

THE MICHIGAN BUREAU OF SERVICES FOR BLIND PERSONS (BSBP), an agency within the Michigan Department of Licensing and Regulatory Affairs, provides these services to help you retain your skilled employees who experience vision loss, and to help you find new, qualified employees who are blind or visually impaired. By meeting your needs, the Michigan Bureau of Services for Blind Persons also helps blind and visually impaired workers to achieve and maintain independence.

The Michigan Bureau of Services for Blind Persons provides other services for youth and adults (including seniors) who are blind or visually impaired. These services are provided at the client's home or workplace, at seminars offered at various locations around the state, and at the Bureau's residential Training Center in Kalamazoo. The Bureau has eight field offices statewide and a central office in Lansing. For more information on any of our services, contact the Michigan Bureau of Services for Blind Persons toll-free at 1-800-292-4200 or see our website at www.michigan.gov/bsbp.

Michigan Bureau of Services
for Blind Persons

Michigan Department of
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Business Services

from the Michigan Bureau of Services for Blind Persons



FINDING AND KEEPING QUALIFIED WORKERS can be a challenge. The Michigan Bureau of Services for Blind Persons can help you keep your experienced employees on the job after vision loss, and help you find new employees with the qualifications and skills you require. We can pre-screen candidates per your specifications, as well as provide training and adaptive equipment. We provide on-the-job training and follow-up services, too.

If you've never hired someone who is blind or visually impaired, you might have some questions. Did you know that people with disabilities have been shown to have better retention rates and rate average or above average in performance, quality and quantity of work, flexibility, and attendance? (U.S. Department of Education, 2006). In addition, a 2006 survey of employers and individuals with disabilities found that the average cost of workplace accommodations was \$600 or less, and the vast majority of individuals with disabilities do not require accommodations (Job Accommodation Network, January 2006). Employers who made accommodations for employees with disabilities have reported multiple benefits as a result, including that the accommodation allowed the company to retain a qualified employee, eliminated the costs of training a new

employee, and increased the worker's productivity. (Hendricks, Batiste and Hirsh, 2005).

The Michigan Bureau of Services for Blind Persons welcomes you to discuss any questions you may have. The Bureau is already helping businesses throughout Michigan to retain and hire the qualified employees they need, and these are just a few of the services we can provide for you:

Job Analysis — The Bureau of Services for Blind Persons staff can assess a specific job to ensure a proper match between the job requirements and the skills and capabilities of a job candidate who is blind or visually impaired.

Technical Assistance and Equipment — We can provide consultation and help determine the adaptive technology and equipment needed, including low-vision devices, computer software, and magnification equipment. We provide information on where to get the items, and we may provide funding to purchase the items for the worker.

On-the-Job Evaluation and Training — We conduct an on-the-job assessment of an individual's potential to perform the specific aspects of the job, and we provide one-on-one training to ensure the employee is fully adapted to his or her job. In addition, during the

first few weeks of employment, the Bureau of Services for Blind Persons may pay a portion of the employee's salary.

Orientation — We provide an introduction to the work site to ensure that the employee is familiar with his or her surroundings and is able to move through the environment independently and safely.

Job Coaching — We provide one-on-one assistance, when necessary, to help acclimate the employee to his or her work environment and resolve any challenges related to the job.

Follow-Up — We follow up, based on your needs, to ensure that the employee is performing well, and to resolve any problems that might arise.

Work Opportunity Tax Credit — The Bureau of Services for Blind Persons provides documentation for this tax credit.

