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Workshop 9:

What does Supported employment mean in Europe and how to ensure good quality by using the SEQF (supported employment quality framework)

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Introduction and workshop aims

- Why Supported Employment?
- The core values embedded within supported employment
- Why do we need to embed quality in Supported Employment
- Different Approaches to Measuring Quality
- History of the Supported Employment Quality Framework
- What is the Supported Employment Quality Framework
- The Future of SEQF across Europe
- Useful Links & Resources

Why Supported Employment?

SE is a human rights based approach

UNCRPD art 27

that contributes to the achievement of the SDGs and EU policies

SDG 4

SDG 8

Union of equality: Strategy for the rights of persons with disabilities 2021-2030

European Pillar of social rights

Why is having a paid job so important?

Work gives us **a sense of purpose and self-worth.**

- Our skills and talents are utilised,
- our contribution to society
- To feel that we matter.
- When people work, they feel better about themselves and their place in the world.

A paid job is **the key to economic security.**

Why is having a paid job so important?

In addition, work is a source of **social inclusion and community**.

It brings people together, creates networks and strengthens ties between individuals and communities.

It is also a matter of **social justice**.

Everyone deserves equal opportunities in life, work contributes to these equal opportunities, and everyone has the right to access them within their means.

Supported employment contributes to the inclusion of people in society

Because it offers

the chance of a paid job in the regular circuit and with the support a person needs

With the support their work environment (employer, colleagues) needs

For as long and as much as necessary

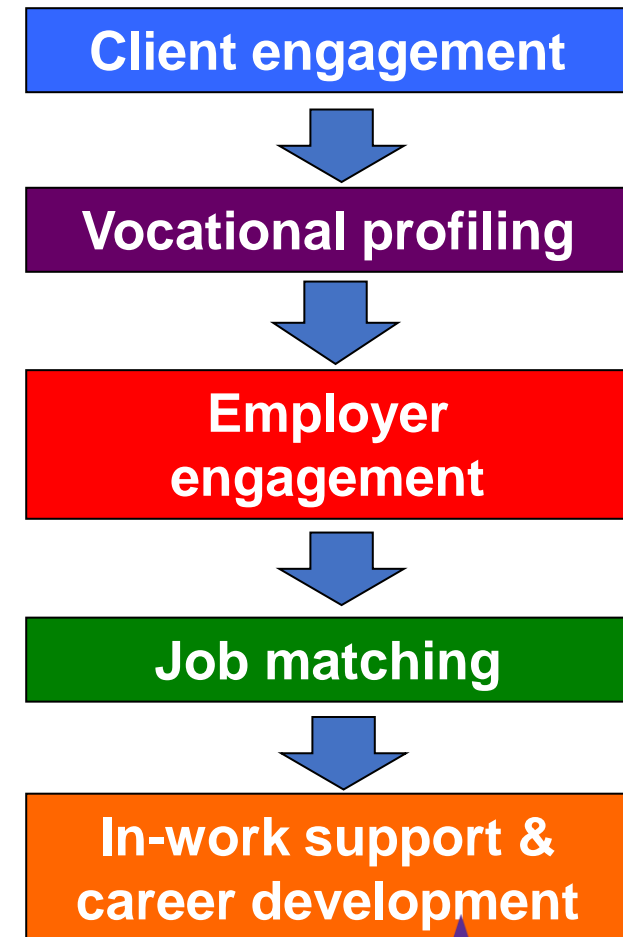
AND the person = the expert of his life and dreams

What is the Supported Employment Model?

