

DDDS

EMPLOYMENT & DAY SERVICES (EDS) UNIT

PATHWAYS TO COMPETITIVE INTEGRATED EMPLOYMENT

Presented by the Employment & Day Services Team: Brian Gresko (SR), Darrell Spears (NR),
Kate DeStefano (WR), and Trever Rogers (CO)

Meet Your EDS Team

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Employment Supports

Employment First Agency Since 2011



Self-Employment

An outcome achieved with supports and services that help the participant:

- identify potential career opportunities
- identify supports that are necessary, including training and supervision for self-employment and entrepreneurial outcomes.

Group Supported Employment (GSE)

Supported employment in a competitive employment environment in which a group of participants are working under the supervision of a permanent employment specialist (job coach).

Customized Employment (CE)

A highly structured method of finding competitive integrated employment that is, focusing on the strengths, skills, and abilities of the individual and the unmet needs of employers.

Individual Supported Employment (ISE)

An employment specialist (job coach) helps find competitive employment through a job discovery process, provides training and support, and then gradually reduces time and assistance at the worksite.



Pre-Employment Services

DDS

Project SEARCH

Nine-month internship training program, available to school transition age students and young adults eligible for DDS services, who need more intensive employment skills training.

The program takes place in various community settings where total inclusion in the workplace facilitates the teaching and learning process as well as the acquisition of employability and marketable work skills.



The primary goal of Project SEARCH is to secure meaningful competitive employment.

Employment Transition Services (ETS)

Community-based, occupational service that is time limited up to 3 years.

Activities should occur in integrated settings and may include:

- unpaid career exploration
- financial management
- networking
- building skills leading to employment
- health and fitness activities that lead to better employment outcomes

ETS focuses on activities that lead to competitive employment including career discovery, career exploration, skill development, and self-advocacy. 

[EDS Pathways Brochure](#)

**IT'S YOUR
CHOICE**

Portability

DDS

You have control over your supports and the money used to pay for the services you receive.

You can use your funds to purchase services from any qualified provider you choose, or you may use those funds to hire your own staff.

The portability process may be used when:

- You are not satisfied with the services you receive from your current public or private provider.
- You need to change who provides your services for some other reason.

[Portability Fact Sheet](#)

[Qualified Providers](#)



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

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.



Bureau of Rehabilitation Services (BRS)



The Department of Aging and Disability Services (ADS) is the state Vocational Rehabilitation Agency

Let's break it down:

BRS is under ADS (*ADS used to be called DORS – Dept of Rehabilitation Services*).

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 & Disability Services (ADS)

Bureau of Rehabilitation Services (BRS)

Bureau of Education and Services for the Blind (BESB)

[Department of Aging and Disability Services \(ct.gov\)](http://Department of Aging and Disability Services (ct.gov))

18-22

Transition-Age Students

Transition-age students can access the support of a DDS Transition Advisor.

Transition Advisors:

- Work in collaboration with BRS to increase employment outcomes
- Inform individuals and families about employment and day options
- Assist students with the transition from school to the adult world

[Department of Developmental Services](#)
[Secondary Transition](#)

For Employers/Businesses

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>



[Incentives for Employers](#)

FOR EMPLOYERS: REASONS TO HIRE INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES
STATE OF CONNECTICUT DEPARTMENT OF DEVELOPMENTAL SERVICES
EMPLOYMENT AND DAY SERVICES | OCTOBER 2023

DDS
portland.ct.gov/DDS
Supporting Independence
Empowering Progress

FINANCIAL INCENTIVES
Incentives serve two purposes:

- To encourage hiring people with disabilities
- To support modifications and accommodations that enhance workplace accessibility and productivity of workers with disabilities

AGENCY ASSISTANCE
Agencies like DDS may be able to provide individual support to the employer including job coaching and training.

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 the Institute for Corporate Productivity found that developmental disabilities contributed to higher productivity, lower absenteeism, and increased customer loyalty.



EDS Team at the
Middletown Farmer's
Market

SELF-EMPLOYMENT OPTIONS

CONVERSATION WITH
DARLENE BORRÉ

Self-Employment, Small Business Enterprise, and Innovative Employment Opportunity

Self-Employment & Small Business Enterprise

An outcome achieved with supports and services that help the participant:

- Identify potential career opportunities
- Identify necessary supports, including training and supervision for self-employment and entrepreneurial outcomes.

