in Stuart, L., Nielsen, A.-M. & Horner, V. (2008). 'Support strategies that graduate Indigenous nurses – a dreaming journey', Journal of Australian Indigenous Issues, vol. 13, no. 3, pp. 95-100 – copy **attached**.)

The Indigenous Nursing Program team were awarded an Australian Learning and Teaching Council Citation for Outstanding Contributions to Student Learning in 2011.

2. General Schools Programs

2.1 School liaison; general aspiration-raising

School liaison events and activities are available at:
www.usq.edu.au/school-liaison/events

School Partners program

USQ School Partners Programs provides a range of opportunities to member schools, including Early Entry Program, School Partners' Scholarship, Year 10 Community Award, access to the School Partners' Fund, stress-buster lunches, access to USQ Library resources, and professional development opportunities for teachers.

School Visits

The USQ School Liaison team conducts regular visits to schools throughout western Brisbane, Fraser Coast and Darling Downs/SW Queensland to encourage, promote and inform students about the benefit of higher education study.

School Employer Panels

USQ Careers & Employment staff attend a number of schools to assist with mock interviews, resume preparation, and general employability skills and career development.

HEPPP Partnerships Program – Schools Outreach and Indigenous Engagement in Queensland Schools

USQ was successful, together with nine other Queensland universities, in securing $21 million in funding under Round 1 of the Higher Education Participation and Partnership Program (HEPPP), Partnership Competitive Grant Scheme. Under this joint funding arrangement, USQ will receive $3.4m over three years to undertake two major projects focused on Schools Outreach and Indigenous Engagement. These projects include the expansion and enhancement of existing schools outreach programs and new initiatives such as the Smart Steps pilot in Fraser Coast aimed at Year 5s.

***Smart Steps: Jobs to Go* project (Fraser Coast)**

In February 2012, the USQ Fraser Coast campus received a grant for $561k over three years through the Federal Government's Higher Education Participation and Partnerships Program (HEPPP) for the *Smart Steps: Jobs to Go* project which aims to raise the tertiary educational aspirations of upper primary students in the Fraser Coast region. The first phase of the project is a pilot involving one school, followed by a rollout across all relevant and interested schools in the region.

See also entries under specific discipline area headings.

2.2 Community and Schools Outreach Programs Involving General Careers Information and Advice

2.2.1 General programs

Career Development Western Run

The purpose of this program designed by the USQ Careers & Employment unit, is to widen participation and raise aspirations of grade 10-12 high school students by providing career development information and career education through outreach. The aim is to demonstrate that university education is accessible to all students in rural and remote areas of South Western Queensland by engaging with students on campus and providing an opportunity to build relationships that will assist with the transition from school to university and improve retention. Students will also visit rural and remote communities and low SES schools, and combine prospective student and community services in activities to strengthen awareness of tertiary education.

Expos, Forums and Information Days

A range of expos, forums, information days and workshops are conducted which involve and engage school students and teachers. These include the Careers Expos, Future Options Day, and Post School Options Expo for students with disabilities.

Community Career Education Seminars (Fraser Coast)

Conducted by the USQ Careers & Employment unit located at the Fraser Coast campus, these seminars include the provision of a structured career education experience by career development practitioners. These free services are otherwise unavailable in the community and fill an important gap in the local area. Upon completion, participants are better informed about their career and the educational and training avenues through which they may advance.

Guidance Officer Days

The annual USQ Guidance Officer (GO) Days provide an opportunity for school Guidance Officers and Career Advisors to visit their local USQ campus, meet with peers and discuss a range of topics relevant to staff who work with senior students making the transition to university and beyond. A separate GO Day is held at each USQ campus. Guidance Officers, Career Advisors and VET Coordinators are invited to attend an event at a USQ campus convenient for this key stakeholder group.

See also entries under specific discipline area headings.

2.2.2 General careers and aspiration-raising programs targeting the LBOTE / CALD / NESB communities

Programs are in place at each of USQ's campuses that cater to the specific needs of the LBOTE / CALD / NESB communities in each region.

Enhancing Equitable Educational Pathways for NESB (Toowoomba)

The USQ Multicultural Centre liaises with ethnic and multicultural community groups around Toowoomba to improve university awareness amongst NESB communities.

NESB community outreach program

The aim of the NESB community outreach program is to support the cultural transition to university through existing community groups and networks

Extensive liaison programs are also conducted by the Open Access College with the migrant and refugee communities in and around Toowoomba.

Advice to LBOTE Community (Fraser Coast)

The Fraser Coast campus provides career services to Philippine Tagalog community including information on careers and access to higher education.

Career Education Outreach for NESB students (Springfield)

The Careers & Employment unit at the USQ Springfield campus provides introductory career education to school children of Samoan heritage. The Samoan people of the western suburb region represent an important dimension of the culturally diversity of the area, but also require significant resources to overcome economic and educational disadvantage. These introductory workshops exposed the children to the post school career options that are possible through higher education. As an initial outreach activity, it is planned to be expanded in future years.

