



# Supported Employment Works

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Health and Wellness Conference

November, 2016

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## Supported Employment Definition

Supported Employment is a person-centred approach to assisting individuals with disabilities to prepare, obtain and maintain integrated, competitive paid employment. A variety of support is tailored to individual requirements. Includes self employment.

# Key Changes That Shaped Supported Employment

- 1980's Deinstitutionalization begins in B.C.  
Development of community services including supported employment as a vocational option
- 1990's Changes to Employment Standards Act  
Conversion of many sheltered workshops  
Deinstitutionalization completed in B.C.
- 2000's Focus on person-centred services, rights and values  
Creation of CLBC
- 2010's Employment First philosophy in BC announced  
Families and Job Seekers increasing requests for employment

# Guiding Principles

Canadian Association for Supported Employment announces and promotes guiding principles for supported employment in 2013

[www.employmentforall.ca](http://www.employmentforall.ca)

- 1. Choice and Control-** Employment support is guided by the job seeker to achieve their career aspirations.
- 2. Paid Employment-** The Job Seeker receives the same rate of pay and benefits as other employees doing the same job. Individuals with competitive positions receive their paycheques directly from the employer

**3. Partnership-** Job Seekers, employers, direct service providers determine the individualized strategies for providing support that will assist in career enhancement and ultimately facilitate long term satisfaction for the Job Seeker and the employer.

**4. Full inclusion-** Socially and economically.

**5. Job Search** – Timely and appropriate support is provided to achieve successful employment.

**6. Individualized-** Negotiate to meet the unique/specific needs of the employer and skills of the job seeker, one person at a time.

**7. Natural Supports-** Employment supports are as unobtrusive as possible and (may) fade over time by building on community support and social capital

**8. Long-term support-** Is available to all stakeholders to ensure people maintain employment stability and achieve career enhancement

**9. Continuous quality improvement-** Stakeholders are involved in the evaluation of services and Service provider implements improvements.

## Stages of SE Overview

- As we create and implement our employment services we ensure that they are grounded in Best Practice.
- The milestones are:
  - Intake
  - Discovery/career exploration
  - Vocational plan
  - Job development preparation
  - Marketing and prospecting
  - Negotiating
  - Job coaching
  - Natural supports
  - Follow-up supports
  - Career Enhancement

# Discovery/Career Exploration

- ▶ Supported Employment is a team sport and the more players you enlist the better.
- ▶ The ultimate goal is to uncover the skills, abilities and contributions of the job seeker and to apply those to an ideal condition for employment.
- ▶ Myriad of tools to use. Keep a sample binder of the good ones.
- ▶ Go where the career makes sense.
- ▶ Use the job seeker's transferable skills (Demonstration)
- ▶ Put yourself in the employer's place and ask yourself, "Knowing what I do about the job seeker, if I was the employer, would I hire him/her"?
- ▶ At the end of discovery you should have a "sales pitch" about the job seeker so you can effectively market them
- ▶ **WARNING:** critical to balance the time spent in this activity. Often it is either too short or too long. 4 hours min-40 hours max



## Themes and Goals

- ▶ A theme is not a job description. They are large umbrella topics that represent an accumulation of many jobs, environments, skills/task sets, and interests.
- ▶ By thinking through the theme a bit, supported by Discovery, evidence of current skills, tasks that can potentially be taught/learned, and interests, as well as work environments that make sense, a broader and richer palette of opportunity emerges.
- ▶ Demonstration

# Marketing And Prospecting

- Back to the themes
- Have a plan that stems from the vocational plan
- Avoid the "typical" jobs associated with pwd
- Indirect and direct marketing strategies
- Goal is to get to a face to face interview with the person that can make hiring decisions
- Practice your "pitch"
- Be ready to respond to issues
- Very important to have a tracking system
- Be in contact with employers at appropriate intervals
- Make lots of friends and be ready to help them when they ask
- Meet and Bond vs Hit and Run

# Natural Supports

- ▶ Family, personal network, employers and co-workers
- ▶ Occur spontaneously and/or through facilitation by employment specialist
- ▶ Augment, minimize and/or replace artificial strategies provided through a Supported Employment program
- ▶ Include feedback, assistance, contact, advice, friendship
- ▶ Assist the job seeker to become a valued member of a work team and culture, and to make and maintain new social connections
- ▶ Natural supports outside the workplace:
  - ▶ Transportation
  - ▶ Living arrangements
  - ▶ Appropriate appearance
  - ▶ Financial management
  - ▶ Health supports

# Career Enhancement

- ▶ Very few of us have stayed in the same job for our whole lives. We naturally want to learn and apply our new skills and knowledge. Our job seekers are no different.
- ▶ Watch for the signs that the job has run its course
- ▶ As this may be the second time through the service, shift more responsibility to the job seeker.
- ▶ Perhaps further training or skill enhancement is appropriate. Funding supports may be available for training (Opps funds, workBC, BCGEU)
- ▶ Don't wait for the job seeker to come to you, be on the look out for furthering their career in your marketing strategies

“If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse human gift will find a fitting place.”

*Margaret Mead*

QUESTIONS?