



Build the Pipeline: Effective Disability Outreach & Recruitment

NETAC

National Technical Assistance, Policy, and Research Center
for Employers on Employment of People with Disabilities

EARN

Employer Assistance and Resource Network

Presenters

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Business Strategies that Work: A Framework for Disability Inclusion

- Lead the Way: Inclusive Business Culture
- Hire (and Keep) the Best: Personnel Processes
- Ensure Productivity: Reasonable Accommodation Procedures

Business Strategies that Work: A Framework for Disability Inclusion (con'td)

- **Build the Pipeline: Outreach and Recruitment**
- **Communicate: External and Internal
Communication of Company Policies and
Practices**
- **Be Tech Savvy: Accessible Information and
Communication Technology**
- **Grow Success: Accountability and Continuous
Improvement Systems**



Who We Are

- A National Non-Profit, Non-Partisan Business-to-Business Organization
- The collective voice of over 50 Business Leadership Affiliates across the U.S., representing over 5,000 business
- Three Pillars: Workplace, Marketplace, Supply Chain



Building the Pipeline: Guidance from USBLN[®] Businesses

- Build relationships with schools for program development
- Develop internal developmental programs (e.g., company tours, shadowing, mentoring, internships)
- Advise college career offices that recruiters wish to interview students with disabilities



Recruiting Job Candidates with Disabilities: Guidance from USBLN® Businesses

- Disability diversity information integrated in all recruiting practices and materials
- Recruiting materials include disability visuals and written references
- Recruiting team includes recruiters with disabilities
- Online application sites are usable by people with disabilities
- Recruiters are proactive in keeping hiring managers informed about job candidates with disabilities



Who We Are

- Established in 1948
- 3600 Offices Worldwide
- 31,000 Employees
- 3 Million plus people placed in jobs per year
- 12 Million plus people have received training and development services



Why Build the Pipeline

- Nearly 50% of all employers report difficulty in filling mission critical-positions
- Top talent is available in diverse populations
- Right talent can improve performance and competitive advantage
- Partnerships are critical to meet the challenge



Why Build the Pipeline (cont'd)

- Manpower Talent Shortage Survey
- The Value of Developing Customized Recruitment Plans
- Staffing Needs addressed by formalizing outreach efforts
- Formal Tracking & Reporting Shows Success



Project Ability

- Forms Productive Community-Based Collaborations
- Strengthens the Workforce
- Taps into Talented People with Disabilities
- Focuses on Specific Talent Resourcing Needs



Conclusion

- Success based on one-to-one relationships
- Access to Resources is critical
- Commitment from Senior Leadership
- Clear Program Design
- Disability Awareness & Accommodations Training



Contacts

EARN, www.askearn.org

Manpower, www.manpowergroup.com/humanage

ODEP, www.dol.gov/odep

USBLN, www.usbln.org

**For more information, visit ODEP's
“Business Strategies that Work:
A Framework for Disability Inclusion”
at the following link:**

<http://www.askearn.org/docs/Framework.pdf>

EARN

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