

*What we mean by employment*

*A White Paper by Michael Callahan*

*Employment refers to work that:*

1. *Involves one person at a time, not a group.*
2. *Occurs in regular workplaces in the community or in self-owned businesses.*
3. *Offers the flexibility and supports for the individual to pursue either competitive employment or customized employment as a means of assuring access to a meaningful job.*
4. *Involves pay of at least minimum wage for wage employment or self-employment that has the potential for the owner to net the equivalent of at least the minimum wage.*
5. *Involves hours, time of work and days determined by the job seeker with the understanding that generally speaking “more is better” up to full time employment.*
6. *Is in an area of interest defined by and directed by the job seeker.*
7. *For wage employment, involves a direct employment relationship with the employer, not a human service agency.*
8. *For self-employment, results in a business that is owned or co-owned by the individual, not by a human service agency.*
9. *Is defined through a planning process directed by the individual, with assistance as necessary, to meet the conditions, interests and unique contributions of the job seeker of the individual.*
10. *Includes on-going job site supports, reasonable accommodations and rehabilitation technology, as needed.*
11. *Provides the opportunity for natural interactions, supports and participation with others in the workplace.*
12. *Uses qualitative strategies such as Discovery rather than comparative evaluations to guide employment plans.*
13. *Offers control of the public resources to be used for payment of employment services by the individual, with assistance as necessary.*
14. *Provides the opportunity for a “living wage”, advancement in wages and responsibilities and a satisfying career.*