

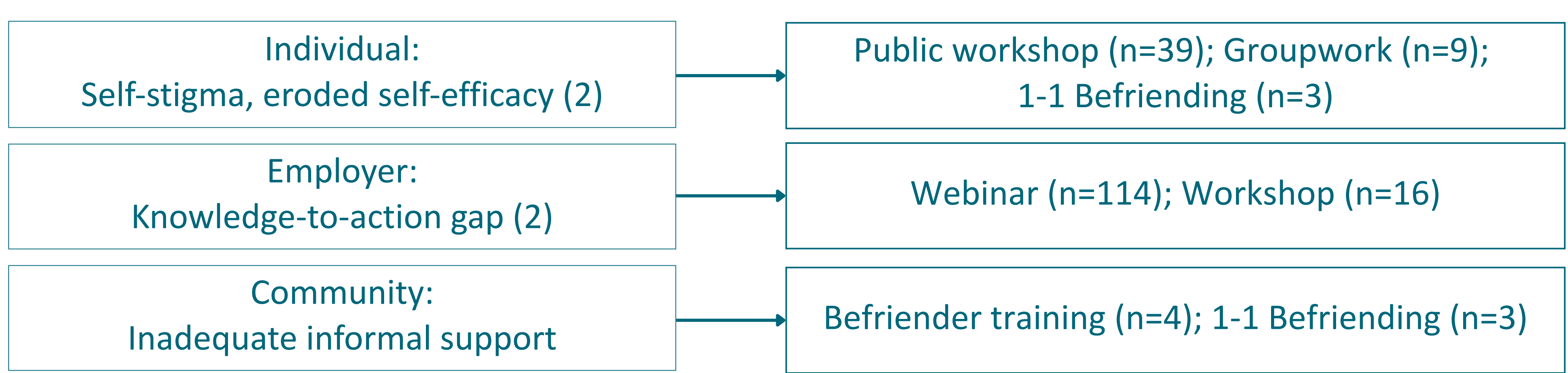
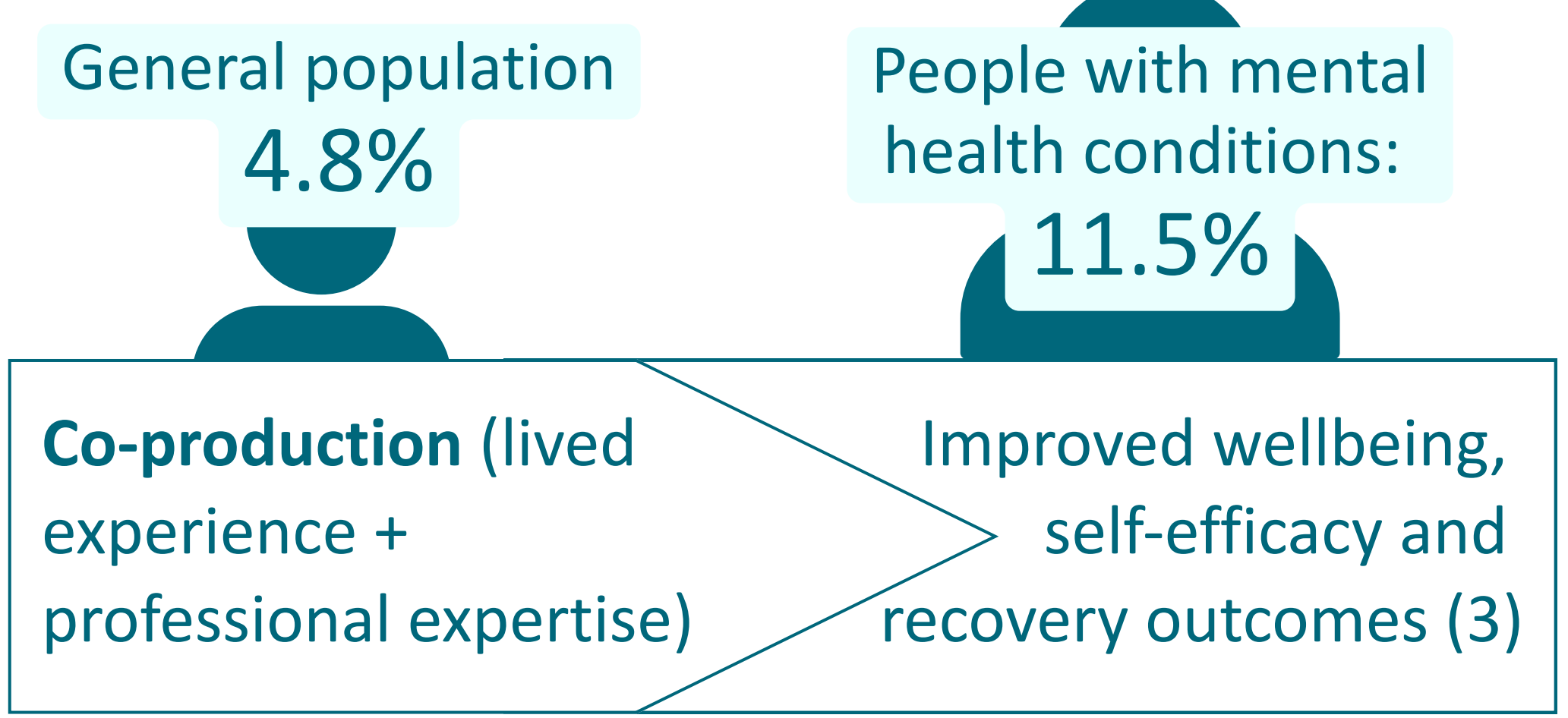
CO-PRODUCTION AND THE IMPACT OF LIVED EXPERIENCE ON EMPLOYMENT READINESS: A MIXED-METHODS EVALUATION OF SOAR'S PROJECT COPE

