



CONNECTICUT Developmental Services

EMPLOYMENT & DAY SERVICES (EDS) UNIT

SUCCESSFUL TRANSITIONS - APRIL 2024

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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Education Services Specialist

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South
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West
Region

Amber Carter

Director of Employment & Day Services

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Employment & Day Service Options



Day

- Group Day Supports (DSO)
- Senior Supports
- Individualized Day Supports (IDS)
 - Vocational
 - Non-Vocational

Pre-Employment

- Employment Transition Services (ETS)
- Project SEARCH



Employment

- Individualized Supported Employment (ISE)
- Customized Employment (CE)
- Group Supported Employment (GSE)
- Self-Employment Options

[Employment & Day Services Webpage](#)

**IT'S YOUR
CHOICE**

Portability

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.



[Transportation Brochure](#)

Individual Supported Employment (ISE)

Who is a good candidate?

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

ISE includes:

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

★ 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.



SUCCESSFUL TRANSITION TO EMPLOYMENT SERVICES

Keshia B.

Group Supported Employment to Individual Supported Employment

Keshia's Story & Vision



If you had asked me what my dream job was back in 2011, I would have told you that I wanted to be a Nurses Aide or Hospital Attendant.

I didn't know what the job fully entailed but it was that one thing, I knew to share when I was asked.

At that time, I lived at home with my family. I didn't know that I had other options of where I could live.

My communication with others had often been challenging because of my speech impediment. This may have kept me from exploring my personal options initially. But then I started to dream!

Keshia's Goals

In 2011, I joined Goodwill's **Group Supported Employment Program**. And while we explored my interest in working at a hospital as an aide. I worked at several Enclaves and strengthened my skills.

At each Team Meeting I became more comfortable with sharing my progress, my interest and my goals.

My goals became clearer, and I started to ask for my team's support.

My team assisted me in finding a residence outside of my family home. And although this was a great start, I wanted a more independent environment.

My team also recognized my communication concerns and helped sign me up for speech classes.



Keshia's Transition from GSE to ISE

I built many skills working ...

GSE (Group Supported Employment)

- Housekeeping
- Retail Associate
- Custodian



ISE (Individual Supported Employment)

- In 2016, I obtained my current position at the Manchester Shop Rite as a Clerk.
- I've increased my responsibilities over the years from bagging, cleaning, and stocking to teaching new hires task completion.





ACTION!

I AM SUCCESSFUL!

EMPLOYMENT

- I strive to do my best at work.
- I maintain good attendance and arrive to work on time.
- I complete all tasks as assigned.
- I endeavor to learn more.
- I am always seeking growth opportunities at the store.
- I continue to improve my communication with co-workers and store patrons.

PERSONAL LIFE

- I receive residential supports that help me stay active & involved.
- I go to the movies.
- I ride my bike.
- I go on vacations.
- I maintain my apartment.
- I visit my family.
- I love music, sports, and food.
- I continue to improve my communication skills with speech classes.

SUCCESSFUL TRANSITION FROM SCHOOL TO THE ADULT WORLD

Brian K. Smith, Developmental Services Assistant Regional Director
Individual, Families, and Self-Determination Division (South Region)

Stephanie Trelli, BRS Transition Counselor/Youth Services Unit – Western Region

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

Transition Tasks Beginning at Age 18:



The DDS Helpline recommends the following tasks:

1. Connect with your DDS Transition Advisor
2. Explore Decision Making Options (Probate Court)
3. Supplemental Security Income (SSI)
4. CT Medicaid: Husky C (DSS)
5. Connect with BRS (Level Up/Adult VR)
6. Photo ID (DMV)
7. Register to Vote

For additional information about these steps, check out the DDS Transition Timeline available in both [English](#) and [Spanish](#) on the DDS Website.

