

ONLY **2%** UNEMPLOYMENT
IN THE U.S.
IT INDUSTRY



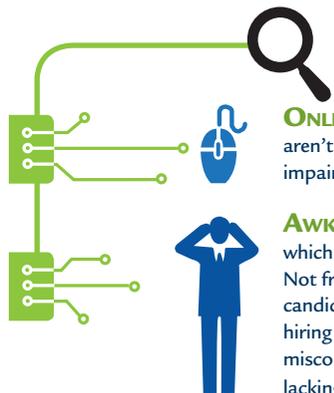
GREAT NEWS FOR IT AND TECH PROS
WHO CAN SEE A BRIGHT CAREER AHEAD.

**BUT WHAT IF YOU
CAN BARELY SEE
OR CAN'T
SEE AT ALL?**



According to a BIT analysis, approximately **80%** of blind and visually impaired people with IT and other tech skills are unemployed or underemployed in America.

JOB SEARCH HURDLES



ONLINE EMPLOYMENT SITES that aren't accessible to blind and visually impaired individuals

AWKWARD FIRST INTERVIEWS in which the first impression is a blind one. Not from a blind or visually impaired candidate's point of view. Too many hiring managers and HR recruiters have misconceptions and find themselves lacking the appropriate information.



The **Blind Institute of Technology** (BIT) is a 501(c)(3) nonprofit organization that strives to reduce the excessively high unemployment rate among the blind and visually impaired (BVI) community in America. Led by Executive Director Mike Hess, BIT aims to help solve this unemployment and diversity and inclusion epidemic by educating employers about the advantages of working with talented and skilled BVI individuals, and through professional certification and training, inclusive technology and other programs. Mike left an 18-year career in IT to found BIT in 2013.



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Career Staffing Services



The **Blind Institute of Technology** prepares blind and visually impaired people with IT and other technical skills - and the employers who hire them - for success in the U.S. workforce.

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BVI individuals may lack sight but they have great vision using their other senses and today's advanced accessibility technology to become successful in the workplace.

▶ BIT Services and Programs

- Staffing. BIT has helped secure job placements for BVI candidates with DaVita, Aetna/iTriage, Comcast, Denver Health and many more companies and organizations in the healthcare, financial services, telecommunications and other industries.
- Certification and Training. BIT provides BVI candidates with access to relevant technical professional certification and training programs in collaboration with third-party training partners and through its own resources.



- Inclusive Technology. BIT helps U.S. employers understand the true power of inclusive (accessible) technology and how to apply it within their technical organizations to make products and services available to the millions of Americans who are blind, visually impaired or have other disabilities.

▶ Organization Benefits

BIT services and programs benefit organizations and their internal teams by showing them how to become more effective listeners and discovering the unique assets, abilities and value BIT candidates have to offer. These individuals can develop and deliver products and services that are accessible to the estimated 20 million people in the U.S. who are blind or visually impaired.

▶ Opening Eyes

“We hired a visually impaired Blind Institute of Technology candidate and couldn't be more pleased with his commitment, attitude and job performance,” stated Alan Cullop, CIO at DaVita Healthcare Partners. “Our partnership with BIT provides DaVita with an untapped talent pool that allows us to better serve our patients, clinicians and teammates.”

“People have different needs, including improved access for the visually impaired,” said Patrick Leonard, chief technology officer for iTriage and Aetna Innovation & Digital Products. “Doing this work allows us to better engage with consumers so that they can manage their health and we can be their trusted partner.”

Questions about our services?

Q Will employers need to purchase special equipment or make other significant investments for blind and visually impaired IT and tech pros to become productive employees?



A No. Few accommodations, if any, are needed. Blind and visually impaired IT and tech pros are adept at using today's advanced accessibility technology, including screen readers (to read text on screens through HTML), screen and video magnifiers, text to audio, audio to text and more.

Q Will sighted and blind or visually impaired workers collaborate well?



A Absolutely. Workers who are blind or visually impaired have exceptional listening and cognitive capabilities that enable them to collaborate well with coworkers. Aetna/iTriage published a case study that illustrates how visually impaired and sighted engineers can collaborate productively. View the case study at <http://aetna.com/1erEWgE>

Q Will they have transportation issues that could make it difficult for a blind or visually impaired employee to arrive to work on time?



A No. Their abilities in the workplace are coupled with a high degree of experience using public transportation and other options to get to and from work.