

Employment

CLBC's vision is "communities of belonging, lives with connection." CLBC believes everyone can be successfully employed in the right job if they have the right supports. CLBC provides employment supports to individuals who are eligible for CLBC services.

How will CLBC support my family member to get employment?

A CLBC facilitator will work with you/a support network member and your family member to explore the possibilities and opportunities for employment in a way that recognizes the unique needs and abilities of your family member. The facilitator will also work with you/a support network member and your family member to identify and access the right employment supports. This could include supports available from CLBC, WorkBC, post-secondary options, or other options in community.

What are CLBC employment supports?

CLBC contracts with service providers who have experience and expertise in supporting CLBC eligible adults to find and keep work, using approaches that recognize their unique skills and abilities. CLBC funded employment services typically provide more intensive support when an individual is finding work and learning their job. Once an individual is working successfully in their workplace, the service provider will "fade out" but will remain available to the individual and/or employer if help is required.

CLBC also works with service providers to develop employment options for individuals who already have CLBC supports.



Why is employment important?

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

- feel included
- 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

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What is supported employment?

Supported employment is a partnership between a service provider, a job seeker and an employer. The employment service provider works with the individual and the employer to make adjustments to an existing job so the person can be successful. It is a partnership that matches the needs of the employer with the skills of the individual. The provider may also develop worksite supports, such as tasks lists or specialized instructions. You can find out more about supported employment at the **Best Practices in Supported Employment website**.

What is customized employment?

Customized employment is when the employment service provider works with an individual to understand their skills and abilities so they can develop a job for that individual. The service provider will work with a business to define a role in a workplace that is mutually beneficial for the individual and the employer, and that recognizes the individual's unique skill set.

What does CLBC mean by natural support?

In a workplace, natural support is support provided by co-workers, and/or supervisors. It may include 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. 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 member's needs and/or keep them safe?

CLBC realizes 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 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?

CLBC will work with you/a support network member and your family member to identify and access the employment supports that are right for them. A CLBC facilitator will provide you with information about CLBC employment services. If you are interested in requesting CLBC employment services, the facilitator will record your request and advise you when employment supports are available. The facilitator can also explore other employment service options outside of CLBC with you.

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

The kind of support an individual receives will be different. It will depend on their skills, abilities and support needs. If you have asked for CLBC employment supports, you and your family member will begin working with the employment service provider once the service is available. Together, you will develop an employment plan, which will identify and outline what supports are needed.

If my family member is working part time, what do they do for the rest of the week?

Employment is one of several supports an individual may want to request. CLBC will work with you/a support network member and your family member to identify and plan for the right supports to achieve your family member's goals. More information on planning can be found in the **Information for Families sheet on Planning**, and the **Planning Tools page on CLBC's website**.

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 **What Support is Available > Employment Support**.