

# MONTGOMERY COUNTY, MD - DISABILITY NETWORK DIRECTORY

## Employment

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This is a project of the Montgomery County Commission on People with Disabilities. To submit an update, add or remove a listing, or request an alternative format, please contact: [MCCPWD@montgomerycountymd.gov](mailto:MCCPWD@montgomerycountymd.gov), 240-777-1246 (V), MD Relay 711.

### Abilities Network and Project ACT

#### Headquarters

8503 LaSalle Road  
Towson, MD 21286  
410-828-7700 (V)  
1-800-492-2523 (Toll Free)

#### Prince George's / Montgomery Counties

1738 Elton Road, Suite 205  
Silver Spring, MD 20903  
301-431-7740 (V)

E-mail: [information@abilitiesnetwork.org](mailto:information@abilitiesnetwork.org)  
[www.abilitiesnetwork.org](http://www.abilitiesnetwork.org)

Non-profit organization that assists individuals with disabilities in Maryland. Provide individualized support in identifying and securing competitive employment within the individual's community.

**Supported Employment Services:** Transitioning Youth students approved for ongoing supported employment services through DDA are provided with funding to receive employment support between high school graduation and the final admission into a DDA-funded agency.

**Non-Supported Employment Services:** Provide job development and/or job coaching for a time limited period approved through DORS for individuals throughout Maryland. Services may be/are available to individuals with disabilities who are not eligible for DDA employment support.

**Employee Development Services:** 10-week classroom-style program for job seekers that includes work adjustment training; providing a comprehensive, individualized process that assists people to develop or re-establish skills, attitudes, personal characteristics and work behaviors to achieve positive employment outcomes.

**Student to Employment Services (STEP):** Provides employment services to Howard County students for the three years prior to their graduation year with a focus on employment development, placement, and retention.

**Employment Services through the Office of Blindness and Vision Services:** Provide employment services to those whose primary disability is vision loss.

### Anchor Mental Health Association

#### Catholic Charities

1001 Lawrence Street, NE  
Washington, DC 20017-0058  
202-635-5953 (V)

[www.catholiccharitiesdc.org/acs](http://www.catholiccharitiesdc.org/acs)

Provide supported employment for qualified workers who are recovering from mental illness.

### Arc Montgomery County

Doug Clarke, Director of Employment & Meaningful Day Services  
7362 Calhoun Place  
Rockville, MD 20855  
301-984-5777 x 2214 (V)

E-mail: [DougC@arcmontmd.org](mailto:DougC@arcmontmd.org)

[www.thearcmontgomerycounty.org](http://www.thearcmontgomerycounty.org)

**Supported Employment:** Services are designed to enhance each individual's abilities and skills, allowing them to work as independently as possible in the community. Trained job coaches monitor each worker's performance and serve as intermediaries with employers to help workers succeed on the job and to resolve concerns before they become workplace issues.

**Community Volunteer:** Community volunteer opportunities provide adults with disabilities resume-building experience and a chance to try different types of work. Volunteers are generally placed at other non-profit agencies in Montgomery County and may be engaged in supporting senior citizens or administrative/clerical work.

### Arc of Prince George's County

Office of Employment Services  
7931 Fernham Lane  
Forestville, MD 20747  
240-532-6005 (V)

E-mail: [info@thearcofpgc.org](mailto:info@thearcofpgc.org)

[www.thearcofpgc.org](http://www.thearcofpgc.org)

Partner with businesses in the Washington DC Metropolitan area to employ people with intellectual and developmental disabilities. Provide the education, training and skills necessary to help the people they support obtain and maintain successful employment. Staff provides employment training and support for group employment and 1:1 job placements. In the **Office Skills Program** individuals spend a year getting ready by incorporating flexible processes designed to personalize the employment relationship between candidate and an employer. After mastering curriculum requirements, students are placed in office internships throughout the County.

### **Ardmore Enterprises, Inc.**

3000 Lottsford Vista Road  
Mitchellville, MD 20721-4001  
301-577-2575 (V)

E-mail: [grow@ardmoreenterprises.org](mailto:grow@ardmoreenterprises.org)  
[www.ardmoreenterprises.org](http://www.ardmoreenterprises.org)

Utilizes a structured approach to assist people in exploring, obtaining and maintaining successful employment. Employment team uses the Customized Employment process, which is designed to support a person to identify their ideal conditions for employment and match them with the needs of a local employer. Services are tailored for each job seeker to include one or all of the three phases of our Customized Employment process: Discovery, Job Development, and Follow-Along/Ongoing Supports. Support provided by DDA and DORS funding.

**Discovery:** Employment Specialists provide a time-limited, community-based personal assessment designed to assist the person and their support team to identify the person's abilities, interests and ideal conditions of employment.

**Job Development:** Once a job seeker's ideal conditions of employment have been identified, a Job Developer can assist in matching a person's skills and abilities with the needs of a community employer.

**Follow-Along and Ongoing Job Supports:** Once a person is employed, Ardmore will provide the support needed to maintain that employment. Support is based on the needs of each employee and their employment.

### **Caroline Center Inc.**

15222 Dino Drive  
Burtonsville, MD 20866  
301-476-9310 (V)  
1-800-441-9181 (Toll Free)

E-mail: [info@carolinecenterinc.org](mailto:info@carolinecenterinc.org)  
<http://carolinecenterinc.org>

Offers a variety of employment supports that range from discovery and exploration to development and supports. Staff with specialized training work with individuals to identify areas of interest and match those with abilities to assist people in voluntary and paid employment.

