

A
Partnership
that

Works

SUPPORTED WORK AT
HARBOR REGIONAL CENTER





Work is important to all of us – in fact, we often define ourselves by what we do – and that is no less important for people with developmental disabilities.

But for too long, the job market has effectively been closed to individuals with developmental disabilities – not because they lack ability or motivation, but because the business community is often unaware of them.

They are an untapped resource... a partnership that works.

The support network that you get along with them when they come is a really big boost. Overall, they're excellent workers.

Tony Perkins, Home Town Buffet

WHAT IS SUPPORTED WORK?

Supported Work is a collaborative effort between the business community and the social service delivery system. Employers in all types of work settings have jobs that need to be done. At the same time, there are many people with developmental disabilities who are looking for an opportunity to work.

Supported Work brings these two together.

The job coaches are the key. They do a really good job in actually managing the people for you.

Dan Deniz, Frieda's, Inc.

WHAT ARE THE BENEFITS?

When you hire an individual with developmental disabilities, you acquire an excellent and dedicated worker. In every way, the employee with disabilities becomes an asset to the company.

Whether you require one worker or several, the benefits are numerous, and include:

- ▶ Pre-screened employees, trained for your needs
- ▶ Decreased turnover rate with a resulting savings in overhead
- ▶ Lower absenteeism
- ▶ Quality work
- ▶ On-the-job training benefits which pay 50% of wages for the first 160 hours worked, and 25% of the second 160 hours worked
- ▶ I-9 clean applicants
- ▶ A positive influence on the community
- ▶ Tax incentives

And there is support. A variety of agencies help employees understand their jobs and the needs of the workplace, and help employer and employee adjust to each other's needs. In every respect, it's a team effort.

WHO ARE WE?

Harbor Regional Center is a private, nonprofit corporation that operates under contract with the State of California and serves more than 7,000 families in the South Bay/Long Beach area. Our mission is to enable individuals with developmental disabilities to live independent, productive and fulfilling lives as active members of their communities. As part of that, we are committed to helping individuals with developmental disabilities become contributing members of the workforce.

We're doing this by forming partnerships with the greater South Bay/Long Beach business community.

Simply put, if you're interested in hiring someone with developmental disabilities, we'll work closely with you.

HOW CAN I PARTICIPATE?

You can consult with members of our Employer Advisory Council or supported employment agencies who are available to tell you why supported employment makes good business sense. Just contact us to learn how supported employment can help meet your personnel needs.

We did this as a good business decision. It's a good opportunity to improve the effectiveness and efficiency of our operation. We do it because it pays off for our company.

Our goal is to help people with developmental disabilities get jobs that complement the abilities of each worker, while helping the employer maximize productivity and cost-effectiveness. To date, several hundred individuals served by Harbor Regional Center are working throughout the community in a wide variety of jobs.

People who are independent and able to take care of themselves are an asset to the community and to the society. All they need is a chance, and someone who believes in them.

It's a partnership that works – for the individual...for the business...for the community.

They're great workers.
They're reliable, dependable,
meticulous in the work that
they do. It makes my job easy.

Robert J. Dictor, Torrance Marriott

If you're interested in finding out more about Supported Work and how it can benefit your business, give us a call. We're always looking for new partners.

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