

The Centre has been established to provide a singular focus on improving the evidence base for disability employment practice within Australia. We believe that in order for employment outcomes to improve, there must be a shift to a whole of life approach for people with a disability. Current disability employment practice centred on economic philosophy fails to recognise employment as one part of a larger picture.

To achieve change we're gathering like-minded practitioners and researchers to work on the issues and develop the evidence base to support change in disability employment practice. We draw on resources locally and internationally to ensure that our work meets the standards for critical peer review.

The Centre conducts research, advocacy and training that focuses on policy and practice change through advising business and government on policy and practice direction based on rigorous research. Training that starts with organisational change that supports real change and staff practices to provide better client outcomes that are based on the best available evidence. We also work with individuals and families to support self-determination and self-advocacy focused on employment.

The evolution of employment services under the paradigm shift of the NDIS, and the move to client choice and control will require organisations to create individual solutions unique to their setting. In a sense this is the same process that clients will demand of service providers; unique, individualised custom solutions that meet their dreams, expectations and future career goals.

These solutions aren't found in repeating the past, nor are they found by throwing everything that you've done out and starting again. That's a sure-fire way to create a level of anarchy and uncertainty that will inevitably destroy your organisation. Not a good outcome! Through our extensive overseas network, international experience and a robust research foundation we work with your organisation, staff, clients and families to create a vibrant future. At our heart, we're practitioners first and researchers second.

We create solutions based on research that informs practice, tinged with our practical experience to ensure that it works! Add to this the steady progression of DES towards real choice and control; it isn't difficult to envisage a different future for disability employment. Real choice, real control and real portability that will usher in demands for a new type of service that isn't merely about a job, but one that is individually meaningful, promotes self-determination and supports real inclusion and community cohesion.

CDERP has a long standing technical alliance with Griffin Hammis Associates - the pioneers of Customised Employment and global leaders in the field of disability employment. Through the joint exchange of ideas and research, we are committed to improving the evidence base and improving participant outcomes.

The adoption of Customised Employment (CE) by an organisation as its method of delivering employment services creates a meaningful change in thinking within the organisation. CE at its heart is a person-centred process that puts the client in control and allows for a deeper

understanding of the client through rich and detailed conversations – conversations with purpose!

It is not simply a case of training staff in a new method; it is about supporting the organisation, staff, employees and community along what is a rewarding journey that will see new relationships formed and old ones taken to new levels of engagement.

It is for this reason that the adoption of Customised Employment requires a long-term vision and a trusted partner to support your journey.