

CT Employment Systems Transformation Plan

The Connecticut Department of Developmental Services (DDS) and the Connecticut Bureau of Rehabilitation (BRS), working collaboratively with Disability Rights Connecticut (DRCT) and the Center for Public Representation (CPR), developed this plan to expand Competitive Integrated Employment (CIE) for transition-age students and adults with intellectual and developmental disabilities (IDD) in Connecticut. The proposed action steps outlined in the plan aim to provide individuals with opportunities to learn about, secure, and maintain CIE and to establish and measure individual employment outcomes over the course of its implementation.

The Plan is organized around 8 themes, each with distinct goals. The Plan enumerates action steps corresponding to each goal based on the timeline for the associated action. For example, Item 1.1 in a table will be the first action step toward achieving goal 1 in that thematic section.

Phase	Timeline	Check-Ins
Phase 1: Coordinating Transformation	1 – 12 Months	3 Months, 6 Months, 9 Months
Phase 2: Supporting Transformation	12 – 24 Months	12 Months, 15 Months, 18 Months, 21 Months
Phase 3: Reaching Goals and Analysis	24 – 36 Months	24 Months, 27 Months, 30 Months, 33 Months, 36 months

Broad Initiatives of Employment System Transformation

1. Building a Pathway to CIE

1. Hold reoccurring interagency meetings to oversee joint work towards transformation, with a focus on clarifying and streamlining the processes by which interested individuals apply for, explore, and secure competitive integrated employment services from both DDS and BRS.
2. Create and implement recommendations within available resources to address barriers to CIE for individuals with higher levels of need, including expanding access to integrated employment options.
3. Establish best practice standards for micro-enterprises and small business enterprises for those who choose self-employment.

4. Participate in an interagency Transportation workgroup and participate in the establishment of best practice standards.
5. Create a resource with available AT and remote support options for individuals in Competitive Integrated Employment (CIE) and Individual Supported Employment (ISE).
6. Develop training on AT and Remote Supports related to employment.
7. Provide ongoing training on one-time employment incentives.
8. Upon finalization of the U.S. Department of Labor's proposed rule requiring the phasing out of 14(c) certificates over a three-year period, a plan will be developed to comply.

2. Expanding Career Development Planning

1. Create Employment Enrichment Services (EES) to allow individuals who are employed in any capacity to work on employment maintenance/retention, continue skill building, and plan for career development and upward mobility. This may include identifying additional career opportunities and transitioning to CIE based on the individual's goals and informed choice.
2. Expand Project SEARCH through new program development and interagency referrals to programs at uniform and sustainable rates.
3. Ensure the individual service planning process, and the Individual Plan (IP) itself includes a discussion of CIE service options, access to benefits counseling, and the development of individualized employment goals as appropriate.
4. Formalize and promote the involvement of Employment Subject Matter Experts (SME)s in individual service planning process who may, if requested, attend an individual's annual employment review.

3. Vocational assessments and opportunities to learn about CIE.

1. Design, develop, and implement in-reach programs and services that will allow individuals in day and subminimum wage and group employment settings to learn about CIE and explore career options.
2. Create Employment Exploration Options (EEO) for individuals who are not employed and want to explore employment. These discovery and exploration activities may include offering opportunities for real life and

hands-on work experiences subject to the individual's informed choice.

3. Make and implement recommendations to restructure ETS within available resources to incentivize transition to integrated employment services. This may result in expanded career discovery and exploration opportunities.
4. Incentivize employment service providers within available resources to secure employment staff training and certifications.
5. Identify and implement outreach strategies to educate individuals, families, providers, and community stakeholders about opportunities to explore integrated, community-based work.
6. Expand statewide capacity to provide comprehensive and individualized vocational assessments within available appropriations and applicable federal regulations.

4. Strengthening Individualized Informed Choice

1. Promote benefits counseling options for DDS individuals who are employed or interested in employment.
2. Develop multi-modal outreach materials, within available resources, that explain employment services in accessible formats.
3. Promote Peer Mentorship Opportunities for interested individuals to support employed individuals and individuals on a path to CIE.
4. Evaluate and improve existing 511 procedures, including increasing utilization of individualized career counseling meetings for persons engaged in or considering subminimum wage work.

