

# 2015 eRECRUITING AND ACCESSIBLE TECHNOLOGY SURVEY\*

I AM BLIND OR VISUALLY IMPAIRED 10%

I AM DEAF OR HARD OF HEARING 26%

I HAVE PHYSICAL AND/OR MOTOR DISABILITIES 21%

I HAVE COGNITIVE AND/OR INTELLECTUAL DISABILITIES 29%

OTHER 14%

\*427 respondents

## JOB APPLICATIONS

46% rated their last experience applying for a job online as "difficult to impossible"



Of those 9% were unable to complete the application and 24% required assistance



## TOP eRECRUITING ACCESSIBILITY ISSUES

- Complex navigation
- Timeout restrictions
- Lack of video captioning
- No alternative text for images
- Poor screen contrast
- Inaccessible form fields
- Mouse-only input option



## PRE-EMPLOYMENT TESTING

67% have been asked to complete pre-employment assessments or testing for a job opportunity



Of those 22% were unable to complete testing and 19% required assistance



## TalentWorks

PEAT surveyed people with disabilities nationwide who had recently applied for a job online. The results identified critical accessibility problems with typical eRecruiting practices—issues that may exclude 1 out of every 5 candidates from consideration.

Based on this research, PEAT is building *TalentWorks*, a series of tools, resources, and leading practices to help employers leverage accessible technology to recruit and hire the best talent.

Check out TalentWorks in fall 2015 at [www.PEATworks.org](http://www.PEATworks.org).

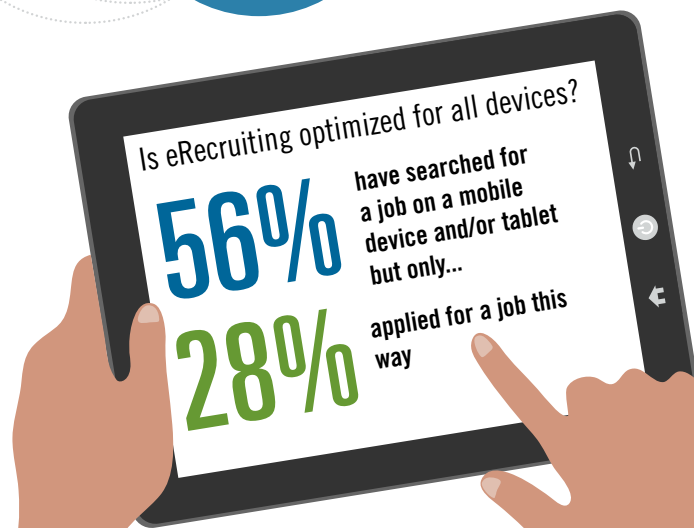
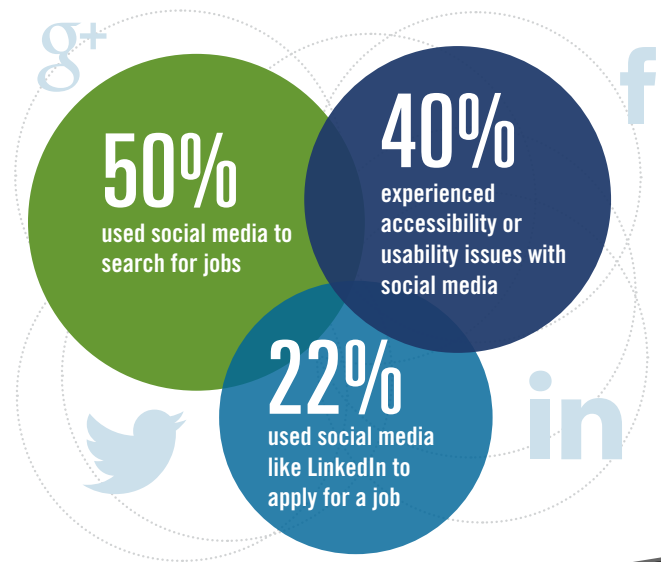
## TECHNICAL ASSISTANCE

Of those applicants using employer-provided "technical assistance"



42% were able to complete the application

58% were not able to complete the application



## TalentWorks infographic

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## 2015 eRecruiting and Accessible Technology Survey\*

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- I am Deaf or hard of hearing 26%
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- I have cognitive and/or intellectual disabilities 29%
- Other 14%

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## **Technical Assistance**

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## **Social Media**

- 50% used social media to search for jobs
- 40% experienced accessibility or usability issues with social media
- 22% used social media like LinkedIn to apply for a job

## **Is eRecruiting optimized for all devices?**

56% have searched for a job on a mobile device and/or tablet but only...

28% applied for a job this way

For more information, please contact [info@peatworks.org](mailto:info@peatworks.org) (link sends e-mail) or visit [www.peatworks.org](http://www.peatworks.org)