



FOCUS

on Business

*Let us provide you with
pre-screened, qualified
applicants with visual
impairments who will
make good employees
for your business.*



Partnerships that **WORK**

**Disability does not have to stand
between you and a qualified worker.**

We are available to help.

Texas Workforce Solutions is comprised of the Texas Workforce Commission, 28 local workforce development boards and our service-providing partners. Together we provide workforce education, training and support services, including vocational rehabilitation assistance for the people of Texas.

—● How we work

We listen.

You know your business and employment needs. We customize services to meet YOUR needs.

We analyze jobs.

We look at each and every job closely to make sure it can be done to your standards with or without reasonable accommodation.

We selectively screen job candidates.

We only refer pre-screened, qualified job applicants for employment consideration.

We respond.

We understand your need to get answers and take action quickly.

We involve you.

Communication is a key to good working relationships.





Benefiting **YOUR** Business

*Texas Workforce Solutions-Vocational
Rehabilitation Services (TWS-VRS)
offers a variety of services specifically
for employers. Whether you need
to find a qualified employee, keep a
valued employee or just find answers
about disabilities, **TWS-VRS can help.***

Our employment process: How it works and how it helps you.

PERSONALIZED CONTACT

We need to hear from you to best understand your business, job opportunities and what you are looking for in a qualified employee.

JOBSITE ASSESSMENTS

Viewing your business in operation is an important part of understanding your needs. It is also an opportunity for us to identify other possible ways to be of assistance to you.

JOB ANALYSIS

We examine each and every job closely to make sure it can be done to your standards with or without reasonable accommodations. This allows us to offer you effective strategies for how essential functions of a job can be done.

CONSULTATION ON ACCOMMODATION ASSISTANCE

Because the term blindness can mean anything from some vision loss to complete loss of sight, not every job candidate needs sophisticated access tools. Strategies are tailored to the most qualified applicant and the task to be done. When tools are necessary, we make sure that these are effective in meeting the needs of the job and compatible with your existing systems.

DIVERSITY PRESENTATIONS

Blindness is often misunderstood, and many people are not immediately comfortable with the idea of blindness or working with someone that is blind. Our professional and expert staff is available for presentations designed to educate about blindness and the abilities of people who are blind.

ON-SITE TRAINING

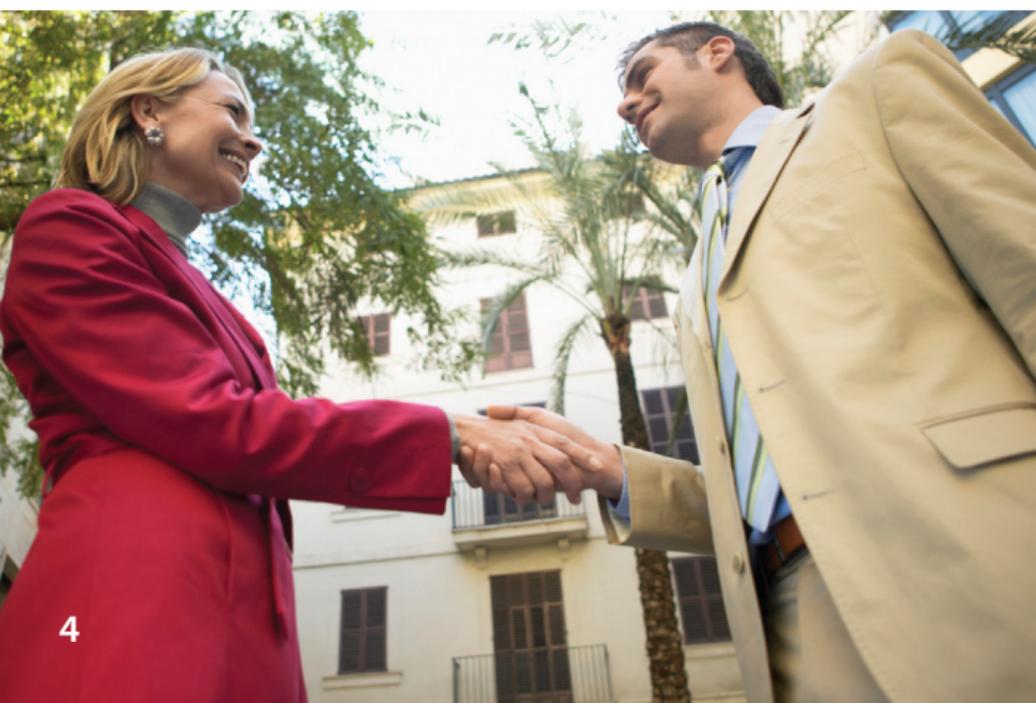
Prior to employment, qualified applicants are well-trained in the use of accommodations they may use. We can also arrange for on-site training to help facilitate the use of innovative solutions with your business-specific applications.

FOLLOW-UP SERVICES

We maintain contact with you throughout the employment assistance process to make sure your needs are met.

ONGOING AVAILABILITY

We look forward to working with you, and we are here to serve you as your business grows and changes.



● Frequently Asked Questions

What types of jobs can people who are blind perform?

People who are blind can perform any jobs that match their interests, abilities, job skills, training and experience. Advances in technology have greatly increased job opportunities for people who are blind.

Are complex technologies always required for a blind individual to work?

No. Solutions are individually tailored to the needs of the job and the MOST qualified applicant. Whenever possible, we look at no-tech/low-tech solutions first.

Am I required to treat blind workers differently than the rest of my employees?

No. You should hire the applicant who is best qualified to perform the essential tasks of the job with or without reasonable accommodation. Performance expectations and consequences should be the same as those for all other employees.

Are services available to help me maintain a good employee that may be losing vision?

Yes. Keeping good employees is just good business. ***We can help.***



For more information, call 800-628-5115.



Texas Workforce Solutions-Vocational Rehabilitation Services
101 East 15th Street
Austin, Texas 78778-0001
800-628-5115

Equal Opportunity Employer/Program
Auxiliary aids and services are available upon request
to individuals with disabilities.

Relay Texas: 800-735-2989 (TTY) and 711 (Voice)

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