



COMMUNITY TRAINING SERIES

Supported Employment & Transportation

Brent Fryhoff, Client Services Manager
Osvaldo Sanchez, Client Services Manager

AGENDA:

- 01 Welcome and Introductions
- 02 Training Agreements
- 03 Supported Employment Services
- 04 Q & A
- 05 Transportation Services
- 06 Q & A



An illustration of a person with dark hair, wearing a teal long-sleeved shirt, pointing their right index finger at a large, brown-framed screen. The screen displays a yellow background with an orange wave-like shape. Above the screen are two small icons: a dark blue square with white speckles and a brown square with a white rectangle inside. To the left of the person are two horizontal brown bars. Above the person's head are three small orange starburst icons. The background is a light orange color with a large, light blue circle behind the person.

TRAINING AGREEMENTS

- We agree to be respectful of each other
- We agree to end the session at the one and a half hour mark
- We agree to ask our questions at the end of each topic covered
- We agree to only ask questions and share comments related to this training
- We agree to respect privacy by not sharing any personal information
- We agree to not ask a question that has already been asked and answered

HARBOR POLICY: SUPPORTED EMPLOYMENT



Harbor Regional Center Service Policy Employment First

DEFINITION:

“Employment” is defined as regular or customized employment in the workforce

- Where employees with disabilities are included on the payroll of a competitive business or industry
- Where the assigned employment tasks offer at least minimum or prevailing wages and benefits
- Where there are ordinary opportunities for integration and interaction with co-workers without disabilities, with customers, and with the general public.

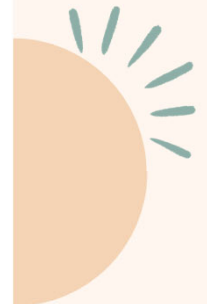
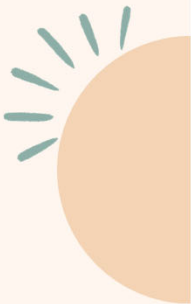
PHILOSOPHY:

Harbor Regional Center opposes segregated employment and subminimum wage for people with intellectual and other developmental disabilities; we seek to promote public policy:

- That restricts the expenditure of public funds to businesses who segregate employees with disabilities from the general workforce;
- That ends the ability of employers to pay employees with disabilities a sub-minimum wage;
- That discontinues programs that emphasize moving young adults from the classroom to a segregated or sub-minimum wage employment environment.

Harbor Regional Center seeks to promote and facilitate integrated and comparable wage employment alternatives:

- That strengthen existing and create new government tax incentives for employers to hire employees with disabilities into integrated environments at comparable wages.
- That assist employees with disabilities to find employment in the general workforce in jobs that they choose.



WHAT DOES THE LAW SAY? EMPLOYMENT FIRST POLICY

WIC Sect. 4869 (a)(1)

According to State policy, 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.

Everyone, no matter their disability, should have a chance to get a job.

WIC Sect. 4869 (a)(3)

Integrated competitive employment is intended to be the first option considered by planning teams for working individuals, but individuals may choose goals other than this.

A job in the community with fair pay should be the first option considered, but individuals can choose different goals if they prefer.

WIC Sect. 4869 (c)

Regional Centers shall provide anyone over the age of 16 with information on the Employment First Policy, options for integrated competitive employment, and services and supports that are available to transition from school to work with the outcome of obtaining and maintaining integrated competitive employment.

Regional Center must provide everyone 16 and over information about job options in the community, and the help available to move from school to work and keep a job.

SUPPORTED EMPLOYMENT: OVERVIEW

Job Development



Job Coaching



Funding Partnership



JOB DEVELOPMENT:

Helping the individual figure out what kind of job they want and providing support with:

- Creating a resume
- Filling out job applications
- Getting ready for interviews
- Talking with employers after interviews

JOHN SMITH

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Education

2010-2014
University Name Here
BS Business Administration
(cum laude)

2017-2020
University Name Here
MBA

Experience

2015-2017
Company Name
Sales Executive
Enter your job description here.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

2018-present
Company Name
Sales Manager
Enter your job description here.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

Skills & Competencies

- Skill one
- Skill two
- Skill three
- Skill four
- Skill five

- Competency one
- Competency two
- Competency three
- Competency four
- Competency five

ONGOING JOB COACHING:

Helping the individual succeed at work by supporting them to:

- Understand their job responsibilities
- Adjust to their work environment
- Build relationships with coworkers and supervisors
- Solve problems on the job



FUNDING PARTNERSHIP:

This support is made possible through a partnership between HARBOR and the Department of Rehabilitation



TYPES OF EMPLOYMENT SUPPORTS:

Paid Internship Program
(PIP)

Customized Employment/Tailored
Day Services

An internship that leads to part-time or full-time jobs in the community. The program can pay for up to 1,040 hours of work per intern each year.

A personalized job development approach that matches a person's interests with an employer's needs.



TYPES OF EMPLOYMENT SUPPORTS

Project SEARCH

An 11-month, unpaid internship that helps adults in their last year of school get ready for work.

