

Keys to Successful Employment

Support from Job Coach

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See Our ~~dis~~Ability

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 accommodates 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.
8. Develop a plan for fading from work environment. Make sure it is agreed upon by the job coach, self-advocate, and employer (Fade = slowly taking away job coach support).
9. If Job Coach fades from work environment, make sure appropriate phone number is provided for emergencies.
10. Use a calm voice when giving directions.
11. Avoid language that is Literal or sarcasm because it can be often misinterpreted. *** Think about this.
12. Give Tour of workplace and meet coworkers so everyone gets to know each other, and everyone can communicate successfully.
13. Both the job coach and employee should be open minded to learn from one another. Listening to other people's ideas is important.