

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

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 job seekers to gain paid employment
5. review and update development plans with job seekers for them to gain and maintain employment

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

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, **circles of support** and individuals in planning, decision making, job finding and **job development**
3. methods used to enable job seekers to make their own decisions
4. methods to write Specific, Measurable, Achievable, Realistic and Time-bound plans
5. methods to engage job seekers in person-centred employment planning

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.

Supported employment practitioners embrace the philosophy that:

1. People with disabilities and/or disadvantages can make a positive contribution in the workplace.
2. People with disabilities / disadvantage should have access to a real job where
 - wages are paid at the going rate for the job,
 - the employee enjoys 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. Practitioners uphold the "zero rejection" philosophy of supported employment so that, with the right job and the right support, everyone who wants to work, can work.
4. Supported employment does not adhere to a work readiness model and a 'place, train and maintain' approach is implemented.
5. Job search should happen at the earliest opportunity.
6. People are encouraged to exercise choice and control in achieving their career aspirations. Support is individualised and all options assume successful employability.
7. There is genuine partnership between the person, their family carers, employers, community supports and the provider of supported employment.
8. 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. Supported employment draws on Social Role Valorisation (SRV) in

recognising that employment is a valued social role and becoming employed can help reverse societal devaluation, with wider positive consequences for the person.

11. Supported employment draws on the social model of disability recognising that disability is the product of the physical, organisational and attitudinal barriers present within society. The removal of discrimination requires a change of approach and thinking in the way in which society is organised, in this case removing barriers to employment.
12. Supported employment should encourage the career development of individuals by promoting training opportunities and seeking options for increased responsibility.

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>

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



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

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

Developed by	BASE
Version Number	2
Date Approved	July 2017
Indicative Review Date	July 2020
Validity	Current
Status	Original
Originating Organisation	LSIS
Original URN	LSI SE05
Relevant Occupations	Supported Employment Practitioners; Job Coaches; Careers Advisers and Vocational Guidance Specialists, Line Managers, Supervisors and Team Leaders; Health Associate Professionals; Welfare Professionals
Suite	Supported Employment
Keywords	Supported Employment