College to Career (C2C) Program

A community college experience that leads to a college certificate or degree. Includes dorm life living, coaching and support for education and independent living, and career help before graduation to find a job in their field.

ROLES AND RESPONSIBILITIES:

INDIVIDUAL/FAMILY

- Begin transition planning at age 16
- Families should regularly invite the Service Coordinator (SC) to Individualized Education Program (IEP) meetings
- Decide through the IEP process, whether the goal is to earn a diploma or a certificate of completion
- Discuss short-term and long-term employment goals



ROLES AND RESPONSIBILITIES: SERVICE COORDINATOR - ASSESSMENT OF NEEDS

- Provide resources about Supported Employment Program (SEP) supports
- Submit SEP referral to the Employment Specialist
- Monitor progress with the service provider, review reports, and ensure services meet the individual's needs
- Coordinate funding transition from the Department of Rehabilitation (DOR) to Harbor



ASSESSMENT OF NEEDS:

The individual, with the planning team, expresses their desire to work

The Service Coordinator (SC) documents the individual's employment goal in the Individual Person-Centered Plan (IPP)

The SC submits the referral packet to the Employment Specialist

The Employment Specialist reviews the packet and provides job options for the individual to choose from

The employment specialist sends the referral packet to a Supported Employment Program (SEP) Provider

The SEP provider schedules an intake meeting to understand the individual, discuss support needs, and assess employment goals

ADDITIONAL SUPPORTED EMPLOYMENT RESOURCES

- “A Future Including Employment” Training - 9/4/2025 from 5:30 PM - 7:30 PM (Torrance Office)
- “Finding a Job: Employment Orientation” - 11/16/2025 from 6:00 PM - 8:00 PM (Via Zoom)
- Harbor Fall Transition Event
- Job Preparation Courses through ICAN or SVS

ICAN california
abilities
network

Online Job Prep Course



June 2025

In Person: Torrance
2375 Sepulveda Blvd

Dates:

-6/5, 6/10, 6/12, 6/17

To learn more, contact an ICAN
case manager today!
EmploymentServices@ican.org
[310-374-8295 ext. 125](tel:310-374-8295)

Vendor Code - PH2178

*All potential clients must request
a referral from the regional center*

ICAN.ORG

ICAN's Job Prep Course is a **four-session** course that introduces clients to Supported Employment while working in an integrated environment. We will be hosting this class **in person**, on site at our Torrance location.

This class meets on select Tuesdays and Thursdays from 1-3 PM. It covers topics such as workplace expectations, applying for jobs, preparing for interviews, how to follow up an interview, onboarding, working independently and with support, interpersonal communication, soft skills, and more. This course is open to new and existing clients in Job Development with ICAN.



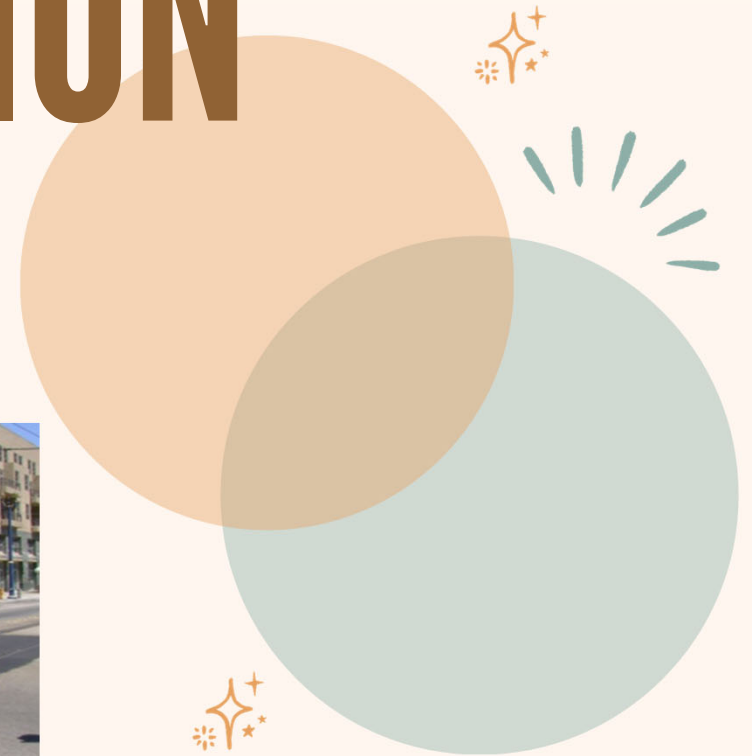
Scan QR Code For
More Details!

Supported Employment: Q & A



TRANSPORTATION

Options



WHAT DOES THE LAW SAY? TRANSPORTATION SERVICES

WIC Sect. 4648.35 (b)

A regional center shall fund the least expensive transportation modality that meets the consumer's needs, as set forth in the consumer's IPP or IFSP.

We will cover low-cost transportation that meets the individual's needs.

WIC Sect. 4648.35

A regional center shall fund transportation, when required, from the consumer's residence to the lowest-cost vendor that provides the service that meets the consumer's needs, as set forth in the consumer's IPP or IFSP. For purposes of this subdivision, the cost of a vendor shall be determined by combining the vendor's program costs and the costs to transport a consumer from the consumer's residence to the vendor.

