



## **Tapping into Talent: Best Practices in Hiring, Accommodating and Retaining People with Disabilities**

Fifty million people in the U.S. have a disability, representing about one in five people in our country. Further, this number is expected to increase as our population ages and as our ability to diagnose certain types of disabilities improves. The purpose of this course is to understand how upcoming disability and employment trends will impact the workplace. As a result of this course, participants will be better able to prepare for the workforce of tomorrow by:

- understanding the business case for creating inclusive talent management practices
- being able to identify best practices around engaging talented, qualified people with disabilities in their organizations.

Offered in collaboration with the Disability Business and Technical Assistance Center—Northeast at Cornell University and the Montana Department of Labor Workforce Services Division, this course uses a variety of methods to engage participants in crafting workplace practices that will fully engage the talents of all employees, including those who are working with disabilities. The course includes film clips, scenarios, and question/answer dialogues. Participants also receive a wealth of resources so that they can continue to stay informed after participating in the course.

The course will be of interest to anyone who works with employment practices or policies, including human resource professionals, business leaders, consultants, career coaches/counselors, managers, or supervisors.

The following topics are included in this training:

- Its about talent: The basics of inclusive talent management
- What are your concerns/questions/challenges?
- A quick overview of the employment provisions of the ADA
- Preparing for the workforce of tomorrow: Emerging trends in disability & employment
- About hiring
- About reasonable accommodation
- Closing: revisiting your concerns and questions

To register or receive more information contact Jenny Betz at [jbetz@mt.gov](mailto:jbetz@mt.gov) or call 1-406-444-7895.