



## **Understanding and Connecting to Adult Services Supported Employment and Day Support Services Training and Transition Services**

The transition from school to adult life can feel overwhelming as you begin to navigate the world of adult services with the ultimate goal of living a meaningful, connected, and productive life. There are many different organizations that can provide support to make this possible. This resource provides contact information on a variety of different organizations that provide training, transition, day, and employment supports. Employment Service Organizations are often referred to as “vendors” or “providers”, and many include Day Support or Community Integration Services.

As you and your young adult plan for the future, think about the young adult’s interests, talents and skills along with the support he or she needs to be successful. Consider conducting informational interviews with service providers you think may be a good fit.

### **What is Employment First?**

Employment First is a national movement that supports the philosophy that all people with disabilities are capable of competitive, integrated employment. Competitive Integrated Employment (CIE) must satisfy three requirements: Competitive earnings, integrated locations, and opportunities for advancement. CIE may be part-time or full-time.

### **Preparing for Employment?**

Pre-ETS (Employment and Transition Services) are available to all students with a disability beginning at age 14 through DARS. DARS (Department of Aging and Rehabilitative Services). You may contact DARS directly or you may work with the Transition Coordinator at your high school to apply for these services. These services include Job Exploration, Work Based Learning Experiences, Counseling on Post-Secondary Education and Training Opportunities, Workplace Readiness Training (these are small group sessions on social, communication, and professional skills) and Instruction in Self-Advocacy. Pre-ETS Services can be provided by DARS staff, approved Employment Service Organizations (ESOs) and other approved providers by DARS.

Once a student is ready for an independent job in the community, the student can apply to DARS for Vocational Rehabilitation (VR) Services.

### **What are Day Support/Community Integration Services?**

These services should provide meaningful day activities. Activities are provided in small groups or one to one settings. These may include general community integration activities such as recreation and leisure, improving social skills, daily living skills, and volunteer experiences. Intensive services

are available for individuals who have a high level of daily living support needs throughout the day. Additional services may include Skilled Nursing, Behavior Support, Speech Therapy, and other Therapeutic Supports such as art therapy, expressive therapy, etc. Some day support centers may also offer self-employment opportunities where artisans are trained and sell craft items, jewelry, cards, etc.

## What are Supported Employment Services?

Employment must take place in an integrated setting. Supported employment falls into two models: **Individual Supported Employment (ISE)** defined as intermittent support, usually provided one-on-one by a job coach who eventually fades out and the individual then relies on natural supports in the workplace. ISE includes job development, job placement, and job training. ISE also can include **Customized Employment** which is competitive integrated employment based on the individual employee's strengths and needs and is designed to meet the specific needs of an employer. It is employment developed through strategies that result in job responsibilities being customized and individually negotiated to fit the needs of individuals with a disability. **Group Supported Employment** is defined as continuous support provided by a job coach to 4-6 individuals with a local company or mobile work crew.

## How are Employment & Day Support Services Paid?

The Community Service Boards and DARS (The Department of Aging and Rehabilitative Services) both contract with and coordinate with service providers to provide day and employment supports. Funding for these services are provided through local funds from the Community Services Boards in Alexandria, Arlington, and Fairfax OR by a Developmental Disabilities Medicaid Waiver OR by DARS. DARS provides funds for Pre-ETS and services for individuals who desire competitive and integrated employment in the community, whether full or part-time through their Vocational Rehabilitation Services. DARS provides short term services to obtain and maintain employment while CSBs and Medicaid Waivers fund long-term employment and day support services.

*Self-Directed Services* (available only through the Fairfax and Arlington Community Services Boards) are funds through the CSB that support an individual to create and maintain their own daily schedule. SDS vision is that individuals with ID/DD can access and actively participate in community-based activities they determine to be meaningful and beneficial. Services can occur in settings that are academic, educational, recreational, social, vocational, and volunteer. The CSB contracts directly with families and provides funds for them to purchase community-based support services of their choice for their family member.

For more information on SDS: In Fairfax County Contact, Joel Friedman [Joel.Friedman@fairfaxcounty.gov](mailto:Joel.Friedman@fairfaxcounty.gov) 703-324-4433. In Arlington County, contact your Support Coordinator at Arlington DHS/IDD Services 703-228-1700.

