

Comprehensive Employment Supports (CES) Fidelity Scale

Subject: _____

Rater: _____

Period from _____ to _____

ORGANIZATION

1. Integration of rehabilitation with substance abuse treatment:

Employment specialists are part of the substance abuse treatment team with shared decision making. They attend regular treatment meetings (not replaced by administrative meetings) and have frequent contact with treatment team members.

- 1= Employment specialists are part of a vocational program, separate from the substance abuse treatment. No regular direct contact with mental health staff, only telephone or one face to face contact per month. Or cannot rate due to no fit.
- 2= Employment specialists attend treatment team meetings once per month.
- 3= Employment specialists have several contacts with treatment team members each month and attend one treatment team meeting per month.
- 4= Employment specialists are attached to one clinician with shared decision making. Attend weekly treatment team meetings.
- 5= Employment specialists are attached to one or more clinicians with shared decision making. Attend one or more treatment team meetings per week and have at least three client-related clinician contacts per week.
- 9= Insufficient data to rate.

2. Vocational unit: Employment specialists function as a unit rather than a group of practitioners. They have group supervision, share information, and help each other with cases.

- 1= Employment specialists are not part of a vocational unit. Cannot rate due to no fit.
- 2= Employment specialists have the same supervisor but do not meet as a group.
- 3= Employment specialists have the same supervisor and discuss case between each other. They provide services for each other's cases.
- 4= Employment specialists form a vocational unit and discuss cases

between each other. They provide services for each other's cases.

5= Employment specialists form a vocational unit with group supervision at least weekly. Provide services for each other's

SERVICES

1. Ongoing, work-based vocational assessment: Vocational assessment is an ongoing process based on work experiences in competitive jobs.

- 1= Vocational evaluation is conducted prior to job placement with emphasis on office-based assessments, standardized tests, Intelligence tests, work samples. Or Cannot rate due to no fit.
- 2= Client participates in a prevocational assessment at the program site (e.g. work units In a day program).
- 3= Assessment occurs in a sheltered setting where clients carry out work for pay.
- 4= Most of the assessment is based on brief, temporary job experiences in the community that are set up with the employer.
- 5= Vocational assessment is ongoing. Occurs in community jobs rather than through a battery of tests. Minimal testing may occur but not as a prerequisite to the job search. Aims at problem solving using environmental assessments and consideration of reasonable accommodations.
- 9= Insufficient data to rate.

2. Rapid search for competitive job: The search for competitive jobs occurs rapidly after program entry.

- 1= First contact with an employer about a competitive job is typically more than one year after program entry. Or Cannot rate due to no fit.
- 2= First contact with an employer about a competitive job is typically at more than nine months and within one year after program entry.
- 3= First contact with an employer about a competitive job is typically at more than six months and within nine months after program entry.

3. Jobs as transition: All jobs are viewed as positive experiences on the path of vocational growth and development. Employment specialists help clients end jobs when appropriate and then find new jobs.
4. Treatment contracts: Treatment contracts are developed frequently during the first six months. These contracts provide for responsibilities for both clients and providers and are jointly developed.
5. Follow-along supports: Individualized follow-along supports are provided to employer and client on a time-unlimited basis. Employer supports may include education and guidance. Client
- 4= First contact with an employer about a competitive job is typically at more than one month and within six months after program entry.
- 5= First contact with an employer about a competitive job is typically within one month after program entry.
- 9= Insufficient data to rate.
- 1= Employment specialists prepare clients for a single lasting job, and if it ends, will not necessarily help them find another one. Or Cannot rate due to no fit.
- 2= Employment specialists help clients find another job 25% time.
- 3= Employment specialists help clients find another job 50% time.
- 4= Employment specialists help clients find another job 75% time.
- 5= Employment specialists help clients end jobs when appropriate and offer to help them all find another job.
- 9= Insufficient data to rate.
- 1= No treatment contracts are developed.
- 2= Less than three treatment contracts are developed over a six month period.
- 3= Treatment contracts developed by the provider and only include responsibilities for the client.
- 4= Treatment contracts are developed by the provider and include responsibilities for the client and the provider.
- 5= Treatment contracts are developed by the provider and include responsibilities for the client and the provider.
- 1 = Follow-along supports are nonexistent. Or Cannot rate due to no fit.
- 2 = Follow-along supports are time-limited and provided to less than

supports may include crisis intervention, job coaching, job counseling, job support groups, transportation, treatment changes (medication), networked supports (friends/family).

6. Community-based services: Vocational services such as engagement, job finding and follow-along supports are provided in natural community settings.

7. Assertive engagement and outreach: assertive engagement and outreach (telephone, mail, community visit) are conducted as needed.

half of the working clients.

- 3 = Follow-along supports are time-limited and provided to most working clients.
- 4 = Follow-along supports are ongoing and provided to less than half the working clients.
- 5 = Most working clients are provided flexible follow-along supports that are individualized and ongoing. Employer supports may include education and guidance. Client supports may include crisis intervention, job coaching, job counseling, job support groups, transportation, treatment changes (medication), networked supports (friends/family).
- 9 = Insufficient data to rate.

- 1= Employment specialist spends 10% time or less in the community. Or Cannot rate due to no fit.
- 2= Employment specialist spends 11-39% time in community.
- 3 = Employment specialist spends 40-59% time in community.
- 4 = Employment specialist spends 60-69% time in community.
- 5 = Employment specialist spends 70% or more time in community.
- 9 = Insufficient data to rate.

- 1= Employment specialists do not provide outreach to clients as part of initial engagement or to those who stop attending the vocational service. Or Cannot rate due to no fit.
- 2= Employment specialists make one telephone or mail contact to clients as part of initial engagement or to those who stop attending the vocational service.
- 3= Employment specialist makes one or two outreach attempts (telephone, mail, community visit) as part of initial engagement and also within one month that client stops attending the

vocational service.

- 4= Employment specialist makes outreach attempts (telephone, mail, community visit) as part of Initial engagement and at least every two months on a time limited basis when client stops attending.
- 5= Employment specialists provide outreach (telephone, mail, community visit) as part of initial engagement and at least monthly on a time unlimited basis when clients stop attending the vocational service. Staff demonstrate tolerance of different levels of readiness using gentle encouragement.
- 9= Insufficient data to rate.