



Hiring and Placement of People with Disabilities

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History

- **IBM has a long standing commitment to People with Disabilities**
- **Part of our commitment to diversity**
 - **Hiring – since 1914**
 - **Innovation**
 - **Braille printer in 1954**
 - **Speech recognition in 1971**
 - **Talking typewriter in 1980, talking display in 1981**
 - **Corporate Instruction CI-162 in 1999 – product accessibility required**
 - **Homepage Reader – screen reader in 1999**
 - **Benefits – disability benefits since 1947**

Important Programs

■ **EntryPoint**

- **A collaborative partnership between the American Association for the Advancement of Science and IBM established in 1997**
- **A competitive summer internship program which provides experiential learning for students with disabilities**
- **Provides pipeline of candidates for IBM regular hire**
- **Assists students transition to professional workplace environment through mentorship and assistive technology**
- **Since 1997 IBM has placed 100 students into internships and hired 40 students into regular positions**

■ **Project Able**

- **To continue IBM's commitment to a diverse global workforce by focusing on hiring of people with disabilities**
- **To establish a network to identify top quality people with disabilities**
- **To establish line champions in each Business Unit to champion and enhance IBM's diversity hiring objectives**
 - **Line Champions provide leadership within individual business units by acting as an advocate and information resource**

Important Programs (cont.)

- **Lift Program**

- **Lift is a nonprofit organization which identifies, trains, and hires computer programmers-analysts who have substantial physical disabilities.**
- **Utilize a comprehensive 5 step approach to work with management to understand job requirements, recruit qualified candidates, and train them on college level courses.**
- **One year contract through Lift for full time services.**
- **After successful completion of the contract, candidates can apply for employment.**

- **Project View**

- **Recruiting program originated in the 1970's originally focused on recruiting students of color. Expanded in the 1990's to include women and people with disabilities.**
- **Schedules one to two and a half day recruiting programs at locations around the US that match pre-screened/qualified applicants with IBM Managers**

Enabling Success

- **Actions in Support of PwD Hiring Initiatives**
 - **Executive Support**
 - Support shown from the top of the business
 - Presence of PwD executives
 - **Workplace Diversity**
 - Culture of inclusion
 - History of advocacy
 - Diversity Network Groups – formal and informal
 - PwD networking groups – encourage networking
 - Informal groups
 - Forums – Deaf and hard of hearing, Blind / Visually impaired
 - Human Ability and Accessibility Centers – focus on improving the User Experience with IT

Enabling Success (cont.)

- **Building a Pipeline of Candidates**
 - **Corporate involvement**
 - Actively working with government and education to promote initiatives
 - **Community involvement**
 - EXCITE (EXploring Interests in Technologies and Engineering) – promote interest in technology careers – for past 5 years an event targeted for girls with disabilities
 - Ex. Invite deaf and hard of hearing students in for a lab tour and discuss high tech careers
 - PreK-to-Workplace PwD STEM (Science, Technology, Engineering, Mathematics) Entry Point Technology Camps (Cognitive, Blind, Deaf, and Mobility)
 - IBMers as emissaries in their external activities
 - **Recruiting –**
 - Project View, Entry Point, Project Able, Lift
 - Line Champion involvement
 - Promote qualified applicants
 - Assist in interview process - accommodations
 - Recruiter/Management training/coaching
 - Engaging our PwD workforce in recruiting activities

Enabling Success (cont.)



PwD STEM Entry Point Technology Camps



Developing
future
Scientist,
Engineers,
Mathematicians,
and Leaders.

Hands-on
learning
activities -
Robotics,
Electronics,
Computers...



Enabling Success (cont.)

- **On boarding**
 - **Integrate into IBM**
 - **Line Champion & HR Partners & GWBS**
 - Assist managers with accommodations
 - **Encourage participation in Networking groups, Forums**
 - Primary sites have on-site Networking Groups
 - Networking Groups are now world wide
 - **Assist new employees/coops to connect within the community**
 - Local Transportation
 - Community support groups
 - Medical Supply locations
 - Social Services (ex: SEMCIL - South Eastern Mn Center for Independent Living)
 - Recreation and athletic groups (ex: RADAR – Rochester Area Disabled Athletics & Recreation)
 - **Mentoring**
 - Match with experienced IBMer to help with career development
 - Help within PWD communities

Enabling Success (cont.)

- **Continuing Efforts**
 - **Communications**
 - **Accessibility Center News**
 - **National disability awareness month activities**
 - **Seminars**
 - **“Raising a child with special needs”**
 - **Learning about Service dogs**
 - **Management training**
 - **Corporate Sponsored ACT (Accelerating Change Together) Sessions**
 - **Corporate Campaign – IBM Accessibility Initiative**

Summary

- **Takes a Holistic Approach**
 - **Commitment throughout the organization**
 - **Develop a pipeline of candidates**
 - **Aggressively pursue**
 - **Coop Experience – EntryPoint**
 - **Culture of Inclusion**
 - **Community Involvement**
 - **Mentor and Encourage Career Growth**

 - **Success Breeds Success!**

Links to Information

- **Accessibility Center –**

- <http://www-03.ibm.com/able/index.html>

- **Entry Point –**

- http://www-03.ibm.com/employment/us/un_div_entrypoint.shtml

- <http://ehrweb.aaas.org/entrypoint/>

- **Diversity Recruitment Programs –**

- http://www-03.ibm.com/employment/us/fi_div_recruit.shtml

- **Diversity Events Calendar –**

- http://www-03.ibm.com/employment/us/fi_div_events.shtml