
DISABILITY EMPLOYMENT SERVICES OVERVIEW



LINES OF SERVICE

- ✓ **PROFESSIONAL RECRUITMENT AND WORKPLACE MENTORING SERVICES**
 - Brings 20+ years of experience in disability employment (*national database of over 25,000 candidates*)
 - Screens candidates against job profile and organizational fit requirements
 - Recruits candidates with disabilities for competitive careers including:
 - *information technology*
 - *engineering*
 - *finance/accounting*
 - *human resources*
 - *office administration*
 - *healthcare*
 - *mathematics*
 - *biology*
 - *general business areas*
 - Focuses on veterans, recent college graduates, and the STEM area
 - Includes both direct-hire-mentor model and contract-to-hire model options
 - Engages in workplace mentoring services, advising hiring managers and employees with disabilities

- ✓ **DISABILITY EMPLOYMENT STRATEGY AND TRAINING**
 - Develops a clear and effective enterprise-wide strategy for employing individuals with disabilities
 - Consults on requirements, selection and implementation of inclusive products and services
 - Trains managers and human resources representatives on self-identification, Section 503 affirmative action regulations, and workplace inclusion topics

- ✓ **HIGHTEST™ – DIGITAL ACCESSIBILITY AND ACCOMMODATIONS**
 - Offers guidance to ensure websites, software systems, and mobile apps are accessible for all users
 - Assesses and certifies systems that conform to the W3C Web Content Accessibility Guidelines 2.0
 - Provides specialized accessibility training and outsourced accommodations services

- ✓ **GOVERNMENT-SPECIFIC RECRUITMENT SERVICES**
 - Connects federal agency hiring managers and human resources personnel to the OPM Shared List, a database of screened Schedule A eligible candidates
 - Provides customized recruitment services to federal agencies, focusing on specific job profiles and geographic areas

- ✓ **CAREERS2B PROGRAM**
 - Establishes a workforce development model that encourages employers to reserve a position in a professional career area to allow people with disabilities to gain one year of work experience; graduates of the program are hired by employers in the general marketplace
 - Addresses the work experience barrier to employment of people with disabilities and increases marketability for this talent pool

ABOUT BENDER

Bender Consulting Services is a national leader in advancing employment of people with disabilities, including veterans with disabilities. Bender partners with corporations and federal agencies to assist them in achieving their diversity and workforce inclusion initiatives. The company connects to the professional community of individuals with disabilities seeking competitive careers, including the STEM fields. With over 70% of Americans with disabilities outside the labor force, accessing this untapped pipeline of dedicated and skilled talent is a sound business decision to meet current and future workforce demands.

For more information about Bender Consulting Services, visit benderconsult.com.
Contact us via phone at 412-787-8567 or via e-mail at info@benderconsult.com.

Disability-owned business & woman-owned business certified