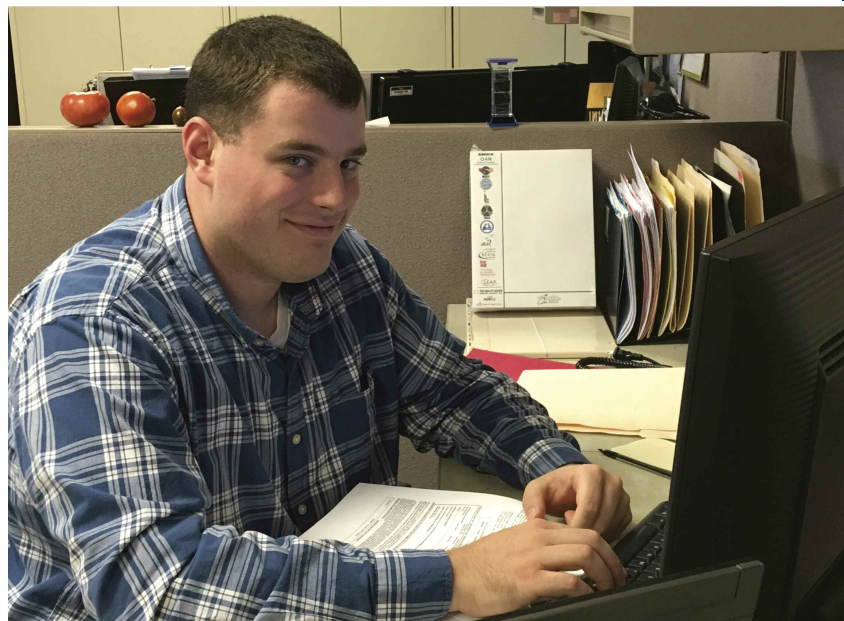




Linking Employment, Abilities and Potential

DISCOVERABILITY

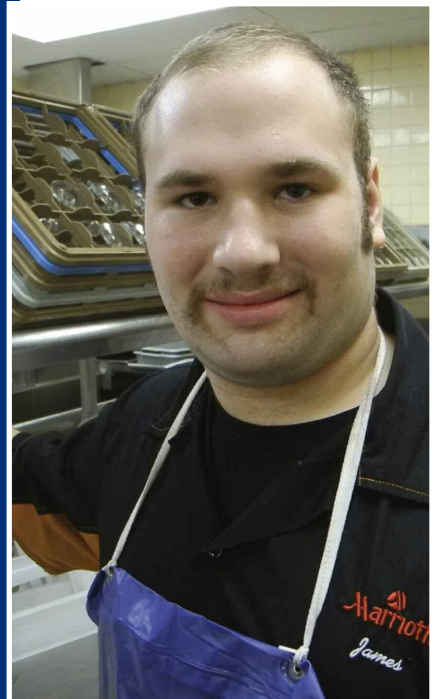
Widening Your View of Hiring



“LEAP has truly been an effective partner and has helped KeyBank to build awareness across the company.

They have helped us to gain understanding and build strategies to retain and grow individuals, so that they can bring their full and authentic selves to KeyBank.”

Poppie Parish
Chief Diversity and Inclusion Officer,



Candidate Sourcing/Recruiting

LEAP can help you address issues of high vacancy rates and frequent turnover by helping to identify, vet and interview suitable candidates for your open positions.

Candidate sourcing services include:

- **Reviewing** job candidates experience, knowledge, and skills prior to worksite interviews
- **Advise** employers how to “carve”, or modify a position as needed for skilled candidates
- **Accompany** the candidate during interviews at your worksite, if needed

— *“LEAP provided effective brainstorming on ways to support during interviewing.”* —



Training for Hiring Managers and Supervisors

LEAP has developed a mix and match education and training program for companies that want to build a more inclusive culture within their workforce by including and supporting persons with disabilities.

Available topics include:

- **Retaining Employees with Disabilities**
- **Performance Management Strategies**
- **Effective Job Coaching**



“LEAP instructors were really friendly and willing to have a verbose dialogue, which was helpful in getting to understanding. The training was truly excellent and will be impactful for managers.”



Retention/Coaching Services

To help employers retain and maximize the contribution of their employees with disabilities, LEAP can provide useful on-the-job supports including:

- Helping to create “train to hire” models for your workplace
- Providing analysis for job tasks and performance standards
- Providing in-person job coaching for employee and/or supervisor(s)

— *“LEAP has great ideas about preparing the organization for incorporating people with diverse abilities.”* —

Cost: Fee basis per hour, per person or per group. Each LEAP training and related pricing can be customized to your individual company needs, goals and group size(s).

Linking Employment, Abilities and Potential (LEAP) is a Northeast Ohio disability-services organization that educates and trains local employers about the disability employment market and the benefits of utilizing the nation's largest untapped labor pool.

Based on a 35-year history of placing people with disabilities into competitive employment, LEAP has created **DISCOVERABILITY**, a unique employer consulting and training program designed to help companies achieve greater levels of diversity, inclusion, productivity and retention within their workforce.

***The US Department of Labor lists these key statistics regarding the employment of people with disabilities:**

- Only one third of working-age people with disabilities are employed, most in entry-level positions.
- Nearly 500,000 people with disabilities are enrolled in college, and preparing for jobs requiring a Bachelor's degree.
- Current adaptive technology allows many people with disabilities to fulfill all of their expected work requirements with minimal cost or disruption to their employers.
- Employees with disabilities consistently exhibit a high-level of engagement and commitment to their employers.

**For more information or to request a consultation,
please contact:**

LEAP DISCOVERABILITY Services

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View our Employment Videos on YouTube

