

# Outreach and Recruitment

EARN Training Center  
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# Inclusion@Work Framework



# Build the Pipeline: Outreach & Recruitment



- State Vocational Rehabilitation Agencies
  - [Directory of SVRAs](#)
  - Council of State Administrators of Vocational Rehabilitation (CSAVR) [Talent Acquisition Portal](#)
- Workforce Development System Entities
  - [Directory of American Job Centers](#)
  - [CareerOneStop Business Center: Where to Find Candidates](#)
  - [Disability Employment Initiative](#)

# Outreach & Recruitment (continued)

- Department of Veterans Affairs Regional Offices
  - [Veterans Employment Center](#)
- DOL's Office of Federal Contract Compliance Programs
  - [Disability and Veterans Community Resources Directory](#)
- Social Security Administration Ticket to Work Employment Network (ENs)
  - [Employment Network Directory](#)
- Local disability organizations or Centers for Independent Living (CILs)
  - [Centers for Independent Living Directory](#)
- Disability and/or Career Centers at educational institutions

# Recruitment Strategies

- Hold community partner briefing sessions, establishing referral arrangements
  - SVRAs, Job Centers, ENs, CILs, Colleges
- Use accessible online practices to ensure assistive technology users can access information
  - [Partnership on Employment & Accessible Technology \(PEAT\)](#)  
[TalentWorks](#)
- Post announcements on job boards
  - [DirectEmployers Association](#)
  - Local disability organizations

# Recruitment Strategies

- Leverage resources that identify job applicants with disabilities
- Join disability-focused employer networks
  - [U.S. Business Leadership Network](#)
  - [National Organization on Disability](#)
  - [Career Opportunities for Students with Disabilities](#)
  - [International Labor Organization Global Business and Disability Network](#)

# Recruitment Strategies (continued)

- Train recruiters
- Participate in career fairs targeting individuals with disabilities
- Establish, promote and engage with a company disability employee resource group

# Recruitment Strategies (continued)

- Build a talent pipeline through internship, apprenticeship, mentorship, and other youth motivational programs
  - [EARN Apprenticeship Resource Page](#)
  - [National Disability Mentoring Coalition](#)
  - [Project Search](#)
- Designate a coordinator responsible for targeted outreach programs
- Train recruiters and hiring managers on company plan



# Workforce Recruitment Program (WRP)

- Connects employers with highly qualified postsecondary students with disabilities:
  - Access to candidates across the nation
  - Pre-screened job candidates
  - Ability to source candidates who are veterans
  - Flexibility in hiring for summer internships or permanent positions
- Since the program's expansion in 1995, more than 6,000 students and recent graduates have received temporary and permanent employment opportunities through the WRP
- Post positions for **FREE** at [WRP.Jobs/Employers](https://www.wrp.gov/jobs/employers)
  - WRP students and recent graduates can respond directly to these postings

# Success Story: Anna Cunningham



<https://www.youtube.com/watch?v=2YOBQ8j2JH0&index=12&list=PLAD16B1074529C7A3>

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# EARN

ADVANCING  
WORKFORCE  
DIVERSITY

Employer Assistance and Resource  
Network on Disability Inclusion

Thank You!

