

### 3 Easy Ways to Register!

\*Fax: 410-381-1558

\*E-mail: [registration@mdworks.com](mailto:registration@mdworks.com)

\*Mail to: Maryland Works, Inc.

10270 Old Columbia Rd, Suite 100

Columbia, MD 21046-1854

*48 Hour Cancellation Notice for Refund*



**Maryland Works, Inc.**

10270 Old Columbia Rd., Suite 100,

Columbia, MD 21046

410-381-8660 \* FAX 410-381-1558

[www.mdworks.com](http://www.mdworks.com)

## Supporting Individuals with Significant Disabilities *The Fundamental Basics of Job Coaching*

Tuesday, November 28<sup>th</sup> - Wednesday, November 29, 2017

9:30 a.m. – 4:00 p.m.

Registration begins at 9:00 am

*Completing the Fundamental Basics of Job Coaching will earn you  
Continuing Education Units (CEUs) from Anne Arundel Community College (AACC)*

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**SYSTEMATIC INSTRUCTION (SI) AND NATURAL SUPPORTS.** This 2-day session combines lecture and hands-on practice of errorless learning strategies used to teach people complex tasks. Systematic Instruction is crucial to developing creative employment and business strategies, to using natural workplace supports, to facilitating co-worker mentoring, and to reduce stigma and job loss. Critical elements taught include: designing Typical Person Inventories (TPI), prompt hierarchies, task analysis, job analysis, reward strategies, topographic and functional correctness, the role of corporate culture, et al.

### Learning Objectives:

1. Understand and articulate the need for reducing cue dependence when teaching.
2. Understand and articulate the process used to design and implement a TPI.
3. Understand and articulate the identification, facilitation, and importance of natural worksite supports.

### Day One

#### Overview of Instructional Strategies

- Video Review: Try Another Way (Marc Gold video)
- Instruction Vs. Incompetence in the Community
- SI & Job Retention
- Role of Employment Specialist in Job Site

#### Systematic Instruction (SI) Essentials & Definitions

- Ecological Validity
- Topographic Vs Functional Correctness
- Whole Task Teaching
- Task Clusters
- Forward Chaining
- Backward Chaining
- Teaching in Silence

#### Prompt Hierarchies

- Verbal, Gestural, Physical, Modeling
- Direct/Indirect

#### SI in the Workplace

- Job Analysis
- Core & Episodic Work Tasks

## Day 2

### Systematic Instruction (SI)

#### Teach-back: Community Employment Job Analysis Reports

#### Typical Person Inventories

- Application during discovery, job analysis, teaching refinement and Collaboration with Residential and School Programs
- Exercise: Going to the movies

#### Task Analysis (TA)

- TA as a Teaching Tool
- TA for Monitoring Worksite Performance

#### Critical SI Concerns

- Reward Strategies: Intrinsic Motivation
- The Task is the Reward
- Breaking Cue Dependence

#### Teaching Complex Tasks

- Introduction to Bendix Coaster Brake
- Name the Parts
- Observation of Assembly
- Practice Assembly
- Task Analysis
- Test Task Analysis by Teaching

**Facilitator: Russell Sickles** is a Senior Consultant with Griffin-Hammis Associates, based in West Virginia, and owner of Paradox Capital, LLC. He is an approved Association of Community Rehabilitation Educators (ACRE) trainer and a Subject Matter Expert (SME) with the Department of Labor Office of Disability and Employment Policy (ODEP) focused on the areas of Customized Employment Training and Technical Assistance, Rural Employment Development, Workforce Customized Employment Development, Social Security Administration Work Incentives, and Self-Employment. He has trained all manner of service workers, well as employments seekers, families, and their allies on Self-Employment techniques. Russell has 20 years' experience in direct services within Supported Employment, Customized Employment, and Supported Living contexts. During 10 of these years he acted concurrently as a program director. He studied Political Science in college and spent a year in law school before coming to his senses.

Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_/\_\_\_\_/\_\_\_\_ Fax \_\_\_\_/\_\_\_\_/\_\_\_\_

\_\_\_\_ **Member @ \$180.00** (\$175.00 for each additional attendee from the same agency)

\_\_\_\_ **Non-Member @ \$199. 00**

**Method of payment** \_\_\_\_ **Visa** \_\_\_\_ **Mastercard** \_\_\_\_ **Check** enclosed (payable to Maryland Works, Inc)

Card number \_\_\_\_\_ Exp \_\_\_\_\_ CSC Code \_\_\_\_\_ (3 digit code on back of CC)

Name as it appears on the card \_\_\_\_\_

Signature \_\_\_\_\_ E-Mail \_\_\_\_\_

(Credit Card receipt will be e-mailed)

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ADA Accommodations (please specify) \_\_\_\_\_

**Deadline for special needs is two weeks prior to program date**

**Fundamental Basics of Job Coaching Fall 2017**