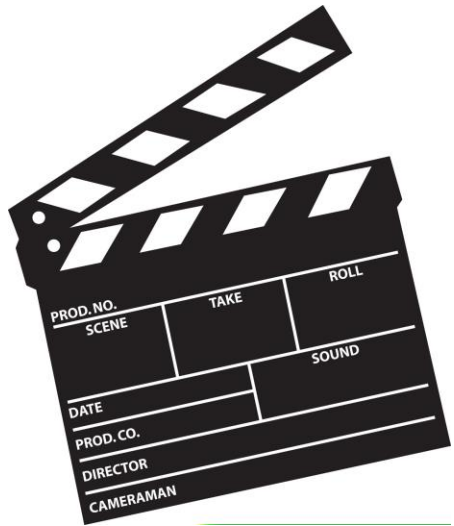
Innovative Employment Opportunity (IEO)

Designed to support small businesses and entrepreneurs and promote Competitive Integrated Employment for people with IDD

Offers both:

- small “seed money” exploratory grant
- larger implementation/expansion grant





How does Futures Inc. help people with disabilities create their own micro-businesses?

At Futures Inc., we help people with disabilities find their passions, develop their talents and create their own business.

TikTok
@futuresinc.ct

Meet Steven: our Saucemaker and Entrepreneur!

Middletown Secret Sauce \$12.99

TikTok
@futuresinc.ct

Micro-Businesses at Futures



SK's West Hartford Soapy Foam

Sarah ("SK") is a student at Futures School. She enjoys vegan food and loves her dogs, Lovey and Yogi, who inspired her business. Sarah makes soap in the shape of dogs because "dogs are cute, make you feel protected, and listen to you in a special way". She has expanded her business to bridal/baby showers as well.



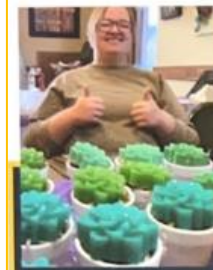
Marilyn's Happy Botellas

Marilyn named her bottle and can recycling business "Happy Botellas" because having her own business makes her happy and "Botellas" (Bo TAY Lass) means bottles in Spanish. T-shirts and recycling bins were designed for her business. She also produced pamphlets so she can advertise her business on her own terms.



Bruce's BCG Bottles

Bruce has a recycling business at the Niantic Town Hall and the Niantic Boardwalk. On his flyers, he added a section called "Life Tips From Bruce" which states "If you're angry take a walk by the ocean, watch the fishing boats and take long, deep breaths." Helping others with our own experiences helps us connect and makes us human.



Katie's Soap is Dope

Katie is a talented artist who enjoys spending time at the Futures Art Room. For her business she wanted to try something new. We researched YouTube videos on soap making which were relaxing to watch. By experimenting with colors and scents, Katie learned how to create her own colors and designs her soaps with a "soft scent" so it's not overpowering.



SHREDS Firestarters

Ben is a young adult with nonverbal autism. He enjoys hanging out with friends and family by the fire pit. For job skills, Ben has patience to shred paper one page at a time in a special crinkle cut shredder. He uses this paper for his SHREDS Firestarters.



Steven's Middletown Secret Sauce

Steven spent many years living in a place where he had little control over what he did all day or what he ate. When we brainstormed on his business, he wanted it food related. With the help of the The Kitchen at Future's Inc. Chef, he developed a "Secret Sauce". He is very proud to have his face on the label so "everyone knows me."



Ted's CT Horsepower

Ted works at the Middletown Farmers Market and at the Hot Dog Cart. His passion he'd say cars! He has a lot of knowledge about vintage cars. CT Horsepower is a play on words. Ted is proud to live in CT and his favorite car is a mustang (horse). Horsepower is the power of a car engine so CT Horsepower was born.



Goose Grub

Toby has a lot of interests but it was in talking about his dislikes that led to his business idea. Toby was frustrated that people were not aware that bread is bad for birds. He developed an alternative- Goose Grub - which contains seeds and meal worms. Toby replaced frustration with educating others.



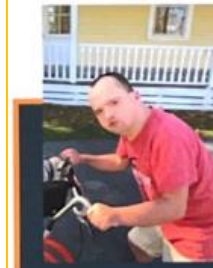
Beats from the Vault

Daveon enjoys music and creating musical beats. He created many original tracks kept in his "vault." He layered his original beats with other sounds he enjoys- breaking glass and slamming doors - onto greeting cards adorned with murals from local artists to create "Dance Party" cards for anyone who needs their own dance party.



