

Discovery: Part 1

Janet Steveley
EFSLMP National Subject Matter Expert

MISSOURI EMPLOYMENT FIRST STATE LEADERSHIP
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Overview

Key Elements of Discovery

Overview of Steps in Discovery

Focus on Initial Steps:

- Home and Neighborhood Observations
- Interviewing Others
- Skills and Ecological Fit (Discovery Activities)

Objectives

Participants will be able to:

- Describe key elements of Discovery
- Describe initial steps involved in Discovery
- Conduct a home and neighborhood observation
- Interview relevant people in the job seekers life
- Identify Discovery activities that relate to a job seekers interests, skills and conditions of employment.

Key Elements of the Discovery Process

- A qualitative approach.
 - Interviews
 - Observation
 - Participation with the employment seekers
 - Review of Records
- Descriptive rather than evaluative
- Optimistically focused
- Information collected over time

Goal of Discovery

To answer the question:

Who is this person right now?



- To develop a profile that will guide job development (“Vocational Profile”, “Discovery Staging Record”)
- To use information gleaned from Discovery to inform job search.

Documenting Discovery

- Vocational Profile or Discovery Staging Record
- Place to collect information, but form also directs the process
- Meant to be completed Electronically
- Schedule time to complete!



Polling Question #1 – The Goal of Discovery

- A. To discern the one best possible job for that individual.
- B. To identify whether the person is employable
- C. To explore who the person is right now.
- D. All of the above

Polling Question #2 – Discovery might include:

- A. Participation in activities with job seekers.
- B. Interviews and Direct Observation
- C. Interest Inventories
- D. Labor market research
- E. A & C
- F. A & B

Steps in Discovery



Home & Neighborhood Observation

Interviewing Others

Discovery Activities (Skills and Ecological Fit)

Informational Interviews

Review of Records

Descriptive Narrative (Ideal Conditions of Employment)

Home Visit

- At the persons home, with those who are the closest to the person
- Smooth Listening! Leave the checklist at the office!
- “Unstructured interviewing”

Listening
=
Learning

Information gleaned from Home Visits

- Interests (hobbies, activities, collections, bedroom visit)
- Skills and Tasks (chores, responsibilities, support needed, how people learn)
- Conditions of Employment (what's need for success? What needs to be avoided?)
- Social Capital (job seeker's and families)



Capturing Information

- Take notes after home visit!
- Vocational Profiles or Staging Records
- Descriptive vs evaluative
- Use information to identify next steps
 - Interviewing others
 - Discovery Activities

Polling Question #3 – Home visits seek to get information on:

- A. Interests
- B. Ideal conditions of employment
- C. Skills
- D. Community Connections
- E. All of the above

Neighborhood Observation

- People of interest, interactions with neighbors
- Places person frequents/spends time or money
- Nearby businesses
- Transportation options
- Resources



Interviewing Others

- People with good information that were not at the home visit (in person or by phone)
- Getting at same information (interests, skills/tasks, conditions, social connections)
- Varied perspectives!



Discovery Activities (Skills & Ecological Fit)

- Purpose: to observe skills, tasks, how people learn. Also used to verify interests and themes.
- Active participation! Not just observing
- Familiar and unfamiliar environments



Discovery Activity Example 1



Discovery Activity Example 2



Potential Discovery Activities

Emerging Interests/Themes:

- Likes fish/fishing/aquariums
- Likes to hammer/use tools
- Interested in travel, maps, brochures

What skills or tasks would you like to observe?

Where might that happen?

Familiar & Unfamiliar Environments

| Interests/emerging themes | Familiar | Unfamiliar |
|---------------------------|---|---|
| Fish/fishing/aquariums | Cleaning the fish tank at home. | Feeding Koi at the local pond supply store. |
| Hammering/Tool use | Repairing a fence at home. | Using an electric sander at Sawyers Oars and Paddles. |
| Travel, maps, brochures | Organizing vacation photos into an album. | Putting together tour packets at the local AAA Store. |

Polling Question #4 – Discovery activities might include:

- A. Observing someone, in a setting of interest to them
- B. Doing something active, that you could take a picture of
- C. Going to a museum
- D. None of the above

Discovery Activities: Daryl



Discovery Activities - Tips

- Make sure you're observing skills/tasks!
- Do "enough" to understand the persons abilities.
- Don't make it so difficult it won't get done.
- Take photos/video!

Closing thought....

*If you didn't learn anything in
NEW in Discovery, then you really
didn't do Discovery, did you?*

EFSLMP Evaluation Questions

1. What was your overall impression of the webinar?
2. Was the webinar relevant to the work that you do?
3. How likely is it that you will use some of the information presented today?

Questions???
