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Work Experiences as Expanded Discovery

An new look at a traditional employment strategy

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What is Discovery?

Discovery is a foundation employment support strategy, based on qualitative research, that provides an alternative to quantitative, comparative assessment procedures.

Discovery proceeds from the presumption that *all* individuals can benefit in terms of a rehabilitation outcome and seeks to answer the question: "Who is this person?"

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Discovery

"Discovery consists of looking at the same thing as everyone else and thinking something different"

Albert Szent-Gyorgyi (Nobel Prize winner who discovered Vitamin C)

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The role of discovery

Discovery provides, in a non-traditional, common-sense form, the information needed to determine *the strengths, needs, and interests** of any person with complex life issues.

* From DOL/ODEP definition

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The focus of discovery

- Conditions for Success
- Interests toward an aspect of the Labor Market
- Potential Contributions to Employers

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Initial Discovery

Initial Discovery consists of the facilitation of complete set of strategies as indicated in the Steps to Successful Discovery. The facilitator's presumption is that there will be sufficient "richness" in the individual's life to identify the *conditions, interests and contributions* necessary to plan for employment.

Occasionally, facilitators find that it is necessary to enhance or expand discovery to find the necessary information to plan.

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MG&A Enhancing Initial Discovery

Occasionally, it is necessary to enhance opportunities for observations and participatory activities when the individual's life has little richness.

Activities of this sort should be done as an aspect of initial discovery within the activities typically performed in initial discovery.

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MG&A Expanded Discovery

Expanded Discovery involves utilizing additional strategies such as internships and work experiences to gain additional information to enhance initial discovery.

Expanded Discovery may also utilize post-secondary educational/training environments as lens through which to see richer life activities for the individual.

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MG&A Work Experiences and Internships as a lens for Expanded Discovery

Work experiences and internships may be set up to provide enhanced opportunities through which to see individual's conditions, interests and contributions.

While most of these strategies have been designed to be unpaid, we recommend that paid internships are a preferred strategy, especially for adults.

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MG&A Purpose of work experience for transitioning students

- Provide a foundation for the expectation of employment for students
- Provide an array of experiences from which specific interests might emerge
- Provide increasing insight into necessary conditions for success and discrete contributions through skill building
- Provide information to guide curricular content in classrooms

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MG&A Types of Work Experiences and Paid Employment in Schools

1. Volunteering
2. Job Shadowing
3. Service Learning/Internships
4. General Work Experience
5. Matched Work Experience
6. Customized Work Experience

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MG&A Presenting at tech expo

Volunteering at community exposition

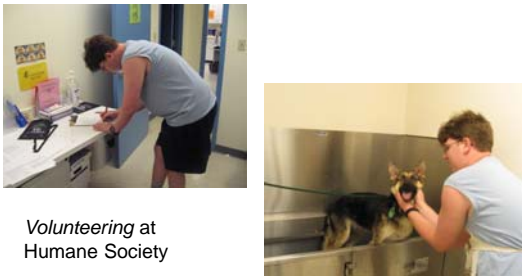


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Caring for vulnerable animals



Volunteering at Humane Society

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Learning specific tasks



Job Shadowing at airport fire and rescue unit

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Focusing on correctness



Job shadowing at county courthouse

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Editing the school yearbook



Service Learning

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Watering at the Feed and Seed



General Work Experience

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Delivering mail in school




General Work Experience

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Filing for State Highway Department


Matched Work Experience



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Filing records at county tax assessor


Matched Work Experience



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Customer contacts at Pest Control Company

Matched Work Experience



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Repairing changer in beverage company


Customized Work Experience



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Inventory control in library

Customized Work Experience



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Negotiated tasks in radio Station

Customized Work Experience:

Tasks from:

- Reception
- DJs
- Advertising
- Station manager



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What about Adults?

Unpaid work experiences should be used sparingly and individually for adults with disabilities. School and transition provides the best context for unpaid work experiences.

