



New Tool Helps Employers Ensure Accessibility of Online Job Applications

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WASHINGTON – The U.S. Department of Labor’s [Office of Disability Employment Policy](#) today announced the launch of “[TalentWorks](#)” – a free online tool that helps employers and human resources professionals ensure accessibility in their web-based job applications and other recruiting technologies for job seekers with disabilities.

Created by ODEP’s [Partnership on Employment & Accessible Technology](#), TalentWorks provides general background on accessibility and e-Recruiting, as well as practical tip sheets for making online job applications, digital interviews, pre-employment tests and resume upload programs accessible. PEAT created the tool after its [national survey](#) of people with disabilities found 46 percent of respondents rated their last experience applying for a job online as “difficult to impossible.”



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“Inaccessible technology prevents people with disabilities from applying and interviewing for jobs, and limits the talent pool for employers,” said [Deputy Secretary of Labor Chris Lu](#). “The U.S. Department of Labor is committed to helping employers improve their recruitment and hiring processes. With resources like TalentWorks, employers can build a diverse, more inclusive workforce by ensuring their organization’s virtual door is open to everyone.”

Lu formally unveiled the new tool during his keynote address on March 22, 2016, in San Diego at the [2016 International Technology and Persons with Disabilities Conference](#) hosted by California State University, Northridge.

TalentWorks synthesizes ideas and solutions that PEAT has gathered from employers, advocacy organizations, job applicants and technology providers. It is the latest enhancement to a suite of tools and resources PEAT offers to improve the employment, retention, and career advancement of people with disabilities through the promotion of accessible technology.

PEAT is managed through an ODEP-funded grant to the [Rehabilitation Engineering and Assistive Technology Society of North America](#). For more information, visit [PEATworks.org](#).



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