Know Your Responsibilities

The Arc.
Minnesota

Getting Started: Reaching Candidates

There are many things employers can do to attract and recruit people with disabilities

Be Prepared to Communicate with people who speak differently than you do. Examples include using:

- plain language
- an interpreter
- adaptive technology

Invite job seekers to come check the job out ahead of time - tour, shadow, volunteer, etc. This gives them a better idea of the job before they spend time applying or interviewing.

Be flexible in the application process offer multiple ways to apply for the position because not everyone will be able to fill out an application or access it online.

Join employer networking groups such as Disability:IN, that recognize and promote best practices in hiring, retention and promoting individuals with disabilities

Build a talent pipeline for youth and young adults with disabilities through mentoring, internships and work experience programs.

Establish formal trainings for recruitment staff on how and why to hire individuals with disabilities.
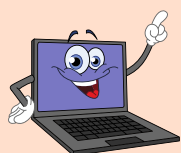
Post job openings on accessible, web-based job boards focused on reaching individuals with disabilities, including veterans with disabilities

Include existing employees with disabilities in **ALL** recruitment activities

This resource was made in partnership with the Metro Regional Quality Council

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