



LEAD CENTER

Overview of Group Discovery

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Developed by Marc Gold and Associates ©

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TODAY'S SPEAKERS

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The National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD) is a collaborative of disability, workforce and economic empowerment organizations led by **National Disability Institute** with funding from the **U.S. Department of Labor's Office of Disability Employment Policy**, Grant No. #OD-23863-12-75-4-11.



WELCOME

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Office of Disability Employment Policy



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SUBMITTING QUESTIONS

For Q&A: Please use the chat box or Q&A box to send any questions you have during the webinar to **Nakia Matthews** or **Elizabeth Jennings** and we will direct the questions accordingly during the Q&A portion.

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Please note: This webinar is being recorded and the materials will be placed on the LEAD Center website at

<http://www.leadcenter.org/webinars/group-discovery-alternative-assessment-tool-workforce-centers-and-community-based-providers>



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LEAD CENTER MISSION

- ▶ To advance sustainable individual and systems level change that results in improved, competitive integrated employment and economic self-sufficiency outcomes for individuals across the spectrum of disability.



AGENDA

- ▶ Review of learning objectives
- ▶ Group Discovery and its purpose
- ▶ The Group Discovery process
- ▶ Outcomes of Group Discovery
- ▶ How Group Discovery and Customized Employment go together
- ▶ Questions



WEBINAR OUTCOMES

- ▶ Attendees have a better understanding of Group Discovery as an alternate assessment tool.
- ▶ Attendees have a better understanding of the Group Discovery process.
- ▶ Attendees have a better understanding of the interplay of Group Discovery and Customized Employment.
- ▶ Attendees have examples of what job seekers learn in Group Discovery.



WHAT IS GROUP DISCOVERY?

- ▶ Seven, two-hour sessions designed to help job seekers understand what they need to obtain employment.
- ▶ The group is made up of 7 to 10 job seekers.
- ▶ Job seekers determine employment tasks that fit the contributions they have to offer an employer and the employment conditions they need to be successful.

- ▶ Expectations:
 - ▶ Job seekers are expected to attend all sessions.
 - ▶ Job seekers will have home work between sessions.



PURPOSE OF DISCOVERY

- ▶ The purpose of Group Discovery is to lay the foundation for integrated employment that meets the job seekers ideal characteristics and conditions.
- ▶ Group Discovery should result in a positive written description of each job seeker that includes his or her ideal characteristics of work. This information is used to facilitate the employment planning session that targets tasks and specific businesses that match the characteristics the job seeker is seeking.



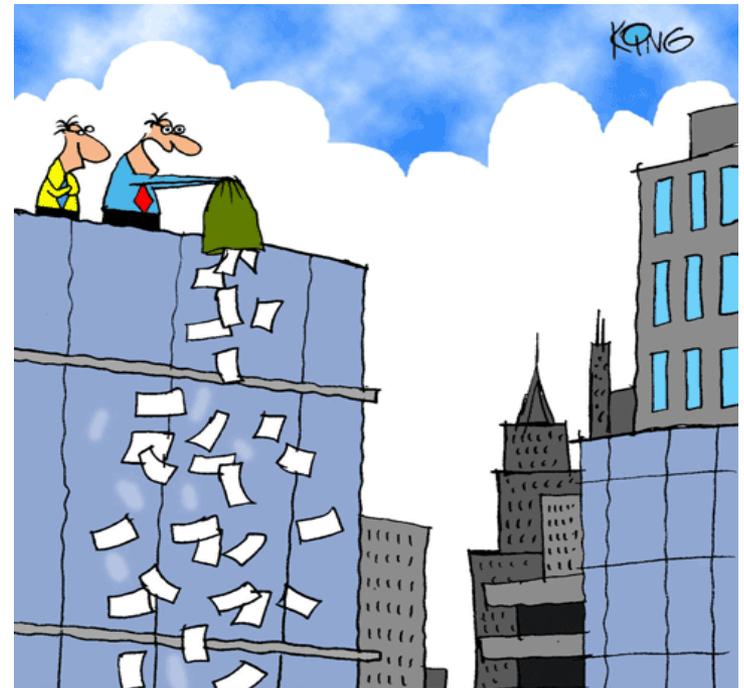
GROUP DISCOVERY

- ▶ Is the first step in the process of obtaining a customized job, one that highlights a person at their best.
- ▶ It is **Not** A Therapy Group



WHY GROUP DISCOVERY?

- ▶ Traditional Labor Market – Does not work for some people.
 - ▶ Send out resumes
 - ▶ Fill out applications
 - ▶ Interview
 - ▶ And still no job



“I’m looking for a job in customer service. So, I’m distributing my resume.”

