

# HIGH RETENTION RATES



63% with the same employer for 2+ years



43% with the same employer for 5+ years



29% with the same employer for 10+ years



  
**The Arc**  
Madison Cortland  
New York



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## ALTERNATIVES VOCATIONAL SERVICES

# AVS WORKS FOR EMPLOYEES

At **The Arc Madison Cortland**, we carefully match a job seeker's personalized skills and interests to specific jobs, giving each individual the opportunity to be gainfully employed.

AVS employment specialists are available to work with the employee on any shift, night or day, as well as weekends and holidays.

In addition to successfully matching candidates and employers, we help individuals with intellectual and developmental disabilities overcome barriers and find competitive employment in the community.



- Training and building skills for the specific job
- Assimilating to supervisors, coworkers, and workplace cultures
- Personalized onsite job coaching
- Ongoing support visits for as long as needed



## WE OFFER PRE-EMPLOYMENT TRANSITION SERVICES FOR STUDENTS, AGES 14-22

*Not sure what you want to do after graduation? We may be able to help you decide what's the best path for you*

### Services we offer include:

- Counseling on opportunities for enrollment in Comprehensive Transition or Post-Secondary Educational Programs at institutions of higher learning (college, certificate programs, or other post-secondary educational program)
- Job Exploration Counseling
- Instruction in Self-Advocacy
- Workplace Readiness Training
- Work-based Learning Development
- Supported Employment
- Employment Customization

# BENEFITS FOR QUALIFIED JOB SEEKERS

We can help job seekers with the following:

- Individualized intake and assessment
- Careful matching of individual skills and interests to specific jobs
- Resume development and increased interviewing skills
- On-site training and continuous job coaching
- Linkage and referral to The Arc Madison Cortland programs and community resources
- Access to a wide network of established employers within the community