Discovery and Employment

Discovery is the process of understanding who you are and what are your ideal conditions of employment.

It is the underpinning process in Customised Employment, an evidence based process that supports real meaningful employment in the community, not simply a any job will do process common to much of what we call employment services.

Why Does This Matter?

Employment rates for people with a disability are largely unchanged over the past thirty years, despite billions of dollars being spent on employment programs for people with a disability. Australian Disability Enterprises are yet to offer open employment in the community in any real meaningful way that will have a significant impact on employment and career options.

Now, with the National Disability Insurance Scheme funding Discovery, it’s important that if you choose a provider for your employment journey that you know what to ask to ensure that you get real Discovery, not just another shortcut. If you choose to embark on the journey of Discovery yourself, you need to know a few things that will support your journey and also help you understand if you need help.

Centre for Disability Employment Research and Practice

A Little About the Centre

The Centre was founded to focus on developing the evidence base for disability employment practice. It builds on existing evidence to evolve disability employment practice. This includes not just undertaking research, but also work with service providers, families, communities, business and government to educate, inform, support and change policy and practice.

Want to Know More?

You can contact the Centre by email or phone.

Email: info@cderp.com.au

Phone: 03 8658 5983

Web: www.cderp.com.au

Office: L24 - 570 Bourke St, Melbourne 3000

Office is by appointment only.
What Discovery Is.

Discovery is a highly individualised process that starts with you and is always about you.

Discovery starts in the home with the client and family visit. Why? Home is where we surround ourselves with the things that interest us, the things we do and the people who know us. It’s an opportunity to have a purposeful conversation about who you are, what hobbies you have and talk about what you might’ve done and would like to do.

Discovery is about the employment support staff or consultant walking around your neighbourhood to understand things like transportation options, possible employment opportunities that might be hidden in your community and generally understanding what barriers might exist to you gaining and maintaining employment.

Discovery is about taking you to places where you can display your skills that might have application in employment.

Discovery is about developing three core employment themes that will guide the employment development process later on. These are based on your interests, skills and community opportunities.

Discovery is about you meeting employers in your community and work experiences that further refine your potential employment pathway. It’s also about you adding to your skills base and showing potential employers your passion for employment.

Discovery is about you and your community.

What Discovery Isn’t.

Discovery doesn’t start and continue in the providers office.

Discovery isn’t sitting in a room learning how to write resumes and use a computer to job search on a website.

Discovery isn’t asking you what you would like to do and then approaching employers for jobs.

Discovery isn’t ignoring your community and what secret jobs that it has to offer.

Discovery isn’t job customisation or carving without you having the opportunity to undertake work experience.

Discovery isn’t a job service telling you what you should do - but it is about working with you to find out where your skills, interests and passions make sense.

Discovery isn’t sitting in a classroom with ten strangers being taught to be job ready - you were born job ready. We just have to find out what that job is.

Discovery isn’t about developing three core employment themes that will guide the employment development process later on.

Discovery isn’t about you meeting employers in your community and work experiences that further refine your potential employment pathway.

Discovery isn’t about you and your community.

Can I Do This Myself?

Yes, You Can!

To cater for the needs of those individuals and families with the desire and capacity to take their own employment journey, Self-Guided Discovery was developed to guide you through the employment process. Just remember that Customised Employment and Discovery are usually undertaken with properly trained professionals.

If you have strong advocacy skills and a strong family network, you can undertake the employment process using Self-Guided Discovery either by yourself or with the support of a Disability Employment professional.

Self-Guided Discovery is the ultimate expression of choice and control - the bedrock of the NDIS. Self-Determination and Self-Advocacy are important outcomes that support real employment.

Still not sure, maybe we can help point you in the direction of a provider that delivers real Discovery.