

Discovery Fidelity Scale*

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The Purpose

The Florida Developmental Disabilities Council, Inc. awarded a project to the Center for Social Capital in 2016 to research and improve Discovery practice. Discovery is the initial phase in Customized Employment that assists employment seekers who experience a disability. Customized Employment promises superior employment outcomes and good jobs, at good wages, that last for citizens with significant disabilities. Discovery reveals the employment seeker's relationships during the Home and Neighborhood visit, his or her skills and support needs during Discovery Activities, and employment possibilities by completing Informational Interviews with businesses. Discovery helps those who are working on behalf of the employment seeker learn the ideal conditions for employment.

The Discovery Fidelity Scale (DFS) contains recommended practices to encourage Discovery implementation in a thorough and consistent manner. The development of this fidelity scale relied significantly on the input and guidance of two national organizations, Griffin-Hammis Associates (GHA) and Mark Gold and Associates (MGA). These two organizations have thoroughly defined Discovery and are knowledgeable trainers and teachers of Discovery, Customized Employment, and Supported Employment. In addition to the exemplary Discovery teachings of these two organizations, this project incorporated experiences of Discovery practitioners from Florida and California.

Phase 1 of DFS field implementation began with training and authorizing select DFS Administrators, and subsequently reviewing their completed DFSs. Data collected from these reviews was used to revise DFS tenets and strengthen their reliability. A national panel of Discovery and Customized Employment experts participated in a Delphi process to increase consensus, the face validity, of DFS tenets. The results of this study have been accepted for publication in the *Journal of Vocational Rehabilitation*, Riesen, T., Hall, S., Keeton, B., and Jones, K. (in press) Customized Employment Fidelity Discovery: Developing Consensus Among Experts.

Professionals administering the DFS must be trained and authorized to ensure reliable and valid implementation. Use of the DFS without requisite training of authorized DFS Administrators is prohibited. Prior to DFS training, all administrators should have professional working knowledge of Customized Employment and Supported Employment and understand how a customized approach to employment is different from a competitive approach. The DFS is a tool to ensure Discovery services are consistently implemented with integrity and quality. Delivering Discovery with fidelity demonstrates quality adherence to its key processes, including timeliness, which increases the likelihood of a good stable job for the employment seeker.

Limitations

The fundamental hypothesis is that the fidelity tenets contained in this scale correlate with successful employment outcomes through Discovery and Customized Employment. Field-testing is underway in several states to both evaluate and improve DFS tenets to ensure they positively correlate with employment success. By extension, States and providers of Discovery Services that practice Discovery with fidelity to this scale can expect more stable employment of citizens with significant disabilities at higher annual incomes.

Introduction to Discovery

Every Vocational Rehabilitation Local Area Office in the United States may authorize payment for Discovery services for persons with significant disabilities as a part of Customized Employment. Discovery is recognized as a billable service through the federal Rehabilitation Services Administration. The Centers for Medicare and Medicaid Services (CMS) also provided both definitional and financing guidance and encouragement for delivering Discovery and Customized Employment as a Medicaid funded service. Discovery and Customized Employment pilots and training seminars have occurred in most states, stewarded by the United States Department of Labor, Office of Disability Employment Policy.

Discovery is the initial step in a customized approach to employment for someone with significant challenges. Discovery takes between 24–60 hours over 5–9 weeks. Discovery is an alternative to a traditional assessment or evaluation to determine employability. Discovery assumes employability. The employment seeker cannot fail Discovery. Discovery presumes more citizens with developmental or intellectual disabilities, significant mental health needs, and others with multiple challenges to employment can be employed by using an individually customized approach to employment. The Discovery process helps reveal significant information about the job seeker to be used during Job Development following Discovery. While a competitive approach to employment matches citizens with disabilities to nearby job openings, this customized approach to employment utilizes thorough information about the individual job seeker via Discovery, coupled with highly individualized job development, job site training, and other customized employment strategies, including interest-based employer negotiation.