Griswold Design

Angela loves to play cards but she used to cheat. We helped her develop "Angela's Top 5 Tips To Playing Fair" which is included with each deck of cards sold. She has trouble with her hands, she includes hands-free card holders with each purchase. Additionally, each deck of cards purchased comes with a lucky crystal.

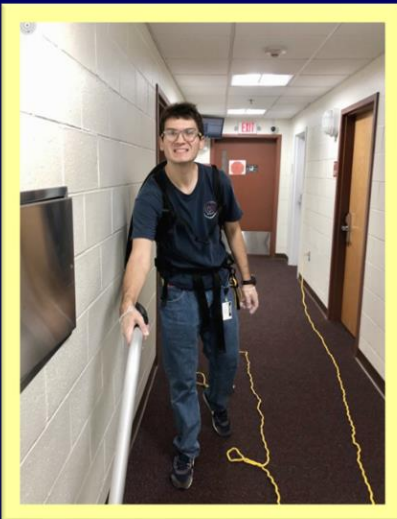


Love You Big

By Chris

Chris is a young adult with autism and other challenges. Chris does best when his day is filled with purpose. He enjoys his huge collection of baseball hats. His hat business reflects the individual sign language letters for L-O-V-E with embroidered letters so Chris can feel the texture of each letter.





Whitaker



Mike



Edwin

GROUP SUPPORTED EMPLOYMENT

SUCCESS STORIES

Group Supported Employment (GSE)

Supported employment in a competitive employment environment where a group of participants are working under the supervision of a permanent employment specialist (job coach)

Services are provided in the community or a facility-based program to focus on developing meaningful skills in the areas of:

- Work
- Socialization
- Community participation.

Participants may be disbursed throughout the company among workers without disabilities or congregated as a group (with efforts toward interaction with nondisabled coworkers).

★ ★ ★ Employment All Stars ★ ★ ★

Whitaker



Employer: U.S. Coast Guard Academy
 Job Position:
 Environmental Worker
 Job Coach: Elissa



Whit's Career Stats

Strengths and Skills

- Meticulous cleaner
- Embraces new challenges
- Cultivates relationships with colleagues
- Resilient, adaptable, and passionate about his job

Whit is nothing short of a "breath of fresh air." - Elissa

Mike



Employer: Whelan Engineering
 Job Position: Independent Contractor
 Years employed: 4
 Job Coach: Salawne



Mike's Career Stats

Strengths and Skills

- Conscientious, determined & dedicated
- Interacts respectfully with co-workers
- Sorting
- Task sharing

Second chances are possible!

EDWIN

EMPLOYMENT ALL STAR

Fun Facts

- Dream career: Body Builder
- I'm a gamer - I love my PlayStation.
- I passed my Driver's test!
- Dream truck: Ford F150!
- I was born in Puerto Rico.
- I'm bilingual - when I came to the U.S. at age 13, I didn't speak any English.



Words of wisdom
for job seekers:
"I know you can do
it, buddy!"

Employers:

Village Market (2days/wk.)

McQuade's (3days/wk.)

Job Title: Store Associate

Hours: Approximately 5hrs./day

Job Duties: "A little bit of everything!" 

What I like most about my jobs:
My co-workers and making money!

Edwin's Career Stats

Strengths	Skills
Sociable & friendly	Maintenance
Interacts well with co-workers	Experience in many departments; deli, seafood, etc.
Dedicated and reliable	Cart management





DDS



CUSTOMIZED EMPLOYMENT

Trever
Customized Employment Lead
Avid Gardener





Customized Employment

Customized Employment (CE) is an alternative method of finding **competitive integrated employment** for individuals with significant intellectual or developmental 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.



[Customized Employment Brochure](#)

CE Differences

CE is a new employment service model for ADS and DDS as well as most community provider agencies that:

- Requires direct service staff to have an active CE Certification to offer service.
- Presumes that all individuals can work.
- Designed to ensure the process is job seeker driven by focusing on what the job seeker wants.
- Requires greater participation of family, personal networks, and extended supports.



