

APSEA Summer Support Program

Job Coach - Definition

- Job coaching refers to the use of structured intervention techniques to assist the employee in learning to perform job tasks and/or accessing the technology necessary to perform work related tasks.
- The job coach works directly with the individual with a disability in a training or placement site to help him/her become skilled at the specific requirements of the job.
- Service may include assisting the employee in acquiring the interpersonal skills necessary to be accepted as a worker at the job site.
- Depending on individual requirements, job coaching may also include components relating to assessment, skills development, self advocacy, safe travel and orientation and mobility training.
- With the assistance of a job coach, areas of vocational and personal strength and weakness become evident early in the process and can be addressed. The student will receive immediate feedback, assistance, and follow-up from the support person. As a result, potential issues are resolved in a timely manner. The student gains valuable work experience and the employer is able to observe the progress of the student without being obligated to use existing personnel resources.
- Job coaching is a process that must be phased out over time.
- Job coaching does not involve the job coach “doing” the job.

Additional links for further inquiry:

www.vanasep.ca/downloads/VanAsep_Job_Coach_Guide.pdf

http://www.village-isa.org/Services/job_coach.htm

http://ocfs.ny.gov/main/cbv/vocrehab_manual/08-38_Job%20Coaching.htm

http://www.attainmentcompany.com/pdfs/bookSamples/JCS_Sample.pdf