

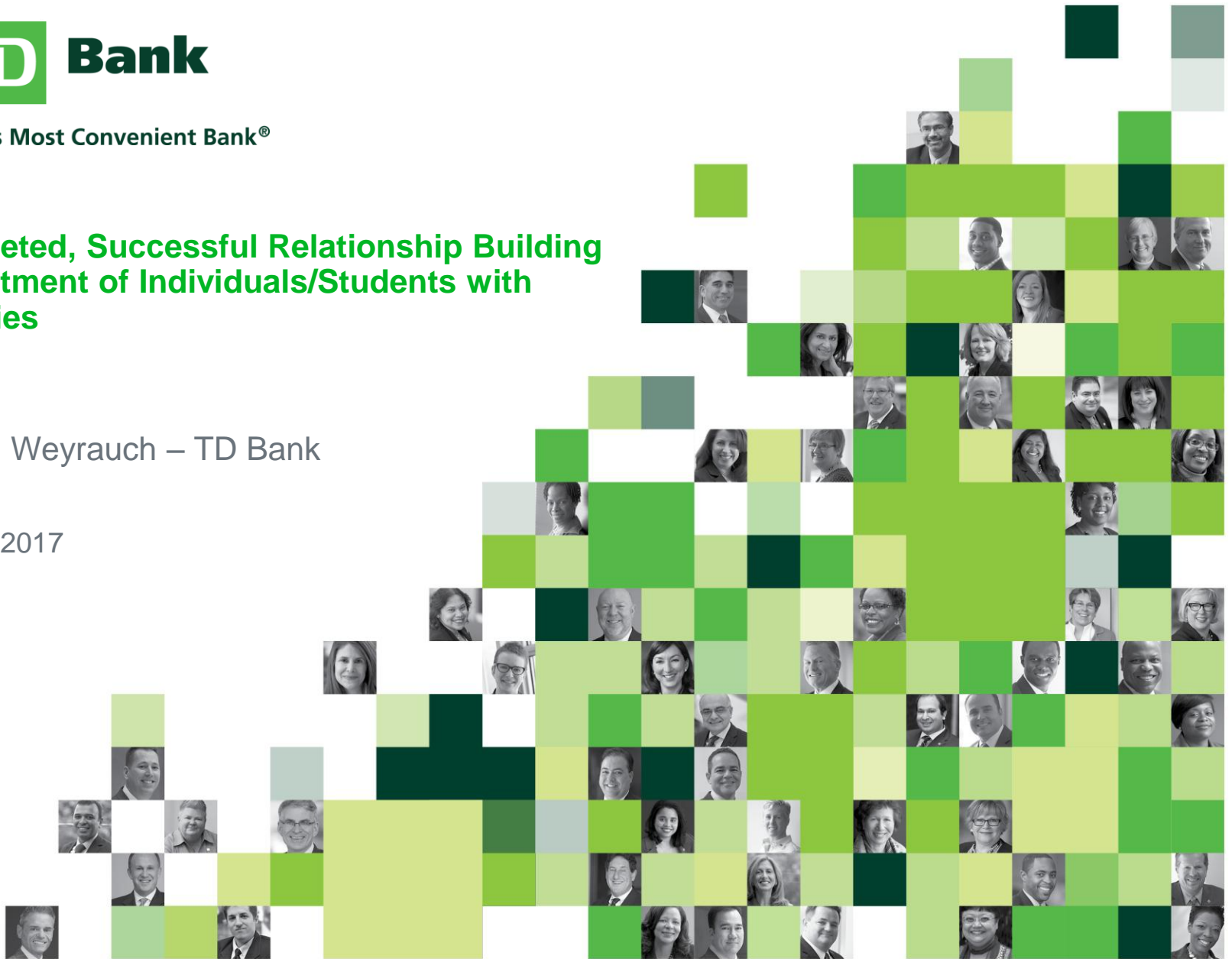


America's Most Convenient Bank®

Multi-faceted, Successful Relationship Building & Recruitment of Individuals/Students with Disabilities

Jocelyn Weyrauch – TD Bank

January 2017



Our Journey to Sustainability



Start

- Select Locations & Jobs
- Identify External Sourcing Partners
- Establish & Maintain Relationships – Engage!



Support

- Diversity Talent Advisor
- Education/Awareness & Tools/Resources for Recruiters
- Recruiters become better advisors



Sustain

- Monitor Effectiveness of Talent Sources
- Connect Recruiters & Talent Sourcers directly with external sourcing partners
- Continue Searching for New Relationships & Leverage BRGs

Success!



- 308% Increase in new hires with disabilities since start of the program in June 2014
 - Direct Channels (Targeted LOB for GFG) IWD representation increased by 2.97% YoY
- Formal Briefing Session in Mt. Laurel, NJ
- GettingHired, The Arc of Camden, JEVS hireAbility, Abilities Solutions, Community Access Unlimited, Lewiston Career Center (DOL American Jobs Center)
- Recruiters are better advisors
- Training wheels are off!

Sustainability



Tracking & Sharing:

1	Agency	Contact Name	Phone Numbl	Address	City	State	Email
2	USBLN (U.S. Business Leadership Network)	Deb Dagit	908 319 4793			National	deb@debdagitdiversity.com
3	GettingHired	Sarah Pullano Account Manager	P: 410-694-5263	7312 Parkway Drive 1082 Lindendale Drive	Hanover	National	spullano@gettinghired.com - ron.gevaudan@gettinghired.com
4	Bancroft	Ron Gevaudan Vice President	412.889.8000		Pittsburgh		lois.forman@bancroft.org
5	The Arc of Camden	Lois Forman, Director Vocational Services Bancroft's Independence Rehab	856-321-1900 x211			NJ	
6	Lewiston Career Center (DOL American Job Center)	Julie Walz	609-634-9975	215 W. White Horse Pike	Berlin	NJ	jwalz@arccamden.org
7	JEVS/Hireability	Mary Kozicki LaFontaine, Manager	207.753.9094	5 Mollison Way, Lewiston, ME 04240	Lewiston	ME	Mary.J.LaFontaine@Maine.gov
8	RIT/NTID Center on Employment	Rhonda Rogers; Employment Spec.	856-227-7200 x4394	200 College Dr., Blackwood, NJ		NJ	rrogers@camdencc.edu alucas@camdencc.edu
		Angela (Angel) Lucas	856-374-4921	Camden County College PO Box 200 Blackwood, NJ 08012			
		Joe Cipolla	N/A	N/A			Joe.Cipolla@jevs.org
	Community Access Unlimited	Dawn Lucas, Associate Director	585-475-7654	52 Lomb Memorial Dr.	Rochester	NY	dawn.lucas@rit.edu
		Shantena J. Fleming; Lead Emplo Specialist					

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	Persons With Disabilities	Ranking	Cost EST.	National or Regional	Candidates	# Applicants	# New Hires	Tenure	Political Affiliation	TD Relationship	Start Date (of relationship)	Comments	Funded by
2	Agency or Event	(5 - High to 1 - Low)	(\$)	(Yes / No / Partial)	Yes -OK - No	(5 - High to 1 - Low)	(5 - High to 1 - Low)	(Years)	(Yes / No / Some)	(Yes / No / Partial)	(MM/DD/YY)		
3	LARGE - Non For Profit												
4	(U.S. Business Leadership Network) USBLN												
5	GettingHired												
6	The Arc of Camden												
7	Lewiston Career Center (DOL American Job Center)												
8	Work Without Limits												