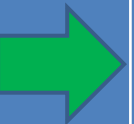


EMPLOYMENT & DAY SERVICES (EDS)

Presented by the Employment & Day Transition Advisor Team: Brian
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Employment & Day Services (EDS)

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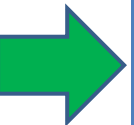
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Workforce Innovation & Opportunity Act (WIOA)

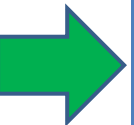
- Federal law enacted in 2018 goal of increasing competitive employment for those most vulnerable and “at risk,” including individuals with disabilities.

The Goal:

- Increase integrated employment for people with disabilities
- Limit the use of 14(c) Subminimum Wage Certificate Program, particularly for transition-age youth.
- Ensure that individuals, especially youth, are given an opportunity to “prepare for, obtain, maintain, advance in or re-enter competitive, integrated employment.

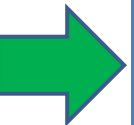
How to Accomplish:

- Ensure accountability for employment results
- Improve for job seekers to help them make better
- Strengthen employer engagement and service to business
- Enhance coordination and collaboration across programs



Competitive Integrated Employment

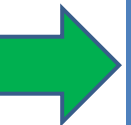
- The Workforce Innovation and Opportunity Act (WIOA) defines competitive integrated employment (CIE) as work that is performed on a full-time or part-time basis for which an individual is:
- Compensated at or above minimum wage and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience;
- Receiving the same level of benefits provided to other employees without disabilities in similar positions;
- At a location where the employee interacts with other individuals without disabilities; and
- Presented opportunities for advancement similar to other employees without disabilities in similar positions.



Employment First

Employment First is a national systems-change framework centered on the premise that all individuals, including those individuals with the most significant disabilities, are capable of full participation in Competitive Integrated Employment (CIE) and community life.

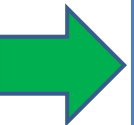
Under this approach, publicly-financed systems are urged to align policies, regulatory guidance, and reimbursement structures to commit to CIE as the priority option with respect to the use of publicly-financed day and employment services for youth and adults with significant disabilities.



DDS: Employment First Agency

2011 Employment First Initiative

- Ensures that employment is part of the conversation when individuals and their family are planning for the future
- No individual will be forced to leave a day or senior service as a result of the employment first initiative
- Ensures self-determination, meaning that the individuals we serve have the ultimate say in the services and programs they pursue





State Employment Leadership Network

Throughout the end of 2020, SELN interviewed stakeholders, met with individuals served, and analyzed internal processes of DDS in relation to employment services. Their findings were compiled in the February 2021 Findings and Observations Report, linked [here](#), which commends strengths and identifies areas of weakness in regards to employment services. The report is organized in seven categories:

1. Strategic Goals & Operating Policies
2. Financing & Contracting Methods
3. Training & Technical Assistance
4. Interagency Collaboration
5. Services & Service Innovations
6. Employment Performance Measurement, Quality Assurance, & Program Oversight
7. Leadership

DDS created seven sub-committees, one for each section of the report, and an oversight committee made up of the chairs of each sub-committee. Each of the committees are made up of diverse stakeholders including DDS staff, provider staff, advocacy groups, and individuals served by DDS services and their families. These groups were tasked with creating recommendations that address the long term goals of the respective sub-committee.





Employment & Day Service Options



Employment

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

Pre-Employment

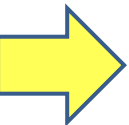
- Employment Transition Services (ETS)
- Project SEARCH



Day

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

[Employment & Day Services Webpage](#)

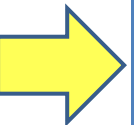


Community Based Day Options

Day Support Options (DSO)

*Group Day *Facility based or appropriate community location*

- a) Supports that lead to acquisition, improvement, and/or retention of skills/abilities to prepare individual for work and/or community participation, or support meaningful socialization, leisure, & retirement activities.
- b) Supports include development/maintenance/enhancement of independent functioning skills
- c) Assistance to develop/maintain friendships of choice
- d) Skills to use in daily interactions
- e) Opportunities to earn money and/or participate in community activities

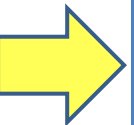


Community Based Day Options

Day Support Options (DSO)

Senior Supports **Community Setting/ including in the home*

- a) Pre-retirement service designed to prevent isolation, assist in maintaining skills, and stimulate social interaction with others.
- b) Utilized typically when two or more individuals in a group home/CTH choose not to participate in a community day program.
- c) These individuals may be elderly and/or have medical conditions and/or physical disabilities.
- d) These individuals choose the activities they want to participate in or skills they want to acquire.



