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

## MedIA Release

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.

The [name of your BIA] has released information on the supports available to businesses who are interested in hiring persons with disabilities. The aim of this information to build awareness and provide support for [district of BIA] business owners who are looking to hire people with disabilities. The information will be distributed [channel of distribution, such as newsletter/social media posts/bulletin/ etc.] to BIA members.

### 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.

### Quotes

[quotes from your BIA, business members, board members, or local champions of the AODA in your community]

### Quick Links

[Ontario BIA Association – Accessibility Resources](http://obiaa.com/accessibility/accessibility-smart-businesses-project/)

Twitter: [@OBIAA\_](https://twitter.com/OBIAA_) (Hashtag for social media: **#accessBIA)**

### Media Contact

[Insert your BIA contact information]

## Article

### 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, filing 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, such as [insert local college/universities]
* 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 such as [insert district examples]
* 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!

*[For a longer list, please seepage 16 of Business Benefits of Accessible Workplaces in your Resources folder]*

## 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

## Social Media

### Facebook/LinkedIn

Checklist for hiring people with disabilities [paste checklist or insert link]

Interested in hiring people with disabilities? Here’s how: [link]

### Twitter

Interested in hiring people with disabilities? Here’s how: [link]

## Resources

Items with no hyperlink can be found in the Members Portal (Resource Section) of OBIAA website.

* [Business Benefits of Accessible Workplaces](http://www.conferenceboard.ca/e-library/abstract.aspx?did=6264) (PDF - see Resources folder)
* [Rethinking DisAbility in the Private Sector](http://www.esdc.gc.ca/eng/disability/consultations/rethinking_disabilities.shtml) (PDF - see Resources folder)
* Taking Action: an HR Guide (PDF - see Resources folder)
* Employers’ Toolkit: Making Ontario’s Workplaces Accessible to People With Disabilities

### Employment Aid\*

* [Leads Employment Services](https://leadsservices.com/) (London, Ont.)
* [Partners in Employment](http://partