Opportunities for Ohioans with Disabilities (OOD) is the State of Ohio agency that partners with Ohioans with disabilities to assist them in achieving quality employment and independence.

In April 2017, OOD and The Ohio State University (OSU) began a three year partnership to increase the number of successful employment outcomes of OOD job seekers at OSU. The three year goal is the hiring of at least 100 OOD job seekers.

The partnership, funded through a grant from the Poses Family Foundation, embeds an OOD Talent Sourcing Coordinator (TSC) at OSU to link qualified OOD job seekers with available OSU jobs. The TSC assists the job seeker through the application and interview process and will advocate for the job seeker with the recruitment and hiring managers of OSU colleges, business units, and the Wexner Medical Center.

The first year resulted in the hiring of 14 OOD job seekers at Main Campus and Wexner Medical Center (a 25% increase from the previous year) with an 85% retention rate. Ten OOD job seekers have already been hired within the first three months of the second grant year.

The OOD TSC ensures pre-screened candidates are pre-screened and meet the minimum qualifications of the open position. The individual's disability is also taken into consideration, as the goal is a quality, long-term hire for both the candidate and OSU.

There is no requirement to interview or hire OOD candidates. OOD is simply offering a qualified, diverse candidate pool and is a resource for both the candidate and employer throughout the hiring process. The OOD TSC also collaborates with the OSU ADA Office and Disability Program Managers as needed.

The success of the partnership is dependent upon OOD and OSU working together as a team throughout the hiring process. By providing feedback on OOD candidates' performance and progress during the interviewing process, OOD can incorporate this into each candidate's individual job development plan to refine the candidate's job seeking and interviewing skills, increasing the likelihood of a successful employment outcome in the future.

To date, OOD candidates have been hired for the following positions at Wexner Medical Center: Unit Clerical Associate, Patient Access Coordinator, Nurse, Clinical Research Assistant, Office Clerk, Food Service Worker, Custodial Worker, Patient Care Associate and Laboratory Technician. Main Campus hires have included: Fiscal Associate, Groundskeeper, Student IT Assistant, Custodial Worker, Professional Tutor, Graduate Teaching Associate and Office Associate.

Ohio State, in partnership with OOD, is now providing training focused on raising awareness and inspiring employees to cultivate an inclusive culture for individuals with disabilities. “Disabilities Etiquette” is a 1.5 hour in person training offered several times throughout the year and signup is available in BuckeyeLearn. Sessions are offered at both the Medical Center and on Campus and are open to employees of both. *OSU is working on getting HRCl credit preapproved for this class.

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