See also entries under specific discipline area headings.

2.3 Campus visits by school students and university tasters

2.3.1 General programs

Student Experience Day

The USQ Student Experience Days offer an opportunity for Year 11 and 12 students to experience what university is about and participate in a range of interesting and inspiring sessions tailored to students' areas of interest. These events are recommended for Year 11 and 12 students who may be interested in attending university, but are unsure of the field they would like to study. Students spend a day at the university and participate in a range of interactive sessions of their choice, based on individual areas of interest. They learn what university life entails, find out about the study areas on offer and the career opportunities they represent, and are provided with opportunities to speak with current USQ students about their experiences

UniLIFE (**L**ooking **I**nto **F**urther **E**ducation) ***Program*** **(Fraser Coast)**

The students targeted for this program at the Fraser Coast campus are in Year 10 and may not believe that studying at university is an option for them due to their economic circumstance, distance from university (remote and rural), disability or other perceived barriers. Its aim is to give students a taste of life at university during a period in their lives when they are making decisions about their futures.

USQ Student for a Day program (Springfield)

Student for a Day is conducted at the University's Springfield campus and is designed to help non-school leavers decide whether university is for them and provides an opportunity to taste what university might be like. Participants are able to experience what university might be like firsthand through various activities including attendance at lectures and campus tours. The program provides information on: what to expect from life at university; timetables, course outlines and what these mean; lectures and tutorials; academic learning support; pathways to help you get into university.

Youth Leadership Program (YLP)

YLP is a Faculty of Education hosted annual event that is held on all three campuses of USQ and involves school students from Year 9 to 12 in targeted full-day leadership workshops.

Priority Country Area Program (PCAP) Enrichment Camp

A one week camp held for Yr 8-9 students from SW Queensland. Students stay in USQ's Residential Colleges and USQ faculties present engaging activities to give students a taste of University life. USQ Faculty of Education students are encouraged to participate as ambassadors for USQ.

TPP in Schools

The TPP in Schools project provides students with a taste of the preparation required for university, including academic reading, writing and research. It is designed to prepare them for tertiary studies.

See also entries under specific discipline area headings.

2.3.2 Tertiary taster programs targeting students with disabilities (SWD)

Ipswich Tertiary Taste Program

This program is collaboratively organised by the University of Southern Queensland's Springfield campus together with the University of Queensland, Ipswich, and the Bremer Institute of TAFE. The program is supported by the National Disability Coordinator Officer Program (NDCO) aims to provide prospective students with an understanding of the ways in which universities and TAFE institutions are able to assist students who have disabilities and provide participants with the opportunity to learn about the career pathways that are available through the various tertiary institutions.

Toowoomba Tertiary Taster Program

This program is a joint USQ initiative with the Southern Queensland Institute of TAFE and the National Disability Coordination Officer (NDCO) Program. Regional high school students with a disability may find it challenging to leave their familiar surroundings and supports in order to undertake tertiary studies. The annual USQ Tertiary Taster Program aims to provide rural students, and their families, with insights to tertiary study environments, options and the range of support services available to students with disabilities at USQ Toowoomba campus and TAFE Bridge Street campus.

See also entries under specific discipline area headings.

2.4 Mentor / Role model program

Building Engagement and Aspirations through **Mentoring in Schools (BEAMS) (Springfield)**

The BEAMS program was first trialled in 2009 and 2010 in three schools (Corinda, Bremer and St Augustines). In Semester 1, 2011 the trial was expanded considerably to include secondary and primary schools through targeted programs. These programs are run in conjunction with the students involved in the SIFE[1] teams at both the Springfield and Toowoomba campuses. BEAMS involves the placement of USQ students in secondary and primary schools in the Toowoomba and Springfield campuses. The aim of the program is to build the engagement and aspirations of young people, particularly those from LSES backgrounds, and those located in schools where transitioning levels from school to higher education, training and employment are low. The program does not differentiate in terms of target demographic groups. The model is designed to introduce USQ students into school communities as role models in order to inspire, support, develop partnerships and deliver programs relevant to age level. For USQ student mentors the program provides significant benefit in the development of essential graduate skills and capabilities. It is a USQ led program and has the potential to be delivered in collaboration with other tertiary providers in South-East Queensland, including TAFE.

See also entries under specific discipline area headings.

[1] There are active SIFE teams are at all USQ campuses. SIFE students undertake entrepreneurial educational outreach projects. See under section 3.

2.5 Outreach programs concerned with pathways and enabling

Head Start Program

This program provides Year 11 and 12 students in all schools in the Darling Downs, Fraser Coast and Springfield areas the chance to take part in the Head Start Program. Students can enrol in a variety of fee free course and upon successful completion they can receive credits for completion towards their first year of study in USQ programs. Head Start students attend lectures and classes as per any u/g student.

