

**ON A DIME TRANSFORMATIONS**

# **FRESH START PILOT RESULTS**

Program Completion Date: June 4, 2021

Date of this report: November 1, 2021

Content and results are confidential.

There is **unique brilliance** in all of us.

On A Dime participants achieve the level of **self-efficacy** needed to realize **purpose-driven careers**.

*"I've had jobs in the past that would just get me a paycheck. I'm looking now for a job that I can excel in, grow in and be proud of. Today I feel in control and have self-satisfaction."*

**Participant 1**

# Summary

The pilot offered validation of program goals and learnings on changes to be made going forward.

The utilization of diverse learning methods (group discussion, reflection, structured intention setting, exercises, story telling, assessments, speakers and a workbook to capture thoughts and ideas) enhanced participation and levels of hierarchical learning. Individual coaching resulted in empowerment, vision building and goal setting specific to each participant.

Barriers and limiting beliefs identified by all participants early in the program were replaced with solution building and possibilities and increased levels of self-esteem.

Participants were encouraged to dream and trust in the Hope, Vision and Action process. This allowed space for deeper self discovery related to all layers of the CAKE, not just strengths and skills that other programs focus on. We observed passion becoming a guiding force in not only enhancing Hope but in creating Vision of career paths and possibilities outside of past job experiences. This understanding that passion, merged with purpose, allows individuals to thrive and flourish was recognized by all participants.

The exploration of one's CAKE model really allowed participants to embody the Value they bring to life, recovery and careers in a holistic manner. This allowed for visions to be developed filled with opportunities and possibilities. That further enhanced Hope allowed for transformation of initial limiting personal identities brought into the program. This culminated in self-efficacy and the setting of goals and tasks to create executable plans meaningful to the participant.

From a recovery perspective, the impact of understanding one's Value, ensured participants worked from a place of personal strengths versus personal deficits. This enhanced empowerment and self determination. Participants were able to frame recovery as an asset in their Value, reframing stories from a negative narrative to a positive proposition.

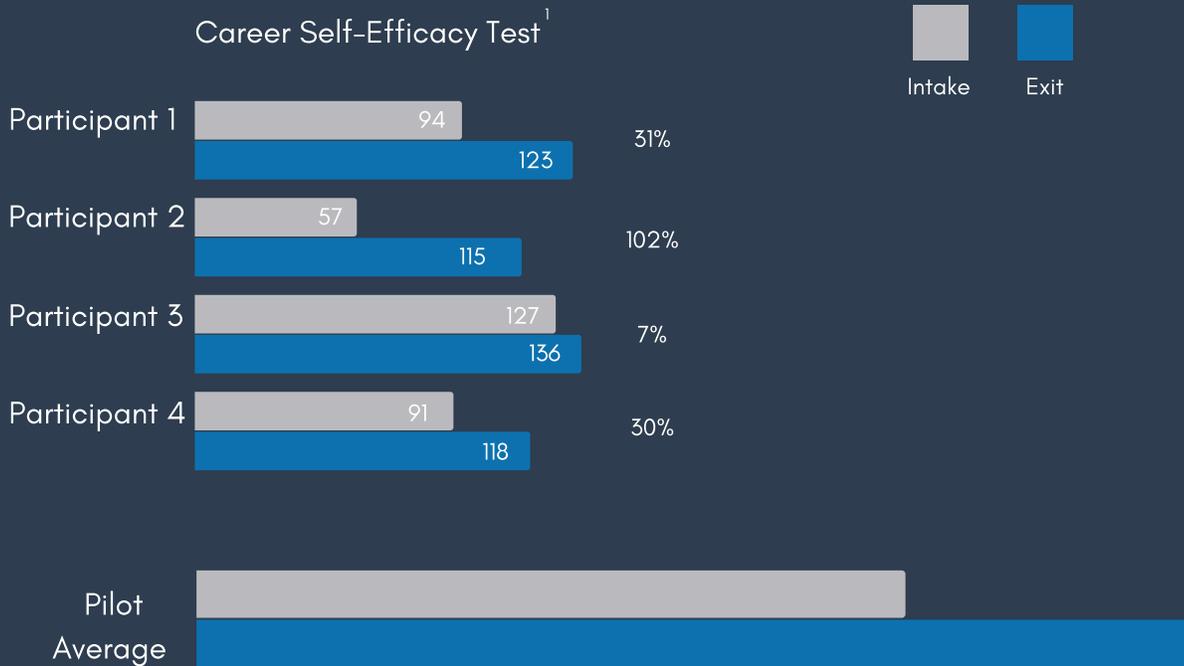
Alan Frank  
Director of Program Delivery

"A lot of my barriers came down to self-worth and self-esteem. I have belief in myself again - that I can do this."

**Participant 2**

# Pilot Results

4 out of the 4 are either employed or in school.  
All participants are on track with their plan of action.



