Good afternoon, and welcome to Vocational strategies for persons who are blind and visually impaired. This is a one hour Webinar. After the completion of today's session we will make this available on on-demand for those who needed. My name is Freda MacArthur Lee, University of North Texas, workplace inclusion employment sustain it known as you into our located in College of Public Health in-service and Department of rehabilitation and health service. Behind the scenes today we have Madeleine Evelyn providing technical support we so desperately need. For all of you joining to date using the Internet go ahead and find the webinar control panel. It should be on the right side of your screen. Once you find it, follow it all the way to the bottom where you find the word question. You will see a small drop-down arrow. Go ahead and open that up. This is the question box. For all participants today, please say hi to me, give me a smiley face or some sort of key that you can hear my voice today to make sure that you know how to use that you can hear my voice today to make sure that you know how to use this, this is where you type out question. Don't worry about spelling and all of that stuff. Type your questions. Do not worry about spelling, all of that stuff. Sarah, thank you. Type your questions. Do not worry about spelling, punctuation. If you have a question for the presenter today this is where we will put it and we will make sure the presenter gets the credit. Along the same area follow that down to the handouts again, using the arrow. Open it up and you will find the PDF form vocational strategies. You can download today's handout. The presenter has provided that for you. Had that if you would like too. Thank you, very much. And also for those only calling in by phone today using the on-demand bone system by phone, make sure to send an e-mail so that we can give credit or participation today. Our e-mail is UNT PDF form vocational strategies. You can download today's handout. The presenter has provided that for you. Had that if you would like too. Thank you, very much. And also for those only calling in by phone today using the on-demand bone system by phone, make sure to send an e-mail so that we can give credit or participation today. Our e-mail is UNT wise at unt.edu. At the end of the session I will tell you how to go about getting getting credit and all of that good stuff. That's all of the housekeeping things. Now I want to introduce our speaker, David Jeppson. He received his BA in social welfare and Master's in education and special education both from California State University, los Angela. He's a certified orientation and mobility Specialist and graduate of Academy for Executive leadership national Executive Leadership Institute at Institute at University of Oklahoma, as well as from rehabilitation management Institute at University of Arkansas where he was a certificate in management. He has served on the Board education both from California State University, los Angela. He's a certified orientation and mobility Specialist and graduate of Academy for Executive leadership national Executive Leadership Institute at Institute at University of Oklahoma, as well as from rehabilitation management Institute at University of Arkansas where he was a certificate in management. He has served on the Board of Directors for the Dallas County workforce Board, and as President at Texas Association for the education for the education and rehabilitation of the blind and visually impaired, also known as TA ER. He's worked on accessibility Advisory Committee's for 18, Dallas cowboys, American Airlines Center, Dallas Mavericks and the stars, and DFW airport, international terminal and sky link as well as advisory boards for Vocational Rehab programs that UNT are indenting, and University of Texas Health Science Center as well as advisory boards for Vocational Rehab programs that UNT are indenting, and University of Texas Health Science Center in Dallas. Mr. David Jeppson is also OND them Specialist cost certified ON them Specialist in Arizona Arizona and Texas, and was then hired as VR Counselor for the Texas Division
of Blind Services, known to most of us as BBS. After two and one-half years, promoted to regional Director where he worked in Dallas Fort Worth Region 425 years. He retired to regional Director where he worked in Dallas Fort Worth Region 425 years. He retired from GBS to accept his position as Executive Director of of computers for the blind. He found experts on blind in 1990 where he continued working as a national consultant on the consultant on the impact of blindness. David, it is good to have you here. The floor is yours and welcome.

>> Great. Originally had the opportunity of going to Canada. Now I guess I can call myself an international consultant today, even though I do not speak foreign languages. I am delighted to be here with you and welcome.