Toowoomba Flexi-school

USQ has a Memorandum of Understanding (MOU) with the Toowoomba Flexi-school which includes agreement to work cooperatively together to provide access to higher education for students who attend this alternative secondary school for disadvantaged, disenfranchised and disengaged youth.

Engagement concerned with prospective students online Health and Wellbeing

USQ is committed to the provision of online information and the active engagement of prospective students via social media, with a particular emphasis on Facebook and Twitter. As part of their core business, the USQ Counselling & Health team regularly engage with community mental health practitioners, hospital acute mental health teams, private psychologists, medical centres, health and medical services, and community and welfare agencies in Springfield, Fraser Coast, and Toowoomba areas for referral purposes.

The USQ Counselling & Health team run on campus health promotion events; including Mental Health Week and World No Tobacco Day.

Open Access College (OAC)

USQ's OAC provides on campus and distance courses and programs of study to domestic and international students that will equip them with the language and academic skills needed to successfully participate in tertiary study in Australian Institutions.

See also entries under specific discipline area headings.

3. Programs Focussing on Particular Discipline Areas

3.1 Outreach initiatives in science, technology, engineering and mathematics

GoWEST (Go Women in Engineering, Science & Technology)

The project provides support for female USQ students and professionals in the discipline areas of Science (including Maths), Engineering and Technology (SET) where females are traditionally under-represented. The project aims to:
- establish a university wide network to build cross-discipline links to foster the success of academics and students in SET
- provide a virtual support structure of professionals and academics
- identify female SET student concerns and priorities
- implement strategies to address student issues
- link network members to Qld Government Office of Women and industry initiatives
- establish mentoring with SET students
- establish an annual Go WEST awards scheme
- maintain a community collaborative site for students, professional women and academics in SET disciplines
- administer Go WEST scholarships.

Girls in Engineering Mentoring (GEMS)

The university's Faculty of Engineering & Surveying, the Faculty of Education, and the Careers & Employment unit have partnered in the Girls in Engineering Mentors (GEMS) project. The GEMS project brings girls in high school, current female engineering and surveying students and professionals together in a mentoring relationship. The purpose of the mentoring scheme is to enhance girls' interest, motivation, and confidence in engineering and spatial sciences professions. The project also aims to support rural communities' capacity to attract and retain professionals in their respective regions.

Science and Engineering Challenge (Toowoomba)

Jointly organised by the Faculty of Sciences, Faculty of Engineering and Surveying, the Rotary Club of Toowoomba East and the Department of Main Roads. Approximately 1000 Year 9 and 10 students from the region compete in a number of challenge tasks over four days. Winners from Regional Challenges compete at State and ultimately National level.

National Science Week Program (Toowoomba)

Each August a program of science activities is conducted for Year 11 and 12 students at the USQ Toowoomba campus to celebrate Science Week.

Astronomy for Schools

Each year, astronomers from the Department of Biology & Physical Sciences travel to local primary and secondary schools to give demonstrations and talk with students about research currently being undertaken in the Department. For students to view the planets and stars, staff take a computer controlled portable 25cm telescope and demonstrate various topics in observational astronomy.

Fermentation Science for Your Extended Experimental Investigation (Toowoomba)

A two-day program for Year 12 Science students held twice yearly at USQ Toowoomba campus.

Exploring Sensory Science (Toowoomba)

A two-day program for Year 10 and 11 Science students held annually at USQ Toowoomba campus.

The Science Experience (Toowoomba)

The Science Experience is a fun three days of science activities for Year 9 students. Each Science Experience program is designed to provide those who have an interest in science with an opportunity to engage in a wide range of science activities under the guidance of scientists who love their work. The annual program is conducted by the Faculties of Sciences and of Engineering & Surveying.

Science Experience Days

Science Experience Days are conducted annually by the Faculty of Sciences for Year 10-12 students in Toowoomba in the areas of Psychology, Nursing & Midwifery, and professional Science.

GIS/GPS Student Experience Day

Conducted by the Faculty of Engineering & Surveying, this is an opportunity for teachers in geography, science and mathematics to expose Year 10-12 students to a range of problem solving exercises in the latest technology under the guidance of USQ staff.

Robo Cup Junior

Conducted by the Faculty of Engineering & Surveying, this program comprises a set of robotics challenges designed to encourage teams of students to independently explore technology. An international team of teachers and researchers developing educational activities and enabling technology to support the robot challenges.

***IT* – A dynamic Career for Girls' & Boys' (Toowoomba)**

In July each year the Faculty of Business & Law's School of Information Systems holds a two-day event for Year 10 students. Invitations are sent to all schools in Toowoomba and surrounding areas, including Warwick, Dalby, Oakey and Laidley. The students attend practical sessions relating to some area of informations science, conducted by the Information Systems lecturers and an information session on careers.

School visits for careers in IT

The School of Information Systems conducts visits to local Schools upon invitation to discuss IT Careers with students - normally in Years 10 to 12. These visits involve talking to students about the types of technology and social media they use in their daily lives and then contextualising this discussion in terms of the future of the IT industry and IT Careers. The School has also been asked into schools to discuss ethical IT behaviour and usage. The School of Information Systems is also investigating 'virtual' visits to schools in western Queensland.

