

AMIRA FAHMY  
GETTINGHIRED, INC.  
GETTINGHIRED SERIES  
JUNE 24, 2014

Services provided by:

Caption First, Inc.

P.O. Box 3066

Monument, CO 80132

1-877-825-5234

+001-719-481-9835

[Www.captionfirst.com](http://www.captionfirst.com)

\*\*\*\*\*

This text is being provided in a rough draft format.

Communication Access Realtime Translation (CART) is provided in order to facilitate communication accessibility and may not be a totally verbatim record of the proceedings.

\*\*\*\*\*

>> AMIRA FAHMY: Hello. This is Amira, thank you for joining the webinar today. We are waiting for a couple more minutes for people to join and then we will get started. Thank you so much for your patience.

(Pause.)

>> AMIRA FAHMY: Hello, everyone. Again, this is Amira, I am the Director. I want to take the time to say thank you so much for joining us on the webinar today. We're very excited to have you all here for this special presentation that we're going to be doing. Today we're excited to share with you some of the proprietary research that we did last fall and how that has impacted at what we've been doing at GettingHired and how it is going to potentially help you as employers. So the purpose of the study as we wanted to do this to really get a better understanding of the job seeker and how we can work with them, to really understand what they're going through during the job search experience and also get a better understanding of what we can do to simplify that process.

So after doing this study we came up with some really great results and we were able to use that information to manage some of the programs that we put into places here, from the articles and blogs that we had on our website and our educational webinars like last month where to begin the job search with the American Association for People with Disabilities. So we're excited to continue doing those kind of programs on the job seekers side and were he also wanted to share this information with you so you could use it to get an understanding of how you can improve the process for these individuals when they're applying for your positions.

We also wanted to give you information around some of the best practices that you could implement to improve your employment of these individuals. So today we have Tania Lavin with us who is the market research manager for Allegis Group which is the part company of GettingHired and she helps with all of our research. She helped create and conduct the study for us back in October. And she was extremely vital for analyzing all of the information and really getting us started. So we're very excited to have her here with us today to share the information. And she actually had the opportunity to present recently at the society for industrial and organizational psychology in May where she was on a panel along with some of the other experts within the field of doing disability research such as Cornell University, consulting companies and global inclusions, so those are organizations that we had in previous Advisory Council sessions as well. Thank you so much for being here. We really appreciate it. And with that I will let you go ahead and get started.

>> TANIA LAVIN: Thank you, Amira. As was mentioned I worked for GettingHired company Allegis with market research for all of our operating companies, as many of you know we strive to get market data and to get information to better understand our focus areas and of course to educate and add value to our customers. We've been lucky to have some excellent data on

people with disabilities from various institutions we felt that there was a void with respect to how people with disabilities feel. We kicked off the study last October to better understand their perspective parks.

A little about the research and some background. Our primary goal was to really understand how candidates with disabilities felt during the job search process. We knew it would be a home-run as well if we could compare people with disabilities to people without disabilities. And of course we hoped as well that the research would reveal some opportunities for employers to improve their recruitment and processes for people with disabilities.

To achieve our goal we accept a survey to capped dates at the database so we could get responses from possibly with disabilities as well as some recent applicants for people without disabilities. A small percentage of people disclosed a disability and were categorized accordingly and we also discarded anyone that refused to identify themselves as disabled or not.

We were pretty impressed with the responses. We collected over 580 surveys with 328 from people with disabilities, and 255 from people without disabilities. So for the inaugural study we're pretty impressed with the results.

Today I'll speak about some high level findings on candidates with disabilities followed by some comparisons to people without. Then we'll go back to some of the interesting groups that emerged one the research from candidates with disabilities, and finish off with some advice to you.

We'll, of course, have some extra time at the end for questions, so feel free to submit your questions as you think of them. Let's get started.

We wanted to understand how our respondents compared with the data and also to identify any demographic themes. They are fairly consistent with national breakdowns with respect to education, status and their fields of work.

