WHAT IS DISABILITY-INCLUSIVE OUTREACH & RECRUITMENT?

Although many companies want to hire people with disabilities, some say they experience trouble finding qualified candidates. The key is proactive outreach and recruitment. To effectively build a pipeline of applicants with disabilities, you can develop relationships with a variety of sources. Such relationships may include formal partnership agreements, or they may simply comprise ongoing contact regarding job openings and candidates. Regardless of approach, the investment will be worth the effort. Your company will not only access talent it may otherwise have overlooked, but also benefit from supports that can assist in retention.

EXAMPLES OF BEST PRACTICES

Examples of best practices for disability-inclusive outreach and recruitment include, but certainly are not limited to:

- Partnering with state and local service providers, such as vocational rehabilitation agencies, American Job Centers, Independent Living Centers and other community-based organizations;
- Participating in employer networking groups (such as Disability:IN, formerly the U.S. Business Leadership Network);
- Attending career fairs for people with disabilities and/or posting vacancies on targeted job boards; and
- Ensuring mentoring and internship opportunities are inclusive.

DISCUSSING DISABILITY-INCLUSIVE OUTREACH & RECRUITMENT

Use the following questions to spark conversation about this topic in a group setting, for example, with human resource professionals, diversity and inclusion professionals, employee assistance professionals, business executives and supervisors/managers. This is a great opportunity to use these questions to complement EARN’s training, Build the Pipeline: Outreach & Recruitment, available at AskEARN.org/inclusion-work.

- Has your company ever partnered with a disability and/or workforce development service provider to source qualified candidates with disabilities?
- If not, are you aware of any such service providers in your community with which you might be able to cultivate relationships? What is one step you might be able to take in this regard?
- Does your company have a formal internship program? How about a mentoring program for new employees? If so, what efforts are taken to ensure they are disability-inclusive?