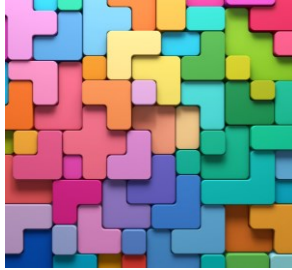


A Case Study
in Discovery
Innovations in
Employment Supports



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1

Section 1

Brief review of the purpose and
process of Discovery

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2

pur•pose

/pərpəs/

Noun

The reason for which something is done or
created or for which something exists.

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3

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

AMY SCOTT

4



5



6

The Es of Successful Discovery



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7

Section 2

Planning and Designing
Discovery Activities

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8

I NOTICE...

I WONDER...



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9



DR pgs. 2-20



EMERGING THEMES



10

Strengths

VS.

Support Needs

DR pgs. 30-34



11

Backward Plan using the Discovery Report Findings Questions

Physical / medical / mental health / stress management	Safety / environmental awareness	Environmental preferences
Communication and social interactions	Personal grooming / hygiene	Job duties and environments to be avoided
Focus / attention to task	Initiative / motivation to work	Transportation and work availability
Productivity / work pace	Other	Supervision needs



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Breakout 1 - What do you notice and wonder?

Each group will be assigned areas from Section 5, Discovery Report Findings, up to *Supervision Needs*.

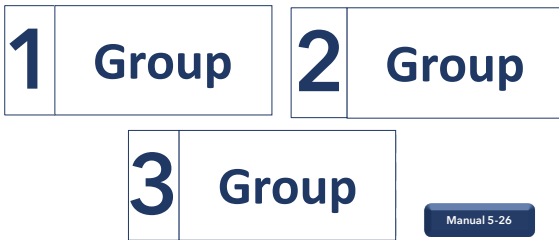
Using the information from the file research, interviews, and observation assigned to your group [pg. 7 in manual], consider these questions:

- ? What more do you need to know?
- ? What further assessments need to happen to create a full picture of the individual's strengths or support needs?
- ? What information is still missing or unclear?
- ? What themes do you see?

* Identify at least 4 questions your group still has and how you will assess. Be specific, detailed, and support your plan.

13

Backing into the Discovery Report Findings



14

Section 3

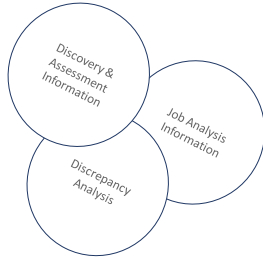
Community work experiences
&
Situation Assessments

15

Situational Assessment

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

rrtc.vcu.edu



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16

16

Question...

What do you want to learn in a community-based situational assessment?

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17

17

Situational Assessment – What we seek

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

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18

18

Section 4

Discovery Report Findings



19



20

Section 5

Career Research — Connecting the dots



21

Career Research — onetonline.org

O*NET Career:	<input type="checkbox"/> Preference <input type="checkbox"/> Finding
Job Title:	O*NET Code:
Job Duties / Requirements	How does the job duty / responsibility match the individual's skills and abilities?

22

What do you recommend?

The individual is **NOT** recommended for Job Development for competitive employment in the community.

OR

The individual **IS** recommended for Job Development for competitive employment in the community.

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Breakout 2 — Career Research

Manual pg. 31-43

1	Non-farm Animal Caretaker	2	Stock Associate
3	Usher, Lobby Attendants, and Ticket Takers	4	Farm Animal Caretaker

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Thanks!

Contact Information

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