

Mission Moments

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Ability Aware Reverse Job Fair Flips the Script on Hiring

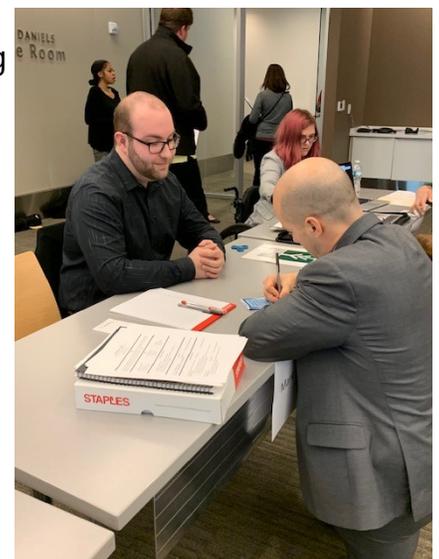
As of February 2019, the unemployment rate for individuals with disabilities was 9.1 percent, more than double the rate for those without disabilities, which is 3.9 percent (United States Department of Labor, Office of Disability Employment Policy). Tangram knows that individuals with disabilities face many barriers to employment, including lack of soft skills, lack of opportunity, and misconceptions about their abilities, which is why Tangram Business Resourcing teamed up with Autism Society of Indiana to host the first Ability Aware Reverse Job Fair on Wednesday, March 6, sponsored by Eskenazi Health.

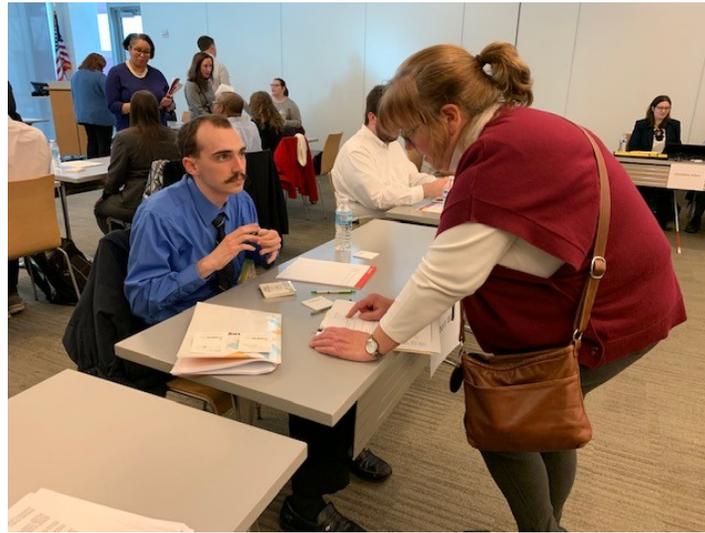


What is a reverse job fair? Imagine a traditional job fair, where recruiters stand behind tables and jobseekers walk around to find opportunities, then flip it! At a reverse job fair, employers are encouraged to walk around and talk with job seekers stationed at tables to find the right person for their open positions. This makes the prospect of a job fair less intimidating for jobseekers and allows businesses to focus on individual job seekers more.

Tangram Business Resourcing and Autism Society of Indiana reached out to local colleges and universities to identify jobseekers with disabilities and provided professionalism training and interview preparation to the 25 participants before the job fair. Representatives from 25 companies across many different industries attended the fair and gave positive feedback on the format. Tangram Business Resourcing also offered a free Disability Awareness and Etiquette training for businesses to boost their confidence in recruiting these skilled candidates.

The event was a huge success! Several candidates had interviews scheduled at the end of the fair and we are still following up with employers and candidates to see how many interviews or hires have happened in the days following the fair. We hope to continue to grow this event next year given the positive reception and support from the community this year. What a great way to celebrate Indiana Disability Awareness Month! **View more photos of the event and find links to media segments below!**





Ability Aware Reverse Job Fair on Hiring Hoosiers, WRTV: [Watch Now](#)

Ability Aware Reverse Job Fair on Fox 59: [Watch Now](#)

Ability Aware Reverse Job Fair on WFYI: [Listen Now](#)

Ability Aware Reverse Job Fair on Community Connections, WTLC-AM: [Listen Now](#)

For more information about Tangram Business Resourcing, visit www.tangrambusinessresourcing.org or e-mail tbr@thetangramway.org

For more information about Autism Society of Indiana, visit www.autismsocietyofindiana.org

