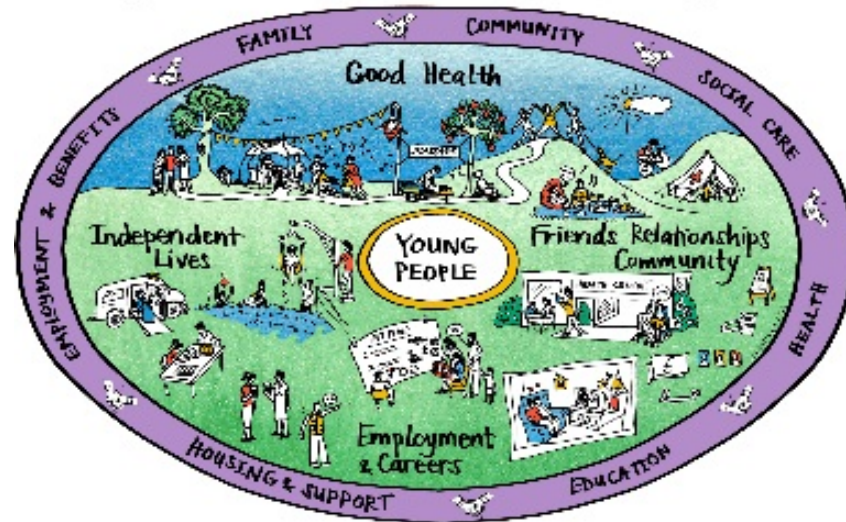


Preparing for Adulthood



PARTNERSHIP WORKING FOR PFA



Kathy Melling

The Role of Job Coaches

Delivering Better Outcomes Together



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!!!!

Core values

National Occupational Standards:

- Understand the positive contribution people can make
- Real jobs
- Zero rejection philosophy
- Work readiness not a helpful concept
- Job search at the earliest opportunity
- Choice and control
- Partnership
- Full inclusion
- Employer as a customer
- Draws on Social Role Valorisation (SRV)
- Draws on the social model of disability
- Career development

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

Business case for employers



- Recruit from a wider availability of labour
- Reduced recruitment costs
- Supported selection process gives accurate job-client match
- Improved retention
- Improved image & external reputation
- Teambuilding & internal reputation
- Diversity-improved services and products
- Corporate social responsibility
- Reflecting local communities

= Improved profitability

**employer
of choice**

In-work support – key points

- Know the job
- Be consistent
- Remember names to assist the individual learning them
- Facilitate conversations with others
- Ensure the individual can use canteen and refreshment facilities
- Do not join in breaks
- Never provide the individual with work instructions
- Never directly supervise the individual in the workplace
- Never do the job for the individual
- Be aware of becoming too close
- Tiredness, confusion and bewilderment are common!

Job coach training



- National Occupational Standards
- TSI – training in systematic instruction
- Accredited and non-accredited options
- <https://www.base-uk.org/training-and-consultancy>

