

Wood Shop Workers Co-op

Supportive Employment Best Practices

Furniture, Millwork and Metalwork for Home and Business

11 workers, including part-time and work-in-kind partners

3 worker-owners

5 individuals with identified “barriers to employment”



Over 80 000 hours of supportive employment offered since our inception

\$0 of outside funding for this programming

All pictures are of products receiving contribution
from supportive employment individuals



“Barriers to Employment”

Physical limitations

Mental Health/Addiction

Cognitive/Emotional



“Best Practices”

“Hard” - Structures, processes, documentation

“Soft” - ‘Culture’, Emotional/Empathic support



Employment/Hiring - Partnerships



Tiered Engagement - Not Progressive



Flexibility - Hours and Tasks



Support Network - Legal, Social, Mental Health



Code Of Conduct - Community Agreements



Worker Ownership!



Skills Training/Building - Needs Improvement



“Soft” Practices - We all have “barriers”



Reciprocity - Support is multi-directional



Empathy - Traditional “Manly” Profession



Celebration



Conclusion - “Bake it in”, Look long term



Supportive Employment is an extension of meaningful work mandate



Success begets success



Thank You!

