

# Supported Employment Values

Values	Values Clarification
<b>Presumption of Employment</b>	A conviction that everyone, regardless of the level or the type of disability, has the capability and right to a job.
<b>Competitive Employment</b>	A conviction that employment occurs within the local labor market in regular community businesses.
<b>Control</b>	A conviction when people with disabilities choose and regulate their own employment supports and services, career satisfaction will result.
<b>Commensurate Wages &amp; Benefits</b>	A conviction that people with disabilities should earn wages and benefits equal to that of coworkers performing the same or similar jobs.
<b>Focus on Capacity &amp; Capabilities</b>	A conviction that people with disabilities should be viewed in terms of their abilities, strengths, and interests rather than their disabilities.
<b>Importance of Relationships</b>	A conviction that community relationships both at, and away from work leads to mutual respect and acceptance.
<b>Power of Supports</b>	A conviction that people with disabilities need to determine their personal goals and receive assistance in assembling the supports necessary to achieve their ambitions.
<b>System Change</b>	A conviction that traditional systems must be changed to ensure customer control, which is vital to the integrity of supported employment.
<b>Importance of Community</b>	A conviction that people need to be connected to the formal and informal networks of a community for acceptance, growth, and development.