Discovery is not a Stand-alone Service

Discovery, the initial step within Supported and Customized Employment, should not be delivered as a stand-alone service. Discovery should be included in a referral for Customized Employment. The Discovery process should be explained to all potential support team members, including family members, educators, the case manager, and other supports and services personnel, including both day and residential services. Before Discovery begins, the primary person working on behalf of the employment seeker should complete all necessary paperwork, demographic information, and secure Customized Employment funding authorizations.

Discovery begins with identifying the Discovery Staging Record (DSR) or Vocational Profile format to be used for recording employment seeker information during the Discovery process. Immediately after completing Discovery, Job Development begins, followed by Job Site Training (which often includes systematic instruction), and Ongoing Support and Follow-along services. This means that when Discovery is used for students still in school, it should result in a real job working evenings, weekends, holidays, and in the summer. This may also include working at a business separate from the school facility during regular school hours, if employment is a part of the student's individual education plan. A temporary unpaid or paid work experience is not the same as the experience that results from securing employment through Discovery and Customized Employment. Ensuring someone with significant challenges continues to work in a good job at good wages may require additional jobsite training, position modifications, and/or different supports.

Discovery is an Alternative to Assessments and Evaluations

Implementing Discovery with fidelity means using Discovery as an alternative to evaluating someone to determine feasibility for a particular kind of work. Discovery does not result in a prediction of what sort of job should be sought based only on the person's current work skills. Discovery is a thorough description of a job seeker to better determine how to proceed with the next step, Job Development. Discovery is never used to assess what the employment seeker can and cannot do before deciding whether to authorize more services. Discovery assumes employability with needed supports and is not to be used to determine whether someone is employable or designated as "unemployable."

Essential Features of Discovery

- An employment seeker cannot "fail" Discovery.
- Each person is unique and has specific contributions of value in the labor market.
- The employment seeker is the leader of his or her own Discovery process.
- Discovery begins with engaging the employment seeker's family, friends, and community supports.
- In Discovery, those who assist the employment seeker achieve a much greater understanding of the employment seeker.
- Discovery customizes employment around someone's life, not the other way around.
- Discovery reveals the person at his or her best and leads the individual to paid employment, working at his or her best.
- Discovery is about learning what's important about school, about work, and about income needed for financial stability.
- Discovery shows what the employment seeker can do, likes to do, and needs help doing.
- Discovery observations are always written objectively in descriptive sentences, reporting what is seen and heard in a positive manner.
- Discovery assists in getting to know someone "where the person is most who she or he is." (Michael Callahan)
- Discovery does not evaluate whether someone can work. Discovery helps determine how best to proceed to ensure employment success.
- Discovery does not assess or evaluate the employment seeker's readiness.
- Discovery should never be used to determine which work experiences the employment seeker should try out to become "more ready" for employment.
- Discovery determines the employment seeker's support needs in various kinds of work.

- No portion of Discovery, including the process of informational interviewing within Discovery, is Job Development. Job Development is the phase that immediately follows Discovery.
- Discovery is not determining whether the employment seeker is motivated to work or to discover his or her motivators.
- Concluding Discovery with a work experience, a volunteer experience, or paid or unpaid “try outs” are not acceptable next steps following Discovery. Real employment is.
- Job Development begins immediately after Discovery because a paid employment outcome in a real job in the community is the only purpose of Discovery.

To ensure you are using the latest version, December 2018, of the Discovery Fidelity Scale, please download the latest revised version from the Griffin-Hammis Associates website, www.griffinhammis.com.

The Discovery Fidelity Scale

The promise of the Discovery Fidelity Scale is successful employment for the employment seeker, by implementing Discovery tenets described in the scale with acceptable accuracy. Adequate Authorizations, Access, Financing, and Provider Quality are critical Discovery Systems components. Home and Area Visits, Discovery Activities, Informational Interviews with businesses, a Vocational Profile Review, and an Employment Plan are critical Discovery Services components. The Discovery Fidelity Scale is divided into two sections. The first section is **Discovery Systems Fidelity**, and the second section is **Discovery Services Fidelity**.

