

Job Banks and Job Posting Services Specializing in Recruitment of Individuals with Disabilities and Useful for Section 503 Employer Recruitment

ABILITY Jobs: The ABILITY Jobs website provides a dedicated system for job-seekers with disabilities to help them find employment. Participating employers pay a subscription fee to post job opportunities and search available resumes to find qualified applicants with disabilities. Job-seekers register free of charge to post resumes and conduct job searches. Resumes remain anonymous until job-seekers grant permission for individual employers to contact them. Visit: www.abilityjobs.com.

Bender Consulting: Under contract with the Federal Office of Personnel Management (OPM), Bender Consulting Services recruits, screens, and directs job-seekers with disabilities for consideration for Federal employment opportunities in major metropolitan areas throughout the United States. The resumes of job-seekers are placed in a database that is accessible to the hiring managers and human resources personnel in all Federal agencies. Placement with Federal contractors is also an option. Visit: <http://www.benderconsulting.com/>.

COSD Career Gateway: Career Opportunities for Students with Disabilities (COSD) is a dedicated job board for college students with disabilities and employers who want to recruit them. COSD Career Gateway is the first nationwide online job posting and resume database system devoted to college students with disabilities. It is a primary job board for employers to reach this recruitment pool. College students with disabilities use this tool to identify employment opportunities with employers who are committed to including disability as part of their diversity efforts. There is no charge for students to register or for employers to post information on available jobs, internships and/or co-op opportunities. Visit: <http://www.cosdonline.org/>.

Disability.jobs: Disability.jobs by DirectEmployers is an employer supported job board platform that provides an interactive network of job-related sites that includes direct connections to hundreds of thousands of jobs from large and small organizations such as IBM, Conoco Phillips, Newell Rubbermaid, AT&T, and Verizon. It also includes direct connections to job openings at Federal, state and local government agencies, educational institutions and non-profit organizations, as well as many unique personalization tools to enhance a visitor's experience. New jobs are added daily with special emphasis on veterans and military, people with disabilities, diversity, and green jobs. Visit: <http://disability.jobs/>.

DisABLED Persons: DisABLED Persons is a job board for people with disABILITIES that includes information on over 40,000 active jobs with companies across the United States interested in hiring individuals with disabilities. With hundreds of new jobs posted daily, the sponsors work closely with employers, disability organizations and State Vocational Rehabilitation (VR) agencies. Account registration is free for both job-seekers and employers. Job-seekers who register to post their resumes and conduct job searches can receive automatic notifications via text or email when jobs in their chosen fields and areas of interest are posted. Visit: <http://www.disabledperson.com>.

Enable America: Employers subscribe with a fee to post job openings with Enable America. Job-seekers must register to establish free job-seeker accounts and to post their resumes. Job searches are free. Visit: <http://enableamerica.jobs/>.

Getting Hired: Getting Hired is a social networking community and job portal for job-seekers with disabilities. Employers pay a subscription fee to post job openings. Job-seekers must register to establish free job-seeker accounts and to post their resumes. Job searches are free. Visit: <http://www.gettinghired.com/>.

Hire Disability Solutions: Hire Disability Solutions is part of the Monster network described in the generic posting and hiring services section of this document. No registration is required for job-seekers with disabilities to do job searches. Visit: <http://hireds.monster.com/>.



Job Banks and Posting Services: Resources for Service Providers and Employers

Recruit Disability: Sponsored by the Sierra Group, Recruit Disability is an 'open source' employment initiative that makes information regarding job-seekers with disabilities, and the programs that support them, available for use by hiring managers in all types of industries across the United States. Job-seekers can create resumes, find information on salaries, and set up email alerts to notify them when jobs fitting their skills are posted. No registration is required to do job searches. A Job Seeking Tools page provides useful information such as tips on creating cover letters and resume templates. Registered members have access to free tele-seminar trainings about job searches. Visit: <http://www.recruitdisability.org>.

Think Beyond the Label: Think Beyond the Label is a private-public partnership established in 2010 to facilitate more streamlined collaboration between public and private workforce systems to build the pipeline of qualified candidates with disabilities and meet the overall hiring needs of businesses. The website provides businesses with up-to-date information, tools and the state and local resources needed to hire people with disabilities and integrate them into the workforce. A partnership with Internships.com (listed separately in this document) provides internship application opportunities for students with disabilities. A recently added online tool called "Hire Gage" helps employers calculate the potential financial benefits of hiring a person with a disability. Check out the network and digital hub that provides information, tools and resources to aid in job searches, and the Essential Workplace Skills Webinar Series for tips on disability disclosure, communicating accommodation concerns, resolving problems with supervisors and other helpful topics of interest. Visit: <http://www.thinkbeyondthelabel.com/>.