>> Great. Originally had the opportunity of going to Canada. Now I guess I can call myself an international consultant today, even though I do not speak foreign languages. I am delighted to be here with you all today, and I will be happy to take any questions that you have. I tend to talk fast, and so, if I and so, if I need to slow down let me know. If I have questions or moving to fast let me know as well. Today we would like to cover several things. First, we want to identify the major barriers for employment for persons who are blind or visually impaired. The employment -- unemployment rate is about 63%, and there is certainly barriers there. We will earn some strategies to overcome those barriers, and there is a whole village that works with folks who are blind, so we want to identify the significant roles of these persons, and they are really unique to the field of blindness. It seems like when I work with vocational experts they know a lot about all of the other disabilities other than blindness, or they know about blindness, and they don't mix a whole lot. So, it's a totally different field if you are in VR Services for other disabilities that services and the professionals are somewhat unique.

Let's talk about blindness in general. Just about 1.3 million folks who are legally blind. There is about 3 million folks that have vision that is severe enough they cannot see well enough to to use a computer, and so, we get those with computers for the blind that we serve a larger population. They are not necessarily legally blind. But there is a lot of myths and misconceptions about legal blindness that we will cover in a little bit. But you can see on the chart that the educational attainment is not that high, so there is a lot of work to be done there. Only about 25% or a little more graduate from high school, or less than 25% that receive high school graduation. There is only 12% receiving a Bachelor's Degree or higher, and so, there is a lot of folks who don't obtain the education that they need to acquire marketable job skills. Obviously, the poverty is related specifically to employment. The poverty rate is pretty high at 31%, and there is only about 10% that read Braille. Braille is still important, especially for those going through the school system, and as adults it especially for those going through the school system, and as adults it is helpful to learn at least the Braille one, which is an contracted Braille for elevators and other signs, numbers, bathrooms, and things like that. I am going to move on to the next slide and talk about myths a little bit. A lot of people have a hard time understanding the difference between low-vision and visual impairment and legal blindness. Legal blindness is probably the most misunderstood. I hear people say, well, I am legally blind in my left I can't and that is a misnomer. As they might say that, well, without my glasses on I am legally blind. That is a misnomer to cost because the definition of legal blindness always involves the best I with the best correction. The definition is 20 over 200 in the best I would best correction, or a visual field of 20 degrees or less in the best I would best correction. If you are blind in one eye and not blind one eye and not blind in the other I then you are not legally blind. Legal blindness is just a term that Sosa security came up with to determine who should receive disability benefits or what is called SSI, which is Supplemental Security Income. The way
to understand the 20 over 200, if I were a person that had normal vision what I could see at 200 feet away, if you were legally blind you would have to get within 20 feet of it to see it with the same amount of clarity. In other words, it is about 10 times as bad. But we’re only talking about distance vision, visual acuity with the 200 over 200 is always a distant measurement. If you measurement. If you are 20 over 100 then if I was with my glasses on and reading 20/20, I could see something see something 100 feet away that if you are at 20 over 100, you could see it at 20 feet away, and I could see it at 100 feet away. I hope that not to confusing for you all. And this myth about supersonic senses, it is sort of true. The brain can remap and learn how to use the senses better. Obviously, when the brain is not focused on the visual cortex, it focuses on cortex, it focuses on the other senses, and so, it’s more of an awareness or paying attention to it that, you know, I’ve got friends that are totally blind that one fellow, he used to ride his bike up in a rural town in North Texas after he lost Texas after he lost his site. You would ride his bike down down the street, and he could hear the parked cars, because he had developed some real acute listening, and I was recently working with a college student on a campus NUT Arlington. They have those little -- UT Arlington. They have those golf cart things that they drive around in within the campus. The campus is really kind of close to cars when those things are there. Well, when he was traveling around and one of those little cars were in the way I noticed he would move around it because when he tapped his cane on the ground noticed he would move around it because when he tapped his cane on the ground it would send an echo and bounce off of that vehicle and he would be able to recognize it. It doesn’t come naturally, and it doesn’t come to adult very much. Blindness is age-related, and so, unless you lose your site as a youth you don’t really pick up those really echolocation skills. They train them in school to pick up on that as well. It takes a lifetime of training to do that. That is where the Braille comes into. Braille, it does take a lifetime. You have to continually use it to benefit from it. This is a very interesting study. This Arabian it was a Professor at Cal State, Los Angeles picketed a lot of studies, and it showed 90% of a Professor at Cal State, Los Angeles picketed a lot of studies, and it showed our communication with others is through eye contact. It’s a universal language we can all understand. Of course, that is if we cannot see though then, so it shows you how much you miss out on out on if you cannot see. Just if someone looks at their watch, they are probably pressed for time. If someone is looking at you at a party they may want to strike up strike up a conversation. You cannot tell if they have a confused look a confused look on their face, or if they are not pleased with what you are saying, or just a variety of emotions. You can see these Emojis here, and in text, text can be confusing because you cannot necessarily express emotions in text unless you use Emojis. Once you use an Emoji you can can tell if the person is joking or not. Or if he is messing with you, serious, sad, or whatever. So MOGs and other signs that are visually oriented are often not picked up by