



**Pre-ETS is intended to support students ages 14-22 with disabilities in developing skills needed to obtain and maintain employment after school. Students learn the fundamental skills necessary to enter the workforce by participating in the five components listed below.**

### **JOB EXPLORATION & COUNSELING**

**Like a compass pointing in the right direction, exploring different career paths can give students an idea of where they want to go. Students will identify and explore career interests that aid in making an informed decision about their future. This component includes interest inventories, hands-on work samples, field trips, guest speakers, and more!**

### **WORKPLACE READINESS TRAINING**

**Before heading out on any career adventure, you've got to have all the necessary tools in your gear bag! Students will learn the expectations and foundational skills needed for successful employment. Topics in this component include workplace etiquette, soft skills, workplace safety, interview preparation, cover letter and resume writing, stress management, and more!**

### **COUNSELING IN POSTSECONDARY OPTIONS**

**Once a destination is chosen, a map can help plan the best route or, in this case, the training/education needed to complete the journey. Students receive guidance on what postsecondary options are available to them. Representatives from local colleges, vocational programs, and universities join classes to explain what each campus offers.**

### **INTRODUCTION TO SELF-ADVOCACY**

**Self-advocacy is an essential tool in any career adventure that helps to communicate wants and needs along the way! Students will learn the importance of self-advocacy and their rights as employees with disabilities. The program will cover disclosure, reasonable accommodation, and the Americans with Disabilities Act. This component also includes financial literacy led by Greylock Federal Credit Union and Travel Training led by Berkshire Regional Transit Authority.**

### **WORK-BASED LEARNING EXPERIENCES**

**Like binoculars, work-based learning can help to prepare and focus on what's ahead... the future! A volunteer or paid internship allows students to experience work in a real-world, supported setting. Locations and work are individualized to ensure a meaningful experience that meets the student and employer's needs.**

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**This program is funded by the Massachusetts Rehabilitation Commission (MRC) and is offered at no cost to participants.**

**PROGRAM ELIGIBILITY:**

- Any student between the ages of 14 and 21 with an Individualized Education Plan (IEP)
- Any student between the ages of 14 and 21 with a 504 Plan
- Any student between the ages of 14 and 21 with a documented disability including, but not limited to, Anxiety, Attention-Deficit / Hyperactivity Disorder (ADHD), Depression, Asthma, Diabetes, Specified Learning Disability (SLD), Oppositional Defiant Disorder (ODD), Obsessive-Compulsive Disorder (OCD), and various eating disorders.

**TO REFER A POTENTIALLY ELIGIBLE STUDENT:**

- Please send a completed MRC Pre-ETS Referral Form and documentation of the student's disability to Nina Benvenuto at [NBenvenuto@bfair.org](mailto:NBenvenuto@bfair.org).
  - Disability documentation is a copy of the student's IEP, 504 Plan, or a note from their physician.
- Upon receiving the referral, BFAIR will submit the student's information to the Massachusetts Rehabilitation Commission (MRC) for approval and contact the student to schedule an intake meeting.

**For more information, contact:**

**Nina Benvenuto, Assistant Director of Employment Services**  
**[NBenvenuto@bfair.org](mailto:NBenvenuto@bfair.org) (413)664-9382 x173**



**PRE-EMPLOYMENT TRANSITION SERVICES**  
**LET THE *Adventure* BEGIN!**