Mathematics Enrichment Program (Toowoomba)

The Mathematics Enrichment Program has been offered by USQ since 2007 and is a structured program designed to improve mathematical problem skills in gifted Year 9 and 10 students from Toowoomba and surrounding districts. The program offers extension mathematics experiences to students who display aptitude for mathematics beyond what is offered in the standard high school curriculum. The program involves students attending classes each month during the school year on the Toowoomba campus.

3.2 Outreach initiatives in the Creative Arts

Ensemble Music Workshops in Schools

In association with the School of Creative Arts Glee project which began in 2011, performance workshops have been given at Dalby SHS, Oakey SHS and other private schools in Toowoomba. It is hoped that the 2012 Glee Project will involve more schools from LSES catchments.

Visual Arts Workshops in Schools

The visual arts engage in a wide range of high school workshops (often in conjunction with art exhibitions, artist talks and educational public programs). USQ students annually conduct art workshops for high school students across regional Queensland and in Brisbane. Some examples include: *Spatial Construction Workshops* held at USQ for 20 Harristown High School art students.

Curious 3D Art Creations Spatial Construction Workshop run by USQ visual art students at Dogwood Art Gallery in Miles and involved 15 Miles State High School students.
Chocolate Sculpture Workshop held at Artisan Gallery, Brisbane as part of the gallery's public program involving several students from different high schools within the region.

In October Artsworx and SoCA staff will deliver workshops pertaining to Shakespeare in performance to high schools throughout the Fraser Coast region as part of the Shakespeare in the Park Festival.

USQ Visual art staff engages annually in art workshops for both high school teachers and students. Some recent examples are:
-*The Fairytale Shadow Artwork Workshop* at USQ Visual art studios for year 12 High School students across the Darling Downs region (involving approx.15 students).
-*Wearable Art and Shadow Puppetry Workshops* were also conducted for a range of high school students who have demonstrated excellence in art. These workshops were held by USQ Visual Art staff through Flying Arts, at the University of Queensland, St Lucia Campus.
-USQ staff will conduct *Art Puppetry Workshops* specifically designed for High School teachers and students across Brisbane to be held at QUT ART Museum in Sept 2012. It is anticipated that there will be two groups of 20 participants.

Playbuilding with Harlaxton State School (Toowoomba)

Annual playbuilding project undertaken by Theatre and Education students enrolled (ONC) in the 2003 Children and Young People's Theatre. USQ students adopt a classroom, in consultation with staff at Harlaxton SS, and provide workshops visits to the classroom over the month of May, culminating in a building of a play with students about a particular curriculum area. This project has been running exclusively in Harlaxton since 2002, with approximately 60 primary students per year receiving a rapport-building experience directly with the University.

School of Creative Arts (SoCA) Student Experience Day (Toowoomba)

This annual event was begun in 2010 and was specifically created for the complete immersion of students into the four creative arts disciplines offered at USQ (Creative Media, Music, Theatre, Visual Arts) for a day. Students attend actual classes with BCA students in both studio and lecture settings. Musical performances and "meet current students" activities are provided. Up to 40 students each year participate – steadily growing.

Artistically Relevant Technical Theatre (ARTT) Workshops (Toowoomba)

These workshops are run four times annually: twice for senior high school drama students, and twice for high school drama teachers. They are designed to help high school drama students and teachers think scenographically – that is about the artistry of technical theatre, rather than thinking only of technical theatre as equipment and processes. By reframing technical theatre in this way it can be better incorporated into the current curriculum and has already proven to be successful in helping theatre network with regional high schools, promoting the School of Creative Arts, and the Stage Management studio, in particular.

Artsworx Work Experience for High School Students (Toowoomba)

High school students are hosted on work experience to work alongside USQ staff and students on practical projects.

School students also attend campus for the Indigenous Art Exhibition, and for theatre performances including Children's Theatre Week. Prior to the 'To Glee or not to Glee' event, free workshops will be run on campus for schools and community members participating in the event.

Community Support Venues (School of Creative Arts)

As part of its annual outreach to community arts groups, SoCA approves and supports several organisations to use the Arts Theatre and Concert Hall, as well as various other venues used by the School. Music Teaching Association of Qld, local state high schools (Fairholme, Glennie, Toowoomba SHS), Toowoomba Concert Orchestra, Municipal Band are just some of the yearly events that are hosted by USQ to maintain ongoing goodwill in the local community.

Shakespeare in the Park:

Established by SoCA and Artsworx in 2004, the Shakespeare in Queens Park Festival (now known as the Shakespeare in the Park Festival) is an annual event which brings together the University of Southern Queensland and the greater community, and showcases some of Australia's finest emerging talent. The Festival is one of Toowoomba's premier events, offering residents and visitors a unique Shakespearean experience.

