**Job Coaching Business Support Project**

**Overview**

In 2024, the CCEPD’s Employment and Training Subcommittee held numerous discussions on the topic of business engagement. Discussions evolved into the need of providing business/employer support on the topic of job coaching for employees with disabilities.

Members expressed that there are gaps with the current job coaching information available, and inconsistences across service systems on the issue. Much of the current training information available focuses on the employee or job coach, rarely on the employer. Members felt although all three groups need improved information, there should be a focus on ensuring employers get the support they need throughout the entire job coaching process.

There is a need for a substantial job coaching online tool to assist employers. Ideally, a website that includes a collection of short videos on various aspects of job coaching, with corresponding information, should be developed.

**Goals**

The CCEPD will help lead a work project to develop a substantial online tool to assist employers with job coaching for people with disabilities. The online tool will include a collection of short videos (approximately two minutes) on various aspects of the topic with corresponding text and/or fact sheets that might be helpful to employers. While it is possible the CCEPD’s DOR website may house it, other locations will also be explored.

An employer support piece is needed for job coaching, especially for small to medium-sized businesses. The angle of this project would be on the “day in the life” of job coaching for the employer and focus on the expectations of a job coach from the employer’s perspective. This will be presented differently than accommodations.

Pre-employment job coaching needs will be included. However, the focus of this project will be on job coaching once employment begins, how it helps the employee develop in the workplace, and how it decreases turnover through job retention.

Funding will be needed to create high quality content. The CCEPD may partner with other entities for grant funding to develop this project, and/or provide policy recommendations to the Secretary of the Labor and Workforce Development Agency, and the Secretary of the California Health and Human Services Agency.

**Timeline**

The CCEPD would like to set an initial timeline of six months to complete this project. An approximate breakdown by month is below.

* January
  + CCEPD Employment and Training Subcommittee (January 21)
  + Meetings with internal partners
  + Subcommittee agreement of goals and timeline
  + Determine if funding is needed or how existing resources can be used
  + Explore where job coaching website could be housed
* February
  + CCEPD Employment and Training Subcommittee (February 18)
  + Recruit business representation and input to assist with project (this will be ongoing)
* March
  + CCEPD Employment and Training Subcommittee (March 18)
  + Determine specific topic areas within job coaching to include
* April
  + CCEPD Employment and Training Subcommittee (April 15)
  + Develop specific topic areas within job coaching
* May
  + CCEPD Employment and Training Subcommittee (May 20)
  + Continued development of specific topic areas within job coaching
* June
  + CCEPD Employment and Training Subcommittee (June 17)
* July
  + Complete support work for job coaching project (funding for and development of videos and website may continue)