



Community of Practice – The Role of the Job Coach Aug. 20, 2019

SueAnn Morrow & LeeAnn Russo

The Role of the Job Coach



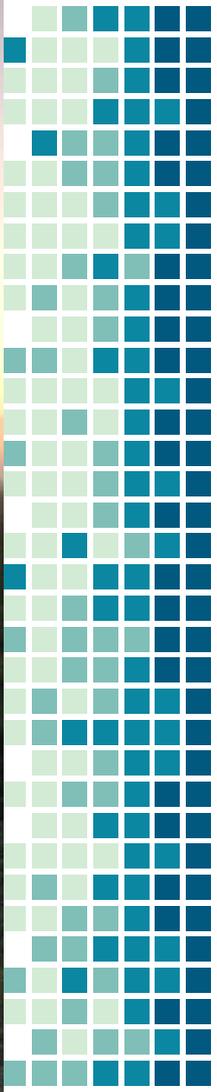
BASIC PRINCIPLES of EMPLOYMENT

- Belief that individuals with disabilities CAN work with the right supports
- Collaborative process between IVRS, CRP, Job Candidate & Team (cm, MCO)
- Needs of the Job Candidate drive the process



Natural First

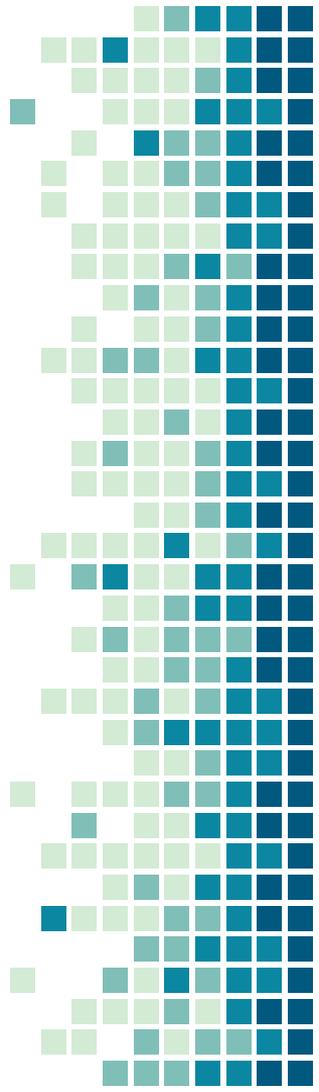
Use *What's There*



Natural Supports

- People
- Technology
- Things

Natural Cues

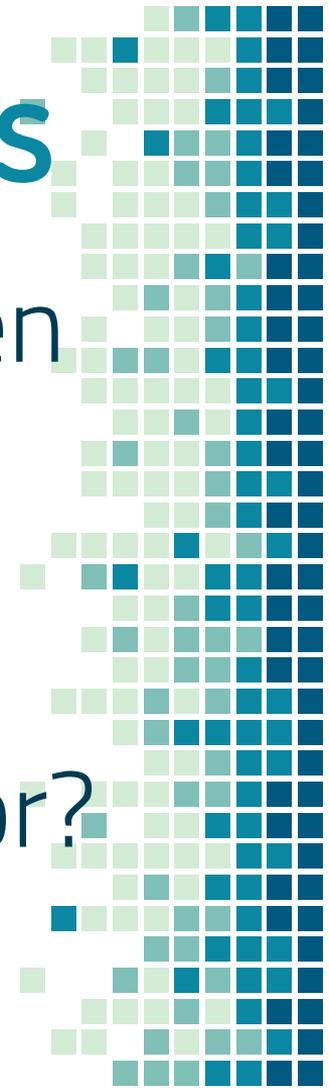




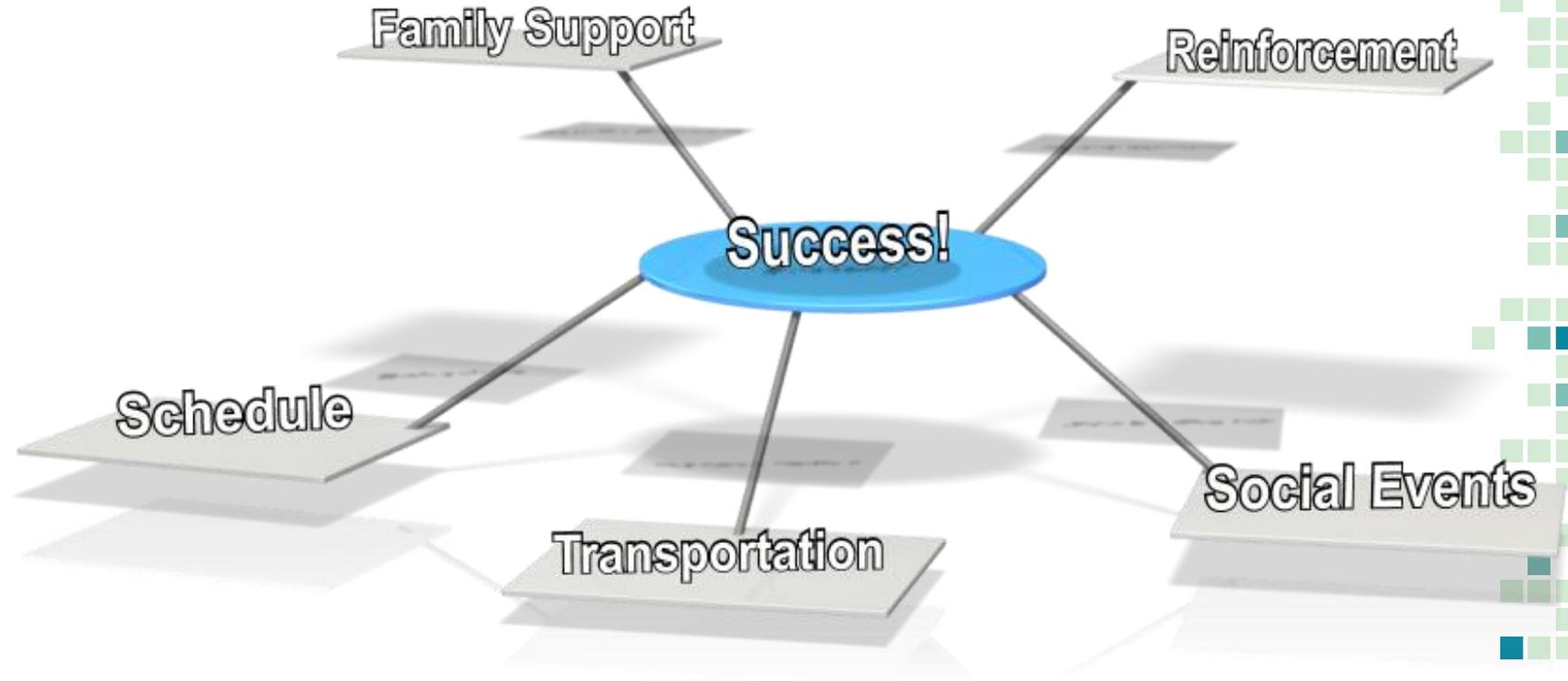
Natural Supports

- How to Know One When You See One?

- What Do **You** Look For?



Planful!



Planful!

