



This is a classic win-win situation

Place of action:

Grocery store

Storyteller:

Anna, owner of the grocery

Synopsis:

Mikael, an employee with a disability, fills products on shelves and keeps the stockroom in order

She convinced us

"We were contacted by a job coach of the employment services for people with a partial disability. When they first contacted us, we were so busy in the shop that there was no time to react. We were in the process of expanding our store. Then, when the rush was over, the job coach contacted us again, and after some explanation about what it means to hire somebody of their jobseekers, we decided to start a selection procedure to hire a part-timer. I am very happy with this job coach contacting us about our possibilities to hire a person with a partial workability. Without this job coach, it might not have occurred to me to employ a part-timer."

It was Mikael at first sight

"We interviewed three candidates and for us, the choice was immediately clear. We choose Mikael, he was the best match. He started first on an internship, and after a few months we agreed on him being capable of doing the work. And we offered him a paid job. Mikael is now responsible for filling products in shelves and keeping the stockroom in order. He also ensures that the products in the store are well organised on the shelves. Mikael works 15 hours per week."

Nothing special

"He did not need any special adaptations. Little modification was needed in the tasks, which was done in advance, and in close cooperation with the job coach. Gradually we increased the number of tasks and also broadened his work area to different departments of the shop. Mikael had been working before in a shop like this and was familiar with these tasks. This made his induction period quite simple. The support of the job coach was rather limited, as we ourselves provided the guidance on the job. The job coach informed us about a wage subsidy and supported us to receive this subsidy. His job coach now only comes once in a while, to inform if 'all is well', and it is."

Mikael and the team

Mikael fits well in the work community and his sense of humour is matching with rest of the employees. All my employees are open-minded. He is integrated very fine, working together with colleagues and he is doing his work tasks carefully and with responsibility. The team is not so much concerned with Mikael's limitations, they take him as a person, as a full member of their team. Mikael is supported by his supervisor. Though his supervisor mentions to me, there is no difference between the support he gives to Mikael compared to the support of any other employee."

A classic win – win

"Mikael has been working with us, for just over a year now. He is happy with the job, and we are happy with him. Our common wish is to continue his working contract. For us it is an absolute win. There was no need for a new employee working fulltime, since shelving does not cost a whole day work and now, we have somebody working parttime doing the job. It is also a win for Mikael, he has a parttime job, matching his capacities and his skills. We would certainly do it again. Another win for us is the increased time of our sellers to spend on customer service, sales, and marketing. We can already see this back in our revenues. And, last but not least, ever since Mikael is working here, I notice an increase in tolerance and positivity, an obvious advantage of a diverse work community."