



Fourth Tuesday Forum:
Employment Options and
Opportunities

Meet Your Employment and Day Services Team

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Agenda

Introductions

Mentimeter Poll!

Employment First

Background

Employers/Businesses

ADS

Aging and Disability Services

Benefits Counseling

EDS

Employment and Day Services

Transportation

Service Delivery

Personal Stories

Project SEARCH video

Dylan, Rae, and Kimberly

Questions?

Webpage

Resources

MENTIMETER – POLL!

Get your phone ready!

Join at menti.com | use code 5220 0548

Instructions

Go to
www.menti.com

Enter the code
5220 0548



Or use QR code

Scan the QR code or go to www.menti.com to join!

Employment First

Background

CIE

Aging and Disability Services (ADS)

EMPLOYMENT FIRST

Since 2011

- Employment First is a national systems-change framework centered on the premise that all individuals, including those individuals with the most significant disabilities, are capable of full participation in Competitive Integrated Employment (CIE) and community life.
- Under this approach, publicly-financed systems are urged to align policies, regulatory guidance, and reimbursement structures to commit to CIE as the priority option with respect to the use of publicly-financed day and employment services for youth and adults with significant disabilities.

Employment First Policy

COMPETITIVE INTEGRATED EMPLOYMENT (CIE)

The Workforce Innovation and Opportunity Act (WIOA) defines Competitive Integrated Employment (CIE) as work that is performed on a full-time or part-time basis for which an individual is:

Paid minimum wage or greater

Offered the same level of benefits as employees without disabilities in similar positions

Located in an inclusive setting – at a location where the employee interacts with other individuals without disabilities

Provided opportunities for advancement like other employees without disabilities in similar positions

FOR EMPLOYERS/BUSINESSES

We are encouraging businesses and employers who are open to hiring individuals with disabilities to join the DDS list.

Scan the QR code or go to:

<https://forms.office.com/g/qJMUADWhBD>



FOR EMPLOYERS: REASONS TO HIRE INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES

STATE OF CONNECTICUT DEPARTMENT OF DEVELOPMENTAL SERVICES
EMPLOYMENT AND EDUCATION SERVICES | OCTOBER 2023

DDS
CONNECTICUT
DEPARTMENT OF DEVELOPMENTAL SERVICES

FINANCIAL INCENTIVES
Employers who hire individuals with disabilities can receive:

- Tax incentives for hiring individuals with disabilities
- To support recruitment and retention efforts that enhance workplace accessibility and participation of workers with disabilities

AGENCY ASSISTANCE
Agencies like DDS may be able to provide technical support to the employer, including job coaching, mentoring.

SIGN UP! →

Join the DDS list of businesses/employers who are open to hiring individuals with disabilities.

Scan the QR code or go to:
<https://forms.office.com/g/qJMUADWhBD>

2023 Disability Equality Index compiled by Disability IN
Check out the disability rating tool designed to assist businesses in advancing inclusion practices:
[2023 Disability Equality Index Report](#)
[Disability IN CT](#)
[Disability IN Connecticut](#)

THE HUMAN FACTOR
A study conducted by two Institute for Corporate Productivity business research organizations with developmental disabilities contributed to higher productivity, lower absenteeism, and increased customer loyalty.



