

Supported Employment I-know-how

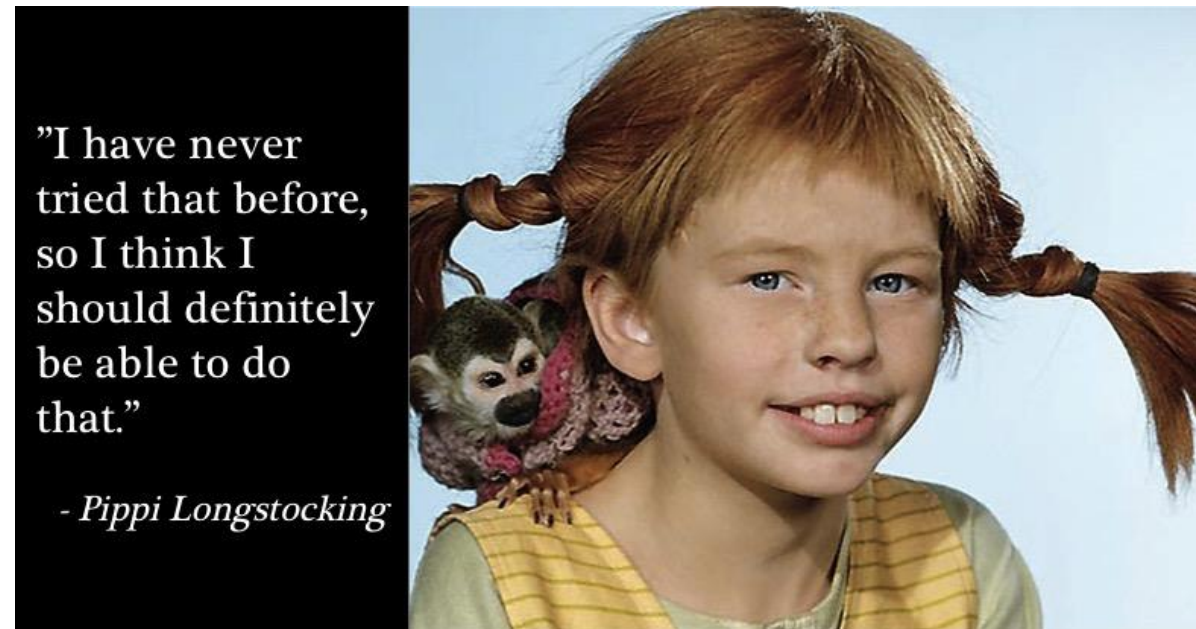
Supported employment

*A methodology to support people with (labourmarket)disabilities and other groups with disadvantages to get and keep **paid work** in a **regular labor market**. **Support** is offered to the **jobseeker** **before, during and after finding a job**. But the employer is also supported, with the **focus** on the person's **capabilities** rather than the limitations. The emphasis is on **paid employment** and not on activation or voluntary work.*

Bron: project Duet

A vision

... based on strengths, talents and dreams
and 'Yes We Can!'



... and principles

Place then train principle

- ▶ Evolved to: place-train-maintain-develop

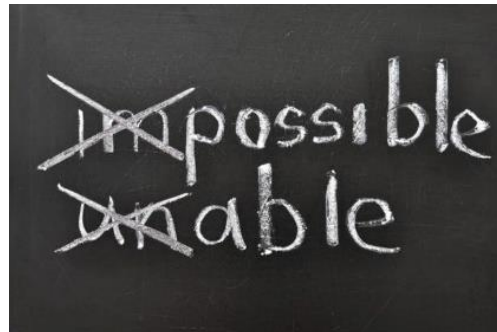
Employer is also a client

- ▶ He delivers jobs
- ▶ Has needs and concerns that we also meet within Supported employment

With Values ...

Individuality
Respect
Self-determination
Informed choice
Empowerment
Confidentiality
Flexibility
Accessibility

It's not about **WHAT** we
ARE
But about **WHO** we can
BECOME



With people... ...not about people



- ▶ respect for choices
- ▶ offering choices
- ▶ respect for every contribution to society

“nothing about us, whithout us...! _

SE: why?

UN Convention on the rights of Persons with disabilities – art 27

States Parties recognize the **right** of persons with disabilities **to work**, on an **equal basis** with others; this includes the right to the opportunity to gain a living by work **freely chosen** or accepted in a **labour market and work environment that is open, inclusive and accessible to persons with disabilities.**



Pressure on the labor market: every talent needed!