CE Pathways

CE is a good strategy for those who need more intensive support than typical individualized or group models and who may need to utilize more intensive discovery strategies for career and job direction.

CE is effective for individuals with complexities that make it difficult to utilize traditional job search strategies.

DDS



Group Supported
Employment
(GSE)

Individualized
Day Vocational
(IDV)

Employment
Transition
Services (ETS)

Work Based
Learning

Trial Work
Experiences

Industry Specific
Training
Placement
Programs
(ISTPP)

Individualized
Employment
Supports (ISE)

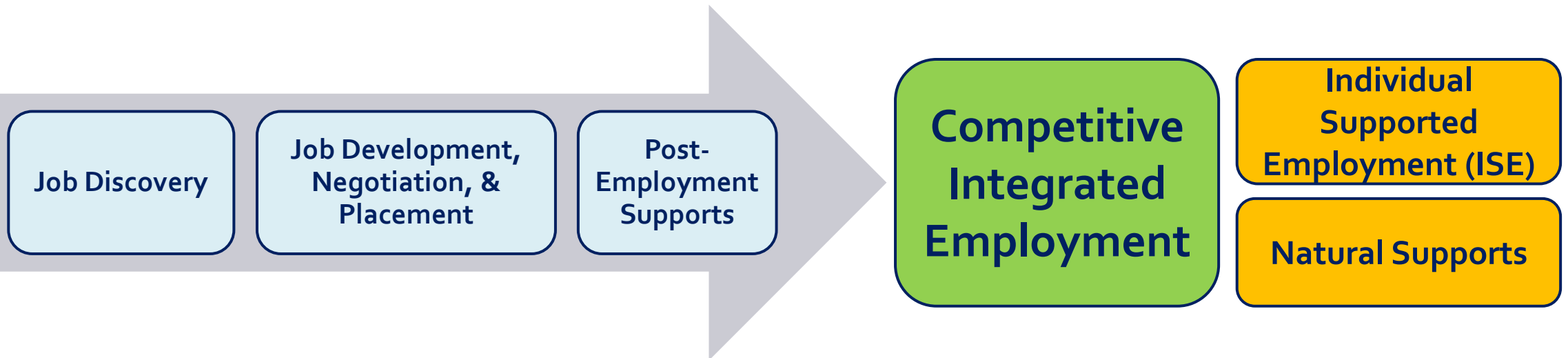
One-Time
Employment
Incentives

Other DDS
Employment
Experiences

Work
Attachments

On the Job
Training

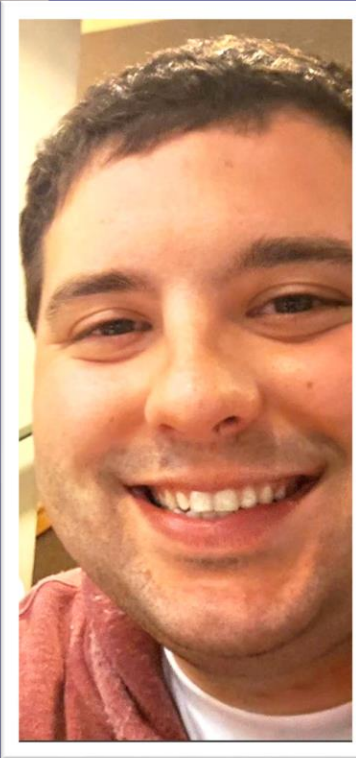
Customized Employment - 3 Phases



★ Reach out to your case manager if you think CE would be a good option for you.



Bri



Brent

INDIVIDUAL SUPPORTED EMPLOYMENT

SUCCESS STORIES

Individual Supported Employment (ISE)

Who is a good candidate?

ISE includes:

- assisting individuals find and apply for jobs
- supports to help individuals in competitive work settings
- job coaching support once work is secured


Any DDS eligible individual interested in competitive integrated employment (CIE) regardless of their current service type.

★ This service is designed to provide support and supervision **but is not intended** to provide ongoing long term 1:1 support to help a person complete their work activities.



[ISE Brochure \(ct.gov\)](http://ct.gov)

DID YOU KNOW?

- I began swimming with Special Olympics 6 years ago and won first place three times!
- In 2018, I was crowned Miss Amazing at the CT Pageant and was sent to Nationals.
- For the talent show portion of the event, I signed the song "Rise Up" by Audra Day. 