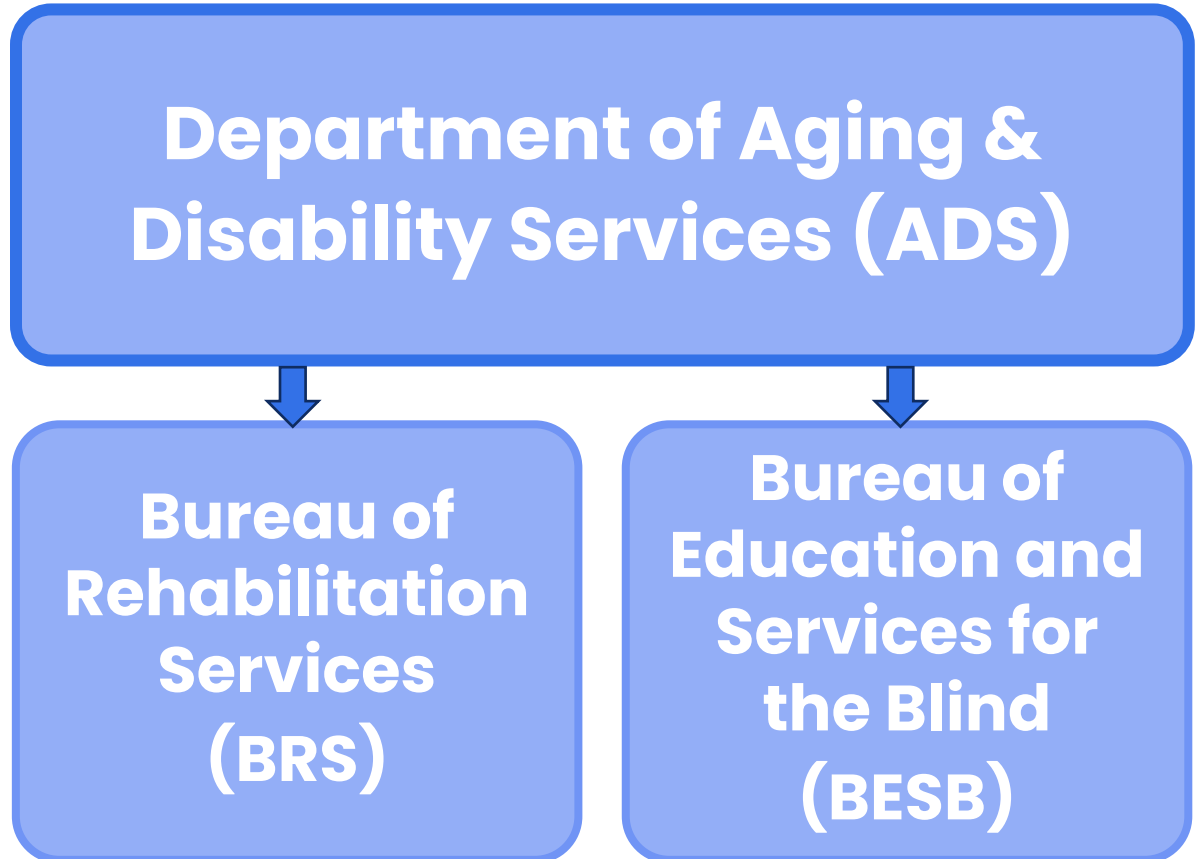
Aging and Disability Services (ADS)

Benefits Counseling

AGING AND DISABILITY SERVICES (ADS)

State Vocational Rehabilitation Agency

- The Bureau of Rehabilitation Services (BRS) is under ADS.
- Their sister agency, BESB, is also under ADS
- BRS assists individuals with significant disabilities to obtain, maintain and advance in competitive integrated employment (CIE).
 - [Department of Aging and Disability Services](#)



AGING AND DISABILITY SERVICES (ADS)

Benefits Counseling

- Individuals who receive disability cash or medical benefits (such as Social Security Disability Insurance, Supplemental Security Income, State Supplement, Medicare and/or Medicaid), may be able to work and still receive benefits.
- Benefits Counseling ensures that individuals get accurate information so that they can make good decisions about their vocational goals, potential earnings and health insurance needs.

Finding a Benefits Specialist

- [Benefits Counseling](#)

Employment and Day Services

Transportation

Employment

Pre-Employment

Day

EMPLOYMENT AND DAY SERVICES

Employment, Pre-Employment, and Day

- **Employment Services**

- Self-Employment
- Individual Supported Employment (ISE)
- Group Supported Employment (GSE)
- Customized Employment (CE)

- **Pre-Employment Services**

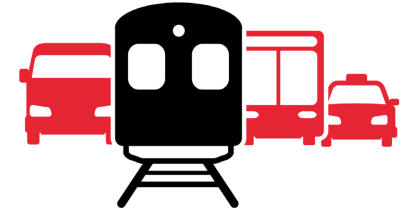
- Employment Transition Services (ETS)
- Project SEARCH

- **Day Services**

- Group Day Supports (DSO)
- Individual Day Supports (IDS)
- Senior Supports

[Employment and Day Services](#)

TRANSPORTATION



- Service offered to enable you to get to your place of employment or your community-based day supports.
- This may include:
 - agency provided transportation
 - public transportation
 - pre-purchased bus tickets, paratransit bus passes, train tickets
 - private transportation
 - Uber, Lyft
 - Payment per mile is made for a maximum of one round trip daily.
 - Wheelchair accessible transportation is paid at a higher rate only if you require the use of a wheelchair accessible vehicle.

