

TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 8.33 BPM

EMPLOYMENT FIRST

Purpose:

The Trumbull County Board of Developmental Disabilities (TCBDD) believes all Trumbull County citizens, regardless of disability, have the right to pursue a full range of available employment opportunities, and to earn a living wage in a job of their choosing, based on their talents, skills, and interests. TCBDD is committed to the principles of Employment First and will uphold these principles as outlined in the following policy.

Policy:

Individuals 16 years of age and older who are newly referred to the Board for services and have been determined to be eligible for services provided by TCBDD shall participate in exploration and discovery opportunities to explore individuals options and teach employment skills.

TCBDD will ensure community, integrated employment be the first or preferred service option considered for all working age individuals eligible for Board Services. The need for employment supports will be identified through a person centered planning process based on the individual's desire for community employment.

Community, integrated employment will not be the only option available to working age adults for employment services. Services will be based on the individual's desired employment outcome.

The Individual, to the extent possible, will receive the supports necessary in their community and from their community as much as possible. The Board will assist the individual to utilize both formal job supports (employment staff, technology, etc.) and natural supports (co-workers, friends, family, etc.) to meet individual support needs.

The Board will work with community partners to develop and support opportunities for people work and grow in their community.

TCBDD defines "community employment" as a job in an integrated community setting that provides the opportunity to earn competitive wages and benefits equal to the job's responsibilities, and that encourages a person to work to their maximum potential. The Board authorizes the Superintendent to develop and administer procedures that enhance and support implementation of the Employment First policy as described above.

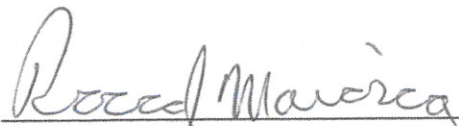
Adopted: 12/16/2013

Reference:

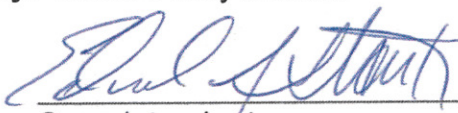
ORC 5123.022; ORC 5126.051; ORC 5123:2-2-05
CARF - Community Employment Standards

Revised: _____

Applicability: Board Policy Manual



Board President



Superintendent