Supported employment: 5 Fase-model



More details: www.euse.org

Fase 1: client engagement

Statement

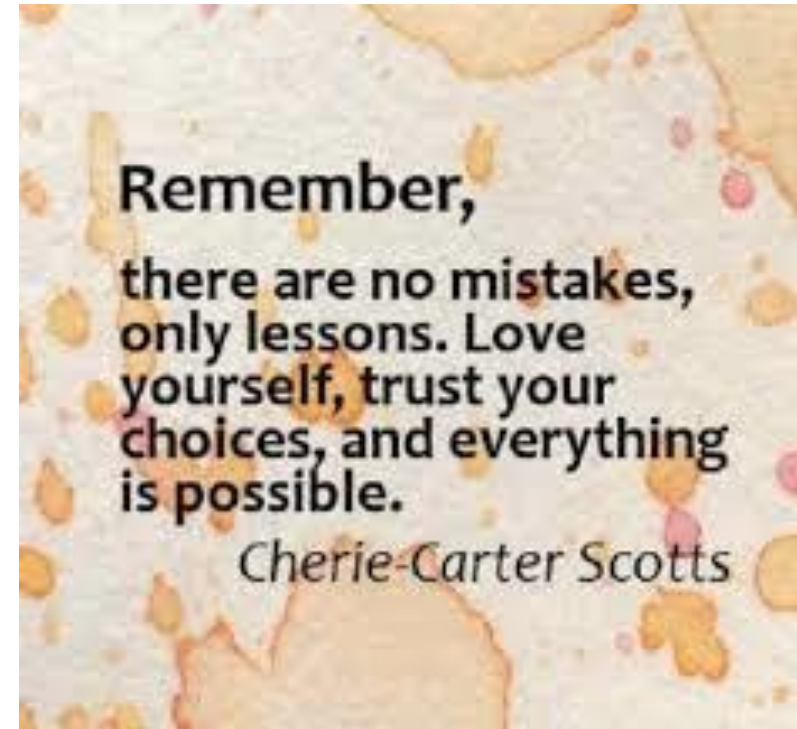
The customer can decide what he wants and I - as a service provider - follow his choices



Fase 2: Vocational profiling

Statement

It is important to have a complete picture of the customer in all areas in order to allow him to gain experience in the workplace.



