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[www.consultspringboard.com](http://www.consultspringboard.com)

## Disabled Vets:

Returning veterans face a challenging job market. For those vets who are newly disabled, the market is even more daunting. We at Springboard Consulting hope that by providing success stories and resources for information and career-matching services, we'll be able to help your company assist those who have served their country. ###

## Construction Company Mentorship Day turns into Job for Disabled Vet:

This past November, Veterans Day meant a new job for disabled vet Keith Ferguson. Non-profit Enable America, in conjunction with Veterans Day, had declared November "Disabled Veteran Employment Mentoring" Month, and Clark Construction of San Antonio, Texas, participated by mentoring seven veterans. Keith Ferguson was paired with a mentor at the construction site at the Brooke Army Medical Center expansion project at Fort Sam Houston. Patricia Cullum, from construction company JSR Inc., liked Ferguson's resume and military background, and hired him the same day. Ferguson said the job was ideal. "I think this is probably the best situation for me," he said.

### Did You Know?

**One in Four Vets...** returns home from Iraq and Afghanistan with a service-related injury.

**One in Five...** Iraq/Afghanistan veterans is subject to experience post traumatic stress disorder (PTSD), traumatic brain injury (TBI) and/or major depression.

"It fell in line with my military background; it's like a win-win situation." "We know that when businesses connect with disabled, work-ready, qualified candidates, there are good results for both the company and mentee," said Steve Labor, executive director of Enable America. "I don't know who's more excited about his job — him or his case manager," said August Ciriello of Veterans Affairs' Vocational Rehabilitation Division. "It's easy for me to market people like this because these are good people." ###

Looking for help? See Springboard's list of most requested topics. If any interest you call us!

973-813-7260

- Consulting
- Training
- Marketplace
- Workplace/Workforce Offerings
- ADA/ADAAA
- Event Coordination & Planning



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# Telework Company Works for Vets with Disabilities:



P.O. Box 474  
Wharton, NJ 07885  
1-800-571-2397  
info@coraworks.com

*“They now identify train, supervise and mentor severely wounded veterans, individuals with disabilities and military spouses, who often act as caregivers and cannot work outside of the home. “*

CORA Works (Creating Opportunities by Recognizing Abilities) began as an effort to keep telework opportunities U.S.-based. The company recognized that many of these jobs, which were increasingly being outsourced offshore, could provide job opportunities to individuals here at home. They now identify, train, supervise and mentor severely wounded veterans, individuals with disabilities and military spouses, who often act as caregivers and cannot work outside of the home.

Ilene Morris-Sambur, the CEO and Founder of CORA, found that people with disabilities were “serious and dedicated.” One of the reasons for CORA’s success is that they don’t just train, they mentor them. “We always have someone on the line available for questions and support, for constant reassurance,” says Morris-Sambur. “CORA’s long term objective is for the employers to hire those people who have proven their abilities.”

Not only are CORA clients satisfied with the work performed, they’re happy that CORA is generating jobs and opportunities. “CFWP (CORA) is also creating employment for skilled staff that have been otherwise excluded from the workforce,” states Jennifer Bolger, Controller & Vice President of Finance PR Newswire. “Disabled veterans, military spouses and Special Needs workers excel in CFWP’s telecommuting environment.”

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## Resources:

### [Hire Heroes USA \(HHUSA\)](#)

Hireheroesusa.org

1-866-915-HERO

Matches veterans with the needs of hiring companies at no cost to either party. Specializes in placing vets with disabilities.

### [HireVetsFirst](#)

### [U.S. Department of Labor](#)

<http://hirevetsfirst.dol.gov/>

1-202-693-4700

Resources and info for veterans and companies interested in hiring vets.

### [Enable America](#)

[www.enableamerica.org](http://www.enableamerica.org)

1-877-ENABLED  
(1-877-362-2533)

Mentoring programs and opportunities to connect with vets seeking jobs.

### [Operation Employ Veterans](#)

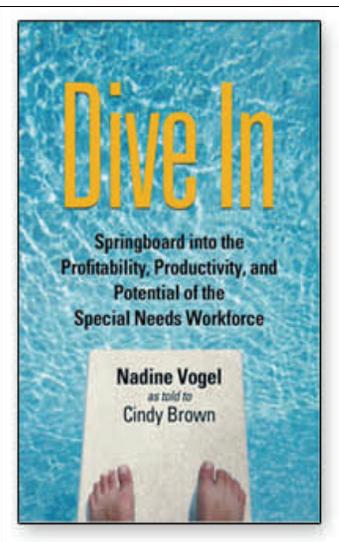
Easter Seals

[http://www.easterseals.com/site/PageServer?pagename=ntl\\_military\\_veterans\\_operation\\_employ\\_veterans](http://www.easterseals.com/site/PageServer?pagename=ntl_military_veterans_operation_employ_veterans)

1-800-221-6827

1-312-726-4258 (TTY)

Operation Employ Veterans provides training to employers on effective methods to recruit, employ, and retain veterans with disabilities. A bonus: the program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



**“Dive In: Springboard into the Profitability, Productivity, and Potential of the Special Needs Workforce” by Nadine O. Vogel ...** The book is informed not only by Vogel’s vast expertise, but by statistics, and interviews that illuminate the best practices of today’s global business leaders.

The book is available at Barnes & Noble Stores, [Barnes & Noble.com](#), [Amazon.com](#) and [800CEO-Read.com](#)

[Click here to read more >>](#)

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## Springboard's Features:

### 2010 - Disability Matters Awards Banquet & Conference:

Disability Matters is the most important Corporate Awards Banquet and Conference in the United States. The highly coveted awards are given to Corporations that are leading the way in terms of supporting people who either have a disability or who have a child or other dependent with special needs in the workplace through diversity, work life and/or human resource initiatives and in marketing to this segment of the population in the consumer space. The conference features experts from corporate America, academia, the federal government and the national non-profit sector who share best practices relative to internally supporting and externally marketing to this large, loyal segment of the population. [Click here to learn more >>](#)



### The ADA/ADAAA Hotline:

Get 24-hour turnaround on your most pressing and challenging ADA-related questions

[Click here to learn more >>](#)

### The Disability Awareness Kit:

Looking for training material on Disability Etiquette & Awareness for your staff — we've got a starter kit for you!

[Click here to download the order form >>](#)

### The Employee Resource Group Kit:

Looking for materials on how to start Employee Resource Groups at your company or organization and don't know where to start — try our step-by-step ERG kit fill with examples!

[Click here to download the order form >>](#)

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