

4. Re: 1971 Burnaby Employment Preparation Project.

The following is the final report of the Social Service Administrator regarding the above.

Obviously the Department has been very successful with this project and it should be commended for its efforts in this respect. The project was a good one and was successful in terms of job placements, improved morale and encouragement for the men in general.

In light of the success of this project, we have provided in the Provisional Budget for an even larger program in 1972 so that the project can be continued and expanded by about 50%.

RECOMMENDATION:

THAT the Social Service Department be commended for its efforts on this project; and  
THAT the Department be encouraged to continue and expand the project in 1972 as provided for in the Provisional Budget.

\* \* \* \* \*

BURNABY EMPLOYMENT PREPARATION PROJECT  
(FINAL REPORT)

I Degree to which the final objectives have been attained

- (a) There has been a good response to the attempt to simulate a realistic work situation and the men functioned well within the framework of this setting.
- (b) The men responded well to supervision, both in the class and in the field, and by the end of the course most were capable of planning their day and working without direct supervision for long periods.
- (c) As recommended in the mid-project report, group therapy and individual counselling were increased in the latter part of the course with very satisfactory results.
- (d) Most of the men formed friendships with classmates, and the group dynamic was responsible, in part, for solving many of their work problems.
- (e) Flexibility was maintained by limiting the number of men in each group to ten. Proper supervision is impossible with more than ten men in the class, and the rate of learning is diminished.
- (f) Some men became employable at earlier periods than others, and job seeking was proposed at different stages.

II Setting

The old two-story house used as a physical setting has been most satisfactory. The informality of this setting has been most conducive to learning and no recommendation is being made to change this atmosphere.

III Selection

Selection procedures are considered satisfactory at this time.

IV. Co-ordinating Agencies

Canada Manpower (Burnaby) was very helpful in placing several of the men on courses, and the Provincial Alliance of Businessmen was most productive in advising of prospective employment.

V Methods found most helpful and Class Activity

Of all the methods employed the men were asked to list the four most helpful.

- They were: (a) Group discussion and class  
(b) Field trips  
(c) School work  
(d) Physical activities

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It is noteworthy that the men were involved in some kind of activity for about 80% of the time while they were doing seat-type work for only 20% of the time. Informality and the forming of new friendships ranked high among factors leading to the success of the course. In the case of two men who could not fit into the group, and left the project in the first two weeks, it is interesting to note that after a fair period of probation they were excluded by the other group members. Both the class instructor and the project social worker were satisfied that the men exercised sound judgement.

#### VI Allowances

The men are paid a Training Allowance of \$350.00, supplemented by S.A. in certain cases. Because the primary motivation for entering the project was financial, the men became extremely unsettled as 'pay-day' approached, and although the procedure for determining allowances was clearly explained to them, they were somehow convinced that they never received quite enough pay. Since one of the objectives of the project is to simulate a realistic work situation, it is not proposed at this time to suggest changing the methods of payment of Training Allowances.

#### VII Class Instruction

Class instruction was used only as a means of involvement. Therefore no attempt has been made to measure academic progress lest a 'pass-fail' atmosphere be created. However, heavy stress was laid on self-evaluation, not only in the academic area but in all areas.

#### VIII Attitudes

Initially, the men with lower academic standing had a low self-esteem, but by the completion of the project had an improved self-image. Their life-style was slightly modified, they improved their personal appearance, and became more interested in the surrounding environment. Most of the men took pride in the tasks that they performed, and began to appreciate the social implications of employment. Some of the men actually stated to the instructor that their attitudes towards others had changed, including their attitude towards the various helping agencies involved. It can be stated that there has been some modification of attitudes and behaviour patterns, but that at this time the permanency of these changes cannot be assessed.

#### IX Summary

The project can be termed successful in that it has enabled men who had been considered long-term social assistance cases in terms of rehabilitation to improve their social functioning to the point where they have either found employment, been accepted for training courses, or have improved morale. The attached statistics show that the majority of men had been receiving social assistance for a period of 1 - 2 years, and that of this group, most were employed at the completion of the project, especially those in the 30 - 39 age bracket. Of a total of 20 men who completed the program, 13 were employed, 2 were still receiving social assistance pending commencement of Manpower-sponsored training courses, 2 others were still receiving social assistance with greatly improved morale and incentive, and the two remaining men showed no change, no improvement. 75% of those completing the project have therefore either been employed or are awaiting courses. A further 15% have improved morale. The remaining 10% have some degree of problems that preclude their functioning normally and such problems are beyond the scope and intent of the project.

ED. L. COUGHLIN  
ADMINISTRATOR

JB/EP  
Enc.

CHARACTERISTICS - MEASURING PROGRAM IN SOCIAL FUNCTIONING ACCORDING TO PROJECT OBJECTIVES AND INCLUDING:

1. ATTITUDES to (a) Employers  
(b) Family  
(c) Self image confidence  
(d) Social Assistance  
(e) Place in Community
2. MOTIVATION FOR WORK (Personal appearance, etc.)
3. WORK SKILLS
4. ABILITY TO PLAN FUTURE (Employment - further training)
5. ABILITY TO HELP WITH FAMILY AND SOLVE PROBLEMS

SCORING SCALE OF 1 to 4

1 = poor, 2 = below average, 3=average, 4 = above average

CLASS ACTIVITIES	AT ENTRY TO PROJECT	HALF-WAY	AT COMPLETION	3 MOS. AFTER COMPLETION
1. Poor	7	2		
2. Below Average	7	2	1	
3. Average	4	5	3	
4. Above Average	2	11	16	
WORK ACTIVITIES				
1. Poor	3	2	1	
2. Below Average	1	3	1	
3. Average	11	6	2	
4. Above Average	5	9	16	

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CHARACTERISTICS BY AGE AND PERIOD OF DEPENDENCY

AGE	LENGTH OF TIME ON S.A.			
	6M - 12 M	1 - 2 Yrs.	3 - 4 Yrs.	Over 4 Yrs.
LESS THAN 30	1	4	1	
30 - 39	1	4		2
40 - 49		4		2
50 & OVER		1		

EDUCATION AND TRAINING CHARACTERISTICS OF GROUP SELECTED

E D U C A T I O N				HAVE RECEIVED UPGRADING	HAVE RECEIVED VOC. TRG.	TOTAL
NO. HAVING GR. 1 - 6	NO. HAVING GR. 7 - 8	9 - 10	11 - 12			
4	5	7	4	4	8	12

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RESULTS OF TRAINING BY AGE GROUP AT COMPLETION OF PROJECT					
AGE GROUP	EMPLOYED	ON S.A. (MORALE IMPROVED)	ON S.A. NO CHANGE	TAKING FURTHER TRAINING (AWAITING COURSES)	TOTAL
Under 30	4				4
30 - 39	6	1	1	2	10
40 - 49	3	1	1		5
50 & Over		1			1
TOTAL IN PROJECT					20

RESULTS AS RELATED TO PERIOD OF DEPENDENCY AT COMPLETION OF PROJECT					
LENGTH OF TIME DEPENDENT ON S.A.	EMPLOYED	ON S.A. (MORALE IMPROVED)	ON S. A. (NO CHANGE)	TAKING FURTHER TRAINING (AWAITING COURSES)	TOTAL
6 - 12 months	3				3
1 - 2 yrs.	9	2		2	13
2 - 3 yrs.	1				1
3 - 4 yrs.					
Over 4 yrs.		1	2		3
TOTAL IN PROJECT					20

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