

Redwood Coast Regional Center
Board of Directors
Employment First Policy
“Real Jobs with Real Pay for Real People”

RCDSC Policy #17

Purpose:

The Lanterman Act says people with developmental disabilities have a right to choose services and supports to help them live the most independent and productive lives possible, and that the regional center will offer people services and supports to live, work, learn and have fun in their community.

“It is the vision of Redwood Coast Regional Center that all people in our community, including individuals with developmental disabilities will live, learn, work, travel and play in the best, most inclusive environments”,
(An excerpt from Redwood Coast Regional Center Vision statement).

Policy:

Redwood Coast Regional Center recognizes and values people with developmental disabilities. People entitled to regional center services have the same rights and responsibilities as any other person, and are contributing members of our diverse communities.

Redwood Coast Regional Center believes that employment empowers people to live productive lives, contribute to their community and is a way to meet and make friends.

The first option that Redwood Coast Regional Center will encourage and support is for people with developmental disabilities to work and receive the same pay and benefits as any other person.

If a person does not choose paid work; volunteer work and other opportunities will be supported.

Scope and Responsibility:

To promote, support and ensure success of the Redwood Coast Regional Center Employment First Policy, RCRC will:

- Share the employment vision with all people during their Individual Program Plan (IPP) and annual review meetings
- Advocate for and promote employment goals for children and working age adults
- Share this policy with all current employees and all new RCRC employees during their introductory period
- Share this policy with all current service providers and all new service providers during the vendorization process
- Expect all RCRC staff and service providers to embrace and facilitate employment outcomes
- Provide Employment First education and training to all stakeholders
- Work collaboratively with community partners so people receive the training and/or other supports needed to secure and keep the job and profession of their choice
- Work collaboratively with service providers, educational agencies and institutions, the Department of Rehabilitation and all community organizations to promote employment
- Support youth to develop employment goals and encourage transition age planning to secure work
- This policy will be prominently displayed in each RCRC office