

APPENDIX G – DCAT WORK SAMPLE EMPLOYABILITY DEFINITIONS

Employability Rating

Competitive	Does not require accommodation, cueing, or assistance that is not available to other workers performing similar tasks. Works at a speed and with productivity and an error rate that is consistent with other workers.
Environmental Accommodation	Accommodations and/or modifications of the task are used that do not require input from other workers or supervisors. With these accommodations and modifications, works at a speed and with productivity and an error rate equal to other workers performing similar tasks.
Personnel Accommodation	Even with accommodations, cueing and guidance from workers or supervisors is necessary. With these accommodations, modifications, cueing and guidance, works at a speed and with productivity and an error rate equal to other workers performing similar tasks.
Personnel Assistance	Even with accommodations, modifications, cueing and guidance, assistance is necessary to complete tasks. Works more slowly and/or with a higher error rate than other workers performing similar tasks.
Unable	Even with accommodations, modifications, cueing, guidance, and assistance to complete tasks, is unable to complete the activity.