



THE 5 STAGES OF SUPPORTED EMPLOYMENT

HOLLY KELLEHER – BASE & HK CONSULTS



AIMS

- Understand the Core Values of Supported Employment
- Recognise the 5 stage Model of Supported Employment

THE MODEL

- Supported Employment has been successfully used for decades as a personalised model for supporting people with significant disabilities to secure and retain paid employment. The model uses a partnership strategy to enable people with disabilities to achieve sustainable long-term employment and businesses to employ valuable workers. Increasingly, supported employment techniques are being used to support other disadvantaged groups such as young people leaving care, ex-offenders and people recovering from drug and alcohol misuse.

British Association for Supported Employment 2019



12 CORE VALUES OF SUPPORTED EMPLOYMENT

National Occupational Standards:

- Understand the positive contribution people can make
- Real jobs
- Zero rejection philosophy
- Work readiness not a helpful concept
- Job search at the earliest opportunity
- Choice and control
- Partnership
- Full inclusion
- Employer as a customer
- Draws on Social Role Valorisation (SRV)
- Draws on the social model of disability
- Career development

WARM UP

Employer Engagement

Vocational Profiling

Job Finding

On and Off the Job Support

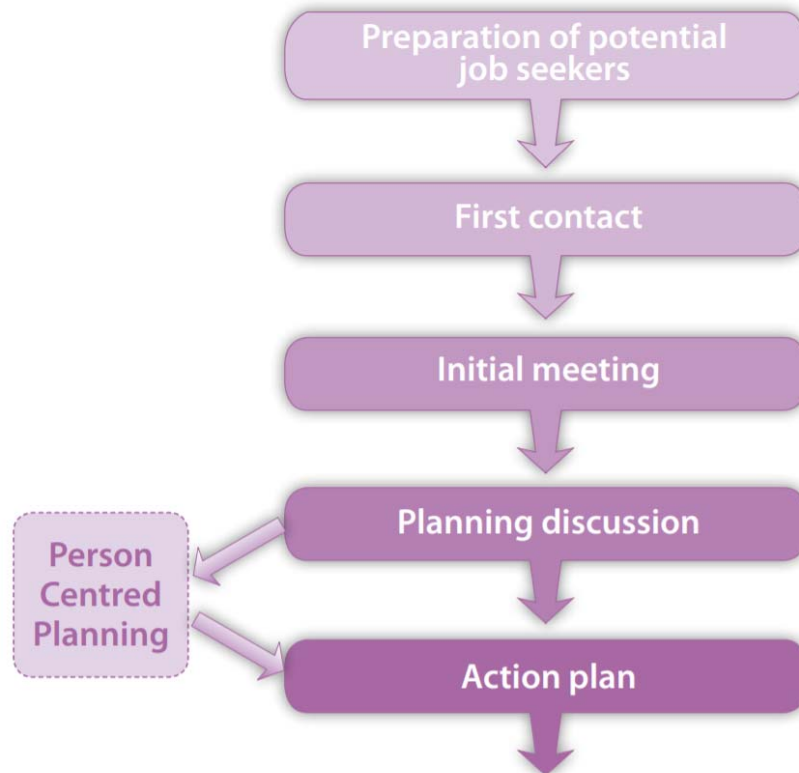
Client Engagement

5 STAGES OF SUPPORTED EMPLOYMENT



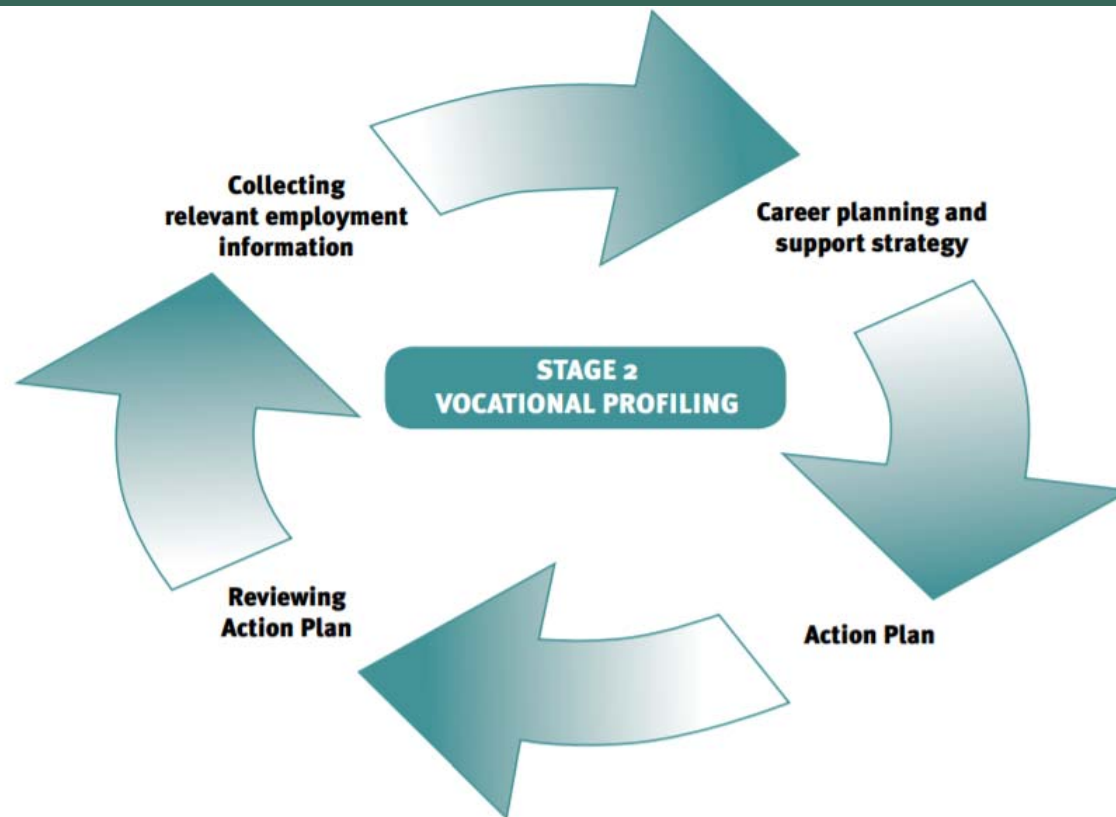
<http://www.euse.org/content/supported-employment-toolkit/EUSE-Toolkit-2010.pdf>

CLIENT ENGAGEMENT



<http://www.euse.org/content/supported-employment-toolkit/EUSE-Toolkit-2010.pdf>

VOCATIONAL PROFILING



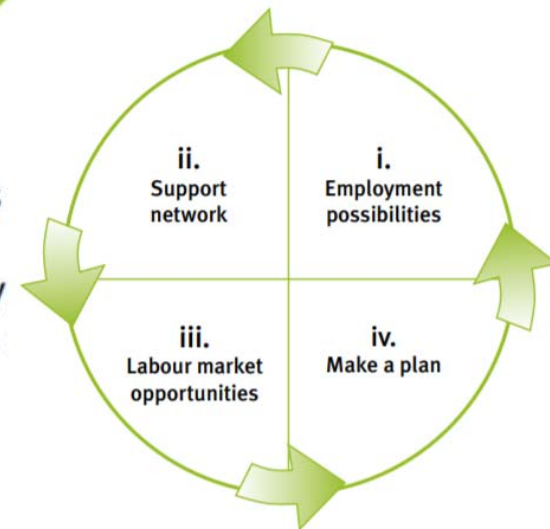
<http://www.euse.org/content/supported-employment-toolkit/EUSE-Toolkit-2010.pdf>

JOB FINDING & EMPLOYER ENGAGEMENT



1. Job Search

At this stage, the Vocational Profiling process has been completed and the job seeker's curriculum vitae is compiled or is in final draft format. Familiarity with the skills and ambitions of the job seeker are now evident, and this information must be used to find suitable employment. Realistic goals regarding the employment objective should be maintained by all stakeholders, while still maintaining the focus on the wishes of the individual job seeker.



ON AND OFF THE JOB SUPPORT

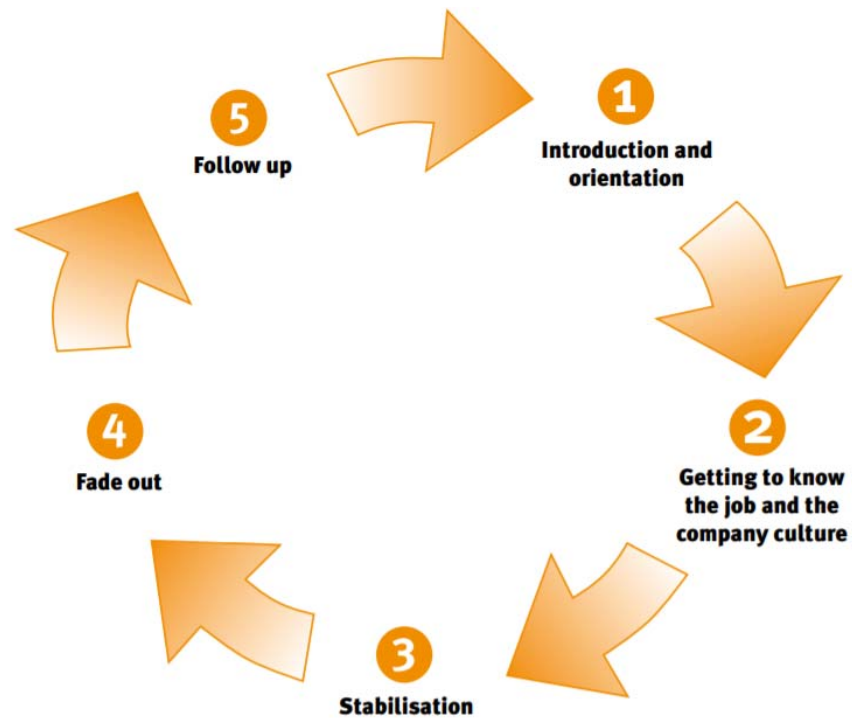


Figure 1: *The process of job support*

<http://www.euse.org/content/supported-employment-toolkit/EUSE-Toolkit-2010.pdf>



WHERE NEXT & QUESTIONS

<http://www.euse.org/content/supported-employment-toolkit/EUSE-Toolkit-2010.pdf>