individuals who are blind. And so, they have to learn to compensate in other ways. What are the greatest barriers? What are the greatest barriers for persons who are What are the greatest barriers for persons who are blind? A lot depends on their individual circumstances. Based on those circumstances it could be: Lack of transportation. I’m sorry, I put like of transportation. It's not a lake, it's lack. If you live in a rural area, it makes it really difficult. However, if you live in New York or Dallas is pretty good. It has a train that goes between Dallas and Fort Worth that has the light light rail system that will connect you throughout the Dallas area, and then it has local buses. And so, it depends on where you are. Limited access to media is another issue. It is becoming better but it's still a challenge. Access to print material is always a challenge. Electronic, it's getting easier. Everybody's iPhone or everybody's smartphone is pretty accessible pretty accessible to persons who are blind, but those take training to be able to use the features. There is a voiceover feature for converting text to speech, and then there is a screen features
for those that have low-vision, and of course, having Siri, echo and those kind of things are always helpful as well. Lack of education, we talked about that before. It can really hinder somebody. Lack of marketable job skills. I have had a person before they lost their vision might have been in the job that involved construction where there is a lot of mobility, a lot of visual, safety issues, driving, and so forth. So, sometimes it’s hard to find marketable job skills, whereas of the professions you can. Certainly, if you have really good computer skills those are marketable, and in most jobs and so that is one of the key components that we drill into folks is that to have really good communication skills, both verbal and using the technology. Yeah, employment discrimination is still big with 37% rate of employment. It has been that way. I have been in blindness for 37 years and it has not really changed really changed a whole lot. Some employers are doing much better. If you can get into an interview and be able to prove yourself in an interview interview as a blind person then that goes a long way, but people, if they have never worked with a blind person they might even have just basic questions. How is he even going to get to the bathroom? How is he going to get to work? And stuff like that. Once you are in an interview you can sell yourself to somebody and have them relax a little bit, and really open up a dialogue with them. A lot of those issues can be dismayed, but employment discrimination is still very alive today, unfortunately. Lack of social skills is a real challenge. Often we refer to those as soft skills. These would be, well, you know, kids who are blind they get isolated from others. They don’t play on the playground, and a lot of them don’t go to summer camp, and they don’t develop social skills. That can be a real barrier. Having good social skills, being able to get along well with others, follow rules, show up on time, just be put together is really important. I know folks that don’t have trouble getting jobs but then they have trouble staying on-the-job, and that is because they have difficulty with their social relationships at work, or there organizational skills, or just their demeanor, things that are hard to teach. Especially if you got other disabilities. Most people have some other disability as well, just like all of us, hidden disabilities out there. And unless you address all of the disabilities, if someone has anxiety issues, depression, schizophrenia, or ADHD, or whatever, those can all be addressed, but if they are hidden and you do not identify them and they can be a real barrier to employment. And the last when I put on here, and I could make a whole list and I am sure that you could to is the job ready skills. For persons who do not have good orientation -- orientational mobility that would involve effective use of cited guides, use of the long white cane to travel independently from point A to B and do so safely, crossing streets, riding buses, and so forth. It makes it really difficult on a job site. The other is independent living. If you don’t have good independent living skills you are independent living skills you are not going to be dressed properly for work. You are not going to be able not going to be able to make yourself lunch. And you are going to have spills on your clothing that you did not notice. You might be dressed inappropriately, and your grooming just might not be up to par. And then, of course, the Communication Skills and the technology are very important as well. So, just because a person graduates from college and has a degree doesn’t mean that they are ready to go to work. If they are lacking in all of these things then it might be hard for them. I remember it was probably 20 years ago when first in Dallas we had a fellow that God is Master’s degree in Computer Science. They had a special -- fellow that got his Master’s degree in Computer Science but but they had a special any program for the physical challenge. They had all universities involved, employers involved. They had internships and did everything they could to teach folks how to be computer programmers, and it was a great program. It had a lot of success but this one fellow, he had a hard time getting his first job. That’s because he never had a job at four. He was probably in his mid-20s by the time he got his Master’s degree, but he had never worked at McDonald’s. He never had a paper
route. You never had any in his mid-20s by the time he got his Master's degree, but he had never worked at McDonald's. He never had a paper route. You never had any job whatsoever, so we really had pushed in our transition program and others who do volunteer work, they have a earn and learn program now where the workforce commission will pay the salary. We have some students that our doing that with computers for the blind each summer over in Plano. At high school Academy, they interviewed a bunch of juniors, you know, they have to get so many service hours to graduate, and so they are spending it with us this summer working for us. It's an internship but it's an unpaid internship. Volunteer work, internships whether paid or unpaid, practicum, all of that are extremely important, because blind people, they need to get out there in the environment. They need to show that they can show up to work to work on time, dress appropriately, and be able to get along with coworkers and with supervisors. Okay, so we have kind of identified the greatest barriers to employment. Now, let's address what resources are out there, what things a person needs to do to overcome these barriers, and what kind of professional is going to help them with that.

