Hiring interns can have a number of benefits. We at Creative Employment Services Inc. have the solution to your employment needs. At no cost to the employer when can provide your company with reliable, quality employees.

Why hire interns?

* Interns are excited, eager to work, and motivated to learn
* Reimbursed up $10,400 per year towards the employment of an individual with a developmental disability.
* There are no cost to the employer
* Huge tax incentives, including the Work Opportunity Tax Credit
* Hire retention rate for employees with developmental disabilities
* Lower turnover rate
* Promotes Positive Corporate Image and Workforce Diversity

Why Creative Employment Services?

* Our company pays your employee
* Our job specialist provide intensive training and one on coaching to participants
* We provide on-site support to the employer and employees
* We connect excellent employees with excellent employers

What we do:

Creative employment services develops partnerships with businesses, and government agency throughout the Los Angeles area to identify employment opportunities for individuals with developmental disabilities. We create consistent and meaningful work opportunities for individuals with developmental disabilities.

**What are we looking for?**

Creative employment services is looking for employers who have compassion for individuals with developmental disabilities and are open to providing internships and work opportunities to the consumers that we serve. We believe in inclusion and want our participants to thrive in an environment that embraces their diversity. Our goal is to empower individuals with developmental disabilities by teaching them the skills needed to obtain and maintain employment. We would like for organizations with similar values to collaborate with us to assist individuals with developmental disabilities with improving their social skills and becoming self-sufficient and independent. We know that through quality meaningful employment, our participants will thrive and their self-esteem will increase.

**Our Mission:**

We believe that through empowerment and inclusion Creative Employment Services can help to enhance the quality of life of the people we serve by providing a pathway to competitive integrated employment and community involvement. People with developmental disabilities can reach their goals and achieve their dreams with the support of the people that serve them. Empowerment is the key to their success.

**What is Supportive Employment?**

Creative Employment Services is a Supported Work Program whose aim is finding competitive work in a community-integrated work setting for persons with disabilities who need ongoing support services to learn and perform the work. CES’s placements can be individual placements, or group placements (called enclaves), or work crews, such as landscaping crews. A job specialist who meets regularly with the individual on the job to help him or her learn the necessary skills and behaviors to work independently usually provides support. As the individual gains mastery of the job, the support services will phase out or remain in place.

**Things you need to know:**

***What is the length of the internship?***

There is only a maximum allowable cost of $10,400 per year, per intern. There is no set length of time or number of hours to be completed.

***Am I required to hire the intern after the internship is over?***

No, however if your intern has done a good job and you have an open position we strongly encourage you to hire them on as a permanent employee.

***Who is responsible for paying the intern?***

A Financial Management Service (FMS) provider.

***Must I wait until I have reached the $10,400 in expenses before submitting for reimbursement?***

No, you can submit your expenses as you incur them.

***What costs are associated with hiring*** ***a paid intern?*** ***What costs are covered?***

There is no cost to the employer up to $10,400 per year, per individual. The costs are covered by the reimbursement include wages, payroll costs, and employer mandated costs such as insurance and liability.

***What is the process and what documentation is required from the employer?***

The employer must keep accurate records of time sheets, wages, and associated expenses. Employers will submit an invoice and be able to receive an reimbursement by the service provider placing, supporting the individual, and/or to the Financial Management Service (FMS) provider.

***Who is responsible for supervision of the intern?***

The employer can provider overall supervision of the intern as you would all other employees. The employer may also choose to have a service provider to provide individualized support to the intern as needed.

***Qualifying employers may receive up to $10,400 per year towards wages, payroll costs, and mandated employer cost towards hiring individuals with a developmental disability.***

***For More Information about our services visit us at***

***www.creativeemploymentservices.com***