Engaging with PWD
The Emirates NBD story

Nilofer’s story

https://www.youtube.com/watch?v=HdPhezEgsxQ
The ‘Business Case’

Convincing stakeholders
- Improves Corporate Culture – Integrating HR, CSR, Senior leadership and staff
- Benefits Bottom Line
- Supports Government guidelines and broader trends towards diversity and inclusion
- Finding talented individuals with determination is getting easier
- Lower staff attrition

Our beginning...
- Individual hiring
- Volunteering
- Need to make an impact
- Bring together various stakeholders – HR, CSR, Leadership and Community
- Our initiative - #TogetherLimitless
#TogetherLimitless - our flagship platform for advocacy for PWD

- **Employment**
  - Internal and External

- **Accessibility**
  - Customers and Staff

- **Banking**

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#TogetherLimitless – Employment in Emirates NBD

**Getting it right internally**

- **Identify candidates and positions**
  - Processing
  - Call Centre

- **Educate**
  - Awareness sessions
  - Working with team

- **Integrate**
  - Policies/Processes
  - Ongoing support

- **39 staff**
  - Physical – speech, visual, hearing
  - Cognitive
#TogetherLimitless – Employment in the Community

**Recruitment**
- "TogetherLimitless Implementation Team"
- Corporate Partners

**Support**
- Workplace Inclusion Workshop
- Assistive Support

**Impact**
- Workplace Acceptance
- New Ideas/Perspectives
- Reduced Turnover

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**Job Coach**

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**Careers Network**

1. Workshops
2. Interview Process
3. Candidate Induction Workshop
4. Job Description
5. Placement process assistance: Job Coaching
6. Optional additional services
Careers Network: What do the numbers say

- Received Job offers: 94 (2019: 118)
- Full Time Employed: 66 (2019: 12)
- Retention Rate: 92% (2019: 100%)
- Interviews: 320 (2019: 73)
- Awareness Workshops: 90 (2019: 21)

Partners:

- 31 Partners (2019: 31)

Accessibility and Banking

- Physical access
- Braille currency and printer
- ASL trained Branch Managers
- Hearing Loop
- 40 Branches are now disability friendly
- Specialized Banking products and services
- Revamped offices for staff – ramps, elevators..
Thank You
We look forward to working with you