>> I came up with this little formula. I was not very good at math at all, but this seemed to settle in with me. In fact I was at UNT when I came up with it Rick again a little graduation speech to some students that were participating in a weeklong kind of emerging training, high school kids that we're going on to math at all, but this seemed to settle in with me. In fact I was at UNT when I came up with it Rick again a little graduation speech to some students that were participating in a weeklong kind of emerging training, college, on to college, and we kind of came up with this. So C1 times see two times C3 equals C4. Each time you multiply it, it gets bigger. This is probably not to scale but it gets exponentially bigger when you combine all of the B. If you focus on the Cs, we will get to C4. Has anyone ever heard C4 term before? I write, I bet your grandparents would know what it is if you do not. Let's take a look times C3 equals C4. Each time you multiply it, it gets bigger. This is probably not to scale but it gets exponentially bigger when you combine all of the B. If you focus on the Cs, we will get to C4. Has anyone ever heard C4 term before? I write, I bet your grandparents would know what it is if you do not. Let's take a look here.

C1 is Competence. Competence is the ability to do something to do something successfully or effectively, and this is more than just a rehab Teacher coming out teaching you how to make a peanut butter and jelly sandwich. It's really learning how to cook, and not just the ability to do it, but the ability to demonstrate that you can do it. Some of the blind rehab centers through the national Federation for the blind, in order to graduate you have to cook a meal for the entire class, like 20 or 30 people, and we're talking three, four course dinner. That is Competence. That is Competence. That is not just putting something in a microwave to heat it up. That's That's you know how to cook back stable's Rick you know how to measure. You know how to for liquids. You know liquids. You know how to put a meal together. You know how to make it look presentable. You know how to check if the if the meat is cooked properly and all of that kind of stuff. That is what the competence is all about, so that is the first thing that you have to have is competence, and that would be in mobility, independent living skills, cooking, in your profession. You want to be the best at what you do in terms of your education and in terms of the occupation that you are in. In order to compete you have to have a lot of Competence. That Competence will lead to the next C, which is Competence. Competence has to do with knowledge -- I'm sorry. This is another slide on Competence, knowledge, skills and attitudes all together blended to Competence. I'm sorry, somebody interrupted me and I got thrown off course. C2's confidence. Confidence is the feeling of self-assurance arising from one's appreciation of one's own abilities. You feel confident because you know how to do something. And it's really hard to develop confidence if you are not a competent person. You competent person. You can't have confidence in getting up and giving a
speech if you do not know the material you are going to be talking about. If not know the material you are going to be talking about. If you are not versed in the subject-matter. But the nice thing about confidence is you can build it. It expands as you learn new things. For example, as a mobility Specialist someone scared to death of traveling, I might do some cited guide with them teaching them how to get around their home and spend some time with that before I before I ever take them outside. A Teacher would use -- teach them how to prepare simple things like sandwiches or heating something in the microwave before they would be cutting things. And when they do cut with things they would teach them a lot of safety techniques. You build upon that and with a lot of encouragement, it's been my experience experience that once a person has gained some confidence and very simple tasks, then they are willing to try some harder tasks, and then you build on that eventually the Competence and the confidence kind of work together. They are synergetic. You feel like you can get that Bachelor's degree because you got your associates degree, and you learned, developed, and you are doing well in school. People are praising you and you feel you feel good about yourself. You are willing to move on. One without the other is not a good equation. You really need to work on both at the same time, but you have to have some confidence before you can have Competence. You start small and build from there.

