



## Employment First Policy

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The Lanterman Act (Welfare and Institutions Code Section 4869) states that it is the policy of California that integrated competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disability. Furthermore, it states that integrated competitive employment is intended to be the first option considered by planning teams. San Gabriel Pomona Regional Center's (SG/PRC) mission includes the promotion of independence and full integration into community life. Consistent with state law and its mission, SG/PRC has developed this Employment First Policy.

Employment is a significant way for adults to lead an independent and productive life. Therefore, integrated and competitive work shall be the first option considered for all working age individuals served by SG/PRC. SG/PRC recognizes that individuals may need training and/or other supports to achieve integrated competitive employment. This training may include individual and group job coaching, job exploration, technical or vocational training, post/secondary education, and internship programs.

This policy shall be applied to individuals, through their IPP, who are currently attending work activity programs and day programs, as well as those seeking new services. SG/PRC shall work with local educational agencies, school-age planning teams, and community organizations to promote this policy. SG/PRC shall provide individuals with developmental disabilities who are sixteen years of age and older and their families with information about the Employment First Policy. For individuals with developmental disabilities in school who are sixteen years of age or older and their families, SG/PRC shall coordinate goal development and transition planning from school that includes the Employment First Policy. SG/PRC supports the development of new day and work services that have employment as the goal for each individual.

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**This policy was reviewed and approved by Board of Directors and is effective immediately:**