



Mental Health  
Commission  
of Canada

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du Canada



# National Supported Employment Community of Practice

January 28<sup>th</sup>, 2019

Ottawa, ON

## Canadian Association For Supported Employment


- CASE was established 24 years ago
- A National conference has been held every year since
- CASE operates on member fees and conference proceeds
- Three main initiatives
  - Development of best practices and website  
[www.employmentforall.ca](http://www.employmentforall.ca)
  - MentorAbility
  - DEAM (Disability Employment Awareness Month)

# Employment Best Practices

## Real work for real pay

- Supported Employment Best Practices
- Nine guiding principles
- How is it used?


**Best Practices in**

**Supported Employment** Contact Us 

*With the right job match and the right support, everyone can be employed.*

**Success Stories**


Watch the video below to see three stories of supported employment in action.



**About**

Learn more about Best Practices for Supported Employment and how this website is designed to work for you. [Click to read more.](#)

**What is Supported Employment?**



**Why Participate?**

Job Seeker/Family

Employer

Support Worker

**What else is there to know?**

Self-employment

Training and Development

Resources

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# Guiding Principles

1. Choice and control
2. Paid employment
3. Partnership
4. Full inclusion
5. Timely job search
6. Individualized
7. Natural supports
8. Long-term support
9. Continuous quality improvement







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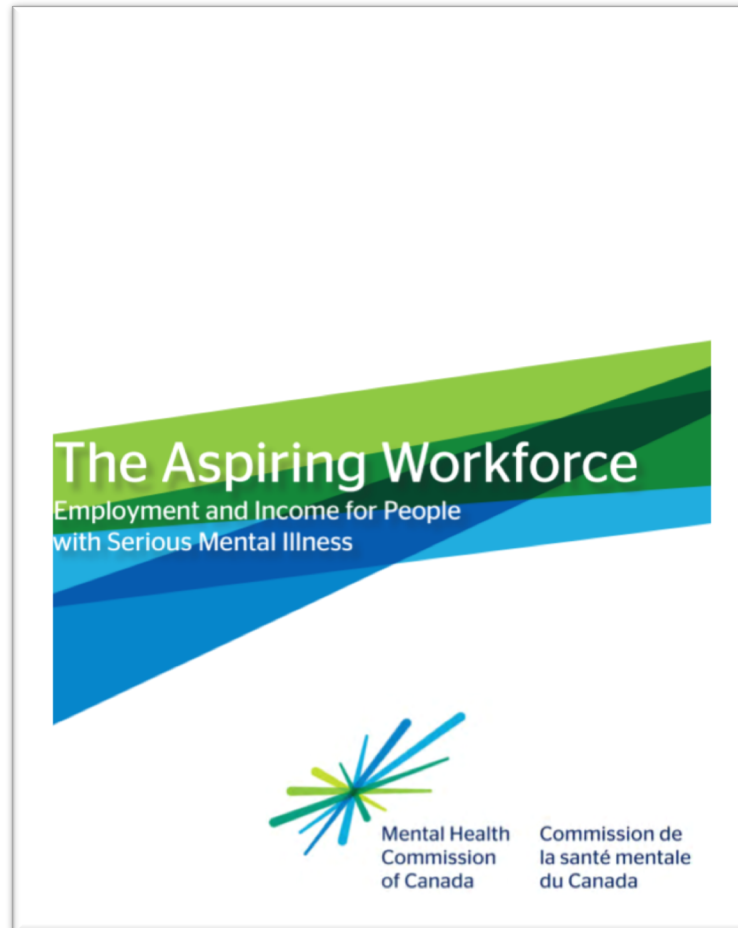
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*Raising employment levels  
is beneficial to everyone...*



# How it all began...





*Key focus areas...*



Policy



Social  
Enterprise



Employers



Supported  
Employment

## Supported Employment Definition

Supported Employment is a person-centred approach to assisting individuals with disabilities to prepare, obtain and maintain integrated, competitive paid employment. A variety of support is tailored to individual requirements. Includes self employment.