There is the Competence, for example, some strategies in vocational rehabilitation is the mastery of the blindness skills in Texas and other states we have group skills training where we will put a group of 10 new the blinded persons. We will put them up in a hotel for a week, and during the day they will learn some Braille. They 10 new the blinded persons. We will put them up in a hotel for a week, and during the day they will learn some Braille. They will learn cooking skills. They will learn how to prepare their own meals. They will learn mobility. They will learn some crafts. They will make a wooden Braille set using table sols, Sanders, and things like that. This is all under blindfold. They wear sleep shades so everybody so everybody is kind of on the same par they are. The reason we do the sleep shades it's similar to a controversial, not everybody does it, and we only do it during the training is to help them develop their confidence in using their other senses. Because sometimes people use their vision even though it might not be the most effective way of doing it. For example, they may instead of using there listening and touching skills around a stove they may get up to close there and burn themselves just by trying to look and see what the temperature is on the oven. And the same is true in other a reas. There is these things closer to television, which many of you are probably familiar with we can put a piece of paper under it and it will blow up on the screen. You can fill out a form or you could do some reading, but when the letters are so large you can only read like you can barely put an entire word on one line, that makes for some really slow reading, and poor comprehension. But if you can learn how to use the text to speech, you can read faster than a sighted person can because you can listen faster and you can increase the speed of the speech to where it's faster than someone that is like an auctioneer. So, you would use -- you can make choices. Well, if I am filling out a form or signing my name I might put it under the closed circuit television. Or if I am looking at a bill that came in the mail, I put it under their, but if I am reading and essay, a book or a chapter of a book then I would use the text-to-speech because it's more effective. Anyway, we do the skills training, and then in the evenings they take off their blindfolds and they will go to dinner together. They might socialize in the lobby or they might be connectivity to do like go bowling or, I don't know, whatever they want to do with the limited vision that they had. What happens is they start to mash and start to discover that, hey, y'all, I'm in pretty bad shape but this guy next to me, he's in worse shape than I am. I am glad I am not in his shoes, and maybe I can help them out a little bit. They start helping each other. They start sharing help them out a little bit. They start helping each other. They start sharing notes, ideas and suggestions, and they really bond by
the end of the week they are really fired up to get additional training. The purpose of this would be to get them to go to a blind rehab center where they could spend three months to six months, nine months, to really master skills of blindness. That is many immersion training. Group skills training would be very similar. For transitioning kids would be weekend outings, or just activities on a Saturday. College prep training is always recommended because a lot of the kids, they have a vision Teacher when they are in high school that pretty much holds their hand along the way, and helps them with all of their classes to make sure that all of the materials are accessible, and so forth, but when they get to college, they are pretty much on their classes to make sure that all of the materials are accessible, and so forth, but when they get to college, they are pretty much on their own. There is an office of accommodations, but it’s nothing compared to the support that they got, and the volume of material is so much more, so college prep really prepares them for they might be a day blind rehab center where they could take a community college class. And then hone all of the other skills during the day as well. With the independent living there is a VRT, which used to be called Vocational Rehab Teacher. It is now called vision rehab therapist, and these are the folks that teach Braille, cooking, independent living. It might teach them keyboarding skills, organizational skills, how to budget their money, how to count money, how to organize their home, how to use electronic like barcode labels. They could label things with barcode readers within their home, and stuff like that. The other component is low-vision. There is low-vision Specialists that specialize in providing handheld magnifiers or electronic magnification devices which are called closed circuit television’s. They also work on my team. Lighting team. Lighting is very important. Some conditions, a person has to have, be in a really dark room with all