



What in the World Is Going On?

A Global Look at Inclusive, Supported Employment

Presenter: Annette Borrows
Annette.borrows@southfraser.com



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



Canada's Definition Of Supported Employment

Supported Employment is a person-centred approach to assisting individuals with disabilities to prepare, obtain, and maintain integrated, competitive paid employment. A variety of support is tailored to individual requirements. This includes self-employment.

This statement is in alignment with many other supported employment agencies from around the world.



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



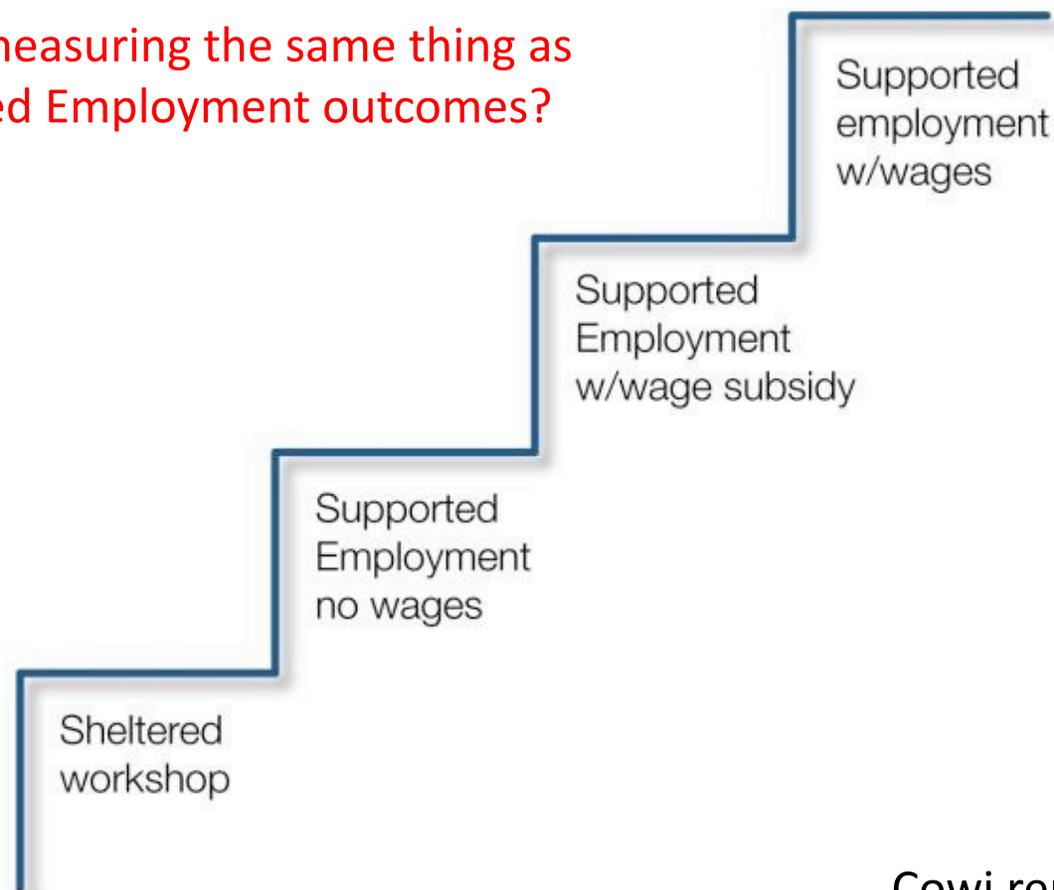
The Facts

- 49% of people with disabilities are unemployed while the Canadian unemployment rate is about 6.9%. This is a common stat worldwide.
- Employment rate is even lower for people with intellectual disabilities 20% unemployment
- People with disabilities work half as many weeks per year then typical population
- 56% of people with disabilities (PWD) yearly income is less then \$12,000 (in BC)
- All persons with disabilities can work, if they have the appropriate support!



Supported Employment Evolution

Are we measuring the same thing as Supported Employment outcomes?



