

profil

arbeit & inklusion
travail & inclusion



INCLUSIVE JOB DESIGN

Skills shortages, staff burnout and rising absenteeism – a risk to your business?

Inclusive Job Design is more than just a social project: it is a forward-looking approach to creating staff stability, making better use of potential and strengthening your competitiveness.

Inclusive Job Design is a methodical approach to analysing and redesigning work processes. The aim is to optimise existing job profiles and group tasks in such a way that new, clearly defined areas of responsibility are created. Ideally, these can be taken on by people whose skills match these requirements – such as people with disabilities or health impairments.

How it works

Assignment

Initial meeting and clarification of your needs

Interviews

Discussions with supervisors and the team

Analysis

Reviewing work processes and job profiles

Redesign

Restructuring and summarising tasks into new roles

Report

Highlighting the benefits (economic, personnel-related, representative)

Matching

Placement of suitable employees and job coaching

How you benefit from Inclusive Job Design

- Relieving the burden on your specialist staff by delegating tasks
- Focus on core competencies rather than overburdening
- Support from Profil, from analysis through to recruitment
- Fewer absences, less overtime
- New jobs for people with disabilities
- Strengthening your image as an inclusive company

Profil provides professional support from the initial meeting right through to the placement of employees with disabilities or health impairments, and also throughout their employment.

A company's conclusion

"Thanks to Inclusive Job Design, we were able to optimise internal processes whilst at the same time creating a suitable role for a dedicated employee with a health-related create a suitable role."

Contact us: **058 775 20 20** or
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Further Information is
also available at
www.profil.ch