5. Creating a Communication Strategy on the Benefits of Employment

1. Invite current or recent employers to be included on a DDS employer list available to providers and DDS staff to support individual planning.
2. Create person-centered materials that communicate the benefits of CIE to individuals and families, including individual stories of people with IDD who secured CIE.
3. Design a public communication strategy targeted to potential employers and the broader public that promotes the benefits of employment for people with disabilities.

4. Connect with Connecticut Parent Advocacy Center (CPAC) and other advocacy groups to engage marginalized groups and discuss the benefits of employment and the pathways to achieving CIE.
5. CT Pathways to Integrated Employment (CT PIE) grant requirement.
6. Promote access to educational and peer mentorship resources/programs designed to communicate the benefits of competitive integrated employment.

6. Delivering Technical Assistance to Providers

1. Connect with DDS providers through monthly Employment & Day Services provider engagement meetings to deliver targeted technical assistance.
2. Create Technical Guides and Handbooks for service providers on specific employment services.
3. Leverage ARPA funding to Incentivize provider training and certification through accredited and/or recognized agencies.
4. Establish and support Communities of Practice (CoP)s that provide targeted technical assistance and an opportunity for providers to learn and share.
5. CT Pathways to Integrated Employment (CT PIE) grant requirement.
6. Create a DDS Director of Workforce Strategies to support provider network development and monitoring efforts.
7. Monitor existing network capacity building efforts, including the Supporting Transformation to Empower People (STEP) initiative for staff certification and individual transitions.

7. Improving Interagency Collaboration

1. Partner with BRS to implement and measure the outcome of joint program development and administration of Customized Employment Services.
2. Continue partnership with Governor's Workforce Council.
3. Establish interagency Employment First messaging.
4. Partner with Connecticut Pathways to Integrated Employment (CT PIE).

5. Ensure interagency collaboration with the CSDE in line with Public Act 23-137 by sharing information about, and facilitating access to, available BRS and DDS employment resources as part of students' transition planning and pursuit of CIE.

8. Developing Outcome Measures and a Quality Assurance Plan

1. Analyze budget system to make recommendations for change.
2. Assess and ensure DDS data integrity.
3. Evaluate and build on existing data collection mechanisms, including methods for analyzing service authorizations, participant enrollment, utilization, and CE participant demographics.
4. Assess and report on existing mechanisms to track participant employment outcomes in Project SEARCH.
5. Continue conducting Quality Service Reviews with quality improvement goals and accountability targets.

Initiatives by Phase and Agency

KEY:

C= Cross listed item

I = Interagency activity

1. Building a Pathway to CIE

1. Hold reoccurring interagency meetings to oversee joint work towards transformation, with a focus on clarifying and streamlining the processes by which interested individuals apply for, explore, and secure competitive integrated employment services from both DDS and BRS.
2. Create and implement recommendations within available resources to address barriers to CIE for individuals with higher levels of need, including expanding access to integrated employment options.
3. Establish best practices for micro-enterprises and small business enterprises for those who choose self-employment.

4. Participate in an interagency Transportation workgroup and participate in the establishment of best practice standards.
5. Create a resource with available AT and remote support options for individuals in CIE and ISE.
6. Develop training on AT and Remote Supports related to employment.
7. Provide ongoing training on one-time employment incentives.
8. Upon finalization of the U.S. Department of Labor's proposed rule requiring the phasing out of 14(c) certificates over a three-year period, a plan will be developed to comply

Phase 1: 1 – 12Months

DDS	
1.1 Define and coordinate interagency responsibilities and meeting occurrences to oversee joint transformation work. Identify priority areas for coordinated transformation efforts, including clarifying and streamlining the processes by which interested individuals apply for and secure competitive integrated employment services from both DDS and BRS.	C
1.2 Review the processes by which interested individuals apply for and secure supported employment and/or extended services from responsible state agencies to make recommendations for clarification and streamlining.	I
2.1 Develop recommendations to address barriers to employment for individuals with more support needs, in consultation with individuals served and community stakeholders.	
2.2 Continue to implement STEP/ARPA incentive payments for ending sub-minimum wage arrangements or restructuring current day settings to focus on activities that support employment through the end of the ARPA period.	
2.3 Leverage ARPA funds to incentivize the transition to independent and community-based settings.	
3.1 Create definitions and establish mechanisms for administration and approval of Micro-Enterprise IX funds.	
4.1 Participate in Interagency transportation workgroup.	I
6.1 Continue implementation of AT & Me during the ARPA period.	