Since discovery is a primary rationale for these experiences, the adult job seeker's life should be the primary context. However, there are instances in which Expanded Discovery is helpful.

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When to use Expanded Discovery with adults

- When discovery indicates that a particular focus for experience is warranted
- When the job seeker insists that a work experience be developed
- When an employer indicates that an unpaid experience would enhance the likelihood for a job
- When specific information/benefit would be gained for a job seeker's interest area
- When there was a significant lack of "richness" in the individual's life.

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Discovery: The "Why" of Work Experiences and Internships

- To assure a "no fail" experience
- To provide a lens for developing and translating work skills
- To affirm or explore an area(s) of potential interest
- To determine the conditions that might be necessary for success
- To assist employers (and counselors?) to see competence

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Pathways to Employment: A national demonstration

Source America (formerly NISH) is funding a national demonstration on the use of paid internships as a form of Expanded Discovery in Utah and Massachusetts.

This demonstration is developing the evidence base that is necessary for systemic policy, practice and funding change.

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Types of Internships

Standard Internship: Duties reflect job descriptions in the business

Adapted Internship: Duties are carved from typical job descriptions

Customized Internship: Duties are determined through an Employer Needs/Benefits Analysis

Hybrid Internship: Duties are customized by employer reflecting the businesses hiring culture

Self-Employment Internship: Under development, will reflect micro-enterprise start-up

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How are Internships determined?

- **Initial Discovery** - all participants receive Discovery as a foundation service
- **Discovery Meeting** - all participants participate in a Discovery Meeting at the end of Discovery to determine whether Expanded Discovery is needed
- **Individual Choice** - all participant may choose up to three internships or they may choose job development for employment. The type of internship is negotiated with participants.

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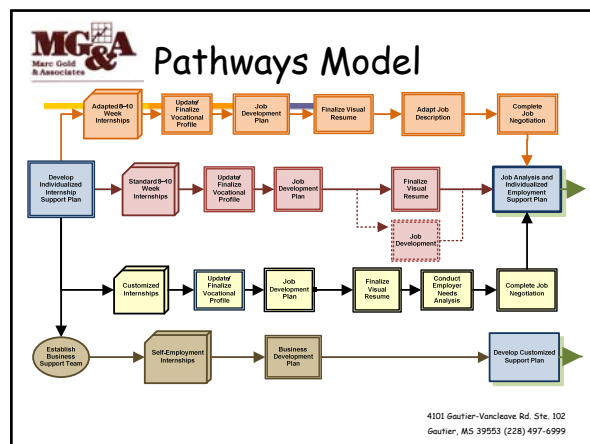
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MG&A Features of Pathways' Internships

- No fail/no exclusion model
- All get Initial Discovery
- Average of 22 hours/week @ minimum wage
- Job coaching with natural supports
- Expanded Discovery observations and notes during internship
- Discovery Meetings determine next steps

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MG&A Initial Discovery Stats

Name	Month Began Discovery	# of Discovery Activities	Ave Hrs / Discovery Activity	Ave Staff / Discovery Activity	Total Staff Hours
Matt D.	July 2012	18	1.18	2.00	45.00
Josh S.	July 2012	22	1.11	2.05	59.25
Jodi B.	July 2012	17	1.40	2.41	57.75
London M.	Aug 2012	15	1.37	2.27	56.50
Ethan S.	Oct 2012	18	0.98	1.67	33.75
James N.	Oct 2012	18	1.13	1.33	29.00
Brian M.	Oct 2012	13	3.56	1.78	46.25
Dustin B.	Jan 2013	16	1.44	2.00	49.20
Jace G.	Jan 2013	16	1.16	2.09	42.80
Zack D.	Jan 2013	20	1.35	1.80	48.80
Jenni E.	Jan 2013	18	1.14	1.61	33.65
Jessica S.	Mar 2013	6	2.25	2.0	26.5
Lisa C.	Mar 2013	15	1.31	1.59	42.0
Nathan P.	Mar 2013	11	.71	1.82	18.5
Suzanne B.	Mar 2013	11	.75	1.45	13.75