Attracting in excess of 40 000 theatre-goers since its inception, the Festival continues to grow each year. The highlight of the annual program is a mainstage season performed on the Festival's open-air stage which, in past years has also toured to Hervey Bay, Springfield and Brisbane. Other Festival events have included School Workshops for both secondary and primary schools; community events such as the Platform Performances (2004) and To Glee or Not to Glee (2011); Sonnets at Breakfast (2007); and the Reverie Symposium (2011).

To Glee or not to Glee (Toowoomba)

This annual event by SoCA and Artsworx is directly related to encouraging schools students to sing and dance on an outdoor stage. The inaugural event took place in 2011, with six schools from the Darling Downs region participating. Approximately 200 students participated, and 600 audience members attended the event. Strong networks have been established between USQ staff and participating schools as a result of this event and the production outcome is a result of in-school workshops.

Escape the Zoo Art Competition and Exhibition (Toowoomba)

High school students from the Darling Downs region compete for selection in this exhibition. The work is across all media, 2D and 3D and strongly engages young people in the exhibition opening event. The competition has grown extensively since 2010 when it was first begun – over 40 entries last year, with students winning cash prizes, art materials, and a special "packers prize" awarded by the staff who unpack, assemble and curate the works on show.

Annual Exhibition Series including GraduArt (Toowoomba)

The annual exhibition series combines a diverse selection of works by both USQ Visual Arts students and staff together with an impressive line-up of visiting artists. The USQ Arts Gallery is open from 9.00am-5.00pm, Monday to Friday and admission is free of charge.

GraduArt is an annual exhibition representing the culmination of research by graduating USQ Visual Arts students in their chosen area of practice. A range of ideas and media from the studios of ceramics, spatial construction, painting and printmaking come together to reflect contemporary art practice and are exhibited in the A Block Gallery as well as the Toowoomba Regional Gallery.

McGregor Summer and Winter Schools (Toowoomba)

Over the past four decades, the USQ Artsworx' McGregor Schools has established itself as one of the premier residential, performing, visual and creative arts learning experiences in Australia. Each January (Summer School) and July (Winter School), over 700 arts enthusiasts from around the nation converge on the University's Toowoomba campus for the popular residential arts retreats.

Now in its 44th year (2012), the ten-day McGregor Summer School has gained an excellent reputation for its intimate creative atmosphere and large range of classes including performing, visual and creative arts. Smaller in scale, but equally popular, the five-day McGregor Winter School focuses on visual and creative arts. The quality of tuition and the attractive, relaxed atmosphere are a feature of the Schools.

Children's Theatre Week (Toowoomba)

In the late 1970's, an application was made to the Queensland Arts Council to form the 'Acme Sausage Company'. The purpose of this company was to produce and tour children's theatre throughout regional southwest Queensland. The grant was successful and the company formed, becoming so popular that an annual Children's Theatre Week was established in-house at the (then) USQ Performance Centre.

Since that time, over 80 000 children have experienced live theatre and music in the Arts Theatre. Children's Theatre Week became a much-anticipated event on the local calendar and an integral part of the community. In many cases, entire generations of families have seen their first live play at the University.

Music Theatre Production (Toowoomba)

Since the inception of the Bachelor of Creative Arts, the Theatre and the Music students in association with Artsworx have annually produced a Music Theatre Production. These productions have either been new adaptations of existing music theatre shows or original shows devised in collaboration with professional poets, composers, cabaret artists, vaudevillian and burlesque performers. The Music Theatre Production has been successful in targeting the age group that is usually overlooked in the theatre market. Thus, the project has been successful in engaging the 18-25 year olds in our community.

USQ Keyboard Ticklers (Toowoomba)

This annual event has been sold-out since 2010, featuring up to 11 pianos on stage (including 2 grand pianos, keyboards and uprights) it is the only concert of its kind in SE Queensland and is supported favourably by piano teachers across the region. The repertoire is selected and arranged by USQ Music students in consultation with staff and Artsworx.

Bi-Annual Shakespeare Symposium (Toowoomba)

In October 2011, the first of what will become a biennial academic conference event in association with the Shakespeare in the Park Festival was held at Cobb & Co Museum in Toowoomba. *Shakespearean Reverie*, a two-day symposium, brought together over 40 academics, theatre practitioners, postgraduate students and teachers from around Australia and New Zealand. The conference also featured two high-profile international Shakespearean scholars as keynotes – Paul Yachnin (McGill) and Mary Floyd-Wilson (North Carolina) – the former presenting the Dean of Arts Public Lecture at the Empire Church Hall to the local community and conducting a mentoring workshop for USQ postgraduate students. All of the participants in the conference also attended a performance of *A Midsummer Night's Dream* and were suitably impressed not only with the quality and scale of the production but with its efficacy as a significant community event. On the second day of the conference local teachers participated in professional development workshops examining Shakespeare in the classroom. It is anticipated that this event will become a hub for a range of scholarly and community engagement activities and initiatives coalescing around the Shakespeare Festival.

