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?

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