INNOVATIONS IN EMPLOYMENT SUPPORTS

Discovery: Assessment and Planning

About today

- Today's schedule
- Sign in and sign out
- Site details
- Engage!

INNOVATIONS TRAININGS

More information is available on our website at: https://humanservicesed.org/

1. Introduction to Employment
2. Discovery: Assessment and Planning
3. Beyond Discovery
4. Creating Connections: Developing Opportunities and Engaging Business
5. Advanced Job Coaching Skills
6. How to Deliver the OPWDD Designed Work Readiness Curriculum
7. Pathway to Employment
8. Employment Training Program (ETP) 101
9. Community Prevocational Services
10. Management Skills for SEMP Leaders
11. Vocational Connections
Today....

**Purpose:** To understand the role of discovery in the employment process

**Process:** Exploring a variety of assessment techniques observations skills and interview methods

**Payoff:** Creating a path that:
- Closes the gaps
- Identifies relevant work-prep methods
- Prepares us for the volunteer and job placement phases

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**The Foundation**

**Mission:** We help people with developmental disabilities live richer lives.

**Vision:** People with developmental disabilities enjoy meaningful relationships with friends, families and others in their lives, experience personal health and growth and live in the home of their choice and fully participate in their communities.
Key Elements of HCBS Settings Regulation

- The setting is integrated in, and supports full access to, the greater community;
- Selected by the individual from among setting options;
- Ensures individual rights of privacy, dignity and respect and freedom from coercion and restraint;
- Optimizes autonomy and independence in making life choices; and
- Facilitates choice regarding services and who provides them.

WHAT IS INTEGRATED EMPLOYMENT?

- Work settings where workers with developmental disabilities have opportunities to interact with, and work alongside, co-workers who do not have disabilities are considered integrated.
- If supervisors, job coaches and other staff are the only people without disabilities that workers interact with, then the setting does not meet the definition of integrated.
OPWDD Supported Employment
Number of Individuals in Competitive Employment
2013-2019

What are we trying to do?

Learn all about a person → Make job matches → Job coaching

Day Habilitation, Work Centers, Other
Community Pre-voc
Pathway to Employment
Employment Training Program – ETP
Intensive Supported Employment
OPWDD Extended Supported Employment

ACCES-VR
Adult Career and Continuing Education Services – Vocational Rehabilitation

Other Waiver services
Residential  Community Hab
Discovery is...

• A strength based profile developed through observation, volunteer experiences, interview, discussion and interactions
• Promoting the 6E’s
• Taking time to **NOTICE & WONDER**
• It’s the foundation of a strong job match

The Lab Decoy
Profile:
This is who I am!!

Beliefs
Facts
Understanding

Hi, I'm Bob, I am 26 y.o

I have been attending ABC Day Hab for 5 years
I go bowling with my church group on Thursdays
I am part of the Special Olympics
As part of Day Hab I volunteer at a hospital reading to the patients

I live at home with my parents and 15 yo sister
I enjoy online gaming and riding my bike
I go the corner store daily, the bank and church weekly
I go to counseling and Dr.s once a month

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Exercise
Create Questions that Cause Conversations

1) Identify individuals who may be interested in Bob’s success.
2) Create introduction script
3) Brainstorm questions that will cause conversations

"START THE CONVERSATION"

Critical Thinking Skills
Analyze Evaluate Create

Assessment Techniques
Informal vs. Formal Assessment

<table>
<thead>
<tr>
<th>Informal Assessments</th>
<th>Formal Assessments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-standardized</td>
<td>Standardized testing</td>
</tr>
<tr>
<td>No scores</td>
<td>Scores are normed</td>
</tr>
<tr>
<td>No comparing to others</td>
<td>Scores are compared</td>
</tr>
<tr>
<td>Observing and interviewing</td>
<td>Summative tests</td>
</tr>
<tr>
<td>Variety of environments</td>
<td>Could go beyond normal classroom environment like testing facilities</td>
</tr>
</tbody>
</table>

What information are we seeking?

- Interests and preferences
- Volunteer experiences
- Paid work experiences
- Social and communication skills
- Medical/physical status/medication
- Orientation/mobility/safety
- Reading and writing skills
- Learning style(s)
- Potential barriers to long-term success
- What else?

Exercise

Considering the assessment area that you have chosen, identify and create ways in which you can gather more information about the person.
Finding Balance

Compassion e Dignity e Diversity e Excellence e Honesty

Discovery

“Discovery consists of seeing what everybody has seen, and thinking what nobody has thought”

Albert Szent-Györgyi
Nobel Prize winner who discovered Vitamin C

Compassion e Dignity e Diversity e Excellence e Honesty
DISCOVERY STEPS and TECHNIQUES

How might we use a person’s file?

- Background history
- Medical history
- Test scores
- Safeguards

Create Questions

I’m an employment specialist
Not a psychologist!

How do I find the important information in the psychological report?
Psychological Report
What do you need to know?

Most Useful Elements
- Background
- History
- Summary
- Recommendations

Other Considerations
- When to seek supervision
- Interpreting test results
- Contact evaluator
- Limitations of psychological evaluation
One on One Interviews

- Job seeker
- Family and friends
- Service providers

**What would you ask?**

**Exercise:** Adapting the Interview Questions

- Closed-ended to open-ended questions
- Starting a conversation
- Seeking clarity
- Be considerate of length of time
Observational Techniques

- Look for the obvious and subtle details
- What are some:
  - Certainties
  - Probabilities
  - Questions for reassessment
  - Anything to avoid
  - Transferable skills

Exercise - Observations

As you watch the Temple Grandin movie clip, consider the following:
- Skills/transferrable skills
- Passions
- Dislikes
- Challenges/frustrations
- Possible support needs
- Work culture considerations
- Anything to avoid?
- Where would you want more assessment?

Temple Grandin
Compassion
Dignity
Diversity
Excellence
Honesty

Community-Based
Volunteer/Work Situational Assessment

What would you want to know?

The Discovery Report
Discovery Self-Check