

Los Angeles County Regional Center  
**Board of Trustees Policy**

**Employment First**

The Vendor Advisory Committee of North Los Angeles County Regional Center (NLACRC) recommends that the Board of Trustees of NLACRC adopt a progressive Employment First philosophy that will:

- Expect and prepare persons with intellectual and developmental disabilities to seek, acquire, and maintain community-based employment, alongside employees without disabilities, earning at or above minimum wage; and
- Increase the number of persons with intellectual and developmental disabilities who are gainfully employed within regular, competitive, and inclusive jobs within the community, earning at or above minimum wage.

**Our Philosophy**

Regardless of the severity of disability, people work. Our philosophy at NLACRC is to expect independence and self-sufficiency for our citizens from birth through adult life.

It is our collective responsibility to create, advocate, and deliver supports and services that provide our citizens opportunities to be as independent and self-sustaining as possible throughout their lifetime.

**Our Values**

- Employment is an expectation, not an option.
- Employment occurs in a broad variety of roles and settings.
- Employment is inclusive, integrated, and compensated competitively.

**Our Policy**

Integrated employment will be the first option considered for every adult we support.

**Expanded Policy Definition**

Employment First suggests that employment within the general workforce shall be the first and preferred outcome for all persons receiving services through NLACRC, regardless of level of disability.

Employment First does not mean employment is the only option; nor does it mean that employment is to be forced upon persons served. It simply means that employment, fully integrated, community-based employment, at or above minimum wage, will be considered first and all goals developed and service provided shall be done with that outcome in mind.

## **Our Mission**

### For Children, Adolescents and Young Adults:

To support families/providers in promoting independence in their children through skill development and natural experiences, which lead to maximizing their opportunities for employment and active community membership when they enter adulthood,

### For Adults:

To support persons served in obtaining and maintaining gainful community-based employment within an integrated, competitively compensated setting.

## **Intended Outcomes**

- Significant increase in the number of individuals with intellectual and developmental disabilities who engage in integrated employment;
- Significant increase in the number of individuals with intellectual and developmental disabilities who earn at or above minimum wage; and
- Significant increase in the number of transitions plans which include employment outcomes and related services for students with intellectual and developmental disabilities who are 14 years of age or older.