Discovery Systems Fidelity

1. Authorization and Access
2. Financing
3. Discovery Providers

Discovery Services Fidelity

1. Home and Area Visits
2. Discovery Activities
3. Informational Interviews
4. Vocational Profile Narrative Review
5. Employment Plan

How the Discovery Fidelity Scale works:

- The eight components of Discovery Fidelity have tenets for each particular component. Each tenet is scored by determining which of four unique scalable fidelity definitions under the tenet best matches current implementation of that tenet. Choose only one of the four fidelity descriptions for each tenet. Unacceptable, Acceptable, Good, and Exemplary should be chosen for each tenet.
- When in doubt among the four scalable selections, the selection that has the lower score should be checked. The Fidelity descriptions are:
 - Unacceptable (Score -1)—the most appropriate description of circumstances when compared to the other 3 options.
 - Acceptable (Score +1)—the best description of circumstances when compared to the other 3 options.
 - Good (Score +2)—the best description of circumstances because all of BOTH Acceptable and Good circumstances are present.
 - Exemplary (Score +3)—the best description of circumstances because ALL circumstances of Acceptable, Good, and Exemplary are present.
- All Scores are totaled at the end of the Scale.
- Timeliness is a critical component of the Discovery process. It is recorded at the end of the Scale.
- The word “employment specialist” is used throughout to mean the person who works 1:1 with the job seeker to ensure successful employment. Other common terms are: job developer, job coach, support and follow-along specialist, and vocational specialist.

Discovery Fidelity Scale

Fidelity Level Criteria:

+3 = Exemplary Fidelity (also meets all elements of Acceptable and Good Fidelity)

+2 = Good Fidelity (also meets all elements of Acceptable Fidelity)

+1 = Acceptable Fidelity

-1 = Unacceptable Fidelity

Part 1. Discovery Systems Fidelity

Authorization and Access. Discovery is an alternative to vocational assessments and evaluations. It is the initial component of Customized Employment (CE) or a customized approach to Supported Employment (SE). Financing Discovery accurately means it is paid for by State Vocational Rehabilitation and/or State Medicaid in agreement with the Centers for Medicare and Medicaid Services (CMS) employment financing and rate development guidance. This federal agency gave accurate financing guidance on Discovery, SE, and CE to ensure each state uses a reasonably principled analysis of provider’s costs to determine rates.

Discovery Systems Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
1.1 Discovery is an alternative to vocational assessments and evaluations for anyone eligible for CE or SE.	Discovery is authorized only for people who have the most significant challenges to employment from among those who are eligible for CE or SE.	Discovery is authorized as an alternative to traditional assessments or evaluations for persons eligible for CE or SE.	Discovery is authorized for anyone eligible for CE or SE who wants to become employed.	Discovery authorization includes working-age students who have significant disabilities.	

Discovery Systems Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
1.2 Discovery is authorized as a part of CE or SE.	The Discovery service is authorized separate from CE or SE.	Discovery is authorized as the initial process of a CE or SE referral for services.	Discovery is authorized to the specific agency who will also deliver all of the employment seeker's subsequent CE or SE services.	Discovery is authorized to a specific agency and an employment specialist who provides Discovery and all subsequent CE or SE employment services.	

Financing

Discovery is financed accurately by Vocational Rehabilitation and/or State Medicaid in agreement with the Centers for Medicare and Medicaid Services (CMS) employment financing and rate development guidance to ensure each state uses a reasonably principled analysis of provider's costs to determine rates for Discovery, Supported Employment, and Customized Employment.

Discovery Systems Tenet 1	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
1.3 Discovery is accurately financed.	A single payment rate is used to fund Discovery, without accounting for individual provider's differing costs.	The Discovery payment rate to a provider of the service is adequate to ensure Discovery services are delivered by a trained, skillful, positive, creative, and experienced employment specialist.	The Discovery payment allows increased provider funding when Discovery requires more hours than originally authorized.	Every provider is paid a reasonable and individualized rate for their Discovery services based on their actual costs.	