Average 42.5% improvement in career efficacy score



3 Participants are Employed\*



1 Participant is in School\*

"This program has made the mountain much more climbable. I feel that I can make plans with more faith and clarity."

**Participant 4**

\*as of 151 days after completion of program

1. adapted from Career Decision Self Efficacy Scale (CDSE) Karen Taylor & Nancy Betz

# Participant 1 – 40 year old male



*“I have my whole life ahead of me. My internal barriers were all based on self-worth and confidence. Now I’ll find a job where the criminal history will not have an impact and is actually an asset”*

## Background

Participant 1 had minimal work history and had not held a job beyond a few months. Deeply entrenched in a lifestyle of crime, participant 1 spent a total of 12 years in prison and had attempted treating his addiction twice before. When asked about his plans for the future (prior to taking our program), participant 1 expressed that he did not have anything in mind.

Participant 1 identified grade 7 as his last year of school completed.

## Observations

Participant 1 developed a strong sense of a path that makes sense for him and the tasks and goals to move forward. He has already implemented many of the initial actionable tasks. He has developed a much stronger sense of his Value, with his passion being the leading layer of the CAKE impacting his Vision. From this place he has identified the strengths that will be the foundation in pursuing his chosen career path. He also has integrated his motivations and experience into his CAKE to support his journey. Participant 1 has certainly taken his identity of someone who was in jail, into an identity of someone in long-term recovery, moving to a place where his passion to help others will enhance his purpose in life.

## Barriers

Participant 1 had identified lack of employment history along with his criminal record as his most prevalent external barrier. Internally, he felt a lack of insight into what he has to offer as his most significant barrier to overcome.

## Outcomes

Has developed a practical plan that results in becoming a Peer Support Worker. Participant 1 has begun to build a network within the peer support community and has a formal mentor in the industry. He is currently taking courses in his chosen field and has applied for a 9-month course in peer support. At the time of this writing he is awaiting the results of his application. He is in school and on track with his plan.

*“I had no plan and now I see possibilities. It looks brighter than it did”*



## Career Efficacy



\* as of 49 days after completion of program

# Participant 2 - 45 year old male



*"I sleep better at night knowing I have a clear direction."*

## Background

Participant 2 worked in oil and gas for over 27 years before coming to treatment this time (his second attempt). When entering treatment, he was unemployed due to addiction and the current downturn in the economy. Growing up in farm life, Participant 2 described as upbringing as a positive experience that instilled good morals and values into his life. Participant 2 had expressed a strong desire to pivot out of the oil industry but described feeling lost as to his next steps.

*"I felt lost and with a lot of uncertainty and no direction. I was kinda sitting there going, now what?"*

## Observations

Participant 2 has been able to look deeper into the Value of himself. He was definitely unsure of where he fits in the world from an identity perspective. He was able to notice, there is a new way of connecting with others in the workplace that requires an enhanced view of diversity and cultural humility. His understanding of the Value he brings grounded in an improved sense of self and worth is certainly evident. His greatest barrier is with himself and limiting beliefs he carries. The power in this is his awareness of these beliefs and a willingness to explore ways to move through them. He has identified career paths inline with his strengths and experience. He has taken a realistic view of what it would look like to move back into the industry in a way that supports where he is at in life and in recovery.

## Barriers

Participant 2 identified an enormous loss of confidence in himself as his most significant barrier. This coupled with the loss of his drivers license and lack of vision for how he could transition out of the oil industry were his biggest hurdles to overcome.

*"A lot of my barriers came down to self worth and self esteem. I have belief in myself again that I can do this."*

## Outcomes

Based on the results of his value inventory work, Participant 2 has identified a career in logistics as his chosen path. He feels confident in the transferrable skills that relate to this occupation. He is currently interviewing for a position as an operations manager with a national waste management company.

*"I feel very strong about my value because I have more clarity and insight about what I bring to the table. I now have a clear path to employment."*

Employed  In School  On Plan

## Career Efficacy



\* as of 49 days after completion of program

# Participant 3 – 34 year old male



*“Understanding different aspects of my myself has helped me identify opportunities I didn’t think were possible. Having a plan to move forward gives me a sense of relief. I feel that I can overcome anything.”*

## Background

Participant 3 grew up in the social services system and was able to forge his way into a successful career in iron working and welding. While addiction did affect his work periodically, he was able to maintain steady employment until the age of 28. From this point onward addiction took hold completely and he was unable to maintain steady employment.

By the time he entered treatment, he had deemed himself unemployable due to his addiction. This is his first attempt at recovery.

*“I felt trapped, and did not know what to do. [regarding career]”*

## Observations

Participant 3 has really grown in the program and certainly was challenged by the idea of pursuing a passion versus his past career field. I appreciated him allowing himself to sit in this conflict and give himself space to examine what a pivot career path could look like for him. He brings an incredible energy and drive into doing the work in the program and in himself. He combines growth in recovery with growth in his life. He has identified short term goals in earning money, with a plan to move towards a dream of helping youth. Definitely a shift from where he came into the program to a place of utilizing the understanding of his Value to explore new paths.