What do you think is one of the most important considerations when planning for employment?



ONBOARDING

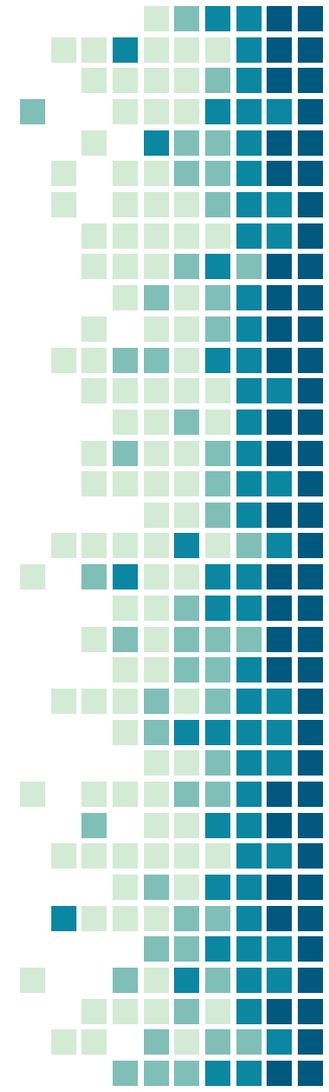
The 4 C's

- Compliance
- Clarification
- Culture
- Connection



Stabilization

- Initial Training
- Facilitation of Training
- Revisit Culture
- Confirm Natural Supports & LTSS

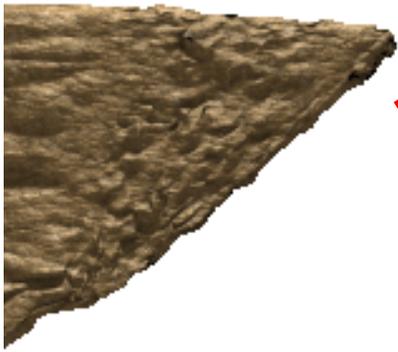


On-Going Supports

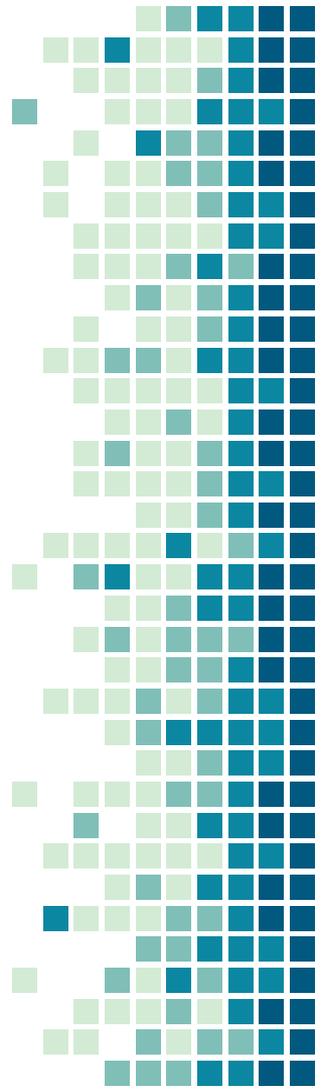
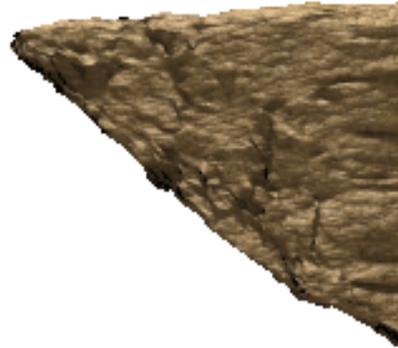
- Planful!
- Communication System that Works
- Work or Non-Work Related



Fading



N.O.T.!



Roles, Regardless

- Advocate
- Facilitate
- Negotiate



IMPLEMENTATION

- IVRS Processes
- Forms
 - Job Development
 - Natural Supports
 - Job Coaching





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