



Byron's Story

Sometimes a door opens to a career opportunity when a job candidate accepts a temporary placement. Byron Waite, a diabetic with multiple amputations, was referred to such an opportunity through a partnership between Iowa Vocational Rehabilitation Services (IVRS) and Manpower (part of ManpowerGroup's national Access2Ability program) that provides workforce solutions and talents of qualified candidates with disabilities to local business and industry.

Byron, a job candidate from Iowa City with a Bachelors in Business Administration, became a stay-at-home Dad for his five children for seven years. When he was ready to return to his career he began working with his local IVRS office to obtain career counseling and to take additional classes to upgrade his IT skills/certifications. However, as Byron began applying for jobs he was not getting the interviews he had hoped for because he lacked current work experience.

In an effort to help offset that long period of unemployment, IVRS referred Byron to Manpower in 2012, where he was quickly placed into a one-week temp position as an administrative assistant. He approached this temporary placement with a positive attitude. Byron knew that opportunities like this would help him build the professional

references that he needed. He stated, "If you leave a good impression with the employer, it might provide stepping stones to a new career."

Sometimes working temporary jobs takes patience as one waits for the next opportunity. But Byron's patience was soon rewarded when DVIP (Domestic Violence Intervention Program), contacted Manpower in the fall of 2012 in search of a temporary accountant. Manpower immediately knew they had the right man for the job.

DVIP's Executive Director related that the responsibilities for the fiscal documentation and grants management of a nonprofit can be challenging, but "Byron has brought a range of knowledge and experience that benefits DVIP, and he has the professional demeanor and capacity to succeed in this unique environment."

When asked what he likes about working at DVIP, Byron responded that he loves the variety of the work but, "what I enjoy most are the people I work with!" He specifically mentions being proud to work for an organization that has so many innovative and forward-thinking administrators and staff.

During the spring of 2013 Byron's medical condition required a below-the-knee leg amputation. However, with some additional accommodations provided by DVIP, he returned to his position within 2 weeks, noting that his desire to return to work was a positive motivator in his recovery: "I want to get back to work as soon as possible because there's so much to be done and I know they need me there."

This three-way partnership—utilizing the expertise of Access2Ability, Byron's talent, and the DVIP's openness to try something new—made this story a success for everyone. In the spring of 2013 Byron was offered a full-time position as the Controller of DVIP.