

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 of 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).

Starting Points For Implementing Visual

G Thomas



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Table of Contents Starting Points For Implementing Visual

1. Understanding the eBook Starting Points For Implementing Visual
 - The Rise of Digital Reading Starting Points For Implementing Visual
 - Advantages of eBooks Over Traditional Books
2. Identifying Starting Points For Implementing Visual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Starting Points For Implementing Visual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Starting Points For Implementing Visual
 - Personalized Recommendations

- Starting Points For Implementing Visual User Reviews and Ratings
- Starting Points For Implementing Visual and Bestseller Lists
- 5. Accessing Starting Points For Implementing Visual Free and Paid eBooks
 - Starting Points For Implementing Visual Public Domain eBooks
 - Starting Points For Implementing Visual eBook Subscription Services
 - Starting Points For Implementing Visual Budget-Friendly Options
- 6. Navigating Starting Points For Implementing Visual eBook Formats
 - ePub, PDF, MOBI, and More
 - Starting Points For Implementing Visual Compatibility with Devices
 - Starting Points For Implementing Visual Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Starting Points For Implementing Visual
 - Highlighting and Note-Taking Starting Points For Implementing Visual
 - Interactive Elements Starting Points For Implementing Visual
- 8. Staying Engaged with Starting Points For Implementing Visual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Starting Points For Implementing Visual
- 9. Balancing eBooks and Physical Books Starting Points For Implementing Visual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Starting Points For Implementing Visual
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Starting Points For Implementing Visual
 - Setting Reading Goals Starting Points For Implementing Visual
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Starting Points For Implementing Visual
 - Fact-Checking eBook Content of Starting Points For Implementing Visual

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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