National Council of State Agencies for the Blind

2024 Spring Conference

NSITE Programs and Services

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Your NSITE Team

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Career Skills and Employment Services for **blind and visually impaired talent:**

NSITE provides employment readiness and career skills training as well as employment placement services to blind or visually impaired job seekers

Helping Employers Discover Hidden Talent:

NSITE helps employers diversify and strengthen their workforce by matching talented blind or visually impaired job seekers to open positions

AGENDA

- Introduction to NSITE
  - ❖ Mission, Approach, Impact

- NSITE Solutions
  - ❖ For Employers, BVI Job Seekers

- Developing Hidden Talent: NSITE Programs for BVI Professionals
  - ❖ Learning & Leadership Roadmap

- NSITE Program Spotlights
  - ❖ Employment Readiness, Contract Management Support, IT, Talent Acquisition, Professional Behavior

- Discovering Hidden Talent: NSITE Connect
  - ❖ Curated Job Board, Sourcing & Employment Services

- Questions and Answers: What Can NSITE Do For You?

Introduction to NSITE

Launched in 2021 as an extension of the National Industries for the Blind (NIB),

- **NSITE** provides a continuum of employment services that connect employers with talented, dedicated people who are blind or low vision.

- As jobseekers and organizations move through career skills training programs and hiring processes, NSITE stays engaged every step of the way to ensure that finding the right employee-employer match and onboarding process is as smooth and seamless as possible.

Introduction to NSITE: Mission

Our Mission – Through talent development, diversity awareness training, and job placement services, NSITE is the go-to consultancy for corporate leadership and for talented people who are blind or low vision.

NSITE helps the two come together to:

- Substantially reduce the unemployment rate for the untapped bvi workforce;

- Mitigate labor shortages and reduce turnover in key industries; and

- Increase inclusiveness and accessibility of work environments.

Introduction to NSITE: Approach

IDENTIFY → TRAIN → PLACE → SUPPORT

NSITE is committed to providing:

- A continuum of workforce development services that connects talented, dedicated people who are blind or visually impaired with employers

- Close collaboration with job seekers and employers to provide support throughout the entire career / employment continuum

Introduction to NSITE: Impact

By the Numbers

NSITE offers Employment Readiness and Career Skills Training to blind and visually impaired professionals and works with public, private, and nonprofit employers to match blind talent with job opportunities and ensure a smooth onboarding process.

NSITE BVI Training Enrollments

    FY2023 (Q4):   **1,009** individuals enrolled in NSITE training programs

    YOY Increase: **219%** over FY2022

NSITE BVI Job Placements

    FY2023 (Q4):   **93** individuals hired through FY2023

    YOY Increase: **111%** increase over FY2022

NSITE Solutions for BVI Jobseekers

Solutions for Job Seekers

Employment Readiness Training
Assistive and Office Technology Training
Personal Branding
Use of Meeting Platforms

Career Skills & Leadership Training
Communications, Customer Service, Sales
Talent Acquisition, IT
Business Skills, Entrepreneurship, Leadership Development

Job Search and Placement
Personal Branding, Resume-writing
Curated Job Board – NSITE Connect
Employment Services

Post-placement Support
Career-accompanying Professional Development
Continuous Engagement
Free Resources

NSITE Solutions for Employers

Solutions for Employers

NSITE Direct
We specialize in identifying and engaging potential candidates to fill open positions.

NSITE Flex
Find temporary staff for specific durations or project-based assignments.

NSITE Outsourcing
Outsourcing of recruitment processes to NSITE for top talent sourcing, evaluation, and hiring, using our extensive resources to find the best fit candidates for employers' open positions.

Accessibility + Accommodation Support
Evaluation of employer systems, documents, and facilities for accessibility/useability and consulting services to ensure compliant accommodations for blind, low vision, and neurodiverse employees.

Diversity, Equity, Inclusion & Accessibility Consulting
Consulting services for accessibility compliance and inclusion in work environments, NSITE BEI training programs and resources, and how they can benefit organizations.

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Developing Hidden Talent: NSITE Programs for BVI Professionals

Learning & Leadership Roadmap

Employment Readiness

– Assistive & Office Technology Training
– ProMOTE
– APH Jobseeker's Toolkit
– Personal Branding

Career Skills Training

Professional Careers:
– IT
– Talent Acquisition
– Communications
– Customer Relationship Management
– Sales
– Business Basics

Leadership Development

Career Advancement:
– Aspiring Leaders
– Experienced Managers
– Executive Leaders
– Entrepreneurship

NSITE Training/Professional Development Services

Courses offered in FY23

- Cisco CCNA Certification
- IT Essentials (A+ Certification)
- Foundations of Cybersecurity
- Grow with Google (4 courses)
- Sourcing Specialist Certificate
- ProMOTE (Office Technology Training)
- Pre-ProMOTE (Intro to Office Technology)
- Contract Management Support
- Customer-Centered Communications
- Business Basics (4 asynchronous courses)
- Business Essentials (Strategy and Operations)
- APH Job Seekers Toolkit (5 online courses)
- NSITE Entrepreneurial Initiative Program

New Courses in Development for FY24 / FY25

- Python
- Cisco Certified Support Technician (CCST) Networking
- Cisco Certified Support Technician (CCST) Cybersecurity
- LinkedIn In-depth
- Executive Leadership: Leading a Dispersed Workforce
- Executive Leadership: Change Management
- Microsoft
  - 365 Fundamentals
  - Azure Administrator
  - Microsoft Power Apps
  - Microsoft Dynamics 365

