

Alta California Regional Center
Board of Directors

BOARD POLICY

Employment First Policy

Alta California Regional Center (ACRC) acknowledges and supports the value of work in integrated community settings. Therefore, ACRC shall give the highest priority to promoting opportunities for integrated, competitive employment for individuals with intellectual and/or developmental disabilities, regardless of the severity of their disabilities.

This Employment First Policy and the activities of the Planning Team shall first honor and respect the rights of the people we serve to make individual informed choices regarding preferred activities when considering the option of integrated competitive employment.

ACRC shall promote:

- Employment as a primary consideration in the Individual Program Plan (IPP) throughout the Planning Team process.
- The identification of community resources available through outreach.
- A partnership with Special Education Local Plan Areas (SELPA's), and Local Education Agencies (LEA's) to enhance pre-employment skills through transition planning which emphasizes employment during and after high school.
- Collaboration with post-secondary institutions to support this policy.
- Partnership with the Department of Rehabilitation to support the goal of integrated competitive employment.
- Support from the State of California for integrated, competitive employment opportunities.
- The development of partnerships with community-based businesses and industry.
- Partnerships with public entities in providing resources for employment opportunities.
- Efforts by service providers to increase competitive employment opportunities for the clients they serve.
- Education of clients, staff, and management at ACRC to the value of employment for clients.