



# SUPPORTED EMPLOYMENT (SE)

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Arbeid &  
Inkludering



# Supported Employment (SE) – historic background

SE originated in North America during the 1980s. The focus group was jobseekers with a learning disability.

The approach moved from “Train and Place” toward “Place, Train and Maintain,” emphasizing direct inclusion in ordinary working life.

# SE - definition

- *“ providing support to people with disabilities or other disadvantaged groups to secure and maintain payed employment in the open labour market”*

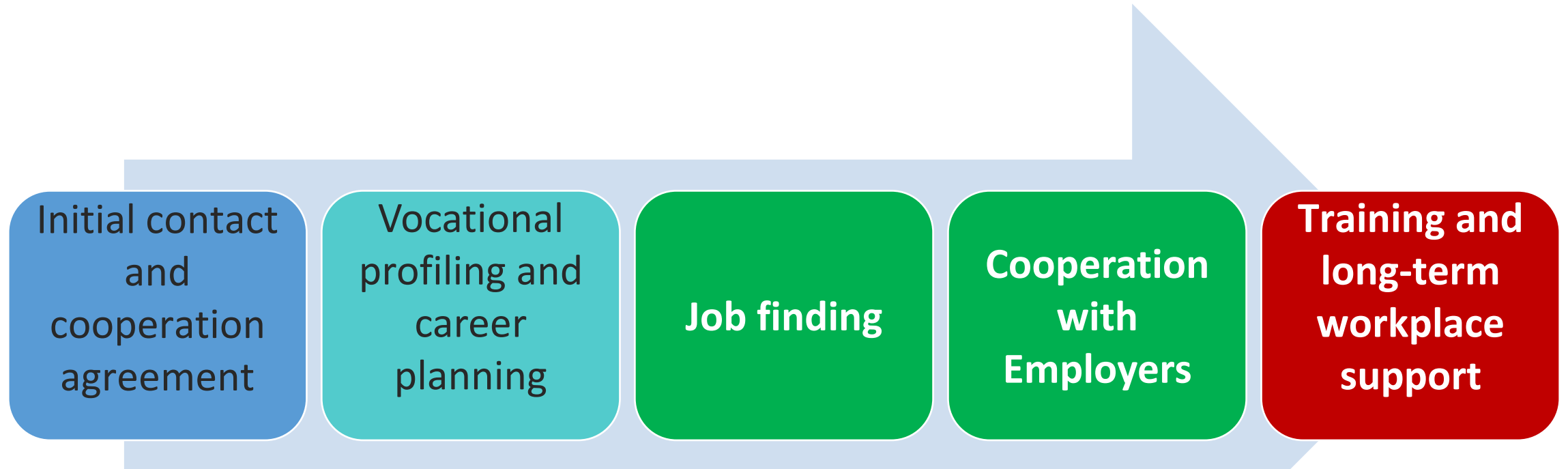
European Union of Supported Employment 2005



# Important principles

- Key ethical and professional principles include:
  - Individualised and person-centred support
  - Self-determination and informed choice
  - Dignity and participation
  - Flexibility and accessibility
  - Empowerment and inclusion

# SE – The 5-step process (EUSE 2010)



# Roles of the Job Coach

- The employment specialist or job coach plays a central role by:
  - Building trust and motivation
  - Mapping strengths and support needs
  - Assisting with career planning and job matching
  - Developing employer relationships
  - Providing workplace follow-up and guidance

# Cooperation with Employers

- SE emphasizes that successful inclusion depends heavily on understanding employers needs. Important topics include:
  - Effective communication with employers
  - Openness and confidentiality
  - Job carving and job re-design, Workplace adaptation and support
  - Matching employer needs with candidate abilities

# Conclusion

- Successful Labour Market Inclusion requires:
  - Strong cooperation between job seekers, employers and support services
  - Tailored and flexible support
  - Long-term follow-up
  - Professional employer engagement
  - Focus on both individual strengths and workplace needs