



The Importance of Accessibility in Job Applications

The Session begins at 1:00 pm CST
We will be testing audio quality periodically

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Useful Keyboard Shortcuts

- Full list - *Keyboard Shortcuts* from the *Help* menu on the Menu Bar.
- Speaker level Up:
Windows: Ctrl+Alt+Up Arrow
Mac: Command-Option-Up Arrow
- Speaker level Down:
Windows: Ctrl+Alt+Down Arrow
Mac: Command-Option-Down Arrow
- Chat: Move cursor to the Message text box
Windows: Ctrl+M
Mac: Command-M

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More keyboard shortcuts

- Open Closed-Captioning window
Windows: Ctrl+F8
Mac: Command-F8
- Close Closed-Captioning window
Windows: Alt+F4 or Ctrl+W
Mac: Command-W

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Listening to the Webinar

- The audio for today's webinar is being broadcast through your computer. Please make sure your speakers are turned on or your headphones are plugged in.
- You can control the audio broadcast via the Audio & Video panel. You can adjust the sound by "sliding" the sound bar left or right.
- If you are having sound quality problems check your audio controls by going through the Audio Wizard which is accessed by selecting the microphone icon on the Audio & Video panel



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Listening to the Webinar, *continued*

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1-712-432-3066
Pass Code:
148937
This is **not** a Toll Free number

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Listening to the Webinar, *continued*

MOBILE Devices supported include iPhone, iPad, Android Devices, Kindle Fire HD)**

Individuals can download the free Blackboard Collaborate App from the Apple Store, Google Play or Amazon



**Closed Captioning is not visible via the Mobile App and there is limited access to the white board for individual's using voice over technology

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Captioning

- Real-time captioning is provided during this webinar.
- The caption screen can be accessed by choosing the  icon in the Audio & Video panel.



- Once selected you will have the option to resize the captioning window, change the font size and save the transcript.

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Submitting Questions

- You may type and submit questions in the Chat Area Text Box or press Control-M and enter text in the Chat Area
- If you are connected via a mobile device you may submit questions in the chat area within the App
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Please note: This webinar is being recorded and can be accessed on the website at www.ada-audio.org within 24 hours after the conclusion of the session.

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Customize Your View

- Resize the Whiteboard where the Presentation slides are shown to make it smaller or larger by choosing from the drop down menu located above and to the left of the whiteboard. The default is “fit page”



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Customize Your View *continued*

- Resize/Reposition the Chat, Participant and Audio & Video panels by “detaching” and using your mouse to reposition or “stretch/shrink”. Each panel may be detached using the  icon in the upper right corner of each panel.

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Setting Preferences

- Depending on your system settings you may receive visual and audible notifications when individuals enter/leave the webinar room or when other actions are taken by participants. This can be distracting.
- To turn off notifications (audible/visual)
 - Select “Edit” from the tool bar at the top of your screen
 - From the drop down menu select “Preferences”
 - Scroll down to “General”
 - select “Audible Notifications” Uncheck anything you don’t want to receive and “apply”
 - Select “Visual Notifications” Uncheck anything you don’t want to receive and “apply”
 - For Screen Reader User – Set preferences through the setting options within the Activity Window (Ctrl+slash opens the activity window)

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Technical Assistance

- If you experience any technical difficulties during the webinar:
 1. Submit a message regarding your issue via the chat area and the Moderator will address your concern via a private chat with you and/or refer it to one of the Great Lakes ADA Center IT Staff to contact you off line; or
 2. Email webinars@ada-audio.org; or
 3. Call 877-232-1990 (V/TTY)

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Agenda

- The Disability Workforce
- The Recruitment Landscape
- What Do We Mean by Accessibility?
- The Road to Inclusive Hiring



GETTING HIRED
CHANGING THE FACE OF POSTSECONDARY EDUCATION

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Research Data

-  **2015 Kessler Foundation National Employment & Disability Survey: Striving to work** ([Full Report](#))
-  **Allegis Group State of Recruitment Report 2015**
-  **GettingHired Voice of the Job Seeker Survey 2014, 2015**
-  **eRecruiting & Accessibility: Is HR Technology Hurting Your Bottom Line?** ([Full Report](#))

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The Disability Landscape 1

5.9 Million in the Workforce have a Disability

20% of the U.S. Population has some type of disability

Largest Diversity Group

Unemployment - individuals with disabilities (2015)	Unemployment - individuals without disabilities (2015)
10.3%	4.6%

*USDOL: Bureau of Labor Statistics, Nov 2015

The Disability Landscape 2

2015 Kessler Foundation National Employment & Disability Survey finds that individuals with disabilities are *Striving to work*.

