



Professional Development

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Inclusive Hiring 101: Navigating Workforce Development Resources for Inclusive Hiring

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Biswa Phuyal

Business and Workforce Consultant

Illinois Department of Human Services

Biswa.phuyal2@illinois.gov

John Hall

Business Services Supervisor

Workforce Center of Will County

john.hall@willcountyllinois.com

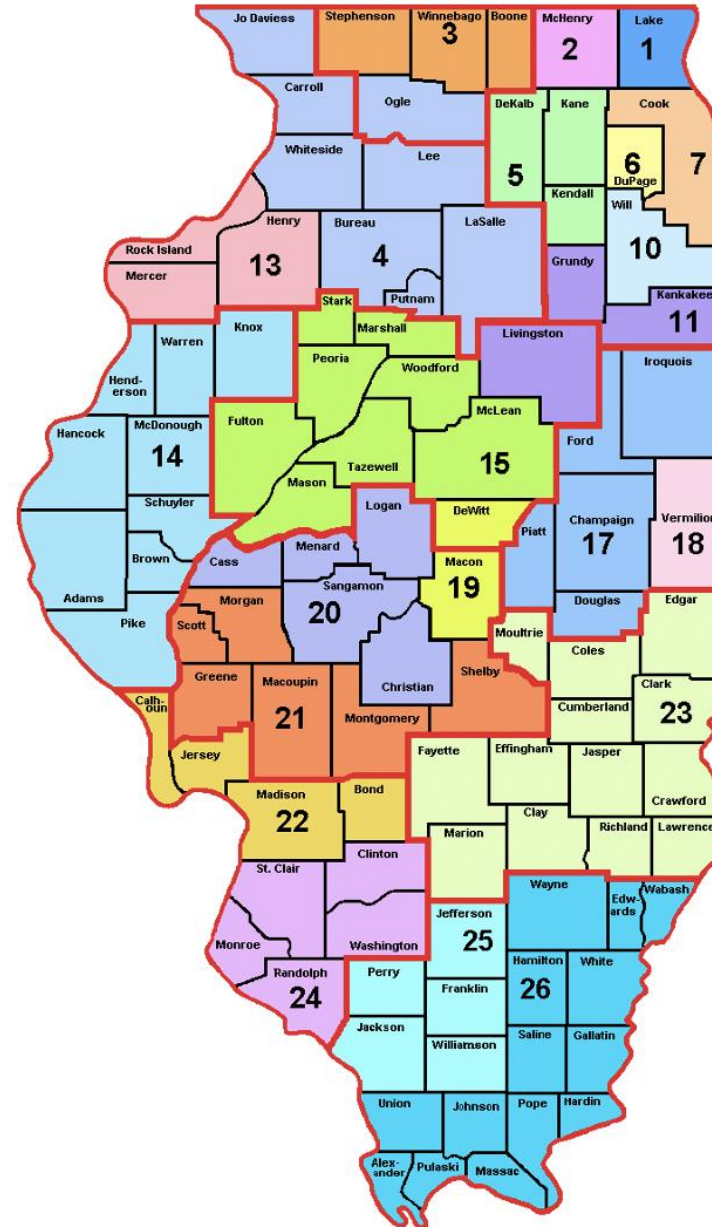
Elizabeth Gonzalez

Community Relations Representative

Pace Suburban Bus

elizabeth.gonzalez@pacebus.com

Where is Your Local Area?



Which partner do you best represent?





Objective

- Who is all here
- Why are we here
- Impact of Inclusive Hiring
- How we are doing it
- Results – Success Stories and Testimonials
- Next Steps



Division of Rehabilitation Services (DRS)

- State's lead agency serving people with disabilities
- DRS works in partnership with people with disabilities and their families to assist them in making informed choices to achieve full community participation through employment, education and independent living opportunities
- **Two programs** – Vocational Rehabilitation (VR) and Home Services Program (HSP)
- Federally mandated
- Mission – To assist individuals with disabilities obtain and maintain competitive integrated employment opportunities

DRS and Workforce Services

- Engage Businesses/Workforce Partners
- Focus on the ability
- *Change this number –*
 - Unemployment rate
 - People without disability 3.7%; with disability 8.2%
- Benefits for employers and job seekers for an inclusive workplace - collaboration with workforce partner is critical for this



DRS and Employer Services

- **Employment**
Recruitment, Retention and Advisory Services
- **Accommodations**
Worksite assessments and accommodations
- **Staff training and compliance**
Disability Awareness, ADA/Employment, EEO
- **Dollars**
WOTC and OJT
- And more....



Workforce Center of Will County (LWIA 10)

- Will County Workforce Center in Joliet, IL (LWIA 10)
- We help anyone who needs assistance with resumes, job search, and grant opportunities. We host a variety of workshops as well.
- Provide the WIOA scholarship that will help people succeed in their professional career.
- Services to DEIA communities – expanding on it. Awareness->Engagement->Solutions

Communication

- DEIA is a dedicated topic on Will Works Podcast
- Employer focused workshops

Community Partnerships/Committees

- Disability Community Committee
- S.E.E.D Program



S.E.E.D
A Northern Illinois Food Bank Program

Northern Illinois Food Bank's workforce development program, S.E.E.D (Skills, Engagement & Economic Development), is a **FREE 12-WEEK TRAINING PROGRAM** offering adults who are unemployed or underemployed valuable hands-on experience and benefits certifications to improve employability.

