

Procurement of Supported Employment Services

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Procurement of Supported Employment Services

Definition

Supported Employment is a method of working with disabled people and other disadvantaged groups to *find* and *maintain paid* employment in the *open* labour market.

Procurement of Supported Employment Services

The Process

- 1) Engagement/Job Preparation
- 2) Vocational profile
- 3) Job finding
- 4) Employer negotiation
- 5) On/off job support

Procurement of Supported Employment Services

Strengths & Weaknesses

- 😊 Offers equality of opportunity
- 😊 Person-centred approach
- 😊 Can be used for a wide range of client groups
- 😊 Supports both the client (employee) and the employer
- 😊 Focus is on paid employment/full integration
- 😞 Funding dictates the programme
- 😞 Absence of regulations and standards
- 😞 Limited training opportunities
- 😞 Lack of reliable data and results
- 😞 It is not so easy!

Procurement of Supported Employment Services

Issues for Purchasers

- Understand the issues
 - People with disabilities
 - Supported Employment providers
 - Employers
- Awareness of Supported Employment services
- In-house delivery v. Contracted out
- Quality v. Quantity
- Define standards, activities and outcomes
- Monitoring and development
- Management Information Systems

Procurement of Supported Employment Services

Key Success Criteria

- Funding
- Staffing
- Structure & Activities
- Leadership
- Development & Monitoring
- Staff training
- Referral sources
- Caseloads
- Types of disability and disadvantage
- Partnerships

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