BRS	
1.1 Define and coordinate interagency responsibilities and meeting occurrences to oversee joint transformation work. Identify priority areas for coordinated transformation efforts, including clarifying and streamlining the processes by which interested individuals apply for and secure competitive integrated employment services from both DDS and BRS.	C
1.2 Use the Employment First approach and promote a goal that all persons with intellectual or developmental disabilities who want to work in the community will be afforded an opportunity to pursue competitive integrated employment that allows them to work the maximum number of hours consistent with their abilities and preferences.	
1.6 Work collaboratively to design a coordinated service system that will produce positive employment outcomes; address barriers to employment for individuals with more support needs; promote informed choice; and engage vocational rehabilitation staff, case managers, service providers (CRPs) and other stakeholders at the local level.	
1.4 Meet (CT PIE and DDS) on a regular basis to identify policies and practices that present systemic barriers to quality employment service delivery for individuals and develop appropriate resolutions to remove such barriers.	I
1.5 Clarify and streamline the processes by which interested individuals apply for and secure supported employment services from responsible state agencies and expectations for transition from BRS to extended services.	C

Phase 2: 12 – 24 Months

DDS	
2.4 Jointly implement recommendations to address barriers to employment for individuals with more support needs, within available resources, that include developing accessible information; providing services that offer opportunities for career exploration and discovery; and expanding access to job development, coaching, and counseling, as needed.	I
1.3 Collaborate with BRS' effort to clarify and streamline the processes by which interested individuals apply for and secure supported employment and/or extended services from responsible state agencies.	C
5.1 Create a resource document of available AT solutions and remote supports available to assist individuals who may need AT/Remote supports in CIE.	
7.1 Changes to 1X billing to decrease administrative burden on provider agencies and increase usage.	
3.2 Create accessible educational resources for individuals and families on Micro-Enterprise 1X opportunity and self-employment.	

6.2 Work with provider agencies with significant AT infrastructure to leverage existing trainings or develop new materials to support AT adoption for individuals in CIE.	
8.1 Upon finalization of the U.S. DOL's proposed rule requiring the phasing out of 14(c) certificates, jointly develop procedures and guidance for prioritizing the transition of those enrolled in such programs to competitive integrated employment options.	I

BRS	
1.4 Staff assigned to CT PIE will attend Charting the LifeCourse training.	
1.2 Travel Training Contract.	
8.1 Upon finalization of U.S. proposed rule requiring the phasing out of 14(c) certificates, jointly develop procedures and guidance for prioritizing the transition of those enrolled in such programs to competitive integrated employment options.	

Phase 3: 24 – 36 Months

DDS	
2.5 Evaluate the impact of system changes made to address individuals with more intensive support needs to identify and make recommendations for future systemic improvements.	C
5.2 Collect existing data on AT (devices used, number of individuals enrolled) being used by individuals in CIE.	
3.3 Educate stakeholders on Micro-Enterprise funding opportunity.	
6.3 Create one-pager or additional resources in accessible formats to spread information on Remote supports for employment.	
6.4 Create virtual demos allowing AT candidates to visualize how these solutions work in a day-to-day employment setting.	I
7.2 Stakeholder engagement and training on one-time employment incentives.	

BRS	
2.5 Evaluate the impact of system changes made to address individuals with more intensive support needs.	C

2. Expanding Career Development Planning

1. Create Employment Enrichment Services (EES) to allow individuals who are employed in any capacity to work on employment maintenance/retention, continue skill building, and plan for career development and upward mobility. This may include identifying additional career opportunities and transitioning to CIE based on the individual's goals and informed choice.
2. Expand Project SEARCH through new program development and interagency referrals to programs at uniform and sustainable rates.
3. Ensure the individual service planning process, and the Individual Plan (IP) itself, includes a discussion of CIE service options, access to benefits counseling, and the development of individualized employment goals as appropriate.
4. Formalize and promote the support of Employment Subject Matter Experts (SME)s in individual service planning process who may, if requested, attend an individual's annual employment review.