# Three Key Initiatives



A scan of current practices and agencies using supported employment



A national workshop to advance the field of supported employment



Establishment of a national Community of Practice



A scan of current practices and agencies using supported employment

<https://mangomap.com/maprunne/maps/71169/mhcc-organizations-supporting-people-living-with-a-mental-illness-to-find-employment?preview=true#>

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# National Community of Practice on Supported Employment

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## CoP Timeline and Activities

- June 12, 2018- CASE and MHCC host an employment forum at the CASE conference in Halifax. 100 attendees gather to develop initiatives of the CoP
- July- August 2018- Invitation and selection of 30 CoP members from across Canada
- September 18-19, 2018- Face to Face CoP meeting in Vancouver. Three priority areas selected. Goals set. Working teams created.
- Working teams select activities and pursue outcomes (matrix)
- June 11, 2019- Face to Face meeting in Montreal at CASE conference. Debrief and next steps

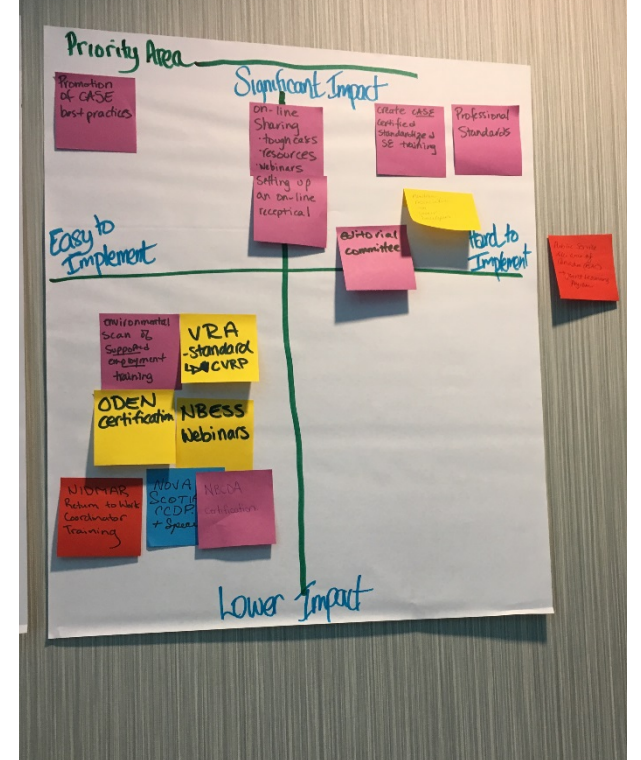
