

Employer **TA CENTER**

Cultivating Talent for Tomorrow: The Value of Interns with Disabilities

April 29, 2015

Presented by the National Employer Policy, Research and Technical Assistance Center for Employers on the Employment of People with Disabilities (Employer TA Center)



Cultivating Talent for Tomorrow: The Value of Interns with Disabilities

Darren Bates

National Project Director

Employer TA Center

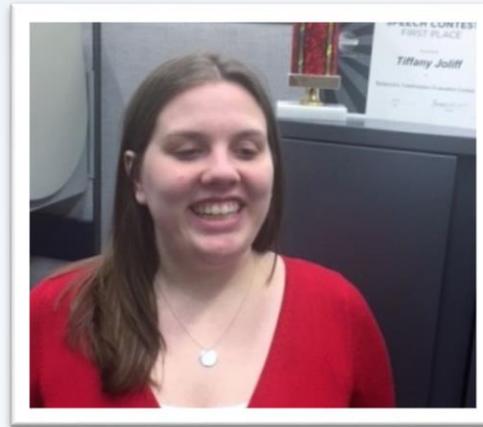


Cultivating Talent for Tomorrow: The Value of Interns with Disabilities

Employer TA Center

- Resource for employers seeking to recruit, hire, retain and advance people with disabilities
- Addresses both public and private sectors
- Funded by ODEP under a cooperative agreement with The Viscardi Center
- Collaborative of partners with different perspectives
- Activities map to ODEP's priorities, including its role supporting WRP.jobs

Cultivating Talent for Tomorrow: The Value of Interns with Disabilities



Tiffany Jolliff
Program Specialist
ODEP

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Housekeeping

- Call: **415-655-0045**
 - Access code: **663 186 066#**
- Contact WebEx tech support at 1-866-229-3239
- Submit questions via Q&A window or via @AskEARN
- Tweet using hashtag [#AskEARN](#)
- Live captioning at the bottom right of screen
- Having trouble posting to the Q&A? Email AskEARN@viscardicenter.org
- Download slides at AskEARN.org
- An archived recording of the webinar will be posted to AskEARN.org within the week

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Audience Polling Question #1

**What type of
organization do you
work for?**



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- **Workforce Recruitment Program (WRP)**
 - Managed by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP) and the U.S. Department of Defense's Office of Diversity Management & Equal Opportunity (ODMEO)
 - Database of more than 1,800 pre-screened and highly motivated college students and recent graduates with disabilities
 - Includes veterans, MBAs, medical and science professionals, multitude of other qualified candidates
 - Through WRP.jobs, private sector employers can post permanent and temporary positions for WRP students to search and apply

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Audience Polling Question #2

Who are you?



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Today's Presenters:

- **Shannon Offord**, Manager of Strategic Partnerships, DirectEmployers Association
- **Dan Ellerman**, Director, Diversity and Inclusion, Northrop Grumman Corporation
- **Anna Cunningham**, Business Management, Northrop Grumman Corporation
- **Kam S. Wong**, Vice President, Planning and Administration
The Office of Diversity & Inclusion, Prudential Financial
- **Eric SoHayda**, Senior Data Analysis Associate, Prudential Financial

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Shannon Offord

Manager of Strategic Partnerships

DirectEmployers Association

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WRP
for Private Sector Employers

HOW TO APPLY ABOUT WRP JOBS INTERNSHIP TIPS RESOURCES EMPLOYERS

Where
city, state, country

What
job title, keywords

Home View All Jobs (706,466)

WRP Jobs was created to allow private sector employers to reach WRP students. Within WRP Jobs, private sector employers can post positions and WRP students and recent graduates can respond directly.

Filter by Country

- United States (649,425)
- India (9,197)
- China (7,977)
- Canada (5,134)
- United Kingdom (4,333)
- Mexico (3,494)
- Germany (1,812)
- Singapore (1,658)
- Philippines (1,366)
- Malaysia (1,283)

More

Filter by State

- California (85,524)
- Texas (44,447)
- New York (43,229)
- Pennsylvania (31,601)
- Virginia (27,063)
- Florida (26,716)
- Massachusetts (25,553)
- Illinois (25,476)
- New Jersey (25,377)
- Ohio (20,331)

More

Filter by City

- New York, NY (18,328)
- Los Angeles, CA (10,379)
- Chicago, IL (10,082)
- Atlanta, GA (8,932)
- Houston, TX (8,923)
- San Francisco, CA (8,000)
- Boston, MA (7,055)
- Washington, DC (6,665)
- Philadelphia, PA (6,239)
- Dallas, TX (6,188)

