

# Being Proactive with Business Partners

What are HR/Recruiters and Hiring Managers saying about recruiting and hiring individuals with disabilities?

This webinar will provide techniques on how to be proactive in responding to business needs and how to nurture relationships for continued partnerships.

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***The CSI Network***



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# Being Proactive with Business Partners

Upon completion of this webinar, participants will be able to;

- Anticipate business concerns with recruiting and hiring people with disabilities
  - Understand techniques on how to be proactive
  - Be better equipped to nurture relationships with businesses
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# Reactive vs Proactive

## Reactive approach

- ▶ A **reactive approach** is based on responding to events after they have happened.

## Proactive approach

- ▶ A **proactive approach** focuses on eliminating problems before they have a chance to appear.



# What are HR/Recruiters and hiring managers saying?

## Businesses are under pressure to forecast personnel needs

Businesses know:

- ▶ A proactive recruitment strategy in human resources management emphasizes anticipation of staffing needs.
- ▶ Attracting the best employees in your business's industry doesn't happen by accident.
- ▶ Recruiting employees takes time and money.

▶ How can you help?

# BEING PROACTIVE

## *What we already know*

- Employers are actively searching for talented people with disabilities
- Challenges some employers are facing
  - Trusting community providers
  - Finding quality candidates
  - Options for sourcing talent is inadequate
  - How to efficiently recruit and hire people with disabilities.

