VOCATIONAL STRATEGIES FOR PERSONS WHO ARE BLIND AND VISUALLY IMPAIRED

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UNT WISE Webinar
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OBJECTIVES-OUTCOMES-TAKE-A-WAYS

Objectives

Upon completion of this webinar, participants will be able to:

1. Identify the major barriers to employment for persons who are blind and visually impaired.
2. Learn strategies to overcome these barriers.
3. Learn about and understand the significant roles of the various professionals that are unique to the field of blindness.
MYTHS ABOUT BLINDNESS DEBUNKED

MYTH: PEOPLE WHO ARE BLIND SEE PITCH BLACK
TRUTH: MOST PEOPLE WHO ARE LEGALLY BLIND HAVE AT LEAST SOME VISION

MYTH: PEOPLE WHO ARE BLIND DEVELOP ACUTE HEARING
TRUTH: PEOPLE WHO ARE BLIND DO NOT DEVELOP SUPersonic SENSES.

MYTH: EVERYONE WHO IS BLIND READS BRAILLE
TRUTH: ONLY 10% OF PEOPLE WHO ARE BLIND READ BRAILLE

MYTH: LEGAL BLINDNESS CAN BE CORRECTED WITH GLASSES
TRUTH: GLASSES DO NOT HELP MOST PEOPLE WITH VISUAL IMPAIRMENTS.
According to a renowned 1971 study by Albert Mehrabian, now-professor emeritus of psychology at the University of California-Los Angeles, nonverbal interactions like these comprise about 90% of our communication with others. Eye contact, Mehrabian found, is a universal language of social interactions we can all understand — that is, unless you can’t see.
If someone continually checks their watch, it’s safe to assume they’re probably pressed for time.

If they’re staring at you at a party, they may want to strike up a conversation.
WHAT ARE THE GREATEST BARRIERS TO EMPLOYMENT FOR PERSONS WHO ARE BLIND

- Lake of transportation?
- Limited access to media of all kinds (print, electronic, etc.)?
- Lack of education?
- Lack of marketable job skills?
- Employment discrimination?
- Lack of social skills (Soft skills)
- Lack of job ready skills (O&M, Independent Living, Communication/Technology)
\[ C^1 \times C^2 \times C^3 = C^4 \]
**C^1 = COMPETENCE DEFINED**

com•pe•tence

NOUN

the ability to do something successfully or efficiently.
"the players displayed varying degrees of competence"

**synonyms:**

capability • ability • competency • capacity • proficiency • accomplishment
C^1 = COMPETENCE

✓ Vocational Rehabilitation
  ✓ Mastery of blindness skills
    ✓ Group Skills Training
    ✓ College Prep training
    ✓ braille
    ✓ Computer Technology Camps
    ✓ Mini-immersion training
  ✓ Blind Rehabilitation Center Training (CCRC)
    ✓ Orientation & Mobility (COMS)
    ✓ Independent Living/Home management (VRT)
    ✓ Low Vision
    ✓ Technology
    ✓ Not just the acquisition of a skill. Skill mastery
    ✓ Job seeking skills

✓ Education
  ✓ High School diploma GED
    ✓ Hadley.edu
    ✓ 2 year certificate
    ✓ Undergraduate degree
    ✓ Graduate degree
    ✓ Post-graduate degree
    ✓ Internships

✓ Vocational training (trade school)
C^1 = COMPETENCE (KNOWLEDGE, SKILL, & ATTITUDE)
confidence
NOUN
a feeling of self-assurance arising from one's appreciation of one's own abilities or qualities.
"she's brimming with confidence" · [more]
synonyms:
self-assurance · self-confidence · self-reliance · belief in oneself · faith in oneself · positiveness · assertiveness · self-possession · nerve · poise · aplomb
con·fi·dence

NOUN

a feeling of self-assurance arising from one's appreciation of one's own abilities or qualities.
"she's brimming with confidence" · [more]

synonyms:

self-assurance · self-confidence · self-reliance · belief in oneself · faith in oneself · positiveness · assertiveness · self-possession · nerve · poise · aplomb
COMPETENCE LEADS TO CONFIDENCE

- When a person learns how to do a small simple task they gain the confidence to try a more difficult task.
- Start small and build on small successes
- Practice leads to more confidence in one’s abilities
- Positive reinforcement inspires consumers to keep trying
- Before you can learn how to walk you need to learn how to crawl
- After you learn how to crawl, you can develop the ability to walk
- Through trial and error walking develops into running
- Skill development turns into skill mastery
C³ = COLLABORATE

- col·lab·o·rate
- VERB
- work jointly on an activity, especially to produce or create something.
- "he collaborated with a distinguished painter on the designs"
- synonyms:
  - cooperate · join (up) · join forces · team up · get together · come together · band together · work together · work jointly · participate · unite · combine · merge · link · ally ·
C³ = COLLABORATION

- Find mentors
- Hook up with people on social media such as Facebook & LinkedIn
- Participation in Consumer Organizations
  - National Federation of the Blind
  - American Council of the Blind
- Attend Summer Camps
- Volunteer
- Attend Coalitions/Consortiums
- Conferences
- Associations – AER
- Learn about jobs & improve interviewing skills through informational interviewing
COMBINED = C^4

C^1 \times C^2 \times C^3 = C^4
C⁴ EXPLOSIVE RESULTS
C⁴ CHARGES
C4 Fuse

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C4 RESULTS

- C4 blows things up
- C4 destroys things
- C4 disrupts the enemy
- C4 defeats the enemy

AND

- C4 breaks down barriers to
  - Independent Living
  - Employment
  - Quality of Life
Careers
C4 CAN LEAD TO

Climbing the Corporate Ladder

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