

## How It Works: Discovery and Exploration Process

Each job seeker is assigned a LiveWorkPlay Discovery Specialist who will get to know the job seeker, and his or her interests and skills. This process is not related to jobs that are currently available (we do not start the relationship by offering the candidate a list of job openings and asking them to choose).

The Discovery Specialist is like a detective who will be getting to know the job seeker's interests, gifts, and skills. The Discovery Specialist and the job seeker will meet and participate in activities and places of interest that will offer opportunities for the Discovery Specialist to see the job seeker's skills and interests in action as much as possible.

We pay attention to what is said by and about the person and by others who know the job seeker, but also what we see the person doing (sometimes we see capabilities and possibilities that the job-seeker and/or their support networks have not previously identified). As the Discovery Specialist builds a relationship with the job seeker, they will also suggest trying new activities together to get a better understanding of what new interests the job seeker might have and might want to further develop.

Vocational themes will emerge based on what the Discovery Specialist learns about the job seeker's interests, demonstrated skills, gifts, and energy. The Discovery Specialist deliberately focuses on the themes themselves and is not concerned with narrowing them to specific job ideas or job descriptions. This process is growth-oriented and designed to identify a wide range of career options.

Through the Discovery and Exploration process, the Discovery Specialist will develop a *job seeker profile* which will capture the essence of the candidate and will highlight their skills, competencies, and at least three areas/themes of vocational interest. The Discovery Specialist will develop a list of up to 20 employers per theme and secure a minimum of one employer networking opportunity per theme.

Employer networking is not about asking or auditioning for a job. It is a part of the Discovery and Exploration process. The Discovery Specialist and job seeker will visit and tour these workplaces to learn more about the industry and work environments that correspond to these themes.

Upon completion of the minimum three networking opportunities, the job seeker will approve their final employment profile, visual resume, resume, and employment plan. The employment team will be using this information for the next step: to job develop for the job seeker.

**Specific employment opportunities are identified as a potential match to the job-seekers profile only after the Discovery and Exploration period is complete. This is when Job Development begins!**

The Discovery Specialist will provide regular Job Development updates to the job seeker until a job match is found. If the Job Development process is not delivering results on or about 12 months of that phase of support, a thorough review will be conducted in collaboration with the job seeker, at which point recommendations will be made that might include a referral for different employment supports (for example, a different provider that has a different process or access to particular employers).