Developing Hidden Talent: NSITE Program Spotlight 1

Employment Readiness: Office and Assistive Technology Proficiency

ProMOTE:

Professional Mastery of Office Technology for Employment

- Advanced office technology proficiency training for users of assistive technologies

- Common office software programs and platforms: Microsoft Word, Excel, PowerPoint, Teams, Zoom

- Internet research, creation of accessible documents

Developing Hidden Talent: NSITE Program Spotlight 2

Employment Readiness: LinkedIn Proficiency

The **Getting Hired Playbook:**

Strategies and tactics to increase interviews and job offers

- Blended learning teaching theoretical concepts for using LinkedIn

- Step-by-step tactics for using the platform augmented by live hands-on workshops

- Program is accessible to screen reader users and individuals with other disabilities

- Development of a strong personal brand and customized LinkedIn profile

Developing Hidden Talent: NSITE Program Spotlight 3

Contract Management Support (CMS)

- The NIB/NSITE CMS Curriculum provides the technical training, skills, and qualifications that allow graduates to succeed in contract management support positions.

- Partnership with the Defense Acquisition University

- Foundational principles of contract management – NSITE Curriculum:
  1. CON0140 (DAU)
  2. Firm Fixed-Price Contracts
  3. Cost Plus Contracts
  4. Cost-Reimbursement Contracts
  5. Grants and Cooperative Agreements
  6. Advanced Source Selection
  7. Contract Administration
  8. Contract Writing Systems: User Training

Developing Hidden Talent: NSITE Program Spotlight 4

IT Industry Certificate / Certification Training

- IT Career Track Training in Partnership with Google and CISCO.

  - Google IT and Data Analytics Learning Paths

  - Partnership with CISCO, blended programs with CISCO-certified instructors
  - Introduction to IT | Complex IT infrastructures | Cybersecurity | Advanced Networking
  - NSITE is a PearsonVue Authorized Test Center

NSITE/CISCO IT Essentials
  – Preparation for A+ Certification Exams

NSITE/CISCO Cybersecurity
  – Foundational Cybersecurity Courses
  – CCST Cybersecurity Certification Training in development for launch in 2024

NSITE/CISCO CCNA
  – Preparation for CISCO Certified Network Associate (CCNA) Certification Exam
  – CCST Networking Certification Training

Developing Hidden Talent: NSITE Program Spotlight 5

Talent Acquisition Training

- **Sourcing Specialist Certificate Program**

  — 12-week modular online learning in partnership with Social Talent combined with weekly virtual instructor-led group sessions facilitated by a blind recruiter

  NSITE Partnership with **socialtalent**

  — 8-week work experience on a corporate talent acquisition team

  NSITE partnership with Bristol-Myers Squibb

Developing Hidden Talent: NSITE Program Spotlight 7

My New Behavior: Building powerful habits for career success

- **Partnership with My New Behavior:**

  — Behavior change program that drives meaningful and lasting habits, allowing participants to direct their own development while being kept on track through ongoing engagement and reinforcement.

  — The program is designed to guide participants through a comprehensive, step-by-step process of behavioral change through three distinct phases: Foundation, Engagement, and Sustainment.

- **Benefits:**

  — Building habits for success in life and career

  — Developing intrinsic motivation and accountability

Discovering Hidden Talent:

NSITE's Curated Job Board

NSITE Connect
Linking employers with talented individuals who are blind, visually impaired, and/or veterans.

- Lists employers from corporate, government, nonprofit sectors, NIB associated agencies
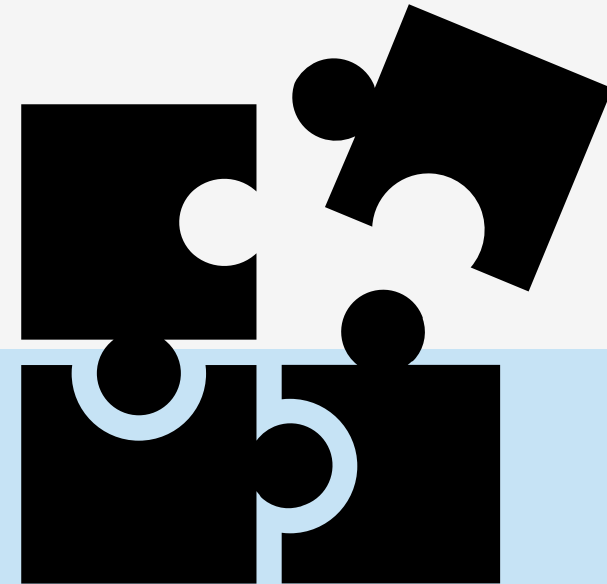- Offers curated job opportunities for blind/low vision jobseekers

Employers:

- Post their open positions

- Explore jobseeker profiles and resumes

- Access resources for employment advice

Jobseekers:

- Create a profile

- Post a resume

- Apply for employment opportunities

QUESTIONS | ANSWERS

What can NSITE do for You?

NSITE is here to address industry workforce challenges, help organizations build a more diverse, innovative, and productive workforce, and make the working world a more inclusive place for people who are blind or low vision. Want to learn more about the work we're doing?

- Visit our website at   nsite.org
- Follow NSITE on Twitter   @get_nsite
- Follow us on LinkedIn   @NSITE

- **For more information, please email us!**
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