


Fantastic Facts About Hiring People with Developmental Disabilities

Reliability, Productivity, & Loyalty

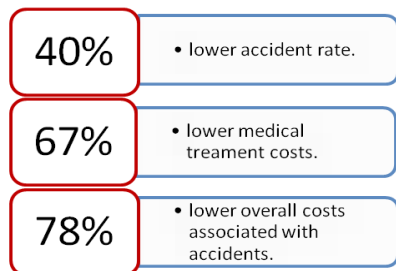
- #1. Rated higher with less sick days and low absenteeism.
- #2. Arrives to work on time daily and returning on time from breaks more than co-workers. 
- #3. Dupon Study showed 90% of employees with disabilities rated average or better on job performance.

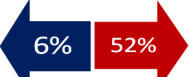
Low Cost Supervision

- #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:



- #7. Marriot reported 6% turnover rate among persons with disabilities vs. 52% overall. 

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Tax Incentives and Credit

- #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. A 2014 Institute for Corporate Productivity research report surveyed several corporation reported the following benefits:
 - 47% - reported an inclusive culture is attractive to talent pools.
 - 60% - said it supports their diversity and inclusion strategy.

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EASTERN LOS ANGELES
REGIONAL CENTER

got internship?

The Paid Internship Program (PIP)



RECRUITMENT

“The purpose of PIP is to increase the vocational skills and abilities of consumers who choose, via the Individual Program Plan (IPP) process, to participate in a paid internship.”

- Any individual with an employment goal who is of legal working age and eligible to work may participate in PIP.



About Us

The Eastern Los Angeles Regional Center is a private, non-profit social services organization contracted with the Department of Developmental Services to provide services to individuals with developmental disabilities.

Our Mission

The promotion of independence and full integration into community life through competitive integrated employment of individuals with developmental disabilities.

The Purpose

To give Employers access to a pool of motivated individuals who bring fresh thinking, innovation, and diversity to their workplaces.



About the Paid Internship Program

Recent State Legislation has provided funding for employers to be reimbursed up to \$10,400 per year towards the full - or part-time employment of an individual with a developmental disability.

Frequently Asked Questions

Q: What is the length of the internship?

A: There is only a maximum allowable cost of **\$10,400** per year, per intern. There is no set length of time or number of hours to be completed.

Q: Is the Employer required to hire the intern after the internship is over?

A: No, however if you/the intern have done a good job and your employer has an open position we strongly encourage your employer to hire you/the intern as a permanent employee. Please refer to the back of the pamphlet to learn about "Fantastic Facts About Hiring an Individual with Development Disability."

Q: Who is responsible for paying the intern and what is the hourly salary?

A: The employer, Supporting Vendor, or a Financial Management Service (FMS) provider. The intern must earn at least minimum wage or the same earned by other employees doing the same job.

Q: What types of jobs are allowable?

A: Any job; the only requirement is that the

intern must earn at least minimum wage doing a real job in the community, work with people who do not have a disability, and enjoy the same level of benefits and opportunities for advancement.

Q: What is the goal of PIP?

The internship must help the intern reach one of the employment goals that were chosen during the IPP meeting. Additionally, the internship must be likely to result in ongoing employment at the internship site or similar workplace.

Q: What documentation is needed from the employer?

The employer must submit monthly progress reports, time sheets, wages, and associated expenses.

Q: Who is responsible for supervision of the intern?

A: The employer can provide overall supervision of the intern or the employer may choose to have a service provider provide individualized support to the intern as needed.

Q: Who can I contact to get started?

Your Service Coordinator or
George M. de la Loza,
Employment Specialist
(626) 299-4627
Email: gdelaloza@elarc.org

