

## ABOUT NYCIB

Established in 1996, New York City Industries for the Blind, Inc. (NYCIB) is a \$15 million not-for-profit company that operates like a “for-profit” business. Its mission has been to provide an ever-increasing number of employment opportunities to legally blind men and women in the greater New York City area “on site” in its own 160,000 sq. ft. manufacturing, services, and warehousing facility. The Blue Power program expands this mission by providing motivated and qualified legally blind men and women additional employment opportunities in other companies’ facilities elsewhere in the community. NYCIB is the only not-for-profit organization in this area providing these services.

## WHAT IS “LEGALLY BLIND”?



“Legally blind” is a measure of visual acuity. Someone who is legally blind can see 20/200 or less in his/her better eye with best correction possible. This means he/she would have to stand 20 feet from an object to see it—with vision correction, like eyeglasses

with the same degree of clarity as a “normally sighted” person could from 200 feet.

Legally blind individuals range from being “high partials” (just barely legally blind with very good functional vision) to being “totally blind” (no sight or light perception at all).



## OUR TRAINING PROCESS

All BLUE POWER candidates are put through an extensive screening, qualification and job-training process that includes:

**INITIAL SCREENING:** to determine if the individual has the proper attitude and motivation needed to be a successful employee

**INITIAL ASSESSMENT:** to determine an individual’s interests, skills, limitations and aptitudes

**MANUAL SKILLS ASSESSMENT:** to determine both general and job-specific skills

**BEHAVIORAL SKILLS TRAINING:** to teach interpersonal, communication and problem-solving skills

**JOB READINESS TRAINING:** to assure the trainee is “job ready” to meet employer-specific job responsibilities from day one

## OUR PLACEMENT PROCESS

Our JOB PLACEMENT SPECIALIST will work directly with you or your designated staff members to become familiar with your company’s work environment and specific work area job requirements.

Once we fully understand your needs, we will:

- Select the most appropriate trainee
- Modify their general training program with additional training needed to match your specific job description
- Perform on-the-job training in similar operational areas within our own company’s active manufacturing and warehousing departments
- Deliver a “job-ready” employee who will be productive on day one
- Continue to assist your staff and our trainee as needed

## OTHER SERVICES

**CO-WORKER EDUCATION:** We will meet with your staff to address any concerns and questions they have about their new visually-impaired co-worker in a relaxed, open and educational manner.

**“JOB SAVES”:** If any of your current employees are experiencing performance problems due to recent changes in their own vision, we can do full assessments of their problems and discuss with you and the individual what corrective actions could be taken to regain most or all lost productivity.

## THE BENEFITS OF HIRING A "LEGALLY BLIND" EMPLOYEE

More than 70% of all legally blind men and women are unemployed. This is due to limited opportunities, not limited skills and abilities.

With proper training, and occasionally with minimal adaptive equipment, legally blind employees can be as productive as their sighted counterparts. Plus they are generally more reliable, flexible and loyal than their sighted counterparts.

Legally blind employees are more appreciative of opportunities, so they are more determined to exceed performance expectations.



## WHY SHOULD YOU BELIEVE IN THE BLUE POWER PROGRAM?

Since New York City Industries for the Blind opened its doors in 1996 as an active and growing manufacturing and warehousing company, it has been recruiting, screening, evaluating, training, and employing legally blind workers in a variety of blue collar positions:

- Machine Operator — automated, semi-automated, manual
- Assembly & Packaging
- Shipping/Receiving/Warehousing
- Maintenance/Janitorial/Porter
- Even "entry-level" office/clerical jobs (receptionist, data entry clerk, customer service reps)

We train Blue Power candidates in our own factory, assuring that they can meet our expectations, before we assure you that they are "job ready" to meet your expectations.

**FOR MORE INFORMATION  
ABOUT THE BLUE POWER  
PLACEMENT PROGRAM,  
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# THE BLUE POWER EMPLOYMENT PROGRAM

YOUR RESOURCE FOR  
DEDICATED, JOB-READY  
LEGALLY BLIND EMPLOYEES

