

ITEM 5
MANAGER'S REPORT NO. 59
COUNCIL MEETING Sept. 20/71

5. Re: Employment Opportunity Program
Progress Report.

Attached you will find a progress report on the Employment Opportunity Program. Group "A" have completed the project at the present time and Group "B" will be finished on September 24. We expect to move into the second project October 4.

The attached report covers the details up to the mid-point of Project 1 and it is expected evaluations and final report will be completed within the next few weeks. Copies of this report are being forwarded to the Burnaby School Board and the Burnaby Parks and Recreation Commission at this time.

Appendix "A" and Appendix "B" are not attached because of their "volume" but they are available at the Manager's office for any member of Council to review if he wishes.

This is for the information of council.

The Employment Preparation Project under the auspices of the Municipality of Burnaby commenced on June 7th, 1971 with an enrolment of ten men who formed Group A. This Group entered class activities for a two week duration and then commenced a two week work activity program administered by the Burnaby Municipal Parks and Recreation Department. Subsequent to Group A leaving class activities, another ten men forming Group B entered into class activities for a two week duration. This arrangement permitted the both groups A & B to alternate between class activities and work activities. Thus the project consisted of twenty men and involved each man for fourteen weeks and because of the commencement procedure the length of the Project would be sixteen weeks.

OBJECTIVES

The overall objective in this project is to prepare the men intellectually, emotionally, physically and morally to develop incentive to find work and in so doing to be able to perform in their jobs well and favourably. This objective is being reached by (a) simulating as far as possible a realistic employment situation (b) having the experience of working under supervisors who are sensitive to human behaviour (c) having counselling and being exposed to group therapy to correct attitudes or habits that interfere with holding a job. (d) By shifting responsibility both in planning and in learning from the instructor to the candidates. (e) By using problems that are inherent in them all to form a group dynamic or spirit of comradeship. (f) By achieving flexibility both in objectives and procedures through limiting each group to ten men.

Many of the men are employable in the physical sense but because of deprivation of opportunity and limited skills, through lack of education and/or training are in effect unemployable. The men enter the project negative in attitude, lacking confidence in themselves and established agencies, cynical, skeptical, aggressive and generally discouraged. They seem to be unable to bridge the gap between reality of their situation and their dream of employment. Many of them have been unemployed for long period of time, six months to five years or longer. In effect we are commencing this project with the bottom of the barrel in terms of rehabilitative effort.

In the class activities portion of the Project, instruction is not being used as an end in itself but merely as a means to create incentive.

SELECTION

The initial referral of applicants was made by social workers who are carrying the men as part of their regular case loads. The final selection of the applicants was made by the project social worker in consultation with the coordinating agencies as well as the class activities instructor. The following selection criterion are being used: 1. male, 2. married with dependents, 3. unemployed employable and in receipt of Social Assistance for at least six months, 4. under fifty years of age, 5. must not be on medication, addicted or mentally ill, 6. must be willing to work outdoors.

The Project social worker interviewed the applicants in their homes. No effort was made to achieve a homogenous grouping in terms of age, education etc. Participation in the Project is voluntary with no recriminations against those who do not wish to participate. It is noteworthy to mention that at one stage of interviewing seven out of ten men when confronted with the choice of entering the Project were able to find employment independently. The candidates selected received a medical examination to determine their physical condition and degree of employability.

PHYSICAL SETTING

For the purpose of class activities a less formal type setting was preferable to the more restricting atmosphere of a classroom. We are utilizing an old two story house at present. This seems to be serving our purpose and objective well and favorably.

STAFF

The Project Administrative staff comprises a Burnaby social worker, a Burnaby School Instructor, and a Burnaby Parks and Recreation Department Foreman. The Project social worker coordinates working social work services to the candidates and their families as well as coordinating the overall project with the responsible and supporting agencies.

ALLOWANCES PAID TO PARTICIPANTS

1. A training allowance of \$350.00 per month is paid to each participant.
2. Provision is made to ensure that each candidate receive a total monthly income of at least \$100.00 exceeding his Social Assistance entitlement.

Each candidate also receives a clothing grant of \$30.00 for rainwear along with complete Health benefits including Optical and Dental services.

It is noteworthy to mention that the financial status of each candidate and their knowledge of it is essential to their proper functioning in the class activities. It has been found that a firm rather than a liberal approach to the problem of absence and subsequent deductions is more conducive to a responsible attitude in all areas.

OTHER INFORMATION

The candidates in the Project are not considered as regular employees of the Parks and Recreation Department while they are under the supervision of this Department in the work activities portion.

The Burnaby Office of Canada Manpower is coordinating their efforts to assist in finding the men's employment and in proposing and implementing courses for the men wishing to pursue trades.

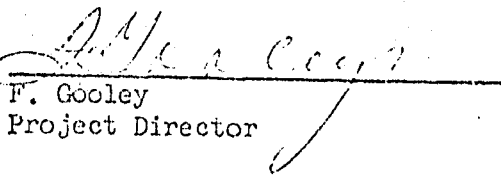
The Provincial Alliance of Businessmen, a part of the Provincial Department of Rehabilitation and Social Improvement, are also assisting in finding the men employment.

Records are being maintained in relation to all areas of the Project.

A Progress Report is attached hereto and marked Appendix "A". It has been found that the group of ten men learn more rapidly than a larger group and this is born out and explained in this appendix. Included herewith is a graph forming part of appendix "a" and is explained on page 2 of the Progress Report.

Chart characteristics are also attached herewith and are marked Appendix "B". These provide information concerning the Social Functioning of the men according to the project objectives, their period of dependency on Social Allowance, the levels of education and training, with the results of training halfway through the project, and results as related to period of dependency on Social Allowance at the halfway mark.

As a final observation, it is noted that the Project Supervisory Personnel are pleased with the progress that is being made to date.


F. Gooley
Project Director

TYPED: 15.9.71. per: bc.

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THE CORPORATION OF THE DISTRICT OF BURNABY

INTER-OFFICE COMMUNICATION

TO: Administrator

DEPARTMENT: Social Service

DATE: Sept. 16/71

FROM: Administrator

DEPARTMENT: Parks and Recreation

OUR FILE #

SUBJECT:

BURNABY TRANSITION PREPARATION PROJECT

YOUR FILE #

This program in our opinion is serving as a useful way of getting people back into a self sufficient status in society. The men generally worked very well on the Burnaby Mountain Trail and the other projects assigned them. They brushed and cleaned trails, built bridges, etc. and after a couple of weeks combination of school work and manual work we noticed a vast improvement in the majority of cases.

Their behaviour workwise and productivity in general compared favourably with new employees of the Corporation. Their performance exceeded our expectations.

B.R. Wilkinson
B.R. Wilkinson
Administrator

RAL:gb