### **CarrieOn Coaching, LLC**

Carrie L. Morris, PHR, ACC, Certified MBTI Practitioner  
10 Leatherleaf Court  
Gaithersburg, MD 20878  
301-721-7670 (V)

E-mail: [carriemorris1@gmail.com](mailto:carriemorris1@gmail.com)  
[www.carrieon-coaching.com](http://www.carrieon-coaching.com)

Offers a continuum of personal and career development services for young adults and families who struggle with the transition from dependence to independence, ensuring they are career ready and thrive in the workplace. Support services include: foundational life skills management, ADHD/executive functioning coaching, goal setting and achievement, career assessment tools and job search support.

### **Catholic Charities - Supported Employment for Adults with Developmental Disabilities**

1010 Grandin Avenue  
Rockville, MD 20851  
301-251-2860 ext. 615 (V)

[www.catholiccharitiesdc.org/supportedemploymentcc/](http://www.catholiccharitiesdc.org/supportedemploymentcc/)  
Employment specialists work one-on-one with adults with a developmental disability to help identify their strengths and interests, develop the needed skills, place them in a positive work environment, and provide ongoing support to ensure success. Program participants must be referred by Maryland Division of Rehabilitation Services (DORS) or Maryland Developmental Disabilities Administration (DDA).

### **CHI Centers**

10501 New Hampshire Avenue  
Silver Spring, MD 20903  
301-445-3350 (V)

E-mail: [info@chicenters.org](mailto:info@chicenters.org)  
<http://chiservices.org>

Vocational programs for individuals with developmental disabilities that prepare them for supported or competitive work placements, on-the-job training, and on-going consultation and support.

### **Columbia Lighthouse for the Blind Employment Services**

8757 Georgia Avenue, Suite 805  
Silver Spring, MD 20910  
301-589-0894 (V)

E-mail: [info@clb.org](mailto:info@clb.org)  
[www.clb.org/employment-and-training/employment-services/](http://www.clb.org/employment-and-training/employment-services/)

Serve all individuals who are living with vision impairment or blindness as well as Veterans from all branches of the military. Train clients who are visually impaired or blind on job readiness skills needed for gainful employment and to achieve success in the workplace. Programs and services include: vocational and situational assessments; resume support; interviewing skills development; job development; job placement and retention services; job coaching services; job accommodation support and employer education; and travel training to navigate public transportation. **Bridge to Work** offers an employment and training program for service disabled, visually impaired or blind Veterans to assist them in entering or re-entering the workforce.

**Community Services for Autistic Adults and Children (CSAAC)**

Oladapo Alagbe, Director of Vocational Supports  
8615 East Village Avenue  
Montgomery Village, MD 20886  
240-912-2251 (V)

E-mail: [oolagbe@csaac.org](mailto:oolagbe@csaac.org)

[www.csaac.org](http://www.csaac.org)

Supported employment program offers a wide range of supports and expertise which allows individuals with autism to succeed at competitive employment. Each transitioning youth and adult is assessed by their own interests, skills and characteristics of autism that will influence employment. The need for auxiliary training, such as social skills, work-place safety and transportation skills, is also assessed. Supported employment personnel help prepare the worksite for the individual, provide task and behavioral support and intervene to overcome obstacles to keeping the job. Additionally, psychological services, applied behavior analysis, counseling, instructional training, and ongoing training of the job coach are all available, as necessary.

**Community Support Services (CSS)**

9075 Comprint Court  
Gaithersburg, MD 20877  
301-926-2300 (V)

E-mail: [svanderwoude@css-md.org](mailto:svanderwoude@css-md.org)

[www.css-md.org](http://www.css-md.org)

Offers individuals age 21 and older with autism or other severe developmental delays continual support in paid, volunteer and/or self-employment endeavors. Support services include career planning; employment training; on-the-job training; and positive behavior programming. Vocational counselors provide on-site training, teaching the specific skills necessary for the job, as well as providing social skills training, money management and other work-related skills.

**Cornerstone Montgomery**

2 Taft Court, Suite 200  
Rockville, MD 20850  
301-715-3673 (V)

[www.cornerstonemontgomery.org](http://www.cornerstonemontgomery.org)

Assist people living with mental health and co-occurring mental health and substance abuse disorders to live, work and integrate successfully within the community. Supported employment services and mental health treatment are integrated together. Services include: one-on-one coaching with a Supported Employment Specialist to help determine skills, interests, and long term career goals; help with creating a step-by-step plan to achieve employment-related goals; help with developing resumes, writing the perfect cover letter, and filling out online applications; support with community-based job search activities, such as going into business and speaking to a hiring manager, completing mock interviews with prominent members of the business community, or participating in 'job try-outs' to get a feel for a specific job or industry; benefits counseling to learn how work will impact publicly funded entitlements such as SSI or SSDI; on-site job coaching at the new position; and long-term support for keeping the job.

**Deaf Reach, Inc.**

3722 12<sup>th</sup> Street NE  
Washington, DC 20017  
202-832-6681 (V)

E-mail: [hello@deaf-reach.org](mailto:hello@deaf-reach.org)

[www.deaf-reach.org](http://www.deaf-reach.org)

Independent Living Skills (ILS) Day Program works with people who are Deaf and Developmentally Disabled to enhance and maximize their self-sufficiency and quality of life through our pre-vocational and day habilitation activities. The pre-vocational activities are geared towards learning and performing tasks to develop skill sets identified using a person-centered approach to services.

### **Division of Rehabilitation Services (DORS)**

Assist individuals with physical, emotional, intellectual, developmental, sensory and learning disabilities go to work and keep their jobs by providing services such as career assessment and counseling, assistive technology, job training, higher education and job placement.

