



STARability Foundation Vocational Services Job Coach

STARability Foundation Supports people with disabilities by providing life-transforming opportunities that emphasize Teamwork and connection to the community to build Awareness and Respect for individual abilities. STARability serves individuals with intellectual and developmental challenges in Southwest Florida, where we provide lifelong support and opportunities. STARability opens up a whole calendar of engaging activities with innovative and creative programs that focus on continuing education, teamwork, and community involvement.

POSITION SUMMARY

The Vocational Services Job Coach helps people with disabilities learn and perform their job duties by working with individuals one-on-one and/or in a small group. The Job Coach serves as a support to the STARability Vocational Services Manager in promoting successful employment placements. On-site job coaching occurs through shadowing the employee, making observations, identifying opportunities to assist, and providing feedback. Job Coach activities can also entail supporting participants in programming focused on vocational training, interpersonal skill development, employment readiness, and career exploration.

HOW TO APPLY

To apply, please send cover letter and resume to halley@starability.org. No phone calls, please.

RESPONSIBILITIES

- Help employees perform their work duties and learn new tasks as assigned.
- Assist the employee with utilizing interpersonal skills and building natural supports in the workplace.
- Observe employee performance and identify areas of intervention, which may include the need for accommodations, adjustments to the level of support provided by coaching, and additional tasks to consider.
- Provide daily documentation of observations on progress through a written log to be submitted weekly.
- Conduct task analyses and provide input on goals.
- Communicate with members of participants' support teams, including STARability staff, to collaborate on goals, conduct assessments, and share progress.
- Support the Vocational Services Manager in developing visual supports, task lists, and lesson plans.
- Serve as a liaison between the employer and the Vocational Services Manager.
- Within 90 days of employment, the job coach must complete the requirements for Employment Specialist certification with Vocational Rehabilitation.
- Other duties as assigned.

QUALIFICATIONS

- Minimum of 18 years of age and have a High School diploma or equivalent. Some college preferred.
- Experience working with individuals with intellectual and developmental disabilities preferred, but not required.
- Experience supervising and instructing others in task completion.
- Ability to be flexible, patient, and handle a variety of situations.
- Ability to communicate with a wide variety of individuals in the community.
- Must pass Level 2 Background Check.
- Must have valid Driver's License and be eligible to drive STARability vehicles; local travel in personal vehicle and company van required.

HOURS

One position available at a minimum of 30 hours/week, or multiple positions at a minimum of 10 hours/week. This position can be flexible to support our participants' varied work schedules, and evenings and weekends are an option, and occasionally are required. Shift days and times will be coordinated in agreement with coaching requirements and additional duties.