



A CASE STUDY IN DISCOVERY

Innovations in Employment Supports

1

ASSESSMENT SHOULD NEVER, EVER BE
USED TO EXCLUDE SOMEONE FROM AN
OPPORTUNITY; IT IS MEANT TO IDENTIFY
SUPPORTS AND ACCOMMODATIONS.

AMY SCOTT

2

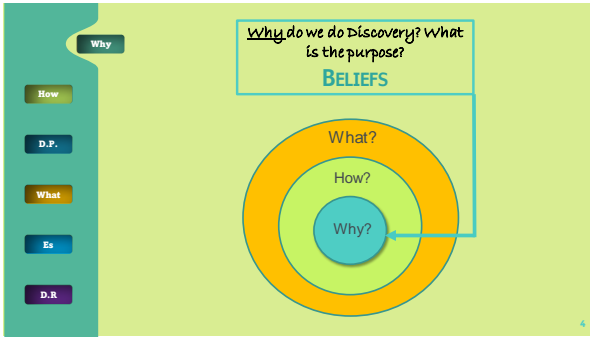
- Why
- How
- D.P.
- What
- Es
- D.R

1. Introduction

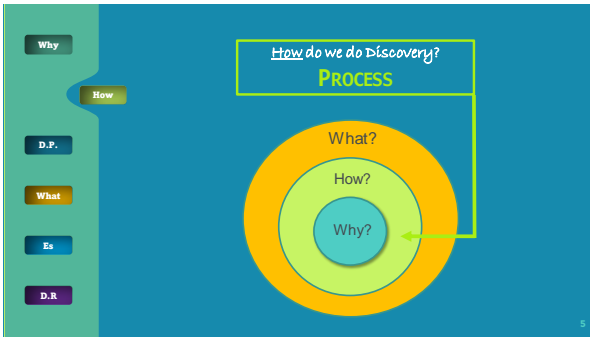
Purpose of
Discovery

3

3



4



5



6

Why

How

D.P.

What

Es

D.R

What do we want from Discovery?
RESULTS

What?

How?

Why?

7

7

Why

How

D.P.

What

Es

D.R

The Es of Successful Discovery

1. Exposure

2. Experience

3. Evaluation

4. Education

5. Exploration

6. Empowerment

Expectations
At Every Point

8

8

Why

How

D.P.

What

Es

D.R

Discovery Results

- Ensure the Discovery candidate is making an informed decision regarding community-based employment
- Identify interests, abilities, learning preferences and support needs
- Identify areas that need more instruction
- Ensure a strong job match

9

9

2. Discovery Process

How to Approach the Process

10

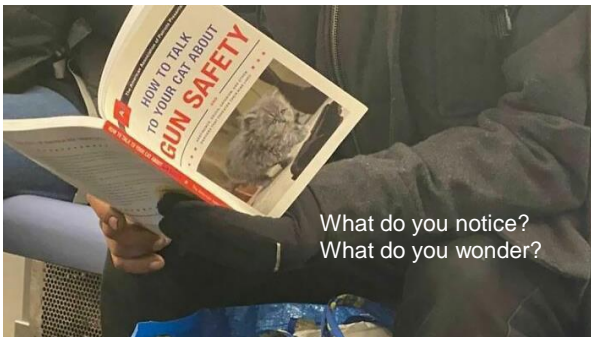
10

Notice and Wonder - Why Observe?

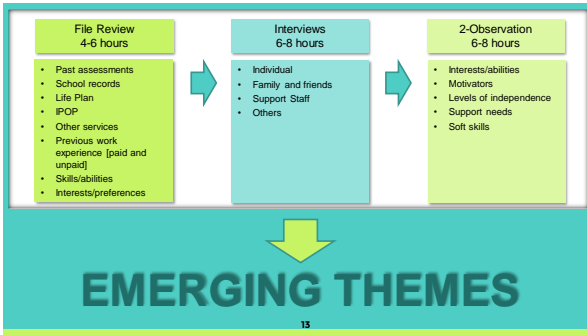
- ▣ Make observations (I notice...)
- ▣ Ask questions (I wonder...?)
- ▣ Making connections (It reminds me of...)
- ▣ Making explanations
- ▣ Assessing explanations

