

IMPLICIT CAREER SEARCH (ICS) TESTIMONIAL

OVERVIEW:

Implicit Career Search (ICS) is a career decision making and planning program designed to have Clients define their career goals and cause them to be accountable for seeking out the specific support services they require to execute that plan. The program consists of 6 – 3 hour modules that can be delivered over 3 days. Clients are directed through the modules by a broad spectrum of specifically defined exercises, which includes scientific assessments, lecturettes, movement and guided imagery exercises and small and large group interactions. Each module is focused in its objective and is designed to help Client’s produce an effective and achievable career plan, similar to that of an Action Plan, and to be accountable for the implementation of the steps necessary to achieve economic independence. As this plan is developed by the Individual, based on values and competencies they’ve identified themselves through this process, the level of engagement and motivation is significantly higher to follow through and achieve their career goal.

OPEN DOOR GROUP EXPERIENCE & TESTIMONIAL

Open Door Group began piloting ICS in June 2013 as part of our EPBC Internal Delivery Model. Not only are we seeing increased levels of Client engagement and motivation, but we are also experiencing efficiencies in the development of individualized Action Plans due to the group based facilitation factor.

The Client completes ICS with:

1. A comprehensive Employment Goal and ‘realistic’ plan to achieve their goal. This includes detailed steps or ‘Activities’ which can be easily translated into the Clients’ Service and Action Plan in ICM;
2. Greater focus, confidence and organizational skills to support achievement of activities towards their Employment Goal;
3. Increased awareness around personal accountability in relation to their Career Goal and Plan;
4. Increased awareness regarding past behaviours and how they impacted on past career successes and failures.

CLIENT EXPERIENCE

Open Door Group is achieving a 98% ‘excellent’ satisfaction rate at this point in our Pilot. Some of the comments received from Participants are noted below.

SURVEY QUESTIONS

<i>What was your main learning from the Workshop?</i>	<i>Do you have a clear next step to follow up on from this Workshop?</i>
<ul style="list-style-type: none"> • “Past work experience more relevant to future plans than I originally thought” • “Greater awareness of my inner and outer capabilities” • “Getting myself more structured with life goals” 	<ul style="list-style-type: none"> • “Yes, this Program was just what I needed. I was a bit lost/confused with my life goals. I feel better about things now...more of a clearer path.” • “Yes, I’m able to develop a clear, do-able Action Plan to employment.”

VSF COMPENSATION FOR SERVICE:

Open Door Group has broken down each Module of ICS and attached a ‘bundle’ of related ESS Topics (11 in total) and 2 Additional Assessment Topics (2.2.2) that compliment the content covered in ICS. To confirm that the Ministry supports the parallel between Service ID’s identified to be billed as part of the delivery for ICS; a Remedy ticket was forwarded by our CAPA – see response below:

“As you may know, there is an Employment Counselling Resources and Assessment Tools Inventory available on the Extranet, but the Ministry has been very careful to add a waiver: “Resources listed in the inventory are not recommended or endorsed by the Province of British Columbia

The same waiver would apply to Implicit Career Search (ICS). I have seen promotional material on this tool in the past, but I have no personal experience of it and I would not in any way recommend or endorse it. However, based on my understanding of the material, I believe Naomi is correct in assessing that it is best suited to assisting Clients to “prepare” for job search and work.*

For ESS bundling purposes (either group workshops or individual sessions), the VSF Service ID’s that Naomi has identified all fall within the “prepare” for job search and work or Essential Skills categories, which is appropriate.”*

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