

**Towards successful employment for persons with intellectual disability:
Supported employment as a service model**

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The profession of Occupational Therapy values human dignity and socially inclusive practices that are non-discriminatory and promote both occupational- and social justice which advocate the creation of optimal work environments for all; specifically persons with disability. The South African Human Rights Commission believes (2015), "disability should not diminish the rights of individuals to contribute to the open labour market." In response, supported employment, characterised as paid work in integrated work settings with ongoing support in the open labour market is a proposed solution.

The aim is to explore and describe the enablers of success for supported employment of persons with disability, in a South African context, from the employer's perspective.

A descriptive qualitative inquiry was implemented at six purposively sampled integrated work settings partnered with a South African non-profit organisation that implements a supported employment programme. Twelve individual semi-structured interviews were performed with a diverse group of strategic- and operational- level managers to obtain the employers' perspective.

It was envisioned, that by gaining insight into what enabled the success of supported employment, as per the perspective of employers from already established integrated work settings; greater understanding would be gained on how supported employment for persons with disability could be enabled to ensure successful placement when applied widely across the open labour market.

It is thus toward understanding the supported employment of persons with disability, and its potential to provide these persons with a sustainable opportunity to work as contributing and value-adding members of society in the open labour market.