

Member Spotlight – VaryAbility



Cornelius in introductory meeting with new client.

Promoting varied abilities and strengthening workforce inclusion has been the mission of VaryAbility since it was established in 2017.

Helping individuals, especially those with disabilities, with their employment goals is a passion for Mallory Cornelius, president of VaryAbility. Starting her career in 2008, Cornelius realized her love of helping clients find the right job while in her role at ASPIRO. After time, it became apparent the Greater Green Bay area needed more employment consulting opportunities. Seeing this, and to continue working directly with clientele, Cornelius started DiverseAbility, which was rebranded in 2020 to VaryAbility.

However, the business is not just about connecting job seekers and employers. VaryAbility continues to assist clients through the complete hiring and onboarding process. Her services can include job preparation and consulting, interview help, job coaching and long-term advocacy. Cornelius helps a variety of job seekers, especially those with physical, cognitive or mental health disabilities. Job seekers have included young adults and individuals who have never held employment before, older adults who have a lot of experience or credentials and those who have specific needs in their place of work.

Furthermore, Cornelius supports employers and fitting their needs. “I do want to know what their needs are, what’s going to be a good fit for them,” she says. “I’m not looking to plug anyone into any old job. I really take the time to get to know the job seeker and the employer.”

Her work with employers can include assisting in the creation of new positions for a more inclusive workforce, ensuring accessibility, finding the right candidates, onboarding new employees and consultation. She notes that the trust employers have in her to come in, learn about them and support them is overwhelming. Cornelius has assisted almost 60 job seekers—with more than 40 successes—and has worked with almost 50 Greater Green Bay employers.

While the pandemic has put a hold on growing VaryAbility, Cornelius states there is still a need for employees in the area. “[It] hasn’t changed as much as people think. There are still open positions out there; it just might look different,” she says, noting how jobs have increased flexibility and remote opportunities.

The biggest challenge she’s faced during the pandemic is setting up job shadows as employers are hesitant about extra bodies in the workplace. For the most part, her services are extended because it

takes longer to get to know job seekers and employers alike over Zoom or phone. Just like finding the right accessibility tools for clients at work, knowing how to use technology to your advantage has been a learning experience. Cornelius has helped a client have the appropriate graphic design software to gain work experience, filled out online applications while job seekers gave information over the phone and used virtual conference platforms as tools for training, applying for jobs, preparing for phone interviews and consulting with employers.

“It’s a learning experience for all. Though a good, old-fashioned phone call can go a long way,” she says. “It’s amazing what can be done [at home] with creativity.”

In the end, Cornelius is truly passionate about successful employment, advocating for those with disabilities and helping the community. This is why there is no cost to working with her; VaryAbility’s services are free for any client, helping her mission of supporting as many people with disabilities as she can.

Job seekers and employers can learn more about VaryAbility at www.varyability.com.

CHAMBER EVENTS AT A GLANCE

Thursday, Feb. 25, 11:30 a.m. to 1 p.m.

Current Young Professionals Dine n’ Develop: Well-Being During & Post-Pandemic

Health and well-being are more important than ever as we navigate through and post-pandemic. Not only are healthy, well people more productive, companies that value and prioritize well-being attract and retain purpose driven employees. Join Wello, Greater Green Bay’s only health and well-being network nonprofit, to learn how when individuals, businesses, and communities prioritize health and well-being for all, we build a stronger, more resilient future where we can all contribute and thrive.

Free for Current Young Professionals members, \$20 for nonmembers

Friday, Feb. 26, 9 to 10 a.m.

Get Your Local Business on Google Search and Maps

Showing up when customers are searching online is more important than ever. Ensure customers can find accurate, updated information about your local business on Google Search and Google Maps, no matter which device they use. In this workshop held jointly with SCORE, you will learn how to create and manage a Google business profile from start to finish.

\$20 for members, \$30 for nonmembers

Tuesday, March 2, 7:30 to 9 a.m.

Virtual Power Networking Breakfast

Showcase your products/services/company to small and large business peers in this round-robin networking opportunity.

FREE for members

Wednesday, March 10, 8 to 9:15 a.m.

Food for Thought - Life Plan for Your Business with Action Financial Strategies

After the turbulent ride you and your business endured during 2020, we’ll dig into the question – is your business prepared for the unexpected as you move forward? The unexpected being... good (unanticipated growth, for example) OR... bad (a health issue forcing a business leader to fast forward their exit strategy.) We will look at the top five concerns for business owners -- 1) business growth (or rebuilding,) 2) recruiting top talent, 3) sale or transfer of business, 4) cash flow management, and 5) retention of key employees – and align these concerns with tools and resources that can help you make decisions, improve your business and help ensure your exit plan matches up.

\$20 for members, \$40 for nonmembers

Learn more about all events at events.greatergbc.org