Supportive Employment & Supervision

SE Principles & Activities

Zero Exclusion Criteria
- No one is excluded because of symptoms or anything else.

Rapid Job Searches
- No required pre-employment assessment and training, or intermediate work experiences (TE, sheltered workshops).

Jobs Tailored to Individual
- Choices and decisions about work and support are based on the person’s preferences, strengths, and experiences.

Time-Unlimited Follow-Along
- Follow-along continues as long as consumers want the assistance.

Benefits Counseling
- Planning and guidance to help clients make well-informed decisions regarding Social Security, Medicaid, and other entitlements.

Integrated Treatment: SE & MH
- Coordinate SE plans and interventions with the whole treatment team.

Competitive Employment
- Community FT or PT jobs anyone can apply for that pays at least minimum wage.

Assessment & Planning
- Ongoing evaluation and planning to identify strengths, needs, resources, and barriers to employment.

Referral Process
- Linkage to resources needed to support the person in employment such as Vocational Rehab., Workforce Development, or CM Services.

Job Development
- Supporting the job seeker to find quality competitive employment consistent with his or her skills, abilities, interests, and desires.

Job Coaching
- Providing supplemental job training on or off the job site in partnership with the employer, coworkers, and the supported employee.

Follow-Along
- Providing ongoing services needed by an individual to continue performing a job long term.

Training
- Ensures SE training for SE Specialist (SES) & for team by SES.

Team
- Develops and promotes philosophy: “recovery=work” and no eligibility barriers to work.

Time
- Protects & helps structure SES’ time: SE activities not CM.

Outcomes
- Utilizes data to increase employment: set goals; make adjustments &/or reward team.

Developed by the ACT Center of Indiana [http://www.psych.iupui.edu/ACT/] and the SECT Center of Indiana, [http://www.sectcenter.org/], 2008.