

Toward Maximum Independence

An estimated 1 in 6 people are born with intellectual and/or developmental disabilities. Just like you, they are also born with hopes, dreams and the drive to contribute to society. Toward Maximum Independence (TMI) is a nonprofit organization that has been dedicated to transforming the lives of children and adults with intellectual and developmental disabilities since 1981 and the deaf and hard of hearing since 2000. 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 hundreds of clients throughout San Diego, Riverside and Imperial Counties.



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

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Please call **(800) 877-5452** to find out what services are offered in your area, as well as how you can help to transform the lives of our clients.

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

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**TOWARD MAXIMUM
INDEPENDENCE**
TRANSFORMING LIVES

Paid Internship Program



SUPPORTED EMPLOYMENT Paid Internship Program

It is the mission of the Toward Maximum Independence (TMI) Supported Employment 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 enter the workforce. Our mission drives our work to ensure that all people have the right to attain dignity and self-respect in the employment sector.

The Paid Internship Program (PIP) is designed to encourage competitive integrated employment (CIE) for individuals with developmental disabilities (clients). 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 (DDS) in conjunction with San Diego Regional Center. TMI is the agency responsible for administering the program by directly interacting with employers and clients to foster successful outcomes. The purpose of the program is to increase the vocational skills and abilities of clients who choose, via their Individual Program Plan (IPP) process, to participate in an internship. Goals of this program include the acquisition of experience and skills for future paid employment, or for the internship itself to lead to full or part time paid employment in the same job.

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



Benefits to Employers

The benefits of the program to employers and clients are many. Here are five reasons to hire an intern through TMI's Paid Internship Program.

- Financial Support - Funding for the program covers 100% of the intern's salary, along with all other employment related costs including Worker's Compensation Insurance.
- Built In Training - Interns are paired with a job coach (also paid with funding) that provides 1:1 supervision and training to ensure the client is performing their job duties to the expectations of the employer.
- Fewer Sick Days - Studies show that employees with developmental disabilities take fewer sick days, and have fewer occupational health and safety issues.
- Valuable Experience - Individuals with developmental disabilities have valuable skills, qualifications, and experience. The key is matching the right person to the right job.
- More Diversity - Workplace morale and productivity can be strengthened through a diverse workplace that includes employees with developmental disabilities.

Get Started Today

Please contact us today to get started with employing one of our clients who will not only be an outstanding intern, but you will also be making a difference in the life of another individual. We thank you in advance for your partnership in helping TMI to transform lives!