- 78.7% of job seekers with disabilities search for jobs online
 - 61.2% Contact employers directly
 - Minimal use of non-profits or state vocational rehabilitation counselors
- 68.4% of individuals with a disability are either working or looking for work
- 70.6% of individuals with a disability acquired their disability as an adult
 - 95% of these adults were working at the time they acquired disability
 - Only 43% of these adults were able to re-enter the workforce after disability

Status	Hearing	Vision	Lower Limb	Upper Limb	Cognitive
Currently Working	75.5	49.9	29.6	31.6	53.6
Want to Work	21.6	46.0	64.0	65.1	39.9

*Based on 3,013 participants

GettingHired Job Seeker Survey 1

Objectives

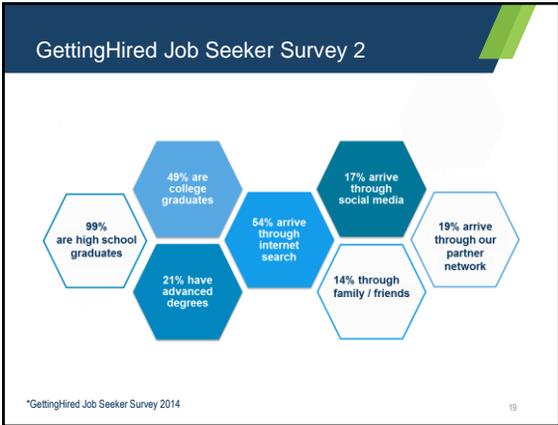
- Understand job search attitudes of candidates with disabilities (CWD)
- Identify how the job search experience differs between CWD and candidates without disabilities (CWOD)
- Identify opportunities for employers to improve inclusion

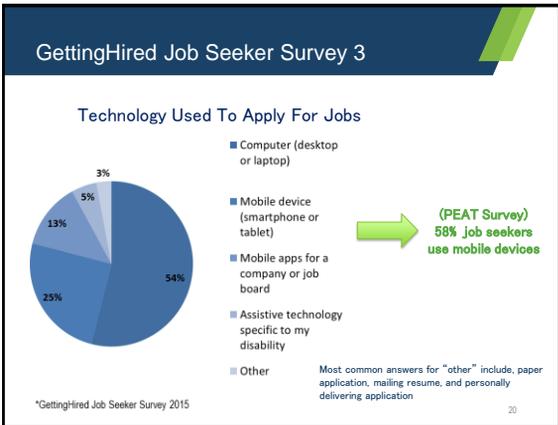
Methodology

- GettingHired emailed the survey to candidates with disabilities

Responses

- 519 job seekers with disabilities







The Recruitment Landscape 3

THE TALENT ACQUISITION DILEMMA

Applicant Quality is the top rated performance metric – rated **80% more important than speed**



30% 70%
companies are very satisfied with the quality of applicants

BUT...



80%
of companies cite quality of applicants as a challenge in their current workforce strategy, with ~40% reporting it as a "significant issue"

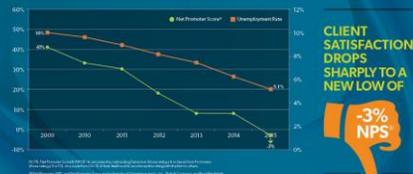
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The Recruitment Landscape 4

CLIENT EXPERIENCE IS INCREASINGLY CRITICAL IN A TIGHT LABOR MARKET

WHAT THIS MEANS: After remaining steady for the previous year, client satisfaction has again resumed the negative trend and dropped to a new low of -3% NPS.

WHY IT MATTERS: For the first time, there are more client detractors than promoters, resulting in all-time low client satisfaction scores. With industry-wide satisfaction at such low levels, there is now more opportunity than ever to gain visibility client experience as a differentiator in the marketplace.



CLIENT SATISFACTION DROPS SHARPLY TO A NEW LOW OF

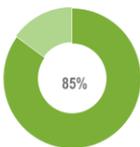


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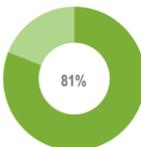
The Recruitment Landscape 5

Candidates without disabilities rate the top 3 most important aspects in the recruiting process

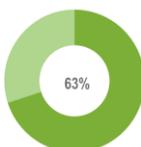
Consistent communication through process



