* ·Support supervisors and co-workers to train the new employee, following customary training and on-boarding protocols, per plan.
* Ensure primary communication channel is between the natural trainer or coworkers and the new employee, supporting or facilitating only as needed
* Identify issues, potential issues, and opportunities to refine teaching protocol (e.g., need for new supports, need for different supports, etc.) during observations and communications with employee, key supervisors, and key co-workers.
* Provide supplemental instruction and support to natural trainer(s) or new employee, on an as needed basis only, using systematic instruction or appropriate teaching strategies (e.g., prompting, error-less learning, time delay, etc.)
* Fade supplemental supports and return to natural training protocol as soon as the challenge is resolved
* Model respect and optimism throughout all teaching support and other interactions; ensure all communications and training strategies promote the competence and dignity of new employee
* Facilitate acquisition and integration of technology and other job aids.
* Identify and implement strategies that address challenges and enhance performance during less-favored job tasks (e.g., if employee is morning person and likes to get less preferred duties out of the way, schedule these tasks for first thing in the morning if possible)
* Follow appropriate fading protocols, e.g., stepping back or out of environment during particular job tasks or for parts of the day, as performance on key projects/job tasks stabilizes, and/or as natural trainer/coworkers demonstrate competence and confidence with teaching and support, in accordance with CETSP
* Support the new employee with fitting into the company culture (e.g., understanding norms, rituals, communication style, etc.).
* Support the new employee with developing positive co-worker and supervisor relationships.
* Foster authentic connections (as needed) around shared interests (e.g., support new employee (as needed) to connect with another coworker over a shared love of bluegrass, environmental passion, sports rivalries, crazy cat videos, etc.)
* Identify strategies (in collaboration with supervisor, coworkers, and new employee) for addressing and navigating friction between new employee and other personnel
* Collaborate with coworkers to include new employee in formal/informal company rituals (e.g., bring donuts on Mondays, go out to lunch on Thursdays, contribute to coworker birthday presents, etc. May require communication/coordination with family, residential supports, etc.)
* Collaborate with co-workers to include new employee in company gatherings or activities outside of working hours (may require communication/coordination with family, residential supports, etc.)