[www.dors.maryland.gov](http://www.dors.maryland.gov)

#### **Germantown Office**

20010 Century Boulevard, Suite 400

Germantown, MD 20874

301-601-1500 (V)

301-200-8083 (Videophone)

E-mail: [germantown.dors@maryland.gov](mailto:germantown.dors@maryland.gov)

#### **Wheaton Office**

11002 Veirs Mill Road, #605

Wheaton, MD 20902

301-949-3750 (V)

301-200-8090 (Videophone)

E-mail: [wheaton.dors@maryland.gov](mailto:wheaton.dors@maryland.gov)

#### **Workforce Technology Center**

2301 Argonne Drive

Baltimore, MD 21218

410-554-9108 (V)

1-888-200-7117 (Toll Free)

410-415-9306 (Videophone)

E-mail: [wtc.dors@maryland.gov](mailto:wtc.dors@maryland.gov)

Services are available to DORS consumers who are referred to WTC by their DORS counselor. Services include: work readiness programs; career training programs; career assessments; academic tutoring and GED; employment services; assistive technology; dormitory services; and health and wellness center.

#### **Office for Blindness and Vision Services – Montgomery County / Western, MD Office**

11002 Veirs Mill Road, #605

Wheaton, MD 20902

301-949-3750 (V)

1-866-338-7985 (Videophone)

E-mail: [obvs.dors@maryland.gov](mailto:obvs.dors@maryland.gov)

Programs and services for individuals whose primary disability is vision loss include career guidance and assessment; assistive technology; vocational or academic education; independent living skills training; orientation and mobility; and job placement.

### **Easterseals Disability Staffing Network (EDSN)**

301-588-8700 (V)

1-855-838-7111 (Toll Free)

E-mail: [edsnjobs@eseal.org](mailto:edsnjobs@eseal.org)

[www.easterseals.com/DCMDVA/our-programs/employment-training/EDSN.html](http://www.easterseals.com/DCMDVA/our-programs/employment-training/EDSN.html)

EDSN is a non-profit staffing agency helping people with disabilities find long-term, meaningful employment. Serve anyone with a disability including low incidence disabilities, mental health, neurodivergent, medical, physical, learning, intellectual and developmental disabilities. Their dedicated team can help you present the skills you acquired through

**Easterseals Disability Staffing Network Continued** education, training, volunteerism, internships and work history to achieve your career goals. Self-paced, online training and InterviewStream software will help: translate your experience to the workforce; create an Individual Work Plan (IWP); write a powerful resume; effectively target desired employers; and develop a proactive strategy for social media and face-to-face networking. As a staffing agency with a mission, their job is to match the right candidate to the right job. They have a DC/MD/VA network of employers who are committed to hiring candidates with disabilities and place job seekers at all professional levels. They work with employers in a variety of industries: IT, Logistics, Healthcare, Government, Finance, Nonprofit, Skilled Trades, Administrative, Hospitality, and more!

### **Emerge**

9180 Rumsey Road, Suite D2

Columbia, MD 21045

410-884-4420 (V)

E-mail: [info@emergeinc.org](mailto:info@emergeinc.org)

<http://emergeinc.org>

Not-for-profit organization serving individuals with developmental, physical and mental health disabilities. To assist individuals with obtaining and maintaining employment, Emerge offers interest inventory and work evaluations; training programs for specific task skills and appropriate work behavior; job finding; on the job coaching; transportation; and assistance with coordination of benefits and other rehabilitation services.

### **Family New Life Community Services**

837 Olney Sandy Spring Road

Sandy Spring, MD 20860

301-273-8795 (V)

E-mail: [hr@fnlife.life](mailto:hr@fnlife.life)

<https://fnlife.life/>

Offer job development services, job readiness training, exploratory career assessments, and Pre-ETS (Pre-employment transition services).

### **Full Citizenship of Maryland**

4415 Queensbury Road

Riverdale, MD 20737

301-209-0696 (V)

E-mail: [fullciti@comcast.net](mailto:fullciti@comcast.net)

Supported employment services for people with autism, intellectual disabilities or other developmental disabilities, and behavior disorders. Provide individualized community living supports and assistance to individuals with developmental disabilities. Funded through the Developmental Disabilities Administration (DDA).

**Head Injury Rehabilitation & Referral Services, Inc.**

11 Taft Court, Suite 100  
Rockville, MD 20850  
301-309-2228 (V)

E-mail: [tbi@headinjuryrehab.org](mailto:tbi@headinjuryrehab.org)  
[www.headinjuryrehab.org](http://www.headinjuryrehab.org)

Serve adults 18 years and older with neurological impairments or traumatic brain injury. Vocational program services include: vocational assessment and program planning; skills development; resume preparation; work adjustment training; work hardening; job development; job coaching; employer and peer education; and development of reasonable accommodations.

**Housing Opportunities Commission (HOC) - Adult Education and Work Force Development Program**

240-627-9400 (V)

E-mail: [AEWD@hocmc.org](mailto:AEWD@hocmc.org)

[www.hocmc.org/extra/573-hoc-academy-adult-education-and-work-force-development-program.html](http://www.hocmc.org/extra/573-hoc-academy-adult-education-and-work-force-development-program.html)

HOC's effort to promote self-empowerment, achievement and upward mobility among residents by connecting them to career training educational services. The program is designed to meet residents at their individual levels of need and then pave the pathway for them to achieve their career and educational goals. Through partnerships with Montgomery College and other community organizations, the program offers the following services: tuition assistance and scholarship opportunities; employment and internship opportunities; employment readiness workshops; referrals to ESOL, GED and vocational training; referrals to financial aid counseling and FAFSA application assistance; and referrals for professional clothing.

**Humanim**

6355 Woodside Court  
Columbia, MD 21046  
410-381-7171 (V)

E-mail: [info@humanim.com](mailto:info@humanim.com)

<https://humanim.org/what-we-do/workforce-development/>

Nonprofit organization providing career training, job placement and job support services for individuals who have encountered challenges to employment. Prepare individuals for the workplace and provide on-going supports to ensure that employment outcomes are successful for both employees and employers.

