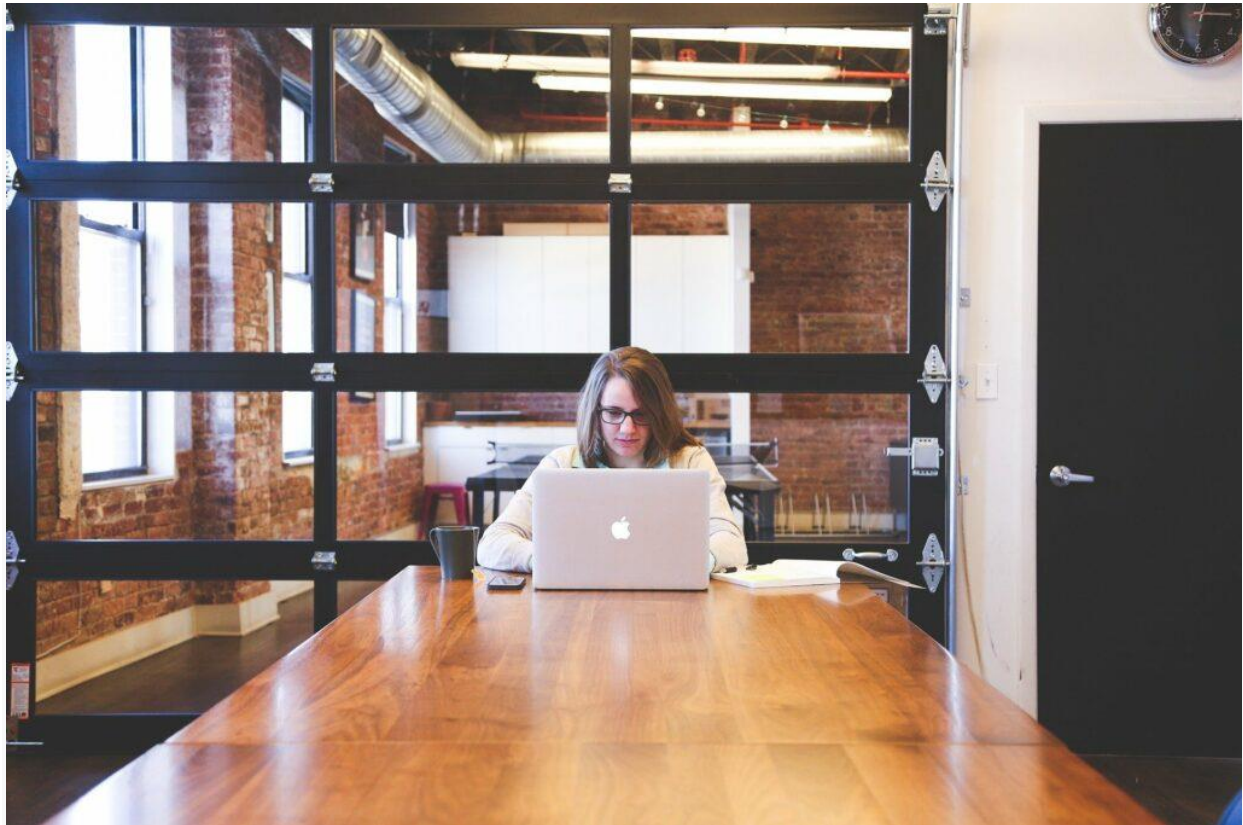


Are You Interested in a Career as a Sourcing Specialist?

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Individual at table working on a laptop

Editor's note: Are you interested in becoming a Sourcing Specialist? NSITE shares that they are once again offering a Sourcing Specialist Certificate Training Program for individuals who are blind or low vision; the application deadline for the next course, which begins September 27, is August 15.

Are You Interested in a Career as a Sourcing Specialist?

Stacey Pope had always been blind in her left eye, but when the vision in her right eye worsened, and she was diagnosed with Retinitis Pigmentosa, she chose to give up her career in restaurant work. "My condition created tunnel vision that made it harder and harder to maneuver around people in a restaurant setting." She wanted to pursue computer-based work. When her advisor suggested NSITE's Sourcing Specialist

Certificate Training Program, to learn how to identify and recruit skilled talent for employers, she was intrigued.

