

Frequently Asked Questions

The Arc San Francisco Employment Services

What does it mean to have an intellectual or developmental disability?

A person with an intellectual or developmental disability is someone who learns differently or at a different pace than someone who does not have a disability. Someone with a developmental disability may also have some physical or mobility challenges.

What is The Arc San Francisco?

The Arc San Francisco is a nonprofit learning and achievement center that serves adults with developmental disabilities and assists them in living full and integrated lives in the community. The Arc provides education and employment programs as well as health and residential services and recreational opportunities.

What is The Arc San Francisco's role at my company?

The Arc matches qualified, pre-screened candidates to local employers at over 150 companies in San Francisco, San Mateo and Marin counties. The Arc provides support services for the client and employer to optimize both employee performance and the working relationship. The Arc provides onsite job training and coaching services to the hired client as well as transition support and help with onboarding. The Arc can also provide, if needed, sensitivity training for company staff.

How much do I pay an Arc client?

Arc clients are like any other employee and their employment agreement is in compliance with labor regulations. Current San Francisco minimum wage is \$12.25/hour. Below are examples of commensurate wages by position:

- Office Services: \$13-\$16/hour
- Janitorial Services: \$12.25-\$15/hour
- Clerical Support: \$14-\$18/hour
- Food Service: \$13-\$15/hour
- Quality Assurance: \$20-\$25/hour
- Retail Service: \$12.25-\$15/hour

Can I contract with The Arc to hire a temporary employee on a trial basis?

Yes! We provide services to accommodate different employer needs.

Contract Services: Our clients can be hired on a contract basis with The Arc being the Employer of Record. Rates for Contract Services range from \$13-\$25.00/hour. Contracts are billed on a monthly basis by The Arc. Contracts are short-term and we ask employers to commit to a direct hire within a 12-month period.

What does an Arc Job Coach do?

A job coach is there to assist and facilitate the success of an Arc client in the workforce. This includes everything from helping with HR forms, navigating new hires through the onboarding process, assisting with on-the-job training, problem intervention when needed and ongoing support as needed. The job coach is the point person for employers.

Helpful Links

- [Disability Etiquette](#)
- [People First Language](#)
- [You Tube "Disability Awkward"](#)
- [Employers of Clients of The Arc San Francisco](#)

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Steps to Hire an Arc Client

- 1) **Meet** with Arc Job Development team to establish your company's need/possible job responsibilities.
- 2) **Interview** 2-4 qualified candidates following your typical interview procedure. An Arc Job Developer can assist if needed.
- 3) **Hire** an Arc client!
- 4) **Followup** support will be provided by The Arc including job coaching for clients, sensitivity training for staff and other ongoing support as needed.


The Arc[™]
San Francisco

For people with intellectual
and developmental disabilities