



## HR Highlights August 2022

### **Alternative Hiring Process Makes Steady Progress**

The [Alternative Hiring Process](#) was launched in April to provide an additional resource to increase the employment of individuals with differing abilities in the state workforce. Since its inception, over 200 individuals have requested a Certificate of Disability (COD) for consideration through AHP. At least one half of these individuals met the eligibility requirements and were issued a COD. To date, RMS reflects 75 AHP applicants being considered for state employment. Although not ideal, these metrics represent steady progress.

We encourage you to take these steps to build on the progress made for this talent pipeline:

- Ensure the [AHP supplemental question](#) is included on all job postings in order for the AHP to be appropriately noted as an option on the application.
- Continue to give priority consideration to AHP applicants for open positions within your agency.
- Attend Windmills training to build your knowledge to support people with differing abilities.

Please reach out to [Natalie Brannon](#) or [Sandra Phipps](#), our DHRM Liaison for questions regarding the Alternative Hiring Process.