Accurate job descriptions



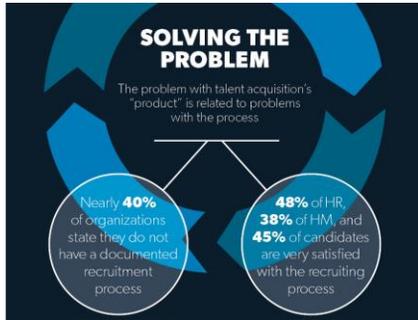
Responsive to my calls and emails



*Alliegis Group State of Recruitment Report 2015

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The Recruitment Landscape 6



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The Recruitment Landscape 7



*Alegis Group's 2015 State of the Recruitment Industry Survey

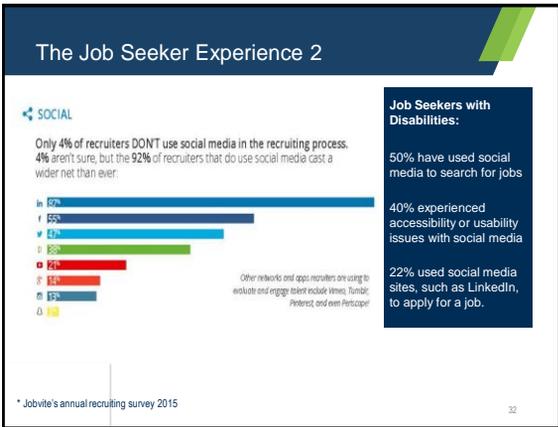
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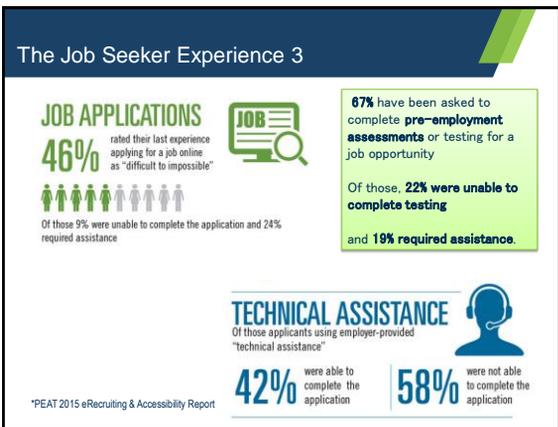
The Recruitment Landscape 8



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GettingHired Job Seekers 2

Industry / Talent Area (Self-Selected)	Percent %
Industrial, Manufacturing & Repair	13.9%
Information Technology	12.9%
Healthcare	10.5%
Retail / Sales	9.9%
Customer Service	9.3%
Administrative & Office Support	8.2%
Accounting & Finance	6.8%
Education	6.7%
Management & Operations	6.5%
Engineering	6.2%
Government	3.1%
Advertising & Marketing	2.3%
Legal	2%
Other	1.7%

GettingHired job seekers are drawn from all 50 states, including Puerto Rico and the District of Columbia

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The Job Seeker Experience 1

Why do candidates with disabilities choose to disclose or not disclose?



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The Job Seeker Experience 2



25% believe they have been asked an **illegal** question during an interview

63%

Of our job seekers who have a visible disability, believe it affects their ability to get a job

Employers treat all candidates equally



23% of job seekers are **neutral**

33% of job seekers **agree**

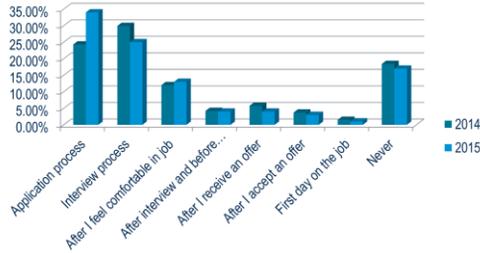
50% of job seekers **disagree**

Almost an equal number of respondents felt that they have and have not been **discriminated** against during the interview process

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The Job Seeker Experience 3

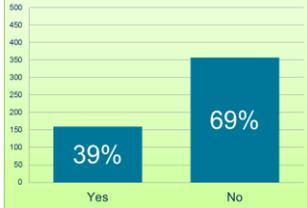
At what stage in the hiring process do you disclose your disability?



*GettingHired Job Seeker Survey 2014-2015

The Job Seeker Experience 4

Respondents Familiar With New Revisions Section 503 Regarding Self-Identification

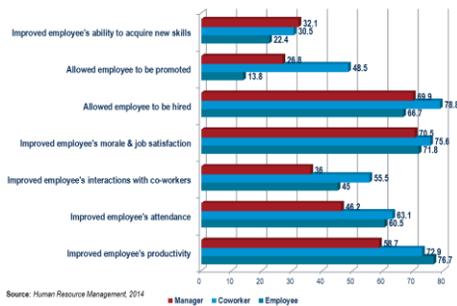


Section 503 of the Rehabilitation Act, directs federal contractors to invite applicants to self-identify as an individual with a disability

*GettingHired Job Seeker Survey 2015

Inclusive Hiring 1

Employee Performance, Engagement & Retention
A Positive Experience Providing a Reasonable Accommodation Resulted in...



Source: Human Resource Management, 2014

Inclusive Hiring 2

ONE BILLION
Google Impact Challenge | Disabilities

Starbucks Largest Roasting Plant Offers Job Training for People With Disabilities

Microsoft hiring program opens more doors to people with autism

Using Artificial Intelligence to Help Blind People "See" Facebook

Twitter Makes Images More Accessible for Visually Impaired

How Walgreens Prospers by Hiring People with Disabilities

The 2016 Diversity Inc. Top 50 Companies for Diversity

USBLN & AAPD Annual Disability Equality Index

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ACCESSIBLE TECHNOLOGY
WEBINAR SERIES

Thank you for participating!

NEXT SESSION IS **JULY 21, 2016**

Real Life Accessibility: Software versus Disability-Based UX Testing

The session today was recorded and will be archived at
[HTTP://ADA-AUDIO.ORG/ARCHIVES/ACCESSIBLETECH/](http://ada-audio.org/archives/accessibletech/)

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