

MG&A: Thirty-five years of serving employers and persons with disabilities



Customized Employment

Business Focus for Customized Employment

Unmet Workplace Needs:

This area focuses on tasks that need to get done but are not getting done in the way the employer would like. It also can include tasks that have not been performed but need to be.

Tasks better performed by others:

This area focuses on aspects of jobs that might better be performed by others at an entry pay grade. This option can directly save money for employers better match tasks.

Specific benefit to enhance business:

This area focuses on improving performance and efficiency of workers by targeting specific tasks that enhance the existing jobs within a business.

Stocking check-out islands, assisting advertising, setting up electronic equipment



Mailroom assistance and inter-office delivery



Inventory Control tasks



Tasks providing assistance to reception, professionals, manager and sales



Sorting and filing of excess paperwork



Spot cleaning to reduce “slip and falls”



Tour and Needs Analysis

Before any agreement is made, we offer a needs/benefits assessment at no charge to you.

We can either observe your various business procedures, or we can assist you to do so, to identify potential needs within your company.

Customized Employment targets specific worksite issues:

- Slower components of tasks
- Back-ups/Bottlenecks
- Material/tool supply
- Inconvenient location of materials
- Interruptions
- Additional assistance to meet high work demands
- Unattended materials/products
- Waste/scrap materials
- Misplaced materials/goods
- Dusty, broken, dirty goods/materials
- Episodic duties
- Unsafe or unsightly conditions

Job Analysis: The foundation of success

We focus on:

- ❑ The *way* you do things
- ❑ The *means* you use to train and support employees
- ❑ The *people* you assign for supervision

Job site supports to both employer and employee



Benefits to employers and employees

To Employers

- Assistance in identifying workplace needs that might be met by applicants
- Identification of support providers, as necessary, for customized employees
- Recruitment and matching of the skills of applicants to employer needs
- Assistance in customizing job roles for current employees who become disabled

To Employees:

- In-depth discovery of the applicant's strengths, needs and interests
- Customized planning assistance to target potential employers and contributions
- Representation assistance to negotiate customized relationships
- Resource identification to pay for necessary supports