More

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Audience Polling Question #3

**How do you recruit
interns?**



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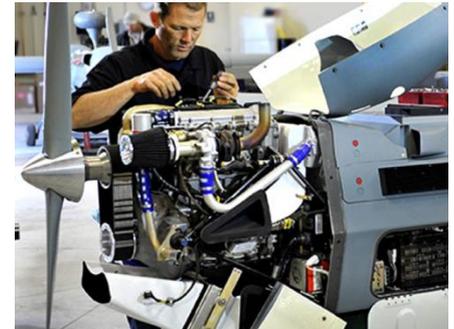
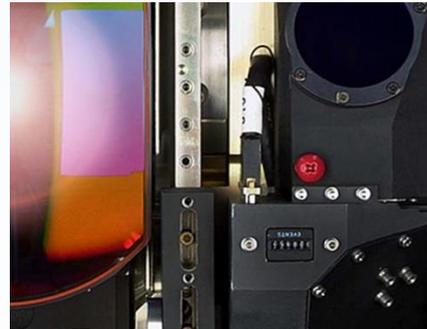


Dan Ellerman

Director, Diversity and Inclusion
Northrop Grumman Corporation

Northrop Grumman Today

- Leading global security company
- \$24 billion sales in 2014
- \$38.2 billion total backlog
- Leading capabilities in:
 - Unmanned Systems
 - Cyber
 - C4ISR
 - Logistics
- ~63,000 employees



Focus on Performance

Northrop Grumman Organization



Wes Bush
Chairman,
Chief Executive Officer
& President

Operations



Mark Caylor
President,
Enterprise Services
& Chief Strategy
Officer



Dave Perry
Chief Global
Business
Development
Officer



Gloria Flach
President,
Electronic
Systems



Tom Vice
President,
Aerospace
Systems



Chris Jones
President,
Technical
Services



Kathy Warden
President,
Information
Systems

Corporate



Pat Antkowiak
Chief Technology
Officer



Sheila Cheston
General Counsel



Sid Ashworth
Corporate Vice
President,
Government
Relations



Darryl Fraser
Corporate Vice
President,
Communications



Jim Palmer
Corporate Vice
President



Ken Bedingfield
Chief Financial
Officer



Denise Peppard
Chief Human
Resources Officer

Diversity & Inclusion Strategy: Key Priorities

Leadership Representation



- Increase representation for women and POC in management
- Diversity objectives for all management bands
- Continued focus on Diverse Slate of Candidates

Leadership Development



- Expand focus on employees earlier in their careers
- Build upon development efforts for women for leadership positions – Enterprise WIL program
- Greater focus on the development of POC for leadership positions

Create an Inclusive Environment



- Expand outreach to LGBT, Veterans, Individuals with Disabilities and others
- Enhanced initiatives on accessibility and workplace accommodations, work/life, global resources, etc.
- Leverage ERGs and Middle Managers
- New survey incorporating Engagement and Inclusion

Engaging Employees through all of Life's Stages

Flexible Work Options
Helping Employees Integrate Work and Life

Flexible Work Options
• Job
• Flexible Work Hours
• Compressed Work Week
• Flextime
• Job Sharing
• Part-time Employment

