

People First Wisconsin



See Our ~~dis~~Ability

People First Wisconsin Job Coaching 101

LIFE EVENTS, DO'S AND DON'TS, SUCCESSES

Agenda

- Introductions – Cindy, Ashley, Katherine, Chance
- What is job coaching?
- Ashley's story – What do I want? What do I need?
- Cindy's story – What do I want? What do I need?
- Job coach successes – Chance and Katherine's side of the story
- Setting one another up for success

What is job coaching? What is the role?

- Changing and expanding
- Partner, learning together, problem solver, equal relationship
- Relationship with person, employee communicates first with the employer and co-workers
- All activities in the community are a teaching moment to build an inclusive work and community situation (Inclusive = nothing about us without us)
- Your behaviors and performance are being watched!

Things to Keep in Mind

- You are coming into a workplace that has its own expectations, culture, and rules that must be followed.
- You must blend into the workplace both in your overall communication style and dress.
- Self directed support that will lead to independence is your approach with every employee.
- The individuals at the workplace are the coworkers of your employee and not your own coworkers.

Teaching vs. Coaching

The job coach role includes teach new skills, and other times, coach on skills already learned.

Teaching

Learn new skills

Goal is to learn how to perform each task

Understand the job expectations

Identify tools that the person might need to be successful

Coaching

Skills already learned

Encourage communication

Develop self-management skills

Encourage social inclusion

Ashley Mathy

24 Years old
Label: Autism
Spectrum – PDD,NOS
College Student,
Employee, Advocate
AND ENTREPRENEUR
Goal: Make a
difference in this
world



1st Job Experience

Fast Food Restaurant

What happened

- Anxiety took over
- Mom or dad had to sit in dinning room for entire shift
- Confidence decreased daily as customers and employees made comments.

What I learned

- Job fit is critical
- Supportive environment is very important
- Confidence is #1
- Correct Job Coaching is critical

1st Job Experience

Fast Food Restaurant

Why I was unsuccessful at my 1st job experience

- Low confidence
- Poor job fit due to sensory issues
- Limited job coaching caused anxiety

What I know now

- Dignity to fail – its ok to fail
- Need a job that matches my abilities
- Job Coaching needs to be longer term

My Life Changed Thanks to Headwaters & Nicolet College

- Graduated from Jump! Start program
- Internship at 2 elementary schools
- Internship with Star Journal
- CNA Pilot Program
- Job at Nicolet College assisting Dean-to college director
- Ambassador for Headwaters, Inc.
- Advocate and Public Speaking



Journal Job – Great Fit For My Skills

Great Job Coaching



Interview with Senator
Tiffany



Photographer



Interview with Brian
Van Stippen
(candidate for
Senator)

Disability Advocate – My Passion



WXPR Radio Station

Spoke on Radio for Autism Awareness month



Disability Advocacy Day

Attended Disability advocacy Day in Madison, WI



Employment 1st Ambassador

Spoke to Parents regarding importance of getting jobs

Employment First Bill 2017

Positivity

- I Think I Can Do This -vs- I Can't
- We all have barriers whether we have a disability or not.
- As long as we try our best there is no way to get it wrong.

I want people to remember that I
have my own voice



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graph TD; A[I want people to remember that I have my own voice] --> B[I want to make a difference and be an inspiration to others]; B --> C[I want to continue to grow in my public speaking and other job roles]; C --> D[I want to have the life that I want – I create what my life looks like!]; D --> E[I want to go where I want when I want – independence of mobility];
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I want to make a difference and be
an inspiration to others

I want to continue to grow in my
public speaking and other job roles

I want to have the life that I want – I
create what my life looks like!

I want to go where I want when I
want – independence of mobility

What I Want

What I Need

My job coach needs to:

I need a job coach to remember that I have the dignity to fail

I need a job coach be careful how they support me in public

I need a job coach positively support me privately

I need a job coach to ask me questions about me before they ask others

I need a job coach to understand who I am / my disability

In Closing, I am a Fighter

- No one can tell me what I can't do- only myself.
- I don't let my disability define me. Its just a label – all I need to succeed is inside me
- I don't use any weakness as an excuse, I push myself everyday to be better
- Everyday I make a step towards my goals
- It's my journey, it's my life! I'll make mistakes along the way, but I'll also learn from them.



Cindy Bentley

- First Job: Drug and Alcohol Center
- YMCA with help from CEO - an employment/job coaching center
- Volunteered at Shores Nursing Home.



Cindy Bentley

- Next job: Marshall Field's
- Today: I have been in my People First position for 21 years



Thoughts

- I have had many job coaches and a lot of help along the way. Without the support of my partners, job coaches, coworkers, and board, I would not be where I am today. I am not ready to retire any time soon
- I will serve as a job coach and mentor to who will take my place.

What I Want

I want to be given the dignity of risk
– people can help me but not protect
me so much that I never fail.

I want to continue to learn more
about business and grow in my
position.

I want it to be my choice when I work
with a job coach and how they help
me

What I Need

Job coaches MUST:

- Respect me
- Be a good listener
- Give me time to get to know them – become familiar
- Be open minded

Successful Tips - Katherine

Underlying respect for all people

Clear guidelines and communication

Try a different way

Creative

Observant

Encourage success

Independence is my ultimate goal



Headwaters, Inc.

Empowering Lives

Successful Tips - Chance

Challenge and Inspire

Truly hear everyone's voice

Be a positive example

Focus on strengths

Encourage celebrations- no matter how small



Wrap Up

In Closing:

- Employees and job coaches must work together as a team
- Communication is KEY!
- Build strong relationships
- Speak up for yourself

Ask us for our handout!

Keys to Successful Employment

Support from Job Coach

By: Ashley Mathy & Cindy Bentley

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1. Job Coach that takes direction from advocate re: when and where support is needed.
2. Job Coach that blends into work environment.
3. All feedback is provided in a private setting not in front of other coworkers or customers.
4. Job Coach that takes time to understand disability of the self-advocate including special accommodations that are required.
5. Job Coach that brainstorms on ideas to improve work.
6. Job coach that shows self-advocate the task and how to complete it to the best of their ability. Then, lets them try independently and allows for failing and reteaching if needed.
7. If melt-down takes place, do not say “get over it”. Let it happen then brainstorm on ways to prevent it in the future i.e. more breaks.

Contact People First Wisconsin

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