In terms of their employment status, we're clearly a little heavier on unemployed talent, but this makes sense given that we have reached out to GettingHired database of active people. We asked gender and their disability. We were a little surprised that none of these groups emerged as a consistently different group. There were some slight differences in the data but there wasn't anything statistically significant across a meaningful number of questions.

So let's get to some of the findings.

87% of our candidates with disabilities that answered the survey said they would look for a job in the next

12 months. That's good news. There's an active population that's eager to apply to your jobs, and it also shows GettingHired has access to some active job seekers in its database. We asked also what type of work they would look for. 58% said that they were interested in full-time work, followed by 36% seeking part-time work, and 6% that said they were interested in temporary jobs.

We pushed a little further on temporary and found that 73% are open to temporary assignment.

We found that that number rose to 84% if the job had the possibility of becoming full-time. So this shows to us that people with disabilities want to work and they're willing to give you the chance to try them out via temporary positions.

We also wanted to understand what was important when they were choosing a new job. Across all the research that we do, with tech systems-wise and other markets we find that consistent employment is usually the most important thing when people are looking for a new job. That was no different for this group with 56% saying that that was an important characteristic.

What was a little different from some of the other communities that we do research in was the prevalence and high importance of diversity and disability in the environment, the location, and then flexibility.

It makes perfect sense that diversity and disability in the environment are part of their key decisions. And that's also why candidates with disabilities would switch jobs.

Location also makes sense in that people with disabilities may be looking for work that's close to home or accessible via public transportation. And flexibility, a lot of time they're looking for Telework options, part-time options and diswork options with their employers.

Moving on to a couple frustrations. What people with disabilities. Almost 60% said they are frustrated by a lack of positions that match their skills and qualifications and over half said they were frustrated by job descriptions that are too restrictive. This concerns what many of you already know and you're probably already working on. Many job descriptions include tasks, incompetencies, they're not critical to the success of the job.

Job descriptions may be unnecessarily screening out applicants with disabilities.

To take us a step further, what can employers like yourselves do to make job descriptions appeal to people with disabilities?

(Pause.)

>> TANIA LAVIN: So moving on, we know it's difficult to attract and retain people with disabilities if you don't know they're disabled. So when do they prefer to disclose? Only 22% disclose when applying and only 54% disclose prior to obtaining a job offer. Even worse, 24% never disclose.

Hopefully your efforts and this research can help to change this distribution in a positive way over time.

So what is important when they're choosing to disclose or not to disclose?

81% said that job security is important on whether or not to disclose, makes sense, they want to be comfortable. They want to feel secure that they're not going to lose their job if they choose to disclose or reveal that they have a disability.

78% also said it's important, the disability inclusiveness is important to their decision process. 72% revealed that whether the prior actively recruits people with disabilities is important. And 66% said their need for accommodation helps them to choose or not choose to disclose, which makes a lot of sense that they're going to disclose or if they have a need for accommodations, they're going to need to disclose that disability.

On the opposite side of the spectrum, what is a little less critical to the disclosure decision? Here are a couple factors that are less important when making a

decision to disclose or not; however, I caution you against discounting these as unimportant.

4 to 5 out of ten candidates with disabilities say these are important to their decision-making process. So while they're not universally important I'd encourage employers to strive to promote yourselves as a disability employer of choice in any way possible. And we have a list of some other factors that we can share after the call or offline, but the simple fact is that most of the efforts you make will make a difference to someone, and of course, the more visible your commitment, the better.

(Pause.)

Now I'm going to turn to some differences and similarities between the research results from candidates with disabilities versus candidates without disabilities.

Starting off demographically you'll see that for the most part these groups are pretty similar. You'll notice within the occupational areas, administrative and office support, customer service, and Call Center, and engineering or technical has some differences between candidates with disabilities and candidates without disabilities, but we feel that occupationally is a pretty consistent and representative snapshot.

