NortheastArc
Community Resource Center

NORTHEAST TRANSITION COLLABORATIVE NETWORK

EMPLOYMENT SERVICES

RESOURCE GUIDE

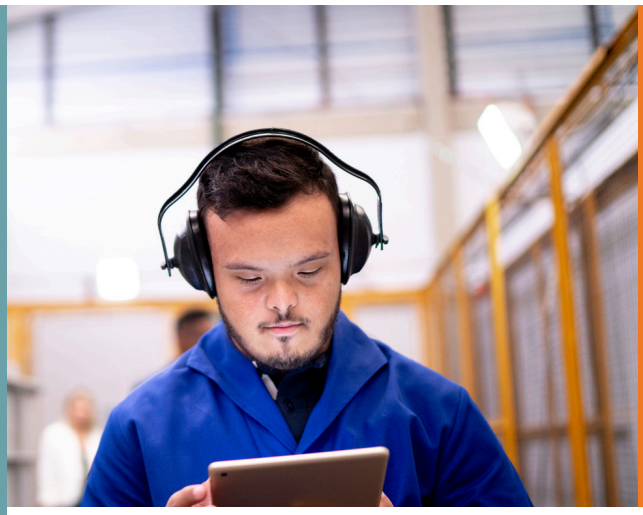
About NTCN

Northeast Arc's Community Resource Center created the Northeast Transition Collaborative Network in response to gaps in communication and collaboration between school districts, agencies/providers, young adults, parents/caregivers, and community groups.

The Northeast Transition Collaborative Network hosts monthly virtual sessions about adult services available and opportunities in the community. Quarterly professional development opportunities are hosted for school district representatives on topics related to person-centered transition. In addition, workshops are held for families around the person-centered planning process.

Our Goal

To unify resources, provide trainings, and create a collaborative space for everyone involved in the person-centered transition process from school to adult services in the Massachusetts Northeast Region.



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This guide was created by the Community Resource Center at Northeast Arc. We recognize that not every program on this topic may have been highlighted here. Services and programs are constantly changing. This is meant as an overview of services available to people in Northeastern, Massachusetts. We may update these resource guides periodically; if you know of a resource that can be highlighted here, please reach out to us at CommunityResourceCenter@ne-arc.org

Agency Employment Programs

Enrollment in these programs and supports may require a referral from Department for Developmental Services (DDS) or MassAbility.

Bridging Independent Living Together (BILT) - Woburn
https://www.biltne.org/services-for-disabled-children-and-adults/
Bridging Independent Living Together (BILT) offers job coaching to assist with volunteer positions or working positions in the community with our individuals. BILT can help apply for jobs, create checklists or visual aids to assist the individual in knowing what requirements are needed to be completed on the job, and are always working on increasing independence.

Jewish Family & Children's Services CHAI Disability Services - Waltham
https://www.jfcsboston.org/
Jewish Family & Children's Services (JF&CS) creates meaningful and fulfilling employment opportunities for individuals with disabilities and those who are neurodivergent, allowing them to lead productive and integrated lives in their communities and increasing their feelings of self-worth and confidence. JF&CS offers assessments and supports related to employment including: resumé development, job search and development, interview training, and job coaching.

Northeast Arc - Danvers
https://www.ne-arc.org/services/community-employment/
Northeast Arc provides career planning, job development, and job coaching for individualized employment services. They also have innovative businesses and training programs like Breaking Grounds Cafe in Peabody and Parcels, a unique boutique selling exclusively items made by people with disabilities or by companies owned by people with disabilities.

NuPath - Woburn & Westford
https://www.nupathinc.org/
NuPath offers employment training programs and an extensive job seeker preparation course that focuses on individual work goals for our clients. Job Camp is geared towards job seekers and through weekly training classes they learn various skills, including resume preparation, interviewing techniques, and workplace etiquette and conduct. Since 2013, this yearly program has ensured the successful job placement and retention for hundreds of participants.

