

TO DISCOVERY AND BEYOND!

Best practices for reviewing the Discovery report and planning for the next phase



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Outline



- Good vs. Bad Discovery report answers
- Communicating the results
- Planning for the next phase

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WHY ARE WE TALKING ABOUT THIS TODAY?

- Discovery report recommendations can set the individual up for success or failure
- SEMP Managers should be reading the Discovery reports thoroughly



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WHY GOOD ANSWERS ARE SO IMPORTANT

- They can determine accommodations and supports needed for success
- They provide clear direction for future employment services



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CONSEQUENCES OF INSUFFICIENT ANSWERS

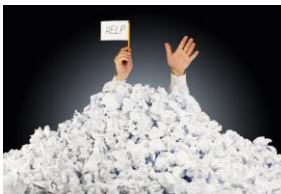
- Ambiguity regarding next steps
- Chance of pursuing inappropriate employment situations
- Potential for burning bridges with future employers



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WHY BAD ANSWERS HAPPEN

- Not enough time or resources
- Staff not experienced or not trained properly
- Lethargy



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SITUATION



- When did it happen?
- What was the purpose of the observation/assessment/interview?
- What were you doing?
- Why were you there?
- What else was happening at the time?

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REASON

- What are some possible reasons the participant did/said what they did?
- What are the facts?
- What were the reasons they gave?
- Has this happened before?



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SOLUTIONS

- What is the impact this might have on employment services?
- What strategies can be used to address challenges?



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SOLUTIONS CONTINUED

- If recommending continued job development
 - *Is there a plan to guide person-centered job development that incorporates the persons' skills, abilities, preferences, and support needs in order to make an effective job match?*

- If recommending a different direction (other than employment)
 - *Are there specific person-centered supports identified for addressing challenges and obstacles?*

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DISCOVERY REPORT ISSUES

- Problem: not enough room in text boxes for thorough answers
 - *Solution: Attach additional sheets if necessary*

- Problem: writing the discovery report takes a long time
 - *Solution: Build the report as you go*
 - *The discovery report should take 6-8 hours to complete*

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REVIEWING THE DISCOVERY REPORT

- Read for quality
- Ensure all sections are complete
- Anticipate OPWDD questions



EMPLOYMENT TRAINING PROGRAM
DISCOVERY REPORT

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COMMUNICATING FINDINGS

- Be honest about challenges
- Use asset-based language
- Know how to handle concerns
 - "That goal isn't realistic"
 - "I don't think they are capable"
 - "He/she won't like it"



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NEXT STEPS

- Continued Job Development
 - ACCESS-VR
 - OPWDD
 - Pathway to Employment
 - ETP
 - Job Development



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NEXT STEPS

- Pre-Voc Services
 - Meet with support team to ensure clarity and buy-in
 - Identify appropriate pre-voc program
 - Set clear goals
 - Monitor progress (MSC/Care Coordinator)

A determination that job development is not the appropriate next step is still a successful result of Discovery!

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THANK YOU!

QUESTIONS?



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