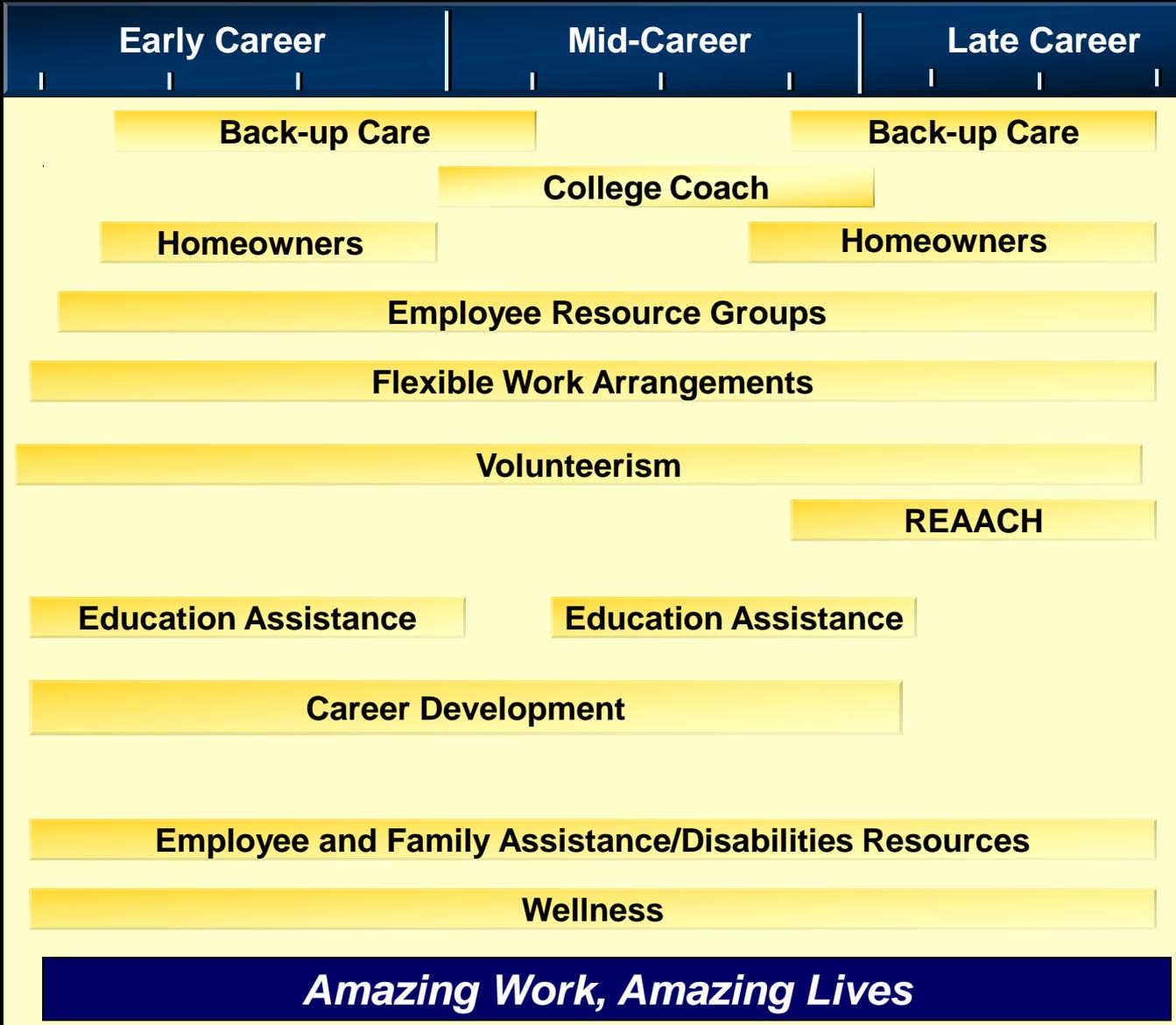
Providing employees with flexibility to meet both work and personal commitments is important to Northrop Grumman. Our flexible work options are designed to help employees balance their work and personal lives. For more information, visit www.northropgrumman.com/flexible-work. Participation in flexible work options requires approval by your manager and may be subject to change without notice. Some flexible work options may be subject to change without notice. Contact your manager for more information.

Achievement Starts When You Harness the Power of Many Perspectives

At Northrop Grumman, we value our employees for their talents, aspirations and ideas.

Resources to Support Employees Include:

- Employee Assistance Program
- Employee Resource Groups
- Employee Wellness Program
- Employee Financial Services
- Employee Legal Services
- Employee Training and Development



WORK LIFE HOME

Back-up Care Advantage Program
Administered by Bright Horizons, a national leader in Child Care/Preschool/Daycare

Back-up Care Advantage Program
is available to assist employees with the demands of balancing work and life. Low cost, short-term, predictable care solutions for both planned and unplanned situations.

For more information on Bright Horizons, including eligibility requirements, visit www.brighthorizons.com. Call 877-846-CARE or visit www.brighthorizons.com. From an Employee Center and www.brighthorizons.com. From your home PC or any other EB work site, visit www.brighthorizons.com/employeecenter.

