

# 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**



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## ALTERNATIVES VOCATIONAL SERVICES

# AVS WORKS FOR EMPLOYERS

At The Arc Madison Cortland, our focus on employer and employee job matching is a successful strategy. Our record speaks for itself by producing high job retention rates with tried job placement methods. Tell us what you need and we'll go to work for you!

Employers are provided with motivated, hard-working employees, and the individual seeking a job opportunity is given a chance to become gainfully employed. AVS employment specialists are available for on-the-job support.

In addition to hiring excellent candidates, we can help set employers up with the following:



Work Opportunity Tax Credit (WOTC): credit for up to 40% of an employee's first \$6000 in wages, up to \$2400 max.



Workers with Disabilities Employment Tax Credit (WETC): begins in the year after the WOTC is completed, and credits up to 35% of first \$6000, with a max of \$2100.



Work Try Out (WTO): ACCES-VR will reimburse an employer for the first 160 hours or 8 weeks (whichever comes first) of an employee's wages—this is to provide extra time for training.



On the Job Training (OJT): for more highly skilled jobs, ACCES-VR may reimburse employers for up to 6 months of wages so that an employer can schedule someone to do hands-on training.



# EMPLOYER BENEFITS OF HIRING QUALIFIED AVS JOB SEEKERS

- Stabilizes entry and high turnover positions
- Provides additional training and support at NO COST to business
- Decreases absenteeism
- Provides tax incentives for hiring on a case-by-case basis
- Employer input is solicited throughout the training process
- Employer maintains authority over employee, while additional support is available as needed
- AVS staff is available as a resource to employer and employee as long as necessary
- Assists employee with assimilating to business supervisors, coworkers, and workplace culture
- One-on-one support during hiring and training of employee
- Ensures work performed meets business productivity and quality