Creative Hub Project - Creative Communities

The SoCA's Creative Communities was begun in 2005 to seek ways in which to have a creative arts presence in regional areas west of Toowoomba. It has been active in a number of projects operating predominately in SE Queensland:

- Able offers a program for intellectually impaired members of the community to take part in a series of workshops and acts to provide a better understanding of these participants to the broader community.
- Cultural Catchments program involves projects concerned with oral history and creative projects in schools.
- The InsideOut project was created in 2007 with the aim to be a leading advocate of gay rights in Queensland and Australia.

The Community Creative Hub Project aims to develop creative communities further west into Charleville where there are currently no such arts programs for people with disabilities. Staff, graduates and current students from SoCA design and deploy a series of workshops for disabled clients, consulting with Anglicare and the Empire Theatre, to provide performance related experiences in Roma and Charleville.

Artist Run Initiatives (School of Creative Arts)

SocA's ARIs are a large part of the emerging artists' pathway after leaving university, and SoCA supports several visual arts galleries in Toowoomba and emerging theatre enclaves in Brisbane, as well as USQ alumni chapters in creative arts. This is a unique form of outreach that is specifically practiced in SoCA that harnesses the networks and goodwill between staff, students and industry to create a model of best-practice for the emergence of regional artists.

Warwick Peace Festival (School of Creative Arts)

Third year Creative Media students (Advanced Screen Media) have worked with local festival organisers to produce promotional videos prior to the event and also planned and produced coverage of opening ceremony and performance activities at both exterior and interior locations. Utilising multi-camera, live coverage of events and outside broadcast equipment, students crew all key roles and deliver high quality product that is useful to the client in promoting their bi-annual festival.

Emerge

This project within Advanced Screen Media, is a 15 minute television production covering the emerging arts in regional SE Queeensland. In magazine style, this production looks at the work and performance of a researched and selected number of artists within the Toowoomba regional area. It will be distributed via DVD in the first instance but will then be targeted at mobile devices and alternative platforms to promote and encourage the work of emerging artists.

Transforming Heritage Tourism in Toowoomba Project

The Faculty of Arts is working alongside community groups (Stonestreets, Toowoomba Regional Council, Cobb and Co) this project will collaborate on a pilot to gather, collate, and transform already existing historical material into scripted vignettes that can be delivered by trained performers. Although there are currently two tour guides available through the Toowoomba Visitor's Centre, there are no pre-packaged tours that conflate the immense amount of local historical material into an entertaining delivery. This a unique and original research process that investigates the intersections between history and performance in order to develop a working model that will best transform the material from written to performance text.

Flying Arts Partnership

Flying Arts is a Brisbane-based arts and cultural development organisation which has been providing visual arts services to regional and remote Queensland for over 40 years. USQ has a longstanding commitment to provide support and assistance to Flying Arts as many USQ Visual Arts staff was founding members of this organisation. Visual Arts staff and the Head of School assist Flying Arts in promoting their programs, while Flying Arts provides many programs that support our Enabling Artist brand in regional and metropolitan communities. Flying Arts provides work experience for BCA students, and assists USQ with outreach into regional areas across Queensland.

Empire Theatre Partnership (Toowoomba)

Since 1999, Toowoomba's Empire Theatre has provided USQ with access to programs, events and training. With Queensland Theatre Company and USQ, The Empire Theatre developed QUE Theatre Inc to provide local school-aged youth with access to collaborative play building workshops and training opportunities. Since the winding down of QUE in 2006, the Empire Theatre has continued to work alongside Theatre staff to provide performance opportunities for BCA students, and much needed liaison with schools in the local community. USQ is a key stakeholder in the Empire Theatre's Regional Stages project that also assists in providing opportunities for regional theatre artists to create new works.

Queensland Theatre Company Partnership

This partnership between QTC and USQ has been in place since 2006 and affords USQ access to events and programs for our graduates. USQ particularly funds the youth programming and educational outreach of QTC and USQ is a key visible ingredient at the annual Theatre Residency Week in Brisbane. There is a direct correlation between school students who attend these events and school leavers who audition for Theatre at USQ. Currently, USQ and QTC have an MOU regarding a playwriting competition set up by Professor Bill Lovegrove in 2011 for performance outcome in 2012-2013. USQ students work alongside the playwright in workshops to develop the emerging work and create the pilot performance.

Promise Project - Metro Arts, Brisbane

This annual project from Metro Arts (Brisbane) is a model that encourages and fosters critical debates in Visual Arts for emerging artist leaving university and entering professional practice. The project selects artists from Visual Arts programs to exhibit their art and to work alongside young art historians to work directly with the artists so both may apply what they have practiced in their degrees. USQ and Queensland College of Art students (five from each institution) worked alongside art historians from UQ to present an exhibition and catalogue in March 2012.

