>> Hello, everyone. I see we have a couple of people that have joined. This is Teresa from Disability:IN. We're going to get started a couple of minutes after the hour to allow people to join the call. Feel free to join by the teams meeting link. For follow along on your computer as we will be sharing the slides previously sent by email and things from my web browser.

>> You've been muted. To unmute yourself, press star 6.

>> Hello everyone, need to see if you can mute yourself later, I believe, by pressing star 6 but I am told everyone will be on mute. There's no need to join the video version. Feel free to do that if you want, but we will just be sharing some slides that I sent earlier about an hour ago for the presentation. And then we'll get started in a couple minutes after the hour. For everyone else I see our numbers are ticking up slowly. We're going to get started in a couple of minutes. This is Teresa from Disability:IN. If you can check your email for a PowerPoint presentation that I sent earlier that would be great. Then we'll get started shortly.

>> Hi. I didn't receive that email.

>> We're going to go through it on a teams meeting so you will be able to see the slides that way. Then I will follow up with an email to make sure that everyone got the slide presentation.

>> I just wanted to say there is a notification that came out that this meeting was canceled.

>> Yes. I also received that.

>> I'll try to address the echo. Sorry that you received a cancellation. I think we have quite a number of people who have joined the call, so I think that may have been a confusion there. But I think people are still being able to join. But thanks for letting us know. Great. We're going to give one more minute for people to join, and then we'll go ahead and get started. Thanks, everyone, for joining and being on mute.

>> Hello, everyone, this is Teresa from Disability:IN. We're going to go ahead and get started. I want to say a big thank you for everyone who joined the call today. Thank you for bearing with us in the weeks past when we had to move the meeting back a little bit to make sure we had all the information ready to share with you today about how you can interview the next leader at the 2020 conference.

I'm going to first share my screen, and we're going to go over the PowerPoint presentation that I sent as a PDF earlier today about an hour ago. If you were ‑‑ weren't able to receive that, that was ‑‑ that is okay. We'll share the slides after the call to make sure that you have it as well. And then for now we're going to share the presentation in the Microsoft teams meeting live so you can follow along that way. So without further ado I'm also going to make sure this is being recorded for those who are unable to join the call so we can have that available for them. Give me one second to do that. Looks like I'm having technical difficulties with that so bear with me. One more second. Looks like my computer is freezing with the recording button. And in the meantime I would just ask if everyone can make sure they're on mute if you're just joining, to place yourself on mute so we can hear the presenter during the presentation. And, Lynn, I'm going to ask if you can ‑‑ oh, looks like I got that up. Okay. We should be able to start the recording shortly. Great. Thanks, everyone.

>> This meeting is being recorded and/or transcribed.

>> Of the NextGen Recruitment Opportunities, it was the PDF I sent an hour ago. It's a two‑fold process we have for the conference, match making and interview process. So we'll go into that, do a brief introduction of who our staff are that are working with the NextGen team and then a little about our NextGen leaders and then go into the meat of the topic. With that I want to introduce myself, this is Teresa speaking, I am the manager of the NextGen initiatives and the leadership program here at Disability:IN, and I've been here for a little bit over a year doing this work. Prior to that, I was on your end working in recruiting at a financial institution in the D. C. area. So happy to be with Disability:IN. And additionally we have Lynn Simonye, my colleague here. Lynn?

>> Good afternoon, everyone. Welcome. Many of you I have worked with before in the past years, have been with the program for about five years. And those of you that are new, we are so glad to have you. Thanks, Teresa.

>> Thanks, Lynn. So with introductions out the way I'll just talk about our NextGen leaders program. So we have worked with over 1,000 students in our NextGen program, both those in our current program and part of our alumni program. And so we work with students who are not just called students with disabilities but also recent graduates.

And we work with them from February to July each year through our mentorship program that entails both the mentoring capacity and concludes with our conference of the Disability:IN annual conference each year.

