
Overview

What is this Standard about?

This standard is about working with job seekers to develop and agree development plans that meets their employment, personal and financial needs.

In the context of this standard the term "job seeker" applies to an individual seeking some form of paid employment.

Who is this Standard for?

This standard is for all supported employment practitioners.

Create and agree development plans for job seekers to gain and maintain employment

Performance criteria

You must be able to:

1. conduct person-centred employment planning sessions with job seekers, and their **circles of support**, to identify their **employment pathway**
2. provide job seekers with information and experiences to ensure they have choice and control over the process of job searching and entering paid employment
3. gain agreement with job seekers which employers and employment sectors to target for specific types of paid work
4. Agree Specific, Measurable, Achievable, Realistic and Time-bound development plans with the jobseekers to gain paid employment
5. review and updated development plans with jobseekers for them to gain and maintain employment

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Knowledge and understanding

You need to know and understand:

1. how to enable job seekers and others they choose to involve to contribute to discussions about employment consistent with their skills and abilities
2. how to gain the active involvement of family, friends and others in planning, decision making, job finding and **job development**
3. methods used to enable job seekers to make their own decisions and choices about the suitability of the job they get and its importance to the success of the placement
4. sources of information about employers who may wish to develop a diverse workforce
5. methods to write Specific, Measurable, Achievable, Realistic and Time-bound plans
6. methods to engage job seekers to agree plans to access employment and hold down a job

Values

For a supported employment practitioner to practice competently he or she must apply skills and knowledge that is informed by a set of values. Supported employment practitioners are expected to be aware of and to apply a value based and ethical approach in their practice.

It is also recognised that the values as well as the NOS may need to be placed within the local, national, social and political context in which supported employment activities are undertaken.

Values of Supported Employment

1. An understanding of the positive contribution people with disabilities and/or disadvantages can make in the workplace.
2. Understand the main components of a real job (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).
3. Understand the "zero rejection" philosophy of supported employment and that everyone can work, with the right job and the right support.
4. Supported employment does not adhere to a work readiness model. It is about getting people into competitive employment first with training and support on the job: a "place, train and maintain" approach.
5. Job search should happen at the earliest opportunity.
6. Choice and control – people are presented with a variety of experiences, options and support to achieve their career aspirations. Support is built around an individual, promoting choice and career satisfaction. All options assume successful employability.
7. Partnership – there is genuine partnership between the person, their family carers, employers, community supports and the provider of supported employment.
8. Full inclusion – people are supported to be full and active members of their workforces and wider communities, both socially and economically.
9. Support services recognise the importance of the employer as a customer of supported employment in their own right with requirements that need to be satisfied.
10. Draws on Social Role Valorisation (SRV) in recognising that people

with disabilities and/or disadvantages are often regarded as of less value than others in society, resulting in poor life outcomes. Employment is a valued social role and becoming employed can help reverse societal devaluation, with wider positive consequences for the person.

11. Draws on the social model of disability recognizing that disability is the product of the physical, organizational and attitudinal barriers present within society leading to discrimination. The removal of discrimination requires a change of approach and thinking in the way in which society is organized, in this case removing barriers to employment.

12. Recognises that not many people stay in the same job for the whole of their working lives and people with disabilities and/or disadvantages are no different in having to adapt to changing labour markets and wanting to improve their working lives. Supported employment should encourage the career development of individuals by promoting training opportunities and seeking options for increased responsibility by offering time unlimited support.

Glossary

Circles of Support: A Circle of Support is a group of people who help an individual in achieving their personal goals in life. Often used in person centred planning, the Circle acts as a community around that person (the 'focus person') who, for one reason or another, is unable to achieve what they want in life on their own and decides to ask others for help.

Employment Pathway: A clear and defined routeway into paid employment, which might include self employment. It maps out the activities and experiences that may be needed to inform career choices and gain paid employment.

Job Development: This refers to finding a person's preferred job through contact with employers. It includes all aspects of identifying suitable jobs and potential employers, approaching employers on behalf of a job seeker, obtaining a job and, where necessary, negotiating reasonable adjustments.

External Links

British Association for Supported Employment:
<http://base-uk.org/> for England, Scotland and Wales



Scottish Union of Supported Employment:
<http://www.susescotland.co.uk/>

Northern Ireland Union of Supported Employment:
<http://www.niuse.org.uk>

European Union of Supported Employment:
<http://www.euse.org/>

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