

FY24 Training Summary Feedback: Interviewing Candidates with Disabilities

216 Attendees | 80 Responses

SURVEY RESPONSES

The training met my needs
and expectations.

Strongly Agree/Agree **98%**

The training answered questions
I had coming into the session.

Strongly Agree/Agree **98%**

The format and delivery of the
content was effective.

Strongly Agree/Agree **98%**

The training content was
appropriate for the audience.

Strongly Agree/Agree **98%**

The presenter was knowledgeable
and engaging.

Strongly Agree/Agree **98%**

I would recommend this training
to others.

Strongly Agree/Agree **97%**

I feel more confident in my
ability to interview candidates
with disabilities.

Strongly Agree/Agree **98%**

There was enough time for
questions.

Strongly Agree/Agree **94%**

COMMENTS

What other disability-related information could you benefit from learning about?

More information on conversations with those who have
neurodisabilities (i.e. cerebral palsy, autism, etc.)

Legal components/rights that candidates have
when interviewing.

What did you like best about the training?

Having the question about how someone will be
able to perform the job with or without reasonable
accommodations.

I liked how it reframed my “assumptions” about disabled
people and their abilities.

Full of useful insights and a script to respond in the
moment when an interviewee may bring up disability or
accommodations during the recruiting process.

What could we have done better?

Spelled out more explicitly what is legally required when
interviewing candidates vs. what is a best practice (but isn't
legally required). Maybe having a slide speaking to that.

What were the key takeaways from this session?

Don't ask if they need accommodations, ask if they can perform
essential tasks with or without reasonable accommodations.

Focus on the job description versus one's disability.

Don't make assumptions about people's needs (#atp). Create
an environment and hiring process where we treat candidates
equitably.

What did you like least about the training?

Asking the questions in an open forum like that is tough.
You can feel judged by others for sharing your feelings.

Any additional feedback?

Sharing of a personal story helped give real
context to the discussion.