

THE Imagine! PULSE

Keeping Our Community Connected & Inspired

PROGRAMS & SERVICES

Employment Services at Imagine! ***Building Inclusive Futures***

At Imagine!, we believe that meaningful employment transforms lives. Our Employment Services team is committed to supporting individuals with intellectual and developmental disabilities (I/DD) in finding and maintaining integrated employment in their communities. Through personalized job development, on-the-job coaching, and strong business partnerships, we help build inclusive workplaces where everyone can thrive.

What Employment Success Can Look Like

Picture this: an individual with I/DD who's eager to work, highly motivated, and ready to contribute, but is unsure how to get started. Maybe they've never held a job before or aren't sure how to navigate an interview. Through Imagine!'s Employment Services program, they're matched with a Job Development Specialist who takes the time to understand their strengths, preferences, and goals.

Together, they practice interview skills, build a resume, and search for job opportunities. When a position at a local business opens up that fits their interests, the individual applies, prepares, and lands the job. That's just the beginning. A Job Coach from Imagine! provides support on-site, helping them learn the job tasks, build relationships with coworkers, and grow their confidence.

Over time, coaching fades their presence as the employee becomes more independent. They take initiative, handle new responsibilities, and feel empowered in their role. What started as an uncertain path has become a success story not just for the individual, but for the employer and the broader community. This is the kind of transformation Imagine! fosters every day in our employment program.

Employment Program's Mission

To educate, advocate, and support individuals with disabilities to become self-sufficient, successful members of the community through integrated employment.

The Employment Journey at Imagine!

Our employment process is personalized and a phased approach to support long-term success for both the employee and the employer.

Phase One: Job Development

Job seekers work with a specialist to identify their skills and employment goals. We partner with the Colorado Division of Vocational Rehabilitation (DVR) to provide services at no cost.

- **Job Preparation:** Resume building, interview practice, and vocational skill development.



- **Job Searching:** Focused search aligned with the individual's interests.
- **Interviewing:** Application assistance and interview coaching.
- **Placement & Onboarding:** Support through training and orientation.

Phase Two: Job Coaching

Once employed, individuals receive ongoing coaching tailored to their needs and workplace.

- **New Hire Support:** Coaches help new employees adjust, learn tasks, and build confidence.
- **Maintenance Support:** Continued assistance as roles evolve.
- **Fading Support:** Support gradually decreases as independence grows, but remains available as needed.

The goal of Imagine!'s Employment Services Program? Empower individuals to advocate for themselves, build peer and supervisor relationships, and succeed on their own terms.

Why Employers Partner with Imagine!

Partnering with Imagine! means building a more inclusive workforce and gaining access to a capable, motivated talent pool. Supported Employment is about fairness, opportunity, and possibility. It ensures that people with disabilities can not only find competitive, integrated jobs in their communities but also thrive in them with coaching and individualized support along the way.

At Imagine!, we don't just introduce a new hire. We offer a true partnership. One that supports your business goals, reduces turnover, and helps foster a workplace culture where everyone can contribute.

What This Looks Like in Practice

Imagine you're running a busy store, restaurant, or office. You're short-staffed, and turnover is high. A candidate is referred to you who is motivated, punctual, and eager to learn. You're interested, but unsure how to support someone with a disability in your workplace.

That's where Imagine! comes in.

Our team doesn't just make the match, we walk alongside you. We help train the employee, answer questions, troubleshoot challenges, and provide disability awareness support for your staff. Our team also offers a free 30minute training to give you tips and tools for working with and managing employees with disabilities. As the employee gains confidence and independence, our presence fades, but we remain available to step back in when needed. We take a human-centered approach to hiring that results in loyal employees, stronger teams, and a company culture that reflects your values.

Benefits to Your Business

Access to Skilled Talent

Individuals we support are dependable, enthusiastic, and motivated to succeed.

No-Cost Services

Thanks to funding from the Division of Vocational Rehabilitation (DVR), all job development and coaching support are completely free to employers.

Work Opportunity Tax Credit (WOTC)

Hiring eligible individuals with disabilities may qualify your business for federal tax credits.

Ongoing Coaching Support

Our ACRE-certified Job Coaches support both the employee and your team to help with onboarding, communication, and long-term success.

Free Managing and Working with Individuals Disabilities Training

We provide staff training to help build inclusive communication and workplace practices.

Higher Retention Rates

Employees with I/DD often bring long-term loyalty and stability, reducing turnover.

Customized Employment Solutions

Whether you're trying to fill a niche task or solve a hiring gap, we help match the right candidate to your specific workplace needs.

Additional Ways to Get Involved

You don't have to be ready to hire to make a difference. Here are other impactful ways to support inclusive employment:

- **Host a Skills Assessment**
Provide your workplace as a setting for job seekers to explore and demonstrate their abilities.
- **Offer a Workplace Tour**
Give small groups an inside look at your company, roles, and culture.
- **Provide a Mock Interview**
Help job seekers build confidence by offering real interview practice with no hiring expectation.
- **Donate to Imagine!**
Support our broader mission to build inclusive communities across Boulder and Broomfield counties.

Our Employment Partners

We're proud to collaborate with businesses across industries, including:

Retail & Grocery

Walmart, Safeway, King Soopers, Walgreens, Ross, Marshalls, 2nd & Charles

Food Service & Hospitality

Panera, The Post, The Sink, Bitty & Beau's, Junkyard Social Club

Community Employers

Home Depot, Goodwill, Niwot Market, InClover, Colorado Athletic Club, Table Mesa Hardware, Brookdale, Lifebridge, Longmont Florist, Alpine Elementary, Century Theater, WeeCasa

These partnerships reflect the power of inclusive hiring and the unique value individuals with I/DD bring to the workforce.

Together, Let's Build Inclusive Futures

At Imagine!, we know that inclusion isn't just the right thing to do, it's a smart decision for businesses and communities alike. When you partner with us, you're joining a network of leaders who value diversity, foster growth, and believe that everyone deserves the opportunity to contribute.

A Pathway to Purpose for Individuals and Employers

Our mission is to create a world where inclusion is the standard, from the application process to the workplace experience. Through greater understanding, awareness, financial equity, and systemic change, we're laying the foundation for a future where, 10 years from now, the lives of those we support are not just different, but better.

For individuals with intellectual or developmental disabilities, it means discovering your strengths, building confidence, and finding meaningful work in your community with support every step of the way.

For employers, it means gaining access to motivated talent, reducing turnover, and building a culture that reflects your values.

Want to join the program whether as an employer or as an individual with I/DD? Have a question or ready to sign up? We're here to help you get started.

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<https://imaginecolorado.org/services/employment-services>