



The Journey of Job Seekers With Disabilities:
Job Hunting and the Recruitment Process

Logistics

- Audio is available over phone line:
 - **Participant Toll-Free Dial-In Number: (855) 607-0752**
 - Conference Code: 61742130
 - Submit questions at any time during the presentation:
 - Type directly into the Chat window on your screen
 - Email gnagle@gettinghired.com
 - Tweet @GettingHired using #JobSeekerWebinar
- Captioning is available:
<https://www.streamtext.net/player?event=CFI-GettingHired>

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WHAT THE BEST COMPANIES DO

Apply to these inclusive employers (and others) at GettingHired.com

Agenda

1. Understanding the Hiring Manager and Recruiters Role
2. Job Seeker Frustrations
3. Job Seeker and Recruiter Relationships
4. How Long Does the Process Take?
5. Getting a Job that's Right for You

UNDERSTANDING THE HIRING MANAGER & RECRUITERS ROLE

Hiring Managers & Recruiters Are Overwhelmed

- The first resume is received within **200 seconds** after a position is posted
- The average job posting receives over **250 resumes**
- The average recruiter spends **6 seconds** reviewing a resume
- **60% of applicants** do not meet basic requirements
- **57%** of hiring managers say they've **caught a lie on a resume**

The Requirements

- Requirements/ Job posts can be created from a template
- Educational and skill requirements may not be clearly defined
- “Essential Requirements” may not be “Essential”
- Job titles are written using company speak

JOB SEEKER FRUSTRATIONS

Frustrations

- **82%** - Little to No response from jobs I have applied to
- **58%** - Little to No response from employers where I have interviewed
- **56%** - Not enough positions that fit my skills and qualifications
- **37%** - Positions that fit my skills and qualifications do not pay enough
- **20%** - Job descriptions are too restrictive/ specific
- **19%** - Websites that are not accessible

JOB SEEKER & RECRUITER RELATIONSHIPS

Missing the Mark

- Recruiters think they are communicating enough **with good candidate matches**
- They believe they acknowledged your application through an **automated email**
- They are contacting job seekers with opportunities they are interested in

HOW LONG DOES THE PROCESS TAKE?

How Long Does This Take

- **44%** of job seekers with a disability, have taken a year or more, before getting a job.
- **40%** - 1 to 6 months
- Average time from interview to job offer **2 – 4 weeks**, depending on the company
- Average number of interviews **2 – 3**, depending on position

Finding the Right Job for You

Prospecting

Who are the biggest companies in your field?

What projects and initiatives are they working on?

What changes or growth has there been in the company?

Who are the leaders and experts in the industry?

What topics have been making industry news?

Does their website say anything about their inclusion and diversity policies?

What kind of brand have they created for themselves?

Try to gain as much knowledge and insight as you can

Finding the Right Job for You

Social Media

- Build your professional online profile
- Connect with contacts
- Share & contribute resources
- Join relevant conversations & groups
- Keep up with industry news & knowledge
- Get involved in opportunities and events
- Social recruiting



Finding the Right Job for You

“East Texas Firefighter Fired For Facebook Comment On Charleston Shooting”

“J Crew fires VP after social media backlash”

“Zoo employee fired over 'racist' social-media post”

“North Miami Senior High School Principal Loses Job Over Post on Police Incident in McKinney, Texas”

“County employee fired after Twitter comments”

Finding the Right Job for You

Print & Professional Communities

- Trade Magazines
- Newspapers
- Business Journals
- Associations (ASAE: Center for Association Leadership)
- Career Fairs (online/ face to face)

Finding the Right Job for You

Target the Right Jobs

- Will you be able to perform the required tasks, solve key problems, and achieve results with or without accommodation?
- Which skills and knowledge are necessary to meet job objectives successfully?
- What motivates you?
- Work environment/ culture: Does it meet your needs, expectations and values?

Finding the Right Job for You

Federal Jobs

- What is Schedule A?
- Who is eligible?
- USAJOBS website: www.usajobs.opm.gov.
- For more information about Schedule A:
EEOC.gov

Links You Should Have



Website: <http://www.gettinghired.com>



Facebook: <https://www.facebook.com/gettinghired>



LinkedIn: <https://www.linkedin.com/company/gettinghired>



Twitter: <https://twitter.com/gettinghired>



Google+: <http://www.google.com/+GettingHired>



QUESTIONS?

Gabrielle Nagle

Community Marketing Specialist

GettingHired, Inc.

410.579.3380

gnagle@gettinghired.com

[Part 2: www.blog.gettinghired.com](http://www.blog.gettinghired.com)