Gender is probably the interesting difference that we did not predict. Certainly we know that people with

disabilities are not -- this much more likely to be female but in our respondent population there were 23% more women in candidates with disabilities responding versus those without, but certainly not significant and didn't have any effect on the data.

So here are some similarities, what do they agree about? They agree that the job market is highly competitive. 91% of candidates with disabilities and 88% of candidates without disabilities agree that it's difficult to find a job in the current market. They also agreed that their frustrated by little-to-no response from employers whose jobs they've interviewed for. 63% of candidates with disabilities and 60% of candidates without disabilities say they're frustrated by that.

And lastly, 57% of candidates with disabilities and 55% of candidates without disabilities, they were frustrated by the lack of feedback from employers after interviews. It's no surprise that automation has made it very, very easy to apply to jobs with little more than a click. So many employers receive thousands of submittals or applicants for a single job posting and we know it's very difficult for employers to get back to all of those applicants.

Especially in a personalized way. But what's a little discouraging is that among candidates with and

without disabilities, they're both frustrated by feedback and any response from the employers whose positions they have interviewed for. So here is some information in that respect.

Looking at some differences, candidates Wisconsin disabilities are less likely to feel optimistic after their interviews and are less likely to feel welcome by prospective employers.

I generally think that recruiters are some of the friendliest people in the world. We interview a lot of them. And I actually do some research for tech systems systems-wise and every year it comes back saying that our recruiters, 90% of our employers would say that our recruiters are friendly. So I don't necessarily think it's just a friendliness aspect but also just being trained on how to be sensitive and how to welcome prospective employees. And it's probably not the recruiters that are always at fault. Hiring managers are a big part of the system and especially within small, medium sized businesses where you may have less training and less experience in encountering people with disabilities.

Another area where they differ is that candidates with disabilities are more likely to have felt discrimination or felt discriminated against by prospective employers, whether it's real or whether it's inferred,

they're getting the feeling, and we don't want them to feel that way, of course.

Let's dig a little bit further.

In terms of post-interviews contained dates with disabilities are 14% less optimistic after their telephone interviews than candidates without disabilities. So vice-president% of capped dates without disabilities agree that they are still optimistic after their telephone interviews but only 45% of candidates with disabilities feel optimistic. That number jumps up to 20% when we talk about face-to-face interviews. 67% of candidates without disabilities said that they feel optimistic after face-to-face interview versus 47% of candidates with disabilities.

So if something is happening in that face-to-face interaction that's definitely making them feel a little less sure about their prospects of getting that job.

There are also some differences with regard to their experience over all with employers, as I mentioned before. 18% fewer feel welcome by potential employers and 23% more have felt discriminated against by potential employer. So 59% of candidates with disabilities said that they had felt discriminated against by a potential employer versus only 36% for candidates without disabilities.

So we're going to take these two factors and two experiences and look at them through a different lens specifically within the results from the candidates with disabilities to show how these two areas are certainly having some consequences.

So candidates with disabilities who don't feel welcome or who have felt discriminated against by potential employers are far more likely to agree or far less likely to agree that potential employers treat them all equally, and many more of them have had hiring manager ask an illegal or unethical question during an interview. In fact, 12% of candidates with disabilities who have not felt discrimination have said that they have been asked an illegal or unethical question during an interview versus 51% of candidates with disabilities who felt some level of discrimination.

In terms of interview or post-interview optimism, we also find that there's some more alarming differences between these groups as well.

35 to 48% difference in post-interview optimism with regards to telephone interviews. And 6 to 16% difference in the post-interview optimism for face-to-face interviews.

So to put that into perspective, vice-president% of those who feel welcome feel optimistic after a face-to-face interview versus 42% for those who don't feel welcome.

Frustrations are also a little more evident. For those that don't feel welcomed or discriminated against they're more likely to be frustrated by the lack of employer training whether it be sensitivity training or just general interview training for people with disabilities and they're also more likely to say that they're frustrated by workplaces that aren't disability-friendly.

