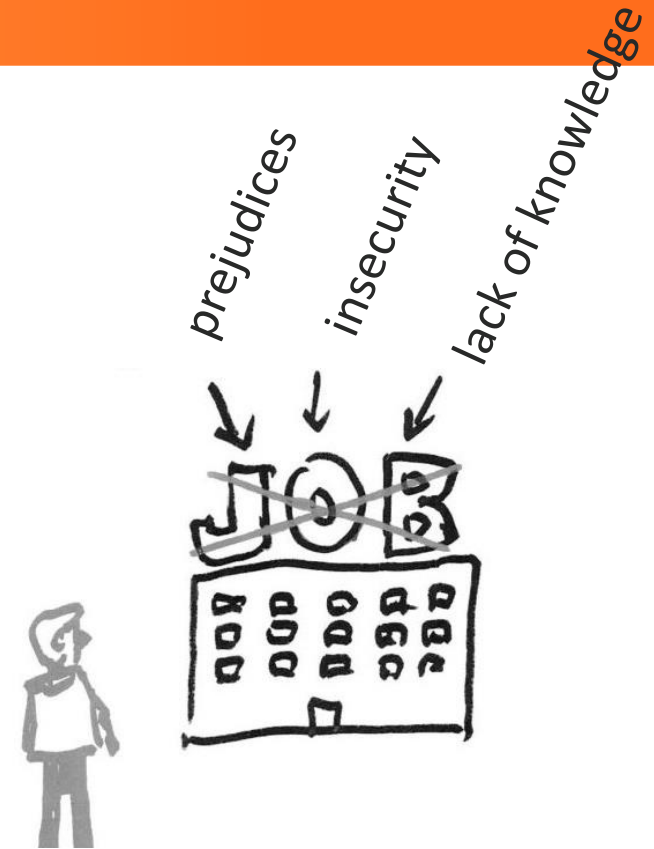


career 
moves 

**DISABILITY
RECRUITING**

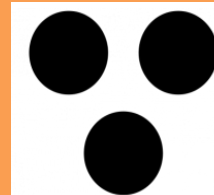


WHY DISABILITY RECRUITING?



**15 % of the world's population have a disability.
Many of disabled are excluded from the job market.**

DEFINITION BY WHO/WORLD BANK



INACCESSIBLE ENVIRONMENTS CREATE DISABILITY

RACHEL JOHNSON

<https://www.youtube.com/watch?v=nwBzb7m2n64>

View and apply to jobs

Online Platform

Post jobs



People with disabilities

Companies

Provides technology advice and sells ads

Supports applicants

Consults on making jobs accessible

WHAT CAN YOU DO?

- 1. Overcome personal barriers**
- 2. Have a personnel development strategy**
- 3. Get support**
- 4. Be clear, open and flexible**
- 5. Be patient**



ANYTHING IS POSSIBLE ...



DISABILITY RECRUITING

- **Expanding your applicants pool**
- **Limitations promote creativity**
- **Employees with a disability are loyal**
- **Diverse teams are more motivated**



OPEN COMMUNICATION



76%
of respondents stated that they were **concerned about informing** a potential employer about their disability or health condition.



78%
The single biggest benefit of being open was enabling individuals to be **honest about their disability / long term health condition** from the start of the recruitment process.

77%
The greatest concern of being open with employers during the recruitment process was **'being discriminated against'**.

57%
of respondents said that they did think it was **beneficial to be open** about their disability during the recruitment process.

Exit

Welcome!

Openness

Understanding why students are reluctant to be open with employers about their disability.

71%
The most important factor that would encourage openness is **knowing what the benefits are**.

70%
The most important factor that would encourage openness is **hearing from others who have been open** and have been successful in getting a job.

81%
of respondents said that they would be **more likely to inform** an employer about their disability if they had been told that **the employer was disability confident** by their careers adviser / service.

