

How is CE Different from Other Services?



CERTIFIED STAFF

Only staff with active CE Certifications can provide this

service. CE is designed to ensure that YOU are the person leading the way! The service requires greater participation of family, personal networks, and extended supports. CE uses a service team approach.

GOALS

In most cases, positions gained through CE did not exist beforehand. You and your CE staff member work with employers to create a customized position that fits the unmet needs of the employer and your likes, skills, interests, and abilities. The CE certified staff member will work with you, your employer, and your natural supports (those around who support you like a coworker or neighbor) to identify and put in place potential adjustments or accommodations (timers, task lists, etc.) necessary to assist you in your new job.



MORE INFORMATION

For more information about Customized Employment Services, visit our website:

<https://portal.ct.gov/DDS-EDS>

Interested in Customized Employment?

Reach out to your DDS Case Manager or BRS Vocational Counselor and let them know you are interested in CE.

Still Have Questions?

DDS.CUSTOMIZEDEMPLOYMENT@CT.GOV



Qualified Providers that offer Customized Employment Supports:

[Customized Employment Supports \(ct.gov\)](#)

BRS Benefits Counseling – can be accessed when necessary

[Benefits Counseling \(ct.gov\)](#)



State of Connecticut
Department of
Developmental Services



Department of Aging &
Disability Services



CUSTOMIZED EMPLOYMENT (CE) SERVICES

Do you want to work but are struggling to find a job? Customized Employment (CE) is a newer service for job seekers who have not been able to get a competitive job through other employment services. CE focuses on your strengths, skills and abilities and the unmet needs of employers. This approach takes time, and you are the one leading the way. It is very structured and follows a specific process that is organized in three separate phases:



- ❖ JOB DISCOVERY
- ❖ JOB NEGOTIATION, DEVELOPMENT, AND PLACEMENT
- ❖ POST-EMPLOYMENT SUPPORTS



JOB DISCOVERY

Getting to know you

The focus of Job Discovery is not to find a job, but to meet with you and identify up to 3 employment areas of interests.

Team approach



Discovery is time spent between you, your family, and a CE Certified Staff Member to gain a deeper understanding of your interests, likes, dislikes, knowledge, strengths, skills, and abilities.

Carried out over time

The average timeframe for Discovery is between 5-7 weeks. This is different for everyone; the approach is individualized.



Discovery activities may include:

- Observation of you at home
- Meetings with you in community based or family activities.
- Interviewing your circle:
 - Family members
 - Friends
 - Support team
 - Other; neighbors, community members, etc.

Information learned is used to create a Visual Resume (or portfolio or traditional resume, whatever works best!), a Discovery Report and Customized Employment Plan that will lead the remainder of the service. You will review the plan with your team. You have the final say.

JOB NEGOTIATION, DEVELOPMENT, AND PLACEMENT

Negotiation



CE Certified Staff member and you will approach employers and businesses together.

Development

A list of job tasks that fit you has been created to offer potential employers when the unmet needs of a business identified in job development match your strengths and interests.

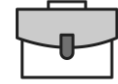
Placement



Potential supports will be identified in advance and are adjusted for each job site to account for your specific needs and the unmet needs of the employer when creating a customized position.



POST-EMPLOYMENT SUPPORTS



On-the-Job

Post-Employment Supports refer to any “on-the-job” support services that may be necessary to guide you as you learn your job and meet your employer’s needs. You will have access to continued supports such as job coaching to maintain your skills and keep your job.

Transition

Once you are employed, you will transition to natural supports or an Individual Supported Employment (ISE) placement. This will allow you to access supports and services from an employment specialist who can provide training and assistance as needed.

