



Supported Employment and Vocational Rehabilitation Course: Job Coaching and Employer Engagement



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Introduction:

Supported employment and vocational rehabilitation, with job coaching and employer engagement, is a 1-week course for employment specialist, job coaching and vocational rehabilitation service units that ends with a Supported Employment Service Plan for a case organisation. Many disability employment services place few jobseekers in competitive work, lose placements within months and keep thin relationships with employers, because assessment, job development and follow-along run as separate activities. Nominees already assess, place or coach jobseekers with disabilities, and learning is by case study on jobseeker profiles, vacancy data and placement records. CoreConcept Training Center delivers this supported employment course.

Course Objectives:

- Compare the place-then-train supported employment model with train-then-place services and set a placement and retention baseline for a service
- Assess jobseekers with Discovery profiling, functional capacity evaluation and person-environment fit to write an individual plan for employment
- Develop jobs with employers through informational interviews, job carving and negotiated job descriptions
- Deliver on-site job coaching with task analysis, systematic instruction and a planned fading schedule toward natural supports
- Maintain placements through workplace accommodation requests, follow-along contacts and early action on job loss warning signs
- Produce a Supported Employment Service Plan with placement, retention and earnings indicators for a case organisation

Target Audience:

- Employment specialist units that assess jobseekers with disabilities and match them to vacancies
 - Job coaching units that train and support newly placed workers at the worksite
 - Vocational rehabilitation case management units that run intake, employment plans and service reviews
 - Employer relations units in disability associations and employment agencies that build hiring partnerships
 - Social service units that commission or monitor disability employment services and their outcomes
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Course Outline:

Day 1: Supported Employment Foundations and Vocational Rehabilitation Pathways

- Place-Then-Train Versus Train-Then-Place Service Model Comparison
- Competitive Integrated Employment Versus Sheltered Workshop Outcome Evidence
- Vocational Rehabilitation Referral, Eligibility and Intake Pathway Mapping
- Local Labour Market Scan of Entry Roles and Growth Sectors
- Current Placement and Retention Baseline Data Review

Day 2: Supported Employment Models, Assessment and Employment Planning

- Individual Placement and Support Client Choice and Rapid Job Search
- IPS Fidelity Scale Items for Service Self-Review
- Customised Employment Discovery Profile and Community Observation
- Functional Capacity Evaluation and Person-Environment Fit Analysis
- Individual Plan for Employment With Vocational Goal and Supports

Day 3: Job Development, Job Carving and Placement Practice

- Job Development Script and Employer Informational Interview Techniques
- Job Carving Task Inventory From Existing Employer Roles
- Negotiated Job Description Covering Tasks, Supports and Terms
- Job Match Analysis Comparing Jobseeker Profile and Job Demands
- Employer Account Plan and Hiring Partnership Agreement Template

Day 4: Job Coaching, Natural Supports, Retention Risks and Outcome Indicators

- Task Analysis and Systematic Instruction at the Worksite
- Job Coach Fading Schedule and Natural Support Hand-Over
- Workplace Accommodation and Assistive Technology Request With Employers
- Time-Unlimited Follow-Along Contact Plan and Job Loss Warning Signs
- Placement, Retention and Earnings KPI Dashboard With Targets

Day 5: Case Study on a Supported Employment Service Plan

- Case Organisation Caseload, Employer and Outcome Data Review
 - Discovery Profiles and Employment Plans for Three Case Jobseekers
 - Employer Engagement and Job Carving Proposal for Two Employers
 - Job Coaching, Fading and Follow-Along Schedule for the Case
 - Supported Employment Service Plan With KPI Targets Completion
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Skills You Will Gain:

- Discovery Profiling
- Person-Environment Fit Assessment
- Job Development
- Job Carving
- Systematic Instruction
- Natural Support Facilitation
- Employer Account Management
- Employment Outcome Monitoring

Why Attend This Course:

- Present a Supported Employment Service Plan to the service manager and board of the disability association or employment agency
- Decide which jobseekers are ready for rapid job search and which employers to approach with a carved role
- Avoid early job loss, idle caseloads and lost employer goodwill caused by unplanned coaching and weak follow-along
- Share Discovery templates, job carving worksheets and fading schedules with job coaches and case managers in the unit

Conclusion:

Back at work, the participant gives the service manager a Supported Employment Service Plan that sets how the unit assesses jobseekers, develops jobs with employers, coaches new workers and follows them up. Managers use it to assign caseloads, choose employer partners and agree outcome targets with funders. Employer relations staff use its account plans for their next visits. After the first quarter of use, the service should compare placements, retention at ninety days and hours worked with the plan targets and adjust coaching intensity, employer focus and follow-along frequency where results fell short.

Frequently Asked Questions FAQ:

What should participants know before a supported employment and vocational rehabilitation course?

Participants should already work with jobseekers with disabilities, employers or employment service data. Bringing anonymised jobseeker profiles, a recent vacancy list or placement records helps them apply the case study to their own service.

How does a supported employment and vocational rehabilitation course differ from a disability inclusion or HR hiring course?

It is written for the employment service, not the employer HR team. It covers assessment, job development, job carving, on-site coaching and follow-along, while inclusion and HR hiring courses focus on internal policies, support planning, recruitment practice and workplace culture.

Why does supported employment place people in jobs before training them?

Training in the real job, with a job coach present, transfers skills better than classroom preparation for many people with significant disabilities. Placing first also shortens the wait for paid work and lets coaching target the exact tasks the employer needs.

What does a participant take back to work from a supported employment and vocational rehabilitation course?

A Supported Employment Service Plan for a case organisation, with Discovery profiles, employment plans, an employer engagement and job carving proposal, a coaching and fading schedule and a placement, retention and earnings dashboard that the unit can adapt to its own caseload.
