**JOB COACHING JUSTIFICATION**

**JOB PLACEMENT (JP)**

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| --- |
| **Individual Information** |
| Name of Person:      | DOB/ last 4 SSN:      |
| Provider:       | VR Specialist:      |
| **Employment Information** |
| Person’s job title:      | Start Date:      | [ ] Full time [ ] Part time |
| Employer Name:      | Address:      | City, State:      | ZIP code:      |
| Hours per week:      | Days per week:      | Hourly rate: $      |
| **Job Coaching Recommendation** |
| Frequency of Job Coaching: [ ]  2x/week [ ]  3x/week [ ]  4x/week [ ]  Other     Hours per day:       |
| **\*Job Analysis** |
| Number of employees in this company at this location:     Number of employees without disabilities in immediate area(50 ft. radius):     Number of other employees with disabilities:       In immediate area (50 ft. radius):     Number of other employees in this position:     **General Directions:** Please do not leave any item unanswered.Indicate the most appropriate response for each item based on the observations of the job and interview with employers, supervisors, and coworkers. Record special instructions, regulations or comments in each item for greater detail. |
| AREA/ DOMAIN | INDICATORS | YES | NO | COMMENTS |
| Schedule | Weekend work required | [ ]  | [ ]  |       |
| Evening work required | [ ]  | [ ]  |       |
| Travel Location | On public transportation route | [ ]  | [ ]  |       |
| On private transportation route | [ ]  | [ ]  |       |
| Job benefits | None | [ ]  | [ ]  |       |
|  | Sick leave | [ ]  | [ ]  |       |
|  | Medical/ health benefits | [ ]  | [ ]  |       |
|  | Paid vacation/ annual leave | [ ]  | [ ]  |       |
|  | Dental benefits | [ ]  | [ ]  |       |
|  | Employee discounts | [ ]  | [ ]  |       |
|  | Free or reduced meals | [ ]  | [ ]  |       |
|  | Other:       | [ ]  | [ ]  |       |
| Strength – Lifting and Carrying  | [ ] Very light work (<10 lbs) [ ] Light work (10-20-lbs)[ ] Average work (30-40 lbs) [ ] Heavy work (>50 lbs) |       |
| Endurance | Work required for:[ ] < 2 hours [ ]  2-3 hours[ ] 3-4 hours [ ] >4 hours |       |
| Orientation to Place | [ ] Small area [ ] one room [ ] several rooms[ ] Building wide [ ] building and grounds |       |
| Accessibility | [ ] Fully accessible site [ ]  Accessibility issues |       |
| Work pace | [ ] Slow pace [ ] Average space[ ] Sometimes fast pace [ ] Continual fast pace |       |
| Appearance requirements | [ ] Grooming of little importance [ ] Cleanliness only required[ ] Neat and clean required[ ] Grooming very important |       |
| Communication Required | [ ] None/ minimal [ ]  Key words/ signs needed[ ] Unclear speech accepted [ ] Clear speech in sentences/ signs needed  |       |
| Social Interaction | Social interactions:[ ] Not required [ ]  Appropriate responses required[ ] Required infrequently [ ] Required frequently |       |
| Attention to Task Perseverance | [ ] Frequent prompts available[ ] Intermittent prompts/ low supervision available[ ] Intermittent prompts/ high supervision available[ ] Infrequent prompts/ low supervision available |       |
|  Sequencing of Job Duties | [ ] Only 1 task required at a time[ ] 2-3 tasks required in sequence[ ] 4-6 tasks required in sequence[ ] 7 or more tasks required in sequence |       |
| Initiation of Work Motivation | [ ] Initiation of Work required[ ] Volunteering helpful[ ] Coworker support available |       |
| Daily Changes in Routine | [ ] 7 or more changes [ ]  2-3 task changes[ ] 4-6 task changes [ ]  No task change |       |
| Reinforcement Available | [ ] Frequent reinforcement available[ ] Reinforcement intermittent (daily)[ ] Reinforcement infrequent (weekly)[ ] Minimal reinforcement (pay check) |       |
| Coworker Supports available | [ ] None available [ ] Low to minimum potential[ ] Intermittent potential [ ]  High potential |       |
| Supportive of Job Accommodations | [ ] Very supportive [ ]  Supportive with reservations[ ] Indifferent [ ]  Negative [ ]  Unknown |       |
