



## Employment Services

All MCB Employment Services are FREE and highlighted by high touch, personalized ongoing support, consultation, and communication with both the individual and key business stakeholders throughout the pre and post-employment process.

MCB prides itself on providing customized consultation and assessment to meet employee and employer needs that extend beyond the frequently utilized services listed below. Because MCB consumers range from low vision to no vision, services are tailored to each individual and work environment and are provided in collaboration with organizational supervisors, IT departments, and other relevant key stakeholders.

### Training and Education

- Consultation on questions and accommodations related to the employment of individuals with visual impairments
- Training for hiring managers, HR staff, and other employees on best practices for hiring and working with people with visual impairments

### Assistance with Recruiting and Screening

- Manage, prepare and refer a pipeline of qualified, vetted applicants to best meet job requirements
- Ongoing support, consultation, and communication with key business stakeholders throughout the recruitment process
- Informational interview coordination and support
- Workplace support services for applicants including O&M, RT and AT services listed below
- Information on tax credits for hiring MCB's job seekers

### Internship Program

- Manage, prepare and refer a pipeline of qualified, vetted applicants to best meet internship requirements
- Ongoing support, consultation, and communication with key business stakeholders throughout the internship process
- Workplace support services for interns including O&M, RT and AT services listed below
- \$1,000 internship stipend

## Workplace Orientation and Mobility (O&M)

- Travel training, Cane training, Guide dog orientation

- Employee onboarding support including to and from work and throughout critical areas such as emergency exits, supervisor's office, break/dining areas, restrooms, etc.

## Workplace Rehabilitation Teaching (RT)

- Physical assessment of and adjustments to the work environment to ensure accessibility
- Label appliances and other items in staff break and dining areas with tactile markings
- Adapt and instruct how to complete work tasks and job requirements non-visually
- Adapt use of color contrast and lighting to maximize job performance

## Assistive Technology (AT)

- Comprehensive workplace technology assessment to identify required consumer driven software and/or technology accommodations
- Required equipment provided and installed on work devices by MCB
  - [Screen reading software](#), such as [Job Access With Speech \(JAWS\)](#)
  - [Screen magnification software](#), such as [ZoomText](#)
  - [Desktop video magnifier](#) (closed-circuit television (CCTV))
  - [Note taking devices](#) using a braille display or speech output

Excited to learn more about engaging with MCB and their pipeline of qualified, vetted candidates?

Contact us today!



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[Mass.gov/MCB](http://Mass.gov/MCB)