DDS Regional Helplines

North:

877-437-4577

dds.nr.ifshelpline@ct.gov

South:

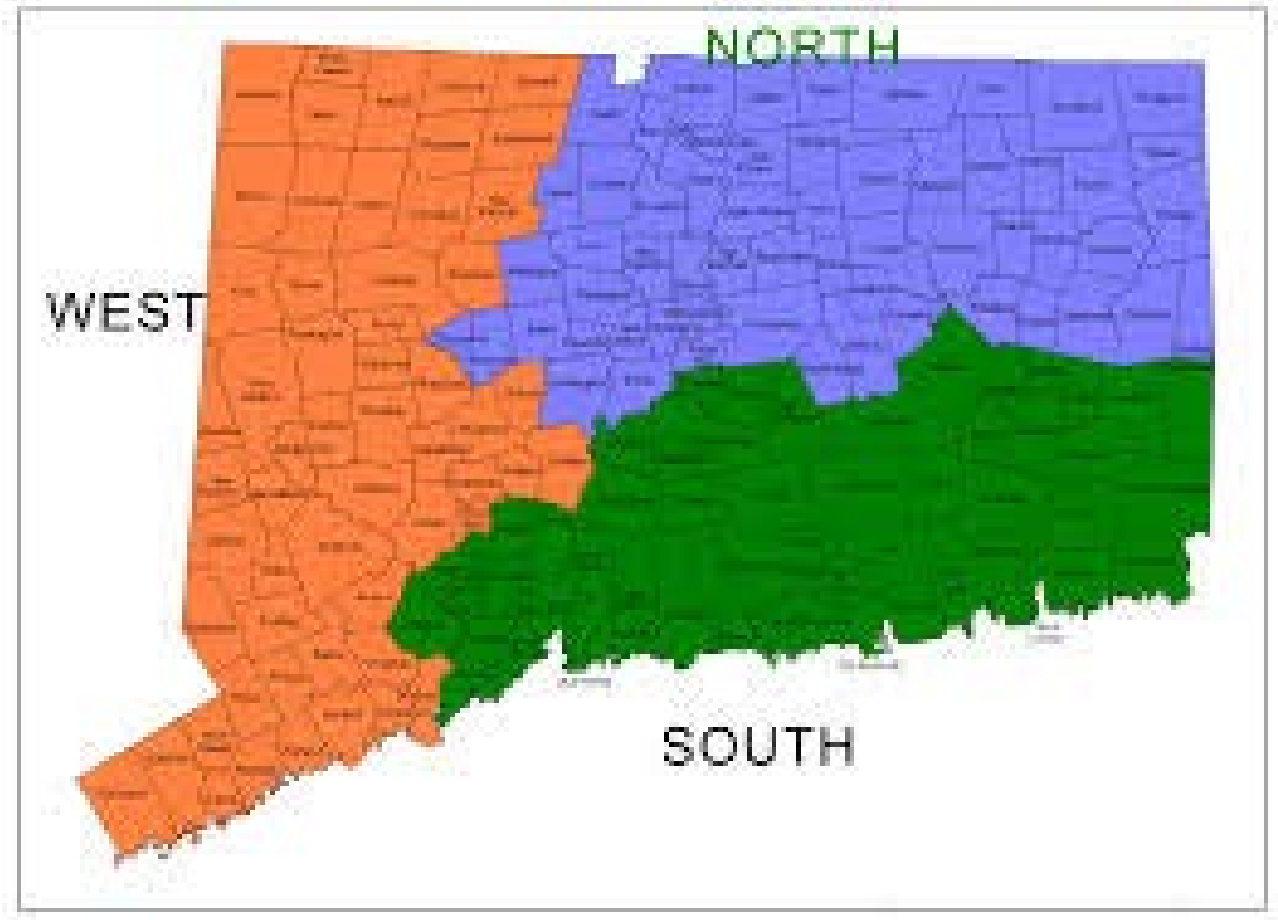
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West:

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West Region Transition Advisors

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North Region Transition Advisors

Jennifer Bundy (Newington)	Jennifer (Jenni) Miner (Willimantic)	Rachel Fox (East Hartford)
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South Region Transition Advisors

Asucena Colon (Norwich)	Jude Monteleone (New Haven)	Kelly Hennessey (Wallingford)
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Department Of Aging & Disability Services (ADS)

My new name is ADS, but I have a lot of nicknames. Do you know any?



Bureau of Rehabilitation Services (BRS)

Connecticut's Vocational
Rehabilitation Program

Operated out of the
Department of Aging and
Disability Services (ADS)

Purpose of Vocational Rehabilitation

- “To empower individuals with disabilities to maximize employment, economic self-sufficiency, independence, and inclusion and integration into society”
 1. Ensuring that individuals with disabilities receive the support they need to acquire the skills necessary to obtain, maintain, and advance in competitive integrated employment; and
 2. Ensuring that employers receive the necessary training and technical assistance needed to better understand and receive the talent potential individuals with disabilities can bring to the workforce.

