
TALENT ALIGN

JOB MATCHING
for persons with disabilities

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The Challenge

High turnover rate among people with disabilities



e.g.

50% of employees **with mental health disabilities**
leave their workplace within **the first year.**

What Is Behind the Challenge

Invisible needs are often overlooked

Case: Person with autism, and she left her job recently.

Past situation



Struggling in a communicative environment

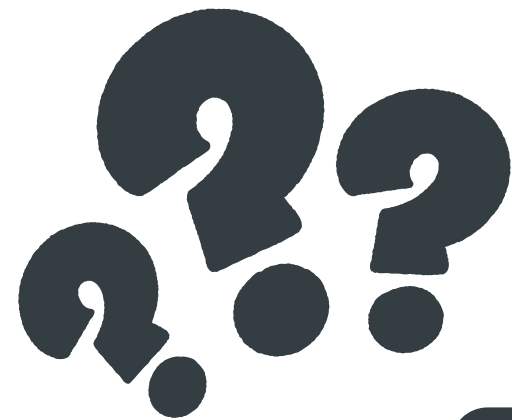
Ideal situation



Working in a quiet environment

Why are invisible needs often overlooked

Companies don't know how to accomodate for people with disabilities



The current job matching situation

Lack of awareness and sensitivity toward disabilities and necessary accommodations in the workplace

Existing job matching services

Disability Support Services



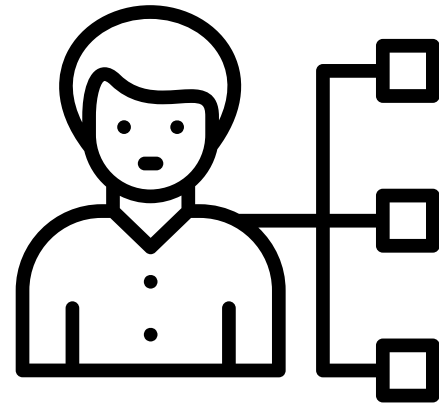
Job Site for people with disabilities



Depending on the skills of the support staff

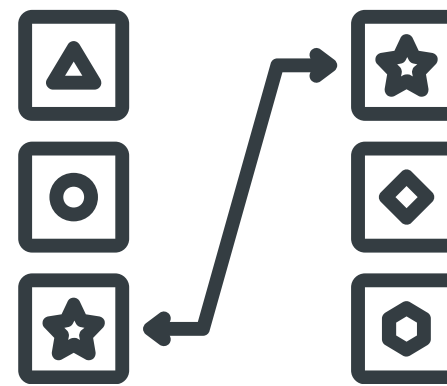
Few Considerations for Disability Accommodations

How We Solve the Problem



Person with disabilities

- Reasonable accommodations based on individual disability characteristics
- Preferred or strength-based job tasks



Matching



Companies

- Reasonable accommodations based on individual disability characteristics

Provide personalized matching based on each person's unique disability traits, connecting them with roles/environments where they can thrive.



Questionnaire

Q1

What is your readonable accomodation?

【Wheelchair accessibility】

- ☐ Accessible toilet
- ☐ Elevators

What is your communication needs? (multiple selection)

【Communication】

- ☐ Brush talk
- ☐ Sign Language

【Sensitivity】

- ☐ Auditory Sensitivity
(Noise-canceling headphones, Quiet space, others)
- ☐ Visual Sensitivity
()



Report screen



Eri Yamamoto
Lower limb disorder

I primarily use a wheelchair, but I’m able to take a few steps with support, such as holding onto a handrail.
You’re welcome to ask me about my disability anytime.

■ Wheelchair accessibility

- | | |
|---------------------------|---------------------|
| 【Must 】 | 【Want】 |
| • Accessible parking spot | • Accessible Toilet |

■ Communication

- | | |
|---------|--------|
| 【Must 】 | 【Want】 |
|---------|--------|

Personalized visualization of disability-related traits

Next Steps & The Ask

