Ladder of Employer Engagement Assessment Tool

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|  | Level I | Level II  | Level III | Level IV | Level V |
| **Types of Relationships** | **New Relationship** | **Working Relationship** | **Stronger Working Relationship** | **Partnership** | **Strategic Partnership** |
| **Number of Employer Relationships** |  |  |  |  |  |
| **Names of Employers** |  |  |  |  |  |
| Key Provider Role  | Learning, assessing labor needs and organizational culture  | Proposing specific employer services and job candidates  | Capacity building; expanding services and placements  | Advising; co-designing employer services; assessing impact of employer services and recognition of employers’ commitment to disability employment   | Convening; leading; disseminating information on internal policies and employment practices for hiring job candidates with disabilities; participation in employer/ provider consortiums or business advisory councils or Disability: IN affiliates |
| Stage of relationship | Initial contact/ new relationship  | Establishing trust and credibility | Working relationship  | Trusted provider and collaborator | Full strategic partner |
| Activity examples  | Informational interviews; labor needs assessments; work site tours; job analysis | Employer proposals and presentations; work experiences; community-based assessments; trial work placements; internships  | Additional work site tours; job shadows; work experiences; community-based assessments; additional trial work placements; internships  | Employer satisfaction surveys; interviews to assess impact of employer services; providing disability related training and promoting the business in various stakeholder circles | Advising on internal policies and employment practices for hiring job candidates with disabilities; developing and participating in employer/ provider consortiums or business advisory councils |