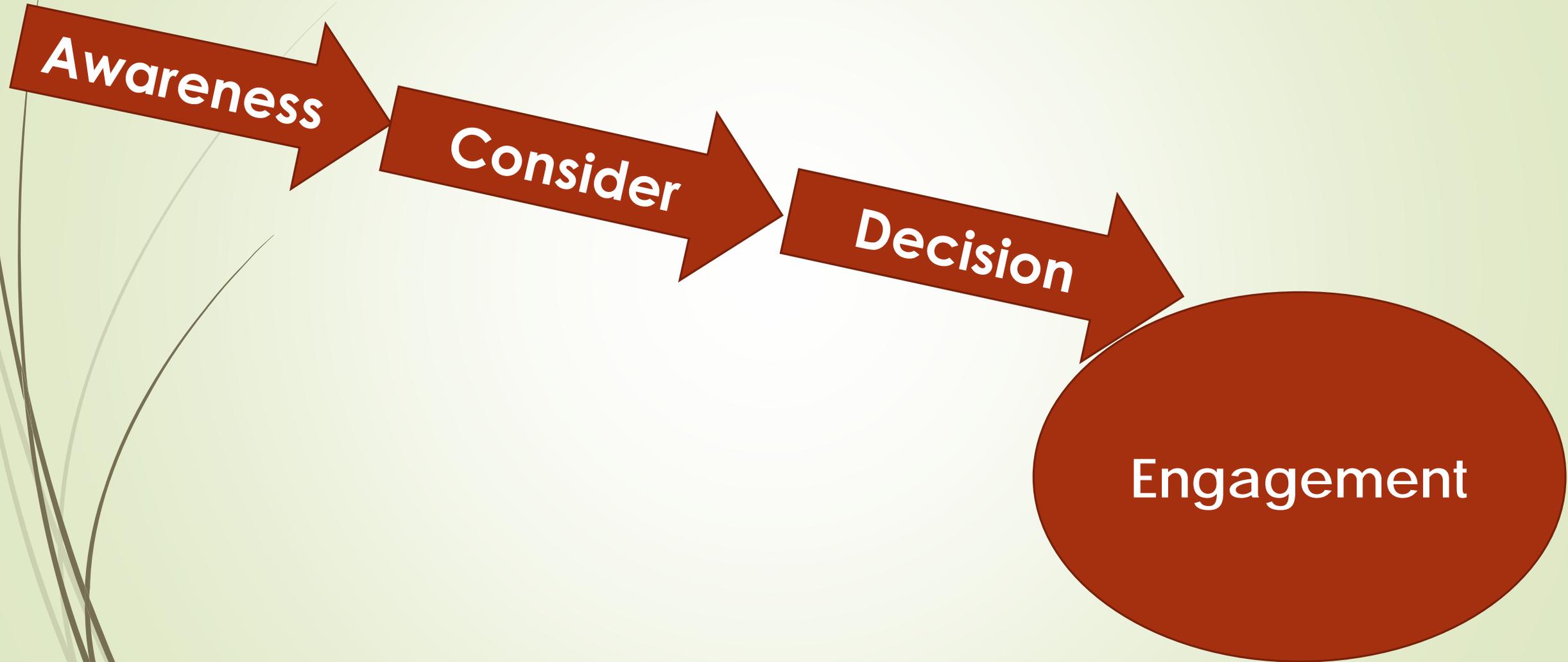


# What do employers want?

Knowing employers wants and needs is essential to making a good job match

- Reduced turnover
- Reliable employees
- Improve products or services
- Cost effective/increased profits
- More customers
- People with good attitudes
- People who get along with others

# Going from awareness to engagement





# Day in the life of a Recruiter

- ▶ What is a typical day in the life of a recruiter...
    - ▶ Depends on size of company
    - ▶ Depends on position requirements
  - ▶ Some do college recruiting
  - ▶ Some use staffing agencies because of high volume with an immediate need
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# Questions of Recruiters

1. What would you say is the best way employment providers can be **proactive** when working with HR/recruiters?
2. What is the best way to assist HR/recruiters with their job?
3. What would employment providers want to avoid doing when working with HR/recruiters?
4. Any advice you want to offer?

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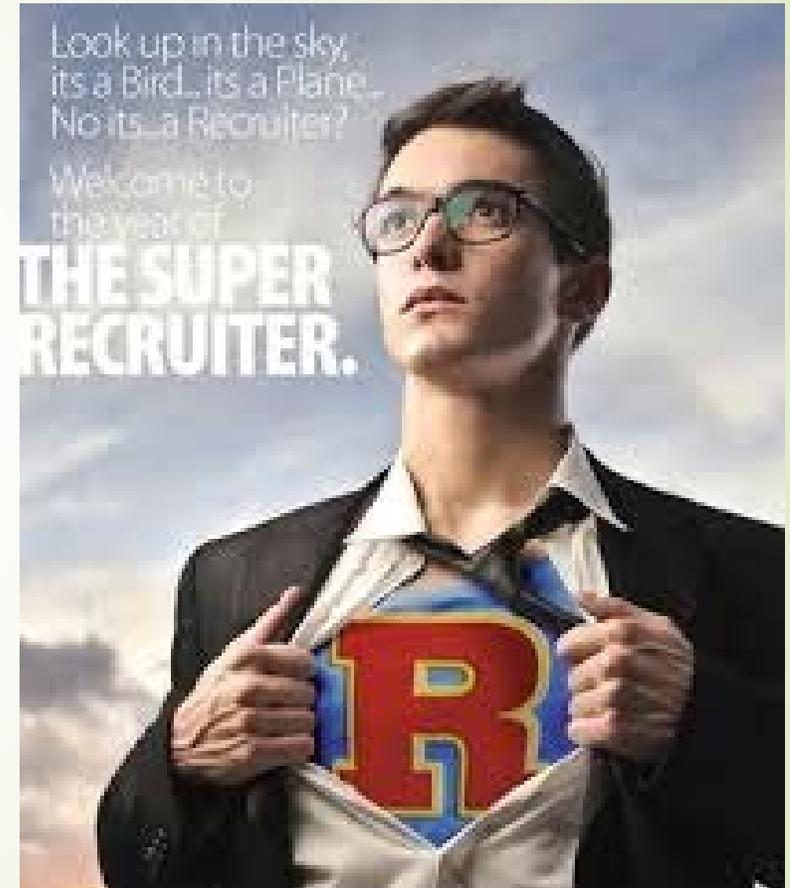
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3. What would employment providers want to avoid doing when working with HR/recruiters?



