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GETTINGHIRED

THE JOURNEY OF A JOB SEEKER WITH DISABILITIES ‑ PART 3

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>> Thank you all for joining. We will be getting started in just a few minutes.

>> Okay. So let's get started. Hello and thank you for joining the third and final part of our three‑part webinar series on the Journey of a Job Seeker with Disabilities.

So for those that didn't attend the last two webinars, my name is Gabrielle Nagle and my role at GettingHired is community outreach for our job seekers. We'll be recording this webinar and it will be uploaded on to the blog section of our website, alongside the first two webinars. In case you missed them, we looked at job hunting and the recruitment process in the first webinar, and the application process disclosing a disability to employers and requesting accommodation in part two.

For anyone that's been awaiting the recorded version of part two, I apologize. There's been some delay with uploading it on to the website because some of technical issues, but it is uploaded there now. So you should be able to access both part one and part two on the blog section of www.GettingHired.com.

At the end of the webinar, a few questions will pop up on a new page in your browser, just asking your thoughts about the webinar. So please feel free to let us know how we did and anything we can improve on, or any topics you may have liked more information about. Please do let us know what you think, because we are constantly trying to continuously improve the resources that we provide to help you in your employment search.

So as with all of our webinars, we offer a live captioning service and their link is posted here. Everyone will be set to mute and there is a chat box to the right of your screen. So if you have any questions, feel free to type them in during the presentation and I will try to get to as many of them as I can at the end.

You can select there in the chat box if you would like to send it to me privately, or if you would like to send it to everyone who is participating in the webinar. So feel free to add any comments or questions in the chat box at any time.

Again, also just to remind anyone who has just joined us, audio is available over the phone line. You can just type in this number 1‑866‑246‑4691. And you can type in the conference code which is 118‑562‑6071. And that should connect you to us over the phone alternatively, you may be able to just use your speakers from your computer.

And for anyone that is tweeting, you can tweet us @gettinghired and use the #gettinghiredwebinar.

So I will start off by showing our NDEAM sponsors, that's the National Disability Employment Awareness month, which was throughout October, and these are some of our employer partners who have supported us in our NDEAM celebrations and extra things we have been doing throughout October. So a big thank you to General Dynamic, UCLA Health. Time Warner Cable, T mobile, Spectra Energy, Kiewit, KPMG, ZF, TRW, Shell and CEB. So you can apply to all of these employers on the GettingHired website and search through their jobs.

So today's agenda. We'll be talking about how GettingHired can help you on your job search to connect with inclusive employers and we'll look at some real life examples of employers taking action towards diversifying their workforce and actively looking for qualified individuals with disabilities.

Lastly, we will run through how to get started and making the most of our free services.

So what GettingHired does to help job seekers with disabilities. So in case you are not familiar with us, GettingHired is the country's largest online career community for professionals with disabilities. Our website is fully accessible, Section 508 compliant and mobile accessible. And it's audited annually by the national industries for blind to ensure accessibility to all persons with disabilities.

It's a career portal that brings three groups together to expand employment opportunities for individuals with disabilities. So it really brings together job seekers, disability community organizations, and employers looking to hire.

We have regularly provided resources for all three, including training and support for companies, working to be accessible, inclusive and Section 503 compliant. If you are not familiar with Section 503, it's something we spoke about in part two. So you can find more information about that there. But it's ‑‑ it's basically a new amendments to the Americans with Disabilities Act which sets a goal of 7% hiring ‑‑ 7% of the workforce should be people with disabilities. And that's a new law for federal contractors and subcontractors.

So we went into that quite a bit in part two. So, yep, feel free to access that if you have more questions about it.

We also have about 187 inclusive employers that are seeking qualified candidates with disabilities. Over 100,000 jobs on the website. So please feel free to sign up if you haven't already and see if there's any jobs that fit what you are looking for.

So unlike other job boards, GettingHired specifically posts jobs for job seekers with disabilities and our employer relationships are for job seekers, for the benefits of being seen rather than being lost within a pile of applications. Just to give you a little more information about how we ensure employers connect with you, there are ‑‑ well, these some are of the services we provide to employers. So we hold monthly educational webinars on disability trends and best practices for diversity and inclusion. That's with our employers.

We also provide email alerts when any job seekers apply to any of the job postings on our site. Employers will actually receive an email alert that has your name, the position you have applied for, when you applied for it, and also a link to your resume. So another reason why it's actually really good to make sure that your resume is always up to date because, even if you haven't applied for a job, a lot of our employers actively search the database for candidates that can meet some of the positions that they are hiring for. So, if they come across your resume, you can be someone that they would be interested in. So try and keep that resume up to date.

