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Global Hiring – People with Disabilities

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One Step at a Time

What is your number?

- Consult legal experts for current requirements
- Compare to your global footprint
- Evaluate current in-country HC and projections
- Determine goal and monitoring plan
- Consider options for HC allocation

On the Ground

Local considerations

- Establish a local team with business buy-in
- Define disability – self-id vs. medical certification vs. ?
- Facility and Accessibility considerations
- Training and awareness
- Sourcing options – agency, posting, government

Start to Finish

After the offer has been accepted

- Accommodations
- Specific onboarding plan
- Communication
- Performance calibration strategy
- Forward looking – what happens when there is a termination?

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