

Benefits of Using the Achievement Center-Easterseals as an Employment Resource

Job Development – Every consumer in our program has an Employment Specialist who is trained and certified in job readiness to make sure the transition into competitive employment is smooth and successful. The Employment Specialist knows the consumer's strengths, weaknesses, abilities, and interests before they recommend them as an employee for your company. The Employment Specialist is there as a point of contact for the employer and our consumer to assist in solving any issues that may arise while the consumer is employed. The main goal of the Employment Specialist is for the consumer to be successful in competitive employment as well as to build strong and lasting relationships with employers in our community.

Job Coaching – If our consumer seems to need extra help on the job or during the process of training for the job, then his/her Employment Specialist may also serve as a job coach if allowed by the employer. The job coach will come to your place of employment during regular working hours and provide one-on-one training for our consumer until he/she is doing the job correctly and efficiently.

Follow-up/Retention – After becoming employed, our consumer enters the "retention" part of our program. Retention is a three month period of time where the Employment Specialist consistently follows up with our consumer and the employer to make sure the employment is going smoothly and helps to resolve any problems that may have occurred.

Accommodations – Some disabilities may require accommodations in order for our consumer to perform a job efficiently and successfully. Our center will provide the accommodations for the consumer with no worry or cost to you. With access to Rehabilitation Engineers through the state of Alabama, our consumers can have devices designed or other accommodations to enable them to perform the task successfully.

Work Tax Credit – All of our consumers are Vocational Rehabilitation Referrals which means they qualify as a target group under the Work Opportunity Tax Credit Program. The WOTC offers an employer tax credit between \$1,200 and \$9,600 per employee for hiring and retaining employees who are a part of targeted groups. The credit amount is based on the wages of the employee and takes effect after a year of employment. Please visit <http://www.doleta.gov/business/incentives/opptax/> or <https://www.thebalancesmb.com/how-does-the-work-opportunity-tax-credit-work-4173250> for more information.