GROUP DISCOVERY IS AN ALTERNATIVE APPROACH

- ▶ For job seekers whose lives are very complex
 - ▶ Medical issues
 - ▶ Family responsibilities
 - ▶ Homeless
 - ▶ No transportation
 - ▶ Disability
 - ▶ Lack of experience or skills
 - ▶ Difficulty interviewing



GROUP DISCOVERY IS AN ALTERNATIVE APPROACH (CONT.)

- ▶ For job seekers who have given up
 - ▶ Returning to work is just too scary.
 - ▶ Job seeker believes there is no point in applying because employers will not hire him or her.
- ▶ If even one of these items is true for your job seeker, Group Discovery might make sense.
- ▶ By looking at the positive, Group Discovery creates motivation and the belief that work is possible.



BELIEVING IS SEEING

- ▶ Group Discovery:
 - ▶ Allows participants to create an image of themselves working
 - ▶ Helps participants understand what they need from a job
 - ▶ Enables participants to put their energy into getting a job
 - ▶ Group Discovery guides the job seeker in understanding the components they need to be successful



GROUP DISCOVERY STARTS WITH WHO THE JOB SEEKERS ARE

- ▶ Job seekers learn:
 - ▶ What they need to be successful
 - ▶ What contributions they have to offer an employer
 - ▶ Their interests
 - ▶ Conditions for employment
 - ▶ What tasks they would like to perform for money
 - ▶ Which employers need those tasks done



GROUP DISCOVERY LAYS THE FOUNDATION FOR CUSTOMIZED EMPLOYMENT

▶ Customized Employment:

- ▶ Discovering the “strengths, needs, and interests” of applicants and negotiating a job description that meets both the applicant’s and employer’s specific needs.
- ▶ Discovery is a process, not a test. It helps clearly determine and articulate strengths, needs, and interests.
- ▶ Discovery can lead to either wage or self-employment.



UNBUNDLING DEMAND

- ▶ Customized Employment allows employers to “unbundle” demand into tasks and to take advantage of discrete competencies.
- ▶ Job seekers with complex lives often don’t have the “whole package” to offer but do have competencies to offer.
- ▶ Group Discovery helps job seekers understand what they have to offer employers by identifying their skills in relation to specific tasks that meet the employer’s unmet needs.



THROUGH GROUP DISCOVERY

- ▶ Job seekers learn:
 - ▶ What they have to offer employers
 - ▶ What they need to be successful
 - ▶ How focusing on their strengths and interests can lead to employment
 - ▶ That viewing employment as a way to meet both their and the employer's specific need is an effective approach



WHAT JOB SEEKERS NEEDS TO KNOW TO DISCOVER THE RIGHT JOB

Education



Responsibilities

Hobbies



Discovery
Process

Transportation

Interest Areas

Complexities

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Skills

Financial Needs

Challenges

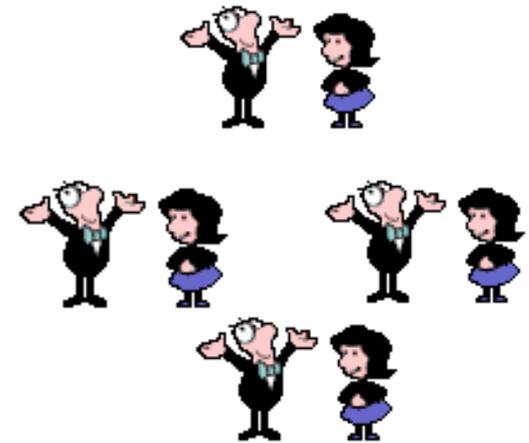
HOW GROUP DISCOVERY RESULTS IN EMPLOYMENT



In Group Discovery job seekers clarify their Conditions, Interests, Contributions and Tasks.



Upon completion of Group Discovery, the job seeker or representative can use this information to meet with specific employers in an effort to negotiate a customized job description or self-employment



Employers are selected from a list created during Group Discovery.

DISCOVERY PROCESS

- ▶ The Discovery process looks at past and current experiences.
- ▶ The job seeker is the controller of the information. The more the job seeker knows, the better fit the job or business will be.
- ▶ Job seekers are finding out information about themselves that will help figure out the type of employment they need, wage or self-employment.



DISCOVERY PROCESS

- ▶ Information gather is neutral. It is not good or bad.
- ▶ It is just a picture of who the job seeker is and what is needed to be successful.
- ▶ Discovery demands we not jump to conclusions.



WHY WOULD EMPLOYERS CUSTOMIZE?