SERVICE DELIVERY

Qualified Provider Agency

The DDS qualified provider agency is responsible for hiring, training, and managing the staff who provide your funded services.

Click **HERE** to search for DDS Qualified Providers.

Self-Direction

You have a primary role in designing, selecting, directing, and evaluating your supports to live the life you want.

[Connecting You to Care in Connecticut | Rewarding Work](#)

Agency with Choice

The provider agency agrees to hire the individual **you choose**. This individual becomes an employee of the provider agency, and the agency agrees to help you train and manage the staff.

WHAT IS A PROVIDER PROFILE?

Qualified to provide the following services to individuals with intellectual disability:

Family Supports	☐ Blended Supports ☐ Companion Supports ☒ Individualized Day Support	☒ Personal Supports ☒ Respite ☒ Transportation
Individualized Home Supports	☒ Individualized Home Supports (IHS) ☐ Individualized Home Supports (IHS) - 2 ☐ Individualized Home Supports (IHS) - 3	
Supports in a Day Program	☒ Customized Employment Supports ☒ Group Day Services (DSO) ☒ Group Supported Employment ☒ Individualized Supported Employment	☐ Prevocational Services ☒ Senior Supports ☒ Employment Transitional Services
Supports in a Residential Facility	☐ Community Companion Home ☒ Community Living Arrangement ☒ Continuous Residential Support	☐ Live-in Caregiver ☒ Shared Living ☐ Remote Supports
Consultant Services	☒ Health Care Coordination ☒ Behavioral Support Services ☒ Positive Behavior Support (PBS) ☒ Applied Behavior Analysis (ABA)	
Other Services	☒ Assisted Living ☐ Assistive Technology ☐ Adult Day Health ☐ Camp ☐ Home Delivered Meals	☐ Parenting Support ☐ Independent Support Broker (FICS) ☐ Peer Support ☐ Contracting Provider for Nursing Supports

Provider Name

Day Services

Group Day Support Options (DSO)

Individualized Day Services (IDS)

Senior Supports

DAY SERVICES

Group Day Supports

- Day Support Option (DSO)
- Employment Enrichment Services (EES)
- Employment Exploration Option (EEO)



Individualized Day Supports (IDS)