Agency Mission

- The Department of Aging and Disability Services (ADS) provides many programs and services to maximize opportunities for the independence and well-being of people with disabilities and older adults in Connecticut.
- The Bureau of Rehabilitation Services (BRS) strives to help those we serve get high quality jobs with room for growth and advancement. We partner with employers and focus on jobs in growing industries. We provide individualized services and focus on preparing you for the workforce.

Who does the VR program serve?

- Eligible individuals who have a physical and/or mental impairment which has a substantial impact on their ability to enter or maintain employment.
- Eligible or potentially eligible students with disabilities through the Level Up program.

Competitive Integrated Employment

Full time or part time employment

Minimum wage or above

Customary wages based on the
position/employer

Yields comparable income to others, with or
without disabilities, in the field

Typically found in the community

Comparable Benefit Providers

AJC

DMHAS

DDS

ABI waiver

Autism waiver

And others...

Eligibility Criteria – Adult Services

- A determination of whether an individual is eligible for BRS services must be based on a determination by a qualified vocational rehabilitation counselor employed by BRS that:
 - The individual has a physical or mental impairment;
 - The physical or mental impairment constitutes or results in a substantial impediment to employment for that individual;
 - The individual requires VR services to prepare for, secure, retain, advance in, or regain employment consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

Employment Plan Development

- Once determined eligible, individuals will work with their BRS counselor to develop an Individualized Plan for Employment (IPE). The IPE will identify:
 - The specific vocational goal
 - Needed steps to achieve the goal
 - Who is responsible for each step
- Both the individual and the BRS counselor must agree on the IPE content AND take actions toward fulfilling each part
- The agreed-upon goal must be reasonable and attainable based on the individual's interests and abilities, and local labor market

Adult Services

Varies from person to person, IPE is individualized

Services may include:

- Vocational counseling
- Benefits counseling
- Job search assistance
- Skill training and career education
- School-to-work transition services
- On-the-job training
- Assistive technology
- Supported employment
- Help in accessing other programs and services

Adult Services May Include:

Evaluations to explore job interests, skills, and capabilities

Vocational counseling to help identify a job goal and service needs

Assistance with training or education, if needed to obtain a job

Help with job search and/or interview skills

Special equipment or technology to address disability-related barriers

Job coaching to assist with learning new tasks and achieving job stability

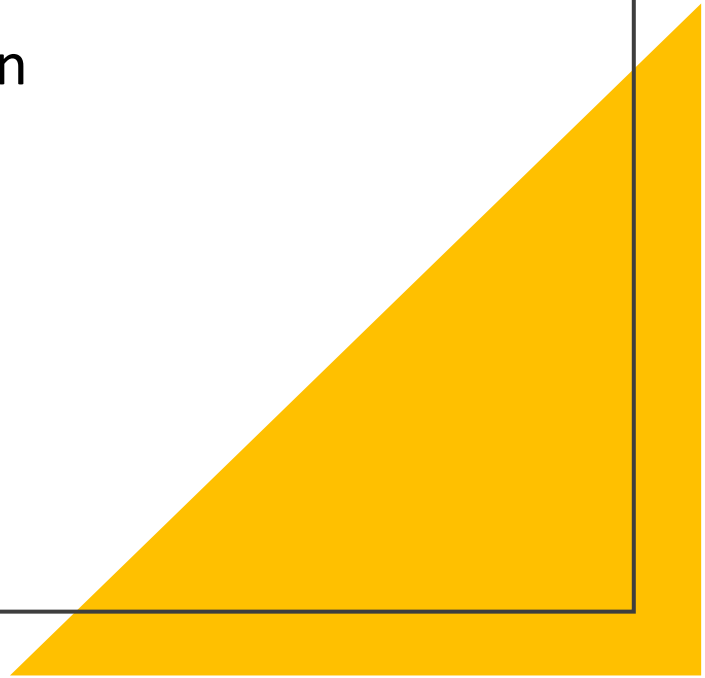
Questions?

