

## **SUPPORTED EMPLOYMENT DEFINITION – Calgary Employment First Network**

**Supported Employment** refers to a range of strategies and techniques used to facilitate effective talent matching, onboarding and job performance in order to support job-seekers with disabilities and employers to have a mutually successful experience with employment inclusion.

All of the strategies, techniques and supports provided are customized to the needs of each person and business being served and are focused on the timely acquisition and retention of competitively paid employment; **defined as integrated work which is compensated at minimum wage or higher.**

The primary outcomes of supports are to assist job seekers with disabilities to:

1. **Identify employment choices** based on their strengths, abilities and values
2. **Prepare for employment** based on job requirements and workplace culture
3. **Acquire employment** through a well-researched, targeted job search
4. **Retain employment** through job performance and understanding of workplace protocols

Supported Employment Interventions – and Outcomes, should serve job-seekers and employers equally.

Supported Employment is a tool which increases inclusion and community participation while reducing poverty and marginalization. It also offers value to the business community and builds employer capacity around diversity and the creation of inclusive workplaces.

**Supported Employment Strategies** and Interventions include but are not limited to:

- Career Exploration or 'Discovery'
- Career Development
- Employment 'Readiness' and Preparation
- Job Search and Employer Engagement
- Designing job accommodations / job carving
- Placement and Orientation
- Training and Retention Supports – Including facilitation of Natural Supports
- Ongoing Evaluation and Assessment
- Building Employer Capacity in Diversity and Inclusion management