# Discussion Topics for the Employers Forum

Hanoi Employment Summit 2024

Below are the questions the chair will raise to the panelists. While specific panelists are assigned to share on certain topics, all others are encouraged to contribute their perspectives as well.

## 1. Recruitment and Outreach

When your company starts a recruitment process, there are mainstream channels and common requirements outlined in job descriptions. However, when recruiting individuals with visual impairment, do you need to adapt your recruitment process - from applications to interview preparation and entrance tests?

And what specific channels or strategies can you use to reach and attract qualified candidates with visual impairment?

To: Ms. Thanh Le, Vietnam. Follow-up discussion with Ms. Annabelle Martinez and Ms. Ira Reyes, Philippines.

## 2. Accessibility and Accommodation

Hiring employees with visual impairment often involves providing reasonable accommodations, such as adjusting the workplace, providing necessary equipment’s/software, support for orientation, transportation, or accessible materials. How does your company identify and implement necessary accommodations for visually impaired employees?

Do you face concerns about the costs of these accommodations? If so, how do you effectively manage these concerns to create an inclusive workplace?

To: Ms. Lucia Nany Lusida, Indonesia. Follow-up discussion with Ms. Hang Pham, Vietnam; and Mr. Mas Agung Sachli, Indonesia.

## 3. Training and Development

Every new employee requires time to adapt to their roles and build connections with colleagues. How does your organization ensure that staff members, particularly those with visual impairments, feel included and actively engaged in orientation, training, and other activities? What strategies do you use to promote full participation for employees with visual impairments in your company’s development programs?

To: Mr. Dr. E. Nurzaman A.M., M.M., M.Si, Indonesia. Follow-up discussion with Mr. Christer T. Luchavez and Ms. Kathleen Tantoco, Philippines.

## 4. Organizational Culture and Inclusion

Fostering an inclusive workplace culture requires effort from all employees, not just those with disabilities. How does your company prepare and encourage staff without disabilities to adopt positive mindsets, attitudes, and behaviors for working effectively alongside colleagues with visual impairments?

To: Ms. Eliane Therese Lansigan, Philippines. Follow-up discussion with Mr. Mas Agung Sachli, Indonesia.

## Additional Recommendations (if time permits)

* What recommendations would you offer to visually impaired job seekers or employees to help them improve their skills or increase their chances of career success?
* What suggestion would you provide to resource centers like Mitra Netra, RBI, Sao Mai Center, or the Blind Association to enhance job opportunities for visually impaired individuals?
* What recommendations do you have for government agencies to promote inclusive employment policies and processes?