of the curtains drawn, whereas others need a lot of light, but they need the light that is kind of back behind shining on the object versus shunning of their eyes because a lot of them are photo phobic, meaning they are sensitive to light. We talked about the importance of technology, and we talked about the importance of not just acquiring a skill that mastering a skill. That is where the Competence comes in. And job-seeking skills, people just assume that you know how to find a job, whereas there is a lot more to it than that. A lot of it is network versus y’all applying for jobs online. That is usually not the most effective way of finding a job. In terms of education through Hadley, which is a correspondence school in Illinois, you can get a high school diploma. There is also, they had multiple free courses in a variety of subjects, including blindness skills and technology, and so forth. They had two-year certificates. I’ve had folks say, well, my grandma made me promise on her deathbed I was going to get a college education. Well, a college education isn't necessarily the best thing for everybody. It just depends on what your skills and abilities are, so a good vocational evaluation is very important. In doing so it's best if you can get it done by somebody that is skilled at testing somebody with a visual impairment, because a lot of the tests they will either skip them or do them verbally, and it doesn't give is accurate of a testing. There is a cognitive test for the blind. Dr.Dial in Irving, Texas, developed it. It's called the McCarran dial system. It is part of a comprehensive vocational evaluation system for the blind. So, I really recommend that they do that. You could contact McCarran dial.com and they could put you in touch with folks who are skilled in doing that. I recommend that folks get as much education as they can, as long as they are doing well in school, because well in school, because the higher you go the more opportunities it will create for you. And practicums and internships our essential. I think most programs have them now, but it's hard for a blind person to get an internship because, you know, they usually get them in blindness organizations, because no one else is willing is willing to take them. But if they push hard enough and they work closely within their network and find internships, then they are much better off if they can get it outside of the typical off if they can get it outside of the typical blindness. Okay, let's move on. Then you've got
your Competence. Now, you have your confidence. Yes, I can do it. This is what I was talking about before. Start small and build on your successes. As you practice it leads to confidence through trial and error. You go from crawling to walking, walking to running, and skill development eventually turns into the skill mastery. So, we've got C1 is the Competence. And then when you develop that, that leads to the confidence. And C3 is collaboration. That is kind of putting it all together with other people. That is working jointly on activities, especially to produce or create something. And that is where you get all of the other professionals involved like the vision rehabilitation therapist, the low-vision Specialists, the orientational ability Specialist. But you go beyond that as well. You find mentors that are successful blind people who have been down that road before. They could help you out. There is professional organizations, national Federation for the blind and American Council for the blind. They for the blind. They are made up of blind persons for blind persons. They had their own boards, President, Vice President, Secretary and treasurer. They have local Chapters within the larger cities, and they have monthly events with them I do a fund-raiser for scholarships for blind people, or them I do awareness presentations, or have speakers come in and talk to them about Sosa security or issues that are relevant to blind people. Or they may just have dinner, and socialize. I really recommend that people try the different ones out. Pick the ones they like. They both are different. And then each of these have a statewide convention, which is three or four days long. It’s a wonderful way to learn about new technology, because all of the vendors will be there from different agencies and different technologies to demonstrate the newest and the greatest things out there. And then they had the national conference, national conventions. This year I’m going to Rochester, New York, to the American Council of the the national conference, national conventions. This year I’m going to Rochester, New York, to the American Council of the Blind. The National Federation of the Blind, they usually hold those in Florida but they move them around the country. They are big deals that They are big deals that they last like a week long, and it’s really great. They have Breakout Sessions, great. They have Breakout Sessions, and they have specialty groups like all of the blind lawyers will get