



What Is Job Customization?

Job customization, sometimes called job carving, is a term for customizing job duties. It is a way of combining tasks from different jobs to increase employee productivity while capitalizing on the skills and strengths of workers who identify as having disabilities. Job carving is all about creating a new position by freeing specialized employees from having to perform unspecialized tasks.

Why do it?

To increase specialized employees' productive time, enhancing company profitability and service delivery.

How does it work?

Both the employer and the service provider work together to identify opportunities to increase the company's service offering and profitability.

SERVICE PROVIDER'S PERSPECTIVE

It's all about looking for job tasks within a workplace designed to match the needs, capacities, skills, abilities and aptitudes of a potential new employee who identifies as having a disability.

EMPLOYER'S PERSPECTIVE

It's all about identifying non-specialized tasks performed by specialized employees in order to create a new and meaningful position that can be filled by another person.

NEW EMPLOYEE'S PERSPECTIVE

The process of job customization creates a new tailored job description that fits a potential employee's skills and strengths. It gives a job seeker with a disability the opportunity to contribute according to his or her capacities.

JOB CARVING - JOB CUSTOMISATION - CUSTOMIZED EMPLOYMENT

Customized employment is an interest-based evaluation of the business's needs and the job seeker's skills and ability to meet those needs. Customization is meant to be a win-win solution. It works best when a newly created position helps various specialized workers. Successful job carving brings mutual benefits to the employer and the job seeker.

EMPLOYERS' BENEFITS



Increase current workforce effectiveness and efficiency



Fill gaps in the current workforce



Reduce costly or inefficient temporary help and overtime wages



Increase customer satisfaction

When Existing Jobs Don't Fit: A Guide to Job Creation, Institute for Community Inclusion, Collen Condon et al., Boston USA.



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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.