

**GOLDEN GATE REGIONAL CENTER  
BOARD OF DIRECTORS  
EMPLOYMENT FIRST POLICY**

The Golden Gate Regional Center (GGRC) Board of Directors adopts this Employment First Policy in support of recently enacted Assembly Bill 1041 and the work of the State Council on Developmental Disabilities.

**POLICY**

***Integrated employment will be the first option considered for every adult supported by GGRC.***

**PRACTICES**

GGRC acknowledges the potential impacts and supports necessary in the following areas. GGRC will provide assistance to:

The People We Support:

- Additional orientation and information concerning the social and financial benefits associated with work, the effects of this policy on their range of service options, and GGRC's commitment to them.

Their Families and Advocates:

- Effective transition planning with the expectation that everyone will be provided with work options and expected to make contributions to their communities.
- Access to resources for a better understanding of public benefits, work incentives, and the actual impact of earnings on these benefits.

Service Providers:

- Assistance with developing plans to increase support capacity for income generation among the people they support.
- A forum for peer modeling – learning promising practices from one another to increase support capacity in our catchment area.
- Techniques for outreach to their respective business communities.

At GGRC, we will internalize this policy throughout our organization:

- Social Workers will support this message and will assist in identifying community employment resources available.
- Quality Assurance systems will emphasize and commend employment outcomes, collect and publish data in support of our progress, and serve as a repository of creative solutions and promising practices observed among providers.
- Management will embrace this policy, understand the impacts and ramifications of all GGRC operations, and commit support towards implementation.
- Resource Development efforts and energies will emphasize employment options in all new program offerings.

- Accounting and Administration will reflect data on costs, savings and innovative practice.

#### **RATIONALE**

This policy supports the intent of the Lanterman Act and the following values held by GGRC:

- That services and supports be available so that persons with developmental disabilities can approximate the pattern of everyday living available to people without disabilities of the same age,
- That services and supports assist people to integrate into the mainstream life of the community, and
- That those services and supports result in more independent and productive lives for the persons served.

The intended outcome of this policy and the implementation supports will lead to a significant increase in:

- The number of individuals with developmental disabilities who engage in integrated employment, self-employment, and microenterprises, and
- The number of individuals who earn wages at or above minimum wage, and
- The number of transition plans which include employment outcomes and services for students with developmental disabilities who are 14 years of age or older.

***This Employment First Policy shall not limit service and support options otherwise available to the people we support or their rights, or, where appropriate, the rights of parents, legal guardians and conservators.***