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Co-produced employment programmes showed improvements in self-esteem and employment readiness. Qualitative analysis points to lived experience sharing, peer connection, structured tools, and psychological safety as potential mechanisms of change.

Background of Project Creating Opportunities for Peer Employment (Project COPE)

Unemployment rate in Singapore (1)



- ### Aims
- Evaluate pre-post outcomes in Project COPE's jobseeker workshops and groupwork
 - Identify potential mechanisms of change across jobseeker, employer, and community programmes through qualitative analysis

Methodology

Pre-post within-subjects design, through surveys before and after entire programme.

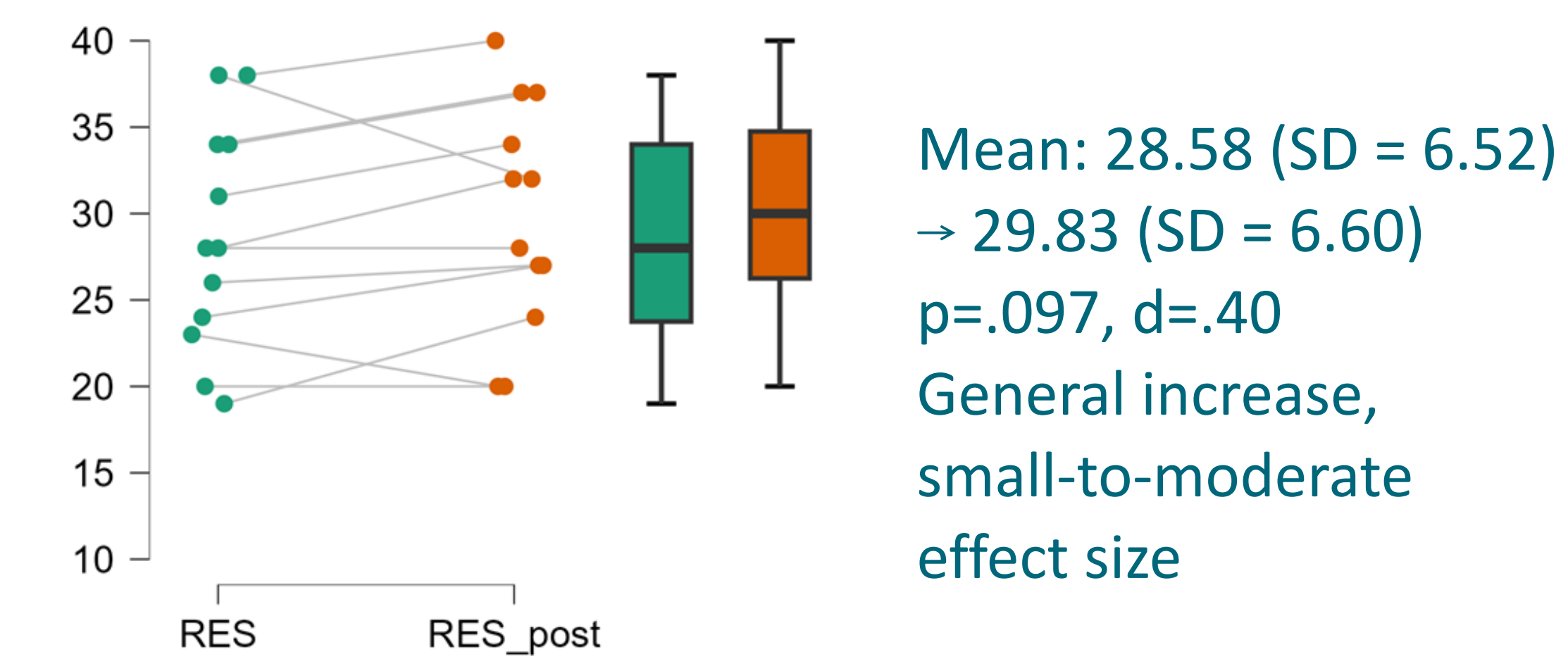
Jobseeker workshop (n=12 paired): Rosenberg Self-Esteem Scale, depression vignette identification, causal attributions, perceived dangerousness, social distance scale.

