

# Evaluating the level of workplace preparedness to hire people with visual disability

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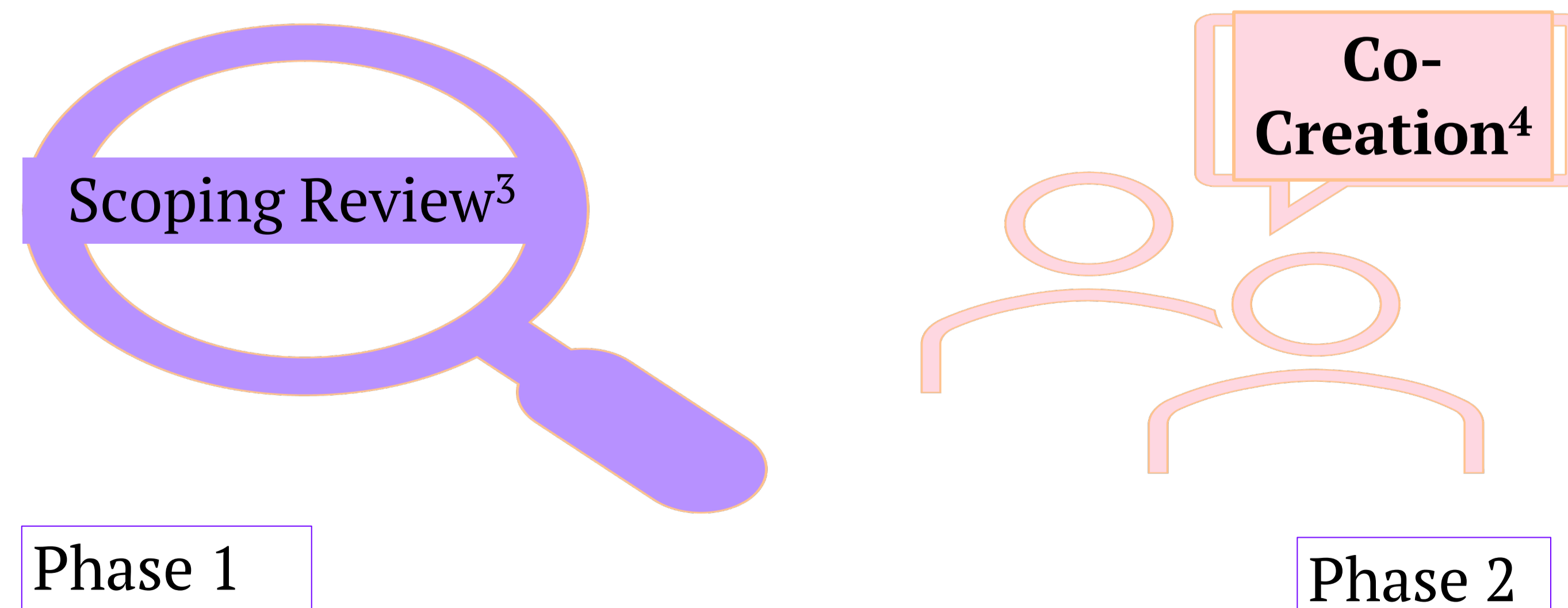
## Background

- ❑ Employment plays a role in the social, financial, and general wellbeing of an individual. Yet the unemployment rate among persons with visual disabilities remains high compared to the sighted population<sup>1</sup>.
- ❑ Despite the progressive law and action plans, the labor force participation of this population continues to lag far behind the general population due to workplace disparity and accessibility challenges.
- ❑ A wholistic approach involving the employment environment (The people, Place and Policy), could facilitate sustainable employment among this population.

## Objectives

- ❑ To identify the explored and unexplored path in increasing employment among people with visual impairment.
  - ❑ To develop the employer's version of the **Tool to Assess the Preparedness for Employment (CNIB TAPE measure)**
- CNIB TAPE Measure
- ❑ The CNIB TAPE measure is an existing psychometric **Tool** use to **Assess the Preparedness for Employment**, specifically for persons with visual impairment<sup>2</sup>.

