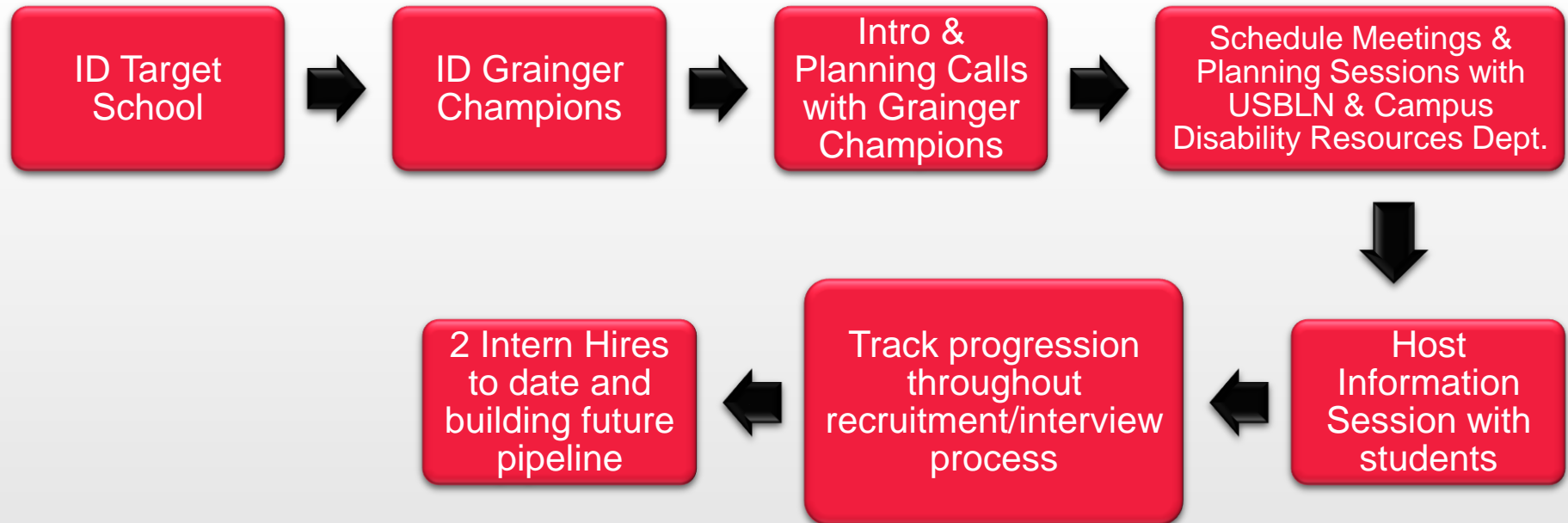


Relationship Building & Recruitment of Students with Disabilities



Process Flowchart



Lessons Learned.....

- Start small and use USBLN & College Disability Resources Office to plan, market, and validate your organization to students
- Learn from the students, *their needs will dictate your approach*
 - * *Information/advice on how to disclose their disability*
 - * *Company accommodations policy*
 - * *How to request an accommodation at your company*
- Educate/Coach business partners before, during, & after engagements
- Stick with the students throughout the recruiting/interviewing process
 - ➡ End-to-End “Hands-On” approach
- Encourage students to apply and show sample Disability questionnaire on your employment application
- Your strongest brand builder will be “Word of Mouth” advertising

Minooka Distribution Center Pilot

- Launched recruitment efforts at Minooka, IL Distribution Center
- Provided Training for HR, Hiring Managers, & Directors
- Strong support from Leadership at the location
- Ongoing interviews of candidates for high volume roles
- Increase of 162% in Disability Hiring since last year and doubled USBLN Disability Equality Index (DEI) score
- Currently reviewing pilot expansion to California and Ohio Distribution Centers with USBLN