“I didn’t even know what sourcing was, to be honest,” Stacey admitted, but after some research, we all agreed I was a good fit for the program, and I went into it full force – it was a whirlwind. A GOOD whirlwind!”

Stacey, like her classmates, was all-in to learn the skills necessary to enter the field of talent sourcing. The program is the first of its type for blind and low vision individuals, offering a combination of coursework and hands-on training in the growing field.

The Sourcing Specialist Certificate Training Program is offered by NSITE, a not-for-profit that provides a continuum of employment services for blind or low vision talent, and conducted in partnership with SocialTalent and Bristol Myers Squibb. NSITE is once again offering the program for individuals who are blind or low vision, and is accepting applications through August 15. The 18-week course, which begins September 27, provides the education, training, and an integrated six-week work experience in a corporate talent acquisition environment to prepare program participants with the skills needed for a career in Sourcing.

Michelle McKeller, who has been blind since birth and has had a successful career that has spanned independent living, vocational rehab, and career counseling, was looking for a slightly different career path, one that would offer opportunities to advance her career and get her back to working with people again. She also saw NSITE’s Sourcing Specialist Certificate Training Program and recognized the opportunity it would offer her to make the change she was ready for.

“This program was great. It gave me a good sense of ‘Yes, I can move up in my career, and retool, and have some more opportunities,” she said. “I appreciated that. I like learning new skills and this course was a good mix of hands-on and coursework.”

This Charleston, WV resident said she found the coursework challenging but rewarding. One of those rewards was how close she became with the other students over the duration of the program. “We all helped each other when we could. They paired us up when we did the Bristol Myers Squibb internship, and I got the best person I could have asked for.”

Both women encourage anyone interested in the program to be sure they can devote the time it requires. “You can still have a life and do the class, but don’t think you can put it all off until the end and catch up. You need to work consistently throughout the program,” advises Stacey.

Michelle agrees. “Also, know if it’s really something you want to do. Do you want to work remotely, or do you need an office? Are you a people person?”

Sourcing Specialist Certificate Program Participants will complete:

- Instructor-guided structured online learning with career advisor insights (12 weeks) on topics such as Search Basics, Social Sourcing, Agile Methodologies in Recruitment, etc.
- Professional Sourcing Work Experience (6 weeks): An invaluable opportunity to apply new sourcing skills in a corporate talent acquisition environment; activities include researching and identifying potential candidates, sharing findings with recruiters, and observing and contributing to a full recruitment lifecycle.
- Program participants will also receive support in maximizing their own personal branding, developing best-in-class LinkedIn profiles and resumes, and preparing for job interviews.
- Successful graduates of the NSITE Sourcing Specialist Program will receive the NSITE Sourcing Specialist digital badge, a credential that provides evidence of the earner's achievement and can be shared with potential employers, recruiters, and networks via email and social media.

"I would tell anyone this is a very worthwhile course, and I'm so glad I was able to take it," said Michelle. "The people from NSITE are very accessible to us, and I'm just so happy NSITE is bringing more opportunities for people with disabilities."

What is the Sourcing Specialist Certificate Program?

Watch this comprehensive [video about the Sourcing Specialist Certificate Program](#).

Who is eligible for the NSITE Sourcing Specialists Certificate Program?

- The NSITE Sourcing Certificate Program was designed for people who are blind or have low vision, however, all may apply. Space is limited and preference will be given to applicants who are blind or low vision.
- Applicants must have intermediate to advanced skills using assistive technology.
- This program is for those who have an interest and desire to work in the recruiting, HR Sourcing field.
- Applicants must be able to commit to the 18-week training program.

"It was a lot of work, but I'm so thankful for the program and where it's brought me," noted Stacey. "The people I've met along the way have just been wonderful."

[Click here to access the application.](#)

For information on the program and related costs, contact NSITE at rhowie@nsite.org.

