

EMPLOYMENT FIRST POLICY

POLICY

Inland Regional Center states that integrated employment will be the first option for every working age adult IRC supports, regardless of the severity of their disability.

PURPOSE

It is the standard of California that integrated employment shall be given the highest priority for working age individuals with intellectual and developmental disabilities, regardless of the severity of their disability. Furthermore, integrated employment is intended to be the first option considered. Inland Regional Center's (IRC) mission includes the promotion of normalization and inclusion into the everyday routines of community life. Consistent with state law and its mission, IRC has developed this Employment First Policy.

PROCEDURES FOR POLICY COMPLIANCE

- Consumers have the opportunity and support to work in employment settings that are meaningful, are valued by the community and are appropriately compensated.
- Consumers have the right to make decisions about all aspects of their lives.
- Consumers live, work, learn and recreate in settings which maximize opportunities to be with persons not paid to be with them.

STANDARDS

The intended outcome of this policy and the implementation of supports that may be needed will lead to a significant increase in:

- The number of individuals with intellectual and developmental disabilities who engage in integrated employment, self-employment and microenterprises, and
- The number of individuals who earn wages at or above minimum wage and
- The number of transition plans which include employment outcomes and services for students with intellectual and developmental disabilities who are 14 years of age or older.

STATUE

Assembly Bill 1041, also known as the Employment First Policy, amended Sections 4646.5 and 4868 of the Welfare and Institution Code, and assed Section 4869, effective January 1, 2014.