

## 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 values, behaviours, attitudes and commitment to improve your professional and personal development
2. work within the boundaries of your competence as a **supported employment** practitioner and your 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 your 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. models, tools and techniques of reflection
2. the importance of critically reflecting on your values, behaviours, attitudes and commitment and how they impact on your practice
3. why it is important to have a clear understanding of your competence
4. how to receive objective feedback on your performance from job seekers, employers, colleagues and stakeholders
5. the purpose of professional guidance for the development of your 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 your professional development plan
8. why it is important to keep your knowledge of **supported employment** current
9. opportunities available to support your professional and personal development
10. how to update your 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.

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

**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

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<b>Relevant Occupations</b>	Supported Employment Practitioners; Job Coaches; Careers Advisers and Vocational Guidance Specialists, Line Managers, Supervisors and Team Leaders; Health Associate Professionals; Welfare Professionals
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