

BSBP SERVICES TO EMPLOYERS

Introduction

For businesses looking to recruit and retain talent, the Bureau of Services for Blind Persons (BSBP) represents a valuable source for meeting those needs. BSBP provides businesses with expert assistance to match qualified candidates with their specific talent needs. BSBP provides the training and supports to ensure candidates contribute their skills and talents to the workplace.

BSBP supports talent recruitment by partnering with your hiring managers and human resource professionals. Qualified BSBP personnel provide services such as an assessment of the need for workplace accommodations; on-the-job support; and customizing the work environment as needed.

Consider the benefits of contacting one of our professionals and discover the benefits of working with BSBP to not only recruit and retain key talent but also to create a truly inclusive workplace culture.

Work Experience Opportunities

BSBP coordinates with employers to provide work experiences for job seekers. These experiences help determine if the job is a good fit by exposing the job seeker to the essential functions of the position and providing support and guidance before the offer. Work experience opportunities often result in the job seeker obtaining quality employment and the business acquiring excellent talent.

Work Incentives

BSBP offers businesses financial support, such as paying training wages for a limited time. This incentive provides opportunities for businesses to consider talented candidates with additional support that promotes successful job matches.

Job Analysis

BSBP can assess a specific position and its essential functions to ensure a proper match between the position requirements and the skills and capabilities of the job seeker.

Technical Assistance and Equipment

BSBP can provide consultation and assessment services to determine adaptive technology, training, and equipment needed to support job seekers in completing their essential duties. Adaptive technology could include low-vision devices, computer software, or magnification equipment. BSBP also provides consultation to IT departments on the integration of adaptive software.

Consultative Support for the Employee

BSBP will provide dedicated support for the job seeker to ensure successful performance and help to resolve any issues that may arise. Rehabilitation professionals will work with the employee to ensure familiarity with their work environment by providing one-on-one assistance when necessary.

Education and Support to Business

Customized and continuous education for employers and team members. This can include employee in-service training focusing on sensitivity training and understanding the skills and abilities of blind or low-vision persons.

Work Opportunity Tax Credit (WOTC)

Available to employers who hire individuals from target groups faced with significant barriers to employment. More information is available from the U.S. Department of Labor at <https://doleta.gov/business/incentives/optax/>.

Common Myths

1. People who are blind cannot be held to the same level of productivity as someone who is sighted.

Once a blind or low-vision person has learned the necessary alternative techniques and has the appropriate assistive technology, they can be as productive as anyone with 20/20 vision. Occasionally people with visual impairments may require a little more time to orient to a new situation. However, once oriented, they can be expected to be as productive as any other employee.

2. There is no special technology to allow someone who is blind or has low vision to access a computer.

Specialized computer adaptive technology will allow a person with a visual impairment or blindness to access a regular computer with large print, speech, or Braille output. If your business has proprietary software, some work may need to be done to set up the software-AT linkages.

3. If I hire someone with a visual impairment, the person will need a lot of expensive equipment that I will be responsible for buying.

Adaptive technology (AT) used by people who are blind or have low vision varies in cost. Often the potential employee has their own AT, or BSBP may assist with purchasing specific AT needed to complete the job's essential functions. Employer involvement in purchasing equipment will vary by the individual and their needs.

4. A person who is blind and has no vision will never be able to contribute substantially to my company.

In addition to their knowledge, abilities, and skills in a particular job area, people who are blind are often great problem-solvers and have many skills that can be useful to any company.

Contact BSBP for more information

Department of Labor and Economic Opportunity

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Disability Disclosure Statement

BSBP will not discriminate against any individual or group because of race, religion, age, national origin, color, height, weight, marital status, sex, sexual orientation, gender identity or expression, political beliefs, or disability. Under the Americans with Disabilities Act, you are invited to request any assistance you need with reading, writing, or hearing by contacting your local BSBP office.

Mission

The mission of the Bureau of Services for Blind Persons is to provide opportunities to individuals who are blind or visually impaired to achieve employment and/or achieve maximum and meaningful independence in life through comprehensive rehabilitative services.

Vision Statement

It is the Bureau of Services for Blind Persons vision to help Michigan become a better State for blind and visually impaired persons to be equal contributing citizens that enjoy all the advantages of a full, independent life.

Rehabilitation (VR) funded 78.7% through a grant from the U.S. Department of Education (USDOE) and 21.3% through State funding; Independent Living Older Blind (ILOB) funded 90% through a grant from the USDOE and 10% through State funding; Pre-Employment Transition Services (Pre-ETS) funded 100 percent through the USDOE VR grant. For the federal fiscal year 2023, federal grant funds were as follows: VR \$19,146,385; Pre-ETS reserve included in VR \$2,871,958; ILOB \$994,565.