together, and all blind teachers, all of the social workers, all of the scientists. They form different committees, and they work on legislation to help blind people have better access in the community, so it’s a great way to find mentors and find peer support and others. Another way lawyers will get together, and all blind teachers, all of the social workers, all of the scientists. They form different committees, and they work on legislation to help blind people have better access in the community, so it’s a great way to find mentors and find peer support and others. Another way to collaborate is to attend summer camps, to do volunteer work, to participate in in coalitions or consortiums. You can volunteer. Whenever there is an opportunity at work to serve on a Committee or whatever, you take that, and attend conferences. If you are working in the profession of blindness, it's good to join the professional organization which is, AER, which is the Association for rehabilitation and education of the blind and visually impaired. They have an annual statewide convention that they move around in cities. They have it in Dallas, in Austin, in San Antonio, and Galveston. They move it to different locations. And then there is the national conference that gets moved around the country as well. If you are Inquisitive and you ask a lot of questions, as a person with a visual impairment or you can teach the folks you work with to with to do that, you will be able to learn about jobs and improve -- improve interviewing skills. One way of doing that is through informational interviewing where you are not necessarily wanting a job with that employer, but you want to find out more about their business, what kind of person they are looking for, what kind of educational requirements there are, what the benefits are, the salary and stuff. That way you can develop your interviewing skills and you’re asking skills and your confidence and sitting across the desk with an
employer. They're not threatened because they know you are not applying for a job Rick you are just wanting some information. They will probably give you a tour their facility. Then later on when you develop the skills they are looking for then you can apply for the job and, hopefully, get it. All rights, we have only got about 10 minutes left. Let's go to the Big Bang here and see what happens when we add C1, which is our confidence, when we add it with our confidence, and then we combine the collaboration we get C4. Four-- C4 is an explosive device that was used a lot in World War II, and it is still used, and it destroys a lot of things. It blows up buildings. It has massive effects. Here's kind of a different version of it. You can stick it under a bridge. Here is an example of it. You can put it under a bridge and it will blow up the bridge. The nice thing about C4 is not only does it blow things up, but it destroys things. It disrupts the enemy, and it defeats the enemy. In addition to that, it breaks down barriers. You can blow up a wall and capture the enemy. You can use it to break down barriers of independent living, employment, and quality of life. What the C4 actually is, is careers. So, well, you do not at all of those. You multiply all of those components and it ends up being able to find careers. Now, people our real concerned about that 37.2% employment rate, which equals what, 67% unemployment rate, whereas the unemployment rate for persons without disabilities is around 5% or 6%, less in some areas. That can be pretty daunting, but if you've got confidence, and if you've got Competence, and if you have a good education and it's in a marketable skill. You do not want to get an education and sociology, necessarily, because political science is not going to get you anywhere unless you got a specific goal that is tied to it that is going to lead to that. And then once you've got your career, and also will lead to climbing lead to climbing the corporate ladder. I was fortunate to be asked to join different advisory committees, and by doing that I developed some expertise, and then when you develop some expertise when someone is looking for an expert they start calling on you. That is how I developed expert on blindness, because some of that, hey, he's doing all of these things. Is giving presentations. He has written some articles. He's been on Advisory Committee's. Maybe he is an expert. What people think you are an expert, suddenly you are an expert. I remember once reading there was a gentleman that said that the world will pay you for the most part what they feel you are worth. And so, you show your worth by your accomplishments, and the success you have had in your career, and they will pay you for it. Computers for the blindness -- pay a whole lot which is the phone. We provide about a thousand computers does computers to blindness throughout the year. I like doing that on the side. Anyway, I am starting to ramble so maybe we could take some questions. Does anybody have any burning questions for me?

