

SUCCESS STORY

BENDER CONSULTING SERVICES, INC.

Candidates with Disabilities Bring Diverse Knowledge and Skills

When companies do start hiring people with disabilities they realize they should have put the ability first and focused on the person's ability not on the fact there were in a wheelchair ... Once they get in the door and start working, they break down those barriers.

– Joyce Bender, CEO and Founder, Bender Consulting Services, Inc.

Key Lessons Learned



Recruit people with disabilities as you would any other group of employees: by searching for people who will bring diverse perspectives and skills to your organization.

People with disabilities can contribute greatly to the workplace by bringing to the table such traits as hard work, loyalty, dedication and the ability to think outside the box.

Company Background

Pittsburgh, Pa.-based Bender Consulting Services, Inc. specializes in creating opportunities for IT professionals with disabilities. When Bender Consulting needed to find a financial analyst and a help desk specialist for an IT client's Connecticut and Northern Virginia offices they contacted EARN.

Attracting Qualified Candidates

Bender enjoys the quality of candidates they have found through EARN. "EARN has an extensive network of those who work in the industry: non-profit social services providers, vocational rehabilitation institutions, universities. And they network this job opening out to those who they have relationships with. Those individuals then refer us qualified candidates who we then have the ability to evaluate", said CEO and Founder Joyce Bender.

The financial analyst, who relocated from Delaware to Northern Virginia to start his new job in October, 2004, brought an MBA and master's degrees in marketing and finance to his role. The help desk analyst, a college graduate with a 3.78 GPA and a bachelor's degree in electrical engineering, moved from Massachusetts to Connecticut to begin his IT career.

Employer Assistance & Recruiting Network

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The Benefits of People with Disabilities in the Workforce

Both are examples of how EARN and Bender's ability to attract a range of qualified candidates is helping reshape the way companies think about hiring employees with disabilities. Bender is fortunate to work with a lot of large IT companies who value diversity and understand the benefit of including people with disabilities in their workforce.

For companies who aren't educated, Bender dispels their fears by showing them that employees with disabilities bring a lot of traits to the table, including hard work, loyalty and dedication:

People with disabilities have inherent traits that go with the territory...I have been in executive search 26 years so I hear employers say to me all the time... We need someone who can think outside the box'. I say, 'Then you need to hire someone with a disability, because if you are in a wheelchair every day of your life you have to find out - is that building really accessible? Or if you are a person who is deaf - How do I get my message across to that person? You have to be able to think outside the box.

Finding the Right Worker for the Right Job

Bender also assures employers that the process it is not difficult:

The thing that I think employers will like the most about working with Project EARN is the high level of professionalism and an understanding of the business community... And they have never sent us inappropriate people. They understood what the positions were when we contacted them.

Share Your Story

If you have a success story you would like to share, please email us at:
earn@earnworks.com.

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