



# ***Employment*** *Services*

*Elevate your workforce! Become a business partner with Imagine! and provide job opportunities and training for individuals with intellectual and developmental disabilities.*

[www.imaginedirectservices.org](http://www.imaginedirectservices.org)



*Imagine! Mission Statement:*

**Creating a world of  
opportunity for all abilities**



*Over 35 years of experience  
assisting individuals with  
developmental disabilities  
find and maintain meaningful  
employment.*



# Letter from the Director

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We are so glad you're considering partnering with us. I'm sure you have questions, or even doubts. Don't worry, you're not alone, and that's what we're here for.

Locally and nationally, companies large and small have launched initiatives to hire individuals with intellectual and developmental disabilities (IDD). Their reasons are many. Some are looking for ways to give back or "lift while they climb." Others may have a personal connection to the IDD community or otherwise have firsthand knowledge that people with IDD are capable of far more than many people assume. Still, others are looking for ways to diversify their workforce and have recognized the value of including neurodiversity in their Diversity, Equity, and Inclusion (DEI) initiatives.

Regardless of their initial motivation, these employers ultimately discover the same thing: this is not charity, it's smart business. The individuals we support through our program have valuable skills to offer the right employer. Like you, they take pride in their work, and their career is a huge part of their identity. They are committed employees that often have better attendance and retention than their peers. This pride and dedication can make them powerful ambassadors for your business and your brand.

When business leaders start on the path to diversifying their hiring practices, many have questions, and most have



doubts. What leaders like you find is that employees with IDD are dependable, motivated, and productive. Employers overwhelmingly rate their employees with IDD as good or very good on performance factors. Studies also show that businesses who hire people with IDD have customers that report higher levels of satisfaction.

More broadly speaking, fostering an inclusive organizational culture creates a more positive and supportive working environment for all employees.

However this pamphlet ended up in your hands, we're glad you're here! We look forward to answering your questions, and to partnering with you to diversify your workforce.

Sincerely,

A stylized, handwritten signature in black ink, consisting of a large 'K' followed by a series of loops and a long horizontal stroke.

Kim Cortes

**Director of Imagine! Employment Services**

# How It Works

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**Prescreen Candidates** - we work with each client to understand their interests, abilities, and goals.



**Find the right fit** - we offer local businesses resumes from candidates who we think are a good fit. Candidates undergo interview process and businesses choose to hire or not.



**Longterm support** - once hired, Imagine! Job Coaches develop relationships with each business and offer support as needed to both employee and employer.



**Imagine! is a state-wide leader in providing services to individuals with developmental disabilities**







Imagine! currently partners with over 30 businesses and organizations in Boulder and Broomfield counties.

Imagine! business partners support our clients in a variety of ways, beyond just hiring them. Check out page 7 to learn more!



# Partner With Us!

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01

## HIRE

*Take advantage of an underutilized market of capable, highly trained, and talented workers.*



## Benefits of hiring through Imagine!

- ✓ **Job Coach** - Ongoing support from an Imagine! Job Coach as needed.
- ✓ **Tax Credit** - Eligibility for the Work Opportunity Tax Credit (WOTC).
- ✓ **Free Course** - Request a FREE disability etiquette course hosted by Imagine!.
- ✓ **Free Training** - An Imagine! Job Coach will help train your new employee, saving you time and money.
- ✓ **Retention** - Employees with I/DD are more likely to stay and grow with your company longer than a high school or college student.
- ✓ **Expand** - Promotes inclusion and diversity within your community, which broadens your demographic and leads to more business.
- ✓ **Business** - This is not charity, this is a strong business decision.

## 02

## HOST

- ✓ **Skill Assessment Session:** *Offer your space and equipment to allow a Job Coach and client to perform a situational assessment, helping them determine interests, skills, learning styles, and supports needed. All you need to do is set up the space and our Job Coach will take it from there!*
- ✓ **State Funded Apprenticeship:** *A client can work up to 160 hours at your business and be paid directly by the state of Colorado. Accompanied by a Job Coach, the client is able to learn more about an industry that they are interested in.*

## 03

## SUPPORT CAREER EXPLORATION

- ✓ **Host Mock Interview:** *Interviews can be intimidating and daunting, especially for those who have little experience. Host a “no strings attached” mock interview with an Imagine! client, helping them build confidence for the real deal.*
- ✓ **Give A Tour:** *A real life or virtual tour of your building will allow clients to experience a potential workplace firsthand and understand what the working environment would look and sound like.*
- ✓ **Host A Meeting:** *Talk to an individual or group from our services about career paths available in your line of work. Participants will have the opportunity to ask questions and get a feel for whether they want to pursue this career path or not.*





## Nate's Story



### Chelsea Leathers

Home Depot Front End Supervisor

*Nate is one of our lot attendants, and has been a great addition to the team! He is a dedicated and hard worker, showing up to every shift with a burst of positivity and joy. When the loud speaker broadcasts a request to load merchandise into a customer's vehicle, Nate is the first to respond and walks over with a big smile and high energy for each customer. This is the type of energy and professionalism we are looking for.*

*His communication is strong, always letting me know when he's going on break or when a task is complete. That is what I need and appreciate. His effective communication sets a great example for my other staff who are still working on this!*

*Caitlyn, Nate's Job Coach, has been the best supporting both Home Depot and Nate, checking in on a regular basis and making sure that Nate has everything he needs to be successful.*

*I don't look at Nate as someone with a disability. We're all human and have our own traits. His coworkers have embraced Nate as one of their own and it's been wonderful to watch the team become stronger because of it.*





# Imagine!

# Job Coaches



## **FREE RESOURCE TO YOUR COMPANY**

You will have ongoing support from an Imagine! Job Coach to ensure clear communication and high productivity with your new hire. Any learning tools or strategies you require can also be used for your entire workforce, enhancing quality of work across the board.



