

## Transforming Lives Since 1981

An estimated 1 in 6 people are born with intellectual and/or developmental disabilities. Just like all of us, they are born with hopes, dreams and the drive to contribute to society. Toward Maximum Independence (TMI) is a nonprofit organization that is dedicated to transforming the lives of children and adults with intellectual and developmental disabilities, the Deaf and Hard of Hearing and veterans with disabilities. The individuals we are privileged to serve deserve nothing less than love, acceptance and the opportunity to reach their full potential in life.

It is our mission to provide personalized services to those who require support, enabling them to make informed choices regarding how they live, work and function productively and independently in the community.

## What We Believe

The three cornerstones of a strong foundation are: living as independently as possible, having the opportunity for real work for real pay, and a safe, caring home. We are honored to be able to help lay that foundation for our clients throughout San Diego, Riverside and Imperial Counties.



*Toward Maximum Independence, Inc.  
is a 501(c)3 nonprofit public benefit corporation.*

### Office Locations

San Diego (Corporate)

Corona

El Centro

Escondido

Temecula

### Call Us

(800) 877-5452

### Email Us

[info@tmi-inc.org](mailto:info@tmi-inc.org)

### Office Hours

M-F 8:30 am-4:30 pm

### Website

[TMI-INC.ORG](http://TMI-INC.ORG)



### Connect With Us



TOWARD MAXIMUM  
INDEPENDENCE  
TRANSFORMING LIVES

# Supported Employment



## SUPPORTED EMPLOYMENT

It is the mission of the Toward Maximum Independence (TMI) Supported Employment (SE) program to support, enhance and educate the general workforce population on the contributing value of people with intellectual and developmental disabilities. Through personalized integration, training and advocacy, TMI helps to develop the capabilities and strengths of all people desiring to work.

SE provides job coaching services at a 1:1 coach to client ratio for individual placements and 1:3 for group placements.

Our mission drives our work to ensure that all people have the right to attain dignity and self-respect in the employment sector.

### PROGRAM STRENGTHS:

- Highly Trained Job Coaches
- On-Site Training for Employees
- Full Service Tax Credit Support
- CARF Certified Program
- Quality Assurance Emphasis
- Low Employee Turnover
- Job Analysis and Safety Review



## GROUP BENEFITS

Our Supported Employment group services includes the following:

- Home screening and career assessment to identify employment/career options and offer an overview to TMI's services.
- Employment preparation including resume development and interview preparation.
- Job development by agency staff along with client participation commensurate with their capabilities.
- Job placement and job coaching support: 100% job coaching support for group services will be at no less than 1:3 staff to client ratio as authorized by the California Department of Rehabilitation (DOR) and/or Regional Center. This will continue for approximately 18 months for each individual prior to transitioning to Regional Center funding for extended support. 100% job coaching, i.e. 25% per client for a four person group funded by Regional Center will continue on a daily work shift basis.

Paid employment as a direct hire in a fully integrated community setting will be the planned outcome for each individual. Ensuring an appropriate job match that is suitable and acceptable for both the individual served within the group and the prospective employer will be essential.

Our partners include Smart & Final, Sycuan Casino, Barnes & Noble, VONS, and many other outstanding companies.

## ADDITIONAL SERVICES

### Paid Internship Program

Our Paid Internship Program (PIP) is designed to encourage competitive integrated employment (CIE) for individuals with intellectual and developmental disabilities. CIE is full or part time work for which an individual is paid minimum wage or greater in a setting with others who do not have disabilities. This program is funded through the State of California Department of Developmental Services in conjunction with Regional Center.

### Tailored Day Services

Clients with our Tailored Day Services (TDS) program are encouraged to self-direct and participate in determining their program day. We are here to help our clients plan their day their way. With the anticipation of maximizing life satisfaction, this exciting program tailors our client's day based on their personal choices, hopes and dreams.

### Deaf and Hard of Hearing

The goal of our Deaf and Hard of Hearing (DHH) program is to provide employment solutions for those who are DHH. We also assist individuals who are "Deaf+". The major emphasis is on our staff, who are also DHH and ASL fluent, assisting our clients to develop their skills and achieve their employment goals.