

Accessing & Retaining Talent: Employing People with Disabilities

Presented by the
Employer Assistance & Resource Network
(EARN)

Featuring Positive Vibe Cafe

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About EARN

- The nation's premier provider of free disability employment technical
- Single point resource to assist employers in preparation, awareness recruitment and education.
- Funded by the US Department of Labor Office's of Disability Employment Policy (ODEP).



Concerns

- Can an employee with a disability get the job done?
- Aren't accommodations expensive?
- How will supervisors manage employees with disabilities?



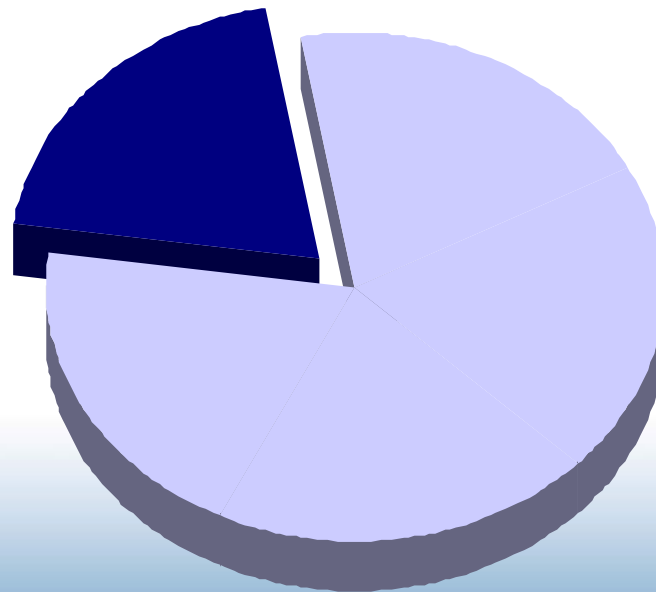
Defining Disability

- A disability is a physical, cognitive or psychiatric impairment that requires tasks to be done differently.
- Disability may require a different set of tools or methods to complete tasks.
- Group that anyone may join unexpectedly.
- Attitudes are the biggest barrier.



The Disability Community

- Almost one in five Americans have at least one disability.



Management and Disability

- Recruiting
 - Use resources and services available.
 - Ensure accessibility (tools, processes, online applications, etc.)
 - Look for abilities without pre-conceived notions.
 - Be receptive to accommodation requests from candidates.



Top Recruiting Strategies

- Postings at job service or workforce employment center
- Contacting college and university career centers
- Partnerships with disability-related advocacy organizations
- Including people with disabilities in diversity recruitment goals
- Postings at disability-related publications/websites



Top Recruiting Strategies, cont.

- Attending/hosting disability-related job fairs
- Postings at Vocational Rehabilitation
- Establishing summer internship and mentoring programs
- Postings at Independent Living Centers



Management and Disability

- Interviewing
 - What to ask.
 - Experiential interviewing.
 - Focus on job tasks.
 - What not to ask.
 - No medical or disability questions.
 - Providing accommodations.
 - Be open to requests and prepared to provide.
 - Use available resources.



Management and Disability

- Management
 - Set performance standards.
 - Manage to standards.
 - Provide opportunity for professional growth and development to increase retention.
 - Remain open to accommodation discussions.



Accessing & Retaining Talent: *Being an Employer of Choice*

- Employer tax credits and incentives
- Disability awareness training
- Visible top management commitment
- Mentoring
- Assistive Technology
- Using a specialized recruiting source
- Flexible work schedule



Accessing & Retaining Talent: *Being an Employer of Choice, cont.*

- Training existing staff
- On-site consultation or technical assistance
- Disability targeted internship program
- Short-term job assistance through a job coach
- Developing a targeted recruitment program
- Centralized accommodations fund



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