

# Case Study for Pharma Company



## Challenges

- Diversifying the workforce through the Diversability program
- Integrating individuals with disabilities across MedTech, Pharma, and Supply Chain operations
- Initial geographic limitation to 7 states and 13 sites in North America with plans for expansion to EMEA and APAC



## Solutions

### Enterprise-Level Initiative

- Centralized support and accommodation mechanisms

### Training

- Over 3,000 employees trained via eLearning modules and live virtual monthly series

### Strategic Support System

- Designated disability concierge for integration navigation
- Integrated support services for seamless transition of new hires and existing staff

### Program Mechanics

- Integration into core business units: MedTech, Pharma, and Supply Chain
- Holistic approach to sustainable diversity within organizational operations

### Community Engagement and Accommodation

- Collaborative effort with the disability community through Rangan
- Implementation of a vendor management program for disability support
- Robust accommodation administration process for candidates

## Outcomes

### Hiring and Retention



42 hires with an  
**89.47%** retention rate

### Expansion and Scalability



- Successful establishment on the NA West Coast
- Plans for EMEA expansion and an APAC pilot

### Strategic Diversity Initiatives



- Demonstrated the power and effectiveness of such initiatives with high hiring and retention rates
- Planned geographical expansion highlights the program's potential

### Innovation and Community Reflection



- Investing in a diverse workforce drives innovation and reflects the pharma company's community values