Disclosure is another area where there are some differences of opinion. Those that don't feel welcomed or felt discrimination are more likely to say that it's easier to find work if you don't disclose your disability. And fewer of them disclose prior to receiving an offer. So those that feel welcome, 56% disclose prior to receiving an offer. If they don't feel welcomed or haven't felt welcomed, 40% will disclose prior to receiving an offer.

So with that in mind -- in all of this research, let's look at some advice directly from the candidates, to you, the employers.

First and foremost they really want to be treated equally and it seems like a given, but, know, of course, that given their experience it isn't always the case.

They just ask: Treat me as you would any applicant.

They also point out that we should probably only have the necessary qualifications in the job descriptions, keep

a strong focus on the primary needs of the position. Make sure that the positions aren't written in a way that unnecessarily screens them out because they can't lift 50 pounds even when that's not a requirement of the position.

Always focus the ability, not the disability. You look beyond their disabilities, look at their accomplishments, their qualifications, their skills, and really demonstrate that their disability doesn't matter.

Think about flexible working solutions. Flexibility was one of the key things that they look for when they're choosing a new job. So think about some flexibility and flexible options that you could promote to people with disabilities.

They also want the chance to prove themselves. If you look at some of the disclosure responses, some of them are only going to disclose after they've had the chance to prove themselves. And they really want employers to give them the opportunity to prove or show what they can do.

And this is one area where temporary work or contingent work might be an area to giving them that chance.

There's a little bit more advice. If they've disclosed that they have a disability make sure that you do some research before to understand what are some of the

reasonable accommodations, what would be necessary to make them feel comfortable, what can you ask about, what are some of the qualifications that you should be thinking about when you're interviewing the candidate.

They recognize that employers need to invest more in sensitivity and interview training. They understand that it's not just actually being in the interview but just being sensitive to their needs, and also, to refresh that employee training. It's not enough to have done it once in 20 years into your career, not to have it refreshed fairly recently.

And they also recognize that it's important to have top level executive commitment. Make sure that it's an intricate part of your workplace culture. They really want to see that level to be involved and it really helps them to see feel like employers have their best interests in mind.

So where should you be investing, marketing, making sure that your website is compatible, readable, accessible to all people. But outside of your general website or marketing social media as you all know is another place where you should be thinking about making sure that your interest and commitment to employing people with disabilities is prominent.

Workplace accessibility, of course, your real estate should be accessible to people that have a wheelchair, but think realistically about all of the places within your workplace, not just the front door, that need to be accessible. And that came out a little bit in the survey as well.

Training. They touched on it. We touched on it. It's very important to make sure that training is fresh, frequent, and applicable.

Structured interviews is one way that you can really make the interview process fair, and that we can be treating everyone equally. Make sure that we're not asking those illegal or unethical questions.

Job descriptions, this should really fall into the marketing category, but I felt like it was very necessary to pull it out, since it was one area that came through very strongly with the candidates with disabilities and it's another area where we cannot only think about what we can eliminate from those job description to say make sure more fair and make sure that we're only asking for the qualifications and the skills that are necessary, but also to promote your commitment within your job descriptions.

And finally, performance management. It doesn't all end once you've onboarded the candidate, making sure that your performance management systems-wise and structures and

prophecies are all fair to people with and without disabilities is another area to make sure that you focus on.

So with that in mind, these are the results, high level results that we have to share today. We certainly have other information that we could share to you, if you have a specific interest, and we'll be repeating this in the fall to measure any progress in the little time that we've had since section 503 went into place the.

And outside of researching with our candidates we're also very interested in hearing a little bit more from employers. So we'll kick off a similar study to measure some of your frustrations, your perspectives, and really to bring to light some of the best practices that you have to other employers, as well as to share in of your ideas and concerns with the community of job seekers, as well.

So, if anyone's interested, reach out to us, we'd certainly love any and all partnering opportunities and interests to make that happen.