We also offer RightMatch notifications matching job seekers to the newly posted jobs. And we provide unlimited access to your resumes for proactive recruiting. So employers, as I said, can access your information at any time whether you have actually applied for a position or not.

So why do we do this? Well, we want to connect job seekers directly to inclusive employers looking to hire. We want you to find a job and we want to know about it because the unemployment rate for people with disabilities is actually double the national average. I mentioned before about the realtime email alerts, we send to our employers. Here's an example of what it looks like. So it provides a direct link to your resume, the job you applied for, and where and when and so it makes it easier for employers to track your application in their APS system. So this is also something we touched on in the first part of the webinar series about how hiring managers and recruiters have, you know, hundreds and hundreds of applicants, all, you know, kept in their ATS systems.

And so you know, sometimes job seekers can get lost in there, because for every job, there is about 250 applications.

So this way, when you have applied to a job on our site, the employers will get your information. So it gives you that little bit more visibility so they can say, okay, well, I know this person has applied for it. Let me look up their information and, you know, look them up in my APS and I want to prioritize this person and find out more about them because I know that coming from GettingHired, it's going to be somebody with some sort of disability.

So we touched on this in the last webinar. Do you consider yourself to have a disability? So, you know, the term "disability" is pretty ambiguous one. It can be interpreted in lots of different ways, and ‑‑ but what we go by is the term that ‑‑ or the explanation that the ‑‑ that government legislation has actually specified and so according to their legislation, or I should say the ADA, you are considered to have a disability if you have a physical or mental impairment or a medical condition that substantially limits a major life activity or if you have a history or a record of such an impairment or medical condition.

So disabilities include but are not limited to blindness, diabetes, cancer, epilepsy, schizophrenia, bipolar disorder, multiple sclerosis, PTSD, post traumatic stress disorder, cognitive or intellectual disability, deafness, cerebral Palsy, HIV/AIDS, autism, muscular dystrophy, major depression, missing limbs or partially missing limbs, obsessive compulsive disorder, impairments requiring the use of a wheelchair. It's not a comprehensive list. There will be other conditions that aren't named here, but it's a sort of guideline and ‑‑ and it's not just limited to these ‑‑ this specific conditions.

So inclusive employers. So you may have heard of the EEAC, the Equal Employment Advisory Council. It's a nonprofit employer association who provides guidance to its member companies on understanding and complying with their equal employment opportunity and affirmative action obligation.

They have nearly 300 major corporations as members, and their board of directors includes ‑‑ so these are just some of the people on their board of directors, Mutual of Omaha Insurance company, Allegis Global, Lockheed Martin, Wells Fargo, Starbucks, United Health Group, and Kaiser Permanente. There are over 300 of them. So it's ‑‑ if you are trying to find inclusive employers and employers that are actively trying to make their workplaces more inclusive and diversify their workforces, it's useful to look at the EEAC website and there you can find all their employer members and, you know, maybe do some research on the ones that you could be interested in.

So you may have heard of employee resource groups or ERGs. These are one‑way that many businesses are taking on board feedback from their employees to foster an inclusive work environment. So what ERGs are, is they are groups of employees with similar interests who meet to share ideas, grow professionally, and make contacts throughout the company. So JP Morgan Chase & Co have quite a few, as you can see. These are just their employee resource groups that have been specifically set up to try and sort of bring together employees that have similar interests and sort of get them sharing and, you know, coming up with ideas and giving feedback on how JP Morgan and chase can include them a little bit more, and make them feel more welcome and support them further.

JP Morgan also hosts diversity events throughout the year, such as women of color leadership, PRIDE and Latino leadership forum. They also have partnerships with a variety of professional associations including the national business and disabilities council, and the national action council for minorities in engineering.

You can find a lot of information on their website, about all of the initiatives that they have globally, and they are also on the EEAC board of directors.

Exelon is one of our inclusive employer partners. You can see this is a screen shot of their website which is ‑‑ it's actually their diversity inclusion page on their website. You can see there, they've got their GettingHired employer member logo. All of our employers should have that on their site, on one page or another. And Exelon has been recognized for several awards including the equality forums international business leadership award 2013, GI jobs top military friendly employers, 2008 to 2013, human rights campaign, best places to work 2011 to 2013 and more. As well as several ERGs, they also use university programs, military and veterans initiatives and also GettingHired to actively diversify their recruitment. Again, you can find a lot more information about their diversity on their websites and search their jobs on GettingHired as well.