- My dream is to buy a house with my husband, Chris.
- I'm a gamer – I love PlayStation!



Bri's Career Stats

Job Duties	Skills
Answers main phone line	Self-Advocacy
Greets visitors	Persistence
Manages office supplies, U.S. Mail, postage, recycling, and copiers	Works well with others Peer to Peer mentoring
Filing, PRC scanning, and more!	Self-directs supports



"Never say never!"

"Find something that makes you happy!"

"Have confidence in yourself!"

Bri Employment All Star



Employer: State of Connecticut
Department of Developmental
Services (DDS)

DDS

Job Title: Clerk/Typist

Hours: Full-time

Years Employed: 9 years
2014-began as a General Worker
2019-promoted to Clerk/Typist

What I like most about my job:
My co-workers and being busy!

BRENT EMPLOYMENT ALL STAR



Fun Facts!

I have my own Facebook radio show.

Follow me @ [wbjb101](#)

I enjoy playing country music and oldies from the 60s and 70s.

I love to travel. Disney is my favorite destination.

I'm a hockey fan!



Brent's Career Stats

Strengths

Technology

Customer Interaction

Checking Inventory

Job Duties

Stocking items

Helping customers find what they need and answering questions

Using my phone to scan for inventory

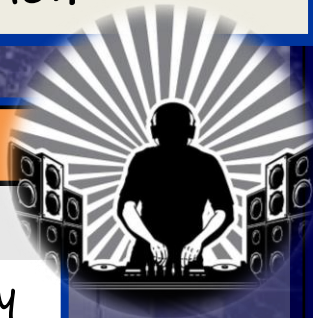
Employer: Ace Hardware

Job Title: Stocker and Store Associate

Years on the job: 5

What I like most about my job: My co-workers make my day!

Dream Job: Disc Jockey at a radio station





Brett



PROJECT SEARCH

SUCCESS STORY

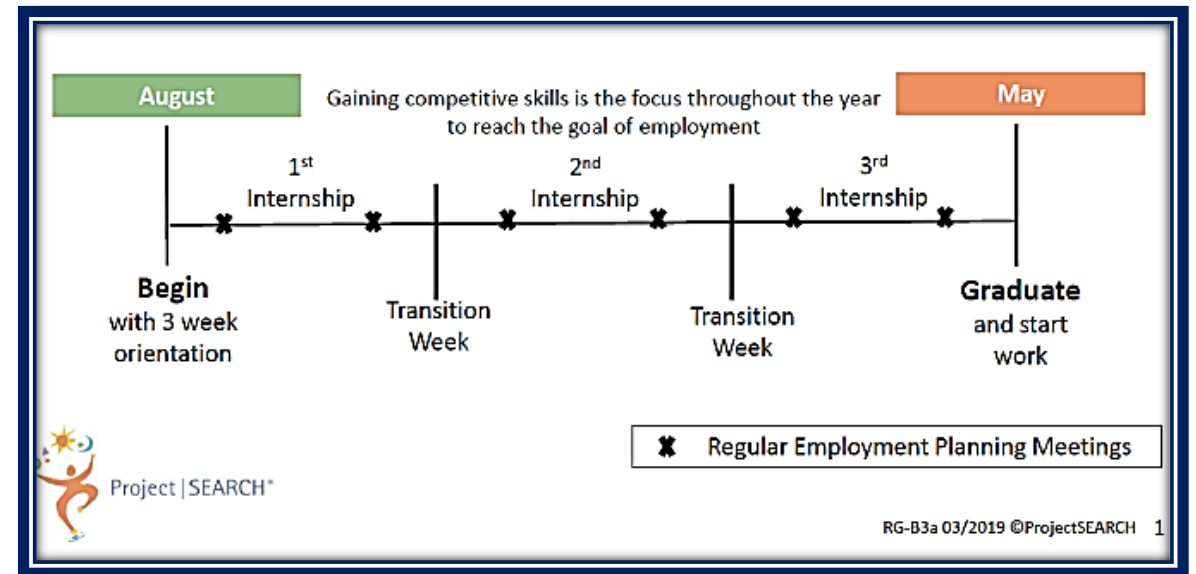
Project SEARCH

9-month internship training program, available to school transition age students and young adults eligible for DDS services, who need more intensive employment skills training

Businesses across the state serve as Project SEARCH host sites with programs run by:

- DDS Provider Agencies
- School Partners

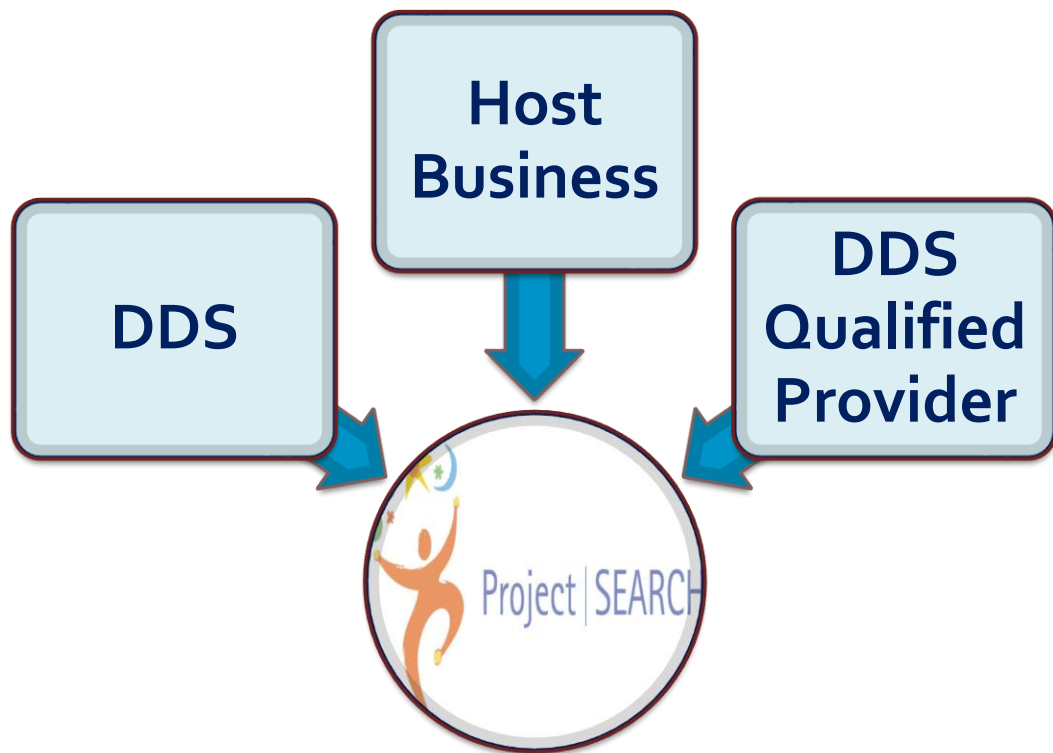
The host business provides access to an on-site training room and access to business departments to provide **three** separate internship rotations.



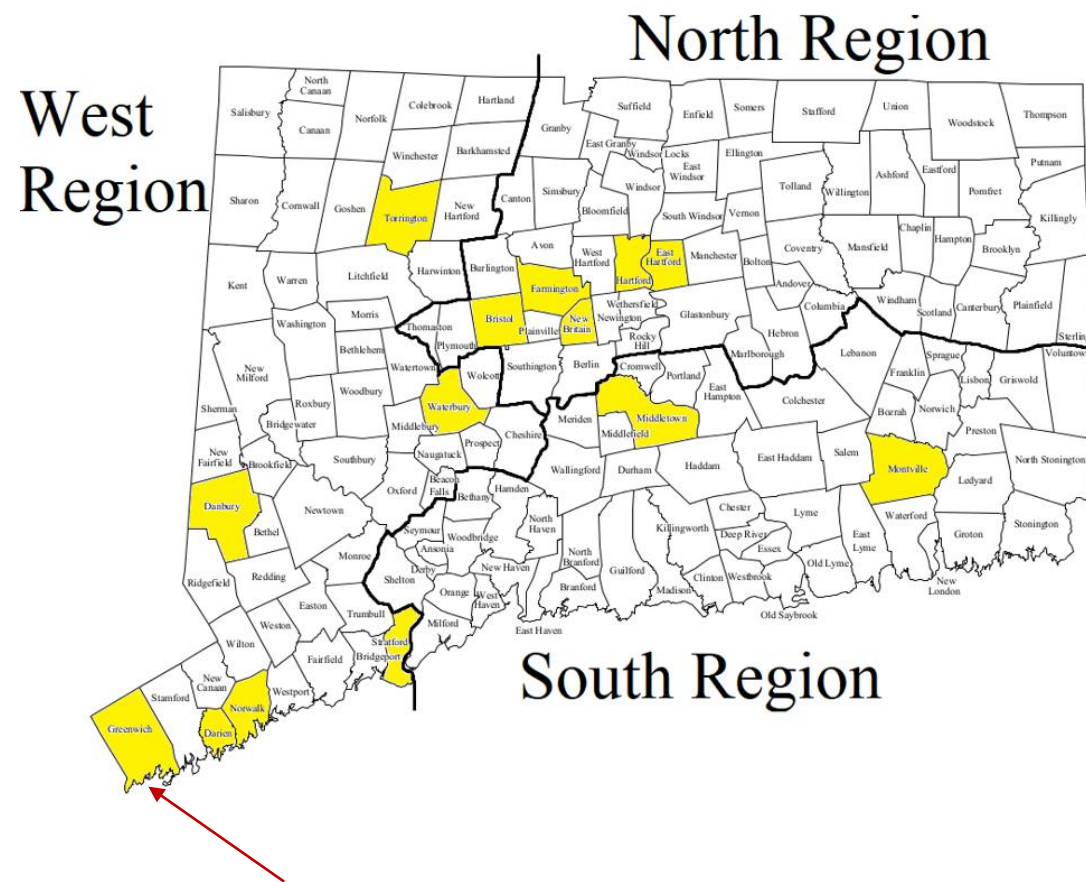
[Project SEARCH Brochure](#)