Program Benefits

- OSHA 30-hour safety course
- Health Certification
- ServSafe Food Handler's Certification
- Resume writing, interview preparation, and job placement assistance
- Hands-on warehouse experience at 4 different distribution centers
- Financial Literacy

Interested in joining the program? Students must be:

- 25 years of age or older
- Resident of Will County
- Experiencing food-insecurity

How To Apply

Visit www.willworks.org and click on the "S.E.E.D" link.

For more information, questions, and application packet contact:

seeed@willworks.org
708.684.4700 ext. 2224

www.willworks.org

NEIGHBORS. EMPOWERED.



Will Works
PODCAST

Patrick and Guests Talk Workforce — Listen in!
Workforce Center of Will County
will.works

DEIA Efforts with WCWC

DEIA

- Focused Events (Disability, Returning Citizens, Pathway)
- Additional Resources Included

Key differences noted by vendors

- Increased attendance and engagement
- Eagerness to work



Misconceptions

- 1 of 4 people have a disability; People are fearful to tell employers about their disability.
- Misconceptions about people with abilities:
- They will not fit in? What does your work environment look like? What is a welcoming environment?
- People with disabilities are not trainable? How do you know onboard/train people about how to do the job?
- The cost of accommodations will be expensive?

Pace Suburban Bus

Who we are:

- Public Transportation Agency for Northeastern Illinois
- Fixed bus routes in suburban Chicago
- ADA paratransit services for six counties
- Vanpool program for commuters
- *We get people where they need to go.*



What employers can do to champion the hiring process

- Make the hiring process more accessible
- Have applications available in difference formats
- Check job descriptions, rework if possible.
- Don't assume they can't do it. Ask them how they would do it.



Strategies for Employers...

What employers can do to champion inclusivity:

- Culture of Inclusivity
- Appoint someone to be responsible for accommodations
- Mandatory leadership trainings
- Train the current workforce: break down unintentional bias
- Engage the current workforce
- Communicate the inclusivity mission



Strategies continued...

Championing onboarding and retention:

- Mentorship
- Training
- Make them a part of the team
- Check in with them
- **CARE:** Care And Respect Everyone
- **TEAM:** Together Everyone Achieves More

Inclusion Matters

- Fairness and social responsibility but it is also good for business
- Businesses can unlock full potential and drive greater success
- Benefits for everyone
- Competitive advantage and diversity
- Increase in population
- Collaboration – We are one workforce, right?



Benefits of Inclusion in the workplace

DEI Study

- Based on the financial performance of 140 companies that participated in the Disability Equality Index (DEI)
- Results – it is good for business
- Highlighted by some of the work Pace has done



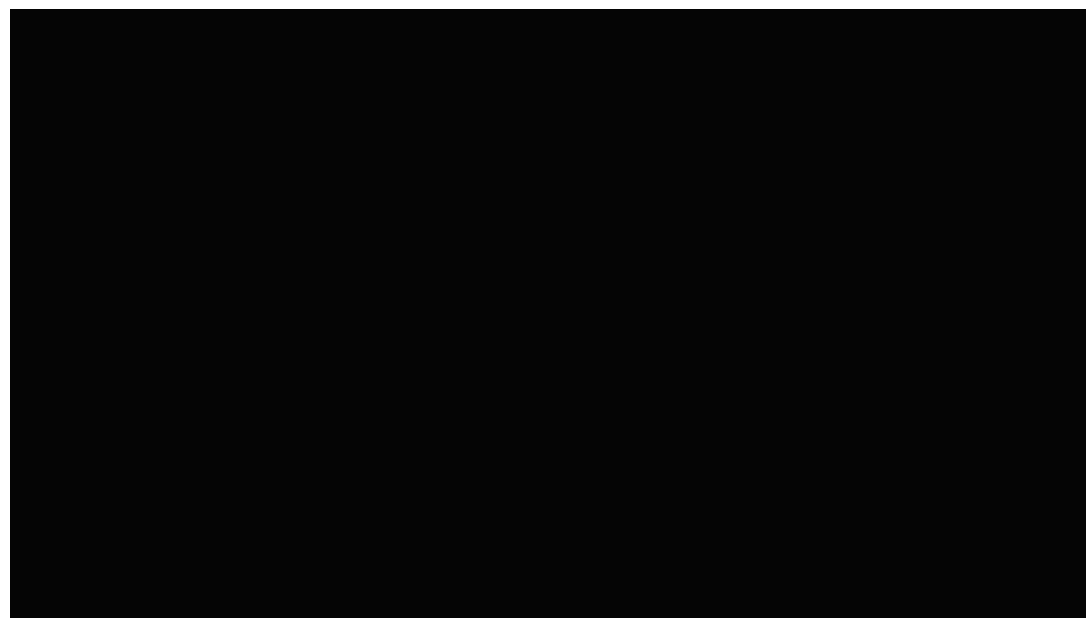
Success Stories and Partnership



Michael's
2022 Workforce Business
Leadership Award Winner
LWIA 10 - Will County



Seans Story



What's next?

- Expanding on our existing work
- Collaborate with more communities working with underutilized/untapped job seekers
- Cross LWIA collaboration
- Data – Survey/Outcomes
- Connections and Network





Resources

Workforce Center of Will County

- <https://will.works/>

Will County Workforce Investment Board

- www.willcountyworkforceboard.com

IL Department of Human Services – VR

- www.drs.illinois.gov/success

Pace Bus

- <https://www.pacebus.com/>

What are you guys doing?



What will you do now?





Questions