Workforce Recruitment Program (WRP): WRP is a recruitment and referral program that connects highly motivated college students with disabilities and recent graduates with employers nationwide that offer internships and permanent jobs. Over 6,000 students and recent graduates have received temporary and permanent employment opportunities through the WRP since 1995. WRP requires participating candidates to be current, full-time undergraduate or graduate students with disabilities, or to have graduated within one year of the release of the database each December. WRP's interviewing process, which is managed by college campuses, occurs during October and November of each year. Visit: <http://www.wrp.jobs/>.

Job Posting Services and Job Banks Specializing in Recruitment of Job-Seekers with Disabilities Who Are Military Veterans

Job Opportunities for Disabled American Veterans: This website has hosted a non-profit job board for disabled veterans since 2009. The sponsor works in concert with many Wounded Warrior Transition Command Centers, Disabled Veterans' Outreach Programs, Local Veterans' Employment Representatives, and multiple military organizations that support our Nation's Heroes in their search for employment. The board lists over 40,000 active job openings, with hundreds of new jobs posted daily. Users can register, post their resumes and search by job title, description or location. Visit: <https://www.jofdav.com/>.

Hero2Hired (H2H): Supported by the Department of Defense's Yellow Ribbon Reintegration Program, H2H was created to make it easy for Reserve Component service members to connect to and find jobs with military-friendly companies. No registration is required to conduct job searches. H2H also offers career exploration tools, military-to-civilian skills translations, education and training resources, as well as a mobile application. Visit: <http://www.h2h.jobs/>.

RecruitMilitary: RecruitMilitary is a veteran-owned firm dedicated to helping veterans achieve their dreams. This database provides close to 800,000 job postings, including veteran jobs and civilian career opportunities, new business and franchise ownership opportunities, education, training, and much more. Over 700,000 veterans and military spouses are registered to use the site. A number of veteran-friendly organizations are identified and a map of the United States is available to locate upcoming job fairs throughout the country. Visit: <http://recruitmilitary.com/>.

Job Postings for Positions with the Federal Government

USAJOBS: The Federal government is actively recruiting and hiring people with disabilities. This site provides access to the Schedule A Hiring Authority for People with Disabilities as well as several other application options available to applicants with disabilities. Schedule A relates to the appointment of individuals with intellectual disabilities, severe physical disabilities, or psychiatric disabilities to positions within the Federal government [see 5 CFR 213.3102(u)]. For candidates with disabilities who are eligible to use it, this authority provides an additional mechanism for applying for Federal positions, i.e., beyond competing for positions by applying competitively. For more information, check out [Disability Employment](#). Competitive appointments are among the other application options available to job-seekers with disabilities. Many applicants with disabilities find employment through standard competitive procedures in the same manner as individuals without disabilities. For more information on applying competitively, check out [Competitive Examining](#). Visit: https://help.usajobs.gov/index.php/Individuals_with_Disabilities.

National and State Workforce Agency Job Posting Services and Job Banks

American Job Centers (AJC): Every state receives Federal funding to operate a Workforce service delivery system within the state. Most of these funds are distributed to local American Job Centers that provide direct services to job-seekers. Every state Workforce system maintains its own job bank, providing information on job listings throughout the state. These websites can be searched for current job postings using company names, job type, key words, geographic area, etc. To identify companies that are affirmative action employers falling under the requirements of Section 503 of the Rehabilitation Act, listings can be searched using terms such as “affirmative action,” “AA,” “equal opportunity employer,” “EEO,” etc. Check out the Resumes and Interviews link for useful tools and tips to support job searches. Locate the AJC serving your area by visiting America’s Service Locator at: <http://www.servicelocator.org/>.

US.jobs: Sponsored by the National Labor Exchange (NLX), the US.jobs website is the primary Federal and State job posting and job search source for employers and State Workforce Agencies. US.jobs is free to both employers and job-seekers. The [NLX](#) collects job posting information from employers and feeds it into the US.jobs system. The job openings are exclusively found on over 9,000 corporate career websites and in state job banks. All job openings are unduplicated, currently available, and with vetted employers. Job feeds are refreshed and shared with states daily. The previous day’s file is eliminated and replaced with a new one to ensure the currency of the job postings. The NLX is a public-private partnership between [DirectEmployers Association](#) and the [National Association of State Workforce Agencies](#) (NASWA). Visit: <http://us.jobs/>.

Job Posting Services and Job Banks for Recruitment of All Types of Job-Seekers

[Note: Some of the descriptive information on the sites listed below was taken from a May 2014 PC magazine article on the best job search websites. To view the slide show, which includes snapshots of these webpages, visit: <http://www.pcmag.com/slideshow/story/294523/the-best-job-search-websites-apps>.]

