

# Examples of Long-Term Supports \*



## Support with transportation:

- ✓ Rides to work to help with anxiety
- ✓ Help with travel training (using the bus system)
- ✓ Help looking into alternative forms of transportation (senior ride programs, bicycles, family assistance, ride share via private companies, ride share via paying a co-worker, etc.)

## Support & problem solving:

- ✓ Observing at work (to determine reasons for problems with tasks)
- ✓ Meeting away from job site to discuss issues and possible strategies
- ✓ Phone calls/texts before shift or during breaks to check in, help organize, prepare, or troubleshoot
- ✓ On-the-job support – if needed to learn a new task, implement technology, break down tasks into smaller steps to aid in learning/mastery
- ✓ Identifying natural supports in the workplace

## Help with social skills on the job:

- ✓ Working through job problems related to social skills
- ✓ Coaching the supported employee on how to start conversations with co-workers, how to manage small talk
- ✓ Coaching how to navigate the need for increased communication with co-workers

## Interventions with employers:

- ✓ Explaining impact of disability in vocationally relevant ways, ie. explaining symptoms/traits or behaviors related to symptoms/traits
- ✓ Assist in the request for formal accommodations
- ✓ Requesting feedback about the supported employee's performance
- ✓ Customizing/carving tasks to enable employee to remain a valued employee when tasks need to change

## Routines/expectations requiring help outside the workplace:

- ✓ Help finding appropriate clothes for workplace, i.e., office attire or steel-toed boots for construction site
- ✓ If needed, consult with those at home (either family or staffed residence) about workplace expectations and needs regarding routine, schedule and/or appearance on workdays
- ✓ Assistance setting up a calendar with work schedule
- ✓ Help setting up reminders regarding work schedule
- ✓ Wake-up calls
- ✓ Medication adjustments – working with prescriber if symptoms or side effects are a problem on the job

**Assistance with job changes/seeking new employment:**

- ✓ Checking in on satisfaction with the job and future goals
- ✓ Support finding a new job
- ✓ Help with career development i.e., obtaining new skills, technical school, college, GED, or other certificate programs

\* These are just examples; long-term supports are always dependent upon the unique support needs and preferences of the supported employee. Supports may be provided either on or off the job site.