So these are just some examples of the kind of incentives and the kind of actions that employers quite commonly, bigger businesses are really getting involved in. Because it's quite a topical thing right now, talking about diversifying your workforce. It's a big topic, particularly since last year with the new legislation coming in.

So hopefully, things are moving in the right direction, and, you know, these are just some employers that are making headlines moving in that direction earlier than perhaps others.

So USBLN, you may have heard of, also is one of our partners, which is the US Business Leadership Network. They are a national nonprofit that help business drive performance by leveraging disability inclusion in the workplace, supply chain and marketplace.

So USBLN, along with the American Association of People with Disabilities, which is known as AAPD, held the first annual disability equality index survey in ‑‑ well, it was 2014. It was actually held ‑‑ earlier this year. And it rated 80 fortune 1,000‑sized companies.

So here's a list of the companies which got 100 out of 100 on the disability equality index survey.

So you can see there's Ameren Corporation, AT&T, Booz Allen Hamilton, Capital One, Comcast, Ernst & Young, Florida Blue, Freddie Mac. Highmark, JP Morgan Chase, Lockheed Martin, Northrop Grumman, Pacific Gas and Electric. PricewaterhouseCoopers, Procter & Gamble, Qualcomm, Sprint, Starbucks and TD Bank. These are the companies that scored 100 out of 100. You can also find a list of the companies that scored 90 out of 100, and 80 out of 100 on the USBLN website, along with the criteria categories that they use to score them. So the USBLN's website is on the screen, it's www.usbln.org.

And GettingHired partners with USBLN and AAPD and they are fantastic partners. They are very, very involved in making workplace equality, and inclusion. So they are great websites to look at anyway, just for further information and resources and around employment issues.

So Starbucks, Starbucks are actually huge in the inclusive business space. I could do a whole webinar on Starbucks diversity and inclusion practices alone. They have a dedicated diversity and inclusion team and ERGs which they called Starbucks partner network groups.

This is a screen shot of the Facebook page from their employee network book which is Starbucks partners access alliance, it's called. You can search for them on Facebook. And they also have active hiring initiatives for veterans and military spouses. And they launched the Starbucks inclusion academy, which is a six‑week job training program for people with disabilities. All 21 students who participated in that job training have since been employed by Starbucks or other local companies since graduating.

So, you know, there's lots and lots of information on Starbucks' website. They have a huge section about their diversity and inclusion practices, and all the things that they are getting involved in.

You may have actually seen an article came out just the other day about getting hired, supporting Starbucks in their inclusive efforts. We posted that on our twitter, but you can probably find that on the Starbucks' site as well.

They have been a long a long‑time partner and they are really proactive when it comes to this space.

So we are just going to wrap up now with some action points for you to go away with, to get started with job searching in GettingHired and creating your account.

So make sure that your GettingHired account is up to date. Update your LinkedIn profile. You must have heard about how common LinkedIn is now for recruiting. It really, really is huge. And LinkedIn has also just started scraping job listings from sites all over the world. So their actual job listing section in their site is massive right now.

It's really the modern way for recruiters and employers and, you know, even anyone just trying to make connections and sort of getting involved in a company or sort of seeking out opportunities within that company. It really is one of the best ways to do that. So I really strongly encourage you to keep your profile up to date and really put the time in to make sure that it's as impressive as it can be for any possible employer looking at you.

Apply to as many jobs that meet your qualifications and skills, but not every job for the same company. So this is something we touched on in, I think it was the first webinar, it's ‑‑ a lot of ‑‑ well, some people think that applying to as many jobs as possible, increases their chances of actually getting a bite, but really, it's ‑‑ it's not the best way to go about it, because it really is about quality and not quantity. So, spending the time on really thinking hard about how you can show your value to whatever employer you are approaching is a lot more ‑‑ it's going to give you a lot more chance of getting an actual reply than just applying endlessly to lots and lots of different jobs.

So really just try and focus on the ones that, really align with your skill set.

Customize every application, or cover letter, specifically to the company. So we talked a lot about this in first webinar about really doing your homework on the company, you know, finding out what ‑‑ what changes and what growth has been happening in the company, really understand their mission and their objectives and really give it a lot of consideration of how you can contribute to that and how you can demonstrate that, whatever role you are doing you can really bring a lot of value whether that's experience or skills or qualifications, you know, it can take a lot of different forms but, really, the main thing is to show the employer, that you know, you can bring value to their company. Because that's really what they are looking for at the end of the day. Whether you are a person with or without disabilities, employers bottom line and what they want to know is, how are you going to help their business?