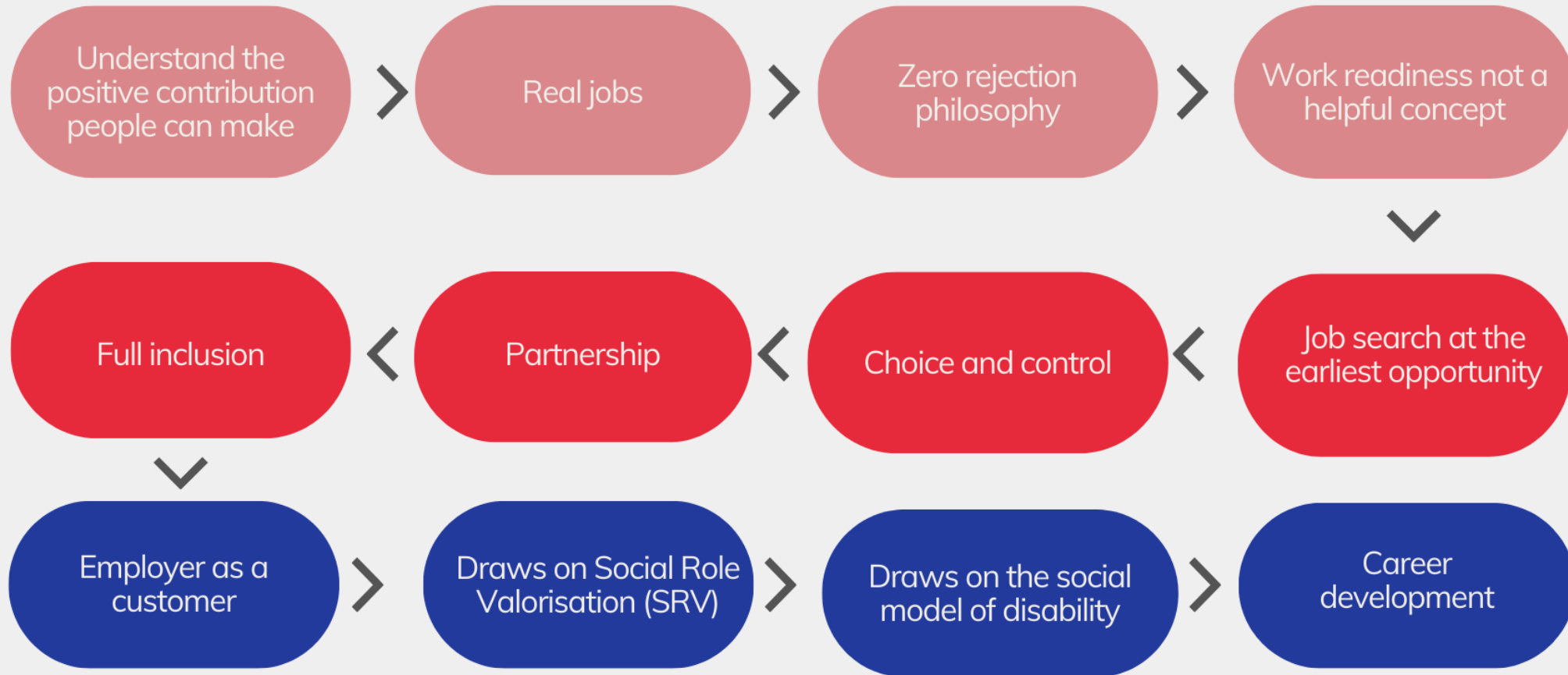
“The provision of support to people with disabilities or other disadvantaged groups to secure and maintain paid employment in the open labour market”

European Union of Supported Employment 2005

Supported Employment is internationally recognised.



The Core Values of Supported Employment



Client Engagement

Statement

I, as the expert, give the options that fits best with a client

True or False

Employer Engagement

Statement

It's hard to convince employers to employ people with disabilities

True or False

Vocational profiling

How long does it on average take to complete a vocational profile?

Job matching

Statement

We can do job matching from job description.

True or False

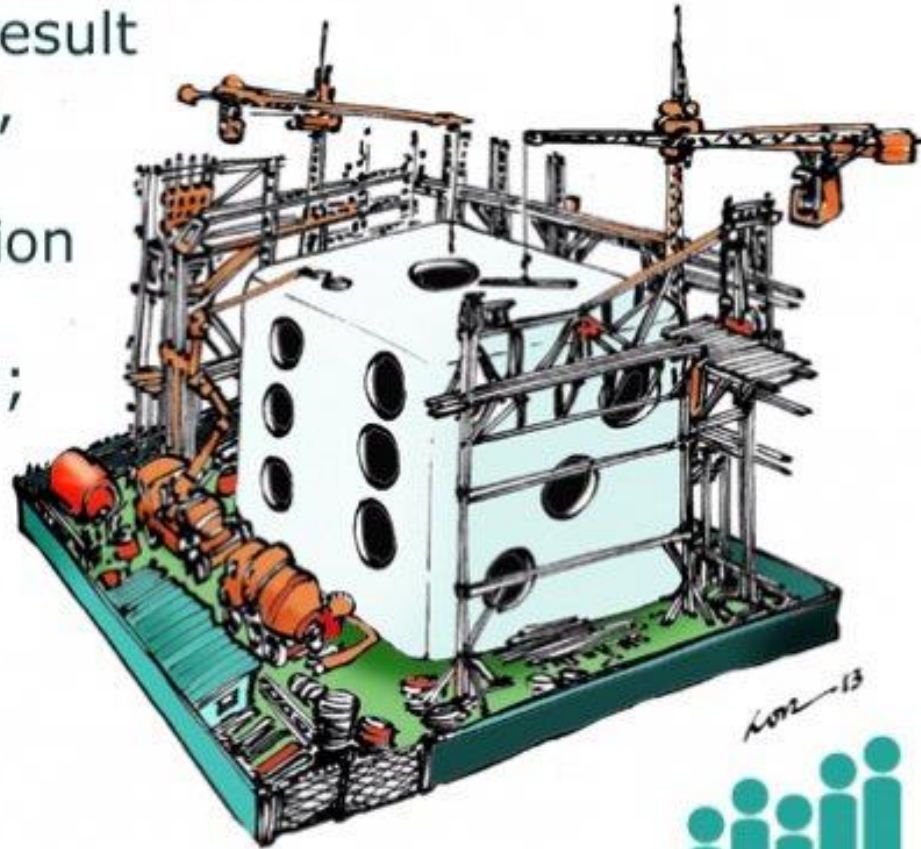
In-work support and career development

Once a person understands their job well enough, no support is needed anymore.

