

EXCERPTS FROM:

Evaluation of the Implicit Career Search Program

An Approach to Employment for
Income Assistance Recipients

Conducted by:

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The study was the product of a collaborative funding initiative involving:

B.C. Ministry of Education, Skills and Training

Human Resources Development, Canada

Persons and Agencies Directly Involved in study were:

JM Human Service, Inc. (delivered Implicit Career Search Workshops)

Marion Blake

Jayne Williams

Kelowna Community Resources (delivered Standard Job Search activities)

Other supporting agencies and persons included:

Implicit Career Search Workshop

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Programs:

ICS = Implicit Career Search developed by Steve Miller.

SJS - Standard Job Search- a variety of activities provided by MoEST, and its agencies in the Kelowna District, ie. Starting Points, Vocational Skills Assessment, 2-week Job Club, Resume writing, Personal Development Workshops (Stress & Time Management, Problem Solving, LMI, interpersonal and team building skills)

Participants were directed to either ICS or SJS depending upon the date in which they applied for Income Assistance. No other criteria was used to direct them.

Program Services

Excerpts from page iii of the study:

"ICS clients participated in the 5-day Implicit Career Search Workshop, with 6 - 8 weeks of follow-up support, while the SJS Clients received a variety of other services, based on their need and choice.

"The study results suggest that the ICS clients became highly engaged in the services being received....."

"Ninety percent of the ICS clients participated in the post-program interviews and the follow-up survey, while only 33% of the SJS clients could be persuaded to participate in the program follow-up survey. While 95% of the ICS clients participated fully in the 5-day employment seeking workshop, only 65% of the SJS clients chose to be engaged in any ongoing job employment assistance services following the initial orientation at the Registration Centre.

"The high level of engagement by the ICS clients was also demonstrated in the interview feedback provided by participants during the last day of the workshop portion of the program.

"When participants were asked what they learned about themselves during the review phase of the workshop, almost half (44.4%) said they learned "lots" and another 25.0% said it acted as a refresher course for them. Asked what they liked about the workshop, many agreed that it had given them things to think about.

"Over half (54.5%) of the ICS participants reported uncovering issues which previously had prevented them from finding employment."

Also all (96.0%) of the ICS clients said they felt either "definitely" or "somewhat" more confident as a result of the workshop, and 94.4% said they would refer a friend to the program.

"Sixty percent identified employment goals as a result of the ICS workshop, and the vast majority of those asked (84.0%) were able to identify specific steps towards employment which they were eager to start once the workshop concluded."

"ICS client attitudes toward their program were very positive and it was apparent that strong attachments had been established between the clients and the program facilitators."

ICS Results

(excerpts from Page iv)

"Assessment of ICS clients at follow-up revealed change across some of the psycho-social dimensions:

**numbers of recent stress conditions (especially financial)
greater self-awareness about themselves and their needs and situations
increased self-efficacy (belief that personal efforts will achieve results)
increased conscientiousness/diligence, and
increased stress resistance."**

A Comparison of ICS and SJS Clients

"ICS clients appeared to have become more engaged in the job assistance support program than were the SJS clients.

"High levels of satisfaction with the program were reported in the interviews with the ICS clients.

"ICS clients appear to have remained at high levels of self-awareness and self-efficacy from program entry to follow-up... while SJS clients show a decline in their level of self-awareness and self-efficacy over the course of the program intervention.

"A small positive trend towards increased stress resistance was noted for the ICS clients. Follow-up test scores for stress resistance and conscientiousness were higher for the ICS clients in comparison with the SJS clients.

"ICS clients (77.5%) were significantly more likely than SJS clients (23.2%) to be involved in productive activity (employment, work experience, active job search, attending or accepted to school)."

Evaluation Excerpts produced by Tricia Archambault-Bowler, Transition Training, White Rock, BC.

EVALUATION SUMMARY

(Prepared by Dr. Will Schutz)

Comparison of People taking Implicit Career Search (ICS) Training with people taking Standard Job Search (SJS) Training for Future Employment. After two months:

Participation	ICS(n=40)	SJS(n=95)
Returned for Post-Program Interview	90%	33%
Productivity		
Employed	30	13
Doing productive activity	48	18
Total Employed or Doing Productive Work	78	31
Off Income Assistance due to Employment	13	4
Self-Development		
More Recent Stress	Yes	No
More Self Awareness	Yes	No
More Self-Efficacy	Yes	No
More Conscientious	Yes	No
More Stress Resistant	Yes	No
Less Helplessness	Yes	Yes