So just try to think in that framework, when you are approaching any employers.

Take a look at our blog articles for job searching tips. So we have a lot of articles on our blog that are about tips for gaining employment but also more specific to looking for jobs while you have a disability. Connect with friends and family and colleagues and follow businesses on your social media channels, as I mentioned in the last webinar. So social media is really, you know ‑‑ it's the way forward, really. So getting involved in it is difficult to avoid.

So it's a great way to really connect with businesses on a lot of different channels.

Sign up for our virtual career fairs. We do those pretty regularly. We don't have any more this year but we will have more coming out next year, in 2016 and virtual career fairs if you are not familiar with them, you basically can ‑‑ it's like a normal career fair, but you’re sat at home and on your computer. So you log in and you can talk to ‑‑ directly to companies and their employers, sorry their recruiters and you can basically stand out above the crowd and try to make an impression and talk to them about the sort of opportunities that they have, and, how you can be part of that. So it's a really great way for connecting directly with employers and trying to make a bit of an impression, rather than just being another resume or another application that they are not really, connected to.

And lastly, follow us on Facebook, LinkedIn, Twitter, or Google plus or updates and resources because we are always coming out with more resources to try to help you in your job search and we really appreciate any feedback you can give.

These some are of our links, our website, www.GettingHired.com and you can find us Facebook, LinkedIn, Twitter and Google plus.

So it's time for any questions. So I will just see what sort of questions we've been getting in. Just bear with me a minute.

So somebody has been asking, ‑‑ I need to work from home as an accommodation. I can't find an employer who will let me work from home. I'm not seeking a customer service job. So that's ‑‑ that's a really common issue that we do come across a lot.

It's very difficult. It's really difficult to get a job that's going to be A, suitable for you and your skill set, and B, has that flexibility of working from home.

It's not impossible, and a lot more employers are starting to see the value in being more flexible and being able to accommodate all employees whatever their needs are. Basically, to help them reach their full potential and increase their performance. So, you know, it is in the company's interest to find the best working style for ‑‑ for their employees.

Saying that, there are a few sites that ‑‑ that specialize in working from home jobs.

The best way, I think, for me to give you that is I will send you all an email after the webinar that has some of the resources we have been speaking about. So I'll include in there a list of some of the working from home job sites that, you know, I just happen to come across.

I know Flex Jobs is one that a lot of people use. I have think you have to pay to access that. So that puts some people off, but it is a legitimate site. There are other sites that you don't necessarily have to pay for. So I will include those in an email.

But just to sort of say also we are doing a lot of website enhancements on the GettingHired right now, and one of the things we will be doing is actually sectioning off the working from home jobs. So when you do come on to search for a job, you will be able to choose from full‑time or part‑time internships or working from home. So hopefully that will make it a little bit easier to ‑‑ to narrow down the search and to target just the sort of jobs that are being advertised as that. Because we do have a lot. But, you know, they are not ‑‑ they are not separated from the rest of the jobs. So it can be difficult to find them if you are only looking for that.

So hopefully that will help a little.

Okay. A couple of people have asked about working from home sites. Yep, that's a huge thing. I mean, I would also say ‑‑ I did mention this as well, I think in the first webinar, obviously it depends on, you know, an individual's circumstances and an individual's condition, but I would say that, you know, a lot of employers just in my experience are a lot more willing to make accommodations like working from home once you have been at the company for a while. You know, that's ‑‑ it is up to, whatever you are able to work best in is obviously down to you, but a lot of times it can be tricky to approach an employer and make a good impression and show your value to them and also ask about working from home straightaway. So it's a tricky issue and it's tricky to sort of pin down, but like I said, I will send you a list and hopefully that will help.

Any other questions just before we wrap up? We have gone over just a little bit. But if anyone wants to type in a last question, I can try and tackle before we go.

Anything?

All right. So I hope it's been useful and I hope you have been able to get some ideas of possible companies that you could approach or, sites that you can go on to find more companies that are being active in their inclusion effort. And as I said, I will send you an email with a link to this. This webinar should be uploaded where part one and part two are on the blog section of the website by the end of this week. So we'll try to get that uploaded as soon as possible and I hope it's been useful and thank you very much for joining.