Triangle, Inc. - Malden, Boston, & Salem
https://www.triangle-inc.org/transition-age-employment/
Triangle, Inc. partners with school districts and high school special education programs to offer a School to Career (STC) program. Triangle, Inc. supports students by instilling productive work habits, providing on-the-job training, supported employment, and workforce development.

Viability - Multiple Locations
https://www.viability.org/programs-who-we-serve/employment-services-program/
Viability provides comprehensive training and job support services that enable job seekers to secure and retain work on their path to economic stability and career growth.
Viability meet individuals where they are on their career path and help identify and reach employment milestones. With a network of 620+ employer partners, they match local workforce demands with clients' professional goals.

Career/Vocational Readiness Programs

Association for Autism & Neurodivergence (AANE) LifeMAP/WorkMAP program
https://www.aane.org/services-programs/one-to-one-services/coaching-for-adults-teens/
WorkMAP is a targeted LifeMAP program designed to help Autistic and similarly Neurodivergent adults and older teens reach their employment goals. WorkMAP can help individuals at any stage of their employment journey.
Clients are matched with coaches who have expertise in autism and career development. Coaches work with clients to identify strengths, and support needs to develop and pursue realistic, measurable goals.

American Training Institute - StarWorks Program - Lowell & Wakefield
https://www.americantraininginc.com/groups/day-services/
StarWorks builds confidence and skills leading to employment for people of all levels of abilities and challenges: those already having a marketable skill, those with limited or no skills, and those with limited or no working experience.
By assessing current abilities, determining which marketable skills ought to be developed to become employed, and providing vocational and personal counseling, the program gets people closer to becoming fully involved with their community.

Asperger Works - Haverhill, MA
https://www.aspergerworks.org/
Asperger Works offers a number of employment support services including: career exploration, résumé development, interview skills, and job coaching. Visit the Asperger Works job site for information on services offered.

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About MassAbility and DDS

In Massachusetts, MassAbility focuses on helping people with disabilities achieve independence and employment, while the Department of Developmental Services (DDS) supports individuals with intellectual and developmental disabilities in participating in their communities.

MassAbility
https://www.mass.gov/orgs/massability
Focus:
- MassAbility helps individuals with disabilities to live and work independently. MassAbility is responsible for Career Services, Community Living and eligibility determination for the Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) federal benefits programs.

Services:
- **Home and Community Life Services** such as Independent Living Centers (ILCs), Home Care, Supported Living, Assistive Technology (AT), Brain Injury Services, Home Modification Loans
- **Career Services** such as counseling and guidance, interest and aptitude testing, diagnostic evaluations, college and vocational training, job placement assistance, assistive technology, school to work, Pre-Employment Transition Services (Pre-ETS) for youth, employer consultation, communication access services (including ASL interpreters and multiple language translation)
- **Disability Benefits and Rights Services** such as Disability Determination Services (DDS), benefits counseling, protective services, service disputes

Department of Developmental Services (DDS)
https://www.mass.gov/orgs/department-of-developmental-services
Focus:
- DDS provides supports for individuals with intellectual and developmental disabilities to participate fully in their communities.

Services:
- Services for **children** include family support and a variety of programs to address specialized support needs that supplement educational services.
- Services for **adults** include an array of employment and day program supports to enable individuals to pursue a career or be engaged in other meaningful activities in the community; family supports and a variety of flexible services such as respite, in-home skills training, and companion services for those individuals who live at home with their families, community living supports for more independent living situations, and other residential supports, such as shared living and group homes.

Career/Vocational Readiness Programs Cont.

Best Buddies Jobs Program - Boston
https://www.bestbuddies.org/mari/jobs/
Best Buddies Jobs Program is open to individuals with IDD who are exiting the school system or are no longer a part of the school system. Ideal candidates are those who are seeking support to help identify and maintain jobs in their local community. The program supports individuals before they are hired for a job by helping them to find a job, completing job applications, and interview preparation. Once individuals are hired for a job, the Best Buddies Jobs Program supports individuals with job orientation and training, providing travel training, and assisting with development and achievement of goals.