10-week rotations

Project SEARCH Host Sites



CT has 14 Project SEARCH Sites
[Project SEARCH Contact List](#)



Ex: DDS, Greenwich Hospital,
Qualified Provider = Project Search



"I also mop the bottle room floor when it's getting close to the end of my shift because nobody wants a sticky and dirty floor when doing the bottles now would they?"

Good advice!

Brett Employment All Star

Employer: Price Chopper
Job Position: Maintenance and "helping out with whatever is needed."
Hours Worked: 20hrs./week



Brett's Career Stats



Fun Facts!

- I like traveling with my family.
- Hockey is one of my favorite sports.
- I graduated from Project SEARCH in June.
- I also enjoy watching movies, such as Disney's Robin Hood, which just turned 50 years old as of a week ago!



Strengths

Adaptable & Helpful
Self-starter
Attention to detail
★★★★★

Skills

Customer support
Cart Management
Bottle room machinery oversight; maintenance

Please click the following link to watch this video and then continue to the next slide:
<https://youtu.be/uAXWSBV6vE4>.

A Special Thanks to Our Participants:



Darlene and Futures
Edwin
Bri
Brent
Brett and Sandy

*"May you be proud of
the work you do,
the person you are,
and the difference you
make."*

Thank you for sharing your inspirational
stories with us!

Questions?

Employment and Day Services

The Employment and Day Services (EDS) division was created in 2018 to oversee the employment and day options provided by the Connecticut Department of Developmental Services. The division works with individuals, families, providers, community partners, and businesses to prepare individuals for competitive employment and match them with jobs that meet their interests, skills, and abilities. EDS currently offers a variety of day and employment services to individuals across the state of Connecticut. Learn more about the EDS division and services below:

Contacts

Employment First Overview

Choosing and Managing your Day Service Supports

Services

Employment Resources for:

- Individuals
- Families
- Providers
- Employers
- Case Managers & Other DDS Staff

Frequently Asked Questions

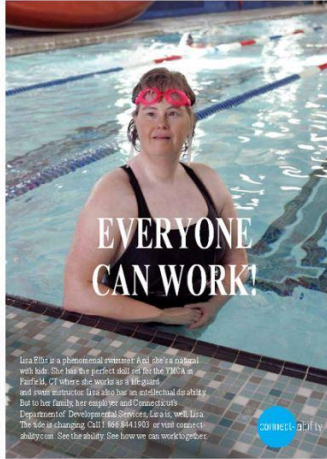
EDS Employment Newsletters

Resource Library Glossary, Presentations, Brochures, Videos

Success Stories

Customized Employment

Project SEARCH



Website:

[DDS Employment and Day Services](https://www.ct.gov/dds/employment-and-day-services)

Email:

DDS.Employment-DayServices@ct.gov

