

Foundations for Vocational Success

Series 1

Innovations in Employment Supports

Eleversity

1



What is a Vocational Support Professional?

Your group is preparing to make a presentation to a group of businesspeople about what you do, how will you describe the **purpose of** your position.
[describe 3 purposes]

Eleversity

2

Vocational Support Professional

Purpose and Expectations

Eleversity

Eleversity

3

Vocational Support Professional

Definition: A vocational support professional provides specialized on-site training to employees with disabilities. May be assigned a wide variety of duties and functions, but there are two clear areas of responsibility:

- Assist the person to learn to perform the job tasks accurately, efficiently, and safely.
- Assist the person to integrate/acclimate into the work environment and culture.



Eleversity



Eleversity

4

Deficit-based
Approach

VS.

Asset-based
Approach

Eleversity



Eleversity

5

They can't...

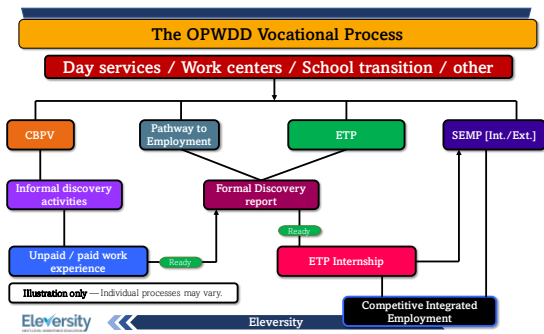
VS.

They can if...



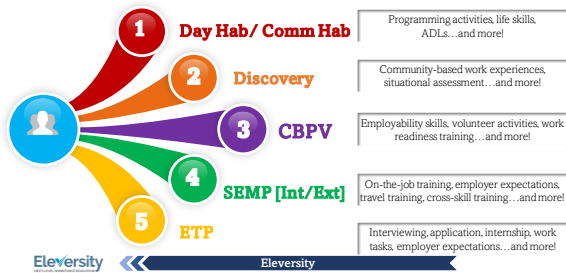
Eleversity

6



7

Where does coaching happen?



8

I Pledge...



Eleversity

9

Vocational Support Professional

Professionalism in a Work Setting

Eleversity



Eleversity

10

**Are we standing on
what we're trying
to lift?**
—John O'Brien
**How prepared are you to
coach in a work setting?**

Eleversity



Eleversity

11

Breakout Exercise

Groups 1 & 2

**You have been assigned to coach
a new placement.**

What do you need to know about
the new employee?

vs.

What do you typically know?

Groups 3 & 4

**You have been assigned to coach
a new placement.**

What do you need to know about
the business?

vs.

What do you typically know?

Eleversity



Eleversity

12

What do You Need to Know
BEFORE you begin?

The New Employee

- The job seeker! (have you met and spent time together?)
- Discovery report findings
 - Situational assessment results
 - Transportation needs
 - Functional limitations
 - Learning preferences
- Job function support needs & accommodations [bridge the knowing-doing gap]
- Anything the job requires [i.e., uniform, lunch, a watch, etc.]
- Coaching plan

Eleversity

Eleversity

13

What do You Need to Know
BEFORE you begin?

The Business

- **Contact person** — Direct supervisor, chain of command
 - The business understand the function of VSP
 - Preferred communication methods and frequency
- **A site observation/job analysis has been completed** [duties, tasks, general requirements, job description, work culture considerations, what success will look like]

Eleversity

Eleversity

14

Competence at the Worksite

Demonstrate that you know what you're doing

Eleversity

Eleversity

15

Vocational Support Professional

Understanding Vocational Implications of Disability

Eleversity



Eleversity

17

Functional
Limitations

- Mobility
- Communication
- Self-care
- Self direction
- Interpersonal skills
- Work tolerance
- Work skills

Eleversity



Eleversity

18



Functional Limitation • Determine the root of the issue
vs. • What can be controlled?
Lack of skill • How can we provide support?

Eleversity



Eleversity

19

Scenario: It is Sam's first day volunteering in a busy work setting. He seems to be distracted from his tasks and frequently socializes.

Sam has functional limitations related to self-direction and attention.



Eleversity



Eleversity

20

Scenario: Martha cries and calls the coach names whenever the coach gives feedback with correction.

Martha has a functional limitation related to interpersonal skills and social/emotional regulation.



Eleversity



Eleversity

21

Scenario: Gene has been in day services for 10 years. He wants a job stocking but can't lift boxes over 15 lbs.

Gene has a functional limitation related to his work tolerance and should find a different job.



Eleversity



Eleversity

22

Vocational Support Professional

Tools You Need

Eleversity



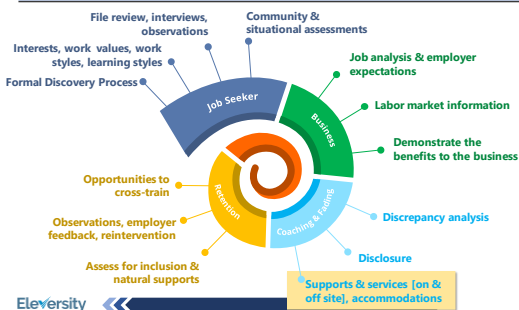
23



Eleversity



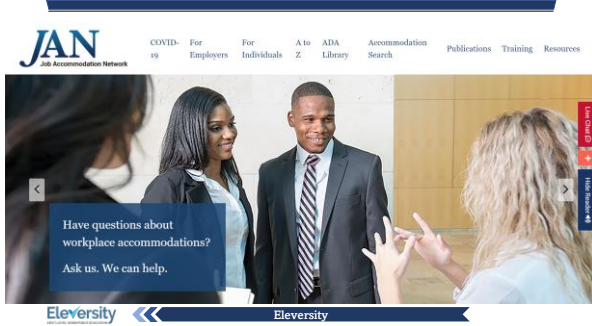
24



Eleversity



25



26

Breakout — Finding supports using askjan.org Pages 11-13 in Manual

Group 1 — Autism 1. Managing time 2. Stress tolerance	Group 2 — Intellectual Impairment 1. Limited reading ability 2. Limited memory and recall for directions
Group 3 — Auditory Processing Disorder 1. Attentiveness/concentration 2. Takes longer to learn new things	Group 4 — Cerebral Palsy 1. Walking long distances 2. Difficulty typing

27

Vocational Support Professional

Supporting Employment — The beginning



28

They got the job, now what?
Planning for a new job

IN THE BEGINNING

- Calming the new employee jitters
- Dealing with change
- Understanding workplace culture
- Meeting new people
- Satisfying employer expectations



Eleversity

Eleversity

29

Plan for Day 1 — Week 1
Does the employee:

- | | |
|---|--|
| <input type="checkbox"/> Need support to get up and/or ready for work? | <input type="checkbox"/> Need money for food or travel? |
| <input type="checkbox"/> Have a uniform? Who will help ensure it is clean for work? | <input type="checkbox"/> Have weather appropriate clothes? |
| <input type="checkbox"/> Need to pack a meal/snack? | <input type="checkbox"/> Have reliable transportation? |
| | <input type="checkbox"/> Other? |

Eleversity

Eleversity

30

Contact Us



(585) 340-2051

info@eleversity.org

Eleversity

Eleversity

31
