

A close-up photograph of a person's hands planting a small green sapling into a mound of dark, rich soil. The person is wearing a purple long-sleeved shirt and a ring is visible on their left hand. The background is a soft-focus green field. The text "Supported Employment" is overlaid in large white font across the upper half of the image.

# Supported Employment

A Practical Example

# WHAT IS IT?

a method of working *WITH*  
people living with disabilities &  
other disadvantaged groups

to access and maintain  
**paid employment** in the  
*open labour market.*

# WHY is it Necceary?

- ▶ High percentage of PWDs in SA = unemployed

but able to work

- ▶ Stigma = exclusion mentality in PWDs
- ▶ Fear of unknown - don't know how to cope with difference
- ▶ Lack of training of PWDs
- ▶ Poor economy



# Our Context



# BACKGROUND

- ▶ Palliative care centre - HIV/AIDS
- ▶ ARVs - decreased orphan influx
- ▶ Neglect and Abuse

# RESULTS:

- ▶ Learning Disabilities
- ▶ ADD and ADHD
- ▶ Cognitive Impairment
- ▶ Psychiatric Disabilities
- ▶ Emotional and Behavioural Difficulties



# Group of Young Adults

## Strengths

- ▶ Talented
- ▶ Hardworking
- ▶ Dedicated
- ▶ Helpful
- ▶ Develop their interests more than others
- ▶ Creative

## Challenges

- ▶ Poor academic performance
- ▶ Social Skills
- ▶ Being a handful
- ▶ Slowness
- ▶ Don't manage pressure and disorder well
- ▶ Independent living

# STEPS OF Supported Employment





Client Engagement

Vocational Profiling

Job Finding

Employer Engagement

On and Off the Job Support



Vocational Profiling

Vocational Preparation

Job Finding

Employer Engagement

On and Off the Job Support

# Principles

- ▶ Empowerment - Encourage Independence
- ▶ Informed choice
- ▶ Respect - Treat as the age they are
- ▶ Approachableness
- ▶ Flexibility
- ▶ Individuality

# Client Engagement

- ▶ The outcome of client engagement is to ensure that the individual makes an informed choice as to whether they wish to use the Supported Employment model to find a job

# Initial Assessment

- ▶ Details of the youth:
  - ▶ Education
  - ▶ Experience
  - ▶ Medical Background
  - ▶ Occupational History
  - ▶ Interests
  - ▶ Areas where the youth Excels
  - ▶ Work Skills Assessment - FCE



# Vocational Profiling

- ▶ Environmental considerations and preferences
- ▶ Support needs
- ▶ Voc Development Plans
  - ▶ Long term goals (5 years from now)
    - ▶ Vocational
  - ▶ Short term goals (before you finish school)
    - ▶ Vocational Preparation
  - ▶ Medium term goals (After you finish school)
    - ▶ Training and Work experience

# Examples

## *Young Adult's Pre-leaving Goals*

Goals	How	Time frame	Person responsible/ accountability person
Drivers Licence	Lessons in village	By end of school	Doesn't want to be kept accountable
Knowing more about different types of careers	Research - asking people and internet research	“ “	
CV, job searching, interviewing skills	Doesn't know how	“ “	

## *Semp programme's Pre-leaving Goals*

Goals	How	Time frame	Person responsible/ accountability person
Understand that need to have a back up career if working in performance	Counselling with SW/ volunteer		
Understand how to get into performing art career	Research		
CV writing support, interviewing skills, job searching	Practical	By end of Nov 2016	OT

# Vocational Preparation

- ▶ *Life Skills*
- ▶ *Understanding of **job variety*** and requirements
  - ▶ Shadowing and **Work Experience**
- ▶ *Job seeking skills*
  - ▶ CV writing
  - ▶ Post seeking

# Working in Partnership



# Job Finding

- ▶ Formal
- ▶ Informal - job carving etc.
- ▶ Job analysis and matching
  - ▶ Job seekers skills &
  - ▶ Employer's/Company's needs



# Employer Engagement

- ▶ What are their needs?
- ▶ Business:
  - ▶ Skills
  - ▶ Characteristics
  - ▶ Costs
- ▶ Inclusion:
  - ▶ disability awareness training
  - ▶ knowledge of govt. support/funding programmes
  - ▶ practical solutions to disability employment issues.



# On and Off the Job Support

- ▶ Place and train
- ▶ Natural Supports - family, co-workers etc
- ▶ Professional supports
  - ▶ Individual support
  - ▶ Co-worker training
  - ▶ Company procedures
- ▶ Fade out - *keep the door open*

# Practical considerations of starting a SEmp project

- ▶ Have a mentor(s)
- ▶ Be Honest - people want details
- ▶ Be prepared for lots of admin
- ▶ Need to be super organised and have organising systems
- ▶ Start small
- ▶ Be ready to network a lot
- ▶ Transport
- ▶ Not expensive to start with - if people have family and transport money - just staff, phone, internet and car.
- ▶ Accommodation - orphans need places to stay

# Things I have Learnt

- ▶ No place in the formal employment for PWDs - NO
- ▶ Some suit self employment
- ▶ PWDs - character traits desired employees



If you want to go FAST,  
Go ALONE.

If you want  
to go FAR,

go  
TOGETHER.

- african proverb

