Outreach and Recruitment

EARN Training Center
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Inclusion@Work Framework

- Grow Success: Accountability & Continuous Improvement Systems
- Lead the Way: Inclusive Business Culture
- Be Tech Savvy: Accessible Information & Communication Technology
- Build the Pipeline: Outreach & Recruitment
- Communicate: External & Internal Communication of Company Policies & Practices
- Hire (and Keep) the Best: Talent Acquisition & Retention Processes
- Ensure Productivity: Reasonable Accommodations
Build the Pipeline: Outreach & Recruitment

- State Vocational Rehabilitation Agencies
  - Directory of SVRAs
  - Council of State Administrators of Vocational Rehabilitation (CSAVR) Talent Acquisition Portal
- Workforce Development System Entities
  - Directory of American Job Centers
  - CareerOneStop Business Center: Where to Find Candidates
  - Disability Employment Initiative
Outreach & Recruitment (continued)

- Department of Veterans Affairs Regional Offices
  - Veterans Employment Center
- DOL's Office of Federal Contract Compliance Programs
  - Disability and Veterans Community Resources Directory
- Social Security Administration Ticket to Work Employment Network (ENs)
  - Employment Network Directory
- Local disability organizations or Centers for Independent Living (CILs)
  - Centers for Independent Living Directory
- Disability and/or Career Centers at educational institutions
Recruitment Strategies

- Hold community partner briefing sessions, establishing referral arrangements
  - SVRAs, Job Centers, ENs, CILs, Colleges
- Use accessible online practices to ensure assistive technology users can access information
  - Partnership on Employment & Accessible Technology (PEAT) TalentWorks
- Post announcements on job boards
  - DirectEmployers Association
  - Local disability organizations
Recruitment Strategies

• Leverage resources that identify job applicants with disabilities

• Join disability-focused employer networks
  • U.S. Business Leadership Network
  • National Organization on Disability
  • Career Opportunities for Students with Disabilities
  • International Labor Organization Global Business and Disability Network
Recruitment Strategies (continued)

- Train recruiters
- Participate in career fairs targeting individuals with disabilities
- Establish, promote and engage with a company disability employee resource group
Recruitment Strategies (continued)

- Build a talent pipeline through internship, apprenticeship, mentorship, and other youth motivational programs
  - [EARN Apprenticeship Resource Page](#)
  - National Disability Mentoring Coalition
  - Project Search
- Designate a coordinator responsible for targeted outreach programs
- Train recruiters and hiring managers on company plan
Workforce Recruitment Program (WRP)

- Connects employers with highly qualified postsecondary students with disabilities:
  - Access to candidates across the nation
  - Pre-screened job candidates
  - Ability to source candidates who are veterans
  - Flexibility in hiring for summer internships or permanent positions
- Since the program's expansion in 1995, more than 6,000 students and recent graduates have received temporary and permanent employment opportunities through the WRP
- Post positions for **FREE** at [WRP.Jobs/Employers](http://WRP.Jobs/Employers)
  - WRP students and recent graduates can respond directly to these postings
Success Story: Anna Cunningham

https://www.youtube.com/watch?v=2YOBQ8j2JH0&index=12&list=PLAD16B1074529C7A3
Resources to help employers recruit, hire, retain and people with disabilities