

Department of Rehabilitation's – Customized Employment (CE) Support options

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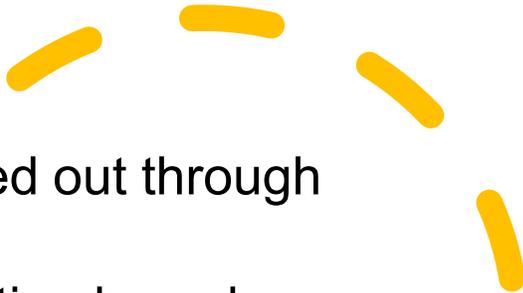
DOR's definition of Customized Employment

Customized Employment (CE) as authorized by a Qualified Rehabilitation Professional (QRP) / Senior Vocational Rehabilitation Counselor (SVRC) and provided to a DOR consumer by a Community Rehabilitation Program (CRP), refers to competitive integrated employment, for DOR consumer with a significant disability, that :

- is based on an individualized determination of the strengths, needs, and interests of the DOR consumer with significant disability,
- is designed to meet the specific abilities of the DOR consumer and
- the needs of the business.



Strategies



Customized Employment is carried out through flexible strategies, including:

- Customizing a job description based on current business needs or on previously unidentified and unmet business needs.
- Developing a set of job duties, a work schedule, specifics of supervision and determining a job location
- Representation by a professional chosen by the DOR consumer, or self-representation of the DOR consumer, in working with a business to facilitate placement.
- Providing services and supports at the job location.

Four Components of Customized Employment

- **Discovery** – gathering information to determine the consumer’s interests, skills and preferences related to potential Jobs, including identifying 3 Vocational Themes and a list of 20 or more potential employers.
- **Planning for Customized Employment** – using information gathered during Discovery, a plan to achieve meaningful employment, is developed to determine a list of potential businesses and conduct an analysis of benefits.
- **Business Negotiation and Job Site Analysis** – When a potential employer is located, negotiate a customized job, along with the provision of supports and terms of employment that match the consumer’s interests, skills and conditions necessary for success and that fill an unmet need of the business.
- **Onsite Training and Supports** – The CRP is responsible for ensuring the consumer is adequately trained to successfully complete assigned tasks and working with the business to ensure on-going supports are in place.



DOR
Requirement
to deliver
Customized
Employment
(CE)

- Community Rehabilitation Partners (CRPs) with DOR may deliver the service if:
 - The Staff providing the services have completed the 40-hour CE training and received their Customized Employment ACRE Certificate
 - The CRP Staff must have prior experience working with DOR Consumers with disabilities.
 - And have a DOR Certification must be maintained in the appropriate category.

DOR is using Milestone Payments for its support of Customized Employment (CE)

- The rates are:

• CE – Discovery (per person) -	\$ 3,000
• CE – Planning for Customized Employment (per person) -	\$ 500
• CE – Business Negotiation & Job Site Analysis (per person) -	\$ 1,600
• CE – Onsite Training and Supports – (per person) -	\$ 2,600

- DOR has partnered with a number of Regional Centers to jointly fund Customized Employment. DOR and RCEB have not finalized any agreement at this time.



Questions???

- Any hard questions, please contact Chris Canevari
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