What were the problems faced by employee with visual impairment?

• The ability of students with visual impairment is not recognized
• Discrimination
• No assistive device/adapted materials in job placement (Braille documents, Jaws, Nonvisual Desktop Access-NDA)
• Jaws only English
• Poor English and Computer skills
What were the problems faced by employee with visual impairment?

• Employers are reluctant to hire people with visual impairment to work in their companies
• Employers don’t know how to support them
• The companies don’t invest on IT adapted to people with disability
• Some students with visual impairment have limited knowledge and ability
What did we do (1/5)

- Within Krousar Thmey
  - Capacity building for students with visual impairment through workshop or individual meeting to be more independent
  - Job readiness training
    - Soft skill training (Pre-employment)
    - Be Ethical in your work
    - CV and cover letter
    - How to prepare attitude during an interview
What did we do (2/5)

- Within Krousar Thmey
  - Sent ICT teachers abroad to learn skill on how to develop audio book
  - Workshop to Improve communication skill for students with visual impairment
  - Orientation meeting or individual counseling for students with visual impairment on how to select the right academic study to seek right career
What did we do (3/5)

At university

- Collaborate with Australian center for Education ACE to provide master degree for students with visual impairment to continue their study at Australia
- Conduct awareness raising about education for students with visual impairment (University exhibition)
- Awareness Raising among important individual from Ministry of Education
What did we do (4/5)

➢ At university

✓ Seek and provide scholarship for students with visual impairment

✓ Participate in the meeting with higher education department on inclusive education topic

✓ Orientation & Mobility (O&M) training
What did we do (5/5)

Job placement

- Collaborate with National Employment Agency (NEA) under Ministry of Labor and Vocational Training to conduct job fair and find the job for students with disabilities
- Collaboration with Private Company HR Inc.
- Raise awareness among NOGs, Government and private sectors
Achievements (1/2)

- Support from government: Sub-degree for employment of disability person (Chapter 2 Determination of Quota for Disabled Persons for Employment, Article: 5)
- Some ministries accepted graduated students with visual impairment to work
- Now visual impaired students can become the teacher
- Employee with visual impairment get more support from their colleagues
Achievements (2/2)

- Students with visual impairment are welcomed by many universities in Cambodia
- Students with visual impairment get more support from their friends and professors at university
- Students with visual impairment have more choices regarding their academic study
RESULT 2/3

VOCATIONAL TRAINING
SINCE 2006

12

7

2

3
RESULT 3/3

JOB MARKET SINCE 2006

48

Public: 24
Private: 24
Thank you!