

FADING GRACEFULLY

Questions to consider:

- Is this the right job?
 - Does the employer have the same expectations that you do?
 - Does the work culture support fading?
 - Has the training been geared toward fading on-site job coaching supports?
 - Does the current job design encourage the use of natural supports?
 - Are non-work issues / needs impacting the job?
 - Are the needs and concerns of all parties being taken into account?
 - Is what you are currently doing helping or hurting your fading efforts?
 - What happens if something goes wrong on the jobsite when you're not there?
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Suggestions to make the fading process easier for all involved parties:

1. Plan for and implement skill maintenance strategies as job coach support/reinforcement is decreased
 - Environmental cues
 - Natural reinforcers
 - Natural supports
 - Self-management strategies
2. Increase involvement of supervisor
 - Giving instructions
 - Feedback
 - Continued training
3. Recruit co-workers as advocates
4. Discuss fading schedule
 - Trainee
 - Supervisor
 - Co-workers
 - Family, residence, therapist as appropriate
5. Evaluate / unobtrusively observe that job is being done correctly before beginning to fade
6. Provide supervisor and co-workers with necessary training & information to handle situations that may arise
7. Fade slowly & systematically with frequent evaluations