

Supported Employment

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What's the problem we are trying to solve?

- Low aspirations and expectations of what young people can achieve
- By the age of 26, disabled people are nearly four times more likely than their non-disabled peers to be unemployed
- But we know that people can work!!



Start early

- Build the key messages into your Early Years work
- Ensure young disabled people are employed in places families use the most
- Provide information on what is available to help people achieve good outcomes (local offer) and get feedback from families.
- Provide opportunities for families to meet young people and families who are in paid employment, independent living, have good health and are part of communities with friends and relationships



What does the research say?

Research evidence shows that there are number of approaches that work:

Raise employment aspirations and expectations of children and young people, families and everyone who supports them

Person-centred transition planning with a focus on employment

Welfare advice, advice and guidance and **positive work experience**, so that families see that work is positive and possible

A **vocational curriculum** that supports young people's aspirations and meaningful work experience for young people in community-based settings

Supported employment agencies working with young people whilst they are at school, and good supported employment from 16+

What works?

- Presumption of employability
- Inspiring role models
- Employment focussed person-centred transition planning
- High quality careers advice
- Meaningful work experience
- Accessible vocational training



What does good employment support look like?



Supported employment or job coaching

- Based on what people know works
- Starts from age 14
- About **REAL** jobs
 - ✓ 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

What does good employment support look like?



Overarching guiding principle:

Fundamental to supported employment is that everyone can work with the right job and the right support. Work readiness is not a helpful concept!!!!

Good employment support - key principles



- Choice and control
- Partnership
- Full inclusion
- Rapid job search
- Careers
- Natural supports
- Long-term support
- Assistive technology
- Continuous quality improvement
- Right to work in a safe workplace
- Protection of human rights and freedom from abuse

What does good employment support look like?



Work with the job seeker

- Engagement
- Getting to know you/vocational profile
- Agreeing a plan together

Work with the employer

- Engagement
- Understanding needs and identifying vacancies
- Getting to know the job

Job match

- Employers get the right worker and jobseekers get the right job

Arranging the right support

DEVELOP A CAREER

Helpful links

www.preparingforadulthood.org.uk

www.base-uk.org

www.gov.uk/access-to-work

www.apprenticeships.org.uk

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