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.