

WHAT IS A JOB COACH?:

INFORMING EMPLOYERS OF WORKPLACE ACCOMMODATIONS

A JOB COACH IS...

a professional that works with individuals with disabilities to support them in achieving competitive and integrated employment. The overarching role of a job coach is to support the individual so that they can achieve their vocational, economic, and human potential.

A JOB COACH IS...

Considered a reasonable accommodation under the Americans with Disabilities Act (ADA).

A JOB COACH IS...

A productivity enhancer and a partner to the employer.

**RETURN ON INVESTMENT:
RESOURCES FOR EMPLOYERS**



THE BENEFITS



Pre-screened, Diverse candidates for employment



Opportunities for training and education



Greater retention of all staff
AND MORE !



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FREQUENTLY ASKED QUESTIONS

DO I HAVE TO PAY THE JOB COACH?

Never. the job coach is funded by a private employment agency and/or the state vocational rehabilitation agency

IS THIS A LIABILITY FOR ME?

No, private and public supported employment entities are required to have their own insurance for their job coaches

DOES THE JOB COACH REPLACE MY TRAINING PROCEDURE?

No, the employee must be trained with the typical training procedure with assistance as needed from the job coach.

IS THIS A CHARITABLE COMMUNITY SERVICE?

No, job coaches are paid professionals providing a service to allow people with disabilities to enter and retain their equitable place in the workforce.

SUPPORTING SUCCESS + ENCOURAGING INDEPENDENCE



FADING SUPPORTS:

Fading in the context of job coaching is defined as the process of providing fewer and fewer prompts or support until an individual can demonstrate a job task without any help. The goal of any job training is to promote a person's independence on the job. An important component of any job training plan is to develop a timeline for fading supports. During the fading process, the job coaches should ensure that natural supports are in place. A natural support can include coworkers, management, and other consistent factors at the job site. The job coach should also help the supported employee become familiar with coworkers and supervisors and provide contact information for these supports if the job coach is needed for further accommodation purposes.

