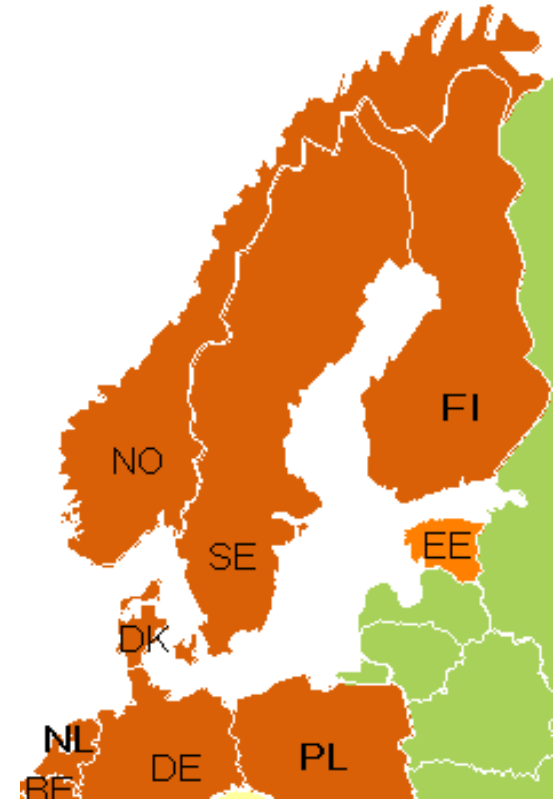


This workshop will address:

- The definition of Empowerment
- What traps are there and how can we avoid them in order to empower individuals
- What is a good empowering process
- How can we evaluate and reflect on our support in order to create empowerment

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Toolkit

”A good Support Worker will seek to empower the job seeker; treating them with respect and showing dignity by encouraging the maximum involvement in their individual plans”

ESET: How to Guide, Qualities of a good employment support worker

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Toolkit

”The most important role of the Employment Support Worker is to establish a good working relationship and to empower job-seekers to take the lead in their own career planning.”

ESET: How to Guide, Vocational profiling

Definition of Empowerment

- Having decision-making power.
- Having access to information and resources.
- Having a range of options from which to make choices (not just yes/no, either/or.)
- Assertiveness.

Definition of Empowerment

- A feeling that the individual can make a difference (being hopeful).
- Not feeling alone; feeling part of a group.
- Understanding that people have rights.
- Learning skills (e.g., communication) that the individual defines as important.

Definition of Empowerment

- Changing others' perceptions of one's competency and capacity to act.
- Growth and change that is never ending and self-initiated.
- Increasing one's positive self-image and overcoming stigma.

Difficulties with being Jobcoach

- Giving Support and confirmations.
- Working in the healthsector.
- Lack of time

Best Empowering process

- Accept your imperfections.
- Think about your own humanity in relation to your clients.
- Make sure that your support is based on a need from your client and no other.
- Make sure that the client is well informed in order to make their own decisions.

Best Empowering process

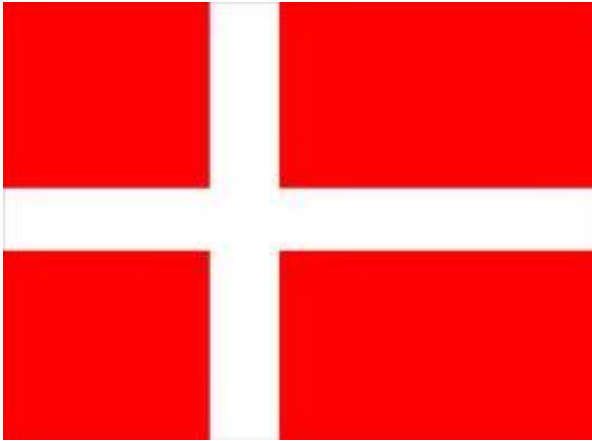
- Keep giving confirmations whenever the client is making progress.
- Ask your clients frequently regarding the need and feeling of your support.
- Reflect your support with your colleagues or in tutorial.

Will individuals be strengthened in their ability to:.....

- Act
- Perceiving themselves as viable
- Hold views
- Use their time effectively
- Check resources
- Interact with others
- Initiate activities
- Respond to events

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