So with that I'll turn it over to Amira, I'm sure there have been some questions and I know I talk fast. So if you have any questions or need me to repeat any of the data please let me know.

>> AMIRA FAHMY: All right. Tania, thank you so much for that presentation. There was a lot of great information in there and I am sure that everyone has a lot of questions.

So, anyone out there does have questions, please feel free to submit them through the Q&A or the chat boxes, and we'll make sure to get them answered by Tania and we've gotten a couple in already so we'll go ahead and start. So the first one is: What can employers do in general to make people with disabilities feel more welcomed. What is the number one thing that they should be doing.

>> TANIA LAVIN: That's a good question, I'm not sure that we got it inherently from the results. I would just make sure that you are focusing on their abilities as they say, instead of their disability, so that it doesn't matter, and really focus on the qualifications and skills and the expertise that they bring to the table. I would say that's the number one thing that I would do, but there are certainly other things that come into it in making sure some of the candidates expressed in the survey that you show no hesitation or even a little bit of propriety to not unnerve them or make them feel unwelcome. It's very hard, human nature, of course, but I think that sensitivity training will really help to bring about some of those factors that could be important to making them feel comfortable and making them feel welcome.

>> AMIRA FAHMY: That's a really great point. And if there are any employers out there that are interested in getting that training for their teams we do work with a partner called hire potential who is able to provide those trainings for recruiters and hiring managers, so if you're interested in in that, please reach out to the person handling your account and we can set that up.

We have copies of the presentation, I want to let you know, that, yes, it will be provided and will be available on the Advisory Council page after the presentations, we will also be including a link to the presentation so you can go through and listen to the recording from today's session as well. So that will be available right after the session.

Another question that we read is would are the unethical questions that are being asked during an interview.

>> TANIA LAVIN: It's really anything and everything that you could ever imagine. Some of the comments expressed some very specific and almost explicit answers when they -- when they defined what unethical questions or illegal questions they've been asked. I can certainly share some of those offline, but it's anything and everything that you could possibly imagine. It's hard to believe that April would ask some of those questions in an interview, but I guess it happens.

>> AMIRA FAHMY: All right. Great. And then another question that we received is other than various forward-looking statements of Outreach -- one second. Other than various forms of Outreach and relations any other suggestions to understand availability of candidates with disabilities?

>> TANIA LAVIN: So defining availability meaning.

>> AMIRA FAHMY: That's a good question. So whoever submitted that question if you don't mind clarifying a little bit and we can get back to that as soon as we have that information.

So another question that we received: Do persons with disabilities feel that they are one persons with disabilities rather than multiple communities based on their individual disabilities, has any unique data been collected based on disability, etcetera so the type of disability in the community.

>> TANIA LAVIN: Yes. We did explore visibility as a disability based on this study. We simply left it at how it varies somewhat or not at all visible. There were some slight differences among the couple questions and I'd be happy to share those offline but across most of the questions there weren't consistent themes. I was really surprised at that. One thing I will say about the people or the groups that feel welcome or don't feel welcomed or those that have felt discrimination, there was a stronger concentration of people with a visible or somewhat visible disability. But looking at those people alone

I was surprised to see that they -- they weren't anymore likely to feel unwelcomed or discriminated against, which is very interesting.

Looking at specific disabilities in terms of types, we didn't go that far. I think the Cornell research has looked at it from that angle.

I would -- I think that it's different strokes for different folks in this situation. Some people feel like their community at large across all types of disabilities and others really identify with their group. It really does differ from person-to-person. I didn't notice any consistent trends or themes.

>> AMIRA FAHMY: To follow up on that question, Tania, have you noticed any notice to disclose based on disability types.

>> TANIA LAVIN: All right. So anymore willing to disclose based on the type of disability that you have?

>> AMIRA FAHMY: Correct.

>> TANIA LAVIN: Yeah.

>> AMIRA FAHMY: Individual that's blind versus someone with a non-visible disability. Are there higher rates of disclosure?