**Workforce Readiness Training** program provides participants with the skills necessary to obtain and maintain employment. Participants learn valuable workplace traits and behaviors, as well as effective job search skills, including resume building and interview techniques. Job placement professionals work with statewide network of employers to place individuals in careers. Once employed, clients receive intensive follow-up services including job coaching, case management, additional training and career advancement opportunities, and participant/employer advocacy. The **Student to Employment Program (STEP)** is designed for young adults between between the ages of 18 and 21 who are in need of comprehensive career development and support services in Howard County.

**Independence Now, Inc.**

Denise Sosbe, Employment Services Coordinator  
12301 Old Columbia Pike, Suite 101  
Silver Spring, MD 20904  
240-898-2188 (V)

E-mail: [dsosbe@innow.org](mailto:dsosbe@innow.org)

[www.innow.org/employment-ticket-to-work](http://www.innow.org/employment-ticket-to-work)

Provide non-supported employment services and employment development services to persons with disabilities. Serve people receiving services from DORS and those who would like to assign their Ticket to Work to INNOW and live in Montgomery or Prince George's County. Employment services involve the development and implementation of an individual employment development plan. All service plans and services provided are developed with the consumer, with the staff in a guiding or supporting role.

### **Jewish Council for the Aging**

[www.accessjca.org/senior-employment/](http://www.accessjca.org/senior-employment/)

#### **The Career Gateway**

301-255-4215 (V)

Offers intensive training, take-home materials, a long-term mentor and individual attention for computer-savvy jobseekers age 50+.

#### **Senior Community Service Employment Program**

240-395-0918 (V)

The SCSEP program provides on-the-job training for low-income men and women age 55 and older who live in Montgomery and Frederick Counties. Trainees receive minimum wage while working at charities and government agencies to build their skills and resumes while delivering valuable community service.

#### **WorkSource Montgomery**

240-283-1522 (V)

Seniors can learn about SCSEP program eligibility requirements, use phones and computers for free, and discover resources to help them with their job search.

#### **50+ Employment Workshops**

301-255-4200 (V)

Jobseekers network with area employers and community resource organizations, get a free resume review and learn new job-search skills at annual 50+ Employment Expos, held in both Maryland and Virginia. Expos are free to jobseekers and no pre-registration is required.

### **Jewish Social Services Agency**

#### **Specialized Employment Services for Job Seekers**

Tom Liniak, Director

301-610-8405 (V)

E-mail: [tliniak@jssaa.org](mailto:tliniak@jssaa.org)

[www.jssa.org/get-help/specialized-employment/](http://www.jssa.org/get-help/specialized-employment/)

Provide job development and training and on-going workplace support for individuals with special needs. Assist with career assessment and establishing career goals, identifying strengths, skills, career interests and aptitudes while addressing potential barriers to employment; job training by developing appropriate workplace skills and participate in highly interactive, individualized one-on-one or classroom trainings; and job development through customized technology and “real world” based approaches established network of diverse employers; assist with completing job applications and researching appropriate workplace accommodations; assess and implement necessary on-site job support systems through coaching, orientation and job onboarding, peer and supervisor communications, follow-up and retention support and workplace advocacy; and build confidence and enhance social skills through monthly social outings.

### **Job Accommodation Network (JAN)**

1-800-526-7234 (Toll Free)

1-877-781-9403 (TTY)

E-mail: [jan@askjan.org](mailto:jan@askjan.org)

<http://askjan.org>

Free, expert, and confidential guidance on workplace accommodations and disability employment issues. Offer one-on-one guidance on workplace accommodations, the ADA and related legislation, and self-employment and entrepreneurship options for people with disabilities.

### **Madison Fields- Madison House Autism Foundation**

21355 Big Woods Road

Dickerson, MD 20842

301-349-4007 (V)

<http://madisonfields.org/services/job-readiness/>

Community-based agricultural resource center. Job Readiness Program provides structured opportunities for adults with physical, cognitive, or developmental disabilities and other challenges to discover interests in agriculture, expand knowledge, gain experience, and develop skills that assist them as they explore the possibility of future employment. Madison Fields offers six-week and eight-week sessions which meet twice weekly on Tuesday and Thursday from 10am-2pm. Throughout the session, participants learn soft skills like teamwork, communication, flexibility with tasks, problem-solving and self-management.

### **Marriott Foundation for People with Disabilities**

#### **Bridges ... from School to Work**

10400 Fernwood Road

Bethesda, MD 20817

301-380-7771 (V)

[www.bridgestowork.org](http://www.bridgestowork.org)

Staff work one-on-one with enthusiastic and capable young adults with disabilities upon exiting high school, helping them to successfully enter the workforce in a job that fits their interests and ability, while planning for long term vocational growth. Provide businesses with customized job placement and workforce development solutions.

## **Maryland Department of Disabilities**

### **Employed Individuals with Disabilities Program**

Division of Eligibility and Waiver Services  
6 St. Paul Street, 4<sup>th</sup> Floor  
Baltimore, MD 21202  
410-767-7090 (V)

<http://mdod.maryland.gov/employment/Pages/eid-program.aspx>

Provides Medical Assistance (Medicaid) to working Marylanders with disabilities. Must meet eligibility requirements. Program is administered by the Maryland Department of Health.

### **Transitioning Youth**

<http://mdod.maryland.gov/education/Pages/transitioninyouth.aspx>

Transition planning is when a student with a disability, along with family members, the school system, and service providers, begin to plan for life after high school including planning for college, work, transportation, housing, health care, and daily living. Offer handbooks, guides, and fact sheets on postsecondary education, youth employment, health and behavioral health care transition, and transition planning.

