

Paid Internship Program (PIP)

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- ▶ **Our mission:** Promotion of independence and full integration into community life through competitive integrated employment of individuals with developmental disabilities.
- ▶ **Paid Internship Program (PIP)** - opportunity to increase vocational skills and abilities of individuals with developmental disabilities.
- ▶ **Goals:**
 - ▶ Acquisition of **experience** and **skills** for future **paid employment**.
 - ▶ Internship itself to lead to a full or part time **paid employment** in the same job.

PIP - Funding

- ▶ The maximum funding for payment of an internship is **\$10,400** per year, per individual.
- ▶ Multiple paid internships may be possible, as determined through the IPP process.
- ▶ Internship funds may be available for individuals for a variety of models, including **self-employment enterprises** and **apprenticeships**, and other business opportunities that can lead to future paid employment.
- ▶ All businesses participating in the Paid Internship program must operate in Compliance with California State laws.

PIP - Guidelines

- ▶ Internship wages will be at least state or local **minimum wage**.
- ▶ Individuals 18-22 years of age who are in school and interested in participating in the paid internship program may be eligible, however Regional Centers must comply with WIC Section 4648.55 (cannot be used while school is in session)
- ▶ Service Provider must have **approved addendum** to program design describing services and **supports** created to assist individuals in achieving person-centered goal of paid internships.
- ▶ There is **no minimum or maximum hour** requirement; however there is a cap on funding.

PIP - Benefits for Employers

- ▶ Provides employers **access** to a pool of motivated individuals who bring fresh thinking and innovation and **diversity** to their workplace.
- ▶ **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.

WRC PIP participants

- ▶ **74 paid internships** have taken place since 2017 in a variety of employment sectors.
- ▶ Employment sectors include:
 - ▶ Retail
 - ▶ Offices
 - ▶ Warehouses
 - ▶ Bakeries
 - ▶ Fast Food/Restaurants
 - ▶ Education
 - ▶ Arts
 - ▶ Medical
 - ▶ Pet care
 - ▶ Research
 - ▶ Campaigning
 - ▶ Gardening
 - ▶ Childcare