

The Job Search Blueprint: Job Search Training for Adults Who Are Blind or Have Low Vision

What Were We Trying to Learn?

The researchers wanted to know if a short, intensive remote group program called *The Job Search Blueprint* could help adults who are blind or have low vision. They tested whether the program improved job search knowledge, job search behavior, job search confidence, anxiety, depression, and employment.

How Was This Project Carried Out?

A total of 86 adults joined the study. Participants were randomly placed into one of two groups. The training group received The Job Search Blueprint, and the control group received job search information by email. The training group had 42 participants, and the control group had 44 participants.

The Job Search Blueprint was held live on Zoom over 5 days. Each day included a 2-hour morning session, a 2-hour break, and a 2-hour afternoon session. The training covered topics such as resumes, interviews, networking, disability disclosure, communicating with employers, and handling setbacks. Participants received accessible handouts, worksheets, and homework assignments, and they took part in interactive activities such as group discussions, role play, and breakout rooms.

What Are the Most Important Things We Learned?

- **The Job Search Blueprint improved practical job search knowledge.** People who received the training learned more than people who only received job search information. This improvement was still seen 6 months later.
- **The program helped reduce anxiety in the short term.** One month after the program, the training group had less anxiety compared with the control group. However, the study did not find lasting anxiety improvements at the 6-month or 18-month follow-ups.
- **The program did not directly improve employment.** Employment rates were not significantly different between the training group and the control group.
- **The program did not improve job search behavior, job search confidence, or depression.** Compared with the control group, the training group showed no clear changes in these areas, although their confidence increased slightly.
- **Participants liked the program.** Most participants said they would recommend The Job Search Blueprint to other people who are blind or have low vision.

Research Takeaway

A short, intensive remote group program can help people build job search knowledge and may reduce anxiety for a short time, but many job seekers may need ongoing support to stay motivated and find work.

How Do These Findings Relate to Me?

These findings show that job search training can help people with blindness or low vision gain practical knowledge they can use when looking for work. The Job Search Blueprint helped participants improve their job search knowledge, and that improvement lasted for 6 months. It also helped reduce anxiety for a short time. However, the program did not lead to increased employment, so the main message is that learning job search skills is helpful, but many people may still need ongoing support, encouragement, and one-on-one help to find a job.

These findings suggest that practitioners can use short, intensive remote group training to help people who are blind or have low vision learn job search skills. However, the study also shows that training alone may not be enough. Practitioners may need to pair job search training with extra practice, peer mentoring, vocational rehabilitation services, coaching, and ongoing support. This is especially important for job seekers who need more time, practice, or support to stay motivated during the job search.

Learn More

Findings were taken from the following article:

Cmar, J. L., & Antonelli, K. (2026). [Randomized controlled trial of a job search intervention for adults who are blind or have low vision](#). *Rehabilitation Counseling Bulletin*. Advance online publication.

Contact Us

Email: nrtc@colled.msstate.edu

Webpage: blind.msstate.edu or ntac.blind.msstate.edu

Facebook: www.facebook.com/msu.nrtc/

Twitter: @MSU_NRTC

LinkedIn: <https://www.linkedin.com/company/nrtc-blindness-lowvision/>

Instagram: @nrtc_blv



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