Section 1

The Discovery Process

<table>
<thead>
<tr>
<th>Suggested questions to determine, is the person ready for work?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Can the person make an informed choice about employment?</td>
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<tr>
<td>Does the person have a clear, vocational goal?</td>
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<tr>
<td>Does the person have consistent, reliable transportation?</td>
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<tr>
<td>Does the person have time alone in the community for 1 hour or more?</td>
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2019 SEMP: Reasons why Individuals Quit jobs

Dissatisfaction with hours 16%
Family Issues 8%
Loss of Benefits 8%
Lack of Interest 29%
Dissatisfaction with Job Tasks 39%

The Discovery Report

➢ Do you have a good, clear Discovery Report to make your recommendation?
➢ If not, seek clarification from the writer of the Discovery Report.
➢ Review report again and make recommendation.
➢ If Job Development is NOT recommended, you are required to complete a Vocational Development Plan.
➢ Schedule to have the required meeting to discuss the determination for the person not being recommended for job development with the circle of support.
Considerations...

It's not a "no", it's a "not right now"

Challenges CAN be worked on

If we don't identify the support needs, they cannot be worked on.

Revisiting the option of employment SHOULD happen when the person is ready.

Honesty is the best policy.

The ETP Supervisor is ALWAYS available to support the providers.

Breakout exercise – Part 1

Each group will be assigned either an Observation or a Community Based/Work Assessment.

Using the information in your activity, you will make 2 lists:

1. What positive attributes do you see that would support Jack were he to get into a competitive, integrated job?
2. What are the reasons that you can identify that would prevent Jack from being successful in a competitive job?
Discovery Report Findings

- Physical / medical / mental health / stress management
- Safety / environmental awareness
- Communication and social interactions
- Personal grooming / hygiene
- Focus / attention to task
- Initiative / motivation to work
- Productivity / work pace
- Other
- Identified Career Options

Career Research

CAREER RESEARCH WORKSHEET

<table>
<thead>
<tr>
<th>O*NET Career:</th>
<th>O*NET Code:</th>
<th>Preference</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Title: Job Duties / Requirements</td>
<td>How does the job duty / responsibility match the individual’s skills and abilities?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Identified Career Options

<table>
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<tr>
<th>Identified Career Options:</th>
</tr>
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<td></td>
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</tbody>
</table>

Reportingle out
Section 2
The Recommendation

Pathway to Employment
Employment Training Program

Section 3
The Vocational Development Plan
PURPOSE: To consolidate information gathered during Discovery and create a plan for the next steps to assist the individual to build independence and develop employment skills. The plan is meant to be shared with the individual’s current and future supports. This information should highlight the positive attributes and describe specific vocational challenges identified during Discovery.

Creating a Plan

- Discuss the steps
- Set expectations
- Set SMART Goals
Example for a Smart goal

- **Specific**: My goal is to drink 6-8 oz cups of water every day.
- **Measurable**: I will track my progress by logging how many glasses I drink in my cell phone app.
- **Attainable**: I will keep a water bottle with me with measurements and set alarms to remind me through the day.
- **Relevant**: Drinking the water will help me be healthier, increase my energy levels and improve my skin.
- **Timely**: I will be drinking 6-8 oz glasses of water per day by April 15th
Who should attend?

The Job Seeker
Care Manager
SEMP Staff the did Discovery
Family Supports
Staff: Current Services
Staff: With New Services
ETP Supervisor

Let’s Practice

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