

9.2 Job Customization Process



Customized employment maximizes workflow and increases workplace efficiency. Most employers already use some of these strategies by providing accommodations and work assignments to benefit from workers' strengths, aptitudes, and capacities. **Job customization is an extension of a business's existing skills and its ability to increase productivity, profitability, and performance.**

Employers

- Modify job tasks to increase efficiency.
- Identify sets of tasks to reallocate from specialized workers to the customized job position.
- Explore further opportunities to improve the business's services through job customization.
- Create a new job description to meet organizational needs.
- Find the right person with the right skillset for the new position.

Service providers

- Determine potential for a new employee vocational profile.
- Research and visit target businesses.
- Identify opportunities for customized employment.
- Create a new position from identified tasks.
- Provide employer support services to ensure the new employee is successfully integrated in the workplace.

Take the Challenge!

True or False

An employer willing to modify work assignments to increase productivity, profitability and performance to fit workers' strengths, aptitudes and capacities is using job customization strategies.

True. The job customization process reallocates specialized workers' tasks to a customized job position.

Source:

¹When Existing Jobs Don't Fit: A Guide to Job Creation, Institute for Community Inclusion, Colleen Condon et al., Boston USA.

Disclaimer:

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