



Paid Internship Program



4151 E Commerce Way, Suite 100
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Fantastic Facts About Hiring People With Developmental Disabilities

Reliability, Productivity, & Loyalty

- Rated higher with fewer sick days and low absenteeism.
- Arrive to work on time daily and returning on time from breaks more than co-workers.
- Dupon Study showed 90% of employees with disabilities rated average or better on job performance.

Increase In Employer Bottom-Line and Cost Savings

- According to Walgreens, disabled employees had:

40%	• lower accident rate.
67%	• lower medical treatment costs.
78%	• lower overall costs associated with accidents.

- Marriot reported 6% turnover rate among persons with disabilities vs. 52% overall.

Tax Incentives and Credit

- The Work Opportunity Tax Credit allows employers to earn up to 40% of tax credit of a new employee's first year wages.
- The Barrier Removal Tax Deductions allows businesses to make annual deductions to expense related to removing physical, structural, and transportation barriers for people with disabilities.
- In most cases accommodations will cost less than \$500.



About Us

Alta California Regional Center is a private, non-profit social services organization contracted with the Department of Developmental Services to provide services to individuals with developmental disabilities.

Our Mission

The promotion of independence and full integration into community life through competitive integrated employment of individuals with developmental disabilities.

The Purpose

To give Employers access to a pool of motivated individuals who bring fresh thinking, innovation and diversity to their workplaces.

Frequently Asked Questions

Q: What is the length of the internship?

A: The maximum length of the internship is 1,040 hours over 12 months.

Q: Am I required to hire the intern after the internship is over?

A: No, however if your intern has done a good job and you have an open position we strongly encourage you to hire them on as a permanent employee.

Q: Who is responsible for paying the intern?

A: The employer, Supporting Vendor, or a Financial Management Service (FMS) provider.

Q: What costs are associated with hiring a paid intern? What costs are covered?

A: There is no cost to the employer. Payments for internship hours under this program shall include all required employer-related costs, including wages, payroll costs, and employer mandated costs such as insurance and liability.

Frequently Asked Questions

Q: What is the process and what documentation is needed from the employer?

A: The employer must keep accurate records of time sheets, wages, and associated expenses. Employers will submit an invoice and be reimbursed by the service provider placing and supporting the individual or to the Financial Management Service (FMS) provider.

Q: Who is responsible for supervision of the intern?

A: The employer can provide general supervision of the intern as you would all other employees. The employer may also choose to have a service provider offer individualized support to the intern as needed.

Q: Who can I contact to get started?

A:
Carly Moorman
Employment Specialist
(916) 290-4183 or
cmoorman@altaregional.org