



Supported Employment for Employers



Education and Culture DG

Lifelong Learning Programme

About Supported Employment

Supported Employment provides support to people with disabilities or other disadvantaged groups to secure and maintain paid employment in the open labour market.

Supported Employment service providers ensure that an employer's recruitment requirements and concerns are dealt with in an efficient and professional manner.

Supported Employment personnel are likely to be qualified Job Coaches or Employment Support Workers and they work with employers and the potential employees, matching the employer's needs with the skills and abilities of potential workers.

The Benefits to Employers

- Supported Employment provides a free and confidential recruitment service
- It will enable you to access appropriate potential employees. A Supported Employment service provider will only submit details of potential job seekers who can actually complete the tasks that you as an employer need completing
- You and your new employee will be able to access continuous support of a qualified and experienced Employment Support Worker. This will ensure that the 'job match' continues to be successful
- The Employment Support Worker will enhance your recruitment and selection process by matching the right employee to the right job in the interest of your company recruiting and retaining a committed long term employee
- The fact that an employer employs a person with a disability or a person from a disadvantaged group may lead to an increase in business and profits, i.e. increase in custom from their families and friends as well as the general public
- The Employment Support Worker will provide you with all the necessary advice and guidance on the incentives and grants that may be available to you
- You will be provided with assistance to co-ordinate any training that the new employee may need

- Supported Employment can enhance your company's profile, as it allows you to promote yourself as an equal opportunities employer
- Through using the vehicle of a Supported Employment service, employers can acknowledge and demonstrate their commitment to Corporate Social Responsibility

Background of Supported Employment

Supported Employment was developed in the USA and Canada in the 1970's and is currently developing throughout the world. The European Union of Supported Employment was established in 1993 to facilitate the development of Supported Employment throughout Europe. As an employer, you have an opportunity to be a part of a worldwide service that brings benefits to your company as well as to people from disadvantaged groups.

Success through Job Matching

Through detailed profiling, the skills and interests of the job seeker are matched with the requirements of the job. The successful job match will result in success for both the job seeker and the employer.

Success through Support

Through Supported Employment, appropriate support will be provided to the job seeker, the employer and co-workers. The support provided may be of a mentoring nature, although in some cases it may be possible to identify financial assistance where available. The frequency of the visits that an Employment Support Worker will make to the new employee will depend on their needs and the needs of the employer and co-workers.

Supported Employment services can be accessed by both public and private sector employers of all sizes.

Financial Benefits of a Supported Employment Service

The Supported Employment service is a professional, quality service provided free of charge. You will save money, as you will not have any advertising or recruitment expenses, for example, you will not have to trawl through dozens of CV's and job application forms. Training for prospective employees will be provided on the job where necessary and at no cost.

Impact of Supported Employment

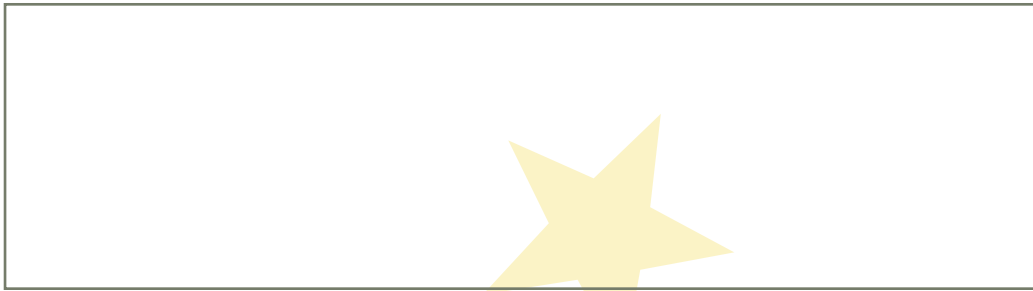

Experience shows that work colleagues welcome and encourage people recruited through the Supported Employment process and that good working relationships are developed. Customers appreciate the social approach and repeat business is greatly increased. The Employment Support Worker can help your company to develop procedures for the systematic induction and development of employees with disabilities which may result in improvements in productivity and efficiency.

For further information on Supported Employment please contact:

Details of National Association



Details of European Union of Supported Employment



.....

This document is available in alternative formats such as Braille, Audiotape or Electronically on request.

© **European Union of Supported Employment 2009**

The European Union of Supported Employment irrevocably grant(s) to any third party, in advance and in perpetuity, the right to use, reproduce, translate or disseminate this Position Paper in its entirety or in part, in any format or medium, provided that no substantive changes are introduced in the process, proper attribution of authorship and correct citation details are given, and that the bibliographic details are not changed. If the article is reproduced or disseminated in part, this must be clearly and unequivocally indicated. This project was funded by the European Commission Lifelong Learning Programme but this paper does not necessarily reflect the European Commission's views.

Produced by the European Union of Support Employment/Leonardo Partnership
as part of the European Supported Employment Toolkit.