## **Maryland Developmental Disabilities Administration (DDA) – Employment First**

201 W. Preston Street  
Baltimore, MD 21201  
1-844-253-8694 (Toll Free)

<http://dda.health.maryland.gov/Pages/Employment.aspx>

The principle of Employment First is that all individuals who want to work can work and contribute to their community when given opportunity, training, and supports that build upon their unique talents, skills and abilities. Career exploration and planning will be supported when assisting individuals in making informed choices in designing their unique pathway to increased independence, integration, inclusion, productivity, and self-determination.

### **Governor's Transitioning Youth Initiative**

Nicole Sheppard, Southern MD Regional Office  
301-362-5100 (V)

E-mail: [nicole.sheppard@maryland.gov](mailto:nicole.sheppard@maryland.gov)

<http://dda.health.maryland.gov/Pages/TY.aspx>

Coordinates with local school systems and DORS in identifying students with developmental disabilities who will be graduating and who appear to be eligible for the program. Provide outreach and information to families and students about applying to the DDA for services.

Assist eligible individuals in accessing the most appropriate vocational supports and commit funding for those services.

## **Maryland State Department of Education Career and Technical Education (CTE)**

Division of Career and College Readiness  
Marquita Friday, Director of Career Programs  
200 W. Baltimore Street  
Baltimore, MD 21201  
410-767-0186 (V)

E-mail: [marquita.Friday@maryland.gov](mailto:marquita.Friday@maryland.gov)

<http://marylandpublicschools.org/programs/Pages/CTE/CTEprograms.aspx>

Pairs academic knowledge with technical skills to prepare students for in-demand, high-skilled, and high-waged jobs. CTE programs of study provide the opportunity for students to earn industry-recognized certificates, acquire college credit, and gain work experience.

## **Maryland Works, Inc.**

10270 Old Columbia Road, Suite 100  
Columbia, MD 21046  
410-381-8660 (Columbia)  
410-551-3130 (Baltimore)  
410-381-1612 (TTY)

E-mail: [info@mdworks.com](mailto:info@mdworks.com)

[www.mdworks.com](http://www.mdworks.com)

Statewide membership association that expands employment and business ownership opportunities for people with disabilities and other barriers to employment. Members include non-profit community service organizations and individual workforce development professionals who specialize in creating workforce and economic opportunities for thousands of motivated and qualified Marylanders with disabilities and other barriers to employment.

## **Melwood - Workforce Development and Guidance Programs**

5606 Dower House Road  
Upper Marlboro, MD 20772  
301-599-8000 (V)

[www.melwood.org](http://www.melwood.org)

**Vocational Support Employment Services** program provides work support to individuals with functional, psychological, developmental, cognitive, physical and emotional impairments/disabilities. Services include job development and placement services, job coaching and retention, and resume support, interview skill development. **Professional Development Program** equips individuals with the tools they may need to enter/re-enter the workforce. Over a 12-week period, individuals begin job exploration to discover both traditional and non-traditional careers and aspirations. Participants learn how to build their resume, conduct proper job searches, master the art of job interviewing, and gain knowledge on how to professionally conduct themselves within the workplace. **Pathways** is a three-year program designed to assist individuals with transitioning from high school into the adult life path of their choosing. Pathways offers a variety of career, education, and life exploratory options.

### **Metier, Inc.**

7361 Calhoun Place, Suite 350  
Rockville, MD 20850  
240-428-1825 (V)  
240-428-1830 (V)  
E-mail: [info@metierinc.org](mailto:info@metierinc.org)  
[www.metierinc.org](http://www.metierinc.org)

Not-for-profit that works to enhance the opportunities for economic and personal independence of people who are blind and visually impaired through the creation and sustainment of dedicated employment opportunities for the blind community.

### **Montgomery College Student Employment Services Germantown Campus**

Patricia McGlone, Job Opportunity Coordinator  
240-567-1970 (V)  
E-mail: [Pat.McGlone@montgomerycollege.edu](mailto:Pat.McGlone@montgomerycollege.edu)

#### **Rockville Campus**

Beth Reilly, Job Opportunity Coordinator  
240-567-4449 (V)  
E-mail: [Beth.Reilly@montgomerycollege.edu](mailto:Beth.Reilly@montgomerycollege.edu)

#### **Takoma Park/Silver Spring Campus**

Joseph O'Hare, Job Opportunity Coordinator  
240-567-1630 (V)  
E-mail: [Joseph.O'Hare@montgomerycollege.edu](mailto:Joseph.O'Hare@montgomerycollege.edu)

Teach students the skills necessary for a successful job search. Assist students in matching career goals to employment openings. Successfully place students into cooperative education and internship experiences related to their major. Provide employers a valuable resource to post jobs and find quality prospects.

### **Montgomery County Conservation Corps**

Latin American Youth Center  
Tina Brown, Case Manager  
8700 Georgia Avenue, Suite 500  
Silver Spring, MD 20910  
301-495-0441 x 240 (V)  
E-mail: [tinarose@layc-dc.org](mailto:tinarose@layc-dc.org)

[www.layc-dc.org/our-programs/job-readiness/montgomery-county-conservation-corps/](http://www.layc-dc.org/our-programs/job-readiness/montgomery-county-conservation-corps/)

Provide out-of-school youth ages 17 to 24 opportunities to earn their GED and gain hands-on experience while completing projects in regional parks designed around conservation principles. MCCC aligns with Maryland Multicultural Youth Centers workforce programs and provides services in four areas: academic enrichment, job readiness, family support and at-risk behavior. Corps members attend GED classes three days per week and conduct work in the county and state parks two days per week. Funded by the Montgomery County Department of Health and Human Services in partnership with the Montgomery County Collaboration Council for Children, Youth and Families, Inc.