Community Based Day Options

Day Support Options (DSO)

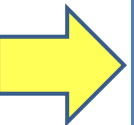
Individualized Day Supports (IDS) *Community based/Not in the home or community

Vocational (IDV)

- Overcoming barriers to Employment
- Maintaining skills

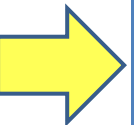
Non-Vocational (IDN)

- Community Participation
- Meaningful activities



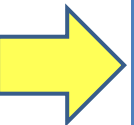
Individual Supported Employment (ISE)

- ISE includes supports to help individuals in competitive work settings.
- This services includes assisting individuals find and apply for jobs.
- Includes 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.



Group Supported Employment (GSE)

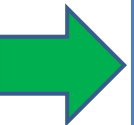
- Supported employment in a competitive employment environment where a group of participants are working under the supervision of a permanent employment specialist (job coach).
- GSE services are provided in the community or a facility-based program to focus on developing meaningful skills in the area of work, socialization, and 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).
- GSE Mobile Work Crew: A group of participants who perform work in a variety of locations and travel to various worksites during the day under the continuous supervision of an employment specialist (job coach/supervisor).



Self Employment Options

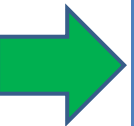
An outcome achieved with supports and services that help the participant:

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



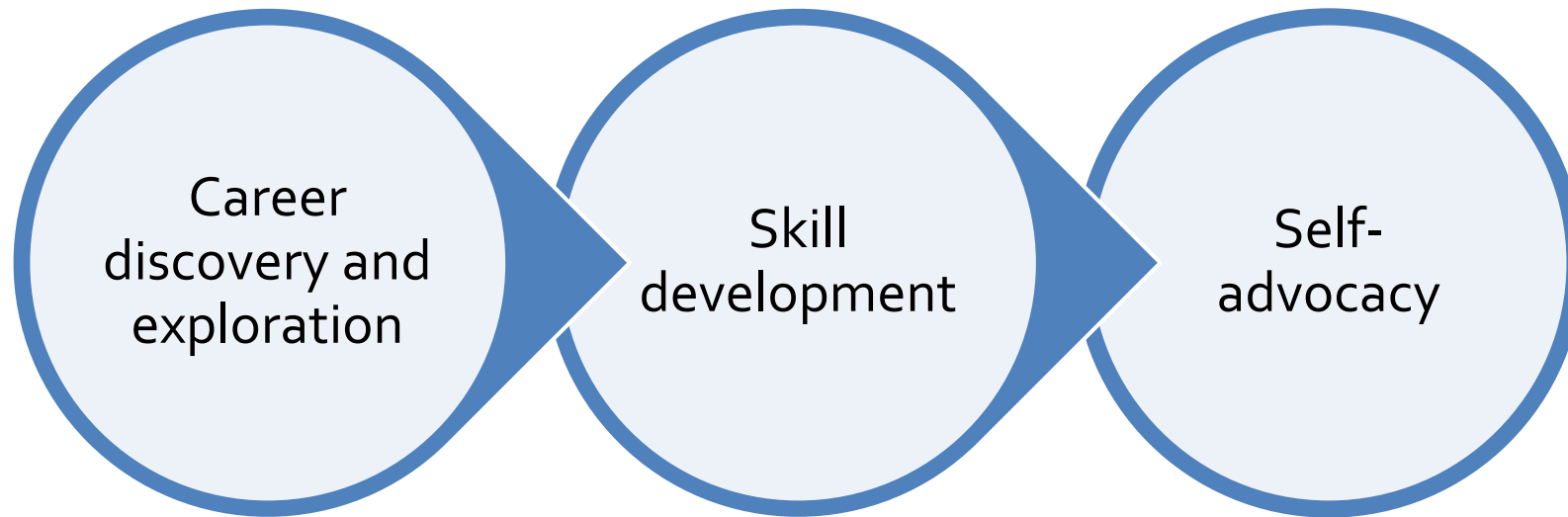
Innovative Employment Opportunity

- Designed to support small businesses and entrepreneurs promote Competitive Integrated Employment for people with IDD
- Offers both a small “seed money” exploratory grant and a larger implementation/expansion grant