Discovery Providers

Providers give everyone eligible for Supported Employment access to Discovery, Supported Employment, and Customized Employment. Every Employment Specialist is a dedicated employee, only providing integrated community employment through Supported Employment or Customized Employment. The Employment Specialist delivers all phases of Discovery, Job Development, Job Site Training (including systematic instruction as needed), and Follow-along Supports in a high-quality manner.

Discovery Systems Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
1.4 Provider are funded to give all eligible employment seekers access to a high quality and complete Discovery service.	Providers abbreviate or leave out some Discovery services when funding is inadequate to deliver Discovery in its complete form.	Providers deliver high quality and complete Discovery services and are paid reasonable rates that cover their costs.	The Discovery payment rate is sufficient to ensure at least one experienced and qualified Discovery service provider.	Providers of Discovery are funded to ensure the service leads to consistent employment outcomes at livable wages.	

Discovery Systems Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
1.5 The Employment Specialist or a single qualified person provides all CE or SE employment phases.	Discovery services are delivered by different personnel than people who provide the other CE or SE services.	Discovery is delivered by someone who only provides CE or SE services.	Discovery is delivered by the same person who provides the job development and job site training services.	Discovery services are delivered by the same person who delivers all CE or SE services, including long-term support follow-along support.	

Part 2. Discovery Services Fidelity

Home and Neighborhood Visits [during first week of the Total 5-9 weeks Discovery process, 25-60 Total hours of Discovery services]

The Employment Specialist meets with the employment seeker (two to four hours) at his or her home if possible. When a home visit is not possible, the meeting occurs in a mutually agreed to place other than a disability agency. Attendees should include family, friends, and invited others. The purpose of the meeting is to learn:

- a) what is important to the employment seeker,
- b) financial requirements,
- c) government benefits,
- d) benefits planning
- e) interests,
- f) daily routines, chores, activities the employment seeker participates in,
- g) the skills used by the employment seeker,
- h) the supports needed to complete tasks,
- i) the community places the employment seeker may visit, and
- j) transportation options.

A conversation takes place to learn what is important to the employment seeker and to learn new information about the employment seeker, without evaluating or judging. If given permission and it is appropriate, the Employment Specialist sees the employment seeker's bedroom, other personal spaces, belongings, possessions, what's displayed, and what's important to him or her. Through neighborhood and area visits, the Employment Specialist becomes familiar with area businesses, available transportation, and the employment seeker's personal connections, relationships, and use of community places. The neighborhood and area visits may be completed before, in conjunction with, or after the home visit. Area and neighborhood visits will customarily take two-four hours.

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.1 Discovery begins with an interview in the job seeker's home or a mutually acceptable place in the community.	If a home visit or a visit to a mutually acceptable place in the community cannot be arranged, a meeting is held at the provider's office or school.	During the home visit, the employment specialist gathers information about the employment seeker's daily life.	During the home visit, the employment specialist gathers information about the employment seeker's relationships.	During the home visit, the employment specialist captures quotes from the employment seeker and his or her family and friends.	

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.2 A conversational style is used during interviews with the employment seeker, family, members, and others for information and understanding.	During the home visit, the employment specialist meets with the employment seeker and his or her family to ask questions and fill out forms.	During the home visit, the employment specialist uses an open conversational style to gather information about the employment seeker's chores and responsibilities.	During the home visit, the employment specialist learns information about the job seeker's contacts, connections, and relationships.	During the home visit, the employment specialist gathers information through natural conversation and interactions that include walking around the home with the employment seeker.	

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.3 Observe and learn about the employment seeker's personal spaces during visits to the employment seeker's home.	When visiting the employment seeker's home, the employment specialist assesses the job seeker's grooming, the organization of the home, and the home's cleanliness.	When visiting the employment seeker's home, employment specialist learns about things important to the employment seeker, his or her belongings, and how they are used.	When visiting the employment seeker's home, the employment specialist learns the history and background behind the employment seeker's valued possessions and expressed interests.	When visiting the employment seeker's home, the employment specialist learns about the employment seeker's interests and preferred activities or hobbies, including how he or she spends time.	