### **Montgomery County Office of Human Resources (OHR) Employment Initiatives for People with Disabilities, Veterans & Veterans with Disabilities**

Shawn Stokes, Director  
101 Monroe Street, 7<sup>th</sup> Floor  
Rockville, MD 20850  
240-777-0311 (V)

E-mail: [mcg.ohr@montgomerycountymd.gov](mailto:mcg.ohr@montgomerycountymd.gov)  
[www.montgomerycountymd.gov/HR/Recruitment/DisabilityInitiative.html](http://www.montgomerycountymd.gov/HR/Recruitment/DisabilityInitiative.html)

#### **Hiring Preference for People with Disabilities, Veterans and Veterans with Disabilities**

E-mail: [hiring.preference@montgomerycountymd.gov](mailto:hiring.preference@montgomerycountymd.gov)

A hiring preference / priority consideration is given to the following persons in the following order: 1. a Veteran with a disability; 2. An equal preference for a Veteran without a disability and for a person with a disability. If you wish to claim a preference for a Montgomery County merit system position, you must answer the Hiring Preference online questions as part of your application.

#### **Non-Competitive Hiring Process**

E-mail: [special.accommodations@montgomerycountymd.gov](mailto:special.accommodations@montgomerycountymd.gov)

If you have a permanent, severe physical, psychiatric or mental impairment that substantially limits one or more major life activity and are certified by Maryland Department of Education Division of Rehabilitation Services (DORS) (or an equivalent out of State Agency), you may meet the eligibility requirements under the Non-Competitive Hiring Program. You must create an online profile in the Hiring Initiative Registration for Employment Database:

<https://www2.montgomerycountymd.gov/OHRDisability>

#### **Customized Employment Public Intern Project**

Willamae Williams, Employment Consultant  
443-402-5189 (V)

E-mail: [wwilliams@transcen.org](mailto:wwilliams@transcen.org)

Applicants must have a significant disability and be registered with MontgomeryWorks. Participants serve as paid interns in department positions based on their individual job interests, skills and competencies. Interns gain valuable work experience by developing on-the-job skills to help them compete for County merit positions or opportunities in other organizations.

#### **Project Search – Internship Program**

Karen Hochberg, Targeted Recruitment Specialist  
E-mail: [karen.hochberg@montgomerycountymd.gov](mailto:karen.hochberg@montgomerycountymd.gov)  
30-week transition-to-work program combining job and community readiness education with a rotation through three 10-week unpaid internships. Program provides education and training to young adults with intellectual and developmental disabilities through an innovative workforce and career development model that benefits the individual, the workplace and the community. The primary goal of the program.



### **Montgomery County Volunteer Center**

12900 Middlebrook Road, Suite 1600  
Germantown, MD 20874  
240-777-2600 (V)  
E-mail: [volunteer@montgomerycountymd.gov](mailto:volunteer@montgomerycountymd.gov)  
[www.montgomeryserves.org](http://www.montgomeryserves.org)

A central clearinghouse for volunteers which recruits and matches volunteer jobs and activities in County government and in nonprofit agencies.

### **National Children's Center – Job Readiness**

6200 Second Street, NW  
Washington, DC 20011  
202-722-2300 (V)  
[www.nccinc.org](http://www.nccinc.org)

Offer a range of employment support services that considers each person's unique strengths, interests, preferences and needs. Services include: career assessment; job development and placement; intensive on-the-job training and support; and follow along job support. The **Career Academy** is a post-secondary certificate program that provides career training in Culinary Arts and Hospitality. Offers job readiness, job training and retention to people with disabilities to assist them with gaining and maintaining employment.

### **National Rehabilitation Hospital (NRH)**

#### **Vocational Rehabilitation Services**

102 Irving Street, NW  
Washington, DC 20010  
202-877-1198 (V)  
[www.nrhrehab.org](http://www.nrhrehab.org)

The Vocational Rehabilitation department at MedStar National Rehabilitation Hospital offers a monthly information and support group to assist patients with meeting their vocational goals. Group participation is encouraged so that individuals can share experiences and resources with each other. Meets the 1st Wednesday of every month from 1:00 p.m. to 2:30 p.m. in the MedStar NRH Auditorium.

### **Potomac Job Corps Center**

No. 1 D.C. Village Lane, SW  
Washington, DC 20032  
202-574-5000 (V)  
1-800-733-5627 (Toll Free)  
<http://potomac.jobcorps.gov>

No-cost education and career technical training program administered by the U.S. Department of Labor that helps young people ages 16 through 24 improve the quality of their lives through career technical and academic training. offers career planning, on-the-job training, job placement, residential housing, food service, driver's education, health and dental care, a bi-weekly basic living allowance and clothing allowance. Some centers offer childcare programs for single parents as well. Most students live on campus at Potomac Job Corps, but they do serve nonresidential students as well.

### **Red Wiggler Community Farm– Grower Program**

Ovid Hazen Wells Park  
23400 Ridge Rd.  
Germantown, MD20876  
E-mail: [info@redwiggler.org](mailto:info@redwiggler.org)  
<https://redwiggler.org/growerprogram/>

Provides inclusive work experiences in all parts of farm operations for 16 adults with developmental disabilities. Through the meaningful work of growing and distributing healthy food to the community, Growers gain a professional identity as farmers, as well as vocational, social, and life skills that set them up for success.

