

# 8 Great Reasons to Hire the Visually Impaired



All of the statements below come from research by national polls and successful corporations along with years of experience from the Lighthouse of the Big Bend.

1. The similarities between visually impaired and sighted employees may surprise you! The primary differences are the tools and techniques they use.
2. People with vision loss have equal or higher job performance ratings, higher retention rates, and lower absenteeism.
3. Federal tax benefits are available to companies that hire and accommodate workers with vision loss.
4. Workers who are disabled, properly trained and suitably placed are just as safe or safer than any other group.

5. Assistance is available to help defer costs for accommodations, even though most are less than \$1,000.
6. People with impaired vision generally have at least a baccalaureate degree, are well-trained in their specialty and meet or exceed employment challenges, according to almost 100% of employers surveyed.
7. Business partners of the Lighthouse of the Big Bend receive support through job analysis, job/technology accommodations, trial work experience, transportation and workplace orientation for a new employee, and ongoing consultation.
8. Diversity in the workplace creates better solutions to business challenges, improves communications, and increases productivity. Employees with disabilities attract customers with disabilities who represent one trillion dollars in annual consumer spending!

A pool of competent professionals -- lawyers, nurse educators, psychotherapists, computer programmers, medical and legal transcriptionists, web designers, journalists and more -- who just happen to be visually impaired are looking for jobs.

**Questions?** For more information, please contact the Lighthouse at (850) 942-3658 or toll-free: (888) 827-6033; email: [info@lighthousebigbend.org](mailto:info@lighthousebigbend.org), or 3071 Highland Oaks Terrace, Tallahassee, FL 32301