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.4 The Employment Specialist learns about the employment seeker's neighborhood and area.	The employment specialist conducts internet research or drives through the area to learn about businesses and area landmarks near the employment seeker's home.	The employment specialist explores the employment seeker's neighborhood and area by walking with and talking to neighbors, business owners, and other knowledgeable community members.	The employment specialist conducts neighborhood and area visits at times necessary to meet with key people, including evenings and weekends.	The employment specialist includes others in several walks in the neighborhood and area to learn about it from different perspectives.	

Discovery Activities [3-5 activities over two weeks]

Following the Home Visit, the Employment Specialist, along with other team members invested in the job seeker’s success, identifies and schedules three to five activities, beginning with those the employment seeker is familiar with, and moving to activities or places that are related but less familiar to the employment seeker. The Employment Specialist and other team members support the employment seeker as necessary to complete these activities, observing the skills used, tasks, supports needed, adaptations used, and learning needs. Additional less familiar places are visited based on emerging vocational patterns.

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.5 The Employment Specialist observes the employment seeker as he or she completes familiar activities, assisting as necessary.	The employment specialist conducts an initial assessment or try-out at a pre-determined site to learn about the employment seeker’s skills, to find out what he or she can and cannot do.	The employment specialist observes the employment seeker actively participating in two or three familiar activities in his or her community or home that demonstrate multiple tasks and skills and reveal potential support needs, assisting as necessary.	The employment specialist observes the employment seeker completing more than three familiar community activities that demonstrate his or her unique skills, interests, and support needs, assisting as necessary.	The employment specialist identifies emerging vocational patterns and preferences based on information gathered during Discovery Activities.	

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.6 The Employment Specialist or others assist the employment seeker to complete several activities in less familiar places based on vocational preferences and emerging vocational themes.	The employment specialist uses consistent pre-established job sampling sites to assess the employment seeker's skills.	The employment specialist uses information gathered during less familiar activities to identify skills, support needs, and potential vocational themes.	The employment specialist gathers information related to the employment seeker's skills and support needs by observing him or her participating in activities in different community locations.	The employment specialist creates opportunities at local businesses for the employment seeker to participate in activities related to the employment seeker's skills and potential vocational themes.	

Informational Interviews [3-5 interviews over two weeks)

The Employment Specialist documents the employment seeker's vocational themes or preferences and conducts one or two informational interviews for each of the employment seeker's vocational themes. Based on these themes, the Employment Specialist schedules appointments with businesses owners or managers to do informational interviews. Unless there were agreed upon reasons to conduct the informational interviews without the employment seeker, the employment seeker participates in the informational interviews. The informational interviews are conducted using a conversational style with open-ended questions if necessary. The employment seeker and the Employment Specialist seek advice on careers, the business, business needs, its goals, uncommon aspects of the businesses, and the work. Workplaces are described in details, depicting the business culture, and identifying jobs and tasks that match the employment seeker's vocational themes or preferences. The information obtained during the informational interviews guides future Job Development.

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.7 The Employment Specialist and the employment seeker, to the extent possible, completes Informational Interviews with several businesses that align with the employment seeker's, skills, tasks, interests and vocational themes.	The employment specialist conducts informational interviews by going to businesses with potential job openings, to inquire about the possibility of the employment seeker becoming employed.	The employment specialist and employment seeker, to the extent possible, conducts three to five informational interviews in businesses, without apparent job openings, that match the employment seeker's vocational themes.	The employment specialist and employment seeker gather recommendations and feedback from business representatives during informational interviews to expand the employment seeker's career exploration.	The employment specialist ensures the employment seeker has the opportunity to work on new tasks in businesses that match his or her skills or vocational themes, assisting as necessary to achieve success.	

