

What employers are saying about Michigan Rehabilitation Services

"More than 30 of our associates have been evaluated by MRS. The prompt response to our referrals has provided practical and cost-effective ideas for job site accommodations. I am able to obtain the broad experience and range of services provided to create a safe and ergonomically correct environment for our associates."

Robert O. Williamson, Manager
Workers' Compensation and Safety
Accountability Program
St. Mary's Medical Center, Saginaw

"The biggest advantage in working with programs such as MRS is that they serve as reminders for us to gain the tax credits we are eligible for ... to remind us they have training and other resources available. I end up with a personal relationship with a staff person I can contact almost immediately."

Margaret Walker, Manager
Quality/Employee Services
Gonzalez Design Group, Madison Heights

"The individual who was placed in a dishwashing position is at the top of my list of employees. He is a dependable worker. Without MRS, I might not have considered his application because of his lack of communication skills."

Randy Pfab, Manager
Perkins Family Restaurant, Houghton

"Michigan Rehabilitation Services is very supportive in helping to train the employee, providing finances for training, and coming up with other agencies that are willing to help. We all work together as a team to get the best trained employee."

Michael Brown
Assistant Operations Director
Jackson Transportation Authority,
Jackson

"The MRS Business Services team has been a tremendous help to us. Their flexibility, knowledge, and team approach to assisting businesses have enabled us to find success with some of our most difficult scenarios."

David Campbell, Supervisor
Disability Management
Services
Steelcase, Inc.
Grand Rapids



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Career Development

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Visit MRS on the Internet at:
www.state.mi.us/career

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Michigan Rehabilitation Services

Business & People with Disabilities: A Profitable Combination

A profitable combination

Never before has competition for workers been keener, the cost of hiring them higher, or the impact of losing experienced employees greater. And never before have programs from **Michigan Rehabilitation Services (MRS)**, a division of the Michigan Department of Career Development, been more timely or valuable for Michigan businesses.

Employers have been turning to MRS to find **qualified, well trained**, and immediately available **workers** for more than 75 years. Now, through a new statewide program, MRS is also helping employers keep at-risk employees as well as those who have recently acquired a disability.

Employee retention

The new program is staffed with specially trained business/disability representatives in every region of the state. These representatives can help you **keep employees** on the job through reasonable accommodation recommendations, ergonomic assessments, employee counseling, transferable skill analyses, and referrals to other agencies.

Our employee retention program is just one of a number of services available to you. Our other customized services will help you:

- ▶ Find qualified workers
- ▶ Save money
- ▶ Save time
- ▶ Return injured workers to the job

Find qualified workers

MRS can bring you qualified, pre-screened applicants **carefully matched** to your job requirements — a much needed service with today's worker shortage. You can also count on us to follow up with you on these referrals to make sure both you and the worker are satisfied.

At your request, we can conduct **job analyses** to determine the skills needed for a particular job. Employers have found this service helps them develop more accurate job descriptions.

Save money

Save on-the-job training dollars with us. We can reimburse you for part of the costs associated with training a new worker referred to you by MRS. We can also access other on-the-job training programs that could offer you a reimbursement.

If your business qualifies, and many do, we can help you obtain **disability-related tax credits** and deductions available to business.

Save time

Save time by coming to us for **information on the Americans with Disabilities Act (ADA)** and other state and federal laws related to disability issues. We can also link your business to community and state resources, such as training and apprenticeship programs, community colleges, and other agencies serving people with disabilities.

We also offer disability sensitivity training to ease concerns your employees and supervisors may have about a new employee who has a disability.

Return injured workers to the job

If you have employees who are receiving disability benefits because of illness or injury, the **MRS Disability Management Program** can help you maximize productivity and minimize costs. The initial consultation to assess your needs is free.

Assistance can include: job analysis to determine if an accommodation will allow return to work; analysis of transferable skills to identify other jobs within your company that employees could perform within their medical restrictions; and, if necessary, out-placement assistance.

Want to learn more?

Join the growing number of Michigan business people who turn to MRS for disability-related assistance — and who are proving that business and people with disabilities are a profitable combination.

For more information, call or write:
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