## Methodology



**Sustainable Employment** for people with visual impairment will require an **equilibrium of effort and preparedness** at all levels

**01**

Follow up is a key component of rehabilitation

**02**

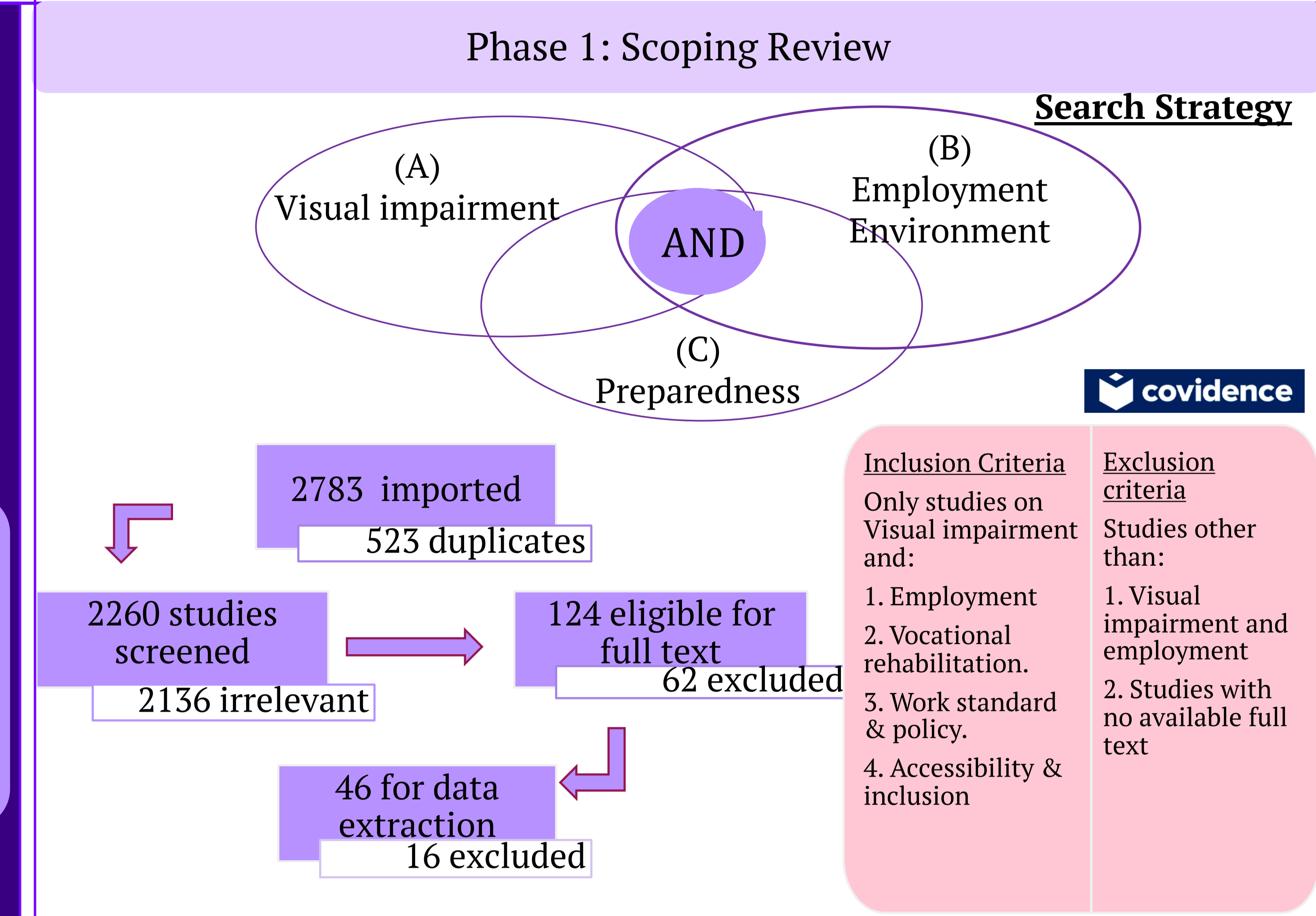
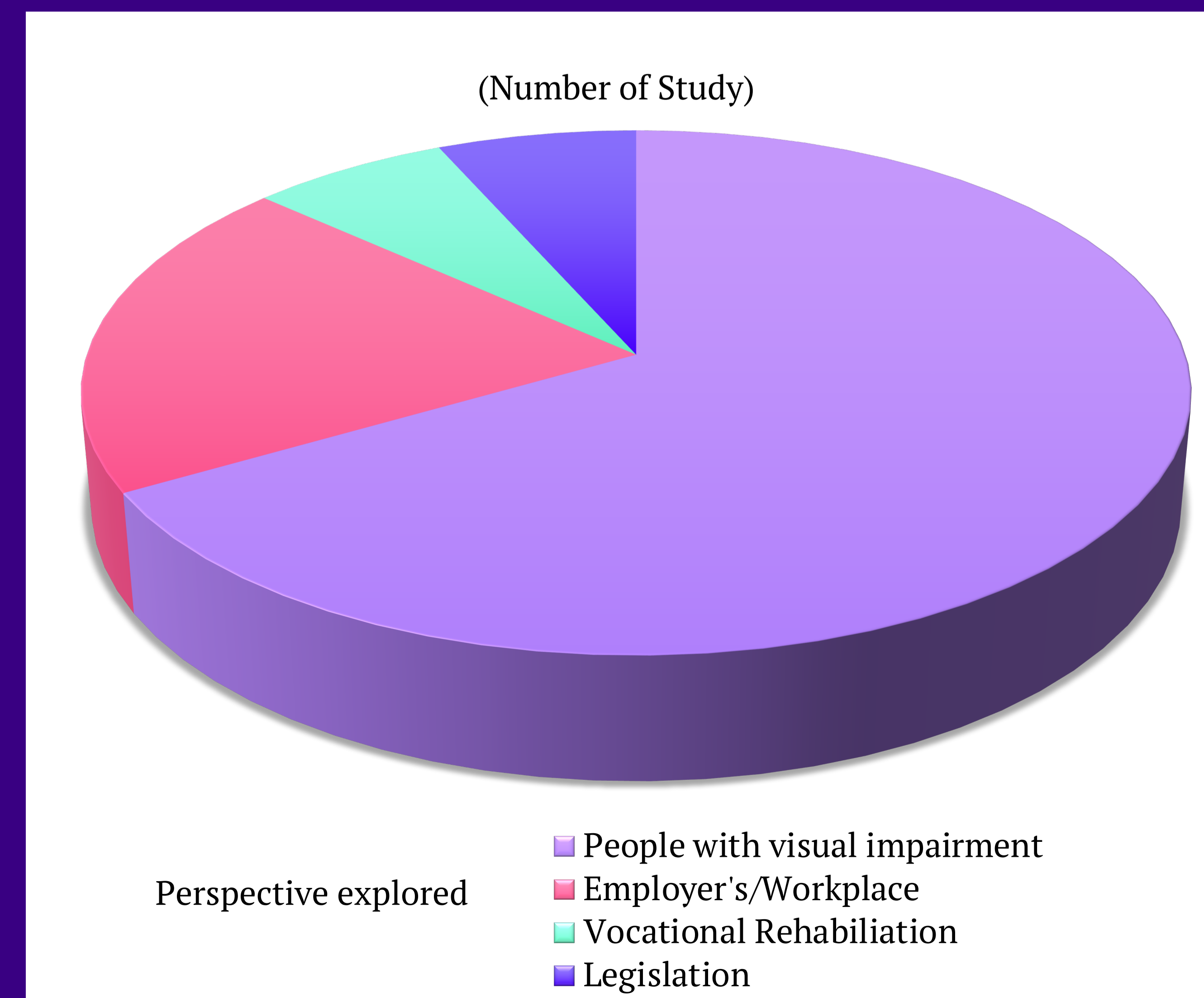
Collaborative Partnership at all levels, including employers, can bridge transition gap

