

Background

Youth with visual impairments have particularly low employment rates. Research shows that **finding a job independently** is beneficial, yet these youth often rely on others to find jobs for them.

The **goals of this program** are to:

- 1) Develop the job search skills of youth with visual impairments
- 2) Strengthen youths' job search self-efficacy and self-confidence
- 3) Encourage a proactive approach to finding employment
- 4) Help youth develop strategies to overcome barriers to employment



A **job search skills training program** designed for youth with visual impairments, ages 16 to 22 years

About **40 hours of content** focusing on various aspects of job-seeking ranging from identifying strengths and skills to starting a new job

Two trainers deliver the content through group and individual activities

(see examples on next page)

Program Principles

Active learning:
Youth use their knowledge & skills to find answers & solve problems

Referent power:
Trainers develop a motivating influence by building respect & trust

Enhancing self-efficacy:
Youth observe others perform behaviors well, practice the behaviors, & get positive feedback

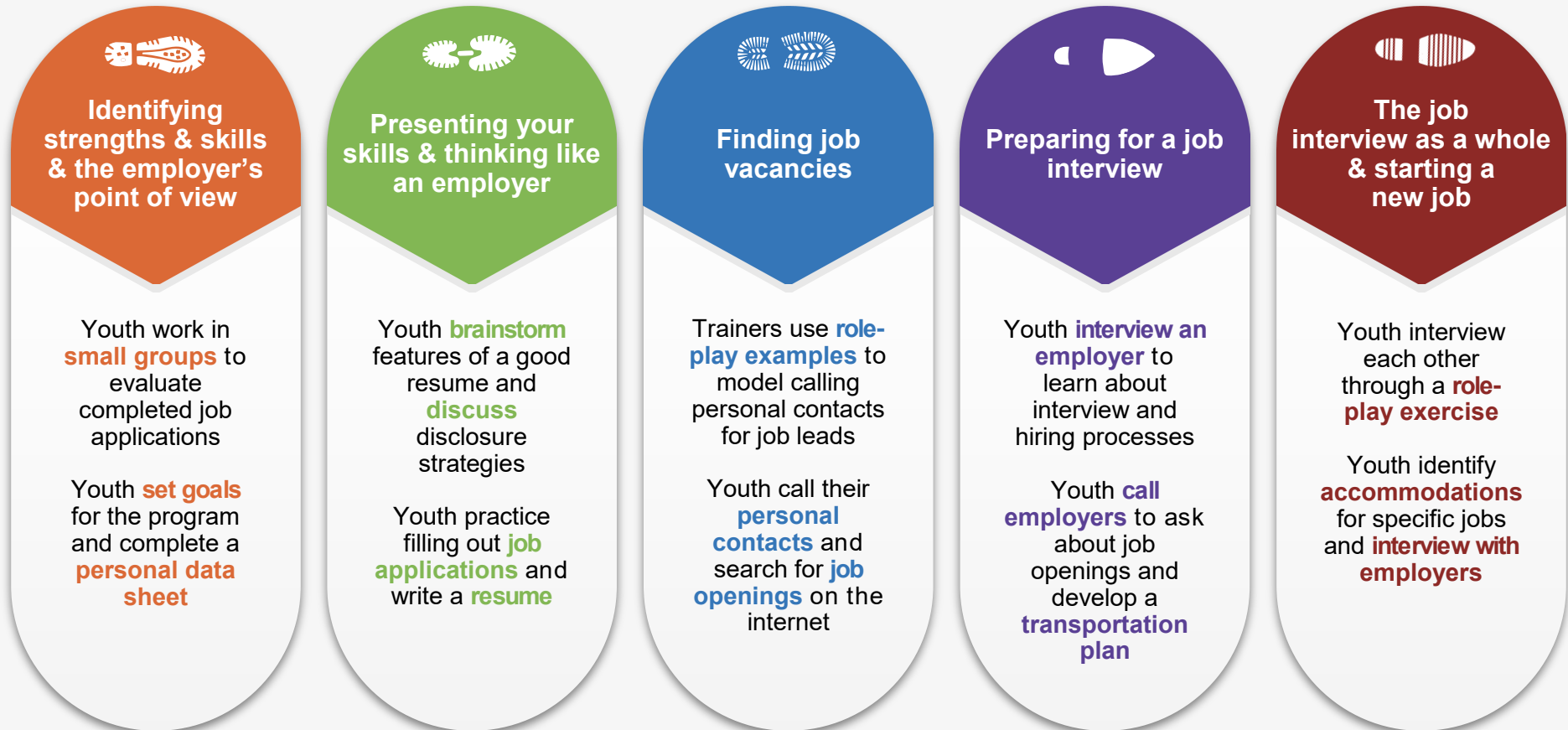
Building social support:
Trainers model supportive behaviors; youth get positive feedback from trainers & each other

Overcoming barriers to success:
Youth prepare to overcome job-seeking challenges or setbacks

Researchers at the National Research & Training Center on Blindness & Low Vision developed the *Putting Your Best Foot Forward* materials based on the *School to Work* program. The method is based on active learning principles and the group activity model developed by the Michigan Prevention Research Center in the JOBS program. The JOBS program has extensive evidence of its effectiveness in improving job obtainment for its participants.



Main Topics and Sample Activities



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