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What's the Point?

Purpose: Encourage relational development and foster workplace independence

Process: Defining, Discussion, and Planning

Payoff: Better job retention and increased sense of purpose for those you support.







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Let's Define!

Natural Supports

Natural supports refer to the support and assistance that naturally flows from the associations and relationships typically developed in natural environments such as the family, school, work and community.

Fading

Fading refers to decreasing the level of assistance or supervision needed to complete a task or activity.

Sources:
<https://www.gvsu.edu/cms4/asset/5408422A-ED08-43E0-F795C490E36-48688E/fading.pdf>
https://www.gaoke.org/Curriculum/Intruction-and-Assessment/Special-Education-Services/Documents/IGAS%202011-15%20Instruct/Natural_Support.pdf





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Identifying Natural Relationships

- › Are there connections/relationships that already exist?
- › Is there anyone who instinctively steps up/helps out?
- › Was a connection to the employer used in landing the job?





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Making Relationships

- › Encourage independence at gatherings, breaks, etc.
- › Invite conversations and interactions between coworkers.
- › When questions arise, have natural supports offer help/solutions.





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**“In our togetherness,
castles are built.”**
- Irish Proverb





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**How can natural
supports help?**

- » Be a resource to the nuances of the job site
- » Help with specific tasks (punching in, restocking, etc.)
- » Learn new skills to promote cross-training
- » Many more!





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**2. Cleared for
Takeoff: Fading**





Ready to Fade?

- » Gather feedback from **internal** support team, focus on supervisor's satisfaction level
- » Gather feedback from **external** support team
- » Review training plan, progress notes, and assess level of skills accomplished
- » Initiate the extended services planning process





Extended Supports

Job Retention

- Maintaining skills
- Facilitate cross training

Career Development

- Ongoing exploration
- Pathway to Employment

Off Site Job Coaching

- Is there a way to encourage growth through periodic meet-ups



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IS THE TIME RIGHT?

Communicate

Does the employer feel the level of production and/or their understanding is where it needs to be? Are the expectations clear for all parties?

Success

Has the individual shown a continued pattern of success at the job site or in a specific task?

Plan

Is there a plan in place in order to continue to support the individual? What happens if there is an unforeseen challenge down the road – how do we address that?



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THE PROCESS IS EASY!



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THANKS!

Any questions?

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