



**TITLE:** Employment First Policy  
**DOCUMENT:** Policy  
**DATE REVISED:** Approved by the Board of Directors on April 22, 2015

It is the intent of this Employment First Policy to facilitate integrated, competitive employment for Lanterman Regional Center clients. Lanterman Regional Center (LRC) believes that integrated, competitive employment should be the first consideration for all individuals with developmental disabilities, therefore this will be the first option considered by planning teams for every LRC working age adult.

Competitive work means income-producing activity for which the individual receives the same compensation as a nondisabled worker, and includes employment, self-employment and micro-businesses.

Any Lanterman Regional Center client who wants to work, including those currently earning sub-minimum wage or working in segregated settings, shall be supported in this endeavor and shall have access to the supports needed to make this possible.

When integrated competitive work is not possible, LRC clients wanting to work should be referred to Supported Employment programs that offer group work opportunities in integrated settings. When paid work is not an option for the individual, volunteer work opportunities should be explored and supported.

Individuals who do not have work identified as an outcome in their IPPs should have daily access to meaningful, integrated, age-appropriate activities that are based on individual needs, interests and abilities, and that promote the development of critical skills leading to independence.

To ensure successful implementation of this policy, LRC will: provide education and training to clients, parents, staff and service providers regarding Employment First; advocate for and promote employment of people with developmental disabilities; assist service providers in the transition to the new service model; work collaboratively with other service systems to promote Employment First; and advocate for adequate resources for service providers to support LRC clients in their work settings.

This policy supports the intent of the Lanterman Act and the values of Lanterman Regional Center.