



## Business Services

# Seeing Possibilities

...for discovering new talent.

### ***A workforce that includes people with disabilities is good for business, spurs innovation and inspires customer loyalty.***

The New York State Commission for the Blind (NYSCB) provides vocational counseling, training, and employment services for legally blind New Yorkers seeking to enter, reenter or remain in the workforce. The NYSCB pre-screens and trains qualified individuals who can become a valuable and productive part of your workforce.

NYSCB's expert staff helps by providing information, support and direct assistance to managers at no cost throughout the hiring process, and afterwards, including:

- Assessment and training customized to meet your needs;
- Work tryouts;
- On-the-job training;
- Job coaching;
- Technical consultation;
- Diversity/disability training for staff;
- Recommendations for necessary accommodations; and
- Tax Credits (Disabilities Employment Tax Credit and/or Work Opportunities Tax Credits, for example)

In addition, NYSCB can:

- Provide information to help you to retain an employee with newly diagnosed or advancing vision loss;
- Provide training and information for your staff on working with a blind colleague; and
- Provide assistance to workers that have a family member who is blind.

Employers that have hired legally blind employees find that they are as on-time, productive and capable as other employees, and hiring people who are blind does not expose your business to increased liability.

With a combination of high-tech adaptive equipment and low-tech adaptations, legally blind employees are able to perform almost any task independently.

Our candidates are motivated, are seeking careers and consistently demonstrate perseverance and creativity to achieve their employment goals.

**Craig Wolfson**  
Associate Partner / Director of Human Resources, Rosicki, Rosicki & Associates P.C.

*"Rosicki, Rosicki has had a wonderful experience hiring individuals that are blind and visually impaired with the help of NYSCB. These employees now work in positions ranging from clerical to financial coordinator to paralegal, and one has been promoted to Help Desk Supervisor of our IT Department.*

*The support and assistance from the NYSCB and its partner agencies with regard to accommodations and training has been absolutely top-notch. Overall, the entire experience has been the ultimate 'win-win;' I whole-heartedly recommend that all employers consider hiring blind and visually impaired people. They will not regret it!"*

**Marcel Martino**  
President and CEO, INSPIRE

*"NYSCB helped Inspire hire a great employee in our Outpatient Department and also helped him keep this job when his vision worsened. I am grateful to NYSCB whose staff worked closely with Inspire and provided assistive technology services and adaptive equipment along with low vision services and low vision aids to help our employee with printed materials. The end result is that I have an excellent employee who has been honored as Employee of the Month!"*

**Let us show you how your company can benefit.  
Find your next great employee by contacting NYSCB today.**

Contact the NYSCB State Coordinator for Employment Partnerships at:  
**(518) 473-2346 | <http://visionloss.ny.gov>**