>> TANIA LAVIN: The areas that have higher rates of disclosure are those people that needed or wanted accommodations. Outside of or looking at specific types of disabilities we really didn't find that. I'd be willing to look at it again to look at the visibility piece again, but it was --

it is very minor differences, nothing statistically significant. Hopefully if we have a larger pool of people contribute to this study next time we might start to see some more discreet differences but at this point I wouldn't say that there's anything statistically significant.

>> AMIRA FAHMY: Okay. Great. And we had a couple questions about the research study. So if an employer wanted to participate what would be involved with that?

>> TANIA LAVIN: To participate it could be as minor as responding to the survey that we, in the end put together, maybe 10 to 15 minutes of your time filling out an online web form. If you're willing to help us develop the questions, that might be a little bit more an effort, possibly an hour to two of your time just providing your guidance and providing some questions that you think would be beneficial to asking your peers.

We'd really be interested for sure if anyone's willing to partner with us in any way and certainly I think that you could all benefit from having a collection of responses from your peers and really understanding some best practices.

>> AMIRA FAHMY: That's great. You were planning to do the next form of the study in the fall.

>> TANIA LAVIN: Yes. In the fall. We did this last one in October of 2013. I would like to keep the cycle pretty

consistent in terms of timing. And the employer said it would probably be done around the same time.

>> AMIRA FAHMY: That's excellent. Our next Advisory Council will be in September. So if there are any employers interested or on the fence, we'll make sure to mention this again during our next session to give you a reminder and if you want we can get you hooked up with Tania at that point.

>> TANIA LAVIN: Sounds great.

>> AMIRA FAHMY: There is a question about where employers can find the best practices, so when it comes to a disclosure or accommodations or whatever it might be. Do you have any recommendations or I could actually take this one.

>> TANIA LAVIN: That's great. Sure.

>> AMIRA FAHMY: Okay. Sure. So there are a lot of great resources out there. And some of the websites that I would recommend, definitely the job accommodation network. If you're looking for information on accommodations or how to structure your job descriptions, it's [www..ask Jen.org](http://www.askjen.org). They have a lot of information on there and you could spend hours and hours going through that website and not get through all of it. Definitely check that one out. The other one is the employer resource network which is funded by the office of disability employment policies. They have specific sections just dedicated to employer best practices and have done a lot of research

studies on these topics, so you can test that out as well, and that is ask (inaudible).org.

Cornell University has done a lot of incredible research around bet practices for employers so I recommend some of their studies and if anyone wants specific studies or recommendations, please feel free to reach out to me and I can provide you with those as well.

>> TANIA LAVIN: Great.

>> AMIRA FAHMY: Great. So there is a question about 503. Did you ask any questions about section 503 or the impact of the new regulations in the research study? If not, were you including that leading forward.

>> TANIA LAVIN: The timing was right. We actually didn't think about asking any questions with regards to 503 in the candidate survey. It was on top of our mind for had we done an employer study last year, and certainly would be something that we would ask about in another employer study. It's a great point, but that's a possibility and something that we should ask about in the candidate study. And I'll definitely hold that as a question that we should definitely consider.

So if you have any specifics around how that question is to be asked or what information you would ask, I'd certainly be open to speaking with anyone about that.

>> AMIRA FAHMY: Great.

>> TANIA LAVIN: Really great point.

>> AMIRA FAHMY: Excellent. And I know there was another question around were any of the individuals surveyed students who might be open or interested in internships.

>> TANIA LAVIN: That's another one that has two sides of the coin that we did not investigate that I think would be really beneficial to exploring in our next study. We didn't ask -- we just certainly asked educational status, where have you -- what level have you completed we did not like where are you now? Are you studying, are you in the process of obtaining your college degree and we didn't ask about internships in that question of part-time, full-time, contract work. And that's a really valid point that we should definitely consider. So unfortunately we don't have any data at this time. I'll look through some of the open-ended response to say see if that came out at all, may be pretty easy to do that but nothing comes to mind, and there certainly weren't any questions that were hard coated in.