# Questions of Recruiters

4. Any advice you want to offer?



Keep in mind....who you are talking with is key

## Recruiters/Talent Acquisition



- Talent Pipeline
- Efficient Process
- A good match/fit

## Hiring Managers



- Quality Employees
- Meets production

## HR & Compliance



- Diversity
- Talent/Fill position
- Regulations

## Leadership



- Brand Recognition
- Competitive Advantage
- Profit

# How you can help!

## Anticipate Business Concerns

- Recruiting and hiring **quality** employees
- Labor shortage
- High overtime
- **Retention**/turnover

## Biggest Problem:

- Skilled labor shortage.
  - One data source cited that there was one suitable candidate for every five openings.

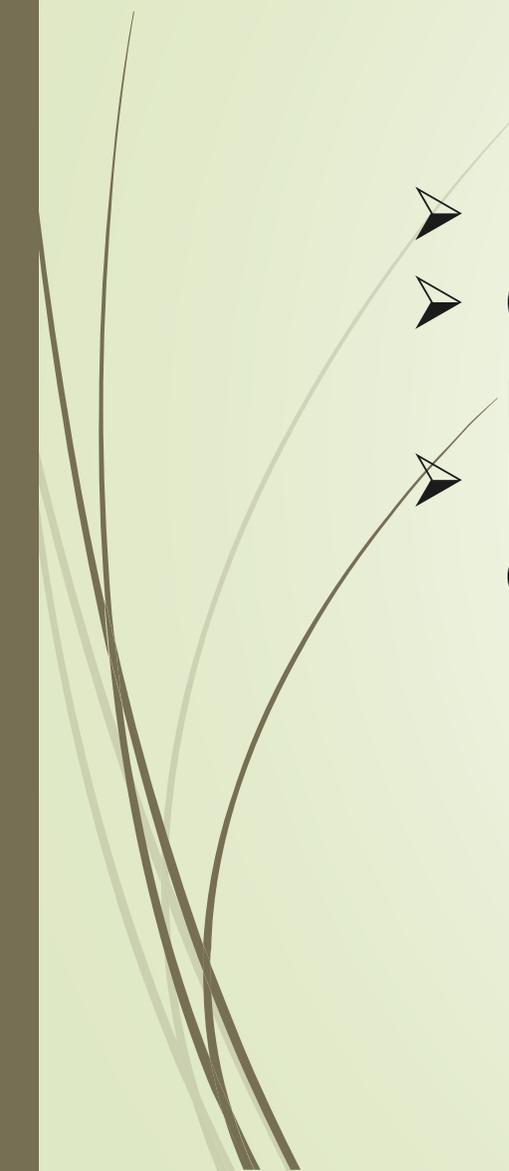


# Quality of Candidates

- Candidate quality is almost always an issue
- High-quality candidates are quickly snapped up
- The best candidates are sometimes offered -- and opt to take -- a job from another company.
- Many businesses do not have a hiring and recruitment strategy



# Employee Retention

- Retention is as important as recruitment
  - Corporate culture and working environment play a major role
  - HR departments are often tasked with the challenge of screening employees for loyalty
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# How you can help!

## Understand techniques

- how to be proactive

## Top picks!

- A big strategy for businesses is to increase brand recognition
- Hiring Manager issues
- Retention



# How you can help!

## Nurture relationships

- ▶ Be better equipped to answer their questions and concerns.

## Some top concerns

- ▶ What is it going to cost my business?
- ▶ Will my insurance rates go up?
- ▶ How will hiring people with disabilities affect the morale of my other employees?
- ▶ What happens if they don't work out?
- ▶ How do I deal with a person in the interview, what if I say the wrong things?

# Questions?



➡ Thank you for your time!

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