

PRACTICE NOTES

Centre for Disability Employment Research & Practice

Redefining Impairment

I'll be honest with you in that I find the impairment model that creates our benchmark hours measure that is used to work out where a client goes, along with funding a bit of a nonsense. No one has been able to tell me the difference between 8 hours and 9 hours capacity. In my research and readings, I believe that I have found the genesis of a new model of impairment. Early days yet, but it will change how we support and train work skills amongst other aspects of support. Expect to see early commentary mid 2019.

2018 and 2019 Retreat

This years Retreat was our biggest yet and to be honest was an extraordinary success. It was a challenge and there are aspects to refine, like our big night out and splitting the bill - won't happen in 2019, we'll add the cost into the registration.

I'm still compiling the outcome report, but you'll see it in January. A quick heads up about 2019 - our special quest will travel 17 hours by plane.



2018 in the Mirror

It would be easy to look back at 2018 and say that we haven't moved very far. In the scheme of things, we still see the same challenges before us that we had at the start of 2018. I don't know about you but I'm tired, but I'm certain that we've moved a long way ahead. Makes sense, otherwise I'd still be refreshed and ready to go.

Looking at the what we've done.

From a CDERP perspective, we've been busy. We've travelled more miles than ever before, visited more places and worked with more amazing people across Australia, New Zealand and the USA. We've researched more, written more and refined processes and engaged with more staff and families than ever before. Despite this, we've only just scratched the surface.

Our underpinning methodology for our provider work is the Discovery or more specifically the GHA Discovering Personal Genius (DPG) methodology. This is the most robust methodology available that has well defined employment development processes. The year we have extended our usage and range of settings that it is applied in. We're finding very good outcomes through its use with families and people as a



Personal Employment Outcome Measures

In 2019, we will start the validation trials of our personal outcome measure. Based around Social Quality Theory principles of economic security, self-determination, inclusion and cohesion, this outcome measure will provide a measure of employment beyond simply finding and keeping a job.

We've had some good support from Paul Ward at Flinders and recently from Julie Lounds Taylor at Vanderbilt who has constructed an employment measure for Autism. This has provided us with a good evidence base on which to build PIE-OM.

Customised Employment Longitudinal Outcome Register (CELOR), our longitudinal database will surface next year with our good friend Keith McVilly keen to advise on this. Lots of data to collect and use!



planning tool to interface with the NDIS. This is showing considerable promise, so much so that Peter Rhodes has decided to embark on a PhD focused on family engagement. We've had good success with our community conversations and see huge potential in this area.

Discovery and Fidelity.

Lauren Pavlidis has now finished her research on adapting the US Discovery Fidelity Scale (DFS) to Australia, along with minor changes to the DPG document. This is being written up now for publication, however we will be running validity trials on the adapted DFS starting early 2019. Similarly we'll be using the adapted DPG in the field as well. These are important steps to ensuring that authentic Discovery is taught and used in Australia and that we avoid the bastardisation that has happened to person centred planning and active support. If we want the government to fund these processes, then they need to be authentic.

Fieldwork

Our fieldwork now takes us across the country and overseas. Every setting we work in is different and confirms our belief that just as Customised Employment should be different for each individual, so it should be in every organisational setting. This is not to ignore the framework, but to contextualise it to the environment. This is making for great and interesting work, in that every client we work with requires something different and it challenges us to come up with client specific frameworks.

Micro - Enterprise

Micro-Enterprise has always been part of CE and we've been fortunate to witness the great outcomes that our friend Jayne Barrett has achieved. Similarly our good friend Russell Sickles at GHA has over the years offered good advice. In 2019, we'll be elevating this work and building the evidence base. We're starting with a lit review of the available research to define the characteristics of Micro-Enterprise, work not dissimilar to that we undertook on Social Enterprise - work that is ongoing. Expect to see micro-enterprise as an active outcome from CE in many of our client settings.

Finally, a Merry Christmas and a Happy New Year to all our friends, supporters and clients from everyone at CDERP. See you in 2019.