Community Based Assessment and the Discovery Process

Determining the unique skills, interests and abilities of the Job Seeker

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SE Assessment

Consistent with the strengths, resources, priorities, concerns, skills, abilities, capabilities, interests and informed choice of the individuals, for individuals with the most significant disabilities …..

LRS typically requires an assessment to determine vocational goal...

•Assessment information documents:
  •Interests (preferences)
  •Assets/Abilities (contributions to employment)
  •Potential Targeted Job Tasks
  •Job Conditions (negotiable or non-negotiable)
  •Anticipated Support Needs (Based on Job conditions/Preferences)
  •Potential Employers
Louisiana SE Assessment

For Louisiana Rehabilitation Services

• Performed in the community to assess the Consumer’s assets and needs

• Assessment information gathered from activities conducted on more than one occasion (ideally three),

• Assessment information from more than one source of information (i.e. family, friends, former employers, former teachers, etc) and

• Performed in more than one location.
The emergence of “Customized Employment”

- Olmstead Decision
- New Freedom Initiatives
- ODEP demonstration grants (DOL)
  - Linking Workforce Investment Act (One Stop Career Centers) (DOL)
  - Vocational Rehabilitation
- Social Security – Work Incentives
Focus of Customized Employment

- Paid, community-based employment regardless of the severity of their disability.
  - Can include focus on entrepreneurial options or self-employment
- Uses Discovery and Vocational Profile to determine vocational goal
- “Customized employment” essentially means “individualizing the employment relationship between employees and employers in ways that meet the needs of both”

(Callahan, 2002).
Customized Employment Funding

- Has NO “formal” funding streams –
  - Uses traditional Supported Employment funding
    - LRS, OCDD, Waiver, etc....
  - Encourages use of Work incentives (PASS and IRWE)
    - Same as SE
  - Desired use of Workforce Investment Act programs
    (One-Stops/Career Centers)
Re-coined the “Assessment” process –

Discovery
What’s the difference between Supported Employment and Customized Employment –

In theory – nothing
In practice –
- refocused attention to individuals with significant support needs
- refocused attention to creativity in developing employment opportunities – e.g. the “customize”
- refocused attention on the importance of the “assessment” or “discovery”
Employment Supported or Customized
Language

• **Assessment** - the classification of someone or something with respect to its worth

– Worth is a relative term -
  • The opposite of which is un-worthy
Language

- Discovery - a productive insight

Regardless of what term is used - the refocus or re-emphasis is important.

Why?
### Top 4 Types of Employment Sites

<table>
<thead>
<tr>
<th>Sites</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restaurant/Food Service Industry</td>
<td>1119</td>
</tr>
<tr>
<td>Grocery</td>
<td>951</td>
</tr>
<tr>
<td>Non-Profit service sector</td>
<td>601</td>
</tr>
<tr>
<td>Retail</td>
<td>564</td>
</tr>
</tbody>
</table>

These employer types represent nearly 75% (73.72%) of the individuals employed using Supported Employment services.
Top 5 Employers in LA

<table>
<thead>
<tr>
<th>Employer</th>
<th># of Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wal-mart</td>
<td>390</td>
</tr>
<tr>
<td>McDonalds</td>
<td>270</td>
</tr>
<tr>
<td>Goodwill</td>
<td>242</td>
</tr>
<tr>
<td>Winn Dixie</td>
<td>208</td>
</tr>
<tr>
<td>Burger King</td>
<td>77</td>
</tr>
</tbody>
</table>

These employers represent nearly 30% (29.3%) of the individuals employed using Supported Employment services.
Assessment/Discovery

So whichever tool/process is used….

- Sufficient time should be spent with the job seeker in:
  - Known environments and
  - Unknown environments
- Sufficient time should be spent looking at interests and strengths
- Sufficient time should be spent in determining employment supports that are needed to assist the job seeker to become employed.
Assessment/Discovery

- Needed information will vary from one individual to the next.
  
  - **NOT JUST A FORM** – but a way of thinking and identifying supports and strategies to assist an individual begin/continue a career path.
  
  - Doesn’t always result in a “DOT” (dictionary of occupational title) code.
  
  - May result in a defined “environment” – few people, repetitive tasks, no fluorescent lights, etc.