Phase 1: 1 – 12Months

DDS	
1.1 Inform providers on the new EES pathway to reimagine day supports as a way to support a path to CIE and allow providers to submit a restructuring plan .	
1.2 Review, comment on, and, where appropriate, approve provider restructuring plans.	
1.3Track metrics for EES enrollment, utilization, and employment outcomes.	
1.4 Refer interested individuals to EES as a way to support a path to CIE.	
2.1 Modify waiver services to enable provider agencies to bill Project SEARCH.	
2.2 Review outcomes from existing Project SEARCH sites and evaluate opportunities for expansion.	
4.1 Establish policies and procedures for the involvement of Employment Services SMEs in IP meetings and distribute related communication materials on this option to case managers, individuals, and families.	
3.1 Train Case Managers on the updated career plan template and other IP process improvements.	

BRS	
1.4 Ensure all current CT PIE staff are Charting the LifeCourse Ambassadors (as new staff come on board they will be registered for training) and take a person-centered approach to expand the career development options and opportunities for individuals.	
1.4. Through a QSR, or similar quality assurance process, conduct an annual sample of individual planning under the Charting the Life Course model, and review the impact of these tools on participants' vocational goal development and service planning.	

Phase 2: 12 – 24 Months

DDS	
1.5 Launch education campaign on EES and offer support to provider agencies.	
2.3 Coordinate plan to support Project SEARCH interagency referrals. Partner with BRS to refer individuals in BRS/BESB adult services to Project SEARCH.	I
4.2 Track and report on the number of requests for, and utilization of, Employment Subject Matter Experts (SME)s in IP meetings. Identify needed program improvements or increase SME access statewide.	
4.3 Create messaging materials to educate DDS individuals and staff on availability of Employment Counseling and IP Support.	

BRS	
1.2 Implement contract for Financial Literacy. As of 1/15/2025, Financial Literacy is an available service for individuals enrolled in CT PIE and interested in receiving the service.	

Phase 3: 24 – 36 Months

DDS	
2.4 Expand Project SEARCH locations with targeted start-up grants within available resources. Set measurable targets for expansion of interagency referrals.	
2.5 Track and report on demographics and employment outcomes of DDS funded Project SEARCH participants.	
1.6 Analyze trends in EES provider capacity and employment outcomes to inform any changes to service.	

Collect and analyze data on individuals served who choose not to establish an independent employment goal, including efforts to address perceived barriers to employment.	
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BRS	
3.1 Through a QSR, or similar quality assurance process, review a sample of individual service planning documents to ensure they include discussion of CIE service options, access to benefits counseling, and the development of individualized employment goals.	
3.2 Collaborate with DDS to collect data on the number of individuals who are referred to BRS and individuals who are found eligible for BRS services (including the CT PIE grant).	I

3. Vocational assessments and opportunities to learn about CIE

1. Design, develop, and implement in-reach programs and services that will allow individuals in day and subminimum wage and group employment settings to learn about CIE and explore career options.
2. Create Employment Exploration Options (EEO) for individuals who are not employed and want to explore employment. These discovery and exploration activities may include offering opportunities for real life and hands-on work experiences subject to the individual's informed choice.
3. Make and implement recommendations to restructure ETS within available resources to incentivize transitions to integrated employment services. This may result in expanded career discovery and exploration opportunities.
4. Incentivize employment service providers within available resources to secure employment staff training and certifications.
5. Identify and implement outreach strategies to educate individuals, families, providers, and community stakeholders about opportunities to explore integrated, community-based work.
6. Expand statewide capacity to provide comprehensive and individualized vocational assessments within available appropriations and applicable federal regulations.

Phase 1: 1 – 12Months

DDS	
1.1 Inform providers on the new EEO pathway to reimagine day supports as a way to support a path to CIE and allow providers to submit a restructuring plan.	
1.2 Review, comment on, and, where appropriate, approve provider restructuring plans.	
1.3 Track metrics for EEO enrollments, utilization, and employment outcomes.	
1.4 Refer interested individuals to EEO as a way to support a path to CIE. This may include discovery and exploration activities that provide real life and hands-on work experiences in the community based on the individual's goals and informed choice.	
2.1 Research best practices to restructure ETS to incentivize movement to CIE, including the expansion of community-based trial-work opportunities.	
2.2 Promote CT PIE Services to individuals in ETS and DDS providers that offer this service.	I
4.1 Identify and implement outreach and in-reach strategies to educate the community about opportunities to explore integrated, community-based work.	
4.2 Continue to implement policies that ensure individuals are informed of BRS services, which may include information about vocational assessments that are comprehensive and individualized.	

