

Employment First is the belief that everyone, regardless of ability, deserves the chance to work in the community and earn a competitive wage. This includes people with intellectual and developmental disabilities.

Competitive Integrated Employment (**CIE**) means having a real job in an inclusive setting, with equal pay and benefits.

For adults 18 and older who want to work, CIE should be considered the first and best option. This approach supports independence, visibility in the workforce, and full community participation.

When planning with your Service Coordinator, employment will be explored as a meaningful and real choice. Your coordinator can help connect you with the right services and supports to achieve your work goals.

## Contact Information

### **Michelle Flores**

*Employment Services Resource Coordinator*  
Community Services Department  
✉ Michelle.Flores@sdrc.org  
☎ 858-576-2949

### **Warisa Chulindra**

*Employment Services Resource Coordinator*  
Community Services  
✉ Warisa.Chulindra@sdrc.org  
☎ 858-503-4460

### **Saralynn Keenan**

*Program Manager*  
Community Services  
✉ Saralynn.Keenan@sdrc.org  
☎ 858-496-4380

## Office Locations

### **MAIN OFFICE**

4355 Ruffin Rd, Suite 200  
San Diego, CA 92123  
(858) 576-2996

### **NORTH COUNTY**

300 Rancheros Drive, 4th Floor, Suite 400  
San Marcos, CA 92069  
(760) 736-1200

### **EAST COUNTY**

7787 Alvarado Road  
La Mesa, CA 91942  
(619) 596-1000

### **SOUTH BAY**

2727 Hoover Avenue, Suite 100  
National City, CA 91950  
(619) 336-6600

### **IMPERIAL VALLEY**

3095 Imperial Avenue  
El Centro, CA 92243  
(760) 355-8383

### **CARMEL MOUNTAIN**

15015 Avenue of Science, Suite 250  
San Diego, CA 92128  
(858) 924-8700

### **SOUTH INLAND**

2300 Boswell Road, Suite 200  
Chula Vista, CA 91914  
(619) 489-3200



# Employment First



**S|D|R|C**

San Diego Regional Center

[www.sdrc.org](http://www.sdrc.org)

# About Employment First

## Competitive Integrated Employment (CIE)

Competitive Integrated Employment or CIE refers to **jobs in typical community settings, where individuals with and without disabilities work side-by-side.**

These positions pay at least minimum wage and often include benefits like paid time off, sick leave, and retirement options.

CIE helps individuals be part of their community while earning fair wages and building a career, just like anyone else.

## Person-Centered Planning (IPP)

Employment goals are included in your person-centered planning process, known as the Individual Program Plan or IPP.

The Planning Team—including you, your family, and your Service Coordinator—will talk about your strengths, interests, and goals. If working is something you want to do, your team can help include employment services in your IPP.

## Supported Employment

Supported Employment services are available to help individuals find permanent positions. These services include on-the-job coaching and other support to help individuals succeed in their work.

Job coaches work alongside the individual to build confidence, improve skills, and support long-term job success. The goal is to help each person gain independence and grow in their employment role.



## Supported Employment-Group Placement (SEP-Group)

Group Placement is a type of Supported Employment where job coaching is provided in a small group setting. This option is great for people who want to work but may not be ready for competitive employment or who prefer working part-time.

It works well for people who thrive in group environments, are gaining work experience, or are not yet ready for individual placements.

In this model, one job coach supports up to three individuals (1:3 ratio). Coaching is provided entirely on the job site throughout the entire shift. This option offers hands-on, in-depth support while gaining real-world work experience.

## Supported Employment-Individual Placement (SEP-I)

Individual Placement is for those who need less support and are ready to work more independently. Coaching is available either on-site or off-site, depending on the person's needs.

This service is best for individuals who are highly independent and able to travel on their own. Support is offered one-on-one (1:1) with a job coach who helps the participant adjust, grow, and succeed in their job.

The Department of Rehabilitation (DOR) and the San Diego Regional Center (SDRC) work together to provide these services. DOR offers initial funding and support for Individual Placement services.

**Contact the DOR**  
[CRDSSInfo@dor.ca.gov](mailto:CRDSSInfo@dor.ca.gov)  
916-324-1313 or 800-952-5544  
[www.dor.ca.gov](http://www.dor.ca.gov)

## Tailored Day Services

Tailored Day Services or TDS provide intensive, one-on-one job coaching to help individuals work toward their employment goals.

These services are often used along with traditional day services and are personalized to meet the individual's specific job-related needs.

TDS support is limited to about 35 hours per month and is based on available service units. This option provides flexible, individualized coaching to help participants prepare for or maintain employment.