So that's been underway. Our NextGen cohort will be experiencing a conference for the first time this July. On this slide slide 3 is about our NextGen leaders, slide 5, excuse me, about the NextGen leaders demographics. They are diverse, these are recent graduates, 59% people of color, 47% women, and 20% LGBT. We have 60% that are in STEM fields, 16% that are in business. And then of course others with different disciplines such as finance, HR, public policy, law and other fields as well.

(no audio).

>> So good afternoon, everyone, it's Lynn. I just wanted to report back in that Teresa's got kicked out of the call at this point so she's trying to join back in. So please bear with us. I believe we are on slide number 5, and I'm going to have to make sure that Teresa can get back in. I think this has to do with having a large volume of callers today, which is fantastic. So please be patient with us as we work this out. Thanks.

>> This is Scott, I'm not hearing anything on my end. I just wanted to see what happened with the phone.

>> Yes, this is Lynn Simonye, thank you for that comment. Teresa's trying to log in right now and unmute herself.

>> Thank you. Wanted to make sure. Thanks. Appreciate it.

>> Thank you. I think I saw Teresa's screen pop up. Are you with us, Teresa.

>> Lynn, this is McKenzie. I just put the slides back up so when she gets back in, hopefully her computer lets her keep going.

>> McKenzie, thank you for doing that. If you're ‑‑ are you going to stay on board, maybe you can run the slides, and I can read through everything? McKenzie.

>> Oh, sorry, I muted myself again. Yep, that works, I'm here.

>> Great, thank you. All right! So I think we're back on board here, and we'll just kind of pick up where Teresa left off. She's going to try to get back online with us.

So slide 5 indicates the demographics of our NextGen leaders. We did share most of this as they went through the registration process for match making. So these numbers haven't changed. Next slide, please. Okay. Are you back on board there, McKenzie.

>> I'm here. Can you see the slides?

>> Right. You can go to the next slide, please. All right. So let's talk a little bit about the actual matchmaking process. Teresa, if you can hear me, you can jump back in any time. So for those of you that were able to get in with the matchmaking registration this year, we're delighted to say that we've got everyone matched to the NextGen leaders at this point. By June the 25th you should be receiving an email which will contain the instructions on how the process will work this year since it's virtual. Please note, if you've done this before, this will be different. In those instructions will be a chart that indicates the name of each of the matches of the students and the actual time that they are slotted to speak with you.

And then also we're going to have information on how to access the resume database because of course you're going to want to go out and research each of those NextGen leaders to learn more about them and find out who it is you're going to be sitting with. One note, this will be done on your own platform this year. So make sure that you ‑‑ we'll have more instructions about that as we get through the rest of this PowerPoint presentation today.

So the next steps for you ‑‑ woops, the previous slide, McKenzie, thank you. The next steps are to use the resume database for you to actually be interested in any individuals overall, if you're seeking to fill positions or internships we've encouraged our corporate partners to go to the resume database and look up the individuals you're seeking whether it's by the type of degree that you're looking for or the experience that they have.

The next thing you will need to do in the matchmaking process is to create the link that you're going to send to the individual, to the NextGen leader. That link is important to be done ahead of time, and it is for the individual to meet you in your platform to have this meeting. The reason that we're doing it this way is so that the companies and corporate partners don't have to comply with the platform we choose, and you have a better option of being able to get through your own company fire walls if you use your own platforms. That's a big change this year.

Also, please know that your NextGen leader will be assigned to an ASL interpreter if they need accommodations. And there are very specific instructions in how to do this. Those instructions actually were sent to you in the email invite and the email that was sent out this week to each one of you, so you're going to want to ‑‑ I would download those, actually, myself just to make sure you have the proper links available.

Okay, next slide, McKenzie.

>> And thanks so much, Lynn, for taking over, I appreciate that while I had technical difficulties.

>> Glad you're back.