USQ Art Collection

The USQ Art Collection was developed to provide a permanent collection of high quality contemporary Australian art works to contribute to the educational enterprise of the University and the cultural experiences of its members and those of the wider community. The collection policy is focused to represent emerging and established art practitioners from contemporary Queensland-based art, especially works by young artists along with those of prominent mid-career artists who are regarded as having continuing importance in contemporary Australian art. The collection numbers more than 550 items comprising works-on-paper, painting, sculpture, photography,

Phoenix Radio (Springfield)

Phoenix Radio is a local online radio station serving the Greater Ipswich region 24 hours a day, 7 days a week. The state-of-the-art studios are located at USQ Springfield in Education City. The facilities are used to provide training for students enrolled in the program Bachelor of Applied Media and for people from the local community. The station provides a mix of music, chat, and information. Phoenix Radio is a project of the University of Southern Queensland for the City of Ipswich. It has tremendous community support and engages with a number of community organisations.

Ipswich Connections Radio Program (Springfield)

This is a joint project between the Cerebral Palsy League of Queensland,(CP) Springfield branch, and Phoenix Radio. The CP organisation generally and the Springfield staff specifically, provide a one and a half hour program each Friday live from the studio. They discuss key issues around disability services but look to showcase and promote the abilities of those recognised with some level of disability. Students from the Bachelor of Applied Media produce and panel for the program each week and together the organisations work to bring an informative and engaging show. It has a strong local, national and even international audience.

Wired (Springfield)

The South East corner of Queensland is rich in musical talent and this is showcased on a radio program called Wired. Developed by students of the Bachelor of Applied Media at Springfield, and supported by many local artists, the program continues to grow links with street press, local bands and has connected with many venues and was part of the inaugural conference, LOUD, to bring musicians together in the Ipswich area to seek ways of growing this burgeoning industry. Phoenix Radio is the conduit for this program and is presented by Tara Graham, a graduating student, local lead vocalist for a band, Wasabi, and other current students. It combines radio, musicians and Phoenix Radio to enhance the original night time programming.

Ipswich Youth Centre (Springfield)

Phoenix Radio and Ipswich City Council are developing a partnership with a brand new space in an historic building, the former Ipswich Baptist Church. The site was bought by McDonalds Family Restaurants and the space given back to the city as a venue for musicians to perform. USQ atudents are working with the Ipswich City Council management for the venue to look at ways in which the radio station can support artists but also to explore the use of new technologies, live broadcasts, webcasts and the like. It is developing into an incubator for creative ideas and USQ Springfield, through SoCA are taking a lead in its growth and structure.

Ipswich Poetry Feast (Springfield)

Students have been engaged with this annual event that brings entries of all styles of poetry from around Australia and internationally. In 2011 the event received almost 1,600 entries and students from the Bachelor of Applied Media videotaped and produced segments to assist in promoting the event. This content will be made available on the USQ website as the competition opens again in 2012.

Good Business Program (Springfield, QCTV 31)

The program, produced and directed on the USQ Springfield campus by Bachelor of Applied Media students aims to showcase small to medium sized enterprises and unpack some of the jargon of business. The program interviews high profile business people, senior management executives and successful small business owners from all over South East Queensland. *Good Business* is an exceptional opportunity for students to engage with a half hour program and get to be so hands on, meaning they are becoming industry ready by graduation.

3.3 Outreach initiatives in education

QDU Debating Regional Finals

The USQ Faculty of Education, the Queensland Debating Union and Education Queensland run the QDU Debating Regional Finals. This is an annual event hosted by the Faculty of Education at the Toowoomba campus. It involves all local schools in the Darling Downs district and students from Years 7 to 12.

Education Commons

Education Commons is a monthly panel discussion hosted by the USQ Faculty of Education conducted at both the Toowoomba and Springfield campuses of USQ. Participants who tackle an Education based 'hot topic' each time include preservice teachers, USQ academics, Departmental personnel, school heads and school teachers.

Isolated Children's Project

This project allows Faculty of Education preservice educators the opportunity to work with children who receive their education through the Schools of Distance Education in various parts of Queensland. participants live on a property for approximately three weeks and are required to: work with the pupils on the Distance Education papers; provide enrichment and extension activities wherever possible; participate in all activities with their host family; participate in on-air lessons where appropriate; and complete a minimum of 45 hours experience with the children.

Rural Opportunities PCAP Supported Placements

Preservice educators are encouraged to complete professional experience in rural and remote schools. Placements are advertised on the Rural and Remote Educators' Network. Students then complete a Professional Experience placement form once the site agrees to take them. PCAP can assist with transport, accommodation and living costs for some placements.

Primary Industry Centre for Science Education (PICSE) Science teachers' Program (Toowoomba)

A regular 2-day professional development program for science teachers and school principals from around Queensland and New South Wales conducted on the USQ Toowoomba campus by USQ's PICSE. During the event, teachers work with leading researchers in the primary industry sciences and undertake activities of direct relevance to classroom science.

Maths Teachers Professional Development Day.

A professional day for mathematics teachers from around Queensland is held annually at the USQ Toowoomba campus.