Cowi report 2011



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



PARADIGM SHIFT

THREE PHASES IN THE DEVELOPMENT OF SERVICES FOR PEOPLE WITH DISABILITIES			
	Phase 1	Phase 2	Phase 3
Focal question	Institutional reform period	Deinstitutionalization period	Community membership period
Who is the person of concern?	The patient	The client	The Citizen
What are the "typical" service settings?	An institution	A group home, a sheltered workshop, a special school or classroom	The person's home, a local business, the neighborhood school
How are services organized?	A facility	A continuum of options	The unique array needed by each individual
What is the "model" of service delivery?	Custodial/ Medical	Developmental/ Behavioral	Individual Support
What are services called?	Care	Programs	Support
What is the planning model used?	Individual Plan of Care	Individualized Habitation Plan	Personal Future Plan
Who controls the planning process?	A professional (often an MD)	The interdisciplinary team	The individual
What is the context of decision making?	Standards of professional practice	Team consensus	Personal circles of support
What receives the highest priority?	Cleanliness, health & safety	Skill-development & behavior management	Self-determination & relationships
What are the major focuses of intervention?	Control or cure the condition	Change behavior	Change the environment and attitudes
What is the focus of quality assurance standards?	Professional practice & minimal standards of care	Documented programming & goal attainment	Quality of life as experienced by the person affected
How do providers talk about their services?	Community Outreach	Community-based	The community

Table 1. Developments in care. Source: Management meeting at Zuidwester, February 1998



The Canadian Association for Supported Employment
 Association canadienne de soutien à l'emploi



Colombia

Good morning, I am Juan Carlos.



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



This is Canada



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



A Coast to Coast Look

- Newfoundland and Labrador- job coaching
- New Brunswick- first to implement a strategy
- Quebec- Adapted enterprises
- Ontario- unique performance funding
- Manitoba- DEAM and institutions
- Saskatchewan- SETI for innovation
- Alberta- High outcomes, MP
- Yukon- 3 services
- BC- battle of the customized



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



United Nations Convention Of Rights For Persons With Disabilities

- Adopted by the United Nations on December 13, 2006
- Article 27 pertains to employment rights
- As of 2016 there were 166 “States” world wide signed on
- Each state assesses and reports on their plan
- Canada has just recently embarked on a National plan while provinces have been independently creating their own plans to different degrees



UNCRPD and Canada

- Canada has a first ever Minister of Parliament specifically for persons with disabilities.
- There is a federal government for all of Canada and a provincial government for each province and territory. Matters concerning people with diversities fall under both.
- UNCRPD initiatives are practiced provincially to varying degrees of seriousness and success.
- All levels of government need to work together
- It doesn't help if a building is accessible yet a person can't get there because of all the obstacles they experience on their way.



UNCRPD and Canada

- A federal consultation was conducted from July 2016-February 2017 asking,

“What does an accessible Canada mean to you”?

- Employment and job retention were ranked as the most important issues(39%)
- Legislation should be strongly enforced but also contain penalties

