

Overview

What is this Standard about?

This standard is about the way in which the supported employment practitioner develops their own competence and practice through supervised guidance, review and reflection.

Who is this Standard for?

This standard is for all supported employment practitioners.

Performance criteria

You must be able to:

1. Record your reflections as a **supported employment** practitioner regarding your own values, behaviours, attitudes and commitment to improve your professional and personal development
2. recognise the boundaries of your competence as a **supported employment** practitioner and own relationship with other professionals to ensure good support for individuals and employers
3. seek feedback on your performance from job seekers, employers, colleagues and stakeholders to improve own practice
4. maintain and update your knowledge of **supported employment** in order to develop own practice
5. review and update your professional and personal development to improve your practice
6. record the outcomes of continuous professional development in accordance with organisational policies and procedures

Knowledge and understanding

You need to know and understand:

1. contemporary models, tools and techniques of reflection
2. the importance of critically reflecting on own values, behaviours, attitudes and commitment and how they impact on own practice
3. why it is important to have a clear understanding of own competence
4. how to receive objective feedback on own performance from job seekers, employers, colleagues and stakeholders
5. the purpose of professional guidance for the development of own role
6. how to identify communities of practice that can provide advice and support
7. how to use professional guidance to set priorities for and review own professional development plan
8. why it is important to keep own knowledge of **supported employment** current
9. opportunities available to support own professional and personal development
10. how to update own continuous professional development plan taking account of feedback, in accordance with organisational policies and procedures

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

Supported Employment: Supported employment is the term for high quality, personalised support for people with disabilities and/or disadvantages which enables them to seek, access and retain employment in the open labour market. It is a "place, train and maintain" approach that does not rely on long periods of pre-vocational training or a basic level of qualification or experience.

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/>

Develop yourself as a reflective supported employment practitioner

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 SE08
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