| Opportunity for Career Advancement | [ ] Low to minimum [ ]  Average[ ] Most probable [ ]  Procedures in place[ ] No procedures in place |       |
| Object Discrimination | [ ] Does not need to distinguish between work supplies[ ] Must distinguish between work supplies with an external cue[ ] Must distinguish between work supplies |       |
| Time Factor | [ ] Time factors not important[ ] Must identify breaks/ meal/ etc.[ ] Must tell time to the hour[ ] Must tell time to the minute |       |
| Functional Reading | [ ] None [ ] Sight words/ symbols[ ] Simple reading [ ] Fluent reading |       |
| Functional Math | [ ] None [ ]  Simple counting[ ] Simple addition/subtraction[ ] Complex computational skills |       |
| Visibility to Public | [ ] Person not visible [ ]  Occasionally visible[ ] Regularly visible [ ] Visible throughout the day/ongoing |       |
| Level of Social Contact | [ ]  Employment in an integrated environment on a shift or position which is isolated. Contact with coworkers or supervisor is minimal. Example: night janitor[ ] Employment in an integrated environment on a shift or position which is relatively isolated. Contact with coworkers or supervisor is available at lunch or break. Example: Data entry position[ ] Employment in an integrated environment in a position requiring a moderate level of interdependent tasking and coworker interaction. Example: Office Service Aide – copying documents.[ ] Employment in an integrated environment in a position requiring a high degree of interdependent tasks and coworker interactions and/or high level of contact with business customers.Example: Walmart greeter |       |
| **JOB TASKS IDENTIFICATION** |
| List the job tasks required for this position: |
| JOB TASK/S | PERFORMING? | ACHIEVEMENT LEVEL | BASIS  |
| YES | NO |
|       | [ ]  | [ ]  | [ ] Limited [ ]  Average[ ] Above Average [ ] Excellent | [ ] Direct Observation[ ] Person self-report[ ] Supervisor report |
|       | [ ]  | [ ]  | [ ] Limited [ ]  Average[ ] Above Average [ ] Excellent | [ ] Direct Observation[ ] Person self-report[ ] Supervisor report |
|       | [ ]  | [ ]  | [ ] Limited [ ]  Average[ ] Above Average [ ] Excellent | [ ] Direct Observation[ ] Person self-report[ ] Supervisor report |
|       | [ ]  | [ ]  | [ ] Limited [ ]  Average[ ] Above Average [ ] Excellent | [ ] Direct Observation[ ] Person self-report[ ] Supervisor report |
|       | [ ]  | [ ]  | [ ] Limited [ ]  Average[ ] Above Average [ ] Excellent | [ ] Direct Observation[ ] Person self-report[ ] Supervisor report |
|       | [ ]  | [ ]  | [ ] Limited [ ]  Average[ ] Above Average [ ] Excellent | [ ] Direct Observation[ ] Person self-report[ ] Supervisor report |
|       | [ ]  | [ ]  | [ ] Limited [ ]  Average[ ] Above Average [ ] Excellent | [ ] Direct Observation[ ] Person self-report[ ] Supervisor report |
|       | [ ]  | [ ]  | [ ] Limited [ ]  Average[ ] Above Average [ ] Excellent | [ ] Direct Observation[ ] Person l self-report[ ] Supervisor report |
| **Person Performance** |
| Describe how this person has adjusted to his/her job, including any problematic issues or concerns that emerged and how they were addressed:      |
| Identify areas of performance or behavior that require improvement and note strategies that will address these areas. Describe what types, methods, and strategies were used in training this person and the effectiveness of the training provided:      |
| What support or accommodation needs (if any) were identified, and how were they addressed?      |
| Identify and list potential natural supports:      |
| Next Steps:      |
| **Signature** |
| First and Last name of Job Coach:      | Position Title:      |
| Signature:      | Date:      |
| **DCRSA Approval** |
| Reviewed:[x]  Concur with job coaching recommendation[ ]  Job coaching not approved[ ]  Sent back to provider# | VR Specialist’s Signature:      | Date:      |
| # Reason for returning to provider (this block will appear if sent back to provider box is marked)      |