### Acronyms

Pre-ETS – Pre-Employment Transition Services (Funded by DARS)

VR Services – Vocational Re

GSE – Group Supported Employment

ISE – Individual Supported Employment

DARS – Department of Aging and Rehabilitative Services

CSB – Community Services Board

WISA – Work Incentives Specialist Advocate – provides benefits counseling

The following list includes **Employment and Day Support Providers**, but also includes organizations that provide **Training and Job Exploration Services** in a variety of vocational or special interest areas. This list also includes organizations that support meaningful day activities and employment options for individuals with ID/DD in creative ways outside of the typical service models.

Organization	<b>Best Buddies</b> <a href="http://www.bestbuddies.org">www.bestbuddies.org</a> 6231 Leesburg Pike, Falls Church, VA 22044 703-533-9420
Contact	Amy Colucci <a href="mailto:amycolucci@bestbuddies.org">amycolucci@bestbuddies.org</a>
Services Provided	ISE
Funding Accepted	DARS, CSB, Private Pay
Areas Served	Arlington, Alexandria, Fairfax
Specialized Services	<b>Best Buddies One to One Friendships</b> – programs offered in middle schools, high schools, & colleges <b>Best Buddies Citizens</b> - supports the development of friendships between adults with and without IDD <b>e-Buddies</b> – a safe place online to develop one to one friendships

Organization	<b>Career Support Systems</b> <a href="http://www.careersupport.net">www.careersupport.net</a> 3801 Westerre Parkway Ste C, Richmond, VA 23233 <i>*although headquartered in Richmond, services are provided throughout Northern Virginia</i> 804-261-6788
Contact	Missy King <a href="mailto:missy@careersupport.net">missy@careersupport.net</a> 571-354-8458
Services Provided	Pre-ETS ISE
Transportation Options	Independent, family provided, public transportation
Funding Accepted	DARS, CSB, Medicaid Waiver, Private Pay
Areas Served	Arlington, Alexandria, Fairfax, Prince William, Loudoun
Specialized Services	<b>WISA Services</b>

Organization	<b>Chimes -VA</b> <a href="http://www.chimes.org">www.chimes.org</a> 3951 Pender Drive, Ste 120, Fairfax, VA 22030 703-267-6588
Contact	Jessica Messer <a href="mailto:Jessica.messer@chimes.org">Jessica.messer@chimes.org</a>
Services Provided	Day Support
Funding Accepted	CSB, Medicaid Waiver, private pay
Areas Served	Arlington, Fairfax, Alexandria
Locations	All locations in Fairfax County

Organization	<b>The Choice Group</b> www.thechoicegroup.com 4807 Radford Ave. STE 106, Richmond, VA 23230 <i>*although headquartered in Richmond, services are provided throughout Northern Virginia</i> 804-278-9151
Contact	info@thechoicegroup.com
Services Provided	Pre-ETS ISE
Transportation Options	Independent, family provided, or travel training available
Funding Accepted	DARS, CSB, Private Pay, Medicaid Waiver, Ticket to Work, DVBI, TANF Grant Funding
Areas Served	Arlington, Alexandria, Fairfax, Loudoun, Prince William
Specialized Services	<b>PEERS Curriculum Training</b> – 16- week social skills training for young adults ages 18-29 (funded by DARS, Fairfax County CSB Self-Directed Services, Private Pay) <b>Therapeutic Behavior Services</b> <b>WISA Services</b> <b>Vocational Evaluation</b> <b>Counseling Services</b> <b>Community Support Services</b> <b>Customized Employment</b>

Organization	<b>Community Visions</b> <a href="http://www.comvsllc.net">www.comvsllc.net</a> 17932 S. Fraley Blvd. Ste 205, Dumfries, VA 22026
Contact	
Services Provided	Day Support
Locations	
Funding Accepted	CSB, Medicaid Waiver, Private Pay
Areas Served	Fairfax

Organization	<b>Didlake, Inc.</b> <a href="http://www.didlake.org">www.didlake.org</a> 8621 Breeden Ave., Manassas, VA 20110 703-361-4195
Contact	<a href="mailto:ask@didlake.org">ask@didlake.org</a>
Services Provided	Day Support Intensive Day Support GSE ISE Transportation
Funding Accepted	Medicaid Waiver, CSB, DARS, Private Pay