# Feasibility Matrix

Significant Impact

Easy to Implement

Hard to Implement

Low Impact



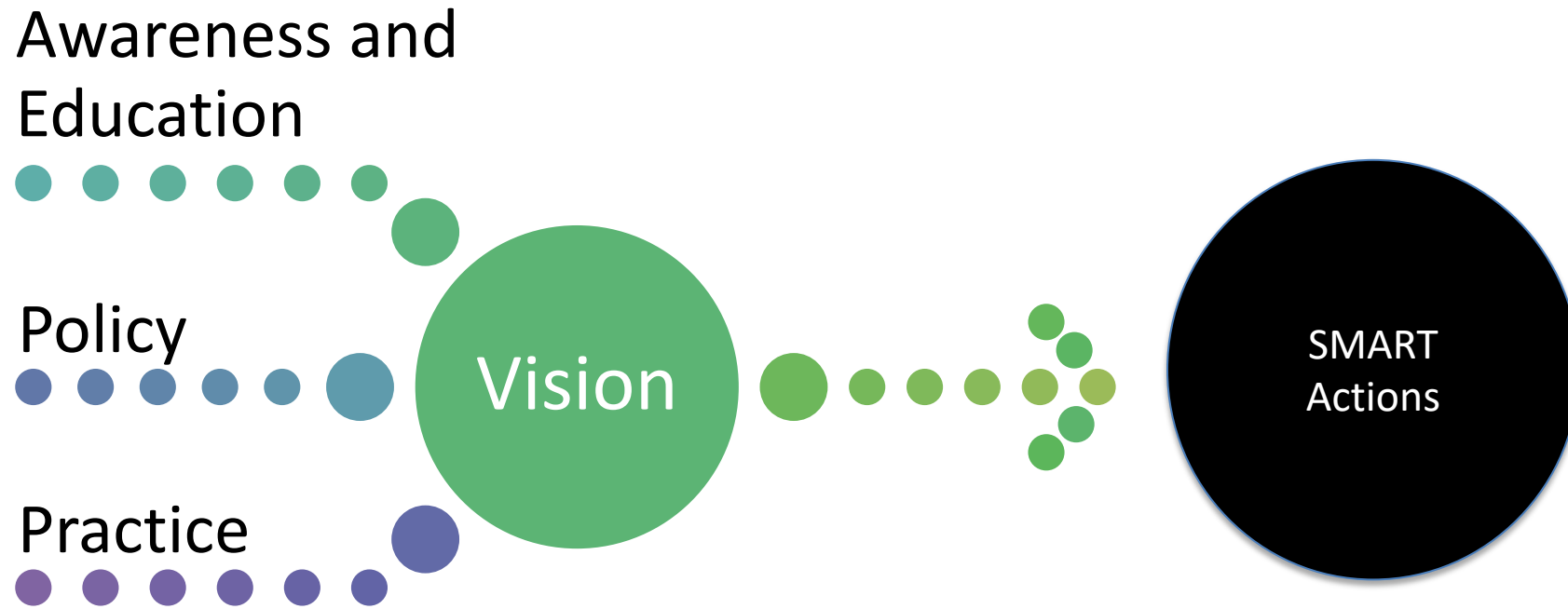
# Community of Practice

## *Vision*

**Eliminate employment barriers for  
people living with mental health  
challenges and illnesses**



# Community of Practice *Priority Areas*



# Community of Practice

## *Priority Areas*

Awareness  
and Education

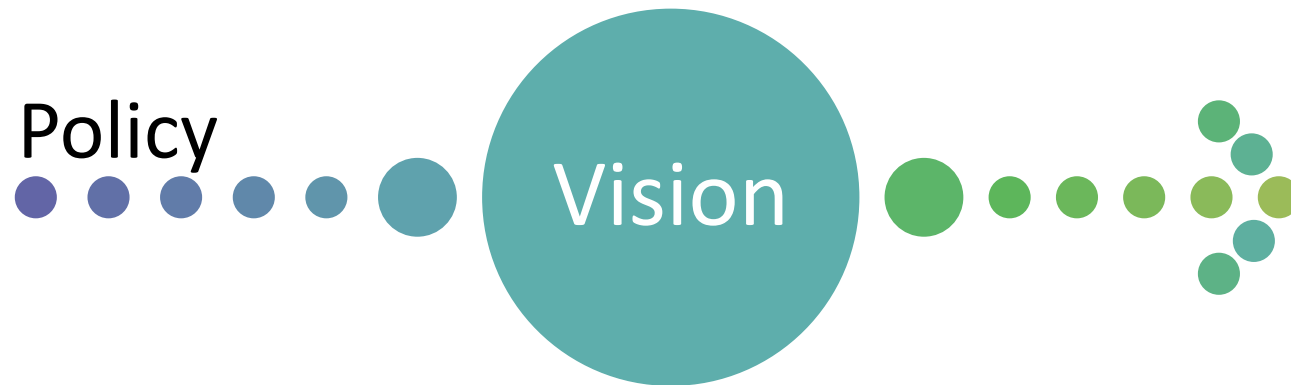


Vision



***Mission:*** Increase awareness and education of employers to create a more inclusive work environment for people living with mental health challenges and illnesses

# Community of Practice *Priority Areas*



***Mission:*** Influence policy to eliminate employment barriers for people living with mental health challenges and illnesses

# Better Access to Employment for People Living with Mental Illness

Presented by the NATIONAL POLICY COMMITTEE of the Mental Health Commission of Canada (MHCC)  
and the Canadian Association for Supported Employment (CASE) COMMUNITY OF PRACTICE

## MENTAL HEALTH PROBLEMS AND ILLNESSES...

"In any given year, 1 in 5 people in Canada will personally experience a mental health problem or illness."<sup>1</sup>

