

“I was unemployed and lost and NOW I have a job and feel important”



NCBI Paths to Employment

We provide opportunity, prospects and a pathway to purpose, confidence and financial independence to our service users for their future through employment. We offer two employment programmes. We provide all the support, advice and training to aid accessibility and inclusion into the workplace through employment. We partner with businesses and lobby through Advocacy for the rights and entitlements of our service users.

What are the CHALLENGES?

We at NCBI :

1) Provide training to enter the workforce

Regrettably, the level of labour force participation amongst people with impaired vision is **only 24.4%**. We need to change the misconceptions by employers and the general public about the abilities of people who are blind or vision impaired. There is a lack of knowledge about how to create an inclusive, accessible workplace.

It's time to ALTER how we see!

Only **28%** think a person who is blind can do their job.
Stigmas like these prevent equal opportunity
77% would hire but **32%** don't think their workplace could accommodate a blind person.

2) Provide placements into professional companies

3) Partner with Leading firms, Institutions and governmental bodies



ONLY 1 in 4 are in jobs

Lack of Engagement in employment **hinders Mental, Physical and Financial** well being

Sight Loss Figures

54,810 People with significant sight loss. NCBI works with over **6,500** each year. And **2,000** new referrals each year

“We want to be an inclusive employer and seek to attract diverse talent. The value of the Workplace Partnership Programme has re-enforced what we already know. This also proves that you can attract robust and diverse talent outside of the standard recruitment model which often simply involves putting the role up on the website, having applications emailed to us and doing interviews from there”

Katie Dunne, (Organisation Design and Associate at Central Bank of Ireland)

We have three SOLUTIONS

1. **Pre-Employment Training Programme**
2. **Workplace Programme & Partnership** — training, technological support, guidance, skills and assistance, enabling easy transition and success into employment.
3. **Partner—with firms, Institutions and Governmental bodies** and campaign to increase workplace inclusion and accessibility.
Employment Campaign 2020—launching a guide for employers as well as resources for employees

Priority Projects



PROJECTS—Costs, Location, Impact

1) Pre-Employment Training Programme

This includes training in all areas including CV preparation, interview skills, technology, using assistive technology mobility. We also provide reintegration, employer liaison and legislation advice. We offer consultation and occupational doctors and site visits.

2) Workplace Partnership Programme

This offers placements of up to six months in a range of companies. Employers often receive advice on available grants, the breadth of assistive technology available to assist the employee as well as disability training. It runs quarterly in Dublin with support from NCBI's Workplace Partners, Robert Walters Recruitment, Fujitsu and Salesforce.

The course provides the opportunity for participants to practice self-advocacy skills, build confidence, whilst developing a CV and participating in mock job interviews. We have partnered with Central Bank and National Gallery of Ireland providing work place opportunities.

3) Partner—with firms, institutions and Governmental bodies and campaign to increase workplace inclusion advising our job seekers and employers.

Employment Campaign 2020— launching a guide for employers as well as resources for employees. This is to create awareness of our service users and the many roles which people can perform and excel once given the right support.

Employers lack experience and information. We are launching **a guide** which will provide valuable sources of information and advice to aid workplace inclusion. It will inform them of the minimum accommodation required in employing an individual with sight loss as part of their workforce.



Our OFFERING —Expertise

Our strategy aims to promote maximum participation opportunities through support into EMPLOYMENT

We aid in four areas :

- 1) Training Programmes
- 2) Supportive services to aid success
- 3) Awareness Campaigns - Advocacy
- 4) Alliances & Partnership's in business and Government

Come be a partner in empowering those with sight loss and visual impairment.

HELP NCBI provide every individual with:

- Reassurance
- Direction and Focus
- A Pathway to Progress
- Skills & Training
- Improved Access & Opportunities
- Peer to peer engagement
- Improved Quality of Life

Further Information

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