



6-6-2015

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Philip Young P. Hong

Loyola University Chicago, phong@luc.edu

Recommended Citation

Hong, P.Y.P. (2015). Transforming Impossible into Possible (TIP): A group work model in workforce development. Poster presented at the 2015 International Association of Social Work with Groups (IASWG) Symposium at the University of North Carolina, Chapel Hill, NC, June 4-7.

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Transforming Impossible into Possible (TIP): A group work model in workforce development

Philip Young P. Hong, PhD
Loyola University Chicago, School of Social Work

Presented at
The International Association of Social Work with Groups
University of North Carolina, Chapel Hill, NC
June 4-7, 2015

Summary

This presentation introduces a newly developed social work group intervention model in workforce development. Transforming Impossible into Possible (TIP) program empowers participants to develop self-awareness, confidence, hope, goal-orientation, leadership, accountability, conscientiousness, and grit, it is anticipated that it improves both employment and retention outcomes.

Abstract

The purpose of this presentation is to introduce a newly developed social work group intervention model in workforce development. Based on reviewing best practice models and research findings in this area, a research team at Loyola University Chicago has worked with group work practitioners to develop an evidence-informed intervention model. By empowering the participants to develop self-awareness, confidence, hope, goal-orientation, leadership, accountability, conscientiousness, and grit, it is anticipated that it improves both employment and retention outcomes. This presentation addresses: 1) how this program can be best implemented for positive employment process and outcomes; 2) how it can be evaluated with sound measures; and 3) how it can be replicated in other settings for greater impact.

Transforming Impossible into Possible (TIP) program is made up of transformative 15-session employment readiness modules designed to assist low-income job seekers transition from long-term unemployment—due to welfare receipt, homelessness, substance abuse, mental health issues, prison sentencing, etc.—to employment. Research suggests that it is the personal success skills embodied in TIP brings together the measured effectiveness on both individual process—i.e., employment readiness pathways—and outcome—i.e., job placement and retention. At the core of these skills is the social and emotional well-being which is crucial to an individual's success finding a job and personal advancement in the workplace.

TIP comprises reflection and action commitment on topics—such as identity and purpose, forgiveness, goal setting, pathways, barrier inventory, strength assessment, self-worth, self-perceived capability, future possibilities, self-motivation, skills/resource awareness, managing stress/anger, social support, compassion, and gratitude—that lay the foundation for core personal success. The program's main goal is to improve participants' psychological self-sufficiency—the transformative energy generated by capitalizing on the interplay between employment hope and perceived employment barriers as participants look toward advancing into the workforce. As a result of TIP, empowered participants will be more deeply connected to maintaining internal power and be more proactive consumers of the workforce systems.

Enclosed are: (1) TIP Program outline and curriculum; and (2) Psychological self-sufficiency survey instrument that can be used for evaluation.

Transforming Impossible into Possible (TIP) Program Outline

Sessions	Themes	Topics	Leaders	Date
1.	Identity & Purpose	Survey (1) Who Am I/Purpose In Life		
2.		Forgiveness		
3.	Renewed Commitment	Goal Setting		
4.		Improvement & Pathways (1)		
5.	Barriers	Barrier Inventory		
6.	Source of Strength	My strength comes from		
7.	Employment Hope	Love/Self-Worth		
8.		Self-Perceived Capability		
9.		Future and the Possibilities		
10.		Self-Motivation		
11.		Skills and Resources Inventory		
12.		Improvement & Pathways (2)		
13.	Unresolved Triggers of Stress	Managing Stress & Anger		
14.	Gratitude	Finding meaning in life Count blessings Combining gratitude to meaning in life		
15.	Social Support and Compassion	Seeking Help & Helping Others Survey (2) Graduation Ceremony		

Philip Hong, PhD | Professor
 Loyola University Chicago School of Social Work
 820 N. Michigan Ave. | Lewis Towers 1238 | Chicago, IL 60611
 ☎ 312.915.7447 | 📠 312.915-7645 | ✉ phong@luc.edu
 Website: <http://www.luc.edu/faculty/phong/>