CareerBuilder: CareerBuilder allows job-seekers to search for jobs by location, job type, and key words. Users can store up to five resumes and cover letters publicly or privately, as well as create up to five personal search agents to receive emailed job listings daily or weekly. The site can scan resumes and match jobs according to the experiences of job-seekers. Visit: <http://www.careerbuilder.com/?cbRecursionCnt=1>.

Dice: Dice is the leading career site for technology and engineering professionals, hosting close to 80,000 listings at every IT level, from entry to senior. Job-seekers can create free and confidential profiles to post their resumes. Dice can also be used to analyze technology trends, get career advice, and ask technical questions. Visit: <http://m.dice.com/m2/index.jsp>.

Glassdoor: Glassdoor is a free career community that gives job-seekers an inside look at jobs and employers, with over half a million companies being reviewed in 2013. The content includes salary reports, company assessments, interview questions, aggregated job postings, average salaries for specific positions, and more. The information is posted by company managers and employees, as well as by job-seekers. Visit: <http://www.glassdoor.com/index.htm>.

Idealist: Sponsored by the company Action Without Borders, Idealist is targeted to people seeking employment with non-profits and those seeking volunteer opportunities and internships. The site is funded by individual contributions and grants, as well as fees from organizations that post job openings. Visit: <http://www.idealist.org/>.

Indeed: Employers can start an account and post job listings on Indeed. This site gets 100 million unique visitors each month. Search results from this site include listings aggregated from thousands of company websites and job boards across all fields. Once registered, job-seekers can receive automatic emails about openings matching their skills. Visit: <http://www.indeed.com/>.

Internships.com: Sponsored by the CareerArc Group, Internships.com provides information on paid and unpaid internships. The site has more than 78,000 internships registered on behalf of more than 52,000 companies across the country. A tool called the Internship Predictor can be used to find available positions based on the user's personal interests. Visit: <http://www.internships.com/>.

LinkedIn: LinkedIn is a professional social networking site that can also be used for job searches. Employers can search the site for qualified candidates and job-seekers can search listings. The user's profile, which lists work experience and skills, is essentially his or her resume. Employers can list job openings on the site and users can both search for openings and investigate potential employers. Visit: <https://www.linkedin.com/>.

MAXOutreach: MAXOutreach has a national network of over 87,000 community organizations that connects employers with talent in local communities. MAXOutreach distributes employers' job openings to community organizations within geographic proximity of the job locations and these community-based organizations share the job opportunities with the people they assist. Partnering community organizations include State agencies, veterans groups, programs serving individuals with disabilities, government agencies, government-funded job placement services, and more. MAXOutreach's geo-positioning capabilities enables employers to target specific geographic locations and demographic populations to find local applicants to fill their hiring needs. MAXOutreach's easy-to-use job board gives job-seekers the resources and social tools needed to create profiles, update resumes, search and apply for current job openings. Employers post job openings to MAXOutreach and community organizations review the open positions and refer qualified applicants. Job-seekers can create profiles and upload resumes, as well as search and apply for positions. Visit: <https://www.maxoutreach.com/>.

Monster.com: This website allows job-seekers to browse openings by job title, key words, or location. The site lists hourly, part-time, and full-time jobs in practically every career field. A job-seeker has the option of using a privacy feature that blocks specific companies, such as one's current employer, from seeing his or her resume. A Career Advice section provides articles and advice on exploring careers, creating resumes, completing applications, and developing interview skills, along with other helpful tips and advice. Visit: <http://www.monster.com/?disRe=true>.

Simply Hired: The Simply Hired website gathers listings from thousands of sites across the Internet, including job boards, company career sites, newspapers, non-profit organizations, government sites, and more. Job-seekers create accounts that allow them to name, save, and manage searches; manage email alerts; revisit jobs already viewed; rate and save notes on jobs viewed; and block specific companies or sites from showing up in their searches. The site can also be used to find information on the job market in specific locations. It also features a frequently updated blog providing advice for job-seekers and a Job Search Advice link for advice and articles on resumes, applications, interviewing and related topics. Visit: <http://www.simplyhired.com>.

Skip the Drive: Skip the Drive is a job board dedicated to telecommuting and remote-work opportunities for those interested in these types of jobs. Job-seekers can review and apply for jobs free of charge, upload resumes and receive job alerts to their email accounts when jobs which meet their chosen criteria are posted. Visit: www.skipthedrive.com.

Snagajob: The Snagajob website targets individuals looking for jobs in the retail industry, driving jobs, and more advanced placements in management, nursing, and more. Users can register to have email alerts sent automatically when positions meeting their specified criteria or related positions are posted. Check out the Job-Seeker Resource page for helpful advice on creating resumes, completing applications, interviewing and related topics. Visit: www.snagajob.com.