

**STATE OF CONNECTICUT  
DEPARTMENT OF DEVELOPMENTAL SERVICES**

**Policy No:** I.C.5.PO.001

**Subject:** Employment First Initiative

**Section:** Services and Supports:  
Employment and Day Supports

**Issue Date:** April 13, 2011

**Effective Date:** Upon release

**Approved:** /s/Terrence W. Macy/KdP

**A. Policy Statement**

In order for individuals with an intellectual disability to achieve full citizenship, employment opportunities in fully integrated work settings are the first priority. This shall be the first option explored in the service planning for working age adults. This process will begin during the child's school aged years and may even begin prior to school.

While all options are important and valued, integrated employment is more valued than non-employment, segregated employment, facility-based employment, or day habilitation in terms of outcomes for individuals.

For those individuals who successfully achieve the goal of employment in an integrated setting, future service planning will focus on maintaining employment as well as the consideration of additional career or advancement opportunities.

For those individuals not yet achieving employment, annual service planning will include and reflect employment opportunities.

**B. Applicability**

This procedure applies to all staff members of the Department of Developmental Services.

**C. Definitions**

None

**D. References**

None

**E. Attachments**

None