>> Thank you. So on this slide is the matchmaking schedule as Lynn has talked about. You'll have about five different sessions for each person to meet with the NextGen leader, and you'll talk in 15‑minute increments with 15‑minute breaks in between. So from 1:00 we'll go from 1:00 to 1:15, 15 minutes with the NextGen leader, then a 15‑minute break before your next session with the next NextGen leader you've been assigned to. We wanted to make sure that you understood how the sessions will go, and then you can be able to work with your NextGen leader to set up the links and send those directly to them. That was the matchmaking part of our process.

The next thing we're going to talk about is the interview process. So this is going to be different than matchmaking. Thanks, McKenzie. There are three steps to our interviewing process for our NextGen leaders. First, use the resume database. Next, ask for accommodations of the NextGen leader and lastly, send us your interview details so not that only we have a record of it but we can make sure for the accessibility part that we are covered for all of our NextGen leaders. Our conference interviews will take place during July 14th through July 16th which is during the Disability:IN conference which is not during the NextGen programming that's happening the week before. We wanted to clarify those dates. Only on the 14th, 15th and 16th are we having these interviews, and we're having them every day from 10 a.m. to 6 p.m.

Next slide, please. So the first step in our process is to use the resume database. So we have our databases available year‑round to all corporate partners, able to access and reach out to our NextGen leaders. There are different search functions that you can use, search by location, field of study, degree to find our NextGen leaders. We're going to go into how you do that specifically on the next slide.

So to use a resume database you're going to start with a resume link that was on the previous slide to access the resume database. The log‑in information is available from our info@disabilityin.org email address. The log‑in is exclusive recruiter as a user name, then password your next hire. We have that sent out to all of our corporate partners but again that email is info@disabilityin.org to contact them for the access information. So now this is something that we were going to hope to do, and maybe we'll be able to do this, we were going to show you how to actually use a resume database. So if you'll bear with us, we'll pop over to that and show you how to use the resume database. So I'm going to share my screen.

Great. So you can see my screen. And now I'll show you the resume database. Before I show you the resume database I wanted to show you this landing page that we have on the Disability:IN website. That covers our NextGen leader agenda and the agenda for the entire conference for the NextGen leaders program. So you can see there that we have the information that we're covering on the website so that in case you ever lose this information in the PowerPoint presentation, no fear. You can go to our agenda page and be able to find the steps to interview our NextGen leaders.

Next I'm showing you on the screen is our Disability:IN resume database. So once you log in, the log‑in button's on the corner you'll see this landing page that I encourage you to read because it goes over how to use a resume database. So if you forget this information you can use that.

Next you would click on the button that says search the database, and you'll be taken to the database itself for our NextGen leaders. Essentially the database has not only our NextGen leaders, the current college students and recent graduates with disabilities, part of our current cohorts and the resumes of the national alumni, the 800 leaders we've impacted since our program began. Some of the resumes are in the database, some are not so we're continuing to enter the alumni. Under the program section of the search options, click "NextGen leaders" to focus on the candidates ready for and focusing on the conference this year. So with that, the other program to draw attention to quickly is our inclusion works career connection. Those are our people with disabilities who are a little more experienced. They may have about three to five years of experience in the workforce, which is different from our NextGen leaders for some of them, the majority of them.

So you click on NextGen leaders and either search by the different criteria here, say that you want someone who is looking for full‑time positions, you can select that. You can also select people who are at a certain educational level, maybe that they're pursuing their bachelor's degree, and you want to meet someone that's working in business. So whatever criteria that you select you can make those indications on the left‑hand column of the page, and then at the bottom of that page, you'll be able to select "search" or you can press the enter button, and it will show you all the people that meet that criteria coming up on the right‑hand side of the screen.

All of those people that you're seeing there, you can choose to click on each one, and you'll be able to download the search result for their resume. This information, when you click on their profile, has information on their background, field of study, are they willing to relocate, their graduation date, academic major and so on.