Vocational Profile Narrative Review [completed in one or two weeks]

The Discovery Staging Record or Vocational Profile documents a review of information, revisiting or redoing past steps, adding additional Home or Area visits, Interviews, Discovery Activities, and Informational Interviews as necessary. The Vocational Profile Narrative Review includes all information to date, identifies the ideal conditions for the employment seeker’s employment and the reasons for choosing particular vocational themes. If additional information is required, the Employment Specialist and the employment seeker schedule additional Home or Area visits, other Interviews, other Discovery Activities or Informational Interviews.

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.8 Review information collected to date, revisiting and including additional Discovery information as needed, to complete the Vocational Profile.	To complete the vocational profile, the employment specialist asks detailed questions and records the employment seeker’s, family member’s, and others’ answers.	The vocational profile includes an analysis of what was learned during the entire Discovery process, including information on the employment seeker’s strengths, relationships, necessary supports, and interests.	The vocational profile identifies the employment seeker’s ideal conditions for employment, skills, potential job tasks, and vocational themes, supported by evidence gathered during Discovery.	The vocational profile includes additional activities, changes, and corrections to what was learned throughout the Discovery process.	

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.9 The Vocational Profile Narrative describes the completed Discovery process and answers the question: Who is this person?	The vocational profile documents how the employment seeker performed to determine possible jobs.	The vocational profile is a descriptive narrative, written in a positive, affirming, optimistic manner.	The vocational profile documents the employment seeker's skills, and accomplishments, and necessary supports, through narrative descriptions, videos, and/or pictures.	The vocational profile includes a next-steps list for subsequent Job Development.	

Employment Plan [completed in one or two weeks]

The Vocational Profile or Discovery Staging Record is completed with a written Employment Plan using Discovery information for the next step: Job Development. The Employment Seeker and the Employment Specialist have individual planning discussions with team members and/or conduct a formal planning meeting, to review the information gathered during Discovery, generating specific businesses to contact for Job Development that align with the employment seeker's identified and potential skills and vocational themes. The Employment Plan includes either extensive employment leads, generated at a final Discovery planning meeting, and/or from a list of 20 specific local businesses for each Vocational Theme. Job Development begins immediately following, within one to two weeks after completing the Employment Plan.

Discovery Services Tenet	Scoring				Fidelity Score
	Unacceptable - 1	Acceptable + 1	Good +2	Exemplary +3	
2.10 The Employment Specialist, the employment seeker, and members of the employment seeker's team, hold an in-person meeting, have joint online communication meetings, or other joint communication to create an Employment Plan that contains businesses to contact for Job Development.	The employment specialist reviews the information gathered during Discovery and creates a next-steps plan, without creating an employment development plan of specific employers for the job developer to contact.	The Discovery planning meetings conclude with an employment plan, approved by the employment seeker, that contains conditions for successful employment, the job seeker's potential skills and contributions, necessary supports, and specific businesses for the job developer to contact.	The employment plan includes dozens of local business contacts that relate to the employment seeker's identified and potential skills, interests, and vocational themes.	The employment plan team members assist the job developer to implement the plan by facilitating introductions to identified businesses.	

Authorized Reviewer*	
Department/Contact Information/email	
Date	
Authorization and Access Component Score	
Financing Component Score	
Discovery Providers Component Score	
Home and Neighborhood Component Score	
Discovery Activities Component Score	
Informational Interviews Component Score	
Vocational Profile Narrative Review Component Score	
Employment Plan Component Score	
Total Discovery Fidelity Score	
Previous Discovery Fidelity Score and Date (optional)	

Timeliness Scores

Home and Neighborhood Component completed within 5-9 weeks Score +1	
Discovery Activities Component completed within 2 weeks Score +1	
Informational Interviews Component completed within 2 weeks Score +1	
Vocational Profile Narrative Review completed within 1 or 2 weeks Score +1	
Employment Plan Component completed within 1 or 2 weeks Score +1	
Discovery completed within 17 weeks Score +5	
Total Timeliness Score between 0-10	

Professionals administering the Discovery Fidelity Scale (DFS) (all rights reserved) must be trained and authorized to ensure reliable and valid implementation of the scale.