

April 12, 2006

## **TO WHOM IT MAY CONCERN**

I am pleased to write this letter in support of the Implicit Career Search as part of a government funded employment program.

I have worked in the Career Exploration and Employment Counselling field for the past 29 years, 14 years in Counselling and 15 years in Management of government funded programs. Having spent all these years in the field, I have seen and experienced a wide range of tools and assessments designed to help people secure meaningful employment and become productive members of society. Never, have I come across a more powerful and life changing career tool than the Implicit Career Search (ICS).

In 1999, we opened a federally funded career management and employment program based on the ICS model which continues to be one of the most successful and innovative programs in the Lower Mainland. Susan Petrina discovered and implemented it originally and has since moved to Sweden where she is working as a consultant facilitating the ICS model and training other trainers. The core pieces of the ICS are highly useful to any industry involving people in terms of promoting open communication, greater personal responsibility and enhanced cooperation.

Most employment programs only motivate their clients for a very short time whereas individuals who have taken the ICS leave inspired as they have a greater connection with themselves and a renewed sense of self-esteem, and self worth which creates more determination to achieve their personal and professional best. Through experiencing the ICS, clients discover a deeper connection to the work they are meant to do and in many cases their contribution is far more enduring than those returning to work for sake of a pay cheque. As job retention is enhanced, clients are therefore less likely to return to government financial assistance.

Over the past 7 years, this program has continually met and exceeded their contractual targets and the program evaluations from both the clients and the funder have been extremely positive.

We feel confident that the Implicit Career Search is the best career tool available today and your clients and community can only benefit from this important resource.

Sincerely,

**PACIFIC JUSTICE SERVICES ASSOCIATION**

Shannon Carphin, RRP  
Director of Programs