



Discovery Services A New Opportunity for Employment

Discovery services create new opportunities for employment that match the job seeker with a potential employer. Services are strengths-based, and focused on getting to know the job seeker well, identifying the “best” of in him/her and what they can contribute in a job. The goal is to connect the job seeker with a job that matches their personality, interests, educational achievements, positive work experiences, strengths, talents and skills. Not only that, Discovery takes into account obligations and needs of the job seeker and their family members. The outcome of Discovery may be a traditional job that is advertised, or to create a job that is a match to the job seeker and an employer’s needs.

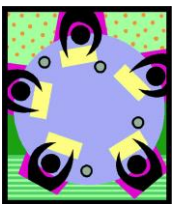


Discovery is carried out by a Discovery Specialist who spends time visiting with the job seeker at a place and time that is convenient and comfortable, whether at home or in the community. Communication is always respectful and focused on the job seeker’s strengths.

All information shared between the job seeker and Discovery Specialist is kept confidential and only shared with others when the job seeker gives permission. Visits are focused on the job seeker’s daily activities that are likely contributions to the workforce. Discovery occurs over a maximum time period of 6-8 weeks, taking approximately 20 hours. The job seeker can choose to have people present and included in visits with the Discovery Specialist, whether it is a friend, family member, or advocate to support the job seeker, and help the Discovery Specialist understand him/her better.

The Work Services Case Manager will be in communication with the Discovery Specialist to support the job seeker’s participation in Discovery services. The Case Manager will ensure that their work activities (including Discovery) are on their Family Self-Sufficiency Plan and are balanced with the job seeker’s other work activities.

When Discovery is complete, the Discovery Specialist will write a summary about the job seeker’s work interests, job contributions and things the job seeker needs to keep a job. After Discovery visits are completed, the job seeker can use what is learned through Discovery to determine whether to pursue a traditional or posted job, or whether to have a job “customized” to match the job seeker’s special work contributions and job needs to a potential employer.



The Discovery Specialist will then organize a meeting including the job seeker, the Work Services Case Manager, a natural support (friend, family member, or advocate), and an agency provider of the job seeker’s choosing or a job developer. The purpose of the meeting is to develop an employment plan that best matches the job seeker’s interests, personality, educational interests and achievements, positive work experiences, strengths, talents, skills and needs.

If the job seeker wants a customized job, the Discovery Specialist may develop a visual portfolio that includes photos of the job seeker engaged in activities relevant to work. He/she will meet with potential employers who are a match to the job seeker’s work interests, contributions and employment needs, including things to be avoided in a job setting. The portfolio is presented to a potential employer if it appears there is a match between the job seeker and the employer. If the job seeker chooses to pursue traditional or a posted job, the Case Manager will assist him/her in getting connected with appropriate resources. Getting a job generally takes about 4-6 weeks.

Once the job seeker obtains a job the Discovery Specialist and Case Manager will work as a team to provide support after employment to help ensure the job is going smoothly and make any necessary adjustments.