Fase 3: Jobfinding

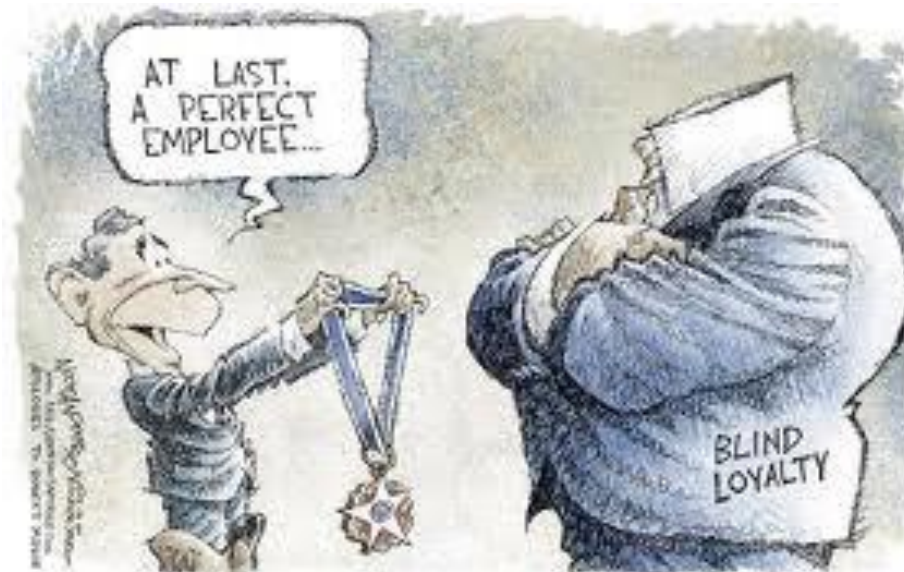
Statement

If there is no job, you can (almost) always create one

Fase 4: Employer engagement

Statement

Employers expect perfect employees



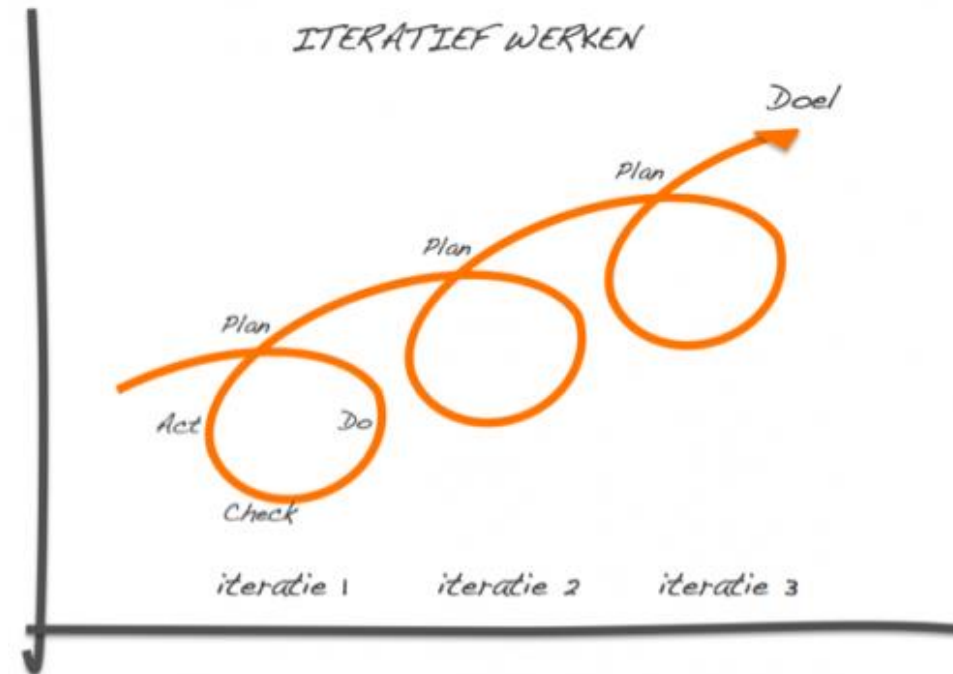
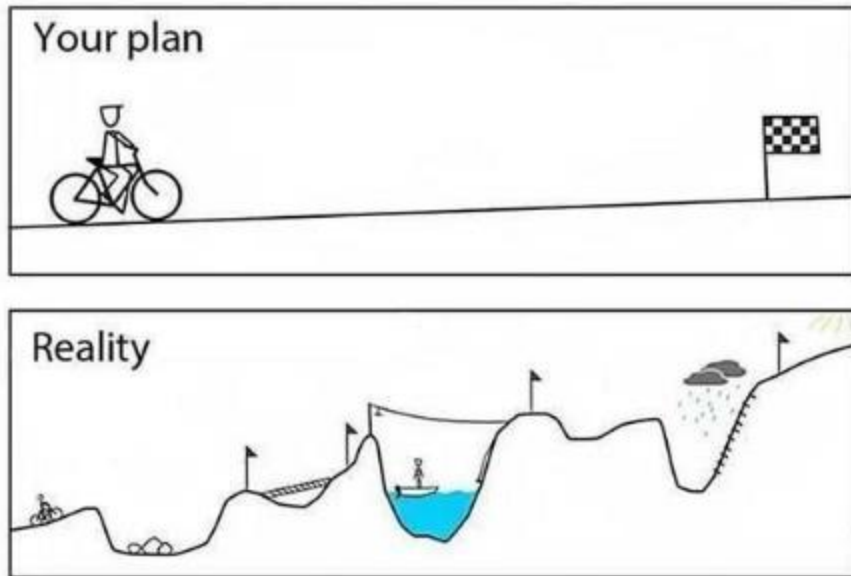
Fase 5: On and off the job support

Statement

Once someone knows his job well, support is no longer needed.



5-fase model is concentric



Summary

Why SE can help: a word from Luc Henau,
president European Union of Supported
Employment

And????

- ▶ Where do you see SE applicable for people with cancer?
- ▶ Which elements from the 5-phase model are pre-eminently important in the reintegration of people with cancer?



We'll go for it! Can we count on you?

