

## **DBSA GUIDELINES FOR DEAFBLIND JOB SEEKERS**

### **Introduction**

As a DeafBlind job seeker in South Africa, finding employment can be challenging. However, with the right support and resources, it is possible to secure a job that matches your skills and interests. These guidelines aim to provide DeafBlind job seekers with practical advice and strategies to enhance their job search and employment experience.

### **Understanding Your Rights**

- Familiarize yourself with the laws and regulations that protect the rights of individuals with disabilities in South Africa, including the Employment Equity Act (EEA) and the Labour Relations Act (LRA).
- Understand your right to reasonable accommodation in the workplace.

### **Identifying Your Strengths and Needs**

- Reflect on your skills, strengths, and interests to identify potential job opportunities.
- Consider your communication needs, mobility, and any other requirements that may impact your job search or employment.

### **Job Search Strategies**

- Utilize online job boards, job search platforms, and social media to find job openings.
- Network with friends, family, and professionals in your industry to learn about job opportunities.
- Consider working with a recruitment agency or job coach who specializes in disability employment.

### **Communication and Support**

- Develop a communication plan that outlines your preferred communication methods, such as Braille, large print, or tactile sign language.
- Identify potential support systems, including interpreters, readers, or assistive technology.

### **Reasonable Accommodation**

- Research potential employers' willingness to provide reasonable accommodation.
- Prepare to discuss your accommodation needs with potential employers.

### **Job Interviews and Applications**

- Prepare for job interviews by practicing your responses to common interview questions.
- Consider using assistive technology, such as a Braille display or screen reader, to complete job applications.

### **Workplace Accommodations**

- Discuss your accommodation needs with your employer, including any necessary assistive technology or support staff.
- Develop a plan for accessing information, communicating with colleagues, and navigating the workplace.

### **Ongoing Support and Resources**

- Identify resources for ongoing support, including disability employment services, job coaching, and mentorship programmes.
- Consider joining a professional organization or networking group for DeafBlind individuals.

**South African Resources**

DeafBlind South Africa (DBSA)- provides support and resources to DeafBlind people

- Disability Employment Services (DES) - provides employment services for people with disabilities.
- SA National Council for the Blind (SANCB) - provides support and resources for blind and visually impaired individuals.
- DeafSA - provides support and resources for Deaf and hard-of-hearing individuals.
- South African Federation for Mental Health (SAFMH) - provides support and resources for individuals with mental health conditions.

**Conclusion**

As a DeafBlind job seeker in South Africa, it is essential to be proactive and persistent in your job search. By understanding your rights, identifying your strengths and needs, and developing a communication plan, you can increase your chances of success in the job market.

**Additional Resources**

- South African Government - Disability Rights
- Employment Equity Act (EEA)
- Labour Relations Act (LRA)
- Disability Employment Services (DES)
- National Council for the Blind of South Africa (NCBSA)
- DeafSA
- South African Federation for Mental Health (SAFMH)