

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

What as your main learning from the Workshop?

- *"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"*

Do you have a clear next step to follow up on from this Workshop?

- *"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."*

Established in 1976, Open Door Group started out as a small group of dedicated volunteers providing woodworking and sewing classes to people with disabilities in Vancouver. Today, Open Door Group provides employment services in eight locations, including Vancouver, Kamloops, the Sunshine Coast, South Okanagan, and Lillooet. We deliver employment services to over 20,000 individuals per year across the province and are partnered with over 20 organizations to deliver these services.

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