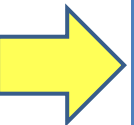
Employment Transition Services

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



Employment Transition Services (ETS)

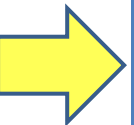
100% Community Based utilizing:

- Internships
- Volunteer Opportunities
- Participation in community activities



Where people may spend their time:

- Employment exploration sites
- Job centers / Workforce Centers
- Community Locations such as: libraries, health clubs, banks etc.
- Attending technical and community college educational activities
- Health and fitness activities that help impact better employment outcomes
- Adult Ed Sites / Post-Secondary Schools
- Networking Sites

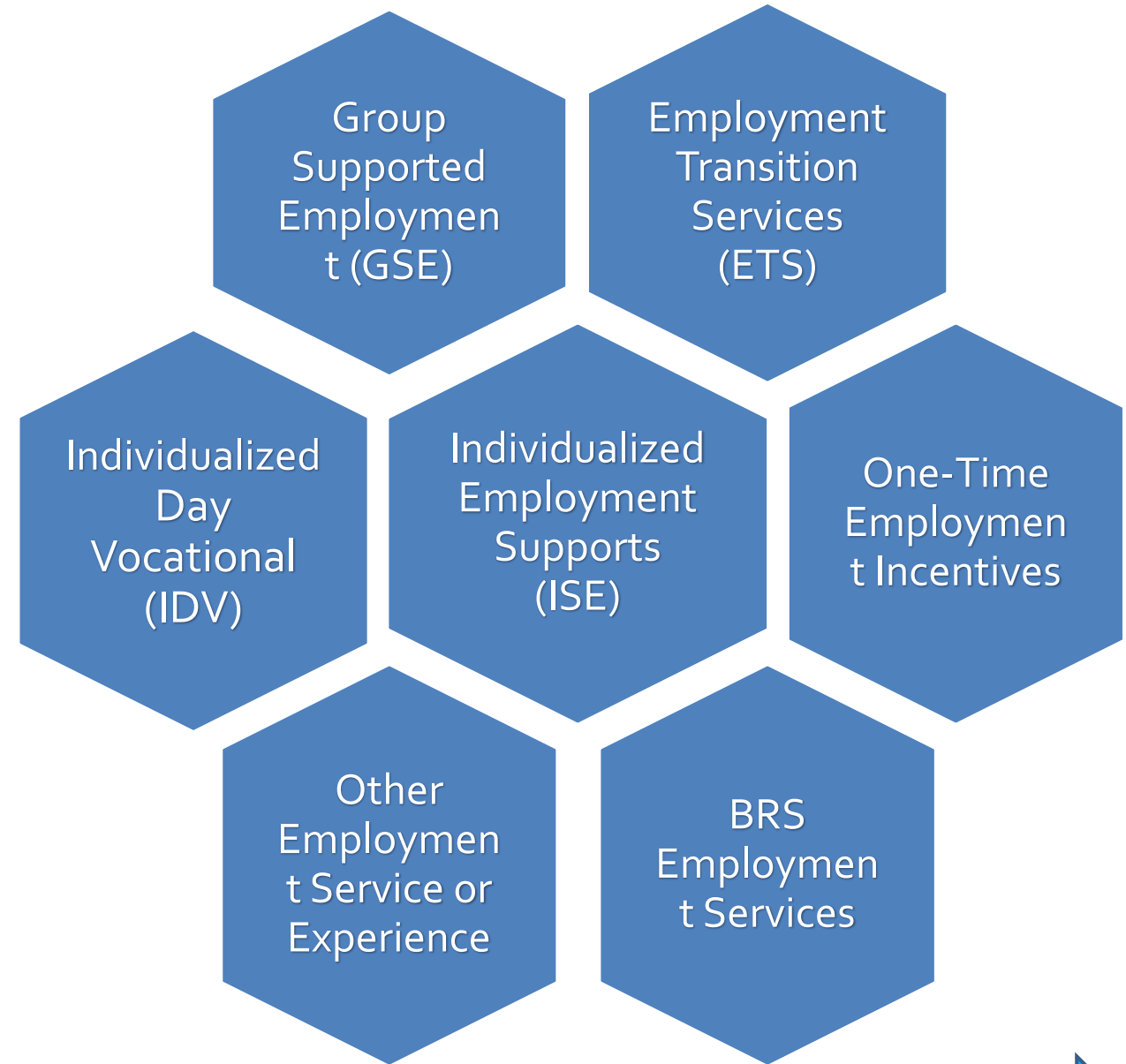


CUSTOMIZED EMPLOYMENT (CE) SERVICES

The logo for the Department of Disability Services (DDS) features the letters "DDS" in a bold, dark blue, sans-serif font. The letter "D" is significantly larger than the "S". A small, dark blue outline of the state of Indiana is positioned within the upper right portion of the second "D". The entire logo is centered within a white square that has a thick blue border.The logo for Aging and Disability Services consists of a teal-colored rounded rectangle. On the left side of the rectangle is a white, stylized graphic element that resembles a curved shape or a partial circle. To the right of this graphic, the words "Aging and", "Disability", and "Services" are stacked vertically in a white, sans-serif font. The entire logo is centered within a white square that has a thick blue border.

