

# CUSTOMIZED EMPLOYMENT DISCOVERY

## INTRODUCTION

For students who have difficulty obtaining paid work through traditional methods, a customized employment approach can provide a more thoughtful, individualized plan that meets the needs of both the job seeker and the employer. The Discovery phase is the foundation to customized employment. Staff should first spend time developing a good understanding of the student's skills, strengths, and career goals. This will help match the student's abilities to the unmet needs of the business and position the person for successful, integrated paid employment. In this quick guide, we will look at Step 1 in the customized employment process: Discovery.

## WHAT IS MOST IMPORTANT TO LEARN DURING DISCOVERY?

Where this person is most at ease and most productive.

When the individual is most engaged and by what people or activities.

What supports are needed most in particular situations and how they are best delivered.

Situations and environments to be avoided.