Jobseeker groupwork (n=5 paired): Employment readiness questionnaire

All programmes: post-event qualitative feedback → systemic counting + thematic multi-coding

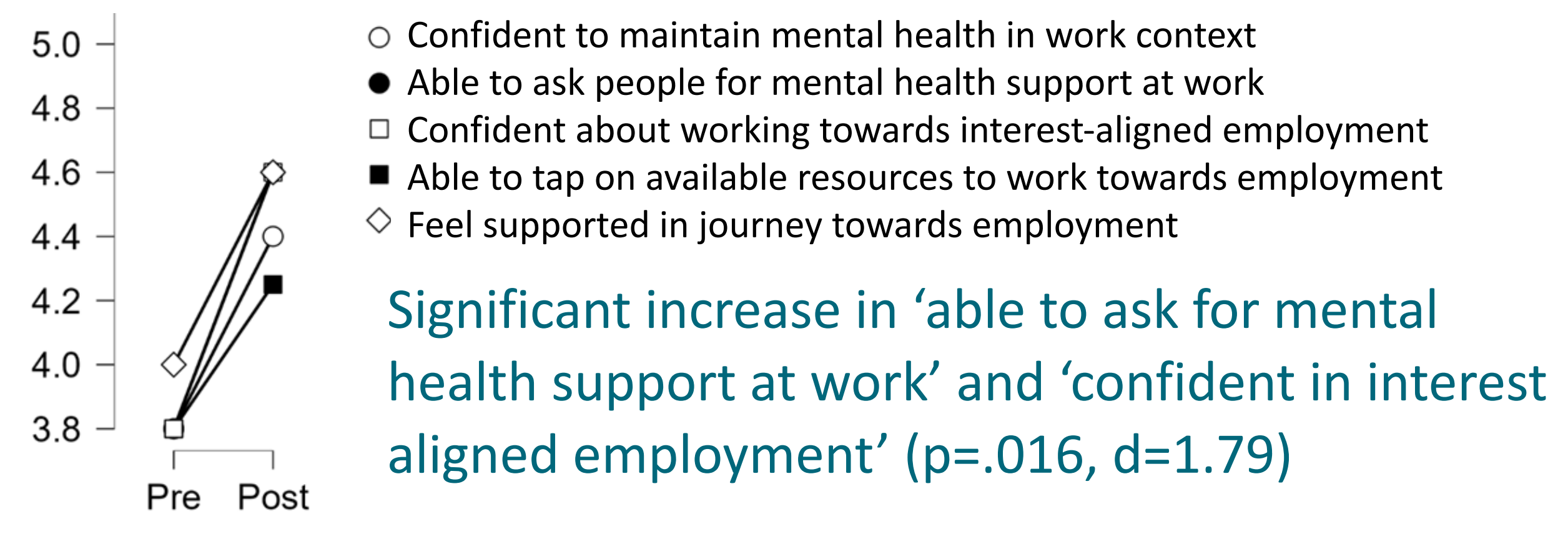
Pre-post outcomes in jobseekers workshops and groupwork

Jobseekers workshop - Rosenberg Self-Esteem Scale (4)
(10-item, 4-point scale. n=12 paired)



Significant increase in self-competence items:
I am able to do things as well as most other people (p = .019, d=.68)
At times I think I am no good at all (reverse-coded) (p = .041, d=.55)

Jobseekers groupwork - Employment readiness questionnaire
(5-item, 5-point scale. n=5 paired)



Participants showed improvements in self-esteem, confidence in seeking support and in pursuing interest-aligned employment (intrapersonal attitudes)

