



Meeting the
staffing needs
of your business.



Massachusetts Rehabilitation Commission

Your partner for employment solutions

Help wanted?

Put MRC to work for you.

We help your business achieve its workforce goals.

Recruiting qualified employees can make a difference in your company's ability to compete in today's economy.

In over fifty years, we have placed thousands of qualified candidates with businesses across all industries. Our current pool of candidates contains more than 15,000 individuals interested in joining the workforce. Almost half have at least some college training, while 26% have technical training or have completed a certificate program. More than 10,000 are currently enrolled in training and education programs to prepare for careers in a wide variety of industries.



Need valued employees?

Try our customized services.

“ The MRC is forward-thinking around creating partnerships with employers, paving the way for any hiring manager to gain access to dynamic talent while also offering opportunities to those often challenged by entering the workforce. Working Partners, the private/public collaboration we have established with MRC, is unique in the country and exists due to the willingness of MRC to try new initiatives and respond to the needs of the market. ”

- *Spaulding
Rehabilitation
Network*

When we work with you, your success is our goal.

At the Massachusetts Rehabilitation Commission (MRC), our customized staffing programs identify talented workers with disabilities who possess the skill sets and expertise that Massachusetts businesses want and need to help them grow.

Many of our pre-screened candidates are equipped and prepared with the knowledge to contribute from day one.

Cost saving services

Our programs can help you stretch your human resources budget and maximize your savings through tax incentive programs, often at little or no cost to your business.

MRC offers an On the Job Training (OJT) partnership to defray hiring and training costs to help your business gain a skilled employee without affecting your bottom line. Through an OJT partnership you will have the flexibility and support to carefully identify candidates' abilities as they work with you.

Expertise

Our team of employment professionals can offer your business critical guidance on how to maximize the use of OJT supports as well as provide your staff with technical assistance on understanding the Americans with Disabilities Act, accommodation solutions, and state and federal tax incentives, including:

- Work Opportunity Tax Credits (WOTC)
- Disability Access Tax Credits (IRS 44 and 190 tax credits)
- Architectural Barrier Removal Tax Deduction

On the job training

Meeting the staffing needs of your business through cost-saving benefits with **OJT** and **OJE**.



On the Job Training (OJT) and **On the Job Evaluation (OJE)** are two cost-saving benefits offered by the Massachusetts Rehabilitation Commission (MRC) to assist you in finding qualified, pre-screened job candidates.

Companies who have used our job-based programs have found them to be very successful. Client Paratemps had this to say about their experience: *"We had the opportunity to do an OJE with an MRC consumer. It was a great experience for the individual and for us. We plan to spread the word. MRC works!"*



“ The MRC is a great resource for a small business like ours. The employees we’ve hired at Tri-M, with the help of the MRC, have proven to be some of our most reliable and hard working employees. ”

- *Tri-M Maintenance, Inc.*



Ready to expand your company's potential?

Call us first for quality and cost-saving services.

“ Working with the MRC has given me the opportunity to hire qualified individuals into our Enterprise family! These employees have amazing abilities, are hard working and have become part of what makes Enterprise so great, our people. We’re looking forward to a long partnership with the MRC. ”

- *Enterprise Holdings*

On the Job Training

OJT is an opportunity to defray the costs associated with hiring and training a new employee through an agreement with MRC.

The process begins with your MRC representative recommending qualified pre-screened candidates suitable for your work needs. In order to reduce the cost of bringing a new employee up to speed, MRC provides funds to offset training costs for your new hire.

Your MRC representative is available for ongoing communication throughout the training period. We work with you every step of the way to make sure your business needs are met.

On the Job Evaluation

OJE is a time-limited agreement to assist you with work needs while discovering potential new employees.

MRC representatives recommend qualified, pre-screened candidates suitable for your staffing needs. As they work for your organization on a temporary basis, you have the chance to evaluate their performance.

You provide feedback to the employee at the end of his or her time period and, if the candidate is a good fit for your business, you can retain him/her as an employee. This allows you the opportunity to evaluate an employee before making a decision to continue with employment.

Your next great employee success story is just a phone call away.

Contact MRC and we will connect you with a talented pool of qualified workers who are ready, willing and able to help your business succeed.

For more information on how your organization can find experienced and qualified candidates with disabilities, contact an MRC representative or find us on the web at

www.mass.gov/MRC

Tap into a successful workforce with an OJT or OJE:

1. You identify an unfilled job
2. We provide a qualified job candidate
3. You interview the candidate and, if they are a good fit, you hire them for the training period
4. We sign a training reimbursement agreement for the training period
5. You evaluate the employee's skills as they work for you
6. If you are satisfied with their performance, you have a new, trained employee ready to help your business grow

“Working with MRC has allowed our company to access a pool of candidates that exhibit an excellent work ethic.”

- *Redline Wall Systems, Inc.*

Your partner for employment solutions



**Commonwealth
of Massachusetts**



“Promoting dignity through employment”