Focus Area: Employment

Measure: Competitive Integrated Employment (CIE) Placement Capacity (all adults)

Desired Outcome: Individuals receive CIE placement support that is in accordance with their preferences and needs.

	Phase 1	Phase 2	Phase 3
Measure Description	 Number of service provider employees who become certified or re-certified as trained employment specialists through the ACRE Basic Employment Services or ACRE Basic Customized Employment Services training during the reporting period. Number of service provider employees who become certified or re-certified in Certified Employment Support Professional (CESP) training during the reporting period. 	 Measure updates for Phase 2 and beyond will be based on effectiveness and results of Phase 1 incentives. Future measures may consider incentivizing: Attaining certification to train other staff in the Customized Employment Specialist curriculum; Ensuring that a majority of staff have been certified (e.g., incentive for each group of five staff who are certified); Attaining advanced levels of certification beyond the Basic level; and, Retaining trained service providers employees. 	
Target Population	All consumers determined eligible for services under the Lanterman Act who want CIE (e.g., consumer identified employment as a goal).		
Incentive Type	Pay for Performance		
Performance Target and Incentive Methodology	 Incentive payment of \$1,900 to the provider agency for employee who becomes certified or re-certified in ACRE Basic Employment Services or ACRE Basic Customized Employment Services. Incentive payment of \$550 to the provider agency for each employee who becomes certified in CESP and \$300 for each employee who becomes re-certified in CESP. 		

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.