



## **Kit 6:** **Support for Hiring Persons** **with Disabilities**

Funding and supports exist for businesses interested in hiring people with disabilities. From recruitment, to orientation, to training, and even to help when things go awry, there are multiple resources available for businesses to access.

### **QUICK FACTS**

- In a recent BMO study, 77% of small businesses that hired people with disabilities said that the employees met or exceeded their expectations.
- Statistics Canada found that 90% of people with disabilities did as well or better in their jobs than their co-workers
- Most people have a mild or moderate disability, which does not impact their ability to be employed.

### **INTERESTED IN HIRING PEOPLE WITH DISABILITIES? HERE'S HOW**

Even at the best of times, recruitment can be difficult. It can feel even more intimidating when sourcing talent for a new role at your company, filling the shoes of a favourite past employee, or trying ways to reach diverse applicants. One way you can reach new applicants who have the skills you need is through hiring people with disabilities.

Many studies have shown that people with disabilities perform as well, if not better, than their co-workers. They often have higher levels of engagement, retention, and attendance! Despite the growing numbers of people with disabilities and their education levels, many people with disabilities find it extra difficult to find work. So, how can you reach out to these communities? There are many channels:

- Send your job posting to student disability centres in nearby post-secondary institutions
- Contact large charity organizations such as Independent Living Centres, Community Living Ontario, or March of Dimes
- Pair up with local disability organizations in your community
- Open a booth at a career fair that caters to people with disabilities, such as Employment Accessibility Resource Network (EARN) Career Fair
- Contact employment agencies such as the Ontario Disability Employment Network, Link UP Employment, or Partners in Employment.

There are supports out there - use them! Reaching out to people with disabilities will increase your choices and your talent pool to help you find the right person for the job!

## CHECKLIST

- ✓ Send your job posting to student disability centres at post-secondary institutions with programs that relate to your industry
- ✓ Contact large charity organizations for support in finding applicants, funding, accommodations etc.
- ✓ Pair up with local disability organizations in your community to help each other out
- ✓ Open a booth at a career fair that caters to people with disabilities
- ✓ Post jobs on accessible recruiting websites
- ✓ Offer job applicants alternative ways of applying as not everyone maybe able to submit an application online

## RESOURCES

### Employment Aid

- [Leads Employment Services](#) (London, Ont.)
- [Partners in Employment](#) (PIE)
- [Ontario Job Opportunity Information Network](#) (JOIN) (Toronto, Ont.)
- [March of Dimes Canada](#) (various locations)
- [Community Living Ontario](#) (various locations)
- [Independent Living Centres](#) (various locations)
- [Ontario Disability Employment Network](#) (ODEN)

### Accommodation Aid

- [Canadian National Institute for the Blind](#) (CNIB)
- [Canadian Hearing Society](#) (CHS)
- [Institute for Work & Health](#) (IWH)
- [National Institute of Disability Management and Research](#) (NIDMAR)