

See My Skills

**Creating career pathways in
insurance for people with sight loss**



**Insurance Industry
Charitable Foundation**

See My Skills

We recognise there is tremendous untapped talent among people experiencing sight loss. At the same time, there is a significant and growing talent gap in the insurance industry.

To close this gap while creating social and economic benefit for people in our local communities, we've formed a steering group representing leaders in insurance and the sight loss community.

Our aim is to create pathways into insurance that enable people experiencing sight-loss to access roles and lead a successful career.

This document outlines ways you can be part of this collaboration to create a more diverse and inclusive workplace.

2 million

people across the UK are living with sight loss. 424,000 are of working age.

1 in 4

visually impaired people of working age are currently employed.

30%

of the insurance workforce is set to reach or exceed retirement age by 2030.

400,000

working roles lost by 2026 due to the insurance industry talent gap.

Who we are

The steering group, including leaders in insurance, people with lived experience of sight loss and charities working in this field, brings together diverse expertise and experience.

The group is led by IICF and convenes regularly to exchange ideas, share resources and deliver plans.

Our Model for Change

Journey for people with sight loss



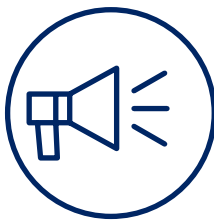
Collaboration
at events and as
an industry



Creating
career pathways
in insurance



Accreditation
(VBE) and guidance
from sight loss charities



Communication
to raise awareness
and drive change

Journey for employers



Get started

See my Skills is designed to give you flexibility as a business while being part of an industry-wide collaboration.

How can you make your workplace more inclusive? -

- 01** Improve accessibility of recruitment practices and systems with guidance from RNIB
- 02** Align your working practices to the RNIB Visibly Better Employer quality standard.
- 03** Offer an internship through Thomas Pocklington Trust (TPT).
- 04** Connect with Blind in Business for guidance to recruit and retain employees with sight loss.
- 05** Connect with IICF to be part of our industry-wide collaboration "See My Skills".

Amplify your impact

Our ambition is to bring 10 people experiencing sight loss into the insurance industry in 2025.

We invite you to join us.

One option is to offer an internship through TPT -

- **Typically a 9-month internship starting in October.**
- **Entry-level position paid a living wage.**
- **Guidance from TPT to help you design the role, carry out interviews, improve accessibility and train managers.**
- **Optional donation that IICF will disburse to sight-loss charities.**

Why join us?

- **Exchange ideas, challenges and learnings with other insurers on the same journey as you on quarterly calls led by IICF.**
- **Spearhead change within the industry and be part of a collective story of impact.**

Steering Group Members



People with sight loss
can do most roles;
they just need to be
given a chance.

Josh Feehan,
Head of Internships,
Thomas Pocklington Trust

Join our Collaboration

To learn more and to connect with sight loss charity leaders,
visit www.iicf.org.uk/get-involved/seemyskills



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