TO DISCOVERY AND BEYOND!

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

Outline

- Good vs. Bad 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

WHY BAD ANSWERS HAPPEN

- Not enough time or resources
- Staff not experienced or not trained properly
- Lethargy
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?
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!
THANK YOU!

QUESTIONS?

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