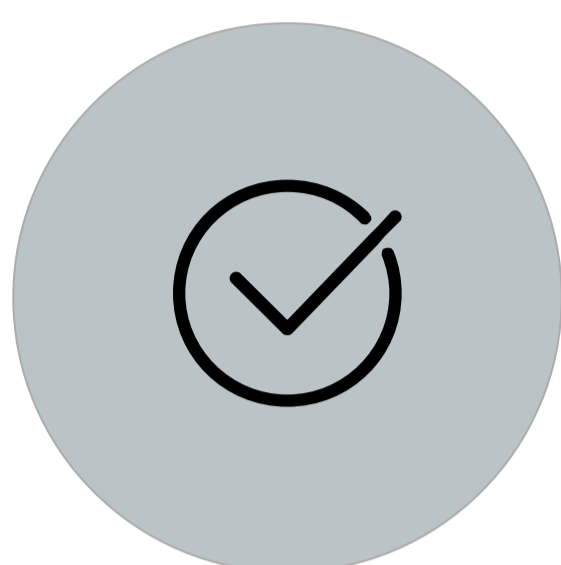


## Customized Discovery Referral Desk Guide

This desk guide is intended to assist VR counselors, their community rehabilitation partners, job candidates, their families, and teams in determining if Customized Discovery is the appropriate service for them given their expressed employment goals and unique circumstances.

State VR agencies offer a range of services to ensure that all job candidates can access the level of supports needed to achieve their individualized employment goals. When considering an authorization of Customized Discovery, be thinking about if the service makes the most sense for the job candidate given their unique circumstances, vocational goals, and the other menu of services available. Some individuals, regardless of their diagnosis or disability, may fit into existing job descriptions with minimal need to negotiate the position. But others may benefit from customization to better meet their ideal conditions of employment.



### MSD

WIOA specifically states that Customized Employment is for "people with significant disabilities", though it benefits many others as well. People with or without disabilities may not compete well in the open job market for variety of reasons.



### CIRCUMVENT COMPETITION

Difficulty with the traditional approach to job development, so likely doesn't fit existing job descriptions and/or won't compete well with traditional job descriptions. This includes those who want a job right away, utilizing traditional methods of supported employment.



### CONDITIONS FOR SUCCESS

There are conditions of employment that may require negotiation e.g., environment, work culture, schedule, tasks performed, etc.



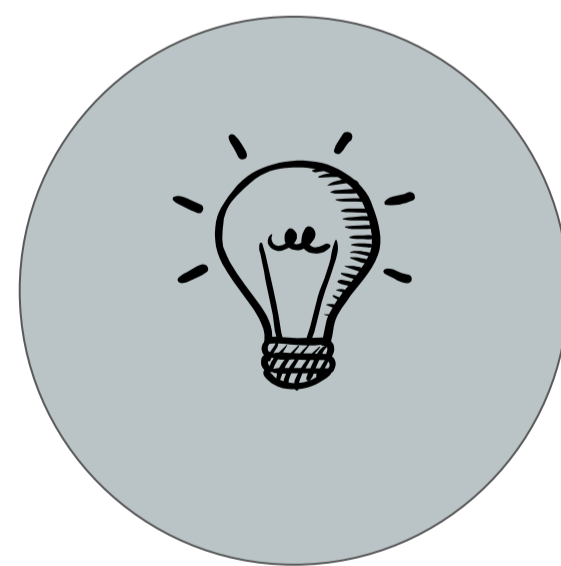
### LIMITED EXPERIENCES

Limited or inconsistent work history, no work history, or limited life experiences to draw from e.g., high school students and young adults, those who may have never worked in integrated, competitive employment, or exclusively worked in facility-based settings, and/or only participated in day services.



### COMMUNICATION

Job candidates who may be unable to articulate their interests and conditions for success, potentially due to their disability, or possibly due to lack of experience and exposure, or due to language or communication barriers, etc.



### \*REMEMBER

Customized Discovery is an alternative to assessment for the professional working with the individual, to get to know who that individual is, how they best learn and are supported, and to identify the vocational themes and conditions of employment that will inform and guide Customized Job Development.