And then additionally if you instead wanted to export the whole database you'll be able to click on this button here and export full database to download the entirety of the date base. It would also have a link to their resume in their spreadsheet file, easier for you to manipulate if you're looking to maybe add this to your CRM platform, whether that's workday or any kind of platform that you're using for your HR system recruiting process. You'll be able to utilize that spreadsheet to help you do that.

That is how to use our resume database. That is the first step that we mentioned. That's how you're going to reach out to your NextGen leader to be able to indicate who you'd want to interview during the conference. I also want to make a call out that when you receive your matchmaking matches, you will also come to the resume database to receive the resumes for those leaders that you're matched with. So the resume database will be very important for you to use and navigate when you're reaching out to our NextGen leaders or receiving your matchmaking matches.

Now, with that I will go back to the presentation and talk a little bit more about the second step which is to ask for accommodations. Once you've identified your NextGen leader, the biggest step and most important that you should be doing regardless of whether you're doing it for this conference or any conference is to ask for an accommodation. So your NextGen leaders are individuals that have disabilities that may or may not need accommodations in the hiring process. And it's really important that you ask for their needs ahead of the interview just in case they need an accommodation.

So that could entail needing an ASL interpreter for their conversation or needing captioning. If they need an ASL interpreter for their interview we have ASL interpreters provided on the three dates of interview slates to reach out to and select to have an interpreter for your interview. I'm going to go and show you now that process for doing so. So we have a Calendly link for you to set up the time you're available for the interview and the interpreter's availability to interpret your interview. On the screen is the Calendly link. This is the interview request form we have for our NextGen leaders who need ASL interpreters, this is just for ASL interpreters. There are three dates for the interview, you'll see the three dates to select, July 14th, July 15th and July 16th. Once you click on a date such as July 14, the available times of the interpreter available will show up on your screen. On the screen here the available interpreter because it's available the whole entire time from 10:00 to 6:00 is showing from 10 a.m. to 5 p.m. as opportunities to interview with an ASL interpreter. Once you select it, we are going to select 10 a.m., once you click that it will send you a page to fill in the details for the interview. So in this case we are going to have the name of the person filling out this form, which would be hopefully the interviewer, but if not it will just be your name, whoever is filling out the form, and your email.

The next thing you want to do is add, this is an important step, this is where you add the NextGen leader and the interviewer to this Calendly link. In this case I'm just going to add an email, whatever email that I add, I just need to press "enter" and it will add the email to the guest email box. So again this is where you add the NextGen leader so they actually show up to the interview. Then you add any other interviewers to the interview process that are not you to the interview. And you can add up to ten additional people but of course I'm assuming you will not need ten for your interview.

The next question it asks is about the video platform. This is where you would enter if you're using Zoom, teams, Webex, Google hangout, go to webinar, we just want the name in the first box there.

The next question is about the video meeting link. So this is where we want the specific link to the specific interview that you're having. So, for example, this will be the Teams link that would take them directly to the interview session, directly to the Teams meeting or it could be the Zoom link with the Zoom meeting ID at the end of that link. That's what you would place in this box.

Lastly we ask for any other details to help the interpreter prepare for your meeting. This is something you would leave blank or just put N/A but if there are any things you think would be helpful for the interpreter, this is where you would enter that information. If I was done with entering all my information I would click "schedule event." Then a calendar invite would be sent to you, to anyone who you indicated in the guest emails box, and to the interpreter, and you'd be able to see the interpreter's email on the invite from it because it would come from the interpreter's information.

So that is how you select and suggest an interpreter or select an interpreter for the interview with your NextGen leader.

Now I'm going to return back to the presentation to continue the steps for asking for an accommodation. So what we just went through was the accommodation process for asking for an ASL interpreter but not all NextGen leaders need an ASL interpreter, some may need real time captioning. If a NextGen leader needs real time captioning, use a virtual platform that actually has the ability to enable live captions. In Teams meeting such as the meeting that we're using today there is an option for you to select for enabling live captions. And then also Google meet has live captions already embedded in its platform automatically. So those are two platforms you can use but you're welcome to use any platform that enables live captions, we just wanted to suggest two of them for you.