Areas Served	Fairfax, Alexandria, Prince William
Specialized Services	<b>WISA Services</b>

Organization	<b>ECHO</b> <a href="http://www.echoworks.org">www.echoworks.org</a> 71 Lawson Road SE, Leesburg, VA 20175 703-779-2100
Contact	Day Support: Tori Stewart <a href="mailto:Tori.stewart@echoworks.org">Tori.stewart@echoworks.org</a> GSE: Priscilla Harman <a href="mailto:Priscilla.harman@echoworks.org">Priscilla.harman@echoworks.org</a> ISE: John Graham <a href="mailto:John.graham@echoworks.org">John.graham@echoworks.org</a>
Services Provided	Day Support Intensive Day Support GSE ISE Transportation
Transportation Options	ECHO Transportation Services funded by Waiver
Funding Accepted	Medicaid Waiver, CSB, DARS, Private Pay
Areas Served	Fairfax, Loudoun, Alexandria, Arlington, Winchester

Organization	<b>Independence Center of Northern Virginia (ECNV)</b> <a href="http://www.ecnv.org">www.ecnv.org</a> 2300 Clarendon Blvd, Unit 250, Arlington, VA 22201 703-525-3268
Contact	
Services Provided	Pre-ETS (available in Loudoun only at this time)
Funding Accepted	DARS
Areas Served	Arlington, Alexandria, Fairfax
Specialized Services Offered	<b>Travel Training</b> <b>Social Clubs</b> <b>Independent Living Skills Training</b> <b>Personal Assistance Services</b> <b>Peer Mentoring</b>

Organization	<b>Every1 Can Work (Cameron's Chocolates)</b> <a href="http://www.every1canwork.com">www.every1canwork.com</a> 9639 Fairfax Blvd, Fairfax, VA 22030 703-278-2627
Contact	Ellen Graham <a href="mailto:ellengraham@gmail.com">ellengraham@gmail.com</a>
Services Provided	Supported Employment
Funding Accepted	CSB, Medicaid Waiver
Areas Served	Fairfax

Organization	<b>Inclusive Pathways to Success</b> <a href="http://www.ipstradeschool.org">www.ipstradeschool.org</a> 703-646-0891 <i>*IPS is planning 2 pilot programs for young adults with sever ADHD, Autism Spectrum Disorder, mild ID, and learning disabilities ages 18-30 beginning Fall 2022 (location TBD). The pilot program will be a four-week introduction to carpentry with a strong focus on soft skill development for students. including social and communication skills. Applications will be accepted beginning Spring 2022 and will be assesses by disability professionals.</i>
Contact	Naina Chernoff Hope Hohmann <a href="mailto:info@ipstradeschool.org">info@ipstradeschool.org</a>
Services Provided	Career Exploration/Soft Skill Development/Skilled Trade Training
Funding Accepted	Tuition-based
Areas Served	Northern Virginia
Specialized Services Offered	<b>Carpentry Training (*Beginning Fall 2023)</b> 9 ½ month program to teach students social and communication strategies and carpentry skills in preparation for apprenticeships.

Organization	<b>Jake's Ice-Cream</b> <a href="http://www.sweetjakesicecream.com">www.sweetjakesicecream.com</a> 6353 Columbia Pike, Falls Church, VA 22041 571-378-1885
Contact	<a href="mailto:jakesicecream2020@gmail.com">jakesicecream2020@gmail.com</a>
Services Provided	GSE and ISE
Transportation Options	Public transportation, MetroAccess, family provided, cab, Uber
Funding Accepted	Medicaid Waiver, DARS
Areas Served	Falls Church, Arlington, Alexandria
Specialized Services Offered	All employees learn to do all tasks including setting up and closing up shop, cleaning, sorting stock, making ice-cream, packing pints, scooping cones and cups, making confections, and running the register.