We will pay for low-cost transportation from the individual's home to their program, work, or other needed places, based on assessment.

WIC Sect. 4648.35 (d)

A regional center shall fund transportation services for a minor child living in the family residence, only if the family of the child provides sufficient written documentation to the regional center to demonstrate that it is unable to provide transportation for the child.

We can consider granting an exception only with written proof a parent/caregiver can't provide transportation.

TRANSPORTATION SERVICES & SUPPORTS



Destination Training/Mobility Training



Bus Pass



Access Transportation



Participant Directed Transportation



Contracted Transportation

ROLES AND RESPONSIBILITIES: INDIVIDUAL/FAMILY

Discuss and learn
about
transportation
options

Help
purchase a
bus pass

Help
complete
ACCESS
application

Schedule
ACCESS
assessment

Buy the
ACCESS
coupons

Consider
mileage
reimbursement
option



Roles and Responsibilities: Service Coordinator- Assessment of Needs

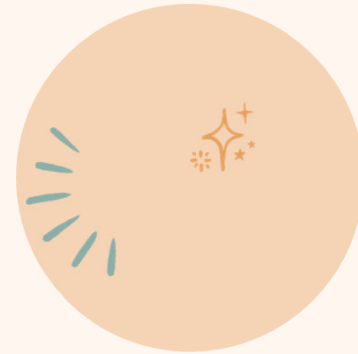
Start discussions
with the planning
team

Submit
requests for
bus pass
funding

Provide
ACCESS
application

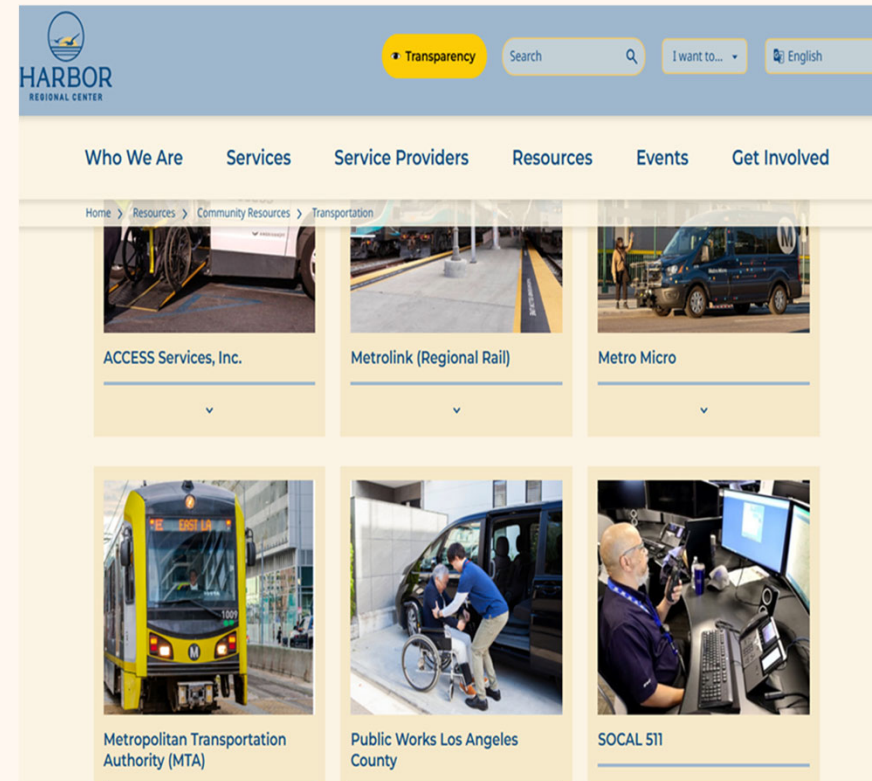
Submit
funding for
mileage

Submit funding
for contract
transportation



ADDITIONAL TRANSPORTATION RESOURCES

- Link to transportation resources on Harbor Website:
<https://www.harborrc.org/resources/community-resources/transportation/>
- There are a variety of public transportation resources within our local area and Los Angeles county
 - [Access Services](https://accessla.org)-<https://accessla.org>



YOUR RIGHTS

Timelines

- Within 5 business days of receiving your request, Harbor will acknowledge your request.
- Within 5 business days of Harbor's acknowledgement, we will provide a response (either a decision or notice that we are continuing to assess).
- Within 5 business days of making a decision, we will provide a Notice of Action (NOA) or Good Faith Letter, if applicable.



YOUR RIGHTS: YOUR OPTIONS



What if you don't agree with Harbor's decision?

You have the right to file an appeal

There are 3 parts to the appeal process.

1. Informal Meeting
2. Mediation
3. Fair Hearing

You can request any or all of them. You can change your choice later in the process.

Appeals & Complaints: CA
Department of Developmental
Services

Office of Clients Rights & Advocacy



Transportation: Q & A



Survey/Poll



https://www.surveymonkey.com/r/SuppEmp_TranspSvcs