
The Council of State Administrators of Vocational Rehabilitation (CSAVR) to Launch its Talent Acquisition Portal®!



Move Beyond Compliance and Gain the Competitive Edge – “TAP into Talent”

The **Talent Acquisition Portal®** (TAP) is led by the Council of State Administrators of Vocational Rehabilitation and The National Employment Team (NET) in partnership with disABLEDperson, Inc. TAP is an online system which includes both a national talent pool of Vocational Rehabilitation (VR) candidates looking for employment and a job posting system for businesses looking to hire individuals with disabilities.

TAP offers business the opportunity to post jobs, search candidate resumes based on skill sets and geographic availability, capture job metrics, generate compliance reports, interview candidates, have online job fairs, and have their jobs seen by individuals with disabilities across the country. Business will also benefit from VR Counselors and qualified candidates searching the available opportunities. Small, medium, and large businesses all have the opportunity to receive all the benefits TAP offers through flexible job posting packages, and outreach opportunities. TAP is supported by the NET which includes VR Business Consultants in every state, the territories and D.C. who can partner and can provide support services to your business at the national, state and local level.

Vocational Rehabilitation serves approximately 1 million individuals with disabilities per year, and has over 25,000 staff across 80 agencies in all 50 states and U.S. territories. VR offers the largest talent pool of candidates with disabilities in the United States, making tapABILITY.org the premier web portal for business to hire individuals with disabilities.

TAP offers business and employer customers the opportunity to:

- **Post jobs that will be seen in all 80 VR Agencies and 25,000 staff in the 50 States, Territories and DC**
 - Use a State of the Art “TAP Matching” system linking your job to candidates that meet your employment needs.
 - Utilize a State of the Art API which will integrate with any company career site.

- **Generate Reports-TAP was built to help business track and record job metrics and hires into reports.**
 - Included metrics are: the number of jobs posted, number of job views, number and visibility of applications/applicants, and tracking hires. The metrics were built with input from *the National Industrial Liaison Group (NILG)*, *The United States Business Leadership Network (USBLN)* and the *Office of Federal Contracts and Compliance (OFCCP)*.

- **Access to the largest centralized talent pool of individuals with disabilities in the country.**
 - View resumes of a talent pool of Candidates who have self-identified as applicants with disabilities
 - Access candidates who have inputted skill set, experience and geographic availability.
 - Vocational Rehabilitation serves close to one million individuals with disabilities annually with approximately 250,000 job ready candidates at any given time.

- **Host Online Virtual Career Events and Interviews**
 - Through an easy and seamless approach to connecting to applicants with the assistance of The National Employment Team (NET).
 - Downloadable PDF's that transcript conversations available.

- **“TAP Matching” matches business to candidates who are available to relocate for a job.**
 - This increases your candidate pool and allows business to know the geographic availability of candidates.

- **Access THE NET's point of contacts at the national, state or local level to assist you in developing a strategic plan.**
 - Access talent and support services that meet your needs across your footprint.

- **TAP is affordable to large, medium and small businesses alike that can all benefit from TAP.**
 - Minimize your spending and maximize your “Return on Investment” through flexible packages.

- **Develop effective partnerships between your business, qualified VR staff and specially trained employer consultants.**
 - Support is available to assist you in developing a company profile, get involved in hiring events, place banner logo, in other words, *GET INVOLVED* and *BE KNOWN* as an *EMPLOYER OF CHOICE* for talented candidates with disabilities.

TAP Offers Candidates:

Vocational Rehabilitation's candidates with disabilities can explore job opportunities at the local, state or national level by utilizing TAP's "TAP Matching" which will match their skills to specific jobs and locations. Candidates will interface with companies who have a commitment to hiring qualified applicants with disabilities. These candidates do this with the support of their VR Counselor and the National Employment Team. The site is fully accessible.

Compliance:

Although TAP was not built solely for compliance, it was built with the input of senior officials at the Office of Federal Contracts and Compliance (OFCCP) so TAP features all the necessary metrics for the new 503 and VEVRAA regulations. Employers will be more than impressed by the reporting metrics of TAP and the ease of generating your own reports.

The Launch:

TAP was launched to VR nationally the first week of January 2014. The 80 agencies in the 50 states, territories and D.C. are currently populating the portal with their counselor and candidate population. This process is going smoothly. Once we reach a critical mass, we will open TAP up to business. Interested?

Contact us:

Interested Employers please go to tapABILITY.org or contact Kristopher Corso at Kristopher@tapability.org or Kathy West Evans at KWest-Evans@rehabnetwork.org.



TAP Partnership is comprised of the **Council of State Administrators of Vocational Rehabilitation (CSAVR)**, a membership organization of the Directors of the public Vocational Rehabilitation (VR) agencies across the U.S. CSAVR is a 501 (c) 3 non-profit organization with representation from every state, the territories and D.C. **THE NET** vision is to create a coordinated approach to serving business customers through a national VR team that specialized in employer development, business consulting and corporate relations offering business customers access to the largest talent pool of candidates with disabilities as well as a variety of technical assistance, consultation and support services. **disABLEDperson, Inc.** is a 501 (c) 3 non-profit organization whose mission is to reduce the high unemployment rate of individuals and veterans with disabilities nationwide.

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