

Abacus Recruitment Disability Profile

Abacus Recruitment is an established recruitment company that has been delivering outstanding services in the industry.

In 2007, Abacus Recruitment started a new division that specialises in the recruitment of people with disabilities. This division focuses on the recruitment from all industries and proficiency types and is not only limited to IT staff, the specialisation field of Abacus Recruitment. Abacus Recruitment joined the EOH Group on 1 March 2010.

Abacus Recruitment can assist your company in finding suitable candidates with disabilities who match your company's profile and environment to enhance your employment equity profile.

Abacus Recruitment offers a unique service where we combine our expert knowledge of the recruitment industry with the skills of qualified consultants who specialize in the field of disability in the workplace.

We are proud of the fact that our database contains an extensive list of candidates with disabilities in Gauteng. We have excellent relationships with the Top 100 Companies in South Africa and are the leader in placing candidates with disabilities in the correct environment.

We also have strong relationships with most of the organisations that represent individuals with disabilities. This gives us an excellent advantage in the market.



INDUSTRIES IN WHICH WE SPECIALISE

We have candidates from all industries available and we specialise in the following industries:

- Mass Retailers
- Call Centre
- Administration Environment
- Financial
- Warehouse and Manufacturing
- Information Technology



Abacus Recruitment Disability Profile (continued)

| Our services include |

Our Clients can choose any of the following services and it can be customized to their environment.

- Recruitment of people with disabilities
- Workshops and Training
- Site Audits
- Group Placements
- Sensitizing and Integration
- Psychometric Testing
- Online Disability Website Helpline

• **Disability Recruitment**

Through experience we have obtained various techniques to source the best candidates for a company. Work visits, in-depth interviews and very detailed CV's form part of our specialized disability recruitment process. Information regarding disabilities and a guideline on how to interview the candidates will accompany the CV to ensure that our clients are informed and comfortable with our processes.

• **Workshops and Training**

The aim of our workshop is to provide insight and practical skills for employing and working with people with disabilities. We will introduce and explain a Reasonable Accommodation Policy that can work for a Client. The workshops can be customized according to the Client's specific needs in this regard.

• **Site Audits**

Site Audits are client specific, very practical and highly recommended. It focuses on the specific recruitment opportunities and any reasonable accommodation (if necessary) within a company.

• **Group Placements**

Group placements offer a fantastic opportunity for Clients to recruit a group of candidates for the same position. This is an ideal option for Call Centre and Control Room positions.

• **Sensitizing and Integration**

Desensitizing session is customized to the specific type of disability and position that was recruited. This can take the form of a presentation, active group sessions and can be customized to suit your needs.

• **Psychometric Testing**

Psychometric assessments can be performed to determine personality types as well as interest-and-aptitude profiles. The information can be used to determine preferred style of behavior at work, team roles and management styles. Individual psychometric packages can be compiled to meet a company's specific and unique needs.



Abacus Recruitment Disability Profile (continued)

- **Online Disability Website Helpline**

We provide the following online services to our registered clients:

- A monthly top candidate notification of the latest and greatest candidates with disabilities ready to move for a new opportunity.
- Online request and response advice on your recruitment challenges. Our call centre agents are ready to provide up to date information regarding legislation and trends.
- Updated information on the latest news regarding the employment of people with a disability.

- **Disability Hotline**

A new vibrant and energetic service to our clients and candidates.

Our Disability Hotline is a vibrant and energetic facility that our candidates use to register, network and stay in contact with us. The Hotline provides a fast and efficient service to our clients and our agents are trained to understand your vacant position and environment.

| Why are we unique? |

Our core business focus is to identify the strongest candidates for our clients and not to find people jobs.

We have combined expert knowledge of recruitment with extensive knowledge of disabilities to help our clients make a perfect match.

Our rationale is to empower individuals with a disability to make life-changing decisions in a safe environment by providing excellent services and information regarding new opportunities in the workplace.

We stay on the cutting edge of technical advancements and we keep up to date with the latest technology and equipment in the various fields of disability to grant our candidates the best opportunity to compete in the market.

We consider it our responsibility to protect our clients' corporate interests while giving our candidates a fair chance in the labour market.

| How to contact us |

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