

# Employment

Community Living BC (CLBC) provides supports and services to eligible adults\* and their families. CLBC's vision is one of full citizenship where the people we serve lead good lives in welcoming communities. Employment is key to creating a good life. CLBC has an Employment Policy that brings focus to the importance and value of employment in the lives of the individuals that CLBC supports.

## How will CLBC focus on employment for individuals?

CLBC is promoting employment as key to the CLBC vision of inclusion and full citizenship for all. Whenever people are requesting new CLBC supports and services, or making changes to existing supports and services, employment options will be explored. CLBC will also be working with service providers to develop opportunities for employment options for individuals who already have CLBC supports.

## How will CLBC support my family member to get employment?

CLBC works with people on an individual basis and uses a person-centred approach to plan for supports and services. A CLBC facilitator will work with you and your family member to explore the possibilities and opportunities for incorporating employment into your family member's life. The facilitator will also work with you to identify and access the right employment supports.

## What are employment supports?

Employment supports are a funded service most often provided by a service provider who has experience and expertise in the area of employment for individuals supported by CLBC. CLBC has contracts with service providers to provide employment supports. There are two primary approaches to providing employment support. These are supported employment and customized employment.



## Why is employment important?

Being employed is an important way that people belong and contribute to their community. When people work they:

- have a sense of belonging
- are happier, and more self-confident
- have more friendships and social opportunities
- have greater financial security and independence
- expand their skills and abilities

CLBC believes that everyone can be successfully employed in the right job if they have the right supports.



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\* A CLBC eligible adult is a person who is 19 years of age or older and who meets the eligibility criteria described in the Eligibility for CLBC Supports and Services Policy.

## What is supported employment?

In supported employment a service provider works with an individual who applies for an existing job. The service provider then works with that individual and the employer to make adjustments for the individual to be successful in their job. The service provider may also develop worksite supports such as task lists or specialized instructions to enable the individual to be successful at their job. The service provider will work with the individual and their employer as long as needed with the goal of independence and fading the funded employment support. Natural supports within the workplace may replace funded employment supports

## What is customized employment?

In customized employment a service provider works with an individual to identify and understand their unique skills and abilities. The service provider then explores employment options to develop a job for that individual which is a good fit for an identified business and mutually beneficial for the employer and individual. The service provider works with both parties to ensure that the individual can be successful at their job. The long term goal is to fade the specialized support of the service provider and develop natural support for the individual within the workplace.

## What does CLBC mean by natural support?

Natural support is help that is provided by people who have a shared interest or shared space. In the workplace, natural support is usually provided by co-workers, and or supervisors. It may include work related support such as direction about what is required at work that day or may include more personal disability-related support such as simple reminders about needing to take medication at break time or sharing a walk to the bus stop at the end of the day. The service provider has an important role in developing and facilitating natural supports in the workplace.

## What if natural support is not adequate to meet my family members' needs and/or keep them safe?

CLBC realizes that there is a need to balance disability related support needs with employment supports and natural supports. Some people require more support throughout their day, and this includes support at their workplace. That is why CLBC works with people on a very individualized basis to develop appropriate and individualized support plans that identify the necessary supports and services required to be successful at work, at home and in the community.

## How will CLBC assist my family member to access employment supports?

A facilitator will provide you and your family member with information about options, and may also assist you to explore employment services outside of CLBC. The facilitator may gather information from you and record your request for employment support. The facilitator may also assist you to develop an individual support plan which describes an individual's hopes, dreams and wants and identifies their strengths, needs and goals. (You can find more information about when plans are required for CLBC funded services in the Information for Families about Planning sheet.) Employment supports may be one of the supports requested in the plan you develop. Sometimes employment supports will be the only CLBC-funded service requested.

Whether employment supports are the only service provided, or if they are part of an individual support plan, CLBC will work with you and your family member to identify and access the right employment supports.

## What kind of support can my family member access for employment?

The kind of support an individual will receive varies; it will depend on who they are, and what their skills, abilities and support needs are. If CLBC employment supports have been requested, as outlined above, once the service is available, you and your family member will begin working with the employment service provider. The CLBC employment service provider will work with your family member to develop an employment plan which will identify and outline the needed supports. For further information, please see the Employment Policy at [www.communitylivingbc.ca](http://www.communitylivingbc.ca) under *Policies and Publications > Policies*.

## What if my family member is working part time, what about the rest of their time in the week?

Employment is one of several supports that can be identified in an individual's support plan. CLBC will work with you and your family member to identify the right supports to achieve your family members' goals. More information on planning can be found in the Information for Families about Planning sheet.

## Contacting CLBC

It is a good idea to meet with a CLBC facilitator to learn more about employment supports and options.

Start by calling CLBC toll free at 1-877-660-2522 or visit the CLBC website at: [www.communitylivingbc.ca](http://www.communitylivingbc.ca).