

# Self Determination Conference Employment Toolbox

## Ways to Be Supported at Work Tip Sheet

### What are on-the-job supports?

On-the- job supports help people learn and do well with their jobs. Everyone has on-the-job supports – these are coworkers and supervisors. Sometimes people with disabilities need extra on-the job support. This extra support can be provided by a High School, the Division of Vocational Rehabilitation (DVR), Family Care or IRIS program. Some job supports help you learn your job and then fade away as you learn it, and some supports might be needed over the long term to help you keep your job or help you with personal care on the job.

### Types of On-The-Job Supports

**Natural Support** – these are people who are your co-workers and supervisors. Everyone gets help from coworkers and supervisors at work. They can help with solving problems co-workers and supervisors can help you solve problems, answer questions, show you how to do something new, remind you when to go on break or get back to work. There might be other things they are willing to help you too.

**Job Coaching** – job coaches are people from agencies who can take the extra time to help learn your job and do things your co-workers and supervisors can't do. High schools, DVR, Family Care and IRIS can help you find a job coach if you need one. Depending on what you need, a job coach might be with you for a few weeks or a few months until you learn your job.

**Personal Care at Work** – some people need personal care help at work for eating or going to the bathroom. Family Care and IRIS can help people with their ongoing personal care needs at work.

**Co-Worker Paid Support** – Sometimes co-workers can go above and beyond what they normally do (natural supports) to provide job coaching and assistance to people at work. Family Care and IRIS can work with a service provider and an employer to give funding to your employer/co-workers to provide job coaching supports to you instead of a job coach from a vocational agency.

## On-the-Job Support Worksheet Activity

Things I am good at and most independent doing:

1.

2.

3.

4.

5.

Ways I need support at work?	Who could provide the support? (Consider your coworkers, possibly a job coach or a personal care attendant)

Who I can talk to about the supports I need:

1.

2.

3.