



T-EST Transfer of Employment Support Tools for People with Disabilities
LEONARDO DA VINCI - Transfer of Innovation - 01/11/2012-31/10/2014

EUSE Toolkit

The Concept of Supported Employment

1st Meeting, 06.- 07.12.2012, Graz (AT)



Overview

- EUSE and Supported Employment Toolkit
- Definitions
- Values, Standards and Principles
 - UN Convention
 - Article 27: The right to work
- Stages of the SE process
- How to guides



Supported Employment in Europe

- 80 million people across Europe with Disability
- Rate of Employment 50% for those of working age
- Rate of poverty 70% higher than rest of society due to limited access to employment market
- Differing National Legislation
- EUSE formed in 1993
- Has currently 19 National Associations
- Aims to provide practical leadership and guidance

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Toolkit of Supported Employment

- Achieved through using Leonardo Mobility
- Partnership Approach with National Associations
- Meetings held in Vienna, Stockholm, Palma, Athens, London, Dublin and Copenhagen
- Process → Working Groups with Team Leaders – worked in between meetings using available technology
- Editorial Committee – Scotland, Austria and Denmark
- Available in different languages

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Definition of Supported Employment

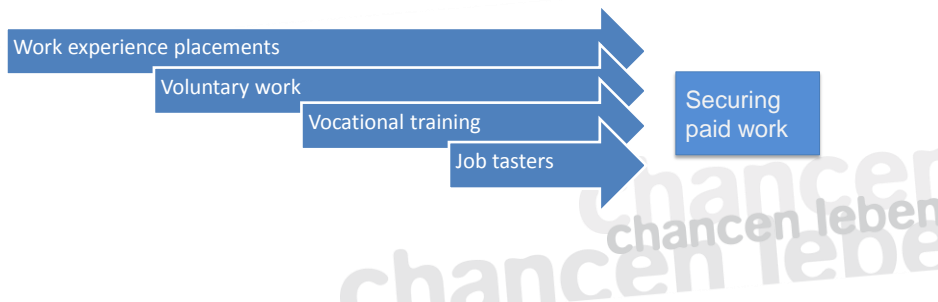
“a method of working with disabled people or other disadvantaged groups to access and maintain paid employment in the open labour market”

European Union of Supported Employment (EUSE), Toolkit, 2010, S. 9

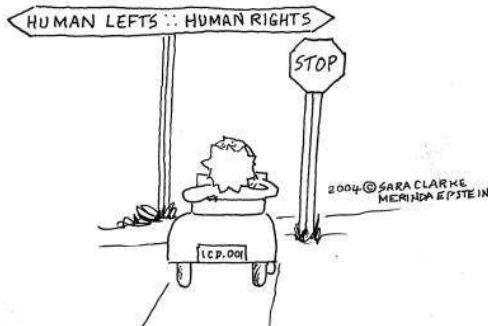


Paid and unpaid work

“The right for employees to receive payment for employment is valued as a fundamental principle within the European model of Supported Employment” (S.17)



UN Convention on Human Rights for people with disabilities



Ratification

- Austria – 26 September 2008
- Belgium – 02 July 2009
- Bulgaria – 22 March 2012
- Italy – 15 May 2009
- Rumania – 31 January 2011
- Turkey – 28 September 2009

http://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-15&chapter=4&lang=en (01.12.2012)

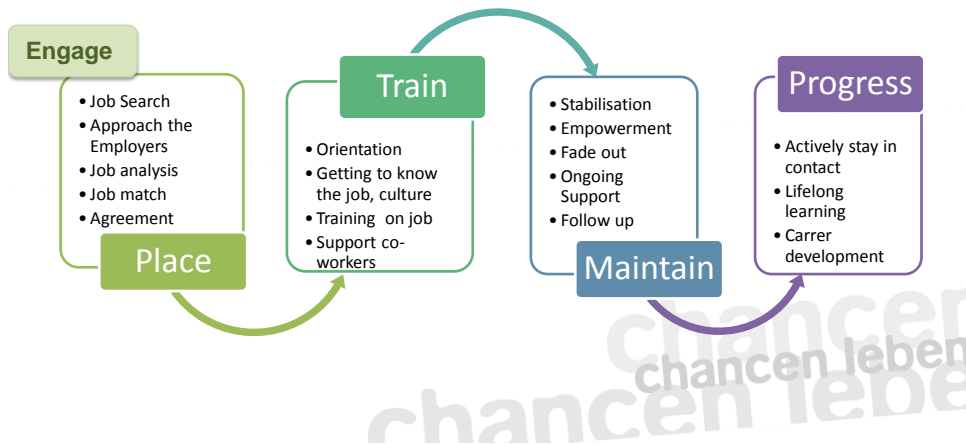
Article 27: Work and employment

Countries agree that people with disability have the same right to work as other people. Countries are to take appropriate steps to make sure people with disability can exercise this right, by including:

