# TalentWorks

### A Free Tool to Help Employers Make Their eRecruiting Tools Accessible

Are your company's virtual doors open to everyone? They may not be. According to a 2015 survey of people with disabilities conducted by the Partnership on Employment & Accessible Technology (PEAT), 46% of respondents rated their last experience applying for a job online as "difficult to impossible."

That statistic matters, because if your eRecruiting technology is limiting your pool of applicants, you could be missing out on top talent—not to mention exposing yourself to legal risk.

With most of today's employers using some form of web-based recruiting to evaluate and hire job applicants, it's more important than ever to understand why accessibility matters to eRecruiting, and how to ensure your talent acquisition tools are accessible. TalentWorks will help you do just that.

## What Is *TalentWorks*?

TalentWorks is a free online tool for employers and human resources professionals that helps them ensure their online job applications and other recruiting technologies are accessible to all job seekers—including those with disabilities.

## Resources:

- General background on accessibility and eRecruiting
- Videos and interactive features
- A library of downloadable resources
- Practical tip sheets on making online job applications, digital interviews, pre-employment tests and resume upload programs accessible to people with disabilities

**www.PEATworks.org/TalentWorks**

# Make Workplace Technology More Accessible

The Partnership on Employment & Accessible Technology (PEAT) is a multi-faceted initiative to foster collaboration and action around accessible technology in the workplace. Guided by a consortium of policy and technology leaders, PEAT works to help employers, IT companies, and others to understand why it pays to build and buy accessible technology, and how to do so.

**PEAT resources are always free to everyone, everywhere.**

## Employer Tools

### Buy IT!
Learn how to work with vendors to build accessibility and usability into your company's information technology (IT) procurement processes.

### TechCheck
This interactive benchmarking tool helps companies and organizations evaluate the maturity of their accessible workplace technology efforts and find tools to develop them further.

### TalentWorks
Typical eRecruiting practices may exclude 1 out of every 5 job candidates from consideration. This series of tools, resources, and leading practices helps employers use accessible technology to recruit and hire the best talent.

### Policy Matters
Follow policy analysis and news regarding laws and regulations, court decisions, and government resources related to accessibility and employment, from the Americans with Disabilities Act (ADA) to the Workforce Innovation and Opportunity Act (WIOA).

## Join the Conversation

**www.PEATworks.org**

✉ info@peatworks.org

🐦 twitter.com/PEATWorks

f facebook.com/peat.works

## PEAT Resource Library

### Webinars and Videos
PEAT offers numerous video resources related to accessible tech, and also holds webinars throughout the year. Our monthly PEAT Talks speaker series showcases energetic and interactive discussions with organizations and individuals whose work is advancing accessible technology in the workplace.

### Articles
PEAT regularly publishes articles, guest blogs, and interviews covering the latest news, resources, and best practices related to accessible workplace technology.

## Who is behind PEAT?

PEAT is funded by the Office of Disability Employment Policy (ODEP), U.S. Department of Labor, Grant #OD-23864-12-75-451, and is managed by the Rehabilitation Engineering and Assistive Technology Society of North America (RESNA).