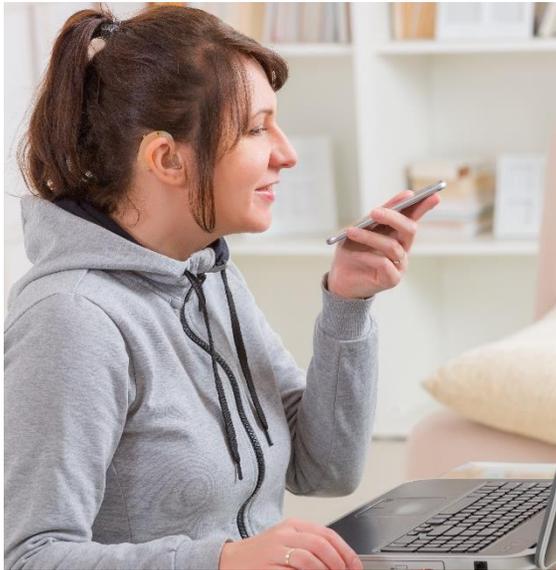


## Hiring workers who are visually impaired

Many employers include disability in their diversity planning and hiring initiatives. All employers strive to determine whether job applicants have the skills, experience, and education to perform specific job functions regardless of disability status. People who are blind or visually impaired have similar career goals to all employees and with training and the right equipment, they can perform a multitude of job tasks that may be perceived as requiring vision.



If accommodations are needed, we work with employers to research adaptive equipment and jobsite options that will help our clients perform at their highest levels.

## We help organize & fund experiences such as:

### Company Tours & Informational Interviews

Tours and interviews are a great way to introduce potential candidates to you and your business. A tour or interview can provide a better understanding of your workplace and the types of skills needed to be successful.

### Short-term Job Shadows

Ranging from a few hours to a few days, short-term job shadows are an excellent opportunity for employers and potential candidates to meet. Candidates can get a glimpse of the company culture and a better perspective on the types of work they may be expected to perform so they can determine whether a company will be a good fit for them.

### Work Experience

A 'hands on' opportunity for potential candidates to build skills, assess the position and develop current references. As an employer, you get to review the candidate's skills and determine if they would be a good fit for your business. The worker is paid by OCB and covered under our Worker's Compensation and general liability policy.

## Interested in partnering with us?

### We can help with...

- Disability Awareness Training
- Creating effective strategies for outreach and recruitment
- Establishing best practices for respecting, retaining, and promoting employees with disabilities
- Providing guidance on the Americans with Disabilities Act, accessibility, and accommodations
- Identifying and eliminating unconscious bias
- Cultivating inclusive culture from the perspective of a person with vision loss

Most importantly, you'll have access to our VR counselors and their valuable knowledge and expertise regarding the employment needs of people with disabilities.



Jobs our clients have held in the past

Project Manager

**Attorney**

Grounds Maintenance Computer Technician

**Produce Clerk**

Data Entry Specialist

**Website Developer** Health Care Worker

**Food Services Manager**  
(OCB Business Enterprise Program)

*Some of our business partners:*

New Seasons Marketplace

SAIF Corporation

YMCA Childcare

Salvation Army

Oregon Zoo

Burgerville

OMSI

**OREGON  
COMMISSION  
FOR THE  
BLIND** Expanding Opportunities  
for Oregonians with  
Vision Loss

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**Want to learn more?  
Call or write today!**

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Updated December 2016

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Engagement**

