

# TRANSFORMATIONAL PROGRAM AND SERVICES:

## Transformational Support Services

### Components of Education and Life Skills Training Program

#### Participant Partnerships

- The Centre Against Abuse
- Under Konstruction
- The Salvation Army
- Teen Services
- Child & Family Services
- Family Centre
- Coalition for Protection of Children
- Bermuda Housing Corporation
- SCARS
- Age Concern
- Workforce Development
- Financial Assistance
- The Adult Education School
- Ultimate Imaging
- \*Others as required

#### *Needs Assessment*

Psychosocial

Career skills and Employment  
Barrier Assessments

Literacy and Numerical Aptitude  
Assessments

Placement tests

#### *Development Programs; Empowerment*

Personalized Empowerment  
and Development Plan

Life Skills Training

Assertiveness

Self-Awareness and Self Esteem

Money Management

Parenting and Co-parenting

#### *Training - Academic and Self-paced Tutorials*

Technical and Vocational  
Education

Work Shadow (on the job  
training)

Job Sharing (part-time  
employment for two people)

Job Coaching (mentoring)

#### *Employability Skills Development*

Communication Skills

Problem solving and Good  
Judgement

Initiative and Motivation

Numeracy and Literacy training

Teamwork

Organizational Skills

Time Management

Work Ethic and Integrity

Positive Attitude

Diversity Training

#### *Transitioning and On- going Support*

Graduation and Completion

Measurement and  
Evaluation

Coaching

Counseling

## OUTCOME MEASURES

### OVERALL OBJECTIVES;

- Measurement of knowledge gained through components undertaken by participants
- Ideally participants leave program employed, and they possess tools needed to sustain their transformed lives
- Children receiving support services

### OBJECTIVES FOR NEEDS ASSESSMENT;

- Expect to see an increase in numerical aptitude & increased literacy by 5%
- Measured by pre & post testing
- Reduction in barriers to employment

### OBJECTIVES FOR DEVELOPMENT PROGRAMS EMPOWERMENT/ TRAINING – ACADEMIC AND SELF PACED TUTORIALS/ EMPLOYABILITY SKILLS DEVELOPMENT;

- Measured by % enrolled
- % participants that complete the full program
- Knowledge gained
- Pre & post assessments
- Successful employment after completing program
- Participants secure employment

### OBJECTIVES FOR TRANSITIONING AND ON-GOING SUPPORT;

- Participants completed required counseling sessions (3 minimum)
- Demonstrated and documented progress made
- Trauma addressed through counseling
- Overall completion rate of transitioning through components
- Participants satisfaction/ Impact
- Increased quality of life (increased knowledge, increased skills, trauma addressed)
- Financial stability (having bank account & budget in place for finances)
- Successful re-entry into independent housing
- Participants secure sustainable employment, decrease in recidivism
- Participants return to independent living (better state than when entering)
- Follow up 1 year after leaving program