



# Virtual Vision Technologies

[www.VirtualVisionTech.com](http://www.VirtualVisionTech.com)

Since 1991 Incorporated as Young Opportunities, Ltd

Workplace accessibility for people with disabilities  
Access solutions that *work*.

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National Woman Owned Small Business - CMA 4879

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## **PEP™— Primer for Employee Preparedness**

**PEP** training is intended to help managers get new hires with disabilities quickly up to speed to use Assistive Technology (AT) skills to operate on-the-job and proprietary software applications such as Customer Service screens.

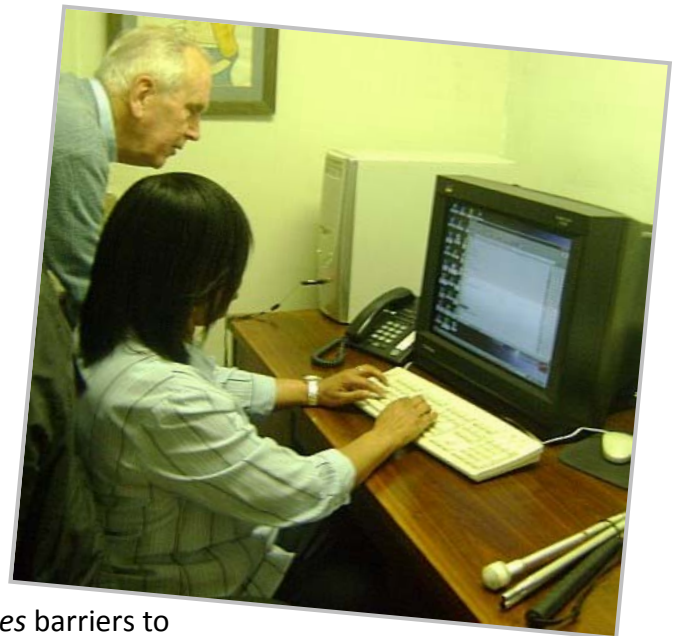
**PEP** is an *on-site* training course program for new hires, job candidates, and, embedded employees with disabilities. *PEP prepares* users of AT to access software systems and workflows, allowing them to compete on an equal playing field with sighted employees in your company's standard business training and then on the work floor.

**PEP** training *eliminates barriers* and common problems related to job access. Thus you can better prepare people for successful and long-term productive careers, treating all your employees as a unified workforce.

By *priming* individuals with vision-related disabilities prior to your standard job content training, *PEP* helps reduce post-training ramp-up and transition time, and eases the support services burden demanded of your trainers and supervisors.

### **PEP training offers your company:**

- A customized in-house job prep course
- Increased job retention, reduced turnover
- Access to a new pool of qualified people
- ADA 508, 504 and Disability Accommodation guideline compliance
- Tailored pre-training to fit specific job roles
- Seamless on-boarding that minimizes or *eliminates* barriers to job role accessibility
- *PEP* offers additional training time to observe/ assess new hire fit and work performance



## **PEP trained employees offer businesses:**

- The best person for the job— a new pool of trained new hires with disabilities ready to compete & excel at training and job tasks in blended work environments
- Accurate, productive people committed to job excellence and long-term retention
- People with a rare combination of IT/AT expertise to operate high tech work equipment, combined with interpersonal work and team communication skills
- Employees who excel at multi-tasking—e.g., proficient on both phone & computer.
- Innovative ways of working for everyone—more efficient, paperless environments.
- Customer Service staff who understand and can relate to a new pool of 18 million prospective customers who are blind, low vision, or have vision-related disabilities.

## **Rationale & Methodology**

PEP training and skill enhancement results are directly transferable to customer service rep training courses and to the job itself, as well as to a wide range of parallel business roles such as management, telesales/telemarketing, financial services/collections, legal, pharmaceutical, and technical support.

PEP is delivered onsite as a one- or two-week full time course with individualized instruction. PEP trainers are *certified Assistive Technology Instructors* who are also power users of those technologies. They teach a comprehensive curriculum of training modules using current industry-standard methodologies. Professional delivery of this content teaches qualified people who are blind or who have low vision to use specific AT to access and operate computer hardware, peripherals, standard and proprietary multi-screen software applications, and customer service technologies.

PEP training also features exclusive **Bridging Activities** which introduce important learning strategies and teach visually impaired new hires the soft skills essential for efficient and seamless integration into your workplace and business culture. PEP's Bridging Activities ensure successful placement by offering a toolbox of best practices and work strategies extracted from our years of collective wisdom and experience garnered while providing employer/employee support for hiring and retaining people with disabilities in the worlds of business, industry, and vocational rehabilitation.

All PEP elements and modules can be *custom tailored* to meet the access needs and technical requirements of any specific job or role. With many levels of involvement available, you may integrate your own staff as much or as little as you desire. We can also help you rename/rebrand a customized PEP to better reflect your unique business goals. PEP has a proven track record of success for HR, recruitment, and placement teams; success for

vocational rehabilitation efforts; and most importantly, success for bottom-line business outcomes. Paired with Train-the-Trainer (see also the [T3](#)) and other available staff training sessions, PEP provides the smoothest possible transition experience for all participants.

***“Your job software AT training course [PEP] gave me the Assistive Technology tools I needed to go to the head of [company’s] Customer Service job training class. Watch out, work, here I come!”***

-National telecommunications company in-house PEP course grad and  
Customer Service Representative

Technology solutions that **work** for people with disabilities

To learn how PEP can benefit your business, contact Virtual Vision Technologies today:

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