Job Customization Process

Customized employment maximizes workflow and workplace efficiency. Most employers already use some of these strategies by providing accommodations and work assignments to benefit from their workers' strengths, aptitudes, and capacities.

Job customization is an extension of employers’ existing skills and capacity to increase company's productivity, profitability, and performance.

Service Provider
- Determine vocational profile of potential employee
- Identify opportunities for customized employment
- Research and Visit target businesses;
- Create a new specific position from selected tasks

New employee with disabilities

Employer
- Recognizes possible increase in efficiency by modifying job task allocations
- Identifies sets of tasks to be reallocated from specialised workers to job customized position
- Explores further opportunities to increase company's level of service through job customization
- Create new job description to meet organisational needs
- Finds the right person with the right skills set for the new position

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HIRE for TALENT has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.