

## Additional Information

### For Employers

Employers are eligible for financial assistance to apply Job Coach services from the Human Resource Development Fund (HRDF) under the SBL Scheme.

See: "Financial Assistance for Training for Persons with Disabilities or Job Coach" (you can download this circular from [www.hrdf.com.my](http://www.hrdf.com.my), go to "circular", then find "Employers Circular No. 3/2010")

Employers are also entitled to claim double income tax deduction and other deductions see: Income Tax Act 1967, P.U. (A) 73/1982, 61/1992, and sub-section 34(6) (e & n)

### For PWDs

Employees with disabilities earning less than RM 1,200 per month are entitled to receive an allowance "Elaun Pekerja (EPC)" of RM 300 per month from the Department of Social Welfare.

### Further Information on Job Coach:

Job Coach Network Malaysia  
[www.jcmalaysia.com](http://www.jcmalaysia.com)



## The Project to Support Participation of PWDs

The Project is jointly implemented by the Department of Social Welfare Malaysia and the Japan International Cooperation Agency from 2009 to 2012. Purpose of this project is to enhance realisation of full participation and equal opportunities of all PWDs in Malaysia.

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# Supported Employment & Job Coach



## THE PROJECT TO SUPPORT Participation of PWDs



Department for the Development of Persons with Disabilities  
Department of Social Welfare



Ministry of Women, Family & Community Development



Japan International Cooperation Agency (JICA)

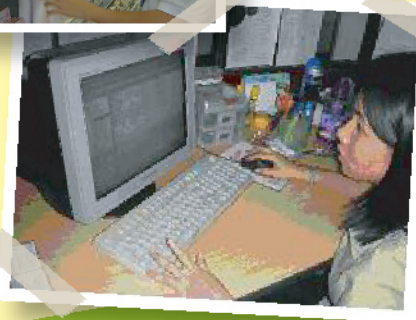
## What is Supported Employment (SE)?

### SE = Employment with on-going support in open employment

Supported Employment (SE) was initiated in 1970s in USA. It was institutionalised in the Rehabilitation Amendments of 1986 (P.L.99-506).

SE is the concept and approach to promote employment of Persons with Disabilities (PWDs) in open employment by providing necessary supports. SE was developed based on the understanding that the employment opportunities of PWDs have been limited in the form of sheltered workshops, even though many of them have potentials to work in open and competitive employment with reasonable accommodations and supports.

SE aims to promote not only financial independence of PWDs, but also their participation and self-actualisation in the aspect of employment.



### SE Model & Readiness Model

SE approach is different from traditional approach in employment, so-called readiness approach/model

	SE Model	Readiness Model
Focus:	Ability	Inability
Process:	Employ + Support	Train → Employ
Service:	Support	Train
Recipient:	Company & PWD	PWDs only
Model of Disability	Social Model	Individual Model

## What is Job Coach ?

### Job Coach = Bridge Job Coach is not a "coach"

Job Coach (JC) is a key player in SE. JC is not mere "coach" in its narrow sense such as trainer for PWDs. Role of JC is to be a bridge or intermediary to connect PWDs and companies by providing supports for both of them throughout the process of employment. Some says, JC is a temporal "interpreter" to connect PWDs and companies who could not "communicate" well.

### Process of Supported Employment

Supported Employment takes following process:

- Assessment of PWDs
- Assessment of Work (company, job duties)
- Matching
- Intensive Support
- Fading out
- Follow up

### Skills of Job Coach

JC has set of knowledge and skills as a professional to support employment of PWDs.

These skills are:

- Assessment & Profiling (PWDs and Work)
- Job Duty Analysis
- Task Analysis
- Job Matching / Reconstruction
- Systematic Instruction

### How to become a Job Coach?

The Project conducts 2 levels of training course: Introductory (2.5 days) and Basic (5 days). Several NGOs also provide training courses.

These information can be obtained from [www.jcmalaysia.com](http://www.jcmalaysia.com)

