TO DISCOVERY AND BEYOND!

Best practices for reviewing the Discovery report and planning for the next phase
- Discovery report answers
- Communicating the results
- Planning for the next phase
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.
WHY GOOD ANSWERS ARE SO IMPORTANT

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

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

- Noted behaviors that would impact employment: “Anxiety”

- Summarize the skills the individual has and what type of work they are best suited for: “Max is extremely reliable, hard working, and motivated. Once trained he can complete many tasks.”

- Behaviors noticed: “Once individual was out of his neighborhood he often seemed confused or lost and looked to staff or support.”
WHAT IS A GOOD ANSWER?

- Person-Centered
- Recommendations flow logically from collected data
- Follow the OSRS Framework
  - Observation
  - Situation
  - Reason
  - Solutions
OBSERVATION

■ What did the participant do or communicate?

■ What effect did it have on others?

■ What was happening in the environment?
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?
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?
SOLUTIONS

- What is the impact this might have on employment services?
- What strategies can be used to address challenges?
- What accommodations might be needed?
- How does this guide career exploration?
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?
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
REVIEWING THE DISCOVERY REPORT

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

■ Continued Job Development
  – ACCESS-VR
  – OPWDD
    ■ Pathway to Employment
    ■ ETP
    ■ Job Development
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!
QUESTIONS