

Increased Diversity – Matching Skills to Jobs

DRPI Project
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Diversity Makes Good Business Cents





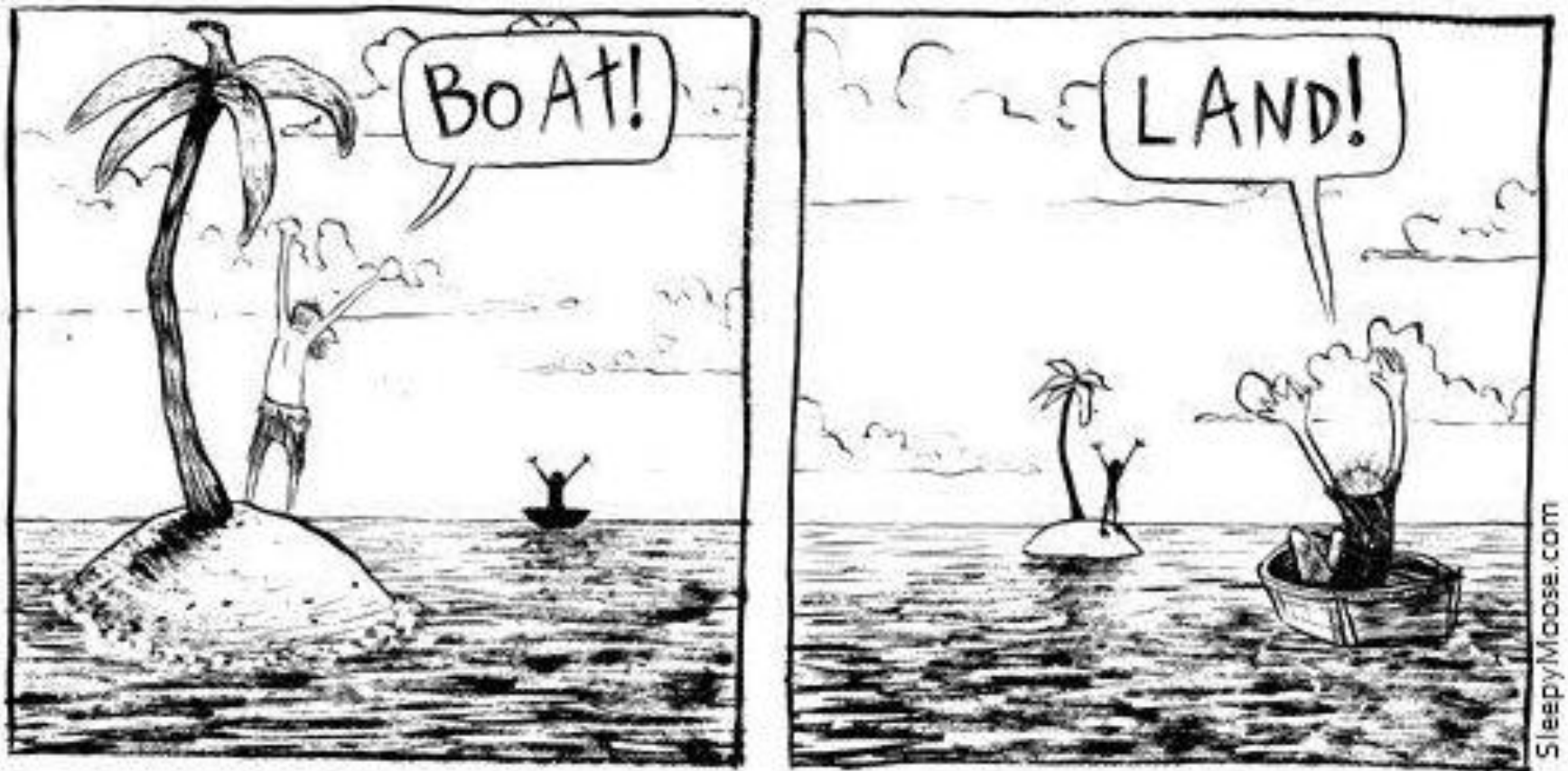
"We need to focus on diversity. Your goal is to hire people who all look different, but think just like me."

Employers Want to Connect ...but

- Unsure of how to approach concerns without sounding insensitive.
- Unsure of what “it” will cost the business?



It Really is all about how you view it..



perspective...

Your Private HR Department for One!



Skills Analysis for Job Seekers

- A different approach to matching
 - In-depth Interviews
 - Skill Identification
 - What are your transferable skills
 - How to demonstrate those skills
 - Selling your skill set in the interview
 - Why should they hire you?

Job Task Analysis Process

- Understanding the hidden tasks of the job
 - What are the employer expectations
- How can we meet and exceed those expectations.
- We will visit job site if necessary
 - We can observe the job
 - We can actually do the job

Solving the Problem

- Stop examining the issue with a social lens.
- Examine the issue as you would any other.
 - Develop a logic model.
 - Disregard the irrelevant information.
 - Find the solution to the problem.
 - Implement the solution.



We are here to help.

- We will stay involved
- We will work with the employer to address issues that may come up.
- We will work for the employer to ensure a good match.

People with barriers think differently.



50 Reasons Not To Change



Be Proactive

- Develop a strategy
- Set goals
- Seek information from community partners
- Evaluate your progress

