

SUPPORTING EMPLOYERS TO CREATE INCLUSIVE WORK ENVIRONMENTS

CONNECTICUT DEPARTMENT OF DEVELOPMENTAL SERVICES EMPLOYMENT AND DAY SERVICES



EMPLOYERS ARE LEGALLY OBLIGATED!

Connecticut employers have legal obligations to provide reasonable accommodations for individuals with intellectual disabilities under the **Americans with Disabilities Act (ADA)** and the **Connecticut Fair Employment Practices Act (CFEPA)**. Here are the obligations employers have and how the Department of Developmental Services (DDS) in Connecticut can help:

Reasonable Accommodations – Modifying work schedules, providing assistive devices or technologies, making physical workplace modifications, offering job restructuring, and providing additional training or support.

Interactive Process – This involves discussing the individual's needs, considering potential accommodations, and finding solutions that enable equal employment opportunities.

Disability Awareness Training – DDS can provide disability awareness training to employers and their staff. This training enhances understanding, sensitivity, and knowledge about intellectual disabilities.

Job Accommodation Network (JAN) – The U.S. Department of Labor's Office of Disability Employment Policy supports employers with the Job accommodation network services. For more info click the link below:

[ASK JAN HERE](#)

The Connecticut Department of Developmental Services (**DDS**) is a vital resource for Connecticut employers looking to create inclusive work environments and diversify their workforce.

DDS offers a range of employment supports and programs to individuals with intellectual disabilities as they seek and enter the workforce

QUALIFIED PROVIDERS

DDS partners with Provider agencies across the state to prepare individuals for work, and on-the-job support. Find the list of Providers on our website: [Qualified Providers](#)

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](https://forms.office.com/G/QJMUADWHBD)



DDS EMPLOYMENT SUPPORTS

Individual Supported Employment (ISE)

A Job Coach may support an individual find, prepare, and apply to a position. Additionally, individuals use **ISE** for on-the-job support. This may include support with communication with management, or when the individual is assigned a new task/department. [ISE Brochure](#)

Group Supported Employment (GSE)

A Job Coach will support individuals on a job, in a group setting. This group setting may be in various locations of the establishment or in one location. Job Coaches may support the individuals with coordination of large task/duties or individual steps of separate assigned task/duties. [GSE Brochure](#)

Customized Employment (CE):

A specialized program that creates a new work opportunity for an individual; matching the strengths, abilities, and interests of individuals with intellectual disabilities and the unmet needs of employers. [CE Brochure](#)

ACCOMMODATIONS

DDS's provider agencies may collaborate with potential employers to ensure workplaces are accessible and accommodating for individuals with intellectual disabilities. This may involve modifying physical work environments, implementing assistive technologies, and providing reasonable accommodations to support the individual's success in their role.

SUPPORTED EMPLOYMENT

Job Development

Services to match the skills, interests, and capabilities of individuals with intellectual disabilities with employment opportunities in the community. Agencies may collaborate with an employer to understand their needs and find suitable candidates for vacant positions. **(ISE,GSE,CE)**

Job Coaching

Job coaches work with the individual and the employer to ensure an effective onboarding process, provide ongoing training and support, and help individuals integrate into the work environment. Job coaches generally fade their support over time as the individual becomes more independent and confident in the job. **(ISE,GSE,CE)**

Job Carving

Job carving involves breaking down job roles into smaller, more manageable components. DDS assists in identifying and creating these job-carving opportunities. **(CE)**

INDIVIDUAL SUPPORTED EMPLOYMENT:

Individual Supported Employment is a **1:1** service where a qualified support staff assists an individual in transitioning to, finding, and sustaining a competitive integrated employment opportunity.

Individuals engage in...

- Job Discovery, Career Plan
- Job Development, Job Carving
 - Working interview
- Intensive Job Placement and Training

Working Interview

A work trial where wages for employee and support person are paid with **no out of pocket cost to employer.**

Individual Supported Employment

Funds may be available for short/long term job coaching support and training

REMOTE SUPPORT

What is Remote Support?

Remote Support uses technology to provide ongoing assistance and supervision remotely to individuals with intellectual disabilities while they are working in a community-based job. Job coaches and support professionals can remotely guide and oversee individuals, using video conferencing or mobile applications providing real-time feedback and assistance.

Benefits of Remote Support

Enhanced Independence – allows individuals with intellectual disabilities to work in a less restrictive environment, such as their own home or a community-based setting. Remote Support promotes greater independence and autonomy, as they can perform tasks without direct supervision or being physically present in a traditional workplace.

Flexibility – individuals with intellectual disabilities may have specific challenges or limitations. Remote support allows flexible work hours and location such as home or in the community. Individuals can work during their most productive times, have breaks when needed, and choose a work environment that suits their preferences and needs.

ASSISTIVE TECHNOLOGY

What is Assistive Technology?

Assistive Technology also known as **AT**, refers to devices, equipment, or software that helps individuals with intellectual disabilities perform tasks, overcome challenges, or enhance their independence in the workplace. These technologies can include communication devices, visual aids, adapted tools, computer software, or wearable gadgets.

Benefits of Assistive Technology

Improved Productivity – Assistive Technology tools and devices can enhance productivity by compensating for specific challenges associated with intellectual disabilities. This includes tools for time management, task organization, memory support, and cognitive aids that assist with information processing and comprehension.

Enhanced Communication – Assistive technology helps improve communication skills. Speech-to-text software, augmented and alternative communication (AAC) devices, and voice recognition systems can assist individuals with intellectual disabilities in expressing themselves effectively, promoting better communication with colleagues and supervisors.

