

## BACKGROUND

### Pathway to Competitive Integrated Employment



The goal of Individual Supported Employment (ISE) is to work as a paid employee in work settings that also employ people without disabilities.

These services assist you to find and apply for jobs and offer job coaching support to you 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 you complete your work activities.

### Can I work and keep my current activities?



Depending on your budget, you may be able to continue your current program on the days you are not working. Make sure to review your options with your case manager ahead of time. This way you will know what to expect after you become employed.

### DDS Qualified Providers

Qualified providers are essential to accomplish our goal of delivering quality services.

SEARCH FOR PROVIDERS THAT OFFER ISE:  
CLICK [HERE](#) TO ACCESS THE DDS  
QUALIFIED PROVIDER LIST

## MORE INFORMATION

### Transportation



Service offered to enable you to get to your place of employment or community-based day supports. This may include agency provided transportation, pre-purchased bus tickets / paratransit bus passes, or 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 the individual requires the use of a wheelchair accessible vehicle.

### Portability



Portability means you have control over your supports and the money used to pay for the services you receive. The portability process may be used when you are not satisfied with the services you receive from your current public or private provider, or when you need to change who provides your services for some reason.

### DDS Employment and Day Services website:

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



Department of  
Developmental  
Services



## INDIVIDUAL SUPPORTED EMPLOYMENT (ISE)

Individual Supported Employment (ISE) is a service designed to help you get and keep a job. Services can also help you learn the job and support you in your job as needed. ISE can include the following:

- ❖ CAREER PLAN
- ❖ WORKING INTERVIEW
- ❖ INTENSIVE JOB PLACEMENT AND TRAINING



*IMPORTANT: DDS services are voluntary. Unlike the school years that are mandated by law, services and supports available through DDS are neither mandated nor entitlements, therefore, subject to appropriations from the state legislature every year.*

State of Connecticut  
Department of Developmental  
Services (DDS)

# CAREER PLAN



## Getting to know you

During the development of a career plan, you will meet with an employment specialist for up to 10 hours to explore your work preferences, develop interview skills, and learn about other opportunities while **continuing in your current program**.

## Gathering background and vocational information:

- Education, training, & academic skills
- Benefits & legal status
- Paid competitive employment history & references
- Advocacy skills
- Skills, gifts, strengths, & preferences
- Transportation/safety awareness
- Work environment preferences & accommodations



**Note:** A career plan does not need to be completed in every case, especially if you have already identified employment areas of interest.

# WORKING INTERVIEW

## Trial period

You will have the opportunity to work up to 40 hours while in this trial working interview. You will be paid at least minimum wage and your staff will be paid as well.



A Working Interview gives the employer a chance to see you “in action” and to base their decision to hire on how well you perform in the job, rather than on how well you may interview.

## Questions to consider when choosing an ISE Provider:

- Does your agency have a job developer and employment specialists on staff?
- What community jobs have you found for the individuals you support?
- How many successful job placements has your agency made in the past 12 months?
- How do you modify supports to meet individual needs?
- Do you assist individuals with finding transportation to and from work?

# INTENSIVE JOB PLACEMENT AND TRAINING

## Long term support

After the employer offers you the job, you may still need some extra support. An employment specialist may provide additional hours of job training and support to promote a successful transition to employment.

The employment specialist gradually reduces time and assistance at the worksite.



**QUESTIONS? Email DDS  
Employment and Day Services:**

[DDS.Employment-DayServices@ct.gov](mailto:DDS.Employment-DayServices@ct.gov)