

Demystifying Supported Employment

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What does good employment support look like?



Supported employment or job coaching

- Based on what people know works
- Starts from age 14
- About **REAL** jobs
 - ✓ Wages are paid at the going rate for the job, with the same terms and conditions as all other employees
 - ✓ The job helps the person to meet their life goals and aspirations
 - ✓ The role is valued by managers and colleagues
 - ✓ The job has similar hours and times at work as other employees with safe working conditions

- Supported employment practitioners – job coaches, employment support officers, employment specialists etc.
- Jobseekers – service users, clients, candidates, customers etc.
- Vocational profiling – person-centred employment assessment – understanding jobseekers
- Job analysis – understanding job roles
- Job carving – job design specific to an individual

What does good employment support look like?



Overarching guiding principle:

Fundamental to supported employment is that everyone can work with the right job and the right support. Work readiness is not a helpful concept!!!!

What does good employment support look like?



Guiding principles:

- Choice and control
- Partnership
- Full inclusion
- Rapid job search
- Careers
- Natural supports
- Long-term support
- Assistive technology
- Continuous quality improvement
- Right to work in a safe workplace
- Protection of human rights and freedom from abuse

What does good employment support look like?



Work with the job seeker

- Engagement
- Getting to know you/vocational profile
- Agreeing a plan together

Work with the employer

- Engagement
- Understanding needs and identifying vacancies
- Getting to know the job

Job match

- Employers get the right worker and jobseekers get the right job

Arranging the right support

DEVELOP A CAREER

Vocational profiling - Objectives



Aim: To understand the person in depth

Why: To arrive at the best possible job match

What would be this person's ideal job?



The business case

Recruit from a wider availability of labour
Reduced recruitment costs
Supported selection process gives
accurate job-client match
Improved retention
Improved image & external reputation
Teambuilding & internal reputation
Diversity-improved services and products
Corporate social responsibility
Reflecting local communities

= Improved profitability



Warwickshire
Employer of Choice
Awards

Highly Commended
Large Employer Award

**employer
of choice**

Supported Internships – what it's not



- It's not just another college course
- It's not a work experience programme
- It's not for learners who have not thought about getting a paid job before
- It's not for learners who are unsure whether they want a paid job
- It's not for learners who could progress onto either a Traineeship or Apprenticeship

Key principles



- The majority of the young person's time is spent at the employer's premises
- Young people are expected to comply with real job conditions, such as timekeeping and dress code
- Systematic instruction, a method specifically designed to help people with complex learning difficulties learn new tasks, is used where appropriate
- Stretching learning goals are set, including English and Maths
- Both the young person and employer have support from a Job Coach and Tutor
- Young people continue to be supported after the course of study

Critical success factors

- Partnership approach
- Communication
- Personalised and flexible
- Skilled job coaches
- Job matching
- Instilling the work ethic



- Apprenticeships combine practical training in a job with study
- An apprentice works alongside experienced staff
- An apprentice earns a wage
- An apprentice studies towards a related qualification at level 2, 3, 4 or 5
- Changes to English and maths
- Pacesetters – Kent, Newcastle, Shropshire, Wolverhampton, Sandwell, Islington, West London Alliance and the NHS



Apprenticeships

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