

 **Customized  
Employment:  
Application and  
Validation Project**

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**Everyone** can work - **Zero Exclusion**

Everyone is ready now - **Ideal Conditions**

**Everyone** has the right to work - **Self-Sufficiency**

**Everyone** has skills & assets - **Discovering Personal Genius**

**Everyone** can contribute - **Economic Development**

Everyone is connected - **Social Capital**

**Everyone** means **Everyone**

\* **Principals of Customized Employment**

# \* Progress

- \* ODEP (Office of Disability Employment Policy) first recognized Customized Employment in 2001
- \* CMS (Centers for Medicare and Medicaid) recognized CE in 2011
- \* RSA (Rehabilitation Services Administration) recognized it in 2013
- \* CA becomes 12<sup>th</sup> state to pass Employment First policy in 2013
- \* Bi-partisan support to end 14c in 2016
- \* CA presents Competitive Integrated Employment blueprint in 2017
- \* States are continuing to pass executive orders and legislation making employment for people with disabilities a priority
- \* Parents are demanding employment for their sons and daughters
- \* Self-Advocates are fighting discriminatory practices - and winning

# \*What is the Discovery Fidelity Scale?

- \* Fifteen tenets
- \* Identified and reviewed by experts
- \* Tested in the field

[http://www.griffinhammis.com/images/DFS\\_March\\_2018\\_Updated3-5.pdf](http://www.griffinhammis.com/images/DFS_March_2018_Updated3-5.pdf)

## \*Discovery Fidelity Scale (DFS)

\*DFS Administrators trained: 16

\*Discovery records reviewed: 40

\*Interviews with DFS Administrators: 18

\*Tenets revised: 100%

\* California was the first state to field test the DFS

## ACRE Certificate Training on Community Employment; focus on Customized Employment

A total of 131 people from 83 different agencies spanning 6 counties attained their certificate.

This exceeded the goal on counties reached and people trained.

\* Attendees included parents, self-advocates, employment agency staff, educators, Employment Development Department, Dept. of Rehab., and regional center staff.

# \* Lessons learned

- \* Communication/collaboration at all levels is key
- \* Building vendor capacity is essential
- \* Ongoing training and technical assistance required
- \* Buy in is critical
- \* Nothing changes when nothing changes



# \* Impact on CA?

- \* Increased collaboration between partners
- \* Community of Practice
- \* DOR implemented first pilot of CE funding, referencing tenets of the DFS and requiring ACRE training
- \* DOR utilizing DFS tool to assess Discovery conducted as part of pilot
- \* Recognized around the nation for the groundbreaking field testing
- \* Selected to continue research project
- \* Evidence based research will reflect the California contribution
- \* *Journal of Vocational Rehabilitation; 2019*



# \* What participants are saying...

- \* “It works! People who have been sitting at home for years are working now!”
- \* “I’m not sure if it is something you were intending with this grant, but other agencies are changing the way that they work because of this!”
- \* “This is the first time some of the people we work with have ever been seen for their skillsets not disabilities.”
- \* “Reviewing our services through the DFS really solidified things for my staff”
- \* “Teachers are hungry for it”
- \* “Conversations around funding are changing”
- \* “Providers are becoming aware of individuals rather than seeing them just on paper or as a number or name”



# Next Steps

*Thank  
you*