## Barriers

Participant 3 identified a severely damaged reputation due to his addiction and subsequent instability in the workplace as a major barrier to overcome. He also noted a large gap in work history. Internal barriers included a lack of belief that he could follow through in rebuilding his career.

*“I had ruined and destroyed every relationship possible and did not see how I could return to my profession.”*

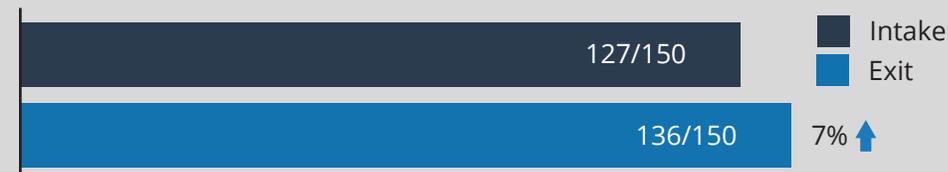
## Outcomes

After reviewing his priorities, Participant 3 has identified a desire to work with youth in a mentorship type of role. He has redefined what success means to him and is looking for more fulfillment out of his work. His action plan includes returning to his previous career to gain traction in his recovery while putting things in place to pursue education in his chosen field. He has overcome barriers to re-entering his previous profession and has secured a position as an iron-worker/welder. To support his longer vision, he is volunteering with Streetlights by mentoring 2 teenage youth on a weekly basis.

*“Speakers showed that there is hope at the end of the tunnel. Having a vision helped me understand I am worth it I am capable of doing what I put my mind to.”*



## Career Efficacy



\* as of 49 days after completion of program

# Participant 4 – 40 year old male



*"Sometimes stepping out of your comfort zone and taking a new path in life can seem like a mountain. With so many pieces, it can be overwhelming.*

*This program gave me the support to take action in many areas I probably never would have tackled on my own due to fear and not knowing how or where to start.*

*I now have tools, supports, dreams, and ideas that are much more realistic and within reach."*

## Background

Participant 4 has battled addiction for most of his adult life. Falling into the criminal lifestyle at an early age, he has spent a total of 8 years in prison and has sought treatment for addiction 9 times in his life.

He identified a cyclical pattern of treatment, working in construction/oilfield, relapse, and prison over the course of his 9 ventures into recovery.

*"Whenever I would complete a treatment program, I would just take whatever job came my way".*

*"I tended to have some ideas but they generally didn't turn into action"*

## Observations

Participant 4 brings a great deal of energy and ambition into the program. Yet a barrier of fully believing in himself was an initial limiting belief. His delve into self discovery was an enlightening process. He moved from a place of trying to please the coaches by choosing career paths that made sense from an external perspective, to a path that combines passion and purpose as well. Entrepreneurship is a definite risk, which he seems willing to take, given a roadmap that can keep him focused and on track. Staying focused will be essential. He truly represents someone who will dance around in actions and tasks that are required until he finds a way that will work for him. He will need to keep his overriding goal as his guiding star. He will continue to discover a great deal about himself pursuing this goal. His finding a mentor will be very important.

## Barriers

Participant 4 identified a lack of consistent work history along with his criminal record as barriers to his success. He also acknowledged that lack of follow-through had been his downfall on many occasions. When asked about his plans prior to taking our program he commented, *"I didn't know how or where to begin searching out a new career"*.

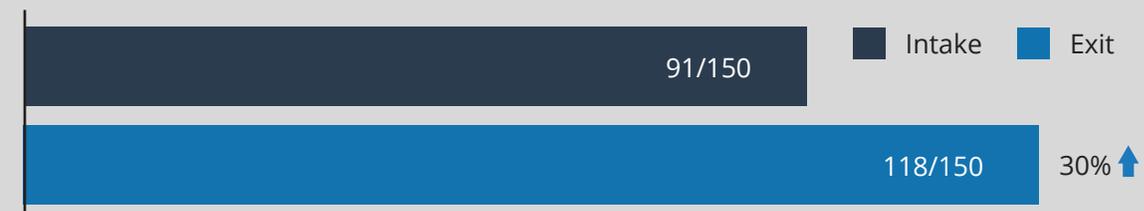
## Outcomes

After careful reflection and review of assessment results, Participant 4 has identified a career in dog grooming as something he would like to pursue. He is currently working in an entry level position with a dog groomer while taking shifts at Fresh Start to help round out his income and support his recovery. His roadmap includes getting formal training in dog grooming and opening a business in the industry.

*"This program has made the mountain much more climbable. I feel that I can make plans with more faith and clarity."*



## Career Efficacy



\* as of 49 days after completion of program