

Alta California Regional Center

Alta California Regional Center (ACRC) is a private non-profit corporation operating under annual contract with the California Department of Developmental Services. ACRC is one of 21 regional centers in California established by the Lanterman Mental Retardation Services Act of 1969.

ACRC currently provides supports and services to approximately 13,000 individuals with developmental disabilities and their families in the following counties: Alpine, Colusa, El Dorado, Nevada, Placer, Sacramento, Sierra, Sutter, Yolo, and Yuba.

WebSite Resources:

- Alta California Regional Center
www.altaregional.org
- Department of Developmental Services
www.dds.ca.gov (click on “[habilitation services](#)”)
- ADA/Rehabilitation Act
www.icdi.wvu.edu/ena-file.htm
- The Job Accommodation Network (JAN)
<http://janweb.icdi.wvu.edu>
- Department of Rehabilitation
www.dor.ca.gov

Alta California Regional Center
November 2004

WORK OPTIONS

**for people with
developmental disabilities**

“I Choose to Work.”

One thing is certain: many people with developmental disabilities express a desire to work. They want to lead lives like people without disabilities. People with disabilities want to have the choice and the chance to work at a job that is meaningful for them and to gain the independence and responsibility that comes from having a job.



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“Working” Philosophy

The mission of Alta California Regional Center (ACRC) is to ensure that persons with developmental disabilities receive the services and supports they need to lead more independent, productive and normal lives and to make choices and decisions about their own lives.

In the realm of work and work options, it is the goal of ACRC to encourage employment of people with disabilities in the community through collaboration with public and private agencies and businesses. We believe hiring individuals with developmental disabilities connects employers with a rich source of workers who are assets to the company for which they work.



Alta California Regional Center’s Employer of the Year Awards:

- 1998 - La Bou
- 1999 - K-Mart
- 2000 - The Home Depot
- 2001 - David Berkley Fine Wines & Specialty Foods
- 2002 - Davis Waste Removal
- 2003 - Long John Silver’s
- 2004 - Nissan, North America, Inc.

Success Stories



One employer stated, “In CH’s five years at our convalescent home, CH has been the employee of the month twice. She has a very important job here. The residents love her!”

TM says, “I started working at a gas station, and then I wanted more, so I went to Jr. College and got a job as a Consumer Advocate at a non-profit agency. I like my job. I learned how to use the copy machine, be a professional, and get organized! I like making my own money and I’m going to look for my own apartment tomorrow.”



AB says, “I have bosses that are nice to me, listen to what I have to say, and let me try new things when I have been doing my regular job well. I like my own job, my friends at work, and making my own money.”

Where are People Working?

CB is a woman who is hearing impaired. She works for a Sacramento auto insurance company in their processing center as a data entry clerk. CB started as a part-time employee, and after 1 ½ years she is now working full-time. The employer is very happy with her and “wishes they had more employees with her good work skills and her super personality.” CB is the first of four people with developmental disabilities hired by this employer.



JT was hired as a Restorative Aide, a non-certified position, at a local nursing home. JT is very happy in her new position.

SP is a 62 year old woman who is hearing impaired. She was hired by a private corporation as a fingerprint clerk. She has overcome many barriers and is very excited about her new job.

Restorative Aide - local nursing home
Building Maintenance Support - automobile dealership
Kitchen Helper - retirement community
Stock Clerk - major linen supply franchise
Maintenance Worker - large department store
Stock Clerk/Dressing Room Attendant - department store chain
Landscape Gardener - self employed
Inventory control Assistant - high tech firm
Recycler - developer
Security Officer - security company
Custom Cabinet Maker - cabinet shop
Accounting Processor - auto insurance company
Claims Processor - auto insurance company
Drafter - architectural firm
Maintenance Mechanic - resort/hotel
Truck Driver - construction company
Food Worker - hospital
Dental Assistant - Doctor's office

Work

Competitive Employment: A job in the community that you might find on your own. Your employer provides you with the support and training you need to do the job.

John works as a landscape maintenance person. He finds all of his own clients and works on his own.

Supported Employment: Employment in a community setting such as a private business or public agency. Here you receive ongoing support services from a supported employment agency. These support services are provided on the job site by a Job Coach. The amount and type of services vary depending on the type of support you need to do the job.

- Support services may include helping you find a job by matching your interests and abilities with different types of jobs.
- Support services may include on-the-job training.
- Jobs may be in individual or group settings.

Barb and Don work for an agency that provides public transportation. They work in a group with their co-workers called an “enclave.” They have a Job Coach who supports them at their work-site daily.

Supported employment is funded initially by the California Department of Rehabilitation with ongoing job coaching funded through the Regional Center.

More Work Options:

Work Activity Programs: If you are not quite ready for supported employment or competitive work, there are vocational or job-training services that are offered to prepare you for supported employment.

The work assignments offered in these programs are based on contracts made between employers in the community and the vocational agency. This type of work is done in a workshop setting and is designed to teach vocational skills.

This service is funded by and coordinated through the Regional Center.

Agencies That Provide Work Opportunities in our 10-County Area

Cole Vocational Services, Community Integrated Work Program, Community Resource Services, Developmental Disabilities Service Organization, Inc., Easter Seals of Superior California, Elk Grove Adult Community Training, Goodwill Industries, Integrated Employment & Community Enterprises, McClaskey Adult Center, Mother Lode Rehabilitation Enterprises, Inc., Neighborhood Center of the Arts, Next Step, Norcal CLIC, Opportunities for the Handicapped, PRIDE Industries, Progressive Employment Concepts, Lincoln Training Center, In Alliance, Southside Art Center, United Cerebral Palsy of Greater Sacramento, Inc., Vocational Training and Employment, and Yolo Employment Services, Inc., are just some examples of agencies in the ACRC 10-county area.

I Want to Work...Where Do I Start?

Your ACRC Service Coordinator will act as your partner and assist you in choosing a work program. Your Service Coordinator will check to see if you are eligible for other programs and services also.



Contact your Service Coordinator at Alta California Regional Center to help open your case with the California Department of Rehabilitation. You may also contact the Department of Rehabilitation directly.



You must be at least 18 years of age to be eligible for Department of Rehabilitation work-related services.



The Department of Rehabilitation will assist you in identifying the types of work you are interested in and the skills you have.



To get more information, or to arrange a tour of different supported employment agencies, contact your Service Coordinator or the Department Of Rehabilitation.



Once a supported employment agency has been identified, they will do an intake interview. A Job Developer will be assigned to you to help you obtain an appropriate job placement. Once a job is found, you will be assigned a Job Coach.



Your Job Coach will help you learn your job duties, as well as other skills needed to be successful in your job. These might include understanding what your boss expects from you and how to get along with your co-workers.