Using Best Practices in Disability Recruiting to Comply with new Federal Regulation Changes

Learn the truth.
Overview of Today’s Conversation

+ Address new 503 regulations aimed at increasing employment of workers with disabilities
+ Differentiate disability recruiting from other types of diversity recruiting
+ Provide concrete strategies to engage, recruit and hire job candidates with disabilities
Job Candidates with Disabilities are a Heterogeneous Group

+ One in five Americans has a disability – globally it’s equal to the population of China (1.3 billion)
+ The disability community is the 3rd largest market segment in the U.S. – ahead of African Americans and Hispanics
+ Nearly 30% of U.S. families have a family member with a disability
The ADA Defines Disability Broadly

+ A physical or mental impairment that *substantially limits* one or more major life activities; a record (or past history) of such an impairment; or being regarded as having a disability

+ Section 503 uses the ADA’s definition of disability as the basis of its new compliance requirements.
Section 503 of the Rehab Act

Requires contractors to have Affirmative Action Plan for 7% utilization goal of qualified workers with disabilities by March 24, 2014
503 Regulation Compliance Components

- Targeted Outreach
- Data Collection & Review
- Communication
Targeted Outreach

Documented outreach and positive recruiting activities targeting workers with disabilities

Clear, consistent messaging on self-identification for applicants with disabilities

Equal employment clause in subcontracts
Data Collection

Contractors must document & quantify:
1. # of applicants known to have disabilities;
2. # of individuals with disabilities hired; and
3. Total # of job openings and jobs filled

Open Records Access for OFCCP review
Communicate

Educate hiring managers on 503 Regs including implications of ADAAA and requirements to invite self-identification:

1. “Invite” applicants to self-identify at pre and post-offer stages
2. “Invite” workers to self-identify as having a disability every 5 years
Diversity Recruiting

- Strong Employer Brand
- Targeted Outreach & Recruiting Formats
- Disability Recruiting
- Accessible Logistics
- Consistent Candidate Communications
Disability Recruiting Under 503: Building a Strong Employer Brand

+ **Outreach:** Align your employer brand with diversity recruiting brands that are recognized and trusted by candidates with disabilities

+ **Data Collection:** Create measurable impact from logo placements and event participation that showcase your commitment to disability hiring

+ **Communication:** Promote accessible recruiting strategies through PR opportunities, on your career pages and publicize current disability engagement with your existing workforce
Disability Recruiting Under 503: Targeted Outreach & Recruiting Formats

+ **Outreach:** Start connecting directly to candidates with disabilities with targeted job postings, disability recruiting events or by working with disability-specific sourcing firms

+ **Data Collection:** Using targeted formats like online job postings and virtual career fairs creates engagement metrics to begin quantifying impact

+ **Communication:** Train your teams to incorporate these targeted outreach formats and activities into their recruitment plans
Disability Recruiting Under 503: Accessible Logistics

+ **Outreach**: Make the interview process as accessible as possible - ask applicants if they need interview accommodations

+ **Data Collection**: Document and record your efforts to make application and interview processes accessible

+ **Communication**: Publicize accessible recruiting and hiring strategies to applicants and ensure your teams are trained in accessible recruiting, interviewing, hiring and on-boarding techniques
Disability Recruiting Under 503: Consistent Candidate Communications

+ **Outreach:** Contractors are now required to invite applicants to self-identify at the pre-offer stage

+ **Data Collection:** Formalize self-identification tracking mechanisms to capture data on the number of job applicants with a disability

+ **Communication:** Employers can communicate the invitation to self-identify after screening applicants for basic job requirements
Finding Unique Opportunities to Engage Job Seekers with Disabilities

+ Participate in online career fairs and other online opportunities targeting job seekers with disabilities
+ Use social recruiting to connect directly to workers with disabilities
+ Source candidates with disabilities through targeted professional networks and search firms
Questions?

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Thank you