Who is CE for?

- 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.



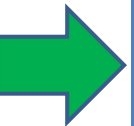
Project SEARCH

Project SEARCH is a 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.

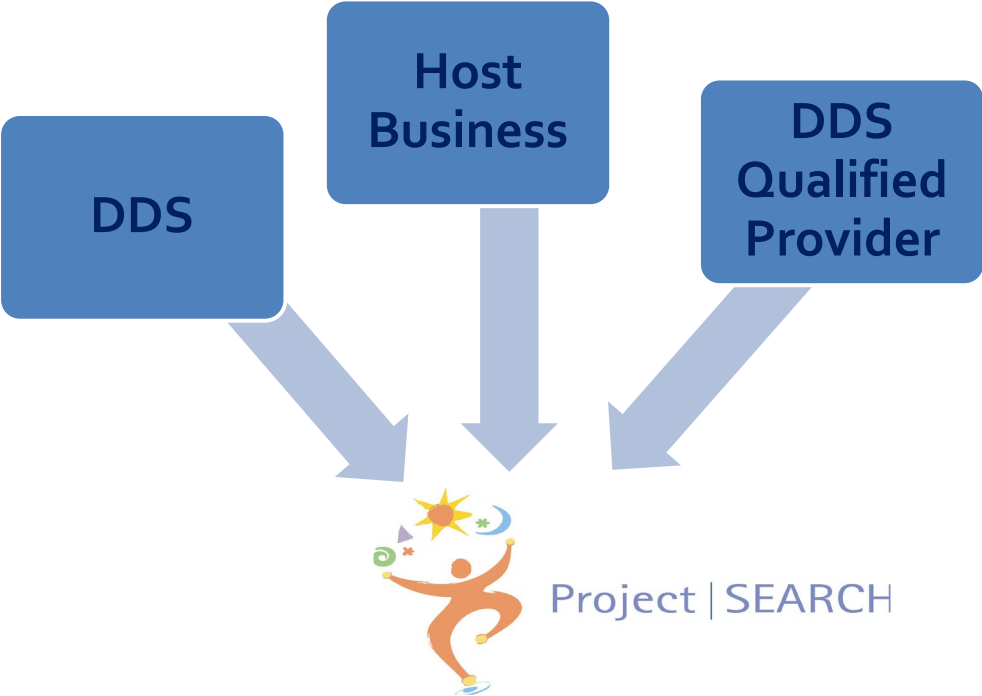
Businesses across the state serve as Project SEARCH host sites with programs run by DDS provider agencies and school partners. The host business provides access to an on-site training room and access to business departments to provide 3 separate internship rotations.

CT has 10 Project SEARCH Sites.

Learn more about Project SEARCH in CT [here](#).



Project SEARCH Host Sites



NORTH REGION	SOUTH REGION	WEST REGION
UConn Health <i>FAVARH</i>	Mohegan Sun <i>UCP Eastern CT</i>	Norwalk Community College <i>Ability Beyond</i>
Hartford Hospital <i>MARC of Manchester</i>	Middlesex Hospital <i>MARC Community Resources</i>	Nuvance Hospital <i>Ability Beyond</i>
Goodwin University <i>MARC of Manchester</i>		Darien YMCA <i>Abilis</i>
		Greenwich Hospital <i>Abilis</i>
		Charlotte Hungerford Hospital <i>Litchfield ARC</i>



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.



THANK YOU!

Please visit us at :

[Employment and Day Services \(ct.gov\)](http://employmentanddayservices.ct.gov)