

Case Study for Pharma Company



Challenges

- Enhancing workforce diversity
- Integrating individuals with disabilities in manufacturing, R&D, and business services
- Initial geographic limitation to North America with plans for expansion to APAC and EMEA



Solutions

Employee Training

- Comprehensive eLearning modules
- Live virtual sessions for pharma company's workforce
- Over 10,000 trained

Support and Concierge Services

- Personalized support and accommodations for new hires

Technological Integration

- Dedicated portal and APIs feed for real time job openings, effective coordination of program, and communication with team and stakeholders

Community Engagement

- Active engagement with the local disability community
- Disability staffing services and vendor management programs

Outcomes



Inclusive Hiring

30+ hires with a
94% retention rate



Program Expansion

- Expansion to **7** sites within North America
- Plans for international scaling



Recognition and Impact

- Chief People Officer received an award from Disability:IN **2023**
- Self-identification among employees with disabilities increased by **200%**
- Program featured in pharma company's Town hall

Conclusion

- SourceAble program enhances already existing diversity and inclusion strategies
- Delivers tangible business benefits
- Positioned as a model for global market expansion
- Sets a benchmark for inclusive hiring practices in the pharmaceutical industry