

Diversity Recruitment Package

Executing a Diversity Employment Strategy

In today's business landscape it is essential to support a diverse workplace. Much research has been conducted on the benefits of having workplace diversity and all documentation reinforces the added value diversity staffing delivers. Some of the benefits include:

- **More productive working relationships and perspectives**
- **Increases creativity and innovation**
- **Improves performance outcomes and customer satisfaction**
- **Adds wide-ranging skill sets and problem solving capabilities**

Cultivating a diverse candidate pool requires a diversity recruitment strategy. To develop a workforce rich in diversity, human resource managers need to begin at the top of the hiring funnel. In constructing your hiring funnel you should consider the quality and demographic sourcing of your candidates. Are you just posting a job on websites and hoping for the best? Is your current diversity recruitment activity driving results? Growing a diverse workforce will take more than putting jobs on ad-hoc websites.

America's Job Exchange (AJE) has created a comprehensive Diversity Recruitment Package solely focused on providing your company the tools to build a diverse workforce. AJE's Diversity Recruitment Package was designed purposefully to maximize company job postings and expand visibility to employment seeking individuals from a large assortment of backgrounds. With AJE you can leverage our job distribution expertise and established industry relationships to meet your staffing goals.

Here is what AJE's Diversity Recruitment Package is comprised of:

Job Distribution to:

- **One-Stop Career Centers** – 2500 state employment offices working directly with veterans and local job seekers for job placement
- **Community Based Organizations** - Over 4,500 public and private nonprofit organizations, many focused on specific diversity hiring
- **JOFDAV & Disabled Persons** – Leading websites focused on assisting veterans and other job seekers with disabilities
- **America's Job Exchange Main & Niche Sites** – This includes americasjobexchange.com and our network of sites that cater to veterans and individuals with disabilities

Job Distribution Reporting:

- **Job Distribution Tool** – Ability to report on the job distribution details for any of your jobs
- **Individual Job Reports** – Reports detailing distribution to specific organizations we are partnered with (Women's Services, Veterans, etc.) and view click and apply summaries for the job postings
- **Job Center Report** – A summary report of websites and job centers where jobs are distributed; valuable for affirmative action reporting

Outreach Management Solution

- **Contacts Database** – Search our database of over 7000 organizations by location and/or diversity focus for contact information
- **Events Database** – An up-to-date catalog of events (Job Fairs, Conferences, etc.) hosted by our partners that can be easily filtered and searched based on location, event type, and diversity area of focus
- **Activity Capture** – A quick and simple one touch way to record each outreach activity, auto-populating contact information so all you have to do is rate the interaction and save
- **Activity Reporting and Evaluating** – Report on your outreach efforts for compliance or to assess their overall effectiveness

For more information about AJE and our Diversity Recruitment solutions, contact a sales consultant at **1-866-926-6284** or sales@americasjobexchange.com.



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