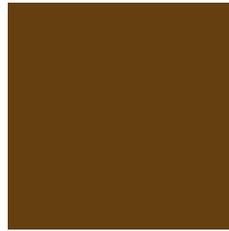
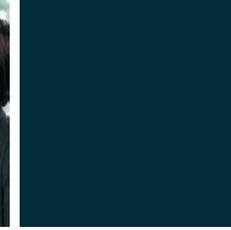
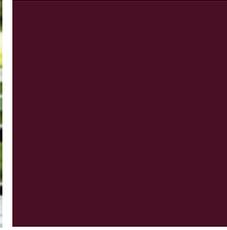
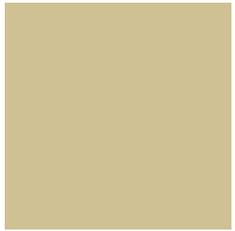


Readiness to change.

To bring about organizational transformation in the way we support an individual's readiness to change through the use of Stages of Change and Motivational Interviewing.



Opportunities for Employment (OFE) is a private organization made up of a team of professionals. We are dedicated to helping people prepare for and find employment.

Program intake sessions are held weekly. Call **925 3490** for more information.

Employment services are provided FREE to Winnipeg Residents.

We are located centrally in Downtown Winnipeg. OFE is accessible by bus and is located one block North of the MTS Centre on Donald Street at Ellice Avenue.



opportunitiesforemployment

HOPE IN ACTION

2nd Floor, 352 Donald Street
Winnipeg, Manitoba R3B 2H8
T 204 925 3490
F 204 925 3499
E ofe@ofe.ca
www.ofe.ca

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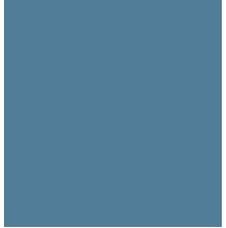
Stages of Change Research Project

A three-year research study of the Stages of Change and Motivational Interviewing in the context of employment.



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Stages of Change

The Stages of Change Model is an innovative approach to respond to motivational issues facing job seekers with the potential to resolve ambivalence and transition individuals towards an effective job search and sustainable employment.

Test Question

As compared to a control group, how does the application of the Stages of Change Model and Motivational Interviewing to employment development, impact participant movement within the Stages of Change? Specifically, will it result in decreased program attrition rates, increased employment rates and increase employment retention rates?

Observations

(May 2007 - February 2009)

The study group saw a **29% decrease** in release numbers as compared to the control group.

The study group saw a **12% increase** in employment numbers as compared to the control group.

An extrapolation predicts a **22% gain** in the employment rates when the interventions are available for all participants.

The study group saw a **31% increase** in six-month employment retention numbers as compared to the control group.

Change.

Change is a way of life.
We help people embrace it.

The Stages of Change

Pre-Contemplation

The stage when the participant is not considering change because of no perceived need for change.

Contemplation

The stage when the participant is thinking about making some changes, but is experiencing ambivalence.

Preparation

The stage when the participant is preparing for or becoming determined to make changes. For example, the person may have found childcare, made an appointment with an employment agency, made changes to their resume, and may be taking part in job search activities.

Action

The participant is actively making changes. For example, when the individual has secured employment.

Maintenance

The participant is consistently attending to, and putting effort into, maintaining the change.

Termination

The participant no longer needs to attend to the task of maintaining change. For example, the participant is not thinking about quitting work; working is part of the person's lifestyle.

Recycling

Recycling is not a stage, but rather a process that can occur while an individual is working through any of the Stages of Change. Recycling occurs when, having made an advancement to a more progressive Stage of Change, the individual resumes old thought patterns and behaviours.

Innovation

The study uses a previously untested approach to increase the labour market participation of those currently underemployed or unemployed by addressing ambivalence and motivation through the application of specific interventions to increase work readiness.

Interventions

Participants are assessed at various intervals to determine their stage of readiness. Participants who are considered to be in pre-contemplation, contemplation or preparation are referred to a stage appropriate intervention.

Activities include workshops designed to create and explore ambivalence, increase self-confidence, and develop self-efficacy. Motivational Interviews are performed on a one-on-one basis to elicit change talk, resolve ambivalence and create an action plan.

Current Outputs

Assessment tool
Workshop curriculum
Monthly journal reports
Best Practices
Annual external evaluation reports

Future Outputs

Knowledge transfer presentations
Website for information dissemination
Summary evaluation report

Explore dreams.

Resolve ambivalence, prepare people for change and support action.