BRS	
2.1 CT PIE is able to provide opportunities for individuals to learn about CIE once they have applied and been determined eligible for services.	I
6.1 Evaluate statewide capacity to provide access to vocational assessments that are comprehensive and individualized, and develop plans for expanding access within available resources.	

Phase 2: 12 – 24 Months

DDS	
1.5 Launch education campaign on EEO and offer technical assistance to support provider agencies. This will include program guidance on job discovery and career exploration activities as requested.	
2.3 Develop recommendations to restructure ETS within available resources to incentivize movement to CIE. This may result in expansion of community-based career discovery activities and acceleration of transitions to	

integrated supported employment services.	
3.1 Review Career Plan Template and make recommendations for change; create standards for consistency and quality.	
3.2 Review use of provider training and certification incentives and evaluate the continuing need for professional development in employment services workforce.	

Phase 3: 24 – 36 Months

DDS	
2.4 Implement recommendations for ETS restructuring.	
2.5 Create educational materials on ETS changes for participants, providers, and referral sources.	
3.3 Create resources to educate providers on Career Plan template updates.	
3.4 Changes to IX billing to allow contract providers to submit via WRD.	
1.6 Analyze trends in EEO provider capacity and employment outcomes to inform any changes to service.	

4. Strengthening Individualized Informed Choice

1. Promote benefits counseling options for DDS individuals who are already employed or interested in employment.
2. Develop multi-modal outreach materials within available resources that explain employment services in accessible formats.
3. Promote Peer Mentorship Opportunities to support employed individuals and individuals on a path to CIE.
4. Evaluate and improve existing 511 procedures, including increasing utilization of individualized meetings for persons engaged in or considering subminimum wage work.

Phase 1: 1 – 12 Months

DDS	
3.1 Establish Peer Mentoring Curriculum.	
4.1 Collaborate with BRS to make recommendations to strengthen informed choice in existing 511 procedures.	I

BRS	
4.1 Evaluate existing 511 career counseling and information and referral procedures, including offering individualized meetings for qualified candidates and establishing standards for timely referrals to Vocational Rehabilitation.	
2.1 Individuals coming to BRS to make an Informed Decision to Seek Subminimum Wage employment are notified about CT PIE and are encouraged to enroll. If an individual decides to pursue subminimum wage, they are informed that when they are ready to explore competitive integrated employment, they just need to reach out to CT PIE/BRS.	
4.2 Track the impact of these practices, including the number of requests for individuals requesting Informed Choice to seek subminimum wage employment and the number of successful referrals to CT PIE.	

Phase 2: 12 – 24 Months

DDS	
1.1 Work with BRS to streamline the process for accessing benefits counseling services for DDS individuals who are already employed or want to be employed.	I
4.2 Support BRS' implementation of 511 informed choice process and incorporate enhancements into related DDS choice processes.	I
3.2 Analyze Peer Mentoring rate and make recommendations.	
3.3 Define roles for Peer Mentor course facilitation.	I
2.1 Develop multi-model outreach materials on employment services in person-centered language and accessible formats.	

BRS	
4.3 Strengthen Career Counseling and Informed Choice process for individuals in or considering subminimum wage employment.	

Phase 3: 24 – 36 Months

DDS	
3.4 Design Peer Mentoring training pilot that identifies data tracking and outcome measures.	
2.2 Translate employment services outreach materials into Spanish.	

BRS	
4.3 Analyze the number of 511 individuals enrolled in BRS services to evaluate impact of any informed choice improvements	I

5. Creating a Communication Strategy on the Benefits of Employment

1. Invite current or recent employers to be included on a DDS employer list available to providers and DDS staff to support individual planning.
2. Create person-centered materials that communicate the benefits of CIE to individuals and families, including individual stories of people with IDD who secured CIE.
3. Design a public communication strategy targeted to potential employers and the broader public that promotes the benefits of employment for people with disabilities.
4. Connect with CPAC and other advocacy groups to engage marginalized groups and discuss the benefits of employment and the pathways to achieving CIE.
5. CT Pathways to Integrated Employment (CT PIE) grant requirement.
6. Promote access to educational and peer mentorship resources/programs designed to communicate the benefits of competitive integrated employment.

