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

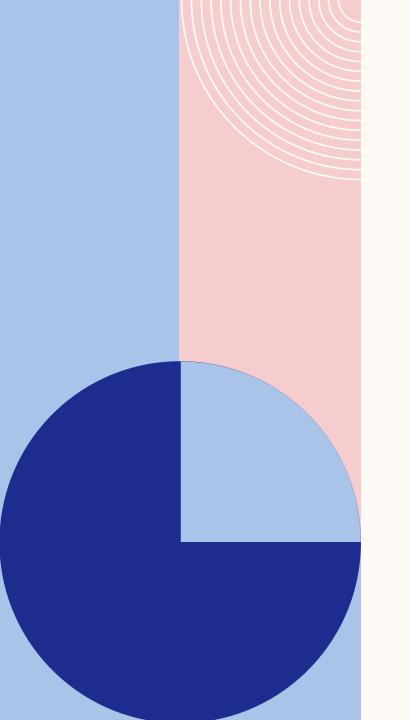
- You do not have to ask for accommodations before you get the job; however, there are some important considerations...
- You can request a reasonable accommodation at any time
- In some instances, it may be necessary to negotiate regarding accommodations early in the process. (e.g. worksite modifications,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



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?