### **Rehabilitation Opportunities, Inc. (ROI)**

#### **Production and Program Site**

19548 Amaranth Drive  
Germantown, MD 20874  
240-686-0866 (V)

#### **Corporate Office and Production Site**

5100 Philadelphia Way  
Lanham, MD 20706  
301-731-4242 (V)  
[www.roiworks.org](http://www.roiworks.org)

Help individuals with intellectual and developmental disabilities learn the skills necessary to thrive in the workplace. Services include counseling, job training, supported employment, transportation to and from supervised worksites, and a paycheck every week. At the worksites, adults receive counseling, participate in personal development programs, and engage in vocational training and employment opportunities.

### **Rock Creek Foundation**

12120 Plum Orchard Drive  
Silver Spring, MD 20904  
301-586-0900 (V)  
[www.rockcreek.org](http://www.rockcreek.org)

Provide services to people with developmental disabilities, specializing in serving those individuals who also have emotional disorders, psychological and psychiatric services. Career Designs Supported Employment is community-based competitive and supportive employment placements that match the client's interests, values, and skill level. Assessment, career planning, work adjustment training, job development, mentoring, and job coaching.

### SEEC Online

8905 Fairview Road, Suite 300  
Silver Spring, MD 20910  
301-576-9000 (V)

[www.seeconline.org](http://www.seeconline.org)

Provide an array of services and supports in the community to help men and women with developmental and intellectual disabilities. **Workforce Development** help job seekers identify their vocational interests and ideal conditions of employment. Staff also work with area employers to expand job opportunities that are mutually beneficial to the job seeker and the business community. Job coaches provide on-the-job supports as needed. **Community and Employment Network (CEN)** provide educational, recreational, fitness, and social opportunities to help each supported individual further develop their personal skills and interests to broaden their employment or self-employment options. Direct support staff provide on-the-job training and assistance as needed, and when appropriate, develop or obtain adaptive equipment to help individuals perform their jobs with greater independence. **Project SEARCH** is a one-year transition program designed for young adults with intellectual and developmental disabilities who are either in their last year of high school or are recent graduates. Through this program, individuals develop the tools necessary for employment and skills needed for self-determination, management, and self-advocacy. Participants are given support with accommodations, adaptations and on-the-job coaching.

### Sheppard Pratt

630 East Diamond Avenue, Suite A, B, C  
Gaithersburg, MD 20877-5323  
301-840-3292 (V)

[www.sheppardpratt.org/care-finder/vocational-services](http://www.sheppardpratt.org/care-finder/vocational-services)

Community employment program specialists: assess each client individually to pinpoint the type of work they desire; identify basic skills required for the types of employment they seek; and provide skills training. Once the individual is employed, staff: offer benefits counseling; provide ongoing job coaching, as needed, for job retention and personal growth; troubleshoot travel-related concerns to help clients get to and from work; and work closely with the client and the employer to resolve any concerns that may arise.

### Sunflower Bakery

Sara Portman Milner, Director of Student Services  
8507 Ziggy Lane  
Gaithersburg, MD 20877  
240-361-3698 (V)

E-mail: [sara@sunflowerbakery.org](mailto:sara@sunflowerbakery.org)

[www.sunflowerbakery.org](http://www.sunflowerbakery.org)

The **Café Sunflower training program** provides job training and work experience for young adults with learning differences. The goal of the program is to prepare young adults for jobs working in 'front of the

### Sunflower Bakery Continued

house' environments. If successful in the 3 month formal instructional phase of this program, trainees are then hired for 6 months of paid employment. In the last 3 months of employment, we work with employees on their resume and job search skills, helping to put them on the path to employment.

The **After-School Teen Exposure Program (ASTEP)** is a once-a-week after-school, 5-session baking and work exposure program.

The **Summer Teen Exposure Program (STEP)** offers a 5-day baking and work exposure program. Both programs are for students in high school ages 14 to 21 (9<sup>th</sup> grade through graduation), with a variety of learning disabilities, ADHD, high-functioning Autism or Asperger Syndrome. Students will be introduced to "soft skills" desired by employers in the food industry, such as following directions, sharing equipment/tools, appropriate communication, focus and being a team member. The ASTEP and STEP programs are approved under the Pre-Employment Transition Services (Pre-ETS) program of the Maryland Division of Rehabilitation Services (DORS).

### Target Community & Educational Services

Keturah Buchanan, Director of Vocational Services  
438 N. Frederick Avenue, Suite 325  
Gaithersburg, MD 20877  
240-632-1434 x 14 (V)

E-mail: [kbuchanan@targetcommunity.org](mailto:kbuchanan@targetcommunity.org)

[www.targetcommunity.org](http://www.targetcommunity.org)

Supported employment program provides comprehensive and individualized job training, placement and on-going support for individuals with intellectual and developmental disabilities. Partners with local businesses to provide competitive, integrated work experiences. Also coordinate volunteer placement for clients that not only provides valuable training that improves their employability, but also provides a means for these individuals to contribute positively to the community in which they live.

### Ticket to Work Program

1-866-968-7842 (Toll Free)

1-866-833-2967 (TTY)

[www.ssa.gov/work](http://www.ssa.gov/work)

Free and voluntary program that can help Social Security beneficiaries go to work, get a good job that may lead to a career, and become financially independent, all while they keep their Medicare or Medicaid. Individuals who receive Social Security benefits because of a disability and are age 18 through 64 probably already qualify for the program.

### TLC's Outcomes Services

Stephanie Tice, Administrative Assistant  
2092 Gaither Road, Suite 100  
Rockville, MD 20850  
301-294-9205 (V)  
301-424-5203 (TTY)  
E-mail: [stice@tllc.org](mailto:stice@tllc.org)  
[www.tllc.org/outcomes\\_service](http://www.tllc.org/outcomes_service)

**Supported Employment** is a long-term program funded by DDA. Each person is assigned an Employment Specialist who helps to identify a vocational goal and develop an individualized plan.