EMBARK Program - North Shore Education Consortium/Salem State University
https://www.nsedu.org/schools/transition-programs/embark/
EMBARK serves post-secondary young adults age 18 to 22 with learning delays and/or intellectual disabilities who have a desire to continue their education beyond high school. The goals of EMBARK are to enable young adults to be independent in living and traveling in the community, while assisting them in career development and internships or employment in local businesses and organizations.

Major Choice - Virtual
https://www.majorchoice.com
Major Choice is a career exploration and mentorship program designed to help high school students with IEPs, or 504 plans (or diagnosed disabilities) discover their passions, explore potential career paths, and develop essential skills for future success.

Opportunity Works - Haverhill & Newburyport
https://www.opportunityworks.org/programs-services/
Opportunity Works provides employment supports to individuals who express a desire to explore and to obtain jobs within their community. The agency provides vocational assessment, career exploration, on-the-job training, job placement, follow-up, and supervision. The agency assists individuals in securing full or part-time competitive employment within their community. The overall goal is to develop, maintain, and/or improve job skills, including career planning and advancement.

Partners for Youth with Disabilities - Career Readiness Program
https://www.pyd.org/programs/career-readiness/
Partners for Youth with Disabilities Career Readiness Program is an inclusive job-readiness program that addresses barriers to employment via a three-tiered curriculum involving academic learning, real-world experiences, and mentoring for youth and young adults with disabilities (ages 14-22). Applicants must attend high school or post-secondary programming.

Work Opportunities Unlimited - Multiple Locations
https://www.workopportunities.net/
Work Opportunities Unlimited provides job placement, job training, and community participation-related services to students and adults who may experience a disability and others who could benefit from support to reach their employment and/or community access goals.

Your Next Star Employment Academies with the Massachusetts Down Syndrome Congress
https://www.yournextstar.com/
Your Next Star Academy provides experiential training for aspiring employees and entrepreneurs with intellectual and developmental disabilities. The Academy helps connect area employers to an underutilized and qualified labor pool that can successfully meet their needs. Your Next Star has offered three academies: Employment, Entrepreneurship, and Career Exploration.

Employment Training Programs

Camp Allen - CamPower Program, Bedford, NH
https://www.campallennh.org/campower
CamPower is a facilitated work training program during the summer at Camp Allen. The Cam Power program is designed for young adults ages 17-25 who have developmental disabilities.
Participants receive hands-on experience in a natural employment setting, working side-by-side with mentors who provide on the job training. This program is designed to create future employment opportunities for individuals with developmental challenges by providing experience and references.

Employment Options - Cooking Up a Career Program
https://www.employmentoptions.org/cooking-up-a-career
If you are 18 to 36 and have barriers with employment or have a disability, you may qualify for the Free Culinary Training Program. Participants will undertake an educational curriculum paired with hands on kitchen skills. Learn about food safety, food prep, and food presentation.
At the end of this course, the student will walk away with four certifications:
1. SERV Safe Food Handlers Certification
2. Massachusetts Allergen Awareness Certification
3. Massachusetts Food Equipment and Safety Training (FEAST) Certification
4. Fresh Start Certificate
Students establish individualized learning objectives to ensure successful completion of the course. Once the course has been completed and students have earned their respective certifications, intensive ongoing supports will guide them towards successful employment.

Employment First Massachusetts
https://www.employmentfirstma.org/
At Employment First MA, you will find resources about community work, including practical guidelines, an overview of employment history, and stories of people with disabilities who are thriving in community-based careers. Employment First has a variety of trainings, tools, videos, webinars, briefs, and other resources for employment specialists, job coaches, advocates, self-advocates, and others who work to promote inclusive employment for individuals with developmental disabilities.