So I want to just touch upon using Teams for live captioning, this may involve IT at your company. For Teams as you can see if you're using the Teams meeting like today there is a way to enable live captions and use that on your own but that has to be enabled by your IT department or who owns your video viewing platform at your company to enable the captions to be able to be used. So I just included a picture of what that looks like. Go to your meeting policy settings, then you go under participants and guests, then there's the option for enable live captions, and you want to select disabled but the user can override. That will allow on the next slide, slide 16, for the user to actually enable the captions during the meeting. So there's a menu button, three dot ellipses and turn on live captions preview. You don't have to worry about educating our NextGen leaders, they will be provided these instructions to turn on the captions provided they're available at your caption. That's why we included slide 15, the captions for Teams will not work unless it's been enabled by your IT policy at your company.

Google meet already has captioning available simultaneously so there's no need and no extra steps there. So if that is an easier platform for you to use we definitely encourage you to use that. So this has all been step 2, how to ask for accommodations. Now we're going to talk about step 3, the final step of the interview process, is for you to reach out and tell us your interview details. So we have a form for you to fill that will ask for the information that we need to track your interview and be able to provide troubleshooting support for anything that goes wrong in your interview between your NextGen leader and you. This is also available online. And the limping is here to sign up for the interviews. So this is where you just input the information that you've completed through those three steps.

We ask for details Sitch as company name ‑‑ such as company name, the name of the interviewer, email address, phone number, the interview date, interview time, the name, phone number and email address of your NextGen leader, and then we also particularly ask for the specific videoconferencing link to the specific interview. We just want to be able to troubleshoot because the NextGen leader has been reaching out to us to communicate with us for the interview so far, and we want to be able to troubleshoot should something come up and need help in connecting to their platform. We'll be able to have this all on one spreadsheet to help us help you a seamless transition to your interview.

Again, this is the last step that you complete, filling out this form on the screen here. Which is because we want to also know if you've requested an ASL interpreter, we want to make sure you've requested that before you fill out this form and that you asked about real time captioning before you fill out this form. So again, that is the last step in our process. I want to show you where all of this lives, again, as I said at the beginning, all of this lives on our conference agenda website under the NextGen leaders agenda, you see it at the top of the screen, it has step 1, step 2, step 3 with all the correct links there. Should you forget this information just have that book marked as your landing page. We will upload this deck to this page as well, as well as the recording and the transcript so you can follow along should you need more of a fresher on this information.

So with that I'm going to continue with the presentation, which is just to recap the two processes that we have simultaneously. We have the matchmaking process which, again, you're going to receive on June 25th. It's going to have all the instructions for your matches and the names and timing of your matches. Again, the schedule for that is going to be in your email as well. You're going to have them between 1:00 and 3:15 p.m. with 15‑minute breaks in between. And then after that, if they run over that's okay because there's that 15‑minute break but we hope that you stay on time with your next start of each meeting. Again, that was a separate process of the interview process which is just three steps to select your interviews with NextGen leaders using the resume database, ask for accommodations and send us your interview details. So with that we have about 22 minutes left for question and answers. So if you do have a question and you're on the Teams meeting you can feel free to use the chat function and Lynn will be monitoring that to answer questions or you can unmute and ask your questions directly on the line.

>> Hi, thank you guys so much for providing all this information. I just had a quick question between the time frame of your current slide shows between 10:00 and 6:00 eastern time, and then slide 9 showed between 1:00 and 3:00, I just wanted to confirm the windows that they would be taking place.

>> That's a great question, Francesca. Slide 9 refers just to our matchmaking process so that is where you receive five interviews between 1:00 and 4 p.m. just for our matchmaking session. Slide 11 refers to our interview process which occurs on July 14th, 15th and 16th that occur between 10 a.m. to 6 p.m. So those are entirely two different processes, one is on July 9th, 1 to 4 p.m. Then on slide 11 is just our interview process July 14th through the 16th.

