

**BUILDING
INDEPENDENCE AT
WORK:
SUPPORTED
EMPLOYMENT**

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STARTING WITH SITUATIONAL ASSESSMENTS

- Building rapport
- Gauging preferences & strengths & transferable skills
- Assessing support needs & work readiness
- Narrowing down a vocational goal/suitable job match
- Determining potential accommodations



REQUESTING ACCOMMODATIONS

CODE OF VIRGINIA - § 51.5-41.

**AN EMPLOYER SHALL MAKE REASONABLE
ACCOMMODATION TO THE KNOWN
PHYSICAL AND MENTAL IMPAIRMENTS OF
AN OTHERWISE QUALIFIED PERSON WITH
A DISABILITY, IF NECESSARY TO ASSIST
SUCH PERSON IN PERFORMING A
PARTICULAR JOB, UNLESS THE EMPLOYER
CAN DEMONSTRATE THAT THE
ACCOMMODATION WOULD IMPOSE AN
UNDUE BURDEN ON THE EMPLOYER.**

EXAMPLES OF REASONABLE ACCOMMODATIONS

- Change job tasks
- Improve accessibility or lighting in a work area
- Change setting to minimize distractions
- Allow for more time to complete a given task
- Provide or modify equipment, or software (AT)
- Adjustments to training and/or work schedule

WHEN TO REQUEST A REASONABLE ACCOMMODATION

- You do not have to ask for accommodations before you get the job; however, there are some important considerations...
- You can request a reasonable accommodation at any time
- In some instances, it may be necessary to negotiate regarding accommodations early in the process. (e.g. worksite modifications, specialized equipment, etc...).
- **Note:** It is important to request accommodations before you are having issues on the job!

DOES DISABILITY NEED TO BE DISCLOSED TO RECEIVE AN ACCOMMODATION?

Not necessarily! Employers are required to provide reasonable accommodations should they suspect an employee has a disability and may benefit from a reasonable accommodation.

Some employers have a system, formal or informal.

In most situations, it is best to advocate regarding your request for an accommodation as you know best what you may need to be successful.

COMPENSATORY STRATEGIES

Can support mnemonic, physical, or cognitive deficits.

Examples:

Color coding

Checklist/Picture lists

Task analyses

One-on-one training

Limit multi-tasking

External cueing for task sequencing

COMPENSATORY STRATEGY IDEAS

The client struggles to remember his/her sequence of job duties.

- written list
- audio recording
- picture book
- assignment board
- flow chart



NATURAL SUPPORTS

Distinction: in vocational rehabilitation, natural supports are on the job site (coworkers/supervisors/managers) vs other stakeholders who help support (family/case manager)

How to identify?

What purpose can they serve?

What happens when the natural support isn't there?

ROLE OF THE JOB COACH ON SITE

- Blend in
- Be a buffer/protect client as appropriate
- Augment production (and take data!)
- Don't unnecessarily alert employer to minor problems
- Problem solve
- Think of “outside the box” solutions

SYSTEMATIC INSTRUCTION

- Consistency is key!
- When instruction is systematic, **there is a hierarchy of skills that builds over time**. Generally, this means starting with foundational skills and building more complexity over time—after mastery of previous skills has occurred.
- Defining skill acquisition

FADING

- Set expectations with client/employer right away!
- Identify the optimum time to fade (onsite vs offsite)
- Communicate intentions to the client and the employer
- Adjust based on client's performance
- Use tools to drive towards client independence (natural supports, compensatory strategies, AT...)
- Prepare for follow along

QUESTIONS?

