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FAST FACTS

Discovery: The First Phase of Customized Employment

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Customized employment is an approach to supporting individuals with significant disabilities to obtain competitive integrated employment using flexible, individualized strategies.

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Discovery is the first phase of customized employment; other phases include job search planning, job development and negotiation, and post-employment support.

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During discovery, employment specialists become familiar with the job seeker's daily routines, interests, learning preferences, and current skill set.

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Employment specialists gather information using a variety of strategies including conducting home visits, observing the job seeker participating in daily activities, assessing the job seeker's skills, and interviewing the job seeker, family, and other key people.

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As part of the discovery process, employment specialists connect with local businesses that align with the job seeker's interests to build relationships and understand employment trends.

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The strategies employment specialists use during discovery can be used by transition professionals as part of the transition assessment and planning process.

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