

**Notes for people interested in supporting an individual  
who is served by the Community Living Project**

The Community Living Project offers support to 30 adults who have an intellectual and/or multiple disabilities. These support arrangements vary considerably across each person and range from having a 24 hr presence with a person through to a few hours a week.

Our support to people has its focus in the establishment, enhancement and maintenance of their home and community life, in a world where they are often treated badly, rejected and have their needs ignored.

The focus of our support is to assist a person to have a full life with the greatest degree of dignity and control, using the same variety of ways of learning and growth all community members have access to. Support is based on the development, maintenance and use of a person's skills, talents, gifts and roles that person can offer to their local community.

The CLP acknowledges the importance and place that family, friends and others play in the life of all people. Support Workers are expected to help the person they support, sustain and develop these relationships as a major priority.

Support Workers are paid to offer support that is intensive, relationship oriented and focused on the person's needs. Workers are paid to fulfil an important job role that is not friendship, nor does it involve "minding" or "filling the person's time". Workers are expected to arrive at their work on time and with energy and should expect to be tired, having worked hard.

Support work is on a one to one basis and Support Workers spend the majority of their working time with the individual they support.

Support workers are expected to maintain regular contact with their Co-ordinator who will provide support, feedback and direction. The person they support and their family participate in this process.

**The Next Step On Your Journey through C.L.P.'s Selection Maze**

The Community Living Project always endeavours when employing a new worker to have a match with the worker that fulfils the needs of the person we support and their family. For this match to occur the C.L.P. has a procedure that each potential new worker goes through. The procedure is structured in a way that everyone has some time to explore who people are, what people have to offer and whether a match is possible. At any stage you,

the person, their family, or the C.L.P. may decide not to pursue this any further.

Generally the procedure we use is as follows:

1. We short list people from their written applications.
2. If short-listed you would be invited to an informal chat - an opportunity for you and the C.L.P. to get to know each other a little better and to explore the possibility of a match with one of the people the C.L.P. supports.
3. Where there seems to be a match and an opening at this time, you would be invited to an interview - a more formal exploration of some of your skills and of the things you could bring to a person supported by the C.L.P. You could be interviewed by as many as three people.
4. Where our thoughts about a potential match are confirmed by your interview you would be invited to meet the person and their family (where appropriate) for a discussion around who you are and what role you may play in their life.
5. If, after these discussions everyone concerned is feeling like there is a match in needs, skills and personal qualities, the C.L.P. then makes a formal offer of employment.

***Please note:** Sometimes when we meet potential workers we believe there may be people who seem to match a particular person the CLP supports. However, it may also be, that right at that point in time an opening with that person does not exist. Where this happens we would indicate our interest in maintaining contact, although clearly recognise that your circumstances may change.*