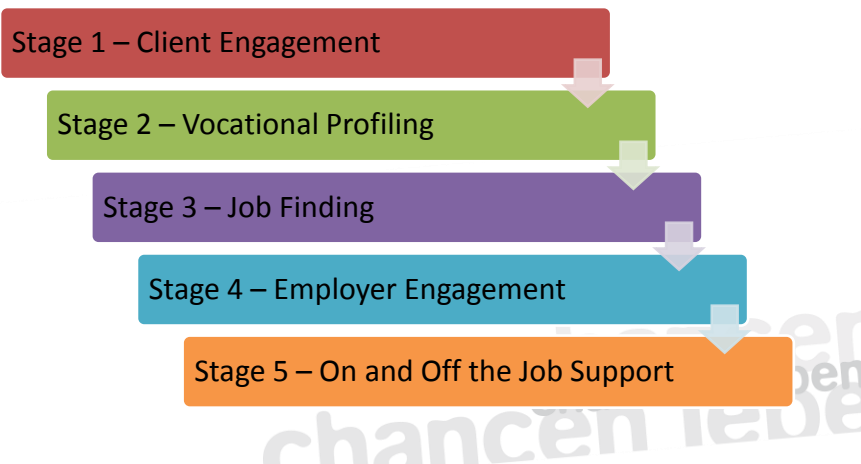
- banning unlawful discrimination in areas of employment
- making sure people with disability have fair work conditions, such as equal opportunities, equal pay for doing the same sort of work, protection from harassment and a way to have complaints dealt with
- making sure people with disability are free to join a union
- encouraging job opportunities, work experience, training, career advancement and self-employment opportunities
- hiring people with disability in the government and encouraging private business to hire people with disability
- protecting people with disability from being forced to work

<http://www.un.org/disabilities/default.asp?id=287> (01.12.2012)

Supported Employment



5 Stages of Supported Employment





Stage 1 – Client Engagement

- Informed choices
- Clarify expectations
- person-centred methods (individuality, wishes, process-thinking)
 - Preparation of potential job seekers
 - First contact
 - Initial meeting
 - Planning discussion
 - Action plan

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Stage 1 – Client Engagement

- Planning Discussion
 - Person centred approach, „Personal future planning“, circle of support and responsibilities
 - With SE provider or/ and other supporters
 - Consensual agreement
- Action Plan
 - What shall be done?
 - Who is responsible for the realisation of the actions?
 - When will the actions be realised?
 - Who will ascertain the action was realised?

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(EUSE, Toolkit, S. 60)

Stage 2 – Vocational Profiling

- Aim: identify motivation, interests, work attitudes, resources, support needs → realistic aims for career development
 - Collecting relevant information (pos./ neg. effects on work): work history, education, formal qualifications, work preferences, hobbies, interests, etc.
 - Information disclosure
- Career planning, support strategies
 - What support is necessary?

Stage 2 – Vocational Profiling

- Action/ reviewing action plan:
 - What steps are necessary to reach the objectives?
 - See Client Engagement
 - Reviewing: ongoing discussion process, "right direction", alternative strategies
 - responsibility of the Employment Support Worker
- Compiling a vocational profile
 - Job related activities (talk to employers, visit Job Centres, reading newspapers, internet, interview training, etc.)

Stage 3 – Job Finding

“employers play a central role in ensuring that the job seeker has the opportunity to enter the labour market”

- Employers = Customers



EUSE Toolkit, S. 80

Stage 3 – Job Finding

- Job search
 - Employment possibilities (analysis of the vocational profile)
 - Support network
 - Local Labour market opportunities
 - Gathering information
 - Make a plan
- Completed application form, CV
- Job descriptions, letters, trainings of job interviews



Stage 4 – Employer Engagement

- Meeting the employer
 - With job seeker´s agreement
 - Employer´s needs from the SE workers
 - Business language
 - Planning → Prepare → Presentation
 - Disability issues at the job interview (dealing with objections, agreement)

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Stage 4 – Employer Engagement

- Job Analysis
 - Job duties, task analysis, key features of the job, hours/day, productivity, company culture, etc.
- Job Matching
 - Matching between job seeker and actual job
- Secure the job
 - Working hours, rate of pay, support, expectations, responsibilities

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The aim is not only to underline differences,
but mainly to underline what has to be done differently.

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Stage 5 – On and Off the Job Support

- Different aims: starting a new job or maintaining a job
- Support: differing needs – ongoing support, outside the workplace, with/ without the co-workers, training vs. coaching, flexible
- Individuals, target group, company culture

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Stage 5 – On and Off the Job Support



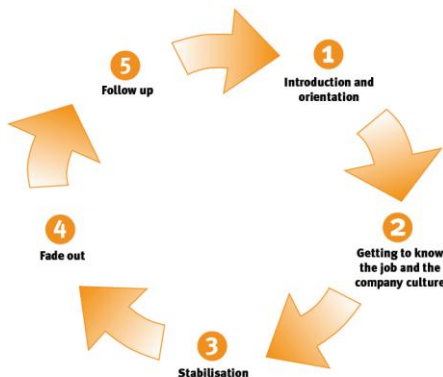
EUSE Toolkit, S. 94

1. Introduction, involving co-workers, roles, tasks

2. Tasks, steps, contact points, needed material, potential problems, SE assists co-workers to train

- Job carving
- Job stripping
- Job enrichment

Stage 5 – On and Off the Job Support



EUSE Toolkit, S. 94

3. Stabilisation:
Develop employee's skills,
strengthen relationships

4. Fade out:
Reduce level of support,
find mentors,
in some countries funding agencies
limited duration,

5. Follow up:
"be available when needed"



5 Stages with quality characteristics

1. **Engagement** → Accessibility (low threshold access)
2. **Vocational profiling** → Person-centered approach: Client's aspirations, interests and abilities
3. **Job development** → Active involvement (finding, learning a job)
4. **Employer engagement** → Awareness raising
5. **On / Off support** → Employee is a full member of the workplace



SE in Action Project 2006 (NUISE)

PROGRESS

- Increase in number of hours worked
- Increase in confidence to do tasks
- Learning and developing new skills
- Additional tasks
- New roles and responsibility
- Change job within an organisation
- Change job – new employer
- Promotion opportunities
- Career Development

http://www.equalni.org/2nd_Call/2nd_SEA.htm (01.12.2012)



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