

## SUPPORTING EMPLOYMENT

# Natural workplace supports for employees with FASD

Employers may think that supporting people with FASD in the workplace requires intensive, complex and costly supports to be implemented. This is not the case.



**There are a number of natural supports that occur routinely in the workplace which can be provided to all employees:**

### Mentoring

A mentor is an individual in or outside the workplace who can, through support, guidance, constructive feedback, encouragement and role modelling, help another individual achieve their personal and professional goals.

- ✓ **Peer mentoring:** Individual is allocated a colleague who is close in age and can act as a sounding board for ideas and offer informal guidance.
- ✓ **Disability mentoring:** This involves allocating the individual with FASD with another person, usually with a similar disability.
- ✓ **Group mentoring:** This involves allocating a mentor to a group of mentees with shared interests and needs.
- ✓ **E-mentoring:** This involves providing mentorship to the individual with FASD via e-mail or other online platforms.

### Job coaching

A job coach is typically supplied by an outside agency (rather than by the employer) and is used with the main goal of helping people with FASD transition into employment, settle in, and identify solutions to perform their job accurately, efficiently and safely.

### Job shadowing

Shadowing would involve the person with FASD following a more experienced employee for the day or work week, to observe them throughout their workday. This is a perfect way for the person with FASD to acquire new skills and learn the tasks within a job.

### Job Carving

Carving a job, entails creating a new position out of pre-existing roles to suit the individual. This involves tailoring the job to the specific skills and strengths of the person with FASD.

An employer seeking to recruit a person with FASD would benefit greatly from assessing the resources that they already have at their disposal. A good place to start is identifying colleagues who may be able to provide mentoring, supervision, job coaching or be shadowed. New jobs can also be created by carving individual tasks from existing jobs and combining those in a way that matches the skills and strengths of the person with FASD.