THE ROLE OF THE JOB COACH AND WHY THEY NEED RECOGNITION

-OUR STORY -
BELIEVE IN ME PROJECT
“WE ARE LIKE ALL OTHERS, SOME OTHERS, NO OTHERS,” BUDDHIST PROVERB
• Transition from school to work
• Job opportunities
• New future
A little HISTORY

• The Believe in Me Project was founded in the year 1996 under the guidance of Kenneth Cremona Caruana - Senior Occupational Therapist with Masters in Bioethics, mainly persons with disability, vulnerable persons and persons in need.

• The foundation has been working for persons with disability for the last 20 years and in the early years Mr Paul Banavage has started to help clients whom they attended The Mental Hospital in Gozo. Friendship and opportunity was nourished so that persons with disability will get any type of support.

• Today we look at how each person will benefit from the best way to be independent especially if the person works or has a job. The integration of these persons with disability is done with training or support services to help them make courage so that they can move respectively.

• One cannot forget that these people has their own dignity and with their abilities they make the society richer.
in 2010, Mr Mike Evans, then Manager Employment Unit, Scotland, and President of the European Union of Supported Employment, was invited to our islands. He brought a wealth of knowledge with him on how to set up a supported employment department.

Concurrently, the Hospitaller Order of Saint Lazarus of Jerusalem, a chivalric organization whose main aim is to help those considered as vulnerable, embarked on a pilot project called ‘Believe in Me’ at our premises in Hamrun where a group of disabled young adults were assessed and trained to enter the workforce.

With the help of St. Lazarus Foundation, Believe in Me Project has been introduced to the project LEAP and in this case the two associations were moving to supported employment in Malta.

This project was evolved in 2015. In this case 30% of the clients started to work and are still working till now.

With the help of the President of Malta and Fondazzjoni Wens we started the sheltered employment for those clients who are not that good in working and has the opportunity to work under one roof and with the money, the clients went for a cruise, an opportunity which cannot be done without this initiative.
SARAH GORDY
ANDREW AND ALEX ANKAR
From an experiment to a National Pilot Project.
Supported Employment - What is Supported Employment?

• (‘place, train, support’) facilitates the transition for people with disabilities into open employment and focuses on helping people get and keep a job.
• This requires supportive measures to be put in place for the employee with disabilities before, during and after their placement in the company, as well as support to employer.
• The cornerstone of this modality is the ‘job coach’ who provides tailored support and guidance to employees with disabilities to enable them to retain their employment.
5 STAGES OF SUPPORTED EMPLOYMENT

- assessment,
- profiling,
- job finding,
- employer engagement and
- on/off support.
What is a Job Coach

• A Job Coach is known by several professional titles such as employment specialist, job trainer, job consultant, and staffing specialist.

• He or she may come from a variety of backgrounds to include teaching, rehabilitation, or business and be responsible for assisting an individual with a disability in obtaining a job by creating a positive job match; maintaining a job through on-site assistance and other workplace supports; and advancing careers with career development.

• In many cases the job coach will spend time at the workplace to learn the job duties and industry standard and then assist the new employee to build proficiency over time.
Diamond polisher and confessor
What are Job Coach Services?

- Job coaches do a variety of duties in the course of assisting someone both on and off the job site. Below is a list of duties for a typical job coach.
- Gathers assessment data and assisting the person with a disability to develop a list of interests and potential skills.
- Gathers employment information by doing job analyses at business sites in order to match a person with a position.
- Provides one to one training on a job site.
- Provides job retention services to the employer and person with disability.
- Maintains evaluation data for performance reporting.
Job Coach Supports

- Supports will vary from person to person and it is the role of a job coach to provide some or all of the following supports for an individual. Advocacy, identification of interests and skills, identification of possible accommodations, job development and marketing services to businesses, one to one on site job coach to model behaviors and provide actual job training, provide on-going job follow-up and retention services.
The range of supports for individual:

- Individual needs assessment
- Vocational profiling and career planning
- Individual employment plan
- Job sourcing and job matching
- On-the-job support and coaching
- Advice and support to employers
- Follow-up support and mentoring to both employers and employees
The Job coach supports for employers include:

- Free recruitment and employment service
- Database of skilled jobseekers
- Access to a committed, local work force
- On-going support from a professional team of Job Coaches
- Advice on employment grants and supports if any.
All over Europe the term job coach, or employment advisor is still not given the status he truly deserves, one of the main reasons being that so far there are no accredited courses for such, and what is readily available is either the company offering Job Coaching Services, employs BSc students, either from the fields of Psychology, Occupational Therapy, Social work and the like and after some training, tries to mould them into Job Coaches, or else what exist are small modules, even on line but no real accreditation courses.
BUT DO WE NEED BSc??
DIPLOMA IN JOB COACHING SERVICES

MQF LEVEL 3
Any Questions