

## **Application of the Employment Guidelines for certification/accreditation in times of economic decline**

At its annual meeting in April, the ICCD Advisory Council requested that the Faculty clarify for member Clubhouses its application of the Employment Guidelines in these times of economic decline. A number of ICCD member Clubhouses approaching or undergoing certification have also expressed concern that particularly Transitional Employment placement losses would negatively affect their certification status outcome.

The Faculty wishes to underscore the following areas in which the Employment Guidelines instruct the Faculty to give special consideration.

- Prolonged economic recession
- Unusually high local unemployment
- The recent loss of placements due to negative business conditions
- Exceptionally discouraging benefits restrictions on paid employment
- Clubhouses that attract an unusually high percentage of active members on a daily basis (i.e., over 50%)
- Evidence of an ambitious, ongoing employment development effort

It remains the challenge of Clubhouses undergoing certification to educate the Faculty on issues negatively effecting their employment or any other program components. In instances of regional or national systemic work disincentives, the ICCD works with interested Coalitions to develop modifications to the Guidelines that are ambitious but achievable.

Exceptionally negative employment circumstances, however, do not excuse Clubhouses from ambitious, organized efforts to create employment opportunities for their members. In difficult times, it behooves Clubhouse leaders to prioritize and expand employment development, and to conscientiously document all development efforts.

Where some or all of the above conditions pertain, the ICCD certification editing process seeks to insure that consistent, fair treatment is given to member Clubhouses.