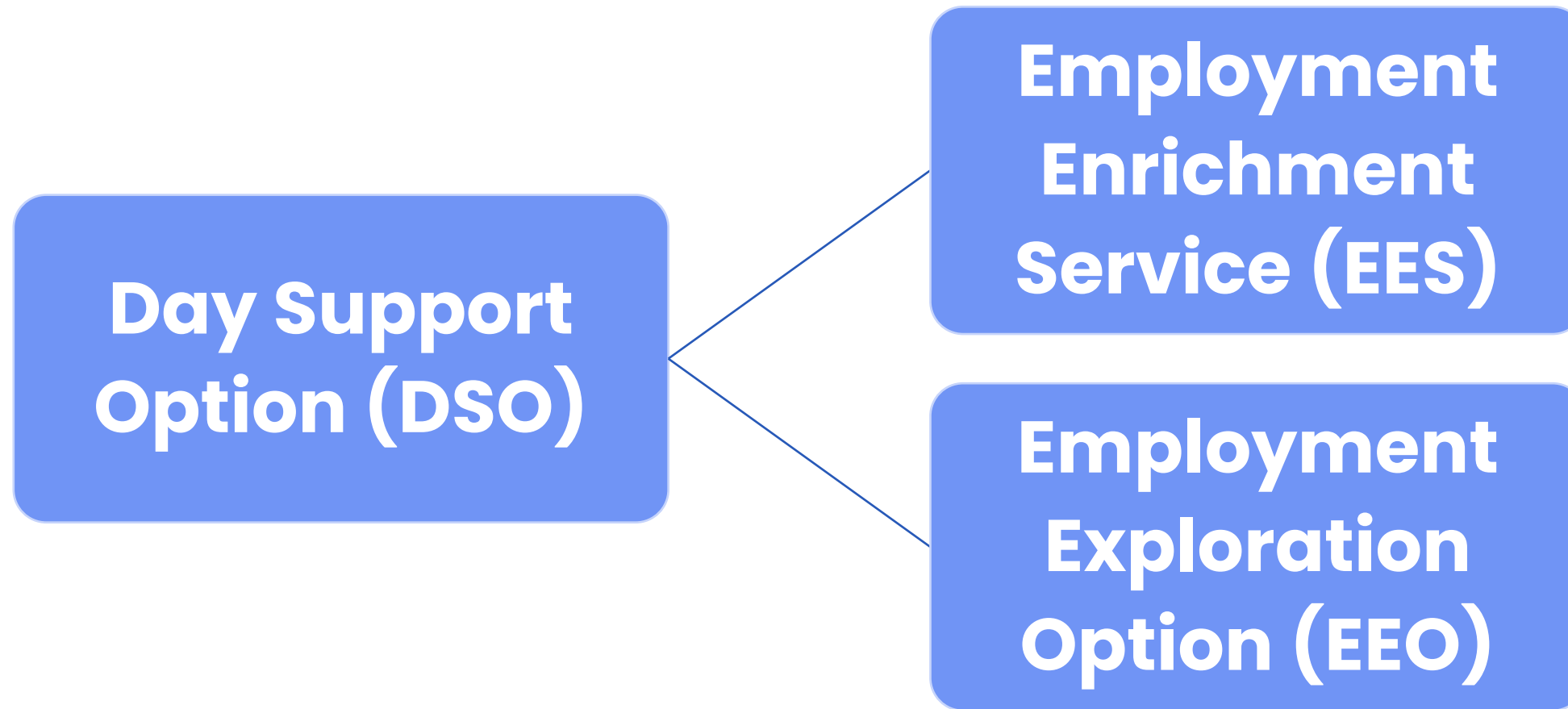
- Individualized Day Vocational (IDV)
- Individualized Day Non-Vocational (IDN)

Senior Supports

- Community Setting – including in the home
- Prior approval for anyone under 60 years of age

REIMAGINING DAY – GROUP DAY SUPPORTS

Employment-focused day support options



NEW!

EMPLOYMENT ENRICHMENT SERVICE (EES)

A service for **employed individuals** who need more hours to enhance their day/week.

Upkeep or enhancement, work toward:

- Certification
- Upward mobility
- Identifying additional career opportunities
- Soft skills
- AT evaluations/assessments
- Life Course Planning
- Transitioning from sub-minimum wage to Competitive Integrated Employment (CIE).

EMPLOYMENT EXPLORATION OPTION (EEO)

An option for **individuals in a DSO** who want to explore employment and community inclusion.

Foundational introduction/inquiry into employment that can include:

- Discovery activities (tasks that involve an individual learning about themselves)
- Exploration activities (tasks that involve an individual learning about different careers/employment sectors/industries.
- AT evaluations/assessments
- Life Course Planning

Steppingstone to pre-employment and employment supports

Pre-Employment Services

Employment Transition Services (ETS)