True or False

Why do we need to embed quality in Supported Employment

Quality is never an accident;
it is always the result
of high intention,
sincere effort,
intelligent direction
and
skillful execution;
it represents
the wise choice
of many
alternatives.



William A. Foster



Why do we need to assure quality?

To better serve our clients!

- To know how effective we are
 - Assumptions or evidence?
- To develop and sustain an effective service through strategic business planning
- To demonstrate high standards to customers, funders, and staff

Different Approaches to Measuring Quality

The Health Science Approach:

- Emphasizes "evidence-based knowledge"
- Quality assurance is about ensuring implementation with high fidelity
- Standards and inspection
- Belief that this will yield desired results regardless of location and local context
- Quality assurance

The Social Science Approach:

- Process and development-oriented
- Emphasizes relationship, context, individual adaptation
- Continuous quality development
- Learning by doing
- Quality guidance

History of Supported Employment Quality Framework (SEQF)

Why?

- To demonstrate quality across supported employment across the core values of supported employment and the 5 stages of supported employment
- Erasmus Project in 2017

How?

- Originally based on EFQM model. Based on quality standards from BASE, Flanders and EUSE.
- Contains user guidance
- Starting revision of SEQF across ASEE in 2023

What is the SEQF?

Gives SE-providers inspiration, tips, frameworks, ideas to assess their SE-practice, identify areas for improvement and offers tools to work with continuous growth and development.

Self-assessment tool

- ❑ Practice reflection
- ❑ Organisational development - continuous improvement

Growth and development tools

- ❑ Development plan - year one towards year three - keeping up the quality engagement
- ❑ External assessment



The SEQF Elements

Model Fidelity Section of SEQF:

- Engaging Jobseekers
- Vocational Profiling and Action Planning
- Engaging Employers
- Job Matching and Securing Employment
- In-Work Support & Career Development
- Business Results
- Key Performance Indicators

Enablers:

- Leadership
- Strategy
- Staff Management
- Partnership & Resources

Weightings and Scorings for Model Fidelity

Section	No of Criteria	Max Score Available	Weighting of section
1.1 Engaging Jobseekers	10	20	15%
1.2 Vocational Profiling and Action Planning	14	28	15%
1.3 Engaging Employers	14	28	15%
1.4 Job Matching and Securing Employment	10	20	15%
1.5 In-Work Support & Career Development	15	30	15%
2.1 Business Results	8	16	10%
2.2 Key Performance Indicators	5	40	15%

Each criteria has a score from 0-2 within 1.1 – 1.5 and 2.1.

Testimonials

- ❑ The SEQF has enabled our service to evidence best practice in delivering supported employment not only to our clients – helping them to become empowered individuals but also to employers, helping them to feel confident in recruiting from a wider talent pool. The framework provides an excellent standard of support that can be expected, implemented and measured."
- ❑ "SEQF is a living quality label, the whole organisation is involved in the implementation over the different years. You can fully develop your organisation's annual action plan on the basis of your growth plan within SEQF, allowing you to work efficiently and qualitatively."

The Future of SEQF across Europe

- Overall Scoring System to be finalised by November 2024.
- Self-Assessment Document and Guide to be completed by December 2024
- Train the Trainers Course for Assessors to be finalised by February 2025
- Develop resources to support standardisation across SEQF for accreditation by February 2025.
- Costings for Certification Mark against SEQF to be agreed by February 2025.
- Commence roll out of Training Assessors for SEQF across Europe by March 2025.
- Commence SEQF delivery across Europe in April 2025.

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ASEE – Association for Supported Employment Europe (ASEE) is the European umbrella organisation for supported employment. The members of the ASEE are National Associations of Supported Employment in Europe. (a4se.eu)



Useful Links and Resources

- [ASEE – Association for Supported Employment Europe \(ASEE\) is the European umbrella organisation for supported employment. The members of the ASEE are National Associations of Supported Employment in Europe. \(a4se.eu\)](#)
- [Quality in Supported Employment Delivery | British Association for Supported Employment \(base-uk.org\)](#)
- [The IEP Journal - The Institute Of Employability Professionals \(myiep.uk\)](#)

17 – 18 October 2024
Athens, Greece



Thank you and any
Questions?

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Thank you!

11:00 - 11:30

Coffee Break

11:30 - 13:00

2nd round of Workshops