

Jobs Empower People to be Their “Best”

Kevin began his journey to employment by volunteering as a Shipping and Receiving Attendant at Aurora Sinai Medical Center in Milwaukee. He was a volunteer in early 2004 through a school program at Milwaukee's Riverside High School.

Exceeding Aurora Sinai's expectations, Kevin was offered a part-time paid position in 2005. When Kevin was hired permanently, Curative Care Network's Vocational Services came aboard to provide him with job coaching and support.

Kevin has the important job duty of making sure all packages are delivered throughout the entire Medical Center.

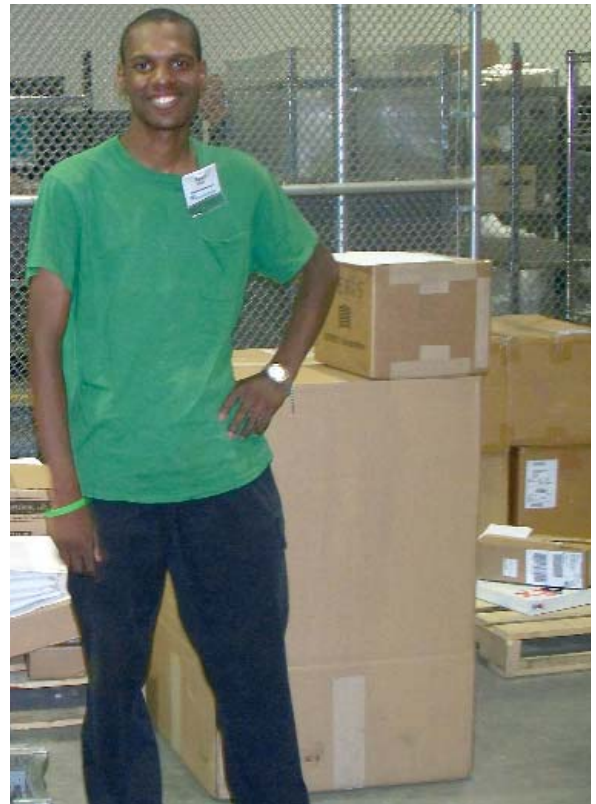
According to Kevin's supervisor, since beginning his employment with Aurora Sinai Medical Center, Kevin has become an important asset to the Shipping and Receiving Department. When initially hired he was scheduled to work 15 hours a week. Now his hours have increased to 20 hours a week.

“When Kevin delivers packages he is often greeted by familiar faces that enjoy his presence and smile,” Beth Lohmann, Curative's Vocational Services Manager, said.

“It is impossible for him to deliver a package somewhere and not have someone saying ‘hi’ or waving to him on his way,”

“Kevin enjoys his job tremendously and it shows through his work, he can always be seen speeding through the hallway, on a mission, to deliver packages to their appropriate departments.”

- Beth Lohmann, Curative



Kevin enjoys his job as the Shipping and Receiving Clerk at Aurora Sinai Medical Center.

Kevin displays many qualities that employers look for in an employee, including a positive attitude and knowing how to adapt to change.

In four years of employment Kevin has witnessed two supervisory changes and several coworker transformations. Through it all, Kevin has remained stable and continues to do an outstanding job.

“Kevin enjoys his job tremendously and it shows through his work,” Lohmann said. “He can always be seen speeding through the hallway, on a mission, to deliver packages to their appropriate departments.”

Kevin is an example of a true success story. He has never let any barrier limit his ability to work hard and get the job done.

Services and Benefits of the Job Coach

Many individuals with barriers to employment, who have not been able to maintain employment have achieved success by securing services from a Job Coach.

“The Job Coach supports the employee and employer by providing your employee with one-on-one training at the job site,” Beth Lohmann, Curative’s Vocational Services Manager said. “The Job Coach will spend time at the workplace to learn the job duties and company policies that will assist the new employee with any necessary skills to be successful in the position.”

Beth Lohmann offers information on what employers can expect when securing services through a Job Coach:

- A Job Coach is a part of the new employee orientation, providing one-on-one training above and beyond what the employer typically provides.
- If needed a Job Coach can help design accommodations – most times at no added cost.
- A Job Coach can recommend improvements to the job process assuring the job is done most efficiently.
- A Job Coach can help foster a good relationship in the workforce.
- A Job Coach will assist employers with possible tax credits such as the Work Opportunity Tax Credit (WOTC) and the Disabled Access Tax Credit for small business.



Myths and Facts Regarding Hiring People With Disabilities

There are many misconceptions when it comes to the hiring of people with disabilities. Myths are the number one roadblock preventing people with different abilities from obtaining employment.

Listed below are some common myths and facts provided by the Virginia Commonwealth University (VCU) that tells the true story regarding the hiring of people with disabilities:

Myth: Considerable expense is necessary to accommodate workers with disabilities.

Fact: Most workers with disabilities require no special accommodations. Studies by the Office of Disability Employment Policy’s Job Accommodation Network have shown that 15% of accommodations cost nothing, 51% cost between \$1 and \$500, 12% cost between \$501 and \$1,000, and 22% cost more than \$1,000.

Myth: Employees with disabilities will use more sick leave and won’t be as productive as other employees.

Fact: Employees with disabilities have the same absentee and sick rate as non-disabled employees. Industry reports consistently rate workers with disabilities average or above average in performance, quality and quantity of work, flexibility to demands, attendance and safety.

Myth: Persons with disabilities are unable to meet performance standards, thus making them a bad employment risk.

Fact: In 1990, Dupont conducted a survey of 811 employees with disabilities and found 90% rated average or better in job performance compared to 95% for employees without disabilities. A May, 2002 (VCU) National Research Study of Employer’s Experiences found that employees with disabilities are as capable and productive in timeliness, punctuality, task consistency and work speed.

Source: www.worksupport.com

To learn more about Job Coach services and other services provided by the Vocational Services Program please contact Beth Lohmann at 414-479-9266.