

<p>WIOA Task Force/Subcommittee <i>(Fill in the name of your subcommittee or task force)</i></p>	<p><i>Technology and Access Task Force</i></p>
<p>Recommendation <i>(State the recommendation you are asking the Steering Committee to consider and adopt)</i></p>	<p>The Technology and Access Task Force recommends:</p> <p>The Monster Solution Disability label used in the current system design needs a third option for Section 503 Contractors and jobseekers with disabilities.</p> <ul style="list-style-type: none"> • The job seeker can choose to have the disabled label only be viewable by self-identified 503 employers (or also State of Washington under governors 5% initiative or other certified disability hiring initiatives from employers); • 503 employers, or other employers identified as seeking qualified job candidates with disabilities, can check a data field to indicate they are able to view job candidates that have checked the new third option for private viewing for targeted employers. • With this third choice, the 503 employer can search and filter for job seekers that have self-disclosed they have a disability and non-identified employers will not have the ability to search or filter for job seekers with disabilities.
<p>Background <i>(Please provide the background information that was considered and the action leading to this recommendation and the problem or issue solved.)</i></p>	<p>503 contractors are mandated by the DOL and the OCCP to use the One Stop centers to post job opening and as the 503 contractors are expected to work toward a utilization goal of 7% employees with disabilities across all job descriptions through current employee rolls, or new hires. 503 contractors have incentive to use the One Stop centers to assist them in achieving this goal and can be considered a primary employer customer in the One Stop or WIOA system. It would be in the best interest of the One Stop Centers to provide usable tools to assist these employers in seeking qualified job candidates with disabilities, as these contractors represent 25 percent of the national workforce. Therefore, it would be in the interest of the One Stop centers to have the Monster Solution project serve this employer customer as well as the focused WIOA customer of individuals with disabilities.</p> <p>The current Monster project has a disability label that a job seeker can choose to have visible or not, and it is either on or off.</p>

	<p>The 503 contractor has the ability to search the Monster system to look for qualified disabled candidates and invite them to apply with their company, and this is only accomplished if the job seeker chooses to have the disability label switch on.</p> <p>The job seeker under the current system is forced with the following decision:</p> <ul style="list-style-type: none"> • Turn the label on and be seen by all employers looking for job candidates; • Turn the label off and not be identified as a job seeker with a disability; • Turn the label on only when the job seeker is sending a resume to an employer or job listing; • Send the resume to employer without disability label. <p>As most people in the disability community are aware, there is a general disadvantage in disclosing you have a disability in your job search at the point you are not speaking “face-to-face” with the employer to respond to potential stereotypes or to answer specific questions on how you would be accomplishing the work.</p> <p>Many job seekers with disabilities have experience employers that have screen people with disabilities out of their possible candidate pool. With the disability label turned on or visible in Monster, screening job seekers with disabilities out of candidate pools would be very simple and discretely easy.</p> <p>Jobseekers are faced with the choice of turning the disability label on – so 100% of employers can screen based on this label. Or, turn the disabled label off and being missed by the 25% of employers that are 503 Federal Contractors. So the choice of turning the disability label on is that 75% of employers may filter you out while you hope that the 25% of 503 contractors will screen you in.</p> <p>This is an untenable situation for a job seeker with a disability using the new Monster Solution system.</p>
<p>Who was engaged in this process? <i>(Please provide a list of subcommittee or task force members and who they represent)</i></p>	

<p>What, if any, is the minority recommendation? <i>(If the committee could not reach consensus on a majority recommendation, what was the alternative under consideration?)</i></p>	
<p>Are there any unresolved issues? <i>(Please let the Steering Committee know about any unresolved issues around this recommendation.)</i></p>	