3.4 Outreach Initiatives in business and law

Sustainable Business Conference (Springfield)

This is an on campus day for students Years 10 to 12 conducted by the Faculty of Business & Law at Springfield campus. The program is designed to raise aspirations and interest by giving students and teachers an opportunity to hear presentations from guest speakers and academics on current topics relevant to business and in particular sustainability. Run as a typical day at uni with students engaging in lectures and mock tutorial sessions where they solve case studies and engage with our current uni students who act as mentors and guides for the day. This project is run in conjunction with the BEAMS project.

Junior Sustainability Conference (Springfield)

This is an on campus half day for students from Years 4-7 conducted by the Faculty of Business & Law at Springfield campus. The program involves engaging speakers and interactive displays. Current uni students who act as mentors and guides for the day. Led to the development of the Our Space – A Better Place project now running in primary schools to address sustainability issues and encourage community partnerships. This project is run in conjunction with the BEAMS project.

Legal Conference (Springfield)

This involves two one-day programs conducted by the Faculty of Business & Law at Springfield campus. One day is for Year 12 Legal students in February and one for Year 11 legal students. Run as a typical day at university with students engaging in lectures and engaging with our current university students who act as mentors and guides for the day. Outside guest speakers and academics deliver on a range of legal issues and topics.

Darling Downs / SW Queensland Constitutional Convention (Toowoomba)

The annual Darling Downs / SW Queensland Constitutional Convention hosted by USQ Toowoomba is part of a series of constitutional conventions organised by Education Queensland. The convention is open to senior secondary school students who are required to explore a theme as a means to develop their presentation and debating skills, and learn about the Australian Constitution and how it guides our democracy. Participants have the opportunity to participate in the National Constitutional Convention held each year in Canberra.

Toowoomba Trading Room Challenge (Toowoomba)

The USQ Faculty of Business & Law conducts the Toowoomba Trading Room Challenge for Year 11 students.

CPA/USQ Accounting Careers Days

The USQ Faculty of Business & Law conducts CPA/USQ Accounting Careers Days for Years 11 & 12 students.

4. Programs supporting student transition, retention, progression and completion – Building Attainment

4.1 L&T culture: Strategies that support access to successful study for a diverse student constituency include the following:

- Well established and effective enabling pathways
- Student Relationship Officers / Support Network – build relationship with students; opportunities for early identification of students at risk and early intervention
- Effective orientation and transition
- Flexible study arrangements, enables students to manage their study to suit their individual needs and circumstances
- Early assignment items as early detection for students at risk.
- Emphasis on early careers advice to provide added incentive for staying in study through strong career goals
- Mentoring: www.usq.edu.au/alumni/programs/alumni-ignite/mentor
- Strategies for online students such as online discussion groups and socialising strategies to remove isolation
- Full range of student support programs, including wide range of support for online students; includes opportunities to develop and improve study management skills
- Providing support throughout the entire Student Learning Journey

See the list of support services at: www.usq.edu.au/current-students - including orientation, face-to-face and online support to enhance academic learning skills

See list of support strategies for online (distance) students at:
www.usq.edu.au/online/support

4.2 Targeted programs:

Offenders in custody

The Offenders in Custody project aims to provide pathways for study for incarcerated members of the community to study through the Tertiary Preparation Program (TPP). On successful completion of the prerequisite subjects in the TPP program, these students can enrol in undergraduate studies at USQ that do not require internet access.

African students from refugee background program

The Refugee Student Support Project involves supporting the success of USQ's refugee student population throughout the university and in the community. The Refugee Support Officer can assist prospective students with gaining admission to the university and with academic and administrative support throughout their university careers. There is a regular Study Group and individual consultation is also available. Students can obtain help with a wide range of activities, for example, preparing an effective resume, using a computer, accessing StudyDesk and liaison with external authorities.

Additional specific programs targeting disadvantaged student groups include:

a) Peer mentoring and language program for mature age student refugees.
b) Computer skills program for first year refugee students.
c) Establishment of a core group of trained intercultural communicators for NESB students.
d) Peer mentoring support for PHV students in nursing.
e) Resilience workshops for first year low SES residential students

5. Community Education

Community education pathways

USQ offers a number of pathways that enable community members to study without committing to study towards a formal qualification. Pathways available include:

- **Professional development single courses**. Community members can choose from over 700 distance education courses taken from USQ's award programs at both undergraduate and postgraduate level.
- **USQ OpenCourseWare (USQ OCW)** provides access to free and open educational resources for faculty members, students, and self-learners throughout the world. USQ OCW does not grant credits or degrees, and does not provide access to faculty members. USQ is initially offering sample courses from each of the five faculties and also courses from its Tertiary Preparation Program. The content is intended as a valuable resource for learners and educators.

English Language Courses for Women

USQ's Open Access College offers affordable ($250) 5 week programs in everyday English language skills for women from non-English speaking backgrounds. The courses are offered seven times per year from USQ's Toowoomba campus.

USQ is a supporter of U3A Queensland