



# BASE conference 2012

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Viv Berkeley and Kathy Melling

National Occupational Standards and  
Qualification Frameworks

# National Occupational Standards

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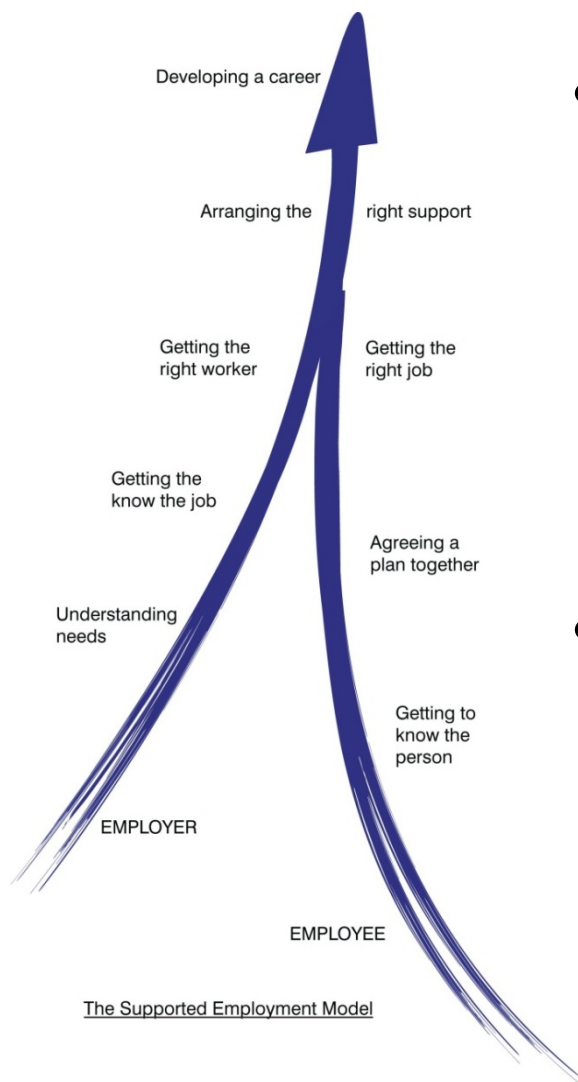
- Development started in 2011 by Kathy Melling and Steve Beyer
- Consultation on draft earlier this year
- Final version ratified by the UK Commission for Employment and Skills
- Can be found on LSIS website [Excellence Gateway](#) and also on the BASE website

# About the NOS

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- Provide the statements of skills and knowledge needed by the supported employment workforce
- Not designed to describe any level or type of supported employment role
- Specific jobs will utilise those NOS appropriate to their role
- Do not equate to qualifications, but can be used to inform and underpin qualifications
- Performance criteria, and knowledge and understanding statements
- Links to other NOS

# Definition of supported employment



- Delivery of high quality personalised support for people with disabilities and/or other disadvantages which enables them to seek, access and retain employment in the open labour market
- Follows the "Supported employment and Job Coaching: best practice guidelines published as part of Valuing Employment Now

# Values

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- Starting point of expectation that everyone has a positive contribution to make in the workplace
- Real jobs
- “Zero rejection” philosophy
- Does not adhere to work readiness
- Choice and control, partnership and full inclusion assuming successful employability
- Employer as a customer
- Draws on Social Role Valorisation and the social model of disability
- Career development

# NOS sections

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- Develop and apply values and ethical practice within supported employment
- Advise employers about the benefits, processes and practices to recruit and retain a diverse workforce
- Assist prospective job seekers to aspire to paid employment
- Identify the needs of the job seeker
- Create and agree development plans
- Ensure employment opportunities meet the needs of job seekers
- Enable individuals in supported employment to be productive and integrated in their workplace
- Develop as a reflective supported employment practitioner

# Next steps

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- Advisory group meet on 25<sup>th</sup> September
- Important to link up the work from Green Paper – Pathfinders, Clusters, Supported Internships
- Qualifications for staff involved
- Work with LSIS UK Qualifications and Skills team

## Next steps

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- Old qualifications do exist – in the old NQF
- Are they still relevant?
- Map them to the NOS and check for gaps?
- Update them? Make them fit for purpose and the QCF
- Bring an awarding body on board early in the process