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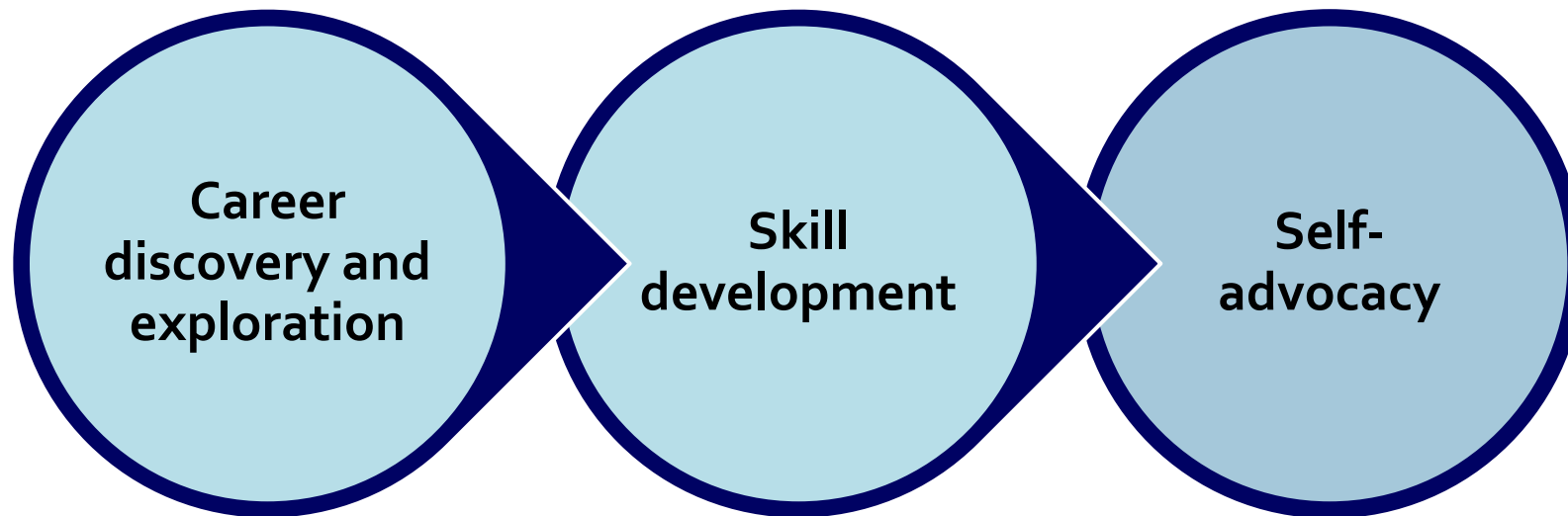
SUCCESSFUL TRANSITIONS TO PRE-EMPLOYMENT SERVICES

Chuck, Scott, and Ting

Day Service Option (DSO) to Employment Transition Services (ETS)

Employment Transition Services

Employment Transition Services (ETS) is a time limited, community-based, vocational service with a focus on:



★ The goal of ETS is to help individuals become equipped and ready for competitive integrated employment.

Time limited: 3 Year Max

Panel Discussion

Chuck, Scott, and Ting – Employment Transition Services (ETS) at UCP since last year. Prior to ETS, they attended a day program.

Examples of work sites and job duties:

Food Pantry

- checking expiration dates
- assisting customers

← Chuck and Scott's favorite

Library

- dusting and cleaning bookshelves
- returning books

← Ting's favorite

Gourmet Galley

- assembling silverware packets
- packaging salt and pepper packets

Vending Program – snack cart on site at UCP

- selling food items to staff on site
- practicing money skills
- baking treats to sell

Chuck's goals

- Try out new jobs!

Scott's goals

- Work in a grocery store!

Ting's goals

- Try something with computers and technology!

According to Chuck, leaving the day program and moving into ETS was a big transition. "I didn't know what I was going to do over here." Chuck started with a trial and spent some time there before joining the program full-time.

Brochures

- [Employment and Day Services \(EDS\) Pathways Brochure](#)
- [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](#)



★ All brochures will be available in Spanish.

Questions?

Website:

[DDS Employment and Day Services](#)

Email:

DDS.Employment-DayServices@ct.gov