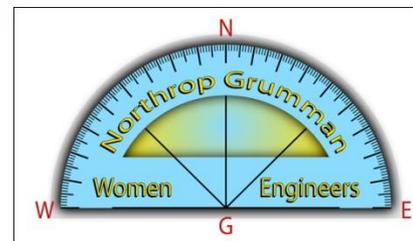
NGC Employee Resource Groups



SPROUT



Source for Parenting Resources,
Opportunities, Understanding
and Teamwork



Pride In Diversity Alliance



Strategic Partnerships

- **USBLN - U.S. Business Leadership Network**
 - Over 5,000 Member Companies
 - Over 60 Nationwide Affiliates
 - Largest Disabled Owned Business Certification Program
- **C.O.S.D. – Career Opportunities for Students with Disabilities**
 - Full Access Student Summit – Students, Recent Grads & Graduate Students from Over 700 Colleges & Universities
- **“Careers & The disABLED” Job Fairs**
 - 4 Annual Major Career Fairs, L.A., NYC, Boston & Washington D.C.
 - Additional National S.T.E.M. & Injured Military Events
- **Northrop Grumman’s Operation Impact Network of Champions**
 - Wounded Warrior Program
 - Award the DOL Freedom Initiative Award
- **Partner & Pipeline Organizations**

Summary

Recruit, Develop and Retain Talent



by
Offering Technological Challenges, Recognizing Diversity, Building
Inclusive Workplaces and Creating Opportunities for growth

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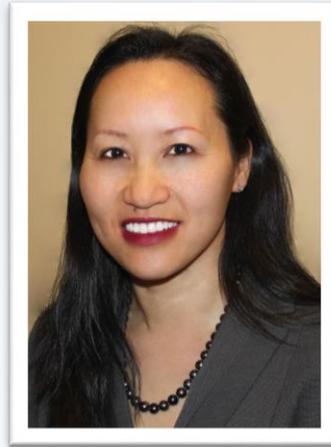


Anna Cunningham

Business Management

Northrop Grumman Corporation

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Kam S. Wong

Vice President, Planning and Administration
The Office of Diversity & Inclusion
Prudential Financial

Agenda

Company Overview

Inclusive Programs for Individuals with Disabilities

ADAPT Summer Internship Program

Count Me In! Campaign

Prudential At A Glance



47,000 *Employees
Worldwide*

\$1.176 *Trillion in Assets
Under Management*

41 *Countries and
Territories*

139 *Years in
Business*

Creating a Disability Inclusive Workplace

INTERNAL

Education and Awareness

Engagement

Accommodations

EXTERNAL

Sourcing

Conferences

Partnerships

Creating a Disability Inclusive Workplace

- Prudential has been an active advocate for individuals with disabilities for over 23 years.
- The origins of Able and disAble Associates Partnering Together (ADAPT) are rooted in the heightened awareness of disability civil rights after the Americans with Disabilities Act was passed by Congress in 1989 and signed by President George H.W. Bush in 1990.
- At Prudential, the Deaf and Hard of-Hearing Network (DHHN) was established to foster greater understanding of the challenges that associates with a hearing loss face on a daily basis. In 2002, DHHN changed its focus to include associates with many types of disabilities and chronic medical conditions and became ADAPT.
- Today, ADAPT has 8 chapters across 4 states. Membership grew 25% in 2014 and today ADAPT has over 600 members.



A·D·A·P·T

Able & disAble Associates
Partnering Together

ADAPT Summer Internship Program

- Created by some members of ADAPT leadership in 2007. Piloted in 2008.
- Recruits and matches college students and recent college graduates with disabilities for summer internships across the company.
- Establishes ongoing relationships with colleges/universities and organizations focused on students with disabilities.
- Provides comprehensive disability awareness training to hiring managers and department.
- Provides ongoing support for the interns and hiring managers by the ADAPT Summer Intern Team throughout internship.
- Some ADAPT interns have been hired as full time employees.



Count Me In! Campaign

Designed to increase awareness of Prudential's diversity and inclusion efforts – around individuals with disabilities and veterans

Goals of *Count Me In!* are to:

- Account fully for the diversity within our workforce.
- Promote a climate of inclusion, comfort and trust.
- Meet the requirements of the law.

***Count Me In!* strategy includes:**

- Providing disability awareness training.
- Broadening outreach and recruitment efforts.
- Leveraging Business Resource Groups and internal business partners.
- CMI portal page featuring articles, video testimonials of individuals with disabilities and veterans, FAQs and other resources.

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Eric SoHayda

Senior Data Analysis Associate

Prudential Financial

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Audience Polling Question #4

**What services are you
interested in?**



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Questions for Panelists



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Audience Polling Question #5

**Have you included
interns with disabilities
in your programs?**



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Visit us at
DOL.gov/ODEP
AskEARN.org