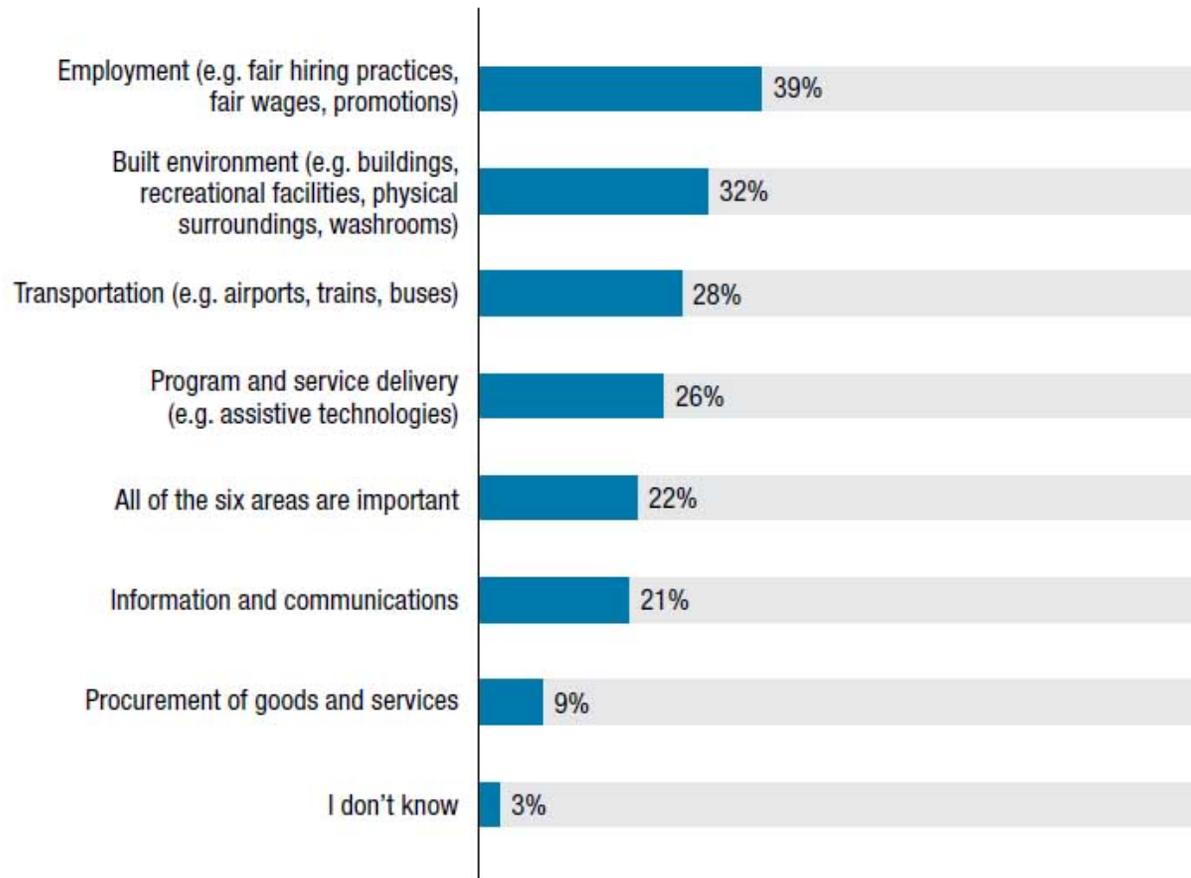
“Nothing about us without us”



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



What Canadians Deem As Important



1,513 Total responses

<https://www.canada.ca/en/employment-social-development/programs/planned-accessibility-legislation/reports/consultations-what-we-learned.html#h2.6>



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi





Make fusion easier
Make Inclusion Easier.



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



World Association For Supported Employment



- Developed in 1995
- A global network of organizations and individuals that share in the value of employment equality provided through supported employment.
- Created several resources you can download
- Held the 1st World Conference June 14-16, 2017 in Belfast Ireland. Over 650 delegates from 48 countries represented.
- Canada won the bid to host the next World Conference in 2021



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



The United States



- 34 States engaged in some aspect of “employment first” strategies
- Increased development and use of apps for employment supports
- Consistent federal policy (Medicaid funding)
- Attempting to move away from sheltered workshops (hoping there will not be any sliding away under current administration).
- APSE has a reputable supported employment credentialing for front line staff.



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



Australia



- One federal funding and measurement process
- Funded through system similar to Medicaid in the US
- Star rating system for outcomes
- Moving to self-directed service, client choice (NDIS)
- Certified training common practice for PWD
- Job Access Program for assistive technology



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



China



Make fusion easier
Make Inclusion Easier.

- UNCRPD state a mandatory 1.6% of workforce must be a person with disability.
- Employers decide to pay fine or hire fake employees. Little belief in the abilities of people with disabilities.
- 90 families joined together to advocate for their sons and daughters.
- Non-profit agency begins supported employment journey by training job coaches.
- Rapid uptake in successful employment in 5 cities providing proof to government and employers.
- Government is now paying attention. Watch for big changes!



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



Inclusive Employer Example

Around the world today, many employers offer examples of good practices in including persons with disabilities in the workplace through supported employment. Supported employment contributes to both the employer and the person with a disability. Good examples lead to good followers.



Carrefour is a French, 60 year old, multi-national retailer and one of the largest hypermarkets in the world. Their work force comprises 14% of PWD.



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi



Common Concerns World wide

- Stigma and stereotyping
- Continued use of sheltered workshops
- No standardized training for Employment Specialists
- Fear of losing social assistance
- Transitioning youth
- “Five lanes of highway analogy”



Canada Moves Forward

- Hire for Talent
 - Employer resource for medium and small employers.
 - www.hirefortalent.ca
- Mentorability
 - Employer and job seeker face-to-face engagement
 - DEAM (Disability Employment Awareness Month)
- Best Practices
 - www.employmentforall.ca
- WASE
 - 2021 Canada is hosting the world supported employment conference



The Canadian Association for Supported Employment
Association canadienne de soutien à l'emploi

