



Unseen Pressure: The Burnout Crisis in VR Job Coaching During Inclusive Orientation

Summary:

This article examines the burnout crisis among VR job coaches during the inclusive orientation phase of competitive integrated employment. It highlights how coaches are often assigned excessive simultaneous sessions. Many supervisors lack a clear understanding of the cognitive and emotional demands of job coaching. Together, these factors create work conditions that are unsustainable.

Purpose:

To raise awareness of systemic gaps that harm both workforce stability and service quality, and to promote sustainable workload practices aligned with AMSI VRJ1 and EVI1 standards.

Key Points:

- Excessive workloads without recovery time
- Supervisory gaps in understanding job coaching demands
- Burnout leading to turnover and reduced quality of support

Status:

First edition insight advocating for applying person-centered values to both individuals with IDD and the staff who support them.

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