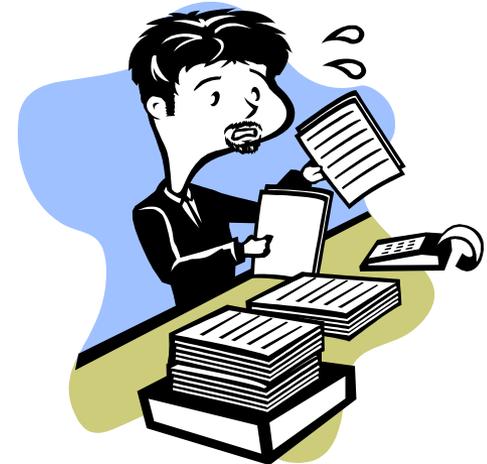
- ▶ Customized Employment is a “win-win” strategy that meets the needs of employers as well as job seekers



UNMET NEEDS IN THE WORKPLACE



All workplaces have unmet needs, even when fully staffed, but particularly in difficult economic times.



UNMET NEEDS IN THE WORKPLACE

Excess data entry



Assisting receptionist during heavy call times



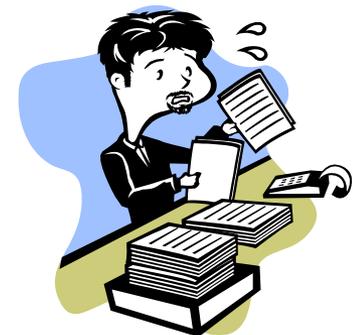
Employers can turn each unmet need into a task.

Relieving employees during break



Augmenting low producing employees

Performing episodic duties: collating for meeting



EVERYONE CUSTOMIZES...

- ▶ Most employees, soon after landing a “competitive job” begin subtly customizing the features of that job to meet their individual needs.
- ▶ Customized Employment simply seeks to start the process before the job is developed, in upfront negotiations with employers.
- ▶ Group Discovery provides the information the job seeker needs for those negotiations.



CUSTOMIZED EMPLOYMENT

- ▶ According to US DOL:
 - ▶ Customized employment means individualizing the employment relationship between employees and employers in ways that meet the needs of both.
 - ▶ Discovery creates an individualized determination of the strengths, needs, and interests of the person with a disability, which is then used to meet the specific needs of the employer.



FEATURES OF CUSTOMIZED EMPLOYMENT

- ▶ The customized relationship is completely voluntary on the employer's part
- ▶ Job seekers can decide about “positive disclosure” of the work impact of their disability or challenges
- ▶ Dovetails with on-going supports and other services, as needed



WHO NEEDS CUSTOMIZED EMPLOYMENT?

- ▶ Some people don't need customized employment to get a job.
- ▶ Some people need customized employment to keep a job.
- ▶ Some people need to customize to get the energy to think about working.
- ▶ Some people need customized employment to make all the other complexities in their life work.



WHAT JOB SEEKERS LEARN IN DISCOVERY

- ▶ Overview and introduction to Customized Employment
- ▶ Understanding who the job seeker is in relationship to work
- ▶ The conditions needed for success
- ▶ How to use the job seekers interests and contributions to find the job that fits them
- ▶ A list of employers who can use the job seekers contributions
- ▶ How to use the information learned to create an employment plan



SAMPLE ACTIVITIES THAT JOB SEEKERS PERFORM IN GROUP DISCOVERY

- ▶ Identify tasks the job seeker always enjoys doing – their dependable strengths.
- ▶ Make a list of different jobs and the duties performed in those jobs. Circle favorite duties to find which tasks use the job seekers dependable strengths.
- ▶ Interview people who know the job seeker
- ▶ Make a list of employers in the job seeker's neighborhood. Note which employers the job seeker wants to learn more about.
- ▶ Job seekers are provided with their own Discovery Portfolio – a binder with all the Discovery information they have compiled.



QUESTIONS?



LEAD CENTER *FREE* WEBINAR SERIES

- ▶ The LEAD Center will provide a new webinar on the last Wednesday of the month from 3:00p.m. EST - 4:30p.m. EST.
- ▶ Webinars will include three mini-series on:
 1. Economic Advancement
 2. Employment
 3. Leadership (Public Policy)
- ▶ The next mini-series will focus on public policy and its use toward improved employment outcomes for individuals with disabilities. www.LEADCenter.org/webinars



UPCOMING WEBINARS: EMPLOYMENT SERIES

July 31, 2013 from 3:00pm to 4:30pm EST

Discovering Your Potential: Using Discovery to Identify Your Employment Goals

Webinar will provide information on how to use Discovery – an alternative assessment tool proven to identify the strengths of job seekers with and without disabilities – to discover your personal employment goals. Participants will gain an understanding of components of Discovery, how to use these components individually or in preparation for Group Discovery, and the potential outcomes.

Target Audience: Individuals with Disabilities, Workforce Development Professionals and related stakeholders



WEBINAR ARCHIVE - CUSTOMIZED EMPLOYMENT

Promoting Employment - Introduction to Customized Employment and Customized Self Employment

Learn more about Customized Employment, including Customized Self-Employment, as a best practice. Participants will gain an understanding of how Customized Employment can support job placement efforts for a variety of job seekers both with and without disabilities.

<https://www.leadcenter.org/webinar-archive>



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THANK YOU

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