SUPPORTED EMPLOYMENT: JOB SITE TRAINING

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“READINESS MODEL”

- In the intellectual/developmental disabilities field...

  TRAIN

  Then

  PLACE
SUPPORTED EMPLOYMENT MODEL

- PLACE
- Then
- TRAIN
Readiness Model

1. **Work Activity Center**
   - Movement to Sheltered: 2.7%
2. **Sheltered Workshop**
   - Movement to “regular” Pgrm: 3.0%
   - Movement to Competitive: 7.4%
3. **“Regular Voc Trng Program”**
   - Movement to Competitive Job: 11%
4. **Competitive Employment**

*adapted from http://www.mnddc.state.mn.us/parallels2/four/index.htm*
'A lack of learning in any particular situation should first be interpreted as an inappropriate or insufficient use of teaching strategy, rather than an inability on the part of the learner.'

(Gold, 1980, p. 3).
The ability to become successfully employed in a competitive job was not related to an individual’s place in the continuum. Individuals would always need individualized support - intensive support at first ... then faded” for the individual job tenure.
IMPORTANT SE PRINCIPLES

- ALL individuals are capable of working in competitive, community based integrated employment if they are provided
  1. “instruction/training-systematic
  2. The necessary on-going follow along supports
SE COMPONENTS

- Assessment
- Job Development
- Job Placement
- **JOB SITE TRAINING**
- On-going Follow Along
SKILLS EMPLOYERS WANT:

- Soft Skills
  - Attendance
  - Punctuality
  - Teamwork
  - Work Ethic
  - Ability to Follow directions
SKILLS EMPLOYERS WANT:

- **Hard Skills**
  The specific physical and mental skills that an individual needs to perform his or her job.

- **Performing the “essential functions” of the job (ADA)**
Should be completed using:

1) interviews with employer and coworkers;
2) observation of the job; and
3) a summary review of the information collected during a and b.
SEQUENCE OF JOB DUTIES
TASK ANALYSIS
SYSTEMATIC INSTRUCTION
NATURAL SUPPORTS

- How to plan, identify and incorporate.
Caution when the employment staff spends little to no time at the job site
There is no evidence of any “real” assistance
Strategies for employment related issues only involve “counseling” or “talking” to the supported employee.
Resist the urge to close a case because the “time” period is completed if;
- The individual has continued to have difficulty in some aspect of his/her job.
- You are not clear how the individual will maintain employment after LRS’s funding is discontinued.