"By age 40 nearly 50% of the population will have or have had a mental illness."<sup>2</sup>

"More than 6.7 million people in Canada are living with a mental health problem or illness today."<sup>2</sup>

### Misconceptions.

Canadians still view disabilities as being only physical.<sup>6</sup>

## DID YOU KNOW?

All of this while, according to BDC, "close to 40% of Canadian small and medium-sized businesses are already having difficulty hiring new employees and the situation is getting worse. As our population ages and baby boomers retire, growth in Canada's labour force is forecast to fall to near zero. We do not expect labour shortages to get better for at least a decade."<sup>3</sup>

## WHY IS IT SO?

### Fear of Stigma.

"60% of people living with a mental health problem or illness won't seek help for fear of being labeled."<sup>7</sup>

### Nature of illnesses.

Programs must be "flexible to accommodate the cyclical nature of many mental health illnesses."<sup>8</sup>

## ... AND WORK

According to a study, "more than half (55.3%) of adults aged 15 to 64 with a mental health-related disability were not in the labour force."<sup>9</sup>

Mental health problems "cost businesses more than \$6 billion in lost productivity", annually.<sup>2</sup>

"Mental health problems are now the leading cause of disability claims in Canada and the OECD countries."<sup>4</sup>

## OUR COLLECTIVE IMPACT

Our National Policy Committee aims at helping people living with mental illness have better access to employment by...

**Being a Strong Voice within a Canadian Strategy for Disability and Work**

**Providing Access to National Expertise on Mental Health and the Workplace**

**Working with Governmental Agencies to Develop Policies Fostering Work Integration**

## Want to learn more?

Please contact  
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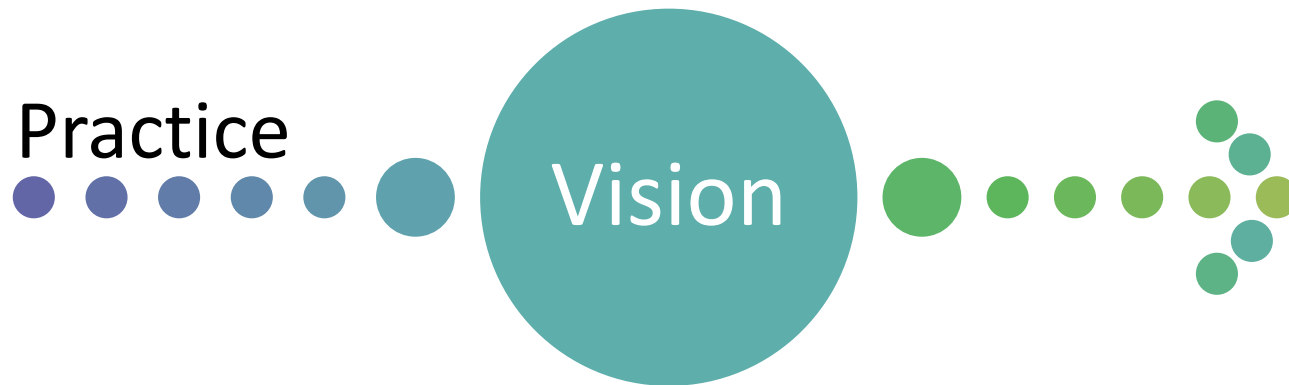


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Health Association  
Association canadienne  
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# Community of Practice

## *Priority Areas*

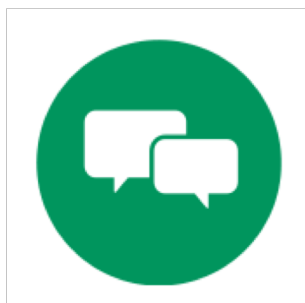


**Mission:** Equip supported employment specialists with training and knowledge to enhance and increase their employment outcomes for people living with mental health challenges and illnesses

## Practice and Education Working Groups

- Teaming up with Dr. Roberta Neault to create an on-line Supported Employment Training
- Environmental Scan completed
- Creation of syllabus underway
- June 11, 2019- Review training with CoP team
- Launch...

## Take action now!



Reach out to a member of the Community of Practice in your area!

Questions?







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Thank You!

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