Phase 1: 1 – 12Months

DDS	
1.1 Develop outreach language DDS staff can share with current or recent employers inviting them to join a DDS employer list.	
1.2 Set up an online form where employers can enter their information to join the employer list.	
3.1 Identify stakeholder groups and establish partnerships.	
6.1 Create materials that inform individuals working in the community on the educational/peer mentorship programs designed to express the benefits of competitive integrated employment.	

BRS	
6.1 Established Partner Workgroup meets Quarterly.	
6.2 Statewide Community of Practice meets monthly.	I
6.3 Individual Resource Teams meet as necessary.	
2.3 Good Life Groups (Partnership with CT Family Support Network) - participant driven, introduction to LifeCourse thinking, Employment topic focused with in-depth problem solving by peers and staff, Increasing the capacity of individual and family leaders/mentors.	
2.4 Presenting the DDS provider agencies as invited.	I
2.5 Presenting to DDS Transition Advisors, Case Manager Supervisors, State Department of Education events as Invited	I

Phase 2: 12 – 24 Months

DDS	
2.1 Create Myth-Busting document and other accessible resources on benefits of working.	
4.1 Create training materials that include best practices for hiring, managing, and working with individuals with IDD.	
1.3 Establish processes to socialize employer list with individuals and families.	
1.4 Establish processes to update employer list regularly with assistance from case managers.	

Phase 3: 24 – 36 Months

DDS	
2.2 Establish success story campaign and materials on the benefits of employment targeted to potential employers and the broader public.	I
4.2 Develop a recorded training session based on these materials (item 4.1) that employers can access and share.	
5.1 Develop materials for potential employers that clarify the types of supports and employment programs DDS offers.	
5.2 Establish an employer contact within DDS to help employers understand options, supports, and accommodations.	

6. Delivering Technical Assistance to Providers

1. Connect with DDS providers through monthly Employment & Day Services provider engagement meetings to deliver targeted technical assistance.
2. Create Technical Guides and Handbooks for service providers on specific employment services.
3. Leverage ARPA funding to Incentivize provider training and certification through accredited and/or recognized agencies.
4. Establish and support Communities of Practice (CoP)s that provide targeted technical assistance and an opportunity for providers to learn and share.
5. CT Pathways to Integrated Employment (CT PIE) grant requirement.
6. Create a DDS Director of Workforce Strategies to support provider network development and monitoring efforts.
7. Monitor existing network capacity building efforts, including the Supporting Transformation to Empower People (STEP) initiative for staff certification and individual transitions.

Phase 1: 1 – 12Months

DDS	
1.1 Provide targeted technical assistance on EDS services and allow providers to request topics for assistance.	
3.1 Publicize HCBS/ARPA Training Incentives.	
4.1 Establish CE Community of Practice to provide ongoing technical assistance.	I
4.2 Establish Project SEARCH Community of Practice to provide ongoing technical assistance.	I
BRS	
5.1 CT PIE has contracted with the University of Maryland (UMD) to provide technical assistance. Under the contract UMD will offer trainings and technical assistance to BRS CRPs. Individualized job development and evidence-based practices will be covered. Resulting training and technical assistance resources will be shared with DDS where allowable.	

Phase 2: 12 – 24 Months

DDS	
2.1 Create guide for individuals and families on self-employment options.	
4.3 Work with Project SEARCH National to provide technical assistance on program improvement and expansion goals.	

7. Improving Interagency Collaboration

1. Partner with BRS to implement and measure the outcome of joint program development and administration of Customized Employment Services.
2. Continue partnership with Governor's Workforce Council.
3. Establish interagency Employment First messaging.
4. Partner with Connecticut Pathways to Integrated Employment (CTPIE).
5. Maintain interagency collaboration with the CSDE in line with Public Act 23-137 by sharing information about, and facilitating access to, available BRS and DDS employment resources as part of students' transition planning and

pursuit of CIE.

