

TO DISCOVERY AND BEYOND!

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



**Office for People With
Developmental Disabilities**

Compassion ∞ Dignity ∞ Diversity ∞ Excellence ∞ Honesty

Outline

- 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

CLA **RITY**

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.”

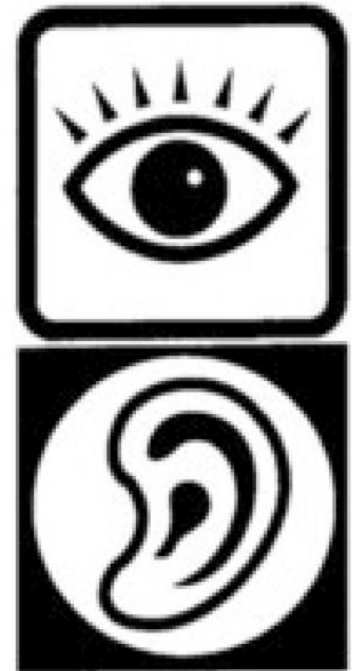
WHAT IS A GOOD ANSWER?

- 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



EMPLOYMENT TRAINING PROGRAM
DISCOVERY REPORT

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