11

11



12



13



14

Community-Based Experiences
[2 required]

Tasks assigned/
Type of work
completed

- ▣ Liked or Disliked Tasks [L or D]
- ▣ Accuracy of Completed Work [1-5] [5 = most accurate]
- ▣ Type(s) of support [verbal, written, visual, modeling, hand over hand, other]
- ▣ Level of support [independent, occasional, intermittent, continuous]

15

15

Community-Based Assessment

Pros

- ▣ Authentic experience
- ▣ Can use many different sites
- ▣ Person-centered
- ▣ Learn new tasks and responsibilities
- ▣ Learn to handle stress
- ▣ Can be adapted

Cons

- ▣ Can be difficult to find willing employers
- ▣ Not usually paid
- ▣ May not be taken seriously by trainee or employer
- ▣ Staff skill in administering and interpreting

16

Situational Assessment

1. Community-based
2. Length of time: hours - days
3. Number and types of assessments based on individual need
4. Outline expectations with the end in mind
5. Identify job tasks
6. Assess skills, abilities and knowledge related to the job and tasks

Institute for Community Inclusion (ICI), Boston, MA www.communityinclusion.org

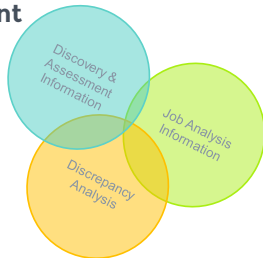
17

Situational Assessment

...is used to determine the best match between the job seeker, a type of job, and work environment

What do you want to learn from the assessment?

rric.vcu.edu



18

18

Situational Assessment – What we seek

Amount of supervision	Math requirements	Reading requirements
Socialization of employees	Level of independence required	Complexity of tasks
Level of autonomy	Customer contact	Repetitive nature of tasks
Stamina required	Dress requirements	Amount of self-initiative required
Mobility requirements	Flexibility and changes in routine	Time telling skills
Communication	Flexibility and changes in routine	Work culture
Production rate	Knowledge, skills, ability required for work tasks	Environmental conditions
Strength: Lifting and carrying		Supports / accommodations
Manual dexterity		

19

3.

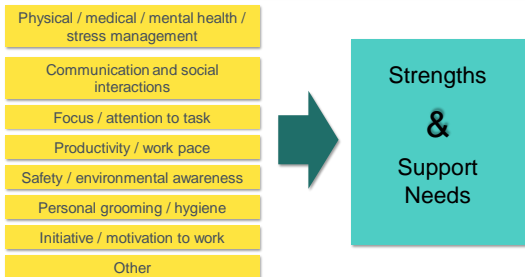
Discovery Report Findings

Synthesizing the information

20

20

Discovery Report Findings



21

21

Discovery Report Findings

- ▣ Environmental preferences
- ▣ Transportation
- ▣ Availability
- ▣ Supervision needs
- ▣ Identified career options

22

22

Identified career options - Select up to 4 O*Net Careers based on the Discovery Report findings

2 based on the Discovery report findings
 2 based on the individual's expressed career preferences

23

23

4.

Career Research

Connecting the Dots

24

24

Purpose

- ▣ To compare the individual's skills and abilities with the duties and requirements of specific job titles.
- ▣ To determine if a job match is a good fit.

25

25

Career Research Worksheet

- ▣ O*NET Career & code
- ▣ Preference vs. findings
- ▣ Job title
- ▣ Job duties / requirements vs. individual's skills and abilities

26

26

5.

Recommendations

Ready Now vs.
Not Ready

27

27

Next Steps

Individual is NOT recommended for JD for competitive employment

OR

Individual is recommended for JD for competitive employment

28

28

Thanks!

Contact Information

- info@Eleversity.org
- www.eleversity.org
- (585) 340-2051



29

29