**03**

Employment preparedness is a must, and it includes the employers and their environment

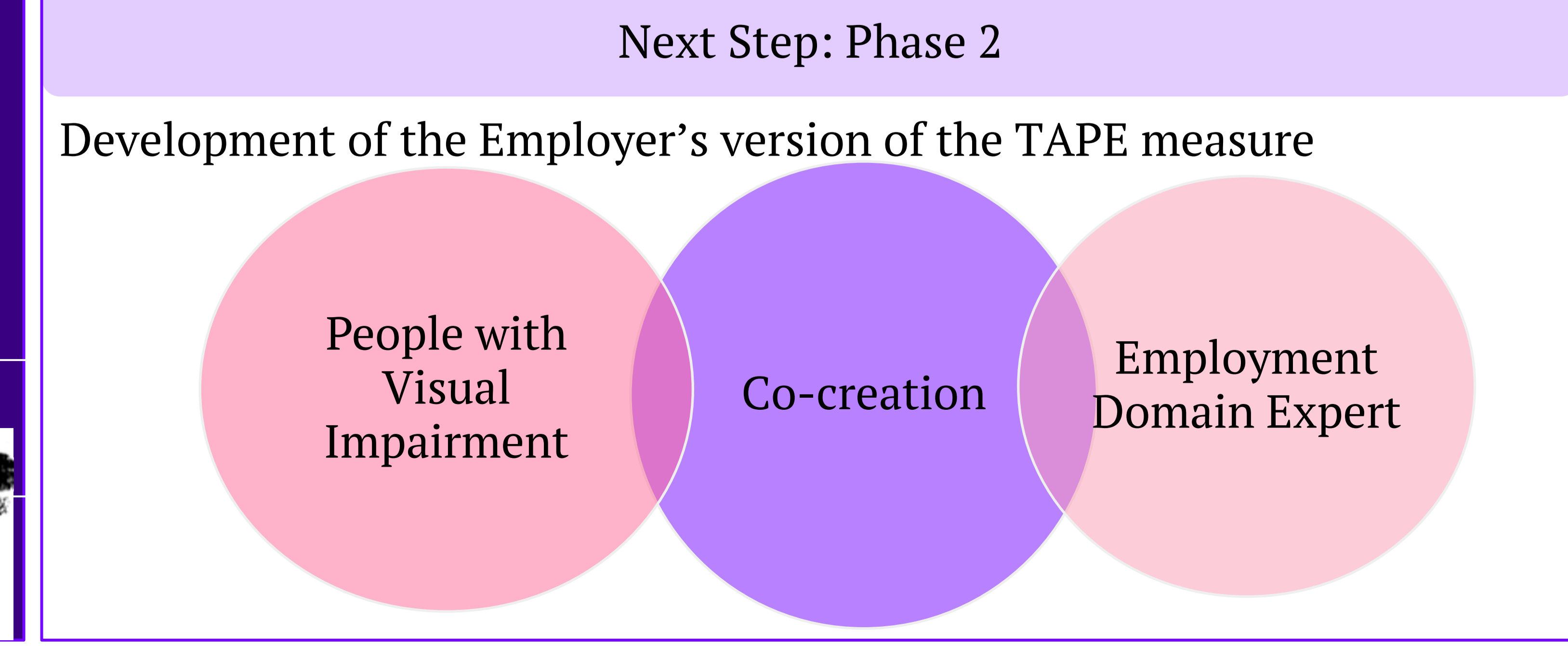
**04**

Good workplace policy and social support.



### Facilitators and Barriers to the Employment of People with Visual Impairment

| People with Visual Impairment perspective   | Employer's Perspective   | Rehabilitation Perspective   |
|---|--|--|
| <ul style="list-style-type: none"> <li>❑ Social Isolation</li> <li>❑ Technological illiteracy</li> <li>❑ Education</li> <li>❑ Limited information</li> <li>❑ Lack of motivation.</li> <li>❑ Disability benefits</li> <li>❑ Career Choice challenge</li> <li>❑ Diverse role models and social group.</li> <li>❑ Job shadowing.</li> <li>❑ Work experience.</li> <li>❑ Early career exposure</li> <li>❑ Variety of task exposure.</li> <li>❑ Independent living.</li> </ul> | <ul style="list-style-type: none"> <li>❑ Employers discrimination</li> <li>❑ Poor workplace culture.</li> <li>❑ Adaptive workplace</li> <li>❑ Social support</li> <li>❑ Job support</li> <li>❑ Collaborative partnership</li> <li>❑ Workplace culture and Policy.</li> </ul> | <ul style="list-style-type: none"> <li>❑ Absence of follow up.</li> <li>❑ Shortage of specialized professionals</li> <li>❑ Job choice restriction</li> <li>❑ Effective transition planning.</li> <li>❑ Community Awareness on the needs and potentials of people with visual impairment.</li> <li>❑ A call to action.</li> <li>❑ Collaboration</li> <li>❑ Self-motivation</li> </ul> |



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