



# STATE SERVICES FOR THE BLIND

**m** EMPLOYMENT AND  
ECONOMIC DEVELOPMENT

## **Evolve Employment** *Empowering Talent. Elevating Workplaces*

*A 21st Century Approach to Employment & Technology Careers for Blind, Low Vision, and DeafBlind Minnesotans*



# Our Mission

The Evolve Employment Model Demonstration is committed to building a person-centered approach to vocational rehabilitation that leads to more meaningful and timely employment outcomes for individuals who are blind, low vision, or DeafBlind. Through innovation, collaboration, and systems change, Evolve is laying the groundwork for a model that can be integrated into the broader VR program and sustained beyond the life of the grant.

# What is Evolve Employment?

*A statewide initiative helping Minnesota employers*

- **Retain employees experiencing vision loss:** We help employers keep skilled workers by providing rapid support when vision loss affects job performance.
- **Strengthen workplace accessibility & compliance:** We offer guidance to ensure tools, tasks, and environments are accessible and aligned with ADA requirements.
- **Reduce turnover through rapid response support:** Our team responds quickly to stabilize performance, preventing unnecessary job loss and costly replacement.
- **Implement accommodations efficiently:** We help identify, set up, and adjust reasonable accommodations so employees can work effectively.
- **Access no-cost consultation & technical assistance:** Employers receive hands-on, practical support at no cost throughout the retention and accessibility process.



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# Why This Matters to Employers

- Minnesota continues to face workforce shortages
- 90,000 Minnesotans identify with vision loss
- Retention saves significant turnover costs
- Inclusive workplaces improve morale & productivity
- Proactive accessibility reduces operational risk

# The Business Case for Inclusion

- Retention is faster & cheaper than replacement
- Accommodations often cost less than turnover
- Accessible workplaces improve reliability & performance
- Evolve Employment provides practical, no-cost support

# What We Offer Employers

- **Rapid Response Retention Support:** Immediate assistance when vision changes impact job performance.
- **Accessibility & Accommodation Guidance:** Practical recommendations to make tools, systems, and tasks more accessible.
- **Task & Workplace Assessments:** On-site or virtual evaluations to identify barriers and implement effective solutions.
- **HR & Supervisor Consultation:** Direct support for leaders navigating workplace adjustments and employee needs.
- **Training & Technical Assistance:** Short, targeted sessions to strengthen accessibility knowledge across your team.
- **Ongoing Employer Partnerships:** Continued collaboration that supports long-term workforce stability and inclusion.



# The Dual-Customer Approach

## For Employers

- **Rapid retention services:** Quick intervention to stabilize performance and prevent job loss.
- **Accommodation implementation:** Help selecting, setting up, and adjusting reasonable accommodations.
- **Accessibility improvements:** Support in creating work environments where employees can perform effectively.
- **Workforce partnership opportunities:** Collaboration to build accessible pipelines into high-demand roles.

## For Employees

- **Benefits & employment guidance:** Clear information on how work affects income, benefits, and long-term planning.
- **Adapted training:** Skill-building that incorporates accessible tools and learning methods.
- **Work progression support:** Structured, step-by-step tasks to rebuild confidence and productivity.
- **Career pathway development:** Personalized plans that support advancement into meaningful roles.

# • **Who Employers May Encounter**

## • ***Employers may encounter:***

- Employees who become blind, deafblind or low vision
- Workers at risk of job loss due to vision changes
- New Americans navigating workplace expectations
- Workers returning after long gaps in employment

# Services for Employers



**Hire & Retain  
Talent**



**Retention  
Support**



**Training &  
Consulting**

# Specialized Initiatives



**Career Connections  
for New Americans**



**Customer Service &  
Technology Sector**



**Enhanced Progressive  
Employment Model**

# ● **Benefits to Employers**

- ● ●
- Reduce turnover & training costs.
- Access to motivated, skilled candidates.
- Boost diversity, equity, and inclusion outcomes.
- Improve brand reputation & community impact.
- No-cost recruitment & consulting services.

# Evolve Employment Hotline

- **Fast answers to workplace challenges:** Employers can contact the hotline for immediate guidance when vision loss impacts job performance or daily tasks.
- **Step-by-step guidance:** Our specialists walk employers through practical solutions, so they know exactly what to do next.
- **Immediate Retention Support:** We help stabilize the situation quickly to prevent unnecessary job loss and maintain productivity.
- **Reasonable Accommodation Solutions:** The hotline provides recommendations for affordable, effective accommodations tailored to the employee's actual job duties.
- **Clear Next Steps:** After each call, employers receive a simple plan outlining actions, resources, and follow-up support.



# How to Partner with Us

- **Host a tour, job shadow or informational interview:** Employers can provide short, low-commitment opportunities that help individuals explore job roles and build confidence.
- **Offer internships or customized training:** Businesses can create flexible, supported learning experiences that prepare candidates for real workplace expectations.
- **Partner with us to solve retention challenges:** We work directly with supervisors and HR to troubleshoot issues early and keep employees engaged and productive.
- **Collaborate on innovative workplace solutions:** Employers can partner with Evolve to pilot new accessibility tools, workflow adjustments, or training strategies.

# CONTACT US

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Scan the QR Code  
above to learn more

*Building brighter futures for Blind, Low Vision, and DeafBlind individuals — and helping New Americans achieve meaningful careers across Minnesota.*

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