

Implementing "Starting Points": A Follow-Up Study

WILLIAM A. BORGEN

The article describes a follow-up study of the implementation of a group-based needs assessment program for unemployed people titled "Starting Points." The study was conducted using a focus group methodology that resulted in 813 statements from staff and clients involved with the program. The statements were categorized within 15 themes. The themes generated suggested that the program was successful in connecting clients with needed resources. They also pointed out the importance of the way in which clients were referred to the program and the availability of resources following completion of the program. Recommendations are made regarding future implementation of the program. The article concludes with questions raised by the study regarding the implementation of employment counseling interventions generally.

The purpose of this article is to describe a study that evaluated the effectiveness of Starting Points, a group-based needs assessment program designed to assist unemployed people to make informed choices about the types of assistance that they may find helpful in beginning the process of reconnecting with the labor market. The program was originally developed by Human Resources Development Canada for newly unemployed clients (Westwood, Arundson, & Borgen, 1994). It was subsequently adapted for income assistance recipients in British Columbia who had been out of work for at least a year (Borgen, 1995).

The British Columbia adaptation of the program was initially pilot tested in a rural, an urban, and a suburban community. Minor revisions were made based on experience with the pilots, and the program was introduced to eight other centers. Approximately 6 months later a follow-up study was initiated in nine communities across the province.

William A. Borgen is a professor in the Department of Counseling Psychology at the University of British Columbia. Funding for this study was provided by the Canadian Federal/British Columbia Provincial Assessment, Counseling and Referral Strategic Initiative. The author thanks Bob Mastin and Diane Mylne from Human Resources Development Canada, as well as Norm Arundson and Jeff Borgen for their assistance in conducting the study. Correspondence regarding this article should be sent to William A. Borgen, Department of Counseling Psychology, UBC, 2125-Kent Mall, Vancouver, British Columbia, Canada, V6T1Z4 (e-mail: borgen@inzero@unixg.ubc.ca).

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