

Natural Support Planning

Developing Natural Supports is a requirement for writing a plan for Supported Employment Services. Natural supports can be provided by a co-worker or member of the employment site who provides a job candidate (JC) the support needed to learn and perform a skill to be successful on the job. This plan is coordinated by the CRP in conjunction with the worksite employer.

IVRS Responsibilities for Natural Supports

- Review and approve CRP's development of Plan for Natural Supports.
- Ensure job that is developed is consistent with JC's informed choice and Individualized Plan for Employment (IPE).
- Participate in scheduled meetings to assess JC's progress towards IPE goal.
- Discuss training strategies necessary for JC's success.
- Problem-solve with team to address issues hindering progress as needed.
- Confirm job results in competitive integrated employment.
- IVRS staff may authorize the CRP under the IPE Service Category of Supported Employment up to 8 units of time to develop the Natural Supports Plan.

CRP Responsibilities for Natural Supports

- Provide Plan for Natural Supports to IVRS for approval.
- Identification of the natural support and backup natural support should one of the supports be absent or resign.
- Training of the natural supports that includes:
 - Disability awareness for the natural supports; preferred practice would include the entire work unit;
 - Training strategies and techniques, taught to the natural support, that facilitates the learning and skill acquisition of the person with a disability;
 - Communication strategies and person-first language that foster teaming and a welcoming environment;
 - Communication and business culture specifics that aligns the work and chain of command protocols between the person with a disability and the employer;
 - Workstation design that facilitates co-worker relationship development;
 - Reasonable accommodations and assistive technology that enhances the skill development without disrupting the workflow.

Job Candidate Responsibilities for Natural Support Services

- Follow the natural support plan.
- Work towards employment goals and stay employed.
- Show up for work and meetings with clean clothes and in good health.
- Let staff know immediately when JC is unable to attend an appointment.

- Participate in the meetings and help plan the steps to success.
- Let the team know what JC's choices are by asking questions and sharing thoughts.
- Complete all the homework, recommendations and suggestions that the team agreed on.
- Make sure that JC talks with all those who are involved in the employment journey.
- Provide any documents that are requested that will help JC reach his/her employment goals.