Phase 1: 1 – 12Months

DDS	
1.1 Implement MOA that defines staff commitments to project and interagency roles related to CT CE Course.	I
1.2 Release Joint CE Handbook.	I
2.1 Participate in No Wrong Doors Working Group.	I
3.1 Finalize DDS Employment First Policy with procedures.	
4.1 Establish working group and communication channels between CT PIE and DDS EDS.	C
4.2 Provide staff and related funding as determined to support DDS individuals enrolled in CT PIE.	I
5.1 Jointly design and market outreach trainings for LEAs and transition staff on topics including Employment First initiatives (DDS)and pathways to CIE.	C

BRS	
4.1 Establish working group and communication channels between CT PIE and DDS EDS to provide enhanced coordination.	C
4.3 Encourage networking, collaboration, and information sharing amongst BRS and DDS at regional and local levels.	I
5.1 Jointly design and market outreach trainings for LEAs and transition staff on topics including Employment First initiatives (DDS)and pathways to CIE.	C

Phase 2: 12 – 24 Months

DDS	
1.3 Analyze rates and make recommendations for changes to Customized Employment rate methodology or payment structure.	I
3.2 Work with BRS to create joint communication strategy on employment first.	I
4.3 Share interagency “Desk-Guide” to employment services across DDS and BRS.	C
5.2 Conduct outreach trainings for LEAs and transition staff on topics including Employment First initiatives (DDS), pathways to CIE, and alternatives to non-employment-based day programs	C
Clarify and maintain expedited referral pathways for transition teams/students seeking DDS funded supported employment services	

BRS	
4.2 Share interagency “Desk-Guide” to employment services across DDS and BRS.	C
5.2 Conduct outreach trainings for LEAs and transition staff on topics including Employment First initiatives (DDS), pathways to CIE, and alternatives to non-employment-based day programs	C
5.3 Establish expedited referral pathways for transition teams/students seeking BRS funded supported employment services	

8. Developing Outcome Measures and a Quality Assurance Plan

1. Analyze budget system to make recommendations to improve data collection.
2. CT Pathways to Integrated Employment (CT PIE) grant requirement.
3. Assess and ensure DDS data integrity.
4. Evaluate and build on existing data collection mechanisms, including methods for analyzing service authorizations,

participant enrollment, utilization, and CE participant demographics.

5. Assess and report on existing mechanisms to track participant employment outcomes including Project SEARCH.
6. Continue conducting Quality Service Reviews with quality improvement goals and accountability targets.

Phase 1: 1-12 Months

DDS	
4.1 Review the SELN-recommended enhancement to data collection on provider service capacity and individual employment outcomes to determine feasibility of implementation and develop phased implementation strategy.	
4.2. Monitor provider participation, plan implementation, and track metrics for EEO and EES enrollment, utilization, and employment outcomes.	
5.1 Develop and implement data collection and monitoring strategies to establish baselines and measurements for participant outcomes in Project SEARCH, and key CIE metrics (including job placement, and hours per week).	I

BRS	
1.1 Develop and implement data collection and monitoring strategies to establish baselines and measure key CIE metrics (including job placement, hours per week, and earnings) over time.	I

Phase 2: 12 – 24 Months

DDS	
1.1 Make recommendations to improve budget system flexibility.	
3.1 Conduct a data systems assessment to identify and map all systems with data of value relating to employment services.	
6.1 Research methodologies to build provider capacity to collect and interpret their own data for process improvements and quality assurance.	
6.2 Collect and analyze data related to the existing network capacity building efforts, including the STEP initiative for staff certification and individual transitions.	

Phase 3: 24 – 36 Months

DDS	
5.2 Reevaluate metrics for employment data.	
3.2 Ensure data integrity to represent engagement in employment service types accurately.	
6.3 Provide best practice resources to providers to collect and interpret their own data for process improvement and quality assurance.	

BRS	
2.1 Adult population (25 years and older) – enroll up to 114 adults with up to 46 individuals obtaining competitive integrated employment.	
2.2 Youth population (24 years and younger) – enroll up to 356 youths with up to 214 individuals obtaining competitive integrated employment.	
2.3 Outreach to up to 2000 individuals to inform them about CT PIE and encourage them to enroll.	
Continue reporting employment data to be published by RSA annually.	