>> Okay. Thank you.

>> Great question.

>> This is Leslie. I have a quick question. When can we start scheduling the interviews.

>> Great question. You can start beginning today to schedule the interviews with our NextGen leaders. They've all been prepared that you will be reaching out to them through the resume database, emails, phone numbers. Any time today moving forward. We do have a cutoff of when you can schedule interviews which is the 12th of July. Which is that Sunday before the 14th just so we can make sure if anyone needs an accommodation that we can provide that in time for the interview.

>> So this is Robert. I have a question. Obviously the matchmaking and the interviewing are separate events. I did want to get some clarity, this is my first time coming to a conference, how would you differentiate the matchmaking events from interviewing? Is it to have matchmaking spark interviews, and if you can give clarity as to what that looks like.

>> Hi, Robert, welcome, we're excited to have you. That is a wonderful question. The matchmaking process is a 15‑minute session which is more of an informational interview between you and the NextGen leader. It's an opportunity for you to kind of build brand awareness of your company and the roles that it has open and any opportunities that you might have down the pipeline for NextGen leaders or college students and recent graduates so it's kind of a spark to a full‑on interview in that it's only 15 minutes. You could really meet a great NextGen leader who you are excited to talk further but you don't have the time in the 15‑minute session to have a full conversation. That's when you can schedule time with the NextGen leader as a full‑on interview. Our interview process doesn't mean you're having a first‑round interview of your interview process. It can be another phone screen kind of conversation that happens before you have a formal interview maybe after the conference or further from the conference. So the matchmaking, we consider that as a spark to having a speed networking opportunity with our NextGen leaders; whereas, our interviews allow you to get more in‑depth with their background and their process.

>> So just to clarify that I heard you correct on the last part even the interview process at the event is not necessarily tied to an employment position, it's more of a screening interview if needed?

>> That's actually entirely up to you. So many people use this as an actual interview. So this is like a first‑round interview for a specific position. But we know that especially during this time period not everyone is in that capacity so we want to encourage you to have interviews which are the conversations you need to have whether that's on the phone or prior to a full interview that you need to have with the NextGen leader to lead to that next stage of the process.

>> All right. Sounds great. Thank you.

>> Thanks, Robert.

>> Hi, I've been having Wi‑Fi connectivity so I've been in and out of the call so I apologize if this has been already explained. I received as part of the communications and I think everybody else, there was a link, and then when you open the page it says NextGen leaders interview sign‑up. This where we would sign up for if we choose to do these informational interviews, and then we would add in here the interviewer time? I want to make sure I'm signing for the right opportunity and not for the formal interviews. As you said we are probably going to start interviewing for positions in August so this is a little bit early for us.

>> Sure. So that interview sign‑up form is the correct form to indicate your interest in meeting with a NextGen leader so we would ask that you fill it out after you've had the conversation or initial outreach to the NextGen leader that you identify from the resume database. It has both who you are meeting with, who is interviewing, did they need an accommodation, and any other additional details that you would find helpful. What I would say is that if you are interviewing in August and having that formal process for your company then, it'll probably be a good idea if it's allowed to have a further conversation with the NextGen leader during this time because we will have the accommodations process set for you, and it will be another time that you can get to know the NextGen leader perhaps with explicit instructions that it's more of an informational interview than an interview for a specific role.

>> Then what is the best way, and again because I was going in and out I probably missed this information but if I want to sign up for the July 9 schedule for the NextGen leaders matchmaking is there a link to do that?

>> That's a good question. Unfortunately the link ‑‑ or the time has expired to sign up for a matchmaking process, we're giving the details out next Thursday, June 25th so we have completed our matches and we encourage you to use the interview process as a way to reach out to the people you are interested in.

>> For the formal interview process, again, can those be informational or do they have to be like a formal interview?

