

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 a wide array of 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 14-24

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
- Direct job placement and more!

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

