

Job coaches are very important for people with disabilities who want to work. They help people become more independent, which makes the workplace better for everyone. By supporting communication and training between job seekers and employers, they increase the chances of finding and keeping a job.

## What is a job coach?

A job coach is a person who:

- Helps people with disabilities learn how to do their jobs well by completing job tasks correctly.
- Looks closely at job tasks and makes a training plan to help the worker become more independent.
- Helps with communication between the employee, co-workers, and supervisors.
- Helps the employee become independent and successful at work without needing ongoing support.

## What are some benefits of having a job coach?

1. **Skill Development:** Job coaches help people with disabilities learn the skills they need to do their jobs well. This helps them find work and succeed on the job.
2. **Support in Job Search:** Job coaches help people look for jobs by creating resumes, practicing interviews, and finding jobs that match their skills and interests.
3. **Adjusting to the Workplace:** Job coaches support workers when they start a new job. They help them get used to the workplace and feel less stressed.
4. **Saving Time and Money for Businesses:** Job coaches can help businesses save time and money by helping train employees and keep them on the job.
5. **Reasonable Accommodations:** Job coaching can be a support under the Americans with Disabilities Act (ADA). It helps people with disabilities succeed at work and helps employers meet legal requirements.

## How can someone get a job coach?

- By applying for Vocational Rehabilitation Services or the Iowa Department for the Blind services. Or,
- Job Coaching services are also offered through HCBS Waiver services. If the person has a Waiver, they would contact their MCO Case Manager

Community-based agencies contract with these programs to fund job coaching for people with disabilities.

## What are some important factors to consider?

- Job coaching through Vocational Rehabilitation Services is limited to five years.
- If someone needs job coaching for longer than five years, they could get that service through a Home and Community-Based Services (HCBS) Waiver.
- Families should know that the HCBS waiver waiting list can be several years long. Because of this, children with disabilities who may need these services should apply by middle school, or earlier if possible.
- Some community-based agencies may also have waiting lists to work with a job coach.

## Related Resources

Look for the following resource(s) on the ASK website:

- Competitive Integrated Employment For People with Disabilities

See the following websites for more information

- [transitioniowa.org](http://transitioniowa.org)
- [workforce.iowa.gov](http://workforce.iowa.gov)

### ASK Essential Questions

- Does my child need a job coach?
- What community-based agencies provide job coaching in my area?