*Note: These stats are current through April 2013.
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MG&A Onsite Support Stats

Name	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Grand Total	Facilitator (Face-to-Face)	% of Time Spent (Face-to-Face)
Matt D.	34.23	62.00	48.25	-	-	-	-	144.48	57.00	39.45%
Jodi B.	-	17.00	29.00	-	-	-	36.0	82.0	72.25	88.11%
Josh S.	-	60.95	67.35	100.25	141.23	168.0	160.0	697.78	87.25	12.50%
London M.	-	-	-	24.75	19.25	12.00	-	56.00	19.25	34.38%
James N.	-	-	-	152.00	151.00	157.00	40.00	500.00	61.00	12.20%
Ethan S.	-	-	-	-	-	-	80.75	80.75	55.75	69.04%
Brian M.	-	-	-	-	-	-	-	-	-	-
Zack D.	-	-	-	-	-	-	-	-	-	-
Jenni E.	-	-	-	-	-	-	24.0	24.0	.75	3.13%
Jace G.	-	-	-	-	-	-	-	-	-	-
Dustin	-	-	-	-	-	-	-	-	-	-
TOTALS	34.23	139.95	144.60	277.00	311.48	337.00	340.75	1585.01	353.25	27.51%

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MG&A Expanded Discovery Stats

Name	Date of Discovery Meeting	Date to Begin Internship	# of Calendar Days Waiting to Begin	Agreed Hrs/Wk for Internship	Agreed Wks for Internship
Matt D.	Sept 20	Oct 15	25	18	10
*Josh S.	Feb 8	Feb 11	3	40	12
*Jodi B.	Dec 14	April 16	122	16	8
London M.	Sept 19	Jan 7	110	10	10
Ethan S.	Dec 12	Apr 8	102	30	12
James N.	Dec 13	Jan 7	25	40	12
Zack D.	Mar 14	May 6	52	25	12
Jenni E.	Mar 14	Apr 22	38	18	12
Jace G.	Mar 27	May 28	60	30	12
Brian M.	Jan 23	Pending	Pending	N/A	N/A
Dustin B.	Apr 5	Pending	Pending	N/A	N/A

Notes:
* Completed first Internship - this is the beginning of their second internship
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MG&A Career Clusters

From the National Association of State Directors of Career Technical Education Consortium

1. Agriculture, Food & Natural Resources	9. Hospitality & Tourism
2. Architecture & Construction	10. Human Services
3. Arts, Audio/Video Technology & Communication	11. Information Technology
4. Business Management & Administration	12. Law, Public Safety, Corrections & Security
5. Education & Training	13. Manufacturing
6. Finance	14. Marketing & Retail
7. Government & Public Administration	15. Science, Technology, Engineering & Mathematics
8. Health Science	16. Transportation, Distribution & Logistics

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Ethan, living the dream at the "U"



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Matt's internship at a motorsport company



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Josh had 2 manufacturing internships



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MG&A Marc Gold & Associates
Jodi's internship in a school



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James in a conference center and granite works



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Jennifer at a bridal supply company



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MG&A Marc Gold & Associates **Dustin in a market and museum**




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MG&A Marc Gold & Associates **Lisa in a bakery**




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MG&A Marc Gold & Associates **Tanner in a Library**



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MG&A Marc Gold & Associates **Denise in a school**



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MG&A Marc Gold & Associates **Zack in a Print Shop Tech**



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MG&A Marc Gold & Associates **Preliminary Data**

- 19 Employer Partners representing all sectors, 16 chosen by participant
- 30 Internships by 19 Interns
 - 4 interns have had 3 internships each
 - 3 interns have had 2 internships each
 - 12 interns have had 1 internship
 - 2 interns have dropped out*
 - 6 Interns hired

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Questions?

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