

■ **Continued support, education and coordination with EMPLOYEE:** BSBP will provide continuous education for the new employee to ensure a successful performance and help to resolve any issues that may arise. BSBP staff will work with the employee to ensure familiarity of their surroundings, acclimate the employee to his or her work environment by providing one-on-one assistance when necessary and help to resolve any challenges related to the job.

■ **Continued support, education and coordination with EMPLOYER:** Customized and continuous education can be developed for the employer and additional staff, if necessary. This can include employee in-service training focusing on sensitivity training and understanding the skills and abilities of persons who are blind or visually impaired.

■ **Work Opportunity Tax Credit (WOTC):** This is a Federal tax credit available to employers for hiring individuals from target groups who have faced significant barriers to employment. BSBP provides documentation to employers for this tax credit. More information is available from the U.S. Department of Labor at <https://doleta.gov/business/incentives/opptax/>.

■ **Internship Opportunities:** BSBP can also work with businesses to set up internships and job exploration opportunities for students in high school and college at little or no cost to the employer.

BSBP 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 BSBP also helps blind and visually impaired workers to achieve and maintain independence.

The Michigan Department of Labor and Economic Opportunity, Bureau of Services for Blind Persons, is an equal opportunity employer/program. This publication is available in alternative formats upon request to individuals with disabilities.

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Business Services



Available from the
Michigan Bureau of Services
for Blind Persons

The Bureau of Services for Blind Persons (BSBP) provides businesses expert assistance to maximize the success of employers in the acquisition of talent. BSBP's vocational counselors are located in seven offices spread across the state and possess experience partnering with both large and small businesses to match qualified candidates with the specific skill needs of an employer.

When you hire an individual who is blind or visually impaired, you might be interested to know that people with disabilities have been shown to have higher retention rates and generally perform at average or above average in quality and quantity of work, flexibility and attendance.

Blind or visually impaired individuals with the proper accommodations and supports work in many industries, retail environments and professional offices. Our qualified counselors assess the need for workplace accommodations and supports and will inform the employer of the BSBP provided accommodations and supports and assist the employer with customizing the work environment. Technology has advanced significantly and there is almost no task or career that a blind or visually impaired person cannot perform.

BSBP partners with employers to ensure that qualified potential employees are provided opportunities for success. The following services are examples of how

BSBP can support employers:

- **Work Based Learning Opportunities:** BSBP coordinates with employers to provide work based learning experiences for potential employees. Potential candidates are assessed for performance of specific job aspects and provided support to ensure the employee is fully adapted to his/her job. An incentive to employers that BSBP offers, is the ability to provide financial support such as payment of a client's wages for an agreed upon time, determined by BSBP and the employer.
- **Job Analysis:** BSBP 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:** BSBP can provide consultation to help determine the adaptive technology and equipment required by the qualified candidate including low-vision devices, computer software and magnification equipment. BSBP also provides information on where to obtain the items and may also provide funding to purchase the items.