L'Arche Boston North - Home Made Hummus Culinary Collaborative Program
https://larchebostonnorth.org/about-larche/our-culinary-program/
L'Arche Boston North (LBN) provides vocational services to adults with intellectual and developmental disabilities. L'Arche Boston has a Culinary Collaborative which is an inclusive culinary training program where adults of all abilities come together to cook up incredible meals with cuisine from around the world! The LBN Collaborative partners with existing day service providers, offering a community-based activity available to adults with intellectual and developmental disabilities attending those services.

MassHire - Multiple Locations
https://www.mass.gov/masshire-career-centers-for-jobseekers
MassHire Career Centers provide employment services to all jobseekers, including individuals with disabilities. Some of these services include career counseling, resume development, career workshops, computer workshops, job search resources, and placement assistance. Additional services and supports such as reasonable accommodations and assistive technology are also available at MassHire Career Centers, free of charge (but may need to be requested before a scheduled visit).
For individuals with disabilities specifically, the Career Centers provide physical and programmatic accessibility and can also provide connections to partner agencies such as MassAbility, Massachusetts Commission for the Blind (MCB), and Massachusetts Commission for the Deaf and Hard of Hearing (MCDHH).

Employment Training Programs Cont.

Bridgewell Employment Support Services - Multiple Locations
https://bridgewell.org/disability-services/employment-support-services/
Bridgewell works with a variety of Employment Partners across the state to provide vocational opportunities for people with intellectual, developmental, psychiatric, and physical disabilities. As part of their Employment Program, adults with developmental disabilities (including those with an autism spectrum disorder) have access to job coaching services and a personalized career plan based around the participant's own interests and abilities.

JVS Boston - Disability Services and Programs
https://www.jvs-boston.org/our-services/disability-services/
JVS Boston offers a Career and Community Access Program that provides opportunities for young adults with disabilities living in the Greater Boston area to access 1:1 Career Coaching, Career Readiness Workshops, and a Transition to Work program.

Root - Salem, MA
http://www.rootns.org/
Root offers a 14-week culinary training program that combines hands-on food service training with workforce readiness skills. Trainees work with a professional chef every day, work on communication skills, learn about the restaurant industry, receive one-on-one job coaching, complete an externship in a local restaurant/food business, work at Root events to gain real-world experience, and learn about personal finance skills.

Pre-Employment Transition Services (Pre-ETS)

MassAbility's Pre-Employment Transition Services (Pre-ETS) offer students with disabilities aged 14-21 a chance to explore the working world. Working with partners statewide, the program assists in career decision-making and future planning, catering to a broad spectrum of interests and goals, from first summer jobs to post-school career paths. Pre-ETS services are available to students in traditional high schools, vocational schools, college courses, or training programs up until their 22nd birthday.

Pre-ETS providers focus on five core services to offer students during the program.

- Job exploration and counseling
- Workplace readiness training
- Work-based learning experiences
- Counseling on post-secondary education or training
- Self-advocacy and peer mentoring

Every school in the Commonwealth is assigned a Pre-ETS provider and a MassAbility counselor as a resource. If you would like to receive more information about finding the provider for your student, contact your school's guidance office or local MassAbility Office. For more information on services and providers, visit https://www.mass.gov/orgs/massability. Pre-ETS services are available at no cost to students and families.

Job Boards

AbilityJOBS
https://www.abilityjobs.com/
ABILITY Job Board for Disability Talent connects businesses, governments, and colleges with job seekers and veterans with disabilities.

AWorks Job Marketplace
https://www.aspergerworks.org/employment/jobs-market-place/
AWorks Job Marketplace is a place where that job seekers can find employers who are friendly towards people on the spectrum.

Career Circle
https://www.careercircle.com/
Career Circle connects underserved communities with career opportunities. CareerCircle connects diverse, skilled talent with employers to build resilient, future-ready workforces.

disABLED Person, Inc.
https://www.disabledperson.com/
disABLEDperson, Inc. is a 501(c)(3) charitable organization whose mission is to reduce the high unemployment rate of individuals and veterans with disabilities. Job postings on the site are direct from employer.

