

CAMPUS TO CAREERS

THE ISSUE

Access to employment is one of the greatest challenges facing Americans with disabilities. Only one in four college students with disabilities is employed, leading to poverty rates twice the national average.¹

Those who do secure employment face lower earnings than their peers: In Massachusetts, graduates with disabilities earn, on average, nearly \$16,000 less than nondisabled graduates.²

Low employment has roots in both how universities prepare students with disabilities for careers and how these students are recruited and hired. Known factors include:

- Lack of collaboration between campus offices of career services and disability services.
- Confusion among universities and students about whether a student should disclose his/her disability during the hiring process, leading to missed opportunities for students to be reached by employers.
- Lack of mechanisms for employers to reach these students after graduation.

PROGRAM OVERVIEW

The project team will:

- Select and work with approximately seven **employers** to facilitate connections between them, universities, and students and graduates with disabilities. The project team will provide disability inclusion training for recruiters and hiring managers, deliver meaningful access to candidates with disabilities, and develop effective connections to campus disability and career services offices.
- Select and assist approximately ten **universities** by training career and disability services staff, fostering better connections between those offices and employers, ensuring students and graduates with disabilities have access to employment opportunities, and employers have the talent pipelines.
- Work and follow up with participating **college students and recent graduates with disabilities** to ensure they receive support to become "job ready" and make effective connections to employers for both internship and full-time employment opportunities.

Anticipated outcomes include:

- Internships and full-time, professional employment opportunities for students with disabilities;
- Changes in employer practices, in particular campus recruitment, to include new methods of recruiting, interview techniques, job descriptions, and skill/experience requirements;
- Demonstration of which specific services are most effective to and valued by employers in changing practices and building a pipeline of professional talent amongst students with disabilities; and
- Development of new or enhanced relationships between employers with disability and career services offices.

Given the need for effective models linking employers and qualified candidates with disabilities - along with Boston's rich ecosystem of higher education institutions and employers motivated to hire top talent - Campus to Careers represents a unique opportunity. Not only will NOD's expertise in developing successful employment programs help students with disabilities transition from college to careers, but more notably, the program will determine which specific services deliver results-driven outcomes demanded by leading employers and, ultimately, create a suite of services that will be shared and repeated for broader impact.

A SOLUTION

The National Organization on Disability (NOD) is a private, non-profit organization that promotes full participation of America's 57 million people with disabilities, with a focus on increasing employment opportunities for the 80-percent of unemployed working-age Americans with disabilities. NOD works with leading employers and partners with educational and philanthropic institutions to pilot innovative approaches to disability inclusion, then scales effective models for broader impact.



The **Campus to Careers** program will develop an employment pipeline for college students with disabilities in the greater Boston area. NOD will work with participating universities and employers to overcome barriers and fine-tune recruitment practices to more effectively reach these students. NOD will track results – including employment outcomes for participating students, employers, and universities – and report out for adoption across the country.

To design and implement Campus to Careers, NOD has partnered with Career Opportunities for Students with Disabilities, an organization that connects college students with disabilities with employers, and the University of Massachusetts Medical School's Work Without Limits initiative, a Massachusetts consortium of employers dedicated to strengthening disability inclusion.³

¹ Bureau of Labor Statistics.

² An Uneven Playing Field: The Lack of Equal Pay for People With Disabilities, American Institutes for Research, 2014.

³ In addition, NOD has engaged a third party evaluator to inform program design and mid-course corrections, report outcomes, and determine effective strategies. During the first year and at the end, participants will convene to discuss lessons learned, program outcomes, and needed refinements.

CAMPUS TO CAREERS Participating **Employer** Considerations

BENEFITS OF PARTICIPATION

- Opportunity to be on the leading-edge of a collective impact model that will achieve significant and lasting change to how businesses recruit students with disabilities from college campuses with planned report-out for adoption across the country
- National brand awareness, recognition and distinction as leaders in disability diversity inclusion and employers of choice for people with disabilities
- Fine-tuned recruitment practices, in particular campus recruitment, to include new methods of recruiting and interviewing to more effectively reach students with disabilities
- New and strengthened college campus relationships and reputation as a disability diversity inclusive company
- Streamlined access to high potential, diverse, college-degreed talent

SERVICES PROVIDED

- C2C project staff and partners will:
 - Become thoroughly familiar with company campus recruiting cycles, related events, and internship and hiring needs.
 - Facilitate new, and enhance current relationships with C2C-participating universities' on-campus disability services and career services offices and personnel
 - Proactively outreach to, engage, and drive students, recent graduates and alumni with disabilities to company's recruiting events, and internship and hiring opportunities
 - Support the onboarding process of students and graduates hired into internship and job opportunities, including leveraging resources to provide needed job accommodations
 - Share best practices and provide consulting/technical assistance to ensure company's college recruiting events and activities – both on campus and hosted at company sites – are accessible for persons with disabilities
 - Convene participating employers and schools to share recruitment and employment-related information and promising practices

CRITERIA FOR PARTICIPATION

- Willing to make the two academic year commitment to the project
- Participate as a cohort with the other employers, meet regularly, stick together and learn together
- Have available internship and entry level job opportunities for college students and recent graduates; set hiring goals/targets for the project period; and commit to including students and recent graduates with disabilities in internship and candidate talent pipelines
- Have on-campus recruiting staff, hiring managers and others involved attend disability training
- Willing to examine and modify hiring practices so they are more inclusive, including working with new schools
- Host or participate in on-campus events, approximately 2 per semester; host students on-site at company
- Participate in third-party evaluation; provide information on interviews, offers, hires, and salary ranges for internships and regular positions; provide feedback on both the students and the program
- Make a financial contribution to participate in the program:
 - \$25,000 for the full two-academic year program
 - Recruit another company to participate and both receive a \$5,000 discount!

TIMEFRAME

- Two full academic years of recruiting: Fall 2017-Spring 2018 and Fall 2018-Spring 2019: College recruitment events/supports; other services as needed
- Summer 2018 and Summer 2019: Year One and Year Two convenings regarding lessons learned
- 4x/year: Confidential data and evaluation shared with third-party evaluator