

POWERING INCLUSION

Awareness. Action. Accountability.

**2019 Powering Inclusion
Summit Breakout Session**
No Wrong Door: How We Create a
World-Class Workforce

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Legacy Hiring Practices



What are legacy hiring practices?

All companies, organizations and firms have something in common: they hire to grow their teams.

There are many ways to determine the best hire for a position, but some practices reinforce barriers to employment and bias in hiring authorities regardless of intent.

Those practices – known as Legacy Hiring Practices – prevent inclusive work spaces and further prevent our region from building an inclusive economy after the workday ends. Some barriers are bigger or more common than others, however the first step to overcoming them is to be aware and take action.



Barriers to Employment

From Sonja Simpson, Director of Employer Relations at the Center for Economic Inclusion

- Age
- Disabilities
- Criminal record
- Disadvantaged background
- Domestic violence
- Drug and/or alcohol abuse
- Lack of education
- Employer biases
- Has a child
- Housing issues or homelessness
- Ineffective job search skills
- Lacks basic and soft skills
- Limited English/French proficiency
- Long-term welfare recipient
- Mental illness
- Needs training
- Needs child care assistance
- No transportation
- Gaps in employment
- Lack of self confidence/low self esteem
- Wanting to give up/burnout
- Not understanding modern recruitment practices
- Inability to identify transferable skills
- Lack of formal qualifications
- Lack of IT skills
- Physical health issues
- Little or no work history
- Sick family member
- Learning disabilities
- Children's Services involvement
- Suspended driver's license
- Legal problems
- Social isolation
- Financial issues/Debt
- Illiteracy
- Appearance



Should You Adjust Your Hiring Criteria?

Critical questions to consider

1. What qualifications are absolutely essential to the job?
2. What skills can a candidate learn on the job or with training?
3. What skills and abilities are nice-to-haves?
4. Don't get hung up on the paper chase!

Full Article: "Should You Adjust Your Hiring Criteria?" *Robert Half Blog*. April 3, 2019.

roberthalf.com/blog/management-tips/should-you-adjust-your-hiring-criteria



7 Ways to Improve Your Hiring Process

1. Build a strong employer brand.
2. Move as quickly and efficiently as possible.
3. Write better job descriptions.
4. Embrace digital trends and social media.
5. Fit the personality to the job.
6. Improve your interviews.
7. Keep an eye on your reviews.

Full Article:

Caramela, Sammi. "Tips for Improving Your Hiring Process." *Business News Daily*. April 17, 2018. www.businessnewsdaily.com/7155-startup-hiring-tips.html.

