

Alternatives to Employment

Connect with your Service Coordinator about other options if employment is not something you'd like to explore at this time.

Do you want go to college?

Talk to your Service Coordinator to find out if a local program can help you reach your education goals.

Getting Help from Your Circle of Support/ Family

- Talk about the type of work that you might like
- Explore training or volunteer opportunities in your community
- Invite your family, peers and anyone important in your life to your IEP, IPE & IPP meetings

For the Circle Support/Family to Consider

- Find out what type of work interests them
- Help prepare them for work or higher education
- Participate in their IEP, IPE & IPP meetings
- Partner with the regional center to take an active role in the planning process
- Consider your contacts in the community as you brainstorm about possible work options
- Ask about new programs being developed through the local adult schools and colleges

Department of Rehabilitation (DOR)

DOR provides consultation, counseling and vocational rehabilitation, job development, job coaching, working with community partners to assist the people they serve.

Learn more about DOR services at: www.dor.ca.gov or call:

- Solano (707) 428-2080
- Napa (707) 253-4924
- Sonoma (707) 576-2233

Napa & Solano County Office

610 Airpark Rd
Napa, CA 94558
Telephone (707) 256-1100
Fax (707) 256-1177
TDD (707) 252-0213

Sonoma County Office

2351 Mendocino Ave
Santa Rosa, CA 95403
Telephone (707) 569-2000
Fax (707) 542-9727
TDD (707) 525-1239

For Referrals:

Early Start Warmline
(Birth to 36 months)
(800) 646-3268

Referral Coordinator
(3 years and over)
(707) 256-1180

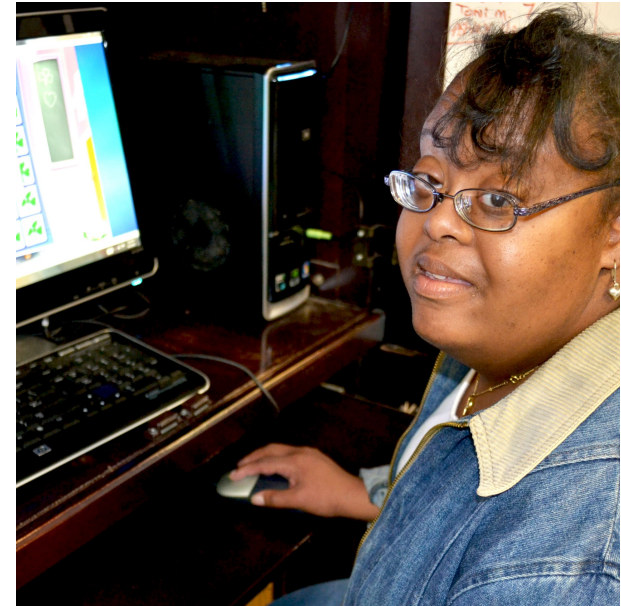


The purpose of North Bay Regional Center is to assist people with developmental disabilities or at risk for developmental disabilities in the North Bay Area to obtain services and supports they need to live as other people live in the community.

www.nbrc.net

Ver. 10.21

Employment First



www.nbrc.net



California's Employment First Policy

Signed into law in October, 2013, by Governor Brown. (www.dds.ca.gov)

This addition to California state law means that competitive employment in the community can become a real choice for individuals with developmental disabilities. Competitive Integrate Employment means getting a job in the community where you are paid about the same as other people doing the same job or at least minimum wage. It could also be working for yourself in your own business or entrepreneurial venture.

The Lanterman Act states in Section 4869(a)(1) "It is the policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities." In other words, the state's "highest priority" is to make "integrated competitive employment" a real choice for people with developmental disabilities.

Regional centers shall provide persons served 16 years or older information about the Employment First Policy. This includes options for integrated competitive employment, and services and supports, including postsecondary education.

Additional Information about the Employment First Policy can be found on the website of the State Council on Developmental Disabilities (www.sccd.ca.gov) as well as the Department of Developmental Services (www.dds.ca.gov).

Considering Work?

It can be a lot of work to get a job. But with the right help, people can get a job and be paid well. If you're thinking about work consider the following:

- What am I good at?
- What do I like to do?
- What workplace would be best for me?

How Can I Find Work?

- Connect with your Service Coordinator about how the regional center can help you prepare, find and succeed at a job, or start your own business
- Volunteer to learn what you like doing
- Talk to your peers and family about your goals
- Explore work training programs at adult school or college
- Ask about employment options and supports at your planning team meetings
- Explore getting employment support from the Department of Rehabilitation (DOR) and your Service Coordinator can help get you started with this
- Work with your team at school to create goals around job skills, interests and volunteer or paid work experience

Your Individual Program Plan (IPP) & Employment

When you meet with your Service Coordinator to discuss employment opportunities, the first option that will be considered is competitive employment. Competitive work is a real choice. Your Service Coordinator can help you find resources in the community to support your employment interests and goals.



Supported Employment Programs (SEP)

Adults who want to work may be eligible for Supported Employment services. Supports could include job development, transportation training, and specialized job training. The decision about whether or not Supported Employment is the right service is made by the planning team. The adult, his or her Service Coordinator, the Department of Rehabilitation and other members of the planning team work together to create an agreement about the supports that might be most helpful. Supported Employment can be provided in individual or group settings, depending upon the needs, interests, talents and skills of the person.

Tailored Day Services (TDS)

TDS is designed to maximize a person's individualized choices and needs, with customization of day services in lieu of any other regional center vendored day or vocational program. This is a part-time and community-based program.

Paid Internship Program (PIP)

The intent of PIP is to increase the work experience, skills and abilities of clients 18 years and older who are on the path to achieving employment and choose via the Individual Program Plan (IPP) process to participate in an internship.

Wage funds are available to a maximum of 1,040 hours per year. The PIP funding year begins on the start date of the person's paid internship and ends up to 365 days later.

The goals of PIP must include:

- The acquisition of experience and skills in the area of the individual's interest for future paid employment; or
- For the internship to lead to paid employment in the same job.