Disability Solutions Job Board
https://jobs.disabilitytalent.org/
Disability Solutions at Ability Beyond connects people with disabilities to new career opportunities from some of today's leading employers - employers who celebrate inclusion and understand the talent value of people with disabilities. The site enables individuals and veterans with disabilities to search through job postings on the career center, sign-up for job alerts, access a career resources page, and register for online webinar training, preparing job seekers to land that next great opportunity.

Inclusively
https://www.inclusively.com/job-seekers/
The Inclusively platform empowers job seekers to personalize their job search by selecting the Success Enablers (e.g. accommodations, modifications, and opportunities for workplace personalization) that an individual job seeker needs to be successful in both the interview process and on the job. The platform allows users to filter on inclusive employers who are transparent about the accommodations they provide in the workplace.

Work Without Limits - Our Ability Jobs
https://www.workwithoutlimits.org/job-board/
Our Ability Jobs is a publicly accessible, searchable job board that connects job seekers with disabilities and employers seeking to hire diverse talent. This AI-powered platform matches the skills and interests of individuals with disabilities to relevant job opportunities on Our Ability Jobs. The platform allows for personalized matches for both the candidate and employer.
Work Without Limits also collaborates with employers to increase the employment of people with disabilities and offers benefits counseling for people in Middlesex County.

Riverside Regional Employment Collaboratives
https://www.riversidecc.org/services-for-communities-schools-businesses/employment-collaboratives/
Regional Employment Collaboratives are Riverside-led partnerships of state agencies, employers, workforce development organizations, and service providers. The collaborative's efforts focus on broadening the types of employers providing opportunities for the individuals served and enhancing access to career-oriented training and resources.

Employment Accommodation Rights Information

Employment First Massachusetts – Quality Employment Practices Resources
https://www.employmentfirstma.org/pages/quality-employment-practices
This page offers tools and guidelines that employment professionals and families can use to navigate the process of preparing for fulfilling work.

Job Accommodation Network (JAN)
https://www.askjan.org/
JAN is the leading source of free, expert, and confidential guidance on workplace accommodations.

Mass Office on Disability (MOD) - Disability Rights in Employment
https://www.mass.gov/info-details/disability-rights-in-employment
MOD can help employees and employers learn more about disability rights in the workplace, how to navigate reasonable accommodation processes, and understand recourse options. MOD is not an enforcement agency.

Disability-Owned/Operated Businesses

Bitty and Beau's
350 Water St. Cambridge
https://www.bittyandbeauscoffee.com/

Breaking Grounds Cafe
67 Main St. Peabody
https://www.breakinggroundscafe.com/

Collettey's Cookies
Order & find places selling on the website!
https://www.colletteys.com/

Cafe Sarina at Nunan's Florist & Greenhouses
269A Central St. Georgetown, MA
https://www.cafesarina.com/about-us/

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Disability-Owned/Operated Businesses Cont.

Inspire Cafe
411 Main St, Wakefield, MA
https://www.inspirecafe.org/

Omar's World of Comics
20 Waltham Street, Lexington, MA
https://www.omarsworldofcomics.com/

Heritage Shredding & The Caning Company
22 Foster Street, Peabody, MA
https://www.ne-arc.org/services/innovative-businesses/

parcels at the Liberty Tree Mall
100 Independence Way Danvers, MA
https://www.ne-arc.org/parcels/

Massachusetts Down Syndrome Congress
Your Next Star Shop
https://www.yournextstar.com/shop

The Gateway Arts Store
60 Harvard St., Brookline Village, MA
https://www.gatewayarts.org/shop/

OUR PRESENTER!

Kayla Snover Studio
https://www.etsy.com/shop/KaylaSnoverStudio