Project SEARCH

PRE-EMPLOYMENT SERVICES



Employment Transition Services

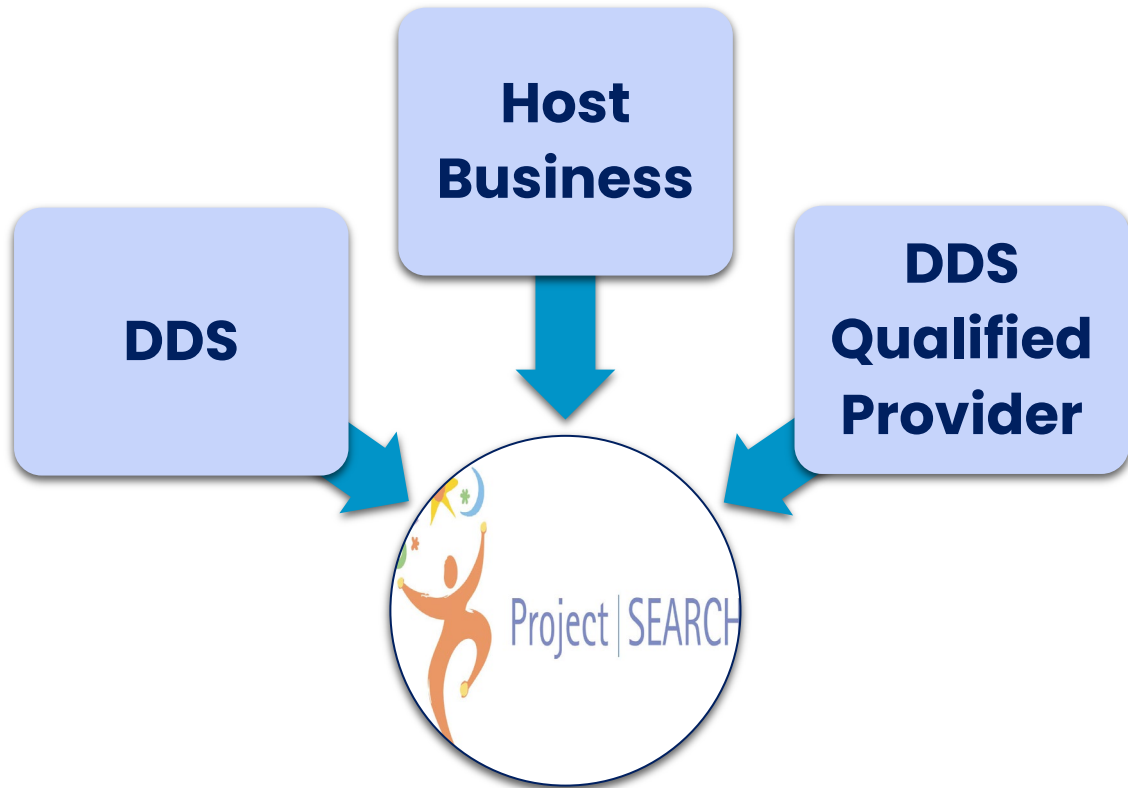
- Employment Transition Services (ETS) is a time limited, community-based, vocational service with a focus on:
 - Career discovery and exploration
 - Skill development
 - Self-advocacy
- The goal is to help individuals become equipped and ready for competitive integrated employment.
- Time limited: 3 year maximum

Project SEARCH

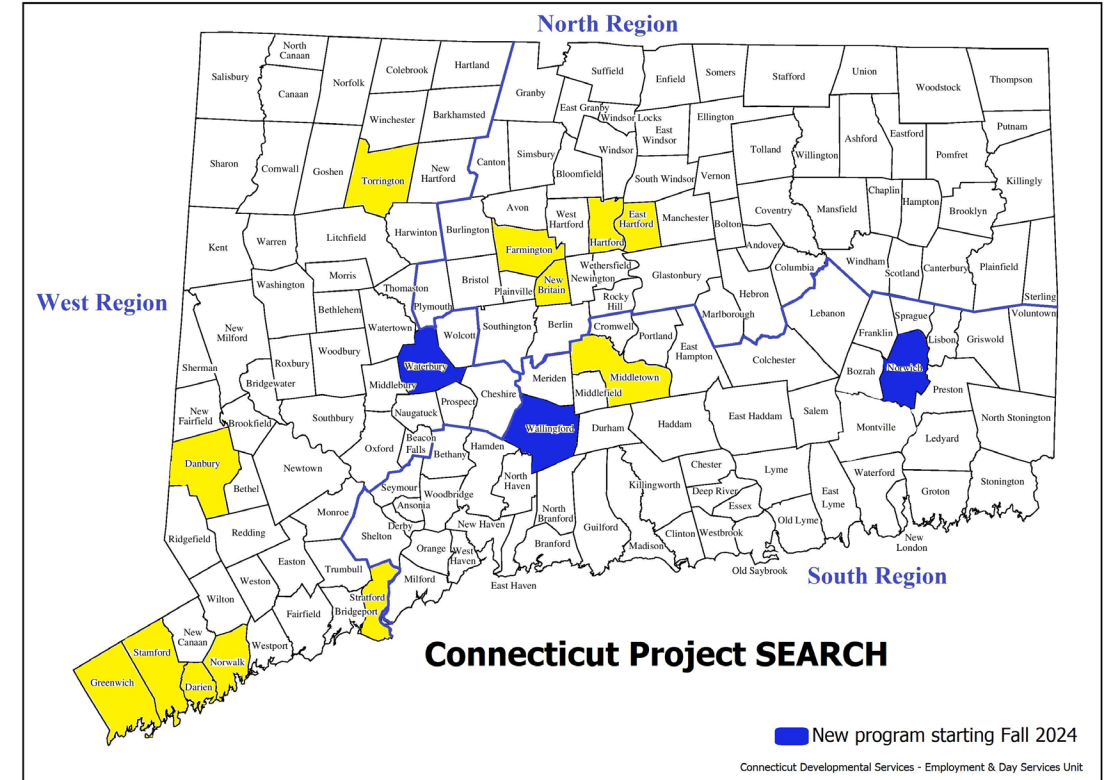
- 9-month internship program
- Available to school transition age students and young adults eligible for DDS services, who need more intensive employment training.
- Businesses across the state serve as Project SEARCH host sites with programs run by DDS.
- The primary goal of Project SEARCH is to secure meaningful competitive employment.

