

FY24 Training Summary Feedback: Interviewing Candidates with Disabilities

216 Attendees | 80 Responses

SURVEY RESPONSES

The training met my needs and expectations.

Strongly Agree/Agree **98%**

The training answered questions I had coming into the session.

Strongly Agree/Agree **98%**

The format and delivery of the content was effective.

Strongly Agree/Agree **98%**

The training content was appropriate for the audience.

Strongly Agree/Agree **98%**

The presenter was knowledgeable and engaging.

Strongly Agree/Agree **98%**

I would recommend this training to others.

Strongly Agree/Agree **97%**

I feel more confident in my ability to interview candidates with disabilities.

Strongly Agree/Agree **98%**

There was enough time for questions.

Strongly Agree/Agree **94%**

COMMENTS

What other disability-related information could you benefit from learning about?

More information on conversations with those who have neurodisabilities (i.e. cerebral palsy, autism, etc.)

Legal components/rights that candidates have when interviewing.

What did you like best about the training?

Having the question about how someone will be able to perform the job with or without reasonable accommodations.

I liked how it reframed my "assumptions" about disabled people and their abilities.

Full of useful insights and a script to respond in the moment when an interviewee may bring up disability or accommodations during the recruiting process.

What could we have done better?

Spelled out more explicitly what is legally required when interviewing candidates vs. what is a best practice (but isn't legally required). Maybe having a slide speaking to that.

What were the key takeaways from this session?

Don't ask if they need accommodations, ask if they can perform essential tasks with or without reasonable accommodations.

Focus on the job description versus one's disability.

Don't make assumptions about people's needs (#atp). Create an environment and hiring process where we treat candidates equitably.

What did you like least about the training?

Asking the questions in an open forum like that is tough. You can feel judged by others for sharing your feelings.

Any additional feedback?

Sharing of a personal story helped give real context to the discussion.