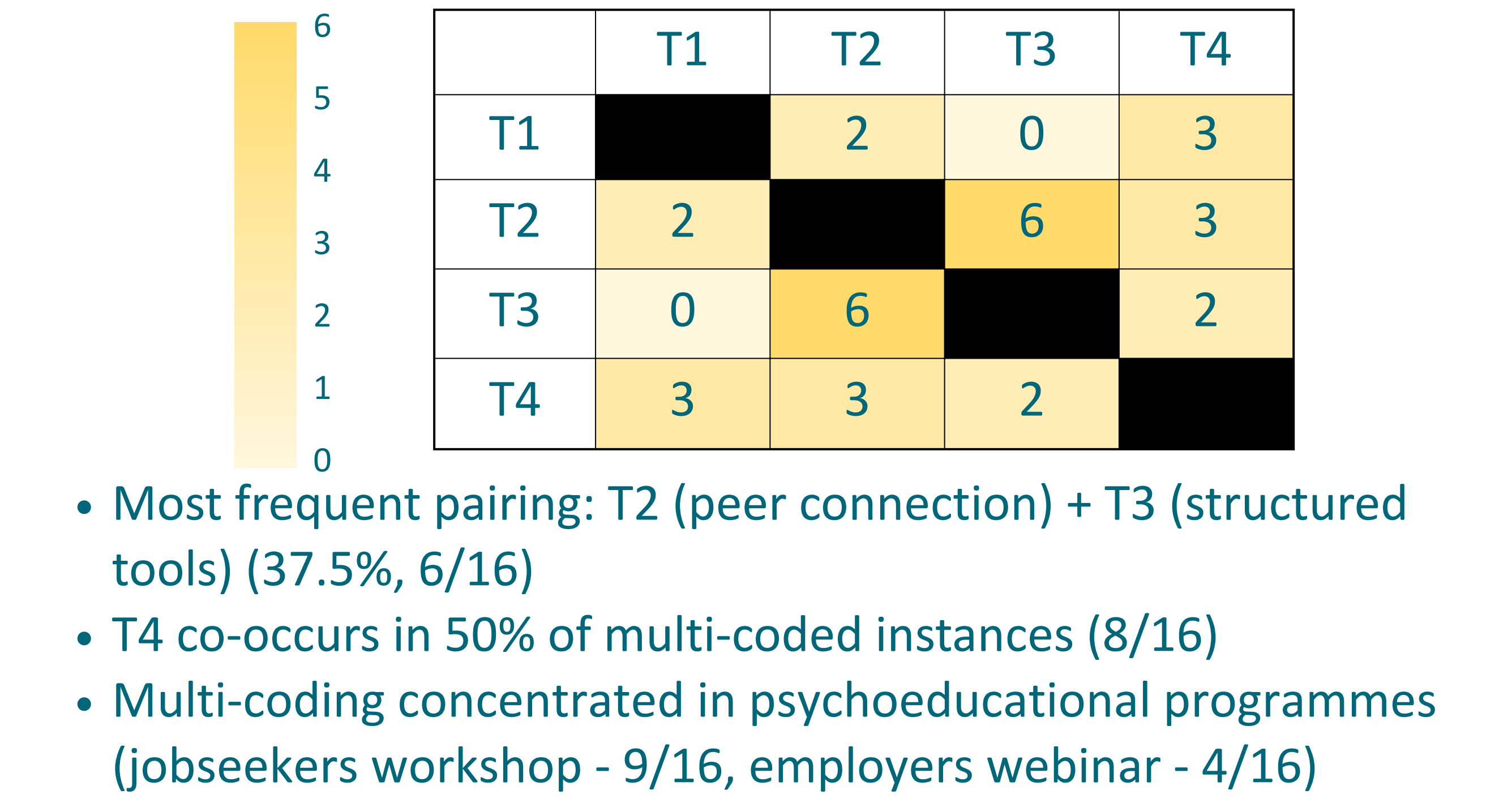
I feel ___ when I think about my employment, because ___.			
No.	Pre	Post	Emotional shift
M1	Happy (self-improvement)	Better, happy	Increase ↑
M2	Happy (regain independence)	Dread (actually working)	Negative ↓
F1	Uncertain (own abilities)	Ambivalent (job market)	Locus shift →
F2	Uncertain (job market)	Uncertain (job market)	Stable ↔

Qualitative feedback coding across all programmes

- T1 — Lived experience sharing**
(eg fireside chat, personal storytelling)
- T2 — Peer connection / belonging**
(eg group atmosphere, reducing isolation and building mutual support)
- T3 — Structured tools**
(eg SMART goals, WRAP)
- T4 — Psychological safety**
(safe space, atmosphere, facilitation quality, logistics care)

	Enjoyed the most				Improve			
	T1	T2	T3	T4	T1	T2	T3	T4
Jobseekers workshop	8	6	3	2	1	4	4	6
Jobseekers groupwork	1	2	8	1	1	0	3	0
Employers webinar	4	3	3	1	1	0	2	2
Employers workshop	2	1	2	2	0	1	2	2
Befrienders training	1	0	1	1	0	0	0	2

Multi-coding co-occurrence matrix (total multi-coded instances = 16)



Discussion & Conclusion

- T1 (lived experience) led in jobseekers workshop; T3 (structured tools) dominated in groupwork; T4 (psychological safety) was consistently present, and drawing on contact hypothesis theory (5), may function as an enabling condition for T1 & T2
- Psychoeducational formats (workshops, webinars) showed greater integration and multi-coding of mechanisms compared to competency-building formats (groupwork)
- Frequent multi-coding of structured tools (T3) with peer relational contexts (T2) suggests potential synergy that could lead to better long-term employment outcomes

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References

