


**Fantastic Facts
About Hiring People
With Developmental Disabilities**

Reliability, Productivity, & Loyalty

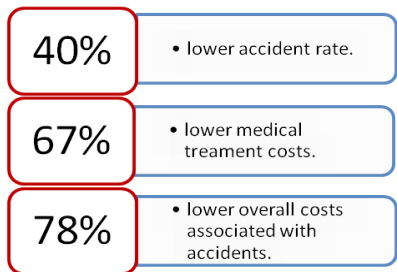
- #1. Rated higher with less sick days and low absenteeism.
- #2. Arrives to work on time daily and returning on time from breaks more than co-workers. 
- #3. Dupon Study showed 90% of employees with disabilities rated average or better on job performance.

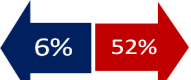
Low Cost Supervision

- #4. Systems are in place to match employer needs with employee job skills.
- #5. No-cost consultation and technical assistance is available to help employers hire people with developmental disabilities.

**Increase In Employer Bottom-Line
And Cost Savings**

- #6. According to Walgreens, disabled employees had:



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

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Tax Incentives and Credit

- #8. *The Work Opportunity Tax Credit* allows employers to earn up to 40% of tax credit of a new employee's first year wages.
- #9. *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.
- #10. In most cases, 80% of accommodations will cost less than \$500, which are tax deductible.

**Promotes Positive Corporate Image and
Workforce Diversity**



- #11. Based on a survey conducted by the University of Massachusetts, 87% of those surveyed would prefer to give their business to companies that hire individuals with disabilities.
- #12. A 2014 Institute for Corporate Productivity research report surveyed several corporation reported the following benefits:
 - 47% - reported an inclusive culture is attractive to talent pools.
 - 60% - said it supports their diversity and inclusion strategy.

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got internship?

**The No
Cost to
Employers
Paid
Internship
Program**



Qualifying employers may receive up to \$10,400 per year towards wages, payroll costs, and mandated employer cost towards hiring individuals with a developmental disability.



About the Us

The San Gabriel/Pomona 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 and innovation and diversity to their workplaces.



About the Paid Internship Program

Recent State Legislation has provided funding for employers to be reimbursed up to \$10,400 per year towards the employment of an individual with a developmental disability.

Frequently Asked Questions

Q: What is the length of the internship?

A: There is only a maximum allowable cost of \$10,400 per year, per intern. There is no set length of time or number of hours to be completed.

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. Please refer to the back for Fantastic Facts About Hiring an Individual with Development Disability.

Q: Who is responsible for paying the intern?

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

Q: Must I wait until I have reached the \$10,400 in expenses before submitting for reimbursement?

A: No you can submit your expenses as you incur them.

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

A: There is **no cost** to the employer up to \$10,400 per year, per individual. Cost that are covered by the reimbursement include: wages, payroll costs, and employer mandated costs such as insurance and liability.

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

Q: Who can I contact to get started?

Linh Lee, Employment Specialist
(909) 706-3579 or
email: lleec@sgprc.org