**Community Learning Services** are activities, special assistance, support, and education to help individuals whose age, disability, or circumstance currently limit their ability to be employed and/or participate in activities in their communities.

**Employment Discovery and Customization** provide assessment, discovery, customization, and training activities for a limited period of time. Staff will assist an individual in gaining competitive paid employment at an integrated job site where the person serving is receiving comparable wages and where most of the employees do not have a disability.

**Career Assessment Services** identify strengths and barriers to employment and is often the first step in the vocational rehabilitation process. Provide vocational rehabilitation consumers with information useful in making the important decisions they will encounter while navigating their career.

**Employee Development Services** is a DORS funded vocational program designed to assist job seekers in expanding their job development and retention skills, and prepare them to gain meaningful employment. This program offers intensive training in the development of appropriate workplace behavior and skills leading to competitive training.

**Community Employment Services** assist individuals in obtaining jobs that match each consumer's interests and abilities. Job development, placement, job-site training and job coaching are provided.

**Speech-Language Services** are available to individuals participating in the Outcomes program to help improve communication barriers that may negatively impact job potential.

**Pre-Employment Transition Services** workforce development for high school juniors and seniors to prepare for work or post-secondary education. Services include: career assessments; job preparation; social skills training; self-advocacy; basic literacy skills; basic computer skills; employer expectations; job searching; workplace readiness; transition services; and counseling on opportunities for in transition or post-secondary education.

### TransCen, Inc.

12300 Twinbrook Parkway, Suite 350  
Rockville, MD 20852  
301-424-2002 (V)  
E-mail: [darrell@transcen.org](mailto:darrell@transcen.org) (Workshops)  
E-mail: [mparker@transcen.org](mailto:mparker@transcen.org) (SYEP)  
[www.transcen.org](http://www.transcen.org)

Offer a series of employment-focuses workshops presented to rising upperclassmen with intellectual, learning, physical, and emotional disabilities in Montgomery County Public Schools. Students engage in activities relating to topics ranging from self-advocacy and assertive communication to career exploration and disability employment law throughout the school year. **Summer Youth Employment Program (SYEP)** assist youth with job search and placement services, short-term job coaching services, outreach to employers, and uses customized employment techniques to target employers based on each youth's interests, skills, and abilities. Youth interns receive on-site, post-placement job supports, and follow-up services.

### Upcounty Community Resources

240-614-0444 (V)  
E-mail: [JennLynn@ucresources.org](mailto:JennLynn@ucresources.org)  
[www.ucresources.org](http://www.ucresources.org)

Private, non-profit that offers innovative programs, events, and social opportunities for members of the community with developmental and intellectual differences. Offer skill building work programs for adults with I/DD in the community, in public restaurants, retail, and outdoor areas. Members learn social tolerance, task completion and vocational skills/responsibilities and community members see potential and desire to work. Attendees must exhibit minimal behaviors and no personal care is provided. Weekend enrichment / respite program features vocational training held three Sundays per month. Respite Hours and DDA funding accepted for this program. Therapeutic programs incorporate drawing, painting, collage, sculpture and crafts, and singing, playing, moving and creating music. Community inclusion programs include a walking workout club, rock band jam nights, and a social skills night out for young adult males with Autism. Social activities include community outings, sporting events, dances, bingo night, and more.

### **Vocational Support Systems**

8 Russell Avenue #107  
Gaithersburg, MD 20877  
301-740-7448 (V)

E-mail: [vssi@verizon.net](mailto:vssi@verizon.net)  
<http://vssi4jobs.com/index.html>

Supported employment services for adults living with mental health disabilities. Services include assessment and career planning, benefits counseling coordination, job development, job coaching, and service coordination. Eligibility: An adult over the age of 18; have a diagnosed psychiatric disability; receive Social Security Disability benefits or receive Medicaid or PAC; and live in Montgomery County, MD.

### **Work Opportunities Unlimited, Inc.**

11510 Georgia Avenue  
Silver Spring, MD 20902  
301-929-4350 (V)  
301-960-4694 (V)

[www.workopportunities.net](http://www.workopportunities.net)

Supported employment services include the development of community-based employment, supplemental training, and long-term job site supports. Job site training will be in addition to the training the employer naturally provides. Vocational Rehabilitation Service is provided to those individuals who have been found eligible for state Vocational Rehabilitation funding and services. Serve Montgomery, Prince George's, Anne Arundel, Baltimore, and Calvert Counties, and Baltimore City.

### **Workforce Recruitment Program (WRP)**

E-mail: [wrp@dol.gov](mailto:wrp@dol.gov)  
<https://wrp.gov>

Recruitment and referral program that connects federal sector employers nationwide with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs. Program is managed by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP) and the U.S. Department of Defense's Office of Diversity Management & Equal Opportunity (ODMEO).

### **WorkSource Montgomery – American Job Centers**

#### **Germantown**

Upcounty Regional Services Center  
12900 Middlebrook Road  
Germantown, MD 20874  
240-406-5485 (V)

#### **Wheaton**

11002 Veirs Mill Road, 1<sup>st</sup> Floor  
Wheaton, MD 20902  
301-929-6880 (V)

[www.worksourcemongomery.com](http://www.worksourcemongomery.com)

Provide accessible employment and training opportunities. Career center services include assessment, job-search tools, job preparation skills, placement, and on-the-job training. Dislocated Worker Program assists eligible job seekers who have lost their jobs as a result of company closings or layoffs. Job centers are operated through a coalition of providers: WorkSource Montgomery, Maryland Department of Labor, Licensing and Regulation, Division of Rehabilitative Services, and other local non-profits and agencies to provide a comprehensive, quality service to county job seekers.