>> It's free too, we do not have any questions at this time. I cannot tell you why, but we have not gotten any from our audience are participants.

>> Maybe I have put them all to sleep.

>> You have covered everything. have covered everything. That is what you have done. You covered everything and hit all of your marks. I think we do have a few more slides, covered everything and hit all of your marks. I think we do have a few more slides, David?

>> I finished my slides but I did want to tell you about -- I think I sent an attachment -- .

>> Are you there?

>> I think we lost David. If Natalie can put up the attachment that he is referring to.
Yes, just one second.

Okay. I apologize for this pick I pick I think we lost David. I do not know what happened there if he lost power or what, but I know he provided us with a second handout that was a backup kind of a deal, I believe. We will get that up there in the handout area, and what I well well do is I will go ahead and start talking about how we provide you provide you credit for this webinar. We are going to send you an e-mail. Obviously, that is our survey. We want you to tell us what you would like us to teach you. What information are you interested in? What are you dying to teach you. What information are you interested in? What are you dying to learn about? We will add that too our scheduling.

Sorry about that.

There you are.

There you our, David. Is everything okay?

Well, my computer went blank and I realized I did not have it it plugged in.

Oh know, you lost a battery.

I lost my battery. I'm starstruck now. But I did want to tell you about some of you might about some of you might be familiar with the Carol Center for the blind that is in the New England area. Father Carol who was kind of a pioneer in the field the blindness, and he worked with veterans as they were coming home from World War II and helping them to acclimate. But he wrote a book on blindness, what it is and how to overcome it, and that sort of thing. One of the chapters he wrote was 20 opposite blindness. I thought I had an attachment on that, but I apparently did not put it on the slide. Those are pretty daunting, but they are serious losses, and most of them can be overcome, but some of them can't like if your loss of appreciation. You go camping, out seeing beautiful nature and stuff, and your friend says, check that beautiful sunset. Isn't that wonderful? Well, you cannot see it so you lose that appreciation. All blind people hate going to a buffet because you pick out the food based on what it looks like. And so, when you cannot see it it's just a little different. A lot of those losses can be overcome but some things, there is just no substitute for so you had to really refine your other skills, but I love working with blind people. I know and have many friends that are very successful in their professions. If you are involved in the field the blindness, if you work hard and provide all all of the tools and resources that your consumers need, they will succeed.

I am still here. I just got a request that someone is looking for information on McCarran. Is there a website? I'm starting to do a quick search on it myself.

Look up Jack dial or McCarran dial. I got the phone number. McCarrin.

You said it's a double C because when I put that in I get the airport.

Is that part of SAN Diego's to do for the blind?

It's comprehensive vocational evaluation for the for the blind?
It's comprehensive vocational evaluation for the blind, to do. Here is Jack Dial's number. 972-541-0818, and you can ask for McCarrin Dial. I thought I had it in here.

Can you say the number one more time so I so I can type it and put it in the box for participants. Jack Dial's phone number for his office is: 972-541-0818.

Okay, and I will send that out to all of the participants so they had had that in there. Okay, and I think we are at our point here. And if Natalie is listening, I did find the we are at our point here. And if Natalie is listening, I did find the second handout. I sent it. If she can get that loaded while I close us out here because we are riddled are time. I'm so appreciative of so appreciative of everyone's patients today.

You can look up experts on blindness.com and you can contact me that way. I would be happy to answer any questions or provide any assistance or provide any assistance that anyone on this meeting needs.

We're so happy that you joined today. We appreciate all of the information you provided us today. For all of our participants you are going to get an e-mail. I was talking about the survey we will we will send you. If you have other ideas for training you are interested in, please fill out the survey let us know. You will receive a certificate of completion in the next three to five business days. We'll put it in your user Portal. That will give you you're continuing education continuing education for this 20. If you are CRC and if you are CRC and HRC credits, please send us an e-mail. UNT WISE at unt.edu, and we will make sure that you get your CoC credits pick we all appreciate those. Again, if you call them by phone only today make sure to send an e-mail as well. We want to only today make sure to send an e-mail as well. We want to make sure you receive it. We appreciate everyone being here today. Our presenter provided us with some great information. David, taking so much for joining us. I'm terribly sorry about your battery. That was terrible.

[Laughter]

I really apologize.

No worries but I hope you you did not lose anything. Thanks for being here, everyone. Have a great rest of the week. Thanks for being here. Goodbye.

[Event Concluded].