>> AMIRA FAHMY: Great. And maybe not just even students but anyone in general if they're interested in learning more about opportunities so we could reach out and contact them directly.

>> TANIA LAVIN: Really good point. Thank you.

>> AMIRA FAHMY: Okay. And then on your last slide you had six areas that employers should invest in. Which of the six should employers start with, which is the most important since they have to manage their time and obviously they can't work on all of them at once.

>> TANIA LAVIN: Very, very interesting question. And I think everyone's response would be to pick all of them, and I understand that your time, your money, your brain power can't certainly cover all six at the same time. I think most employers probably have workplace accessibility covered with regards to real estate and making everything accessible. I think that training is probably the most critical aspect.

Once they're in an interview, or once they're encountering an employer, it is absolutely critical that employers are welcoming people, are avoiding any discriminatory or illegal questions, and that they're just making people feel comfortable. So, and I think that's one that can probably be wrapped around your efforts with interviewing and training in general, for all people, whether it be people with disabilities, etcetera. So that's really where I would start. And then everything can kind of flow from that naturally. If I were to start or name a second place to start it would be marketing but, of course, that is so comprehensive these days because marketing not only includes your website and all of your job descriptions but also social media I know that that's difficult and can be costly. But you really want to be out there in the marketplace stating your can commitment and showing that you're committed to employing people with disabilities.

So great question, I'd be the interested to hear what everyone else on the line thinks in terms of the most logical place to start.

>> AMIRA FAHMY: Actually we're going to have a lot of great questions and if anyone out there still has any questions, please send those in through the Q&A box, we have a little bit of time left. We did get a follow-up about the availability question. So the initial question was: Any suggestions to understand the and abilities of candidates with disabilities, and they said that they were talking about the availability for the number of individuals that were doing specific jobs, so were they professionals, technicians, laborers, that kind of thing or occupational levels.

>> TANIA LAVIN: So now within this study, but in the general public, yes, the Census Bureau actually has some data on how people with disabilities sort of -- not categorize, but where they work, within different industries as well as within different types of occupations or functions. And I can certainly share that.

I think the most up-to-date census data that we can share is probably 2010 or 2012. So it's fairly current. And I don't think that the data has changed all that much over time, but we could certainly look at some time stamp differences as well. The Census Bureau is definitely the

first place to start for that information and we're happy to distribute that if April's interested.

>> AMIRA FAHMY: Yes, and actually the Bureau of Labor Statistics recently released their study and their findings from 2013. So that is a study that came out last week. So you can check that out as well.

And one thing that we actually found, doing some research just internally at the GettingHired teams, we came across information about a study that was done for the vocational rehabilitation that listed all the different occupations that individuals that participated in that program had. So we can share that information with you as well, because that was pretty interesting. Obviously those individuals might vary a little bit based on other individuals that don't need (inaudible). But it will give you a good idea of kind of how it's classified within that program at least.

>> TANIA LAVIN: Uh-huh. Great. Great.

>> AMIRA FAHMY: All right. Well, I think that's all of our questions that we've received so far. So unless there is anyone else out there that has a question we can go ahead and wrap it up. So, Tania, thank you so much again for being here, it's been a really great session and I think we shared a lot of great information. If there are any more questions, please feel free to reach out and ask them, and hopefully you will all consider

participating in the next research study that's going on this fall. Thank you all for participating and attending today. We look forward to meeting with you again in September. Thanks, and have a wonderful rest of the day.

>> TANIA LAVIN: Thank you.

(Hanging up.)

(End of call.)

(12:41 PM CT.)

\*\*\*\*\*

This text is being provided in a rough draft format.

Communication Access Realtime Translation (CART) is provided in order to facilitate communication accessibility and may not be a totally verbatim record of the proceedings.

\*\*\*\*\*