PROJECT SEARCH

Host Sites



**Ex: DDS + Greenwich Hospital +
Qualified Provider = Project SEARCH**



CT has 16 Project SEARCH Sites
Project SEARCH Contact List

PROJECT SEARCH VIDEO

- [STEP Video Series: Project SEARCH](#)



DYLAN

From Project SEARCH Intern to Employee

What has Dylan been up to since Project SEARCH?

- Working several jobs in the community
- Using public transportation independently
- Moving into his own apartment



Employment Services

Self-Employment

Individual Supported Employment (ISE)

Group Supported Employment (GSE)

Customized Employment (CE)

Employment Services

Self-Employment

- Micro-enterprise funding
- **\$5,000 per individual** to act on an entrepreneurial idea and establish a small business enterprise



Individual Supported Employment (ISE)

- assisting individuals find and apply for jobs
- supports to help individuals in competitive work settings
- job coaching support once work is secured
- **Who is a good candidate?**
 - Any DDS eligible individual interested in competitive integrated employment (CIE) regardless of their current service type.

Group Supported Employment (GSE)

- a group of participants are working under the supervision of a permanent employment specialist (job coach) in a competitive work environment
- focus on developing meaningful skills in the areas of:
 - Work
 - Socialization
 - Community participation.

Customized Employment (CE)

- an alternative method of finding **competitive integrated employment** for individuals with significant disabilities.
- CE focuses on the strengths, skills and abilities of the individuals and the unmet needs of employers.
- It is a highly structured, person-centered process, **carried out over time.**

SELF-EMPLOYMENT

Micro-Enterprise Funding

NEW!

\$5,000 per individual to act on an entrepreneurial idea and establish a small business enterprise

Funds may be used toward costs associated with micro-enterprise start-up. This includes, but is not limited to:



Equipment



Training



Research



Marketing

Funds cannot be used to pay wages.

RAE'S SELF-EMPLOYMENT STORY

Raes of Sunshine and Love (ROSAL)

Rae will share his journey from donating handmade blankets to cancer centers to owning a business in Vernon, CT.



KIMBERLY'S EMPLOYMENT JOURNEY

Employer: Brown Butter, Glastonbury

Kimberly will share her journey from Group Supported Employment (GSE) to Competitive Integrated Employment with ISE supports.



RESOURCES

Website, Brochures

Employment and Day Services Webpage

- Employment and Day Services (EDS) Pathways Brochure (Spanish)
- Group Supported Employment (GSE) Brochure
- Self-Employment Brochure
- Customized Employment (CE) Brochure
- Individual Supported Employment (ISE) Brochure
- Employment Transition Services (ETS) Brochure
- Project SEARCH Brochure
- Transportation Brochure

QUESTIONS?