Organization	<b>Job Discovery Inc. (JDI)</b> <a href="http://www.jobdiscovery.org">www.jobdiscovery.org</a> 10345-A Democracy Lane, Fairfax, VA 22030 Fairfax, VA 22030 703-385-0041
Contact	Tiana Pinkney <a href="mailto:tiana@jobdiscovery.org">tiana@jobdiscovery.org</a> Mary Agyare, Program Manager
Services Provided	Day Support

	GSE ISE
Funding Accepted	CSB, DARS, Medicaid Waiver
Areas Served	Arlington, Alexandria, Fairfax
Locations	
Specialized Services Offered	Job Development, Job Placement and Training, Situational Assessments

Organization	<b>MVLE, Inc.</b> <a href="http://www.mvle.org">www.mvle.org</a> 7405 Boston Blvd. Springfield, VA 22153 703-569-3900
Contact	Day Services: LaTonia Adams <a href="mailto:lcadams@mvle.org">lcadams@mvle.org</a> Group Supported Employment: Joanne Orchant Aceto <a href="mailto:jaceto@mvle.org">jaceto@mvle.org</a>
Services Provided	Day Support GSE ISE Employment Readiness Training
Locations	Springfield - 2 Centers for Day Support Services Chantilly – Center for Day Support Services
Transportation Options	Modivcare provided through Wavier providers, Fastran, Diamond, MetroAccess, Families may transport
Funding Accepted	Medicaid Waiver, CSB, DARS, Private Pay
Areas Served	Alexandria, Arlington, Fairfax, Loudoun, Prince William

Organization	<b>Melwood</b> <a href="http://www.melwood.org">www.melwood.org</a> 750 S. 23 <sup>rd</sup> Street, Arlington, VA 22202 703-299-3205
Contact	Day Support: Taquanda Dixon <a href="mailto:tdixon@melwood.org">tdixon@melwood.org</a> GSE: Kylie Folborg <a href="mailto:mfolborg@melwood.org">mfolborg@melwood.org</a> ISE: Donna Seering <a href="mailto:dseering@melwood.org">dseering@melwood.org</a>
Services Provided	Pre-ETS Day Support GSE ISE
Transportation Options	MetroAccess, Modivcare through the Waiver, Families may transport, travel training available with ISE services
Funding Accepted	Medicaid Waiver, CSB, DARS, Private Pay

Areas Served	Alexandria, Arlington, Fairfax, Loudoun, Prince William
Specialized Services Offered	<b>abilIT Program</b> – 14 week instructional program to prepare students for entry level jobs in information & technology. Technical instruction and professional development provided. High school diploma, GED, or equivalent required. <b>Building Paths</b> -14 week construction and pre-apprenticeship credentialing including training in professional development. <i>* Building Paths is available only in MD at this time.</i>

Organization	<b>Next Level Transition Consulting</b> <a href="https://www.nextleveltransition.com/">https://www.nextleveltransition.com/</a>
Contact	Scott Wilbur <a href="mailto:scottwilbur@nextleveltransition.com">scottwilbur@nextleveltransition.com</a> 571-332-2992
Services Provided	<b>Transition Services</b> <b>Career Exploration, Career Planning, and Job Coaching</b> <b>Drop-In Independent Living Support</b>
Funding Accepted	Private Pay, DARS

Organization	<b>MOST Program (Meaningful Opportunities for Successful Transitions)</b> <a href="http://www.jfgh.org">www.jfgh.org</a>
Contact	Marcy Bennett <a href="mailto:mbennett@jfgh.org">mbennett@jfgh.org</a> Kenny Smith (Fairfax) <a href="mailto:ksmith@jfgh.org">ksmith@jfgh.org</a> Corie Salter (Loudoun) <a href="mailto:csalter@jfgh.org">csalter@jfgh.org</a>
Services Provided	One year individualized program of activities to facilitate the successful transition into adult life. Focus on self-sufficiency, community, and vocation.
Locations	Fairfax and Ashburn
Transportation Options	Family provides, MetroAccess, public transportation
Funding Accepted	CSB, Medicaid Waiver, private pay
Areas Served	Arlington, Fairfax, Loudoun

Organization	Phillips Program <a href="http://www.phillipsprograms.org">www.phillipsprograms.org</a>
Contact	Piper Phillips Caswell, President and CEO 703-941-8810
Services Provided	<b>SpringForward</b> (Coming Soon) social enterprises Consultation in implementing the EVERY Employee Framework <b>Skills Training</b> – 3-D and Print Design Training classes offered periodically
Areas Served	Northern Virginia



