



Employment First

California's Employment First Policy

Governor Jerry Brown signed into law California's Employment First Policy on October 9, 2013. The policy states that "opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities." Furthermore, "integrated competitive employment is intended to be the first option considered by planning teams for working age individuals, but individuals may choose goals other than integrated competitive employment."

The Regional Center of Orange County's Employment First Policy

RCOC's Employment First Policy was endorsed by the Board of Directors on March 6, 2014. The policy states that competitive integrated employment will be the first option considered by planning teams for every working age adult served by RCOC.

Defining Competitive Integrated Employment

"Competitive employment" means work in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting and for which an individual is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled.

"Integrated work" means the engagement of an employee with a disability in work in a setting typically found in the community in which individuals interact with individuals without disabilities other than those who are providing services to those individuals, to the same extent that individuals without disabilities in comparable positions interact with other persons.

Other Employment Related Legislation and Policies

Workforce Innovation and Opportunities Act- <https://www.doleta.gov/WIOA/>

California's Competitive Integrated Employment Blueprint-
[http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-\(CIE\).aspx](http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-(CIE).aspx)

Centers for Medicare and Medicaid Services Final Rule for Home and Community-Based Services- <https://www.medicaid.gov/medicaid/hcbs/>