## **WORKPLACE ANALYSIS**

An Imagine! Job Coach can perform a workplace analysis to understand what job roles and duties you offer, as well as determining if you have consistent unmet needs that need attention.



## **ACRE CERTIFIED**

All Imagine! Job Coaches are members of the Association of Community Rehabilitation Educators (ACRE), a national organization that provides trainings, strategies, and accountability for job coaches of vocational rehab.

# Longterm Solutions

Imagine! offers a solution to high turnover. Our clients are eager and excited to work for you because this is more than just a paycheck, this is a career choice, a milestone in their lives.

Your new employee wants to learn, grow, achieve, and be part of a working community just like anyone else who is building their career. And because of that, they are here to stay.



76%

Among employers,  
more than 3/4  
rated employees with I/DD good or  
very good on performance factors.



“We are here to stay”

89% Dependability

87% Integration

79% Work Quality

74% Productivity

84% Attendance

86% Motivation

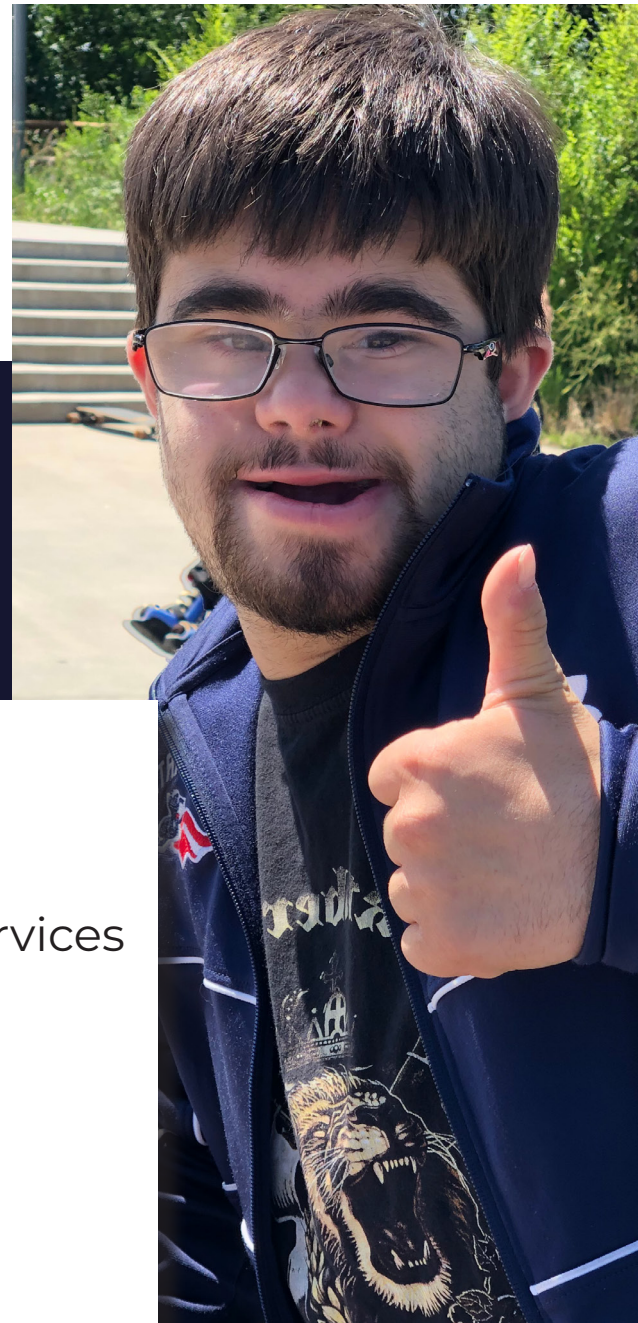


# The Big Picture

*Imagine! provides services to individuals of all ages with intellectual and developmental disabilities and their families.*

*Imagine! was established in 1963 by a group of parents determined to see that their children with developmental disabilities had more opportunities to participate in the community.*

- ✓ Early Intervention
- ✓ School Age Services
- ✓ Community-Based Adult Services
- ✓ **Employment Services**
- ✓ Residential Services
- ✓ Behavioral Health
- ✓ Technology Solutions



**4,317**

TOTAL CLIENTS

**2020**



**127**

ADULTS PROVIDED JOB  
TRAINING AND PLACEMENT



*Get involved today!*



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