

Fantastic Facts

About Hiring People with Developmental Disabilities

Are you an employer looking for a great intern or employee? Here are some reasons why you should consider our talented individuals.

Reliability, Productivity, & Loyalty

- #1. Rated higher with less sick days and low absenteeism.
- #2. Arrives to work on time daily and returning on time from breaks more than co-workers.
- #3. Dupon Study showed 90% of employees with disabilities rated average or better on job performance.

Low Cost Supervision

- #4. Systems are in place to match employer needs with employee job skills.
- #5. No-cost consultation and technical assistance is available to help employers hire people with developmental disabilities.

Increase In Employer Bottom-Line And Cost Savings

- #6. According to Walgreens, disabled employees had lower accident rates, lower medical treatment costs, and lower overall costs associated with accidents.



Tax Incentives and Credit

- #7. Marriot reported 6% turnover rate among persons with disabilities vs. 52% overall.
- #8. *The Work Opportunity Tax Credit* allows employers to earn up to 40% of tax credit of a new employee's first year wages.
- #9. *The Barrier Removal Tax Deductions* allows businesses to make annual deductions to expense related to removing physical, structural, and transportation barriers for people with disabilities.
- #10. In most cases, 80% of accommodations will cost less than \$500, which are tax deductible.

Promotes Positive Corporate Image and Workforce Diversity



- #11. Based on a survey conducted by the University of Massachusetts, 87% of those surveyed would prefer to give their business to companies that hire individuals with disabilities.
- #12. Institute for Corporate Productivity research report surveyed several corporations, reported the following benefits:
 - 47% - reported an inclusive culture is attractive to talent pools.
 - 60% - supported their diversity and inclusion strategy.

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Paid Internship Program (PIP)



The Program Purpose

To promote competitive integrated employment by introducing employers to a pool of motivated individuals who bring talent, innovation and diversity to the workplace.



Benefits of an Internship

Participating in an internship can enhance your professional growth and increase your marketability when looking for employment. Those with internship experience are more likely to attract employers in the competitive job market because they require less training and are more ready for real on the job responsibilities. Below are six reasons as to how internships can help build your profile.

1. **Gain valuable work experience/resume building.**
It is a competitive job market and many employers are looking for individuals with real work related experience. But if you are entering the workforce with little or no experience, internships will allow you to develop work experience to add to your resume for future employment opportunities.
2. **Explore a career path.** How do you know what career path is best for you? Internships will allow you to work in the field of your interest or to explore a potential career path to see if it is the right choice for you. You can explore the type of work culture and environment that best suits your skills.
3. **Develop and refine technical and soft skills.** Internships not only help you put into practice what you've learn through coursework, but what you will actually do in the workplace. You will have hands on experience using various tools of the trade as well as learning how to work or collaborate with co-workers and supervisors. Development of professionalism, communication skills, and working in a diverse environment are put into practice.

Benefits of an Internship

4. **Gain confidence and feedback for growth.**
Having work experience through an internship will help you gain confidence when applying for jobs in the same or similar field. You will have a better understanding of job and work performance expectations. Feedback from the employer will help you learn your areas of strength as well as areas that would benefit from additional training.
5. **Network with professionals in the field.**
Along with gaining work experience, is the ability to build connections with potential employers for future job opportunities. Staying connected with your peers, supervisors, and other professionals are good for references and will keep you up to date with trends in that industry.
6. **Job acquisition.** Many businesses incorporate the use of internships to help them identify potential employees. If the intern and business is a good fit for one another, the employer may extend a job offer. Although job acquisition is not automatically guaranteed, internship experience certainly provides an edge above other applicants.



What is the Paid Internship Program (PIP)?

Beginning July 2016, the Department of Development Services (DDS) authorized funding for regional centers to offer the paid internship program (PIP) for individuals with development disabilities.

The PIP allows individuals to develop and gain vocational skills or work experience in the area of the individual's career interest. The goals of the PIP includes skills acquisition for employment in a competitive integrated work environment that will lead into full or part time paid employment at the same job or future paid employment. The development of a PIP for eligible interns is completed through the individual program plan (IPP) process. If your individual is interested in participating in an internship, please contact your Service Coordinator for information.