

CBA's at

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CBA? What's a CBA?

A CBA (community based job assessment) is a job trial tool. It is designed to give an individual an up-close look at the world of work as they perform job duties typical of an employee in your business. At Capabilities, we work with individuals who want to work, but may not know the job they want to do. Capabilities will work with the individual to find job sites and locations for them to try jobs.

So, Who Is Going to Manage This Individual?

Whenever any individual doing a CBA through Capabilities, one of our job coaches will be on site. Our trained staff have worked in a variety of situations, so they will be able to coach our consumers to do the jobs to the highest standards.

At What Times Can the CBA be Done?

Both the individual wanting to choose a career and a career consultant will be at your job site at specific times and dates convenient to your business. We have had CBA's done during all shifts, as the consumers we serve may be interested in a variety of shifts.

OK, so What's the Cost?

During the entire time of the CBA both the career consultant and consumer are paid employees of Capabilities, Inc. Both employees are under our payroll, so you are in no way liable for any of their taxes. The employees are therefore covered under our Workman's Compensation policy number 1242401. In addition, we have a liability policy through Cincinnati Insurance Company, P.O. Box 145496, Cincinnati, Ohio covering each individual in the amount of \$1,000,000.00 per occurrence. The policy number is CPP 0894573. The effective date was 6/17/00 and has been in force since that date.

Am I expected to Hire the Person?

You are in no way expected to hire the person after they complete a CBA. Sometimes the employers are interested in hiring the employee because of the great job that they do, but you are in no way tied down to hiring them after you agree to the CBA.

So, What's the Catch?

There is none! You get the following benefits from having CBA's done at your job site:

- Work Done at No Cost
- Work Completed According to Your Standards
- Positive Public Relations of Helping People with Disabilities
- Pre Screened Individuals Who Will Work Hard