

What Employers are Saying about MRS



"The financial benefit of hiring people with disabilities helps our business because these students possess valuable problem-solving skills and are experts in finding creative ways to perform tasks others may take for granted. Employees with disabilities have proven to be dependable, dedicated, hardworking and productive workers."

*Jim Grove, Store Director
Meijer, Saginaw*



"...I believe in looking beyond a person's disability and focusing on their abilities and talents. The Michigan Career and Technical Institute (MCTI) students are an asset to Wal-Mart, and partnering with MCTI [under the auspices of MRS] has been a great experience."

*Jerry Barnett,
Store Manager
Wal-Mart, Plainwell*



"The MRS/Disability Management Program has helped us to ensure that our employees with disabilities can work on processes that we would have never thought they could."

*Debbie L. Hutchison,
Employee Relations
Manager, L&L Products,
Romeo*

"Sodexo values its relationship with MRS. Open communication about opportunities and potential candidates has proven to be positive for all involved."

*Karah Gibbs, Human Resource Manager
SODEXO [World-Wide employer]
Crittenton Hospital, Rochester*



MRS PROMOTING
ABILITIES
Michigan Rehabilitation Services

Want to Learn More?
Contact the MRS
Business Network Unit today!

Michigan Department of Energy,
Labor & Economic Growth
Michigan Rehabilitation Services
PO Box 30010
Lansing, Michigan 48909

1-877-901-7361 (voice)
1-248-968-3686 (TTY)

Visit MRS on the Internet at:
www.michigan.gov/mrs

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The Michigan Department of Energy, Labor & Economic Growth is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities, as required by law.
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Michigan Rehabilitation Services (MRS) develops partnerships with employers to provide an innovative, diverse workforce.

**Business & Individuals with Disabilities:
A Profitable Partnership**

MRS PROMOTING
ABILITIES
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BUSINESS NETWORK UNIT

Join the growing number of innovative employers who turn to the Business Network Unit within Michigan Rehabilitation Services (MRS) for disability related assistance — and who are proving that business and individuals with disabilities are a profitable partnership.

Business Network Unit professionals work closely with MRS district offices to offer a continuum of services which include:

- No-cost recruiting
- Pre screening of applicants based on essential job requirements
- On-site job trainer (on-the-job training) and support services
- Paid internships or apprenticeships
- Job restructuring and/or work site adjustment
- Accessibility review of work site
- Reasonable accommodation assistance
- Assistive technology, devices and specialized equipment to assist in job success
- Resources for employee assistance and/or advisory programs
- Post-hire consultation services
- Acquisition

Our goal is to help employers:

- Save time and money
- Maintain a committed, qualified & diverse workforce

Additional Core Services Include:

- Employees at Risk
- Return to Work
- Prevention

EMPLOYEES AT RISK

Employee Retention

MRS has specially trained business/disability representatives in every region of the state who assist businesses to keep employees on the job through:

- Disability adjustment counseling
- Medical case management
- Work risk analysis
- Disability awareness/education and,
- Referral to other agencies/resources

Workplace Safety Assessment and Education

Prevention services provided by the MRS Business Network Unit are designed to identify basic modifications in equipment, position and process in order to maximize the productivity and safety of each worker and to minimize the risk of work related injuries through:

- Ergonomic assessment of existing work sites
- Consultation on workplace design and equipment; and
- Education to promote good body mechanics and a safe work environment



RETURN TO WORK

Return Dedicated Workers to the Job

The MRS Business Network Program can help maximize productivity and minimize costs with employees who are receiving disability benefits due to illness or injury. There is no charge for the initial consultation.

Assistance may include:

- Job analysis to determine if an accommodation will allow return to work;
- Ongoing follow-up and support to employee and supervisor;
- Analysis of transferable skills to identify other jobs within your company that employees could perform within their medical restrictions; and
- If necessary, job development and out-placement services.



PREVENTION

Disability Awareness Consultation

MRS can assist in reviewing, interpreting and, most important, understanding laws and disability issues like:

- Americans with Disabilities Act (ADA)
- Work Opportunity Tax Credit (WOTC)
- Barrier Free Design
- Job Accommodations
- Family Medical Leave Act (FMLA)
- Averting Workers' Compensation Claims

Business Network Unit professionals will refer your business to a MRS district office in your community to provide on-going services. MRS may also link your business to community and state resources, such as training for certified apprenticeship programs, community colleges and other agencies serving people with disabilities.

