

SOURCES FOR DIVERSE RECRUITMENT

Some resource info found on JAN site.

INTERNSHIP PROGRAMS FOR COLLEGE STUDENTS AND RECENT GRADUATES

■The [Workforce Recruitment Program](#) from the U.S. Department of Labor, Office of Disability Employment Policy actively recruits students with disabilities on college campuses.

■[Career Opportunities for Students with Disabilities \(COSD\)](#) is a unique consortium composed of large and small universities, well known national employers, and U.S. Government agencies focused on the career employment of college graduates with disabilities.

■[Emerging Leaders](#) helps college students with disabilities find and secure fulfilling internship and leadership opportunities. Emerging Leaders helps corporate and nonprofit employers find outstanding young talent for their business ventures and helps managers understand the benefits of considering diversity and inclusion in their hiring practices.

■[Entry Point](#) is a program of the American Association for the Advancement of Science (AAAS) offering outstanding internship opportunities for students with disabilities in science, engineering, mathematics, computer science, and some fields of business.

■The [National Science Foundation's Facilitation Awards for Scientists and Engineers with Disabilities](#) lists opportunities for scientists and engineers with disabilities.

OTHER NATIONAL RESOURCES

- **GettingHired.com** is the place where people with disabilities seeking employment, employers committed to hiring people with disabilities, service providers, college disability and career services departments, and disability advocacy groups connect. Click on www.gettinghired.com to learn more.
- Be sure to connect with the **Special Services/Disability Services** offices at local colleges and universities.
- **Business Leadership Networks (BLNs)** are in many US states. These BLNs are employer driven in their purpose to promote employment of people with disabilities. BLNs can help employers to identify best practices, find avenues for recruiting qualified candidates, coordinate disability related training, etc.

- Stacy Kyle is the Project Director for the PA Business Leadership Network (PA BLN). Her contact info is stacy.kyle@blnofpa.org or 717-763-0968 ext. 90115 . The PA BLN can assist you in circulating your job postings.
- Visit www.usbln.org for info on other BLNs
- **Centers for Independent Living (CILS)** are another source to find individuals with disabilities that may be looking for work. Go to http://ilusa.com/search_form.htm to search for the CIL in the region of interest.
- In the US there are **state Offices of Vocational Rehabilitation** that have a pool of candidates with a variety of disabilities.
 - If working across states, it is recommended that you contact these State Vocational Rehabilitation agencies through **The National Employment Team (The NET)** - <http://www.rehabnetwork.org/customers-2/business/> - The NET is a national network of the 80 public Vocational Rehabilitation (VR) programs supporting a united or “one company” approach to working with business customers. The 80 VR Directors have each named a business consultant that functions as the designated point of contact for their agency.

Kathy West-Evans, Director of Business Relations, CSAVR,
Phone: 206.999.9455, Fax: 866.322.4434, KWest-Evans@rehabnetwork.org
 - In Pennsylvania, **PA’s Office of Vocational Rehabilitation (OVR)** has 2 Employment Specialists that act as points of contact for businesses.
 - Vondol Hammond is the Eastern Employment Specialist and can be reached at (717) 787-5098 or vhammond@pa.gov
 - Rob Hodapp is the Western Employment Specialist and can be reached at (814) 871-4401 or rhodapp@pa.gov
 - A listing of all individual **Vocational Rehabilitation agencies-** by state- is available at
http://wdcrobcolp01.ed.gov/Programs/EROD/org_list.cfm?category_ID=SVR
- In the US, the Veterans Administration has a **VA Vocational Rehabilitation and Employment program (VR&E).**

- Go to the following link to find the Employment Coordinators or Rehab Counselors designated as the key contacts for each Region's VR&E Office...
http://www.dhs.gov/xlibrary/assets/training/xus/crcl/employmentdisabilities/employment_Disabilities/pdf/ES-EC_Roster.pdf
- In Philadelphia, the contact is Leonard Gray, Employment Coordinator, VR&E- leonard.gray1@va.gov or (215) 842-2000 , ext. 4496
- In the Harrisburg area, there may not currently be a separate Employment Coordinator. Contact Allison Bernheimer at (717) 221-3750 or Allison.Bernheimer@va.gov
- In Pittsburgh area, the contact is Kermit Shelby, Employment Coordinator, VR&E – kermit.shelby@va.gov and 412-395-6249
- **Hire Heroes USA's** mission is to provide career placement assistance to all of our returning service men and women. The HHUSA program focuses on providing transition assistance to Operation Iraqi Freedom and Operation Enduring Freedom veterans, specializing in the career placement of those injured or with any level of disability. A King of Prussia company, The Sierra Group, is a candidate sourcing agent for this National initiative. No matter where you are in the country, employers can access Hire Heroes help by going to the following web link.....
<http://www.hireheroesusa.org/companies/contact-us> . There is no cost to employers or veterans, but Hire Heroes welcomes donations.

OTHER STATEWIDE RESOURCES IN PA

- **WORKS FOR ME-** This next link, <http://www.worksforme-pa.org/resources/index.php> , takes you to a searchable director of agencies that are contracting with the Social Security Administration (SSA) and other resources to support individuals with disabilities in the workplace.
- Janet Fiore, CEO- janet.fiore@thesierragroup.com or (610) 992-0288. Among many things, **The Sierra Group** is a candidate sourcing agent for Hire Heroes USA. They help to connect veterans with varying disabilities to employment across the country. The Sierra Group is based in King of Prussia. www.thesierragroup.com
- Stacy Kyle is a Program Specialist for **AHEDD** (www.ahedd.org) in its Central Office. AHEDD provides services to candidates with various disabilities and employers throughout much of PA . Stacy can be reached at stacy.kyle@ahedd.org or 717-763-0968 ext. 90191.

- Terrie Stickle, President, **Living Unlimited**. Since 1986, Living Unlimited has assisted individuals with cognitive and/or physical impairments, including those with mental health issues, traumatic brain injury, intellectual disabilities, learning disabilities, and autism to name a few. Through comprehensive community-based services they provide a holistic approach to support the individual needs of our clients through the following services: Home and Community Habilitation; Vocational Rehabilitation; Music Therapy; and Adaptive Music Lessons.

Terrie can be reached at (717) 526-2111 or tstickle@living-unlimitedinc.com . Terrie can link you to their Regional Managers in Northern PA, Northeastern PA or Southern PA. The contact info for Regional Managers can also be found at <http://www.living-unlimitedinc.com/contact-us.html> .

RESOURCES IN SOUTHEAST PA:

- Marie A. Palladino - Assistant Program Director- **The Sierra Group Academy of Philadelphia**- info@lriacademy.org . Their website is <http://www.lriacademy.org> . Contact Marie at 215.634.2000 ext. 203.
- **hireAbility** (www.hireability.org) is a nonprofit organization, started in 1982, that helps people with disabilities obtain competitive jobs. Their services cover the Greater Philadelphia Region – Southeastern PA and Southern NJ.
 - Angela Lucas is Associate Director for hireAbility within Camden County Community College. Angela can be reached at (856) 374-4921 alucas@camdenccc.edu
 - Richard Massaro is the Executive Director and can be reached at rmassaro@hireability.org and 215-587-3080.
- Arlene Solomon is with **Horizon House** (www.hhinc.org). She can be reached at arlene.solomon@hhinc.org215-386-3838
- Christina L. Forster, MA, CRC is the Employment Services Manager for the **National Multiple Sclerosis Society**/ Greater Delaware Valley Chapter. Christina can be reached at 215 271 1500 or Christina.Forster@PAE.NMSS.ORG
- Julie Sozio is with **Networks for Training and Development**. Not only do they directly serve individuals with a variety of disabilities, they do a lot of training for similar organizations. She could be of help in connecting you to other resources. (610) 935-6626 or julies@networksfortraining.org
- Leonard Kravitz is a contact for **Philadelphia County's** services for those with Intellectual Disabilities. Len coordinates an Employment Forum that

is attended by many different organizations providing employment services to people with intellectual disabilities and others. Len is great at sharing job postings with this group..... Leonard.Kravitz@phila.gov or 215-685-5976

- Community Integrated Services (CIS) 215-238-7411 and info@cisworks.org . Susan Schonfeld is the Executive Director.

RESOURCES IN SOUTHCENTRAL PA:

- The following link takes you to a **directory** <http://www.ccpa.net/DocumentView.aspx?DID=6543> that contains several employment agencies in the Harrisburg and West Shore region. This particular Employment Services Directory was put together to assist Individuals with Mental Health Disabilities in finding support for employment. This resource directory, however, can be used by employers that are trying to identify WHERE to recruit candidates. Some of the agencies in this directory serve more than just individuals with mental illness.
- Sue Soderberg , Senior VP Mission Services, **Goodwill Keystone Area**. She can be reached at 717.394.0647 or ssoderberg@yourgoodwill.org

RESOURCES IN WESTERN PA:

- **AHEADD** (Achieving in Higher Education with Autism/Developmental Disabilities)- Rick Murray -rick@aheadd.org – 412-848-9355
- **Pittsburgh Disability Employment Project For Freedom** , a project of Volunteers of America. Bonnie Rubin, Executive Director- brubin@voapa.org (412) 246-4434 ... www.projectforfreedom.org
- **Goodwill of Southwestern PA-** Lisa Campbell, Employer Services Representative. She can be reached at 412-632-1737 or lisa.campbell@goodwillswpa.org