<b>Specialized Services Offered</b>	<b>The EVERY Employee framework</b> utilizes human center design in the workplace allowing for a diverse workforce with unique abilities and needs to thrive. This tailored workplace approach ensures all workers are valued and respected, earn fair wages, have a voice in governance, and eventually, an ownership stake in the business operation. This replicable and scalable employment framework can be applied in any industry.
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Organization	<b>ServiceSource</b> <a href="http://www.servicesource.org">www.servicesource.org</a> 10467 White Granite Drive, Oakton, VA 22124 703-461-6000
Contact	Community Integration Program: Kathleen Baker <a href="mailto:Kathleen.Baker@servicesource.org">Kathleen.Baker@servicesource.org</a> GSE: Tierra Greene <a href="mailto:Tierra.Greene@servicesource.org">Tierra.Greene@servicesource.org</a> ISE: Lauren Goldschmidt <a href="mailto:Lauren.goldschmidt@servicesource.org">Lauren.goldschmidt@servicesource.org</a> Family Support Services: Sagan Brummett <a href="mailto:Sagan.Brummett@servicesource.org">Sagan.Brummett@servicesource.org</a>
Services Provided	Pre-ETS CIP (Community Integration Programs/Day Support Community Employment Program (AbilityOne and Commercial Contracts) GSE ISE
Transportation Options	Modivcare through the Waiver, Fastran, STAR, MetroAccess, ServiceSource Specialized Transportation Program (available as a complementary service to community integration and/or employment services) Family may transport, some sites are accessible via public transportation
Funding Accepted	CSB, DARS, Medicaid Waiver, Private Pay
Areas Served	Arlington, Alexandria, Fairfax, Prince William, Rappahannock Area (limited)
Locations	Community Integration Services provided in Springfield (2), Alexandria (2), Arlington (2), Oakton, Chantilly, Manassas, Fairfax (opening March 2022) Employment Services provided throughout Arlington, Alexandria, Fairfax, Prince William, Washington DC, and Maryland
<b>Specialized Services</b>	<b>Work Incentives Services/Benefits Counseling</b>

**Autism Spectrum Services** including soft skills clubs and volunteer and internship placements

**PEERS Curriculum Training** – 16 week social skills training for young adults ages 18-29 (funded by DARS, Fairfax County CSB Self-Directed Services, Private Pay)

**Driver’s Permit Program** – 8 week program for individuals interested in taking the learner’s permit exam (funded by DARS, Fairfax County CSB Self-Directed Services, Private Pay)

**Family Support Services** – includes resource navigation assistance, companion services for community support and direct services (available through private pay and self-directed services), Specialized Transportation Services with Uber, Assistive Technology Assessments

**Employment Readiness** – located in Oakton, VA, essential workplace skill building through classroom and community activities (funded by Fairfax County Community Services Board)

**Bloom Self-Employment Program** empowers people with disabilities to use their creative talents, enjoy artistic experiences and learn new techniques. Artisans leverage their talents to create products and then have the option to sell their items via consignment – where 100% of the proceeds go to the Artisan.

Organization	<b>SJCS (St. John's Community Services)</b> <a href="http://www.sjcs.org">www.sjcs.org</a> 7611 Little River Tpke Ste 203 West, Annandale, VA 703-914-2755
Contact	
Services Provided	Day Support Supported Employment
Funding Accepted	CSB, DARS, Medicaid Waiver
Areas Served	Alexandria, Fairfax

Organization	<b>Social Grace, LLC</b> <a href="https://socialgracellc.com/">https://socialgracellc.com/</a> 3100 Clarendon Blvd., Suite 200, Arlington, VA 22201 703-829-6394
Contact	Ginny Conroy <a href="mailto:hello@socialgracellc.com">hello@socialgracellc.com</a> Sarah Kenlon <a href="mailto:Sarah@socialgracellc.com">Sarah@socialgracellc.com</a>

Services Provided	Transition Services
Funding Accepted	Private Pay and DARA
Areas Served	Arlington, Fairfax, Falls Church, Alexandria
Specialized Services Offered	<p><b>Launch into Adulthood</b> – This program is “Coming Soon” and offers customized action plans for 12-24 weeks that support young adults by introducing them to professional environments and internships.</p> <p><b>Community Support Services (CSS)</b> – 1:1 services that support executive functioning skills, life skills, education, travel training, etc. to achieve greater independence in the community.</p> <p><b>Job Coaching</b></p> <p><b>Mentorship</b></p>

Organization	<p><b>SPARC (Specially Adapted Resource Clubs)</b>  <a href="http://www.sparcsolutions.org">www.sparcsolutions.org</a>  P.O. Box 2082, Reston, VA 20195  571-407-1807</p>
Contact	Debi Alexander debi@sparcsolutions.org
Services Provided	Day Support 10-2 Mon thru Fri
Transportation Options	Provided by family or PSA, MetroAccess, public transportation, STAR
Funding Accepted	Private Pay
Areas Served	Community Centers in Arlington, Fairfax, McLean, Reston, Vienna
Specialized Services Offered	<p><b>SPARC Clubhouses</b> provides day support in the community with your PSA (personal support attendant)</p> <p><b>SPARC Connects</b> provides support to families and individuals to connect to resources in the community.</p>

Organization	<p><b>Sunflower Bakery</b>  <a href="http://www.sunflowerbakery.org">www.sunflowerbakery.org</a>  5951 Halpine Rd, Rockville, MD 20851  240-361-3698</p>
Contact	Jody Tick jody@sunflowerbakery.org
Services Provided	Pastry Arts and Hospitality Employment Training
Funding Accepted	Private Pay, DORS (MD)
Areas Served	DC Metro Area
Specialized Services	<p><b>Pastry Arts Training</b> (25 weeks)</p> <p><b>Hospitality Employment Training</b> (26 weeks)</p> <p>Both programs include formal instruction/on-the-job training, a paid internship, support to secure and maintain employment</p>

Organization	<p><b>St. Coletta of Greater Washington DC</b>  <a href="http://www.stcoletta.org">www.stcoletta.org</a>  207 S. Peyton Street, Alexandria, VA 22314  571-438-6940</p>
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Contact	Chantel.jones@stcoletta.org
Services Provided	Day Support
Transportation Options	Family provided, MetroAccess, Modivcare
Funding Accepted	CSB, Medicaid Wavier
Areas Served	Alexandria, Fairfax, Arlington, Prince William
<b>Specialized Services Offered</b>	<b>Artisan Training</b> in weaving, beading, fused glass, and other hand crafts

Organization	<b>STEMskills</b> <a href="http://www.stemskills.org">www.stemskills.org</a> 202-744-2452
Contact	Eric Duer <a href="mailto:eduer@stemskills.org">eduer@stemskills.org</a>
Services Provided	Pre-ETS
Funding Accepted	DARS, Private Pay
Areas Served	Arlington, Fairfax, Alexandria, Loudoun
<b>Specialized Services Offered</b>	<b>STEM-Focused Career Exploration, Skills Training, and Preparation Consultation</b> <b>Summer Programs</b> – career exploration with innovation STEM companies, NOVA Makerspace, DC Metro Travel Training <b>Virtual Afterschool Programs</b> – using live teacher STEMskills Courses <b>Travel Training</b>

Organization	<b>Work Opportunities Unlimited (WOU)</b> <a href="http://www.workopportunities.net">www.workopportunities.net</a> 11510 Georgia Avenue, Silver Spring, MD 20902 <i>*although headquartered in MD, services are provided throughout Northern Virginia</i> 202-615-4467
Contact	Salsi Mane <a href="mailto:smane@workopportunities.net">smane@workopportunities.net</a>
Services Provided	ISE
Funding Accepted	DARS, Private Pay, Fairfax- Falls Church CSB
Areas Served	Arlington, Alexandria, Fairfax
<b>Specialized Services Offered</b>	Job Development, Job Placement and Training, Situational Assessments

Organization	<b>Zeponic Farms</b> 7222 Arley Place, Springfield, VA 22153 571-296-4477 <a href="http://www.zeponicfarms.org">www.zeponicfarms.org</a>
Contact	Zach Zeph management@zeponicfarms.org

Services Provided	GSE (1:4) Half day or full day options available.
Funding Accepted	Self-Directed Services (CSB)
Areas Served	Fairfax
<b>Specialized Services Offered</b>	<b>Skills Training</b> - This is an indoor farm. Training in farming skills including planting seeds, harvesting, packaging products. <b>Therapeutic Consults</b>