

Career Assessment: Skills to Complete Discovery Activities

—Innovations in Employment Supports—

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About Today

- Understand the different components of Discovery – file review, interviews, observations, assessments, career research.
- Dig deeper to uncover powerful vocational insights about the person.
- Learn how to thread together perspectives, patterns, and realities of a person to identify interest, skills, abilities, preferences, and that person's unique brand of genius.

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Introduction

Setting the Foundation

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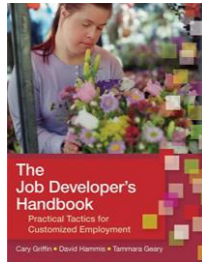
WHAT IS THE IMPACT OF JUMPING TO A JOB PLACEMENT BEFORE COMPLETING ASSESSMENT WITH SOMEONE?

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“The information mined during Discovery is the raw material for employment planning from which the job developer can create a picture of ideal working conditions and environments.”

~Griffin, Hammis, Geary, (2007)



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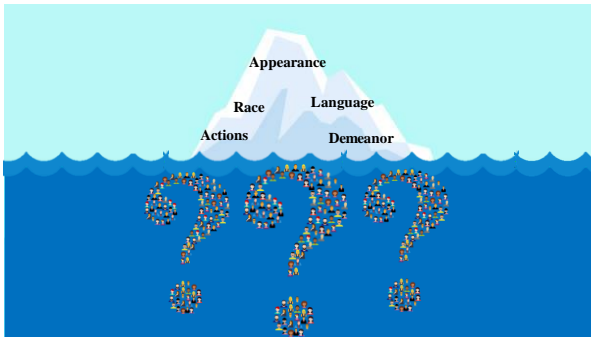


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Throughout Discovery, We Are Looking For:



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Video



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The Language of Discovery

Glossary of Terms Found in the OPWDD
Discovery Report [Manual]

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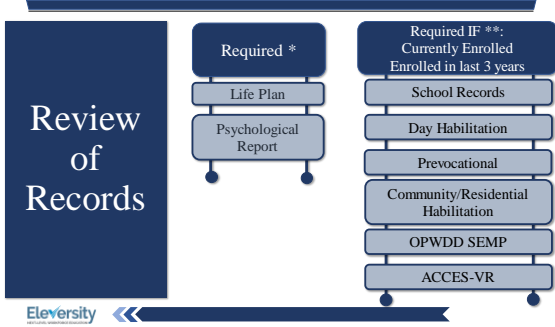
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Discovery Activities

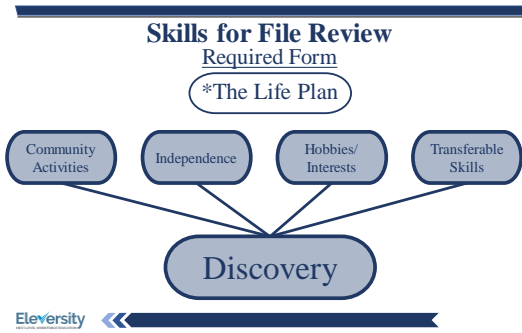


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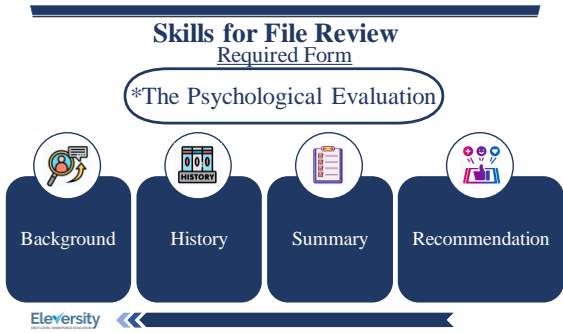
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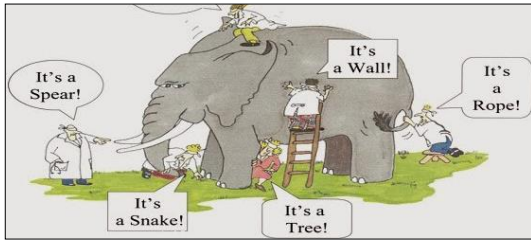
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Discovery Activities



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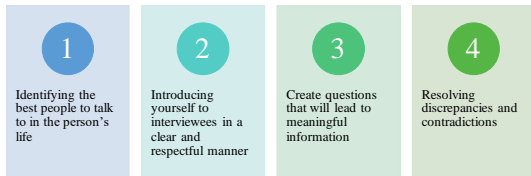


Collecting Multiple Perspectives

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The Interview:



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Identifying the People to Interview

- Reflect to file review, what did you notice and wonder about the people in the person's life?
- Ask the individual who they think would be a good person to interview
- Explore with the individual why this person would be a good interview
- Notice and wonder

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- Ask the individual how they would like you to introduce yourself and what you're doing.
- Inform the interviewee that the individual suggested the contact.
- Lead with what you're doing and your role.
- Keep it simple and avoid "Human-Service" language.
- Remember that these are the individual's friends and family, and our language and approach should be dignified and respect this boundary.

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Skills for Interviewing:

Open-ended questions	Begin with: What, Why, How
Tell me about...	Tell me about a time when Dave was proud of an accomplishment.
What does it look like when...	What does it look like when Dave struggles with learning a new task?
Describe the last time....	Describe the last time Dave solved a problem independently.
Provide examples of answers when the interviewee struggles to recall information.	

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STAR Method

S	T	A	R
SITUATION Sets the scene and gives the necessary details	TASK Describes what the person's responsibility was in the situation	ACTION Explains exactly what steps were taken to complete the task	RESULTS Explains the outcome that the actions achieved



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Skills for Interviewing, Cont.:

Cross-reference information found in file review for consistency – keep digging!	Set up environment to be comfortable, not to feel like an interrogation – no power seat	Don't interpret, infer or assume answers/ meaning



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— Meet Dave —

Who, with Dave's permission, would be good to interview?

Dave is 23 years old

Exited high school with C-DOS Certification

Dave lives in a supported apartment with a roommate with whom he is close

Dave has been attending Day Hab Without Walls for 2 years

Dave goes to the gym several times a week

Dave volunteers at a soup kitchen with CBPV 3x/wk. and assists the head chef

Dave and his brother often join a bike meet up in his community

Dave goes to counseling weekly

Dave enjoys going to Starbucks, and the grocery store weekly



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Breakout

Consider the people in Dave's life and his activities, who do you think would be good to speak with?

Create 3 probing questions you would ask that would lead to deeper conversations.



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Discovery — Observation of the Individual:

Location of Observation	Engagement and interest in activities	Response to supports and prompts?
Activities	Demotivators	What got in the way of success?
Length of time	How did they overcome obstacles?	Transferable skills
Comfort with activities and environment	Who supported the individual?	Support needs
Safety skills	How was the person supported and prompted?	What new things did you learn?

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Break it down in the Breakout Room

- Describe positive qualities that are transferable to employment
- Describe Challenges observed that could hinder employment
- What do you notice & wonder?

- Skills
- Passions/Interests
- Dislikes
- Challenges/frustrations
- Possible Support Needs
- Work Culture Consideration
- Supervision Needs
- Level of comfort
- Response to environment
- Motivating/demotivating factors
- Overcoming Obstacles



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Video



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Skillful Considerations:

- How does environment impact results?
- What can we learn from different environments?
- Different people?
- Different tasks/activities?

- ✓ No prompting the person
- ✓ Assess for level of independence
- ✓ Community interaction
- ✓ Social/interpersonal skills
- ✓ Assess for the *Skills* being demonstrated
- ✓ Assess for Interests, appeals, and excitement
- ✓ Challenges/frustrations



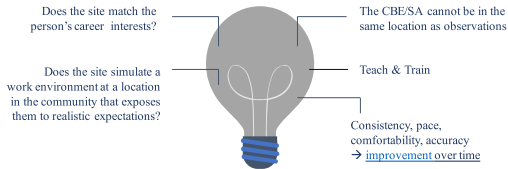
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Discovery Activities



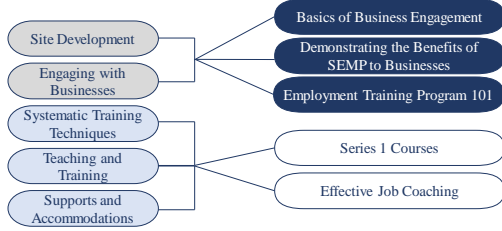
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Community-based Experiences/Situational Assessment



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— Where to Learn More —



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CAREER RESEARCH

- Preference vs. Finding
- Completed with the person
- Referencing Discovery for demonstrated skills



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

If the ETP Supervisor agrees with the recommendation that the individual is not ready for Job Development, they may request a Vocational Development Plan and a Circle of Support meeting to help develop the next steps for the individual.

OR

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

If recommending the following 2 career as determined by Career Research and approval by the individual, if identified Career Options do not match the individual's preferences, have discussed this with the individual. Date of Meeting: _____

1. _____

2. _____

If the ETP Supervisor agrees with the recommendation of Job Development, they will request a Job Development Plan prior to approval.

Do not begin ETP Job Development without the written approval of an ETP Supervisor.

Detour to Skill-Building
 Vocational Development Plan
 Other supports fill gaps
 CBPV, Day Hab, Comm Hab



Moving on to CIE
 Job Development Plan
 What is the next best step?
 Negotiate with businesses



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Knowledge Recap

Understanding of...

- ✓ purpose, process and outcome of Discovery
- ✓ the language of Discovery [Glossary of Discovery terms]
- ✓ the information required from an observation



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Skills Recap

- ✓ Use the file review to identify people who will provide multiple perspectives for interviews.
- ✓ Introduce yourself in clear and respectful manner.
- ✓ Create questions that will cause conversation and lead to meaningful information.
- ✓ Use STAR method to ensure complete picture of scenario.
- ✓ Approach observations with curiosity and eye for detail to identify positive qualities and support needs.
- ✓ Do not make grand assumptions — be objective.
- ✓ Use O-Net for career exploration with job seeker.



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