

JAMIE & SCOTT BURTON – DOLPHIN DIGITAL TECHNOLOGIES



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Waterloo, ON

Computer network consultant Scott Burton became interested in disability when one of his client's employees proved extremely adept with computers.

"She intuitively understood the computer and was able to quickly resolve computer problems without my even having to go on the site," Mr. Burton says. Scott learned that she also had a physical disability limiting her mobility. This employee became a source of inspiration for Scott and his company,

[Dolphin Digital Technologies](#) which provides services to businesses and not-for-profit organizations in the design, development and support of their computer networks.

Recognizing the Opportunity

The Ontario March of Dimes, another one of Scott's clients, was full of talented people who faced barriers to employment because they had trouble getting to an office or challenges working in an office environment. The Burtons began the process of hiring and integrating persons with a disability, a vastly under-utilized talent pool, into their Kitchener company.

Innovative Solutions

Scott and Jamie created a software program that tests the technical skills of applicants as well as skills deficits in other areas such as soft skills. While this type of testing is often used to 'screen people out' Jamie and Scott had a unique perspective. They always hire the best person – but if more than one person is qualified they choose the candidate least likely to be hired by another company.

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This had led to 6 of Dolphin's 11 employees being people who have a disability, ranging from being in wheelchairs to neurological conditions. In a high tech world, Dolphin has excelled at adapting their work systems to accommodate employees who have a disability. And they have been recognized for this success, receiving a Canadian innovator of the year award at the Canadian Manufacturers and Exporters national forum in Ottawa.

Jamie and Scott partnered with the Making Cents of Abilities Coalition and started an annual Disabilities Mentoring Day. This is one of the first events of its kind in Canada although it happens in 27 other countries around the world. Disabilities Mentoring Day is an annual event where

people who have a disability are matched up with mentors from the business community in a specific career area. This led to several workplace solutions and hires of people who have a disability.

The Future

Jamie & Scott see a future that includes people who have a disability and they look at business from a different perspective. Dolphin is a thriving business that provides barrier-free employment and proves that it is possible to run a for-profit business and have a positive social impact.

Dolphin is a social venture and has a unique business strategy. Our hiring strategy deeply integrates social value into internal operations, actively employing persons with disabilities, and paying them competitive rates. By developing a virtual office environment, and providing services by utilizing virtualization, Dolphin has made it possible to eliminate the barriers to employment that people with disabilities encounter all too often.

Dolphin Digital Technologies

