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Practical Solutions: Customized Employment - Finding The Right Fit

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Practical Solutions: Customized Employment - Finding The Right Fit

Abstract

[Excerpt] Employers are embracing new strategies to meet a diverse workforce. They are customizing jobs in ways that welcome the unique needs of able workers. The result answers employment challenges for unemployed workers with disabilities and gives employers an economic competitive advantage: real “win-win” opportunities.

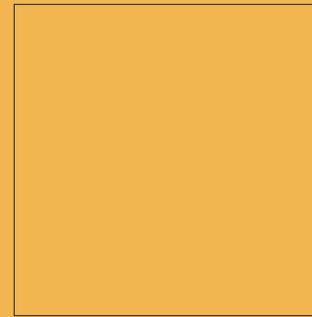
Keywords

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The Spectrum of Workforce Possibilities



Finding the Right Fit



"Chad and Shannon have upbeat attitudes about the work they do. Their enthusiasm is starting to rub off on others they work with."

Melinda Mast, *Employment for All*

S o l u t i o n s a t W o r k



Employers are embracing new strategies to meet a diverse workforce. They are customizing jobs in ways that welcome the unique needs of able workers. The result answers employment challenges for unemployed workers with disabilities and gives employers an economic competitive advantage: real “win-win” opportunities.



A Reliable Workforce...



Day In and Day Out

People with disabilities want to work. Only 56 percent of working-age individuals with disabilities are employed. Employers are discovering this untapped workforce and are customizing jobs to meet workforce needs. They find their workforce strengthened by the reliability of workers such as Elijah, who has the best attendance at Fred Meyer in Soldotna, Alaska.

Self-Employment...



Results in Smart Business Ownership

Eric owns his own business. He creates and markets a unique line of greeting cards which are sold at local shops like the Lyndon House Gift Shop and Gallery in Athens, Georgia. Eric saw a need and was able to meet it with his own creativity, marketing ability and business sense. He opened his own door to employment.

Enthusiasm Flourishes...



Employers and employees are negotiating job duties, hours of work, the terms of employment, training and support needs.

Where Flexibility Works

Working at Cat Care in Marietta, Georgia required specialized training. The veterinarian worked with Shannon until she had learned all of the procedures. She now exhibits a neverending eagerness to help in every part of the clinic.

Real Contributions...



Self-sufficiency is one of the big benefits when those with disabilities earn their own way.

Practical Solutions

Kim's work at the Meadows of Napa Valley and Judy's work at Danleya Beauty Shop in Douglasville, Georgia contribute to the on-going practical needs of their employers. They are valued members of the workforce.

Discovering Abilities...



That Really Work

Exec-U-Tech Virtual Office Suites in Vancouver, Washington recognized Monica's customer service skills. The Jefferson County, Kentucky Clerk's Office recognized Jean's attention to detail in processing license renewals. Negotiating job tasks allowed both women to use their skills and abilities effectively to meet the demands of their jobs.

Sharing Job Duties...



Solving Employer Needs

The busy offices of the Small Business Administration Center in Alexandria, Virginia met their workforce needs through job sharing. Sharon and Faye handle all the incoming and outgoing mail.

Imagine the Possibilities...



Finding the Right Fit

Jose's life changed when he was paralyzed from a car accident. With help from the Marin Employment Connection, he was able to finish his training and college education in Information Technology. His job at Marin Family Action Center designing websites and taking care of all of the IT work turned out to be the right fit.



Practical solutions for the changing workforce

- Workers with disabilities
- Negotiating employer and employee relationships
- Re-defining job duties
- Providing support
- Flexing work hours
- Changing the work environment

A CATALYST FOR CHANGE Transforming the American Workforce

Research and production of the brochure were funded by the Office of Disability Employment Policy (ODEP), U.S. Department of Labor. Copies are available from the Office of Disability Employment Policy at 200 Constitution Ave., NW, Washington, D.C. 20210; 202-633-7365(v); 1-877-889-5627(TTY); 202-693-7888(fax) or at the website, www.dol.gov/ODEP.

Alternate formats are available by contacting ODEP. Links to additional information on employing people with disabilities are available through the website.

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