



# Buckelew Vocational Services

Supported Employment

# Why Work ???

*Evidence-based practice of supported employment has shown :*

- **Nothing else helps people turn their lives around the way that having a real job does**
- **When working, people feel better about themselves, develop self confidence, and increase motivation for managing their mental illness; they also experience more confidence when integrated into the broader community rather than segregated in mental health settings.**
- **There is no real evidence that supported employment and getting into competitive jobs is a destabilizing factor for clients.**
- **It is more stressful not to work and the majority of people with mental illness do want to work (at least 75%).**
- **Clients develop greater motivation to cut down on their substance use and to better manage their mental illness when employed.**

# 6 Principles of Supported Employment

- Eligibility is based on consumer choice
- Supported employment is integrated with treatment
- Competitive employment is the goal
- Rapid job search is used
- Job finding is individualized
- Follow-along supports are continuous

# Highlights of Supported Employment

- Employment Specialists carry out all phases of vocational service.
- Employment Specialists are part of the mental health treatment team with shared decision making.
- No eligibility requirements such as job readiness, lack of substance abuse, and mild symptoms.
- The search for competitive jobs occurs rapidly after program entry. The first contact with an employer is typically within one month after entry.

# Highlights of Supported Employment

- Employer contacts are based on clients' job preferences and needs rather than the job market.
- All jobs are viewed as positive experiences on the path of vocational growth and development.
- Individualized follow-along supports are provided to employer and client on a time unlimited basis.

# Blue Skies Personnel Services

- Temporary positions – Community Based, Day Labor
- Temp to Hire – Community Based  
Apprenticeships, Internships,  
On-the-job training/work experience  
Placement (3 month orientation work period)
- Direct Hire – Community Based jobs  
Match candidates with suitable job

# Support Service Options

## *Job seeking Skills Class*

- **Develop master application and resume**
- **Learn and practice interview techniques and job search skills**
- **Learn aspects of job related symptom management and job accommodation**
- **Gain up-to-date knowledge of earned income as it impacts disability benefits**
- **Educate on ADA guidelines and rights**

# Support Services Options

## *Job Search Group*

- **Learn resources for job search**
- **Actively pursue job leads**
- **Network with other participants**
- **Practice computer skills and typing for job search and for skill development to increase employability.**

# Support Services Options

## *Volunteer Work*

- **Civic Center Volunteer Program**
- **Community Volunteer Placement**
- **Enterprise Resource Center**
- **Community Non-Profit organizations**

# Support Services Options

## *Training*

- Bay Area Computer
- ROP, Adult Education
- College of Marin
- Professional Coffee Cart

# Support Services Options

## *Education*

*Focus on formal educational needs to support wider range of employment and career options. Utilize Disability Resource centers where available.*

- **GED**
- **College of Marin**
- **Colleges and universities. UOP,SSU, SFSU, etc**
- **Distance learning/on line courses**
- **Referrals for financial aid resources**

# Support Services Options

## *Self-Employment*

*Supports for participants who have skills and/or interest in building a business or means to profit from independent sales.*

- **Facilitate/coordinate client collaborations for shared booths, businesses, etc.**
- **Farmers market or crafts fair booth**
- **Consignment shops**
- **Referral to MEC self-employment consultant**

# Support Services Options

## *Job Retention Club*

- Support for participants who are employed for mutual support, problem solving, shared resources
- Meet in the community
- Staff facilitated initially and/or as needed. Goal to be peer facilitated.

# Support Services Options

*Collaborations and/or other on site resources:*

- **Establish on-site Harm Reduction resources that support getting to work.**
- **Partner with Marin Center for Independent Living for benefits counseling services**
- **Make over services/room**
- **Financial resource for transportation, training options, clothing, technical accommodation**
- **Computer lab**

# Employer Advisory Board

*A resource and advisory committee for  
Blue Skies Personnel Services*

- 1) Attend quarterly meetings
- 2) Bring expertise and knowledge
- 3) Give advice
- 4) Be a liaison to the community

# Council members

- 3-4 employer partners
- One educational institution representative
- NAMI representative
- Participant in SE services
- BVS job developer
- BVS program Director
- One Buckelew board member or project director
- A CMHS representative
- 1-2 community representatives (MEC)

# Responsibilities

- **Identify business/industry trends relevant to employment**
- **Contribute an employer's perspectives**
- **Communicate what is expected of employees**
- **Provide outreach to engage more employers**
- **Developing internships and work experience positions**
- **Be an ambassador/advocate of BVS SE in the community**
- **Educate the community regarding the value of hiring BVS participants**

The End

