



## **The Faculty for Clubhouse Development Certification Employment Guidelines**

The overall goal of these Guidelines is to encourage strong employment programming through the use of ambitious but achievable measures. The Faculty seeks to understand a Clubhouse's local, regional and national economic situation, to consider benefits disincentives to members working, and to give fair consideration to a Clubhouse's employment history, particularly over the prior 12 months. The Faculty does not intend to measure employment only as a one-time look at members currently working.

**Transitional Employment (TE)** -- the Faculty seeks a minimum of 25% of Average Work-ordered Day Attendance (ADA-WOD) on Standards-consistent placements. In addition, the Faculty considers the range of diversity of placements, the quality of placements and work sites, the level of pay, and all other issues that impact on the member's overall experience of the placement.

For TE, the Faculty interprets the term "generally" in Standard 22f to mean that over half of a Clubhouse's placements will fall within the range of 15-20 hours of work per week. The Faculty looks for placements with fewer hours of work per week to remain at vocationally significant hours.

The Faculty recognizes that local and even national circumstances can make it significantly more difficult for Clubhouses to fully achieve the 25% TE measure. Such circumstances may include prolonged economic recession, unusually high local unemployment, or the recent loss of placements due to negative business conditions. In national states or provinces where benefits restrictions are exceptionally discouraging to members working, the ICCD has negotiated compromise guidelines or phased in achievement of the guidelines, to more fairly reflect the challenges faced by member Clubhouses.

The Faculty also gives recognition and consideration to Clubhouses that attract an unusually high percentage of active members on a daily basis, i.e. over 50%. Likewise, evidence of a strong, ongoing employment development effort is given consideration in assessing a Clubhouse's overall employment program.

**Supported and Independent Employment (SE/IE)** --- The Faculty seeks to establish that a Clubhouse has a substantial, organized effort to help members secure and sustain jobs without time limits.

The Faculty seeks a minimum of 25% of ADA-WOD on time-unlimited jobs, half of which are 15 hours a week or more. Of that number, the Faculty seeks a minimum of 12.5% of ADA-WOD to have started SE/IE jobs in the prior 12 months (including jobs that the member no longer has), with at least half of these being 15 hours a week or more.

The Faculty recognizes that not all members sustain such employment, and encourages Clubhouses undergoing certification to document all SE/IE activity, particularly over the prior 12 months.

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