



Participant Services- Business/Job Development

AHEDD, a Specialized Human Resource Organization, regularly recruits diverse candidates with disabilities that are pre-screened to assess individual interests, experience, and abilities. We believe that some level of employment in the community is possible for most of the people we serve and we market these candidates as a viable labor resource for businesses.

At AHEDD, we strive to develop a partnership with business by first focusing on the companies' hiring, training, and/or compliance needs. Developing this partnership includes: capturing specific details about the jobs most commonly available; the company's application/testing process; the training typically afforded to all new employees; the employer's workplace guidelines/policies; and much more.

As a component of AHEDD's Community Employment Services for individuals with disabilities, our Employment Specialists and other staff regularly canvas the business community to identify diverse types of employment for program participants. We often leverage the business outreach conducted by the PA Business Leadership Network (PA BLN) to connect with companies and provide a greater variety of employment options to the people we support.

Taking time upfront to understand the workplace needs and specifics is critical to ensuring that our staff make appropriate referrals and assist companies in navigating some of the common barriers that exist for candidates with disabilities. Our organization wants to ensure that employers only hire those individuals that are qualified and that they hold these employees to the same workplace expectations as others.

When requested, AHEDD is often able to continue necessary support past the initial recruitment and screening provided. While we are keen on only promoting candidates capable of performing the jobs available, some candidates might need some on-site support (job coaching) to ensure a smooth transition to their new role. The goal of AHEDD's job coaching is to complement, not replace, the training already provided by businesses. We want our Employment Specialists to only supply the additional amount of support necessary to move candidates toward independence at the job site.

The cost of our services is typically covered by a third party, offering affordable recruitment and training assistance for new and existing employees. When alternate funding is not available or not accessible in a timely fashion, some companies have opted to pay our agency directly for this needed support. Some businesses have also utilized our in-house expertise to deliver disability awareness training and other guidance for disability-related best practices.