

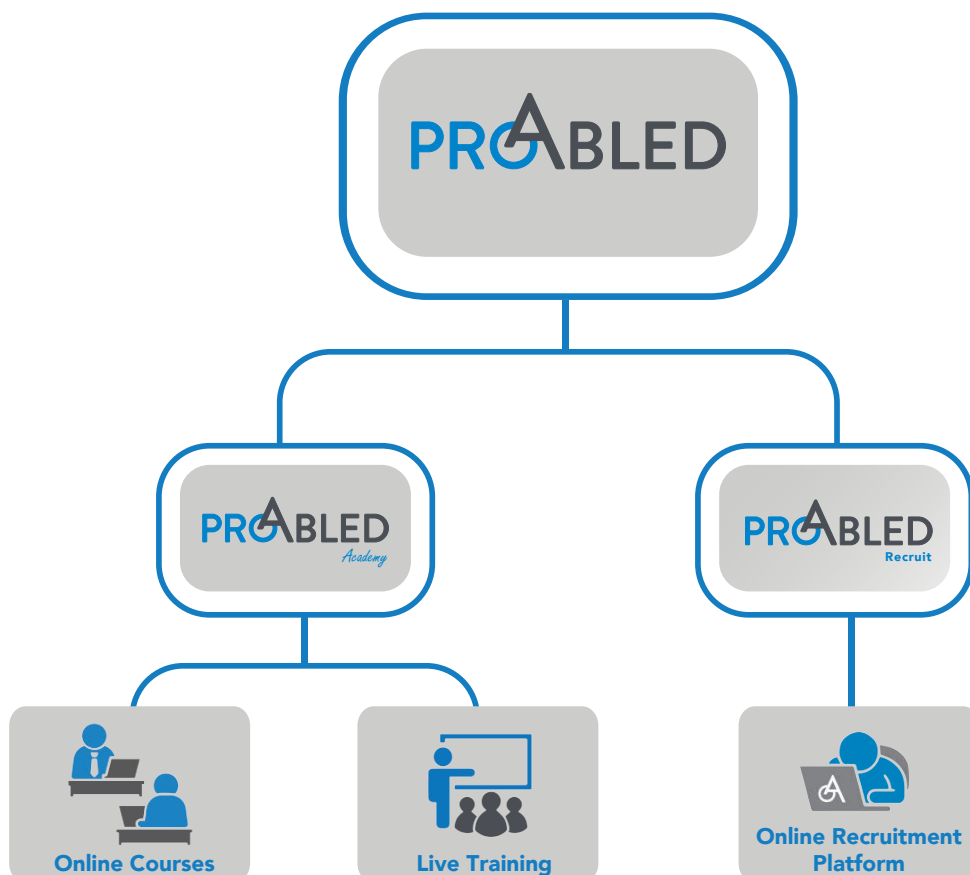
# PROABLED



# OVERVIEW

As we believe that every person, no matter the challenges he/she is facing, has the right to be productive, have a decent job and earn a living, ProAbleD was launched to boost a shift in society's mindset from limiting capacities of people with physical disabilities to creating opportunities for them to prove that they are **PRO** fessionally **Able**

In order to achieve its goals, ProAbleD has 2 departments working together to offer a holistic inclusive solution:



**PROABLED Academy** provides HRs and managers in companies, employees with disabilities, architects and engineers with different consulting and training certificates in inclusive recruitment, work readiness and inclusive design.

The inclusion courses are designed to be a section of the university courses within the academic curriculum.

**PROABLED Recruit.** Online recruitment platform specialized in supporting companies to find the right candidates for their job vacancies among ProAbleD candidates with disabilities.

ProAbleD has supported 1,000 beneficiaries among companies, persons with disabilities, NGOs, INGOs, academic and public institutions. It is currently scaling internationally by building new partnerships and providing its services in several countries.

As a member of the UN Global Compact Network, ProAbleD has main objectives in targeting:



Experts from international organizations in the US, Europe and Lebanon joined effort to design the following certifications:

## PROABLED CERTIFICATIONS: 4 COURSES



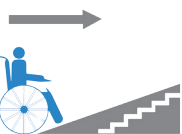
- Essentials of disability and inclusion  
*(for individuals and companies interested in inclusion)*



- Inclusion strategy and corporate policies  
*(for managers and board members)*



- Inclusive recruitment of employees with disabilities  
*(for HRs & recruiters)*



- Building accessibility and inclusive design  
*(for architects & engineers)*

## PROABLED LIVE TRAINING:

- Work Readiness Program *(for persons with disabilities)*

# ADDED VALUE

Did you know that over a billion people live with some kind of disability?

Whether you are an **individual**, **company** or **university**, embed an inclusive mindset by being enrolled in our programs, **at your own pace**, and acquire the below outcomes accordingly:



## Individuals

- ✓ Learn how to interact with persons with mobility, visual, hearing and intellectual disabilities
- ✓ Become one of the leaders in diversity and inclusion
- ✓ Bring a major added value to your CV and career



## Companies

- ✓ Acquire a certificate in inclusion valid for 3 years
- ✓ Acquire a new client base by reaching customers with disabilities
- ✓ Become an inclusive company compliant with the UN SDGs
- ✓ Recruit talented employees with disabilities
- ✓ Fulfill a major requirement for inclusive construction



## Universities

- ✓ Be a pioneer in embedding inclusion within your curriculums
- ✓ Educate generations to be future inclusive managers and decision makers
- ✓ Bring an added value to your accreditation
- ✓ Become a university welcoming students with disabilities



## ESSENTIALS OF DISABILITY AND INCLUSION

*(For individuals and companies interested in inclusion)*

ProAbleD offers a unique program that raises awareness on disability and inclusion

### TRAINING PROGRAM

Our team of trainers provides an overview on inclusion and disability covering the following topics:

- Disability definition and characteristics
- Types and models
- Positive communication
- Tips and techniques for interaction with persons with mobility, visual, hearing and intellectual disabilities.

### OUTCOMES OF OUR PROGRAM

- Learn how to interact with persons with mobility, visual, hearing and intellectual disabilities.
- Higher productivity
- Increased diversity and flexibility
- Adaptive performance
- Inclusive language
- Inclusive and welcoming environment
- Construction of inclusive societies

- ✓ Each participant will receive a certification valid for 3 years
- ✓ Companies will receive a certification valid for 3 years
- ✓ Trainings are available in both English and Arabic languages.

**Know more about this course: ESSENTIALS OF DISABILITY AND INCLUSION**

Live training and customized consulting can be provided upon request.



## INCLUSION STRATEGY AND CORPORATE POLICIES (For managers and board members)

ProAbled trainers provide sessions and workshops following international standards using an interactive and simulation approach

### TRAINING PROGRAM

Our team of trainers provides full program covering the following topics:

- Overview on inclusion disability
- Economical and HR benefits of being in an inclusive company
- Roadmap on disability inclusion strategy

### OUTCOMES OF OUR PROGRAM

- Providing equal opportunities for all employees or candidates
- Building an inclusive mindset within the company
- Becoming an inclusive company compliant with the UN SDGs

- ✓ Each participant will receive a certification valid for 3 years
- ✓ Companies will receive a certification valid for 3 years
- ✓ Trainings are available in both English and Arabic languages.

Know more about this course: **INCLUSION STRATEGY AND CORPORATE POLICIES**

Live training and customized consulting can be provided upon request.



## **INCLUSIVE RECRUITMENT OF PERSONS WITH DISABILITIES** *(For HRs & recruiters)*

ProAbleD trainers provide sessions and workshops following international standards using an interactive and simulation approach

### **TRAINING PROGRAM**

Our team of trainers provides full program covering the following topics:

- Overview on equity and inclusion
- Techniques for inclusive recruitment of employees with visual, hearing and mobility disabilities
- Tips and techniques to interact with employees with disabilities

### **OUTCOMES OF OUR PROGRAM**

- Acquiring knowledge about disabilities
- Building inclusive recruitment skills
- Recruiting candidates with disabilities
- Becoming an inclusive company compliant with the UN SDGs

- ✓ Each participant will receive a certification valid for 3 years
- ✓ Companies will receive a certification valid for 3 years
- ✓ Trainings are available in both English and Arabic languages.

**Know more about this course: INCLUSIVE RECRUITMENT OF PERSONS WITH DISABILITIES**

**Live training and customized consulting can be provided upon request.**



## **BUILDING ACCESSIBILITY AND INCLUSIVE DESIGN** *(For architects & engineers)*

ProAbleD provides training and consultancy following BS 8 300, USA-ADA and Dubai standards

### **TRAINING PROGRAM**

Our team of trainers provides a program of accessibility in the workplace covering the following topics:

- Accessibility of buildings and the built environment
- Universal design and inclusive design
- Reasonable accommodations
- Practical techniques on implementations in new and existing buildings

√ **Trainings are available in both English and Arabic languages.**

### **OUTCOMES FOR ARCHITECTS AND ENGINEERS**

- New opportunities of projects
- Know-how in universal and inclusive design
- Acquire expertise in growing demand internationally

√ **Each participant will receive a certification valid for 3 years**

### **OUTCOMES FOR COMPANIES:**

- Take part in international goals and movement (SDGs, ESGs, UN CRDP...)
- Attract wider pool of customers, investors and markets
- Increase employees retention, resilience and growth
- Fulfill a major requirement for inclusive construction projects

√ **Companies will receive a certification valid for 3 years**

**Know more about this course: BUILDING ACCESSIBILITY AND INCLUSIVE DESIGN**

**Live training and customized consulting can be provided upon request.**





## WORK READINESS PROGRAM (For persons with disabilities)

ProAbleD offers a unique **Live Training** that builds employee engagement for persons with disabilities

### TRAINING PROGRAM

Our team of trainers provides a program of work readiness and soft skills covering the following topics:

- Active listening
- Commitment
- Work-life balance
- Feedback and criticism
- Time management

### OUTCOMES OF OUR PROGRAM

- Lower employee turnover
- Higher productivity
- Stronger employee engagement
- Higher job retention
- Increased diversity and flexibility
- Adaptive performance
- Better self-esteem

✓ Each participant will receive a certification

✓ Trainings are available in both English and Arabic languages.

Live training and customized consulting can be provided upon request.

# PROABLED



## PROABLED RECRUITMENT PLATFORM PROABLED.COM

ProAble.com is an online recruitment platform specialized in supporting companies to find the right candidates for their job vacancies among ProAble candidates with disabilities.

### OUTCOME FOR CANDIDATES

Candidates will be able to have an **online CV format** with all skills education and work experience highlighted so that **hundreds of companies** can view these online profiles and connect for potential employment.

All contact information of candidates will remain confidential, and will only be disclosed to the company upon prior approval at the interview level.

### OUTCOME FOR COMPANIES

Since HR managers are having many difficulties recruiting employees with disabilities, ProAble.com is bringing together **a large number of skilled potential candidates** with disabilities ready for employment.

ProAble.com enables HR teams to become more productive inclusive recruiters with making less work efforts using a **user friendly online platform**.

**Live training and customized consulting can be provided upon request.**

## PARTNERS



## AWARDS



## MEDIA FEATURES



# PROABLED

Whether you are an individual,  
a company or a university, sign  
up to our programs and get  
your package now!

**REGISTER NOW**

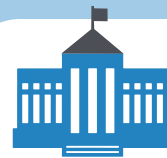
Our **programs** are tailored for



**Individuals**



**Companies**



**Universities**

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