>> No, that's completely up to you. So they can definitely be informational. However you would like to use that time. It can be kind of like a coffee chat or however you see fit for you and the needs of your company.

>> All right. Great. Thank you.

>> Thank you, Linea. We still have time for more questions. I really want this to be an opportunity for you to figure out what would work for you and your company and ask questions so our process is as seamless for you, NextGen leader and company. Feel free to ask more or type them into chat.

>> Just to confirm and clarify, during the conference in July, we can have the interviews be coffee chats or informational sessions? They don't have to be straight interviews for any roles, correct?

>> Correct. That's correct.

>> Okay. Thank you.

>> Hi, sorry. So we will get the database, we'll have access of the database before the matchmaking session starts, right?

>> Yes. You currently have access to the database right now so you're welcome to go and look into that any time that you want.

>> Okay. Thank you.

>> Oh, go ahead.

>> There was a question in the chat, and I actually have the same question, but how many NextGen leaders are going to be matched for July 9th. I don't know if you addressed that yet.

>> Sure. So you will have five matches per company represented that you have signed up for the matchmaking process, so that will be for each of the five rounds that we have for the matchmaking process. And you'll receive those names on June 25th with the exact timing that they're set up for. So it will look like on the screen, a table showing the five rounds, the different timing of the rounds, then the name of where the NextGen leader would go.

>> Hey, Teresa, this is Monica with Wells Fargo. You may have stated this already. For the matchmaking session, we have to use our own platform; is that correct?

>> That's correct.

>> Okay. And so once you send us the list of those students that you've matched up with us, we will then reach out to them and then them our link for them to connect with us at that time? Is that correct.

>> Correct.

>> Okay. Got it.

>> And when you say use your own platform, you're ‑‑ you mean whether internally, whatever it is that we're using, whatever platform we're using to reach out to students or email, is that what I'm understanding?

>> So this is about how you actually meet the NextGen leader. Taleo and yellow could be where you keep it on your internal platform but we're referring to Zoom, Team, Google, whatever you might use.

>> Perfect. Thank you, thank you.

>> This is Monica again. I know some of us, because of our firewall weren't able to log on to see the demo. With the interview question guide for those that we wanted to schedule interviews during the conference week, we're sending that interview schedule back to you all? Or is that something that goes to the students that we select.

>> Sure. So the students should receive the interview link that has the specific link they're going to use to log in to the meeting. But we also want those details as well for our tracking purposes and to troubleshoot should that NextGen leader come to us asking for their help with getting into the meeting. So that's where we collect the information on our website called the NextGen leaders interview sign‑up for you to indicate that information.

>> Just to confirm, if we're looking to interview 30‑plus people from the database we need to send you 30 schedules.

>> Yes. That's correct.

>> Okay.

>> These are great questions. Keep it coming. We have time for a couple more. About ten minutes left in the hour.

>> Just to confirm, joining the sign‑up process on the deck is for the interviews but for the matchmaking process, we don't need to fill out those same forms, correct?

>> Correct. So the interview sign‑up form is just for the interviews happening July 14th through 16th, the ad hoc interviews and conversations. The matchmaking process will be sent directly to you. You don't need to send us that information.

>> Okay. Thank you.

>> Do you suggest we wait to receive the names of our matches before we reach out to candidates for the interviews on the 14th to 16th.

>> That's an interesting question. It's completely up to you. You're welcome to reach out to any leaders that you would like to, especially since their schedules might start to fill up with other company interviews. I would encourage you to reach out whenever it works best for your schedule. Should you have reached out to someone you already have a matchmaking interview I don't think that could hurt, it will allow you to learn more about the NextGen leader or you could end up canceling your own interview on your end.

>> Thank you.

>> Just to confirm, since we are going to get matches, do we absolutely need to schedule additional interviews? Prior to getting our matches with different leaders.

>> So typically that's what's been done in the past, and I would definitely encourage you to do so. The matchmaking process is only 15 minutes, it will go fast for you and your NextGen leader between having those conversations; whereas, the interview can allow for a longer time for you to meet with the NextGen leader and really get to know them whether that's in a coffee chat style or an interview that you have for your company. So I would recommend doing both.

>> Okay, thank you.

>> Hi. My question is that we've been having some technical difficulties as far as the software we've been using. I myself couldn't even get into this particular meeting using the Webex information. But for us trying to use Skype or one of those platforms, is that something that's still feasible or do you recommend that we use something that does have a videoconferencing.

>> It's definitely up to you. We ‑‑ none of the videoconferencing ‑‑ know that videoconferencing can be more engaging because you can be able to see the NextGen leader and have a conversation that way. If you did want to go with a simple phone call, that would be fine. Our ASL users will use the video relay service to have that conversation. Same thing with ‑‑ unless they need captioning which would need to be through a video platform or real time captioning platform.

>> For most of our laptops we don't have cameras on our computers.

>> Okay, that's completely fine. So yeah, you don't have to use a video‑enabled platform. If you want a simple phone call that's also fine too unless you want to use a personal laptop for the conversation if you want to get the video feel.

>> Okay. And as far as the reviewing of the candidates and getting the matchmaking set up, I know you said we could start to review them today but we were supposed to wait for our POC to send us on matches. And I may have been messing all of this up trying to follow along just on the phone and not being able to see this.

>> Sure. So I would say everyone should begin looking up people now in our resume database. Times will fill up soon for NextGen availability based on our NextGen leaders. So definitely start now. On the 25th, which is next Thursday, you'll receive an email that has ‑‑ and you will receive the email if you signed up personally for the matchmaking, if you mentioned that you have a POC that's signed up for you, she will receive that email on the 25th, and that will have the information for your matches, and that's when you would begin to be in the process of setting up that process for the interview link that you would use for the matchmaking process.

>> Okay. Thank you.

>> No problem. We really want to make this as simple as possible for you to both meet with a NextGen leader, provide accommodations if they're needed and help us track those interviews and conversations so if there are any questions feel free to let us know, we'll definitely be able to assist you. We want to be a resource, we want this conversation to be a resource in hearing that but sometimes you need to process. So you can definitely reach out to Lynn and I, this is Teresa speaking, with the NextGen team to be able to ask if you have any more questions. But in the couple of minutes that we have left is there another question that we could help answer before we conclude the call?

>> This is John Garvey. I was just going to ask for the match making sessions. So any accommodation that the people that were matched with need, that will be set up with them beforehand?

>> Yes. So for the matchmaking session, just for your insight, the ASL interpreters are already going to be matched with a NextGen leader so that's that process happening on July 9th. It's for the interviews that happen July 14th through the 16th that you would need to be asking for accommodations. However this is just a really good example of something that we would love for everyone to be instituting in their companies holistically, no matter who you're interviewing or having a conversation with, asking if they need an accommodation is a good process. So if you want to ask that's fine because we want to make sure you get that as a rhythmic pattern that you can ask for accommodation.

>> Great. Thanks for letting me know.

>> You're welcome. Thanks, John. Any other questions? Well, we'll go ahead and conclude the call. The last thing that I'll just mention is that if you forgot everything that we shared today, and I know it was a lot, go to our conference website under the NextGen leaders program agenda and find all that information, the links to the information that we shared today, which is resume database, the link, the forms you must fill, that's all on our website. We will also include this recording on the website and the deck so you can have that information as well. Again, Lynn and I are here for your help. You can reach me, Teresa, at Teresa@disabilityin.org. Lynn is at Lynn.s@disabilityin.org if you have any further questions from today. We want to thank you, we had over 100 people join this call. We are grateful for your partnership in being a corporate partner with us and increasing your pipelines to be more diverse with people with disabilities. Thank you for joining this call, and I hope you have a great rest of your day.

>> Thank you.