



EMPLOYMENT OPTIONS



**Employment First Policy,
(Senate Bill 1041); this booklet is intended
to clearly define competitive employment,
microenterprise, and self employment for
persons with intellectual disabilities and
identify existing resources.**

**ELARC is committed to
identifying strategies, best practices and
incentives to increase integrated and
gainful employment opportunities
for people with
intellectual disabilities.**



Employment Resources

Department of Rehabilitation

www.dor.ca.gov

Department of Developmental Services

www.dds.ca.gov

Social Security Administration (SSA)

www.ssa.gov

Employment Development Department

www.edd.ca.gov

Employment Supports & work Incentives

www.DisabilityBenefits101.org

www.chooseWork.net

Www.SSA.gov/redbook



Other resources to consider:

- Family, consumer and other private resources
- Other state and local generic resources
- Small Business Administration
- One Stop Work Source Centers
- Private Trusts
- Veteran's Administration (VA)

POSTSECONDARY EDUCATION

Is Education after the high-school level.

Resources:

[www .ThinkCollege.net](http://www.ThinkCollege.net)

This is a website for transition-age students with intellectual disabilities, their parents and the professionals who work with them. The site has a database of colleges across the country that support the inclusion of students with intellectual disabilities, as well as resource materials on person-centered planning, funding options, and the differences between high school and college. Discussion boards, a listserv and publications are also available.

[www .going-to-college.org/](http://www.going-to-college.org/)

This site contains information about living college life with a disability. It is designed for high school students and provides video clips, activities and additional resources that can help students get a head start in planning for college.

www.communityinclusion.org

ICI offers training, clinical, and employment services, conducts research, and provides assistance to organizations to promote inclusion of people with disabilities in school, work, and community activities.



COMPETITIVE EMPLOYMENT

is work in the competitive labor market that is performed on a full-time or part-time bases in an integrated setting; and for which an individual is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled.

MICROENTERPRISE

is a small business owned by an individual formed around the person's interest and developed based on market needs and interests. Is a subset of customized employment. A thorough self sufficient business plan is developed, implemented and maintained by the owner with or without reasonable support. The individual will demonstrate and establish their financial means. The small business shall comply with all regulatory requirements stipulated in Title 17 sections 7136.8



Self-employment is the act of generating one's income directly from customers, clients or other organizations as opposed to being an employee of a business (or person).

In the United States, any person is considered self-employed for tax purposes if that person is running a business as a sole proprietorship, independent contractor, as a member of a partnership, or as a member of a limited liability company that does not elect to be treated as a corporation.

Other options:

CUSTOMIZED EMPLOYMENT

individualizes the employment relationship between an individual seeking employment and employers in ways that meet the needs of both. It is based on a personalized determination of the strengths, requirements, and interests of an individual with a disability, and is also designed to meet the specific needs of the employer. Customized Employment is not a program but rather a set of principles and strategies that result in employment. It may include employment attained through self employment job development, entrepreneurship, or restructuring strategies that result in job responsibilities being customized and individually negotiated to fit the need of the individual with a disability.



SUPPORTED EMPLOYMENT

is paid work that is integrated in the community for individuals with intellectual disabilities. This includes provision of ongoing support services necessary for the individual to retain employment. Supported Employment may be provided in individual or group setting.

WORK ACTIVITY PROGRAM (WAP)

is a service provided through the Department of Rehabilitation that include paid work, work adjustment and supportive habilitation services in a *sheltered work shop* sheltered workshops, work activity centers, or community-based work. Work activity programs WAP's may include developing good work safety practices, money management skills, and appropriate work habits. Supportive habilitation services may include social skill and community resource training as long as the services are necessary to achieve vocational objectives.

Paid Internship Program (PIP)

is intended to increase the vocational skills and abilities of consumers through the acquisition of work experience and skills necessary for future paid employment. Internships are available to any consumer with an employment goal who is of legal working age and eligible to work. Program details are as follows: 1) Wages will be at least minimum wage at the same rate as others doing the same job with the same benefits and opportunities for advancement; 2) The consumer must be employed in a real job, doing real work, in the community working with individuals who do not have disabilities; 3) The intern must achieve an employment goal as identified in the IPP; 4) The internship must result in ongoing employment at the internship site or a similar workplace; 5) Multiple internships may be possible for a variety of employment models, including self-employment, enterprises & apprenticeships, and other business opportunities .