

# Connecting Employers with Workforce Talent and Solutions



**ADA Audio Conference Series**  
*The Employer Assistance & Recruiting Network  
(EARN)*

*January 16, 2007*

**earnworks.com**  
America's Choice for Qualified Workers

## Workforce Issues

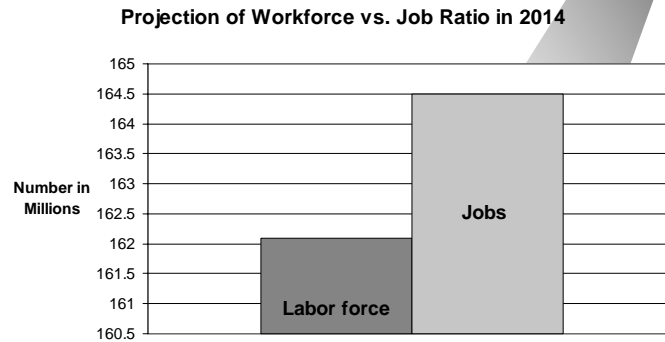
- Finding and hiring qualified personnel
- Finding personnel with the right work ethic
- Managing the costs and benefits

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## Shifting Composition of the Labor Force

- Slow growth rate of the workforce



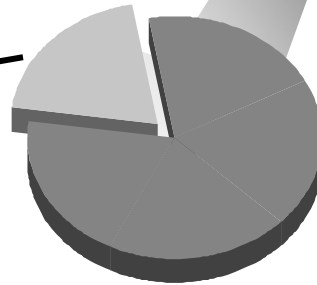
## Shifting Composition of the Labor Force

- An aging workforce
- A more diverse workforce

## Skilled Workers with Disabilities Available for Work

- Almost one in five Americans have at least one disability

20% of Americans have a disability



## Hire People with Disabilities

- It positively impacts your bottom line
- It gives you a competitive edge
- It's easier than you think



## Hire People with Disabilities



- **Positively impacts your bottom line.**
  - Increase employee retention.
  - Meet or exceed performance standards.
  - Hire employees with the skills you need.

## Hire People with Disabilities



- **Gives you a competitive edge.**
  - Attract qualified employees in a shrinking workforce.
  - Reduce costs of employee benefits.
  - Gain insight to a multi-billion dollar market segment.
  - Acquire creative problem-solving skills.

## Hire People with Disabilities

- **Is easier than you might think.**
  - Level the playing field with technology.
  - Make accommodations easy and cost effective.
  - Take advantage of available resources and experts.

## CVS/pharmacy Government Programs

- **Develop highly skilled employees who excel at customer service**
- **Apply multiple strategies for hiring, training and retaining outstanding employees who reflect the communities and stores**

## CVS/pharmacy Government Programs

- Work closely with federal, state and local agencies and community partners to establish recruitment, pre-screening, placement and retention services
- Offer employment and skills training opportunities for diverse job seekers

## CVS/pharmacy EARN/ODEP Pilot Program

- **Atlanta (Adult)**
  - 1 candidate identified
  - 1 permanent hire
- **Baltimore, MD (Youth)**
  - 2 candidates identified
  - Internship underway
- **Ocala, FL (Youth)**
  - 3 candidates identified
  - Internship complete
  - 1 permanent hire
- **Fairfax, VA (Adult)**
  - 4 candidates identified
  - Candidate assessment phase

## CVS/pharmacy EARN/ODEP Pilot Program

- **Boston, MA (Adult)**
  - 2 candidates identified
  - Candidate assessment phase
- **Minneapolis, MN (Youth)**
  - Deferred until Fall '06

## Hire People with Disabilities

- **How to get started**
  - Internal assessment
  - Test the waters
  - Build on success

## Hire People with Disabilities

- Internal assessment
  - Management commitment
  - Supervisor acceptance
  - Co-worker understanding

## Hire People with Disabilities

- Test the waters
  - Mentoring Day (October)
  - Internships
  - One position
  - One supervisor
  - One location



## Hire People with Disabilities

- **Build on success**
  - Add positions
  - Add supervisors
  - Add locations

## EARN Works for You

- **Job Matching Services**
- **Consultative Services**
- **Tools and Resources**

## Samples of EARN's Success



## Call to Action

- Sign up with EARN
- Call EARN with your recruitment and disability questions
- Share what you've learned today with senior management and contacts
- Increase awareness of benefits and resources to hiring managers
- Expand career opportunities for people with disabilities

## Mark Your Calendars



- **DBTAC Audio Training Session**
  - February 20, 2007
  - 2:00 PM – 3:00 PM (EST)
  - Guest Speakers
    - Coalition to Salute America's Heroes
    - Robert Roundtree, Vocational Rehabilitation and Employment Service

## Contact EARN



*Connecting employers with workforce talent  
and solutions.*

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