**Supported Employment National Occupational Standards**

**Functional Analysis**

The previous Supported Employment NOS followed the “Supported Employment and Job Coaching: best practice guidelines” (*Department of Health and Valuing People Now: HM Government publication March 2011)* which specified nine key stages in the supported employment process:

1. Employer engagement
2. Jobseeker engagement
3. Understanding employer needs and identifying vacancies
4. Getting to know the jobseeker
5. Getting to know the job
6. Agreeing a plan together
7. Arranging a job match
8. Arranging the right support
9. Developing a career

In addition to this functional analysis done in 2011/12, it was recognised that supported employment practitioners apply a value based and ethical approach and seek to develop their own practice. This was also captured in this additional:

1. Develop own supported employment practice

With the review of the NOS in 2017, this was reviewed to identify any changes in practice which were effected by any changes in policy and drivers. It was identified that supported employment remains unchanged across England, Scotland, Wales and Northern Ireland as evidenced in:

* The UN Convention on the Rights of Persons with Disabilities (2016) (Art 27)
* Improving Lives – The Work, Health and Disability Green Paper (October 2016)
* Creating a Fairer Scotland – A new Future for Employability in Scotland (2016)
* The Employment Strategy for People with Disabilities (2016) Northern Ireland
* Mental Health Strategy (2016) Scotland
* Special educational needs and disability code of practice: 0 to 25 years (2015)
* Think Autism Strategy (2014) England
* The Keys to Life – Improving Quality of Life for People with Learning Disabilities (2013) Scotland
* Together for Mental Health (2012) Wales
* No Health without Mental Health ( 2011) England
* The Scottish Strategy for Autism (2011)
* Equality Act 2010
* Fulfilling and Rewarding Lives Strategy (2010) England
* Autism Act 2009
* Realising Ambitions: Better employment support for people with a mental health condition (2009) – England, Scotland and Wales
* Strategic Action Plan for Autism Spectrum Disorders (2008) Wales

As a result the functional analysis remains similar.

Supported employment is the high quality, personalised support for people with for people with disabilities and/or other disadvantages which enables them to seek, access and retain employment in the open labour market (key purpose).

|  |  |  |  |
| --- | --- | --- | --- |
| **Function** | **Old NOS Ref** | **New NOS Ref** | **NOS** |
| Ensure practice adheres to the relevant ethical principles, values and codes of ethical practice | LSI SE01 | SKA SE01 | Develop and apply values and ethical practice within supported employment |
| Engage with potential jobseekers | LSI SE03 | SKA SE02 | Assist prospective jobseekers to aspire to paid employment |
| Understand the needs of jobseekers to find and sustain employment | LSI SE04 | SKA SE03 | Identify the needs of the jobseeker |
| Agree a plan with jobseekers to find and sustain employment | LSI SE05 | SKA SE04 | Create and agree development plans with jobseekers |
| Engage with employers to identify employment opportunities for jobseekers | LSI SE02 | SKA SE05 | Advise employers about the benefits, processes and practices to recruit and retain a diverse workforce |
| Match jobseekers to employment opportunities | LSI SE06 | SKA SE06 | Ensure employment opportunities meet the needs of jobseekers |
| Arrange support to individuals and employers for employment opportunities to be sustained and for careers to be developed | LSI SE07 | SKA SE07 | Enable individuals in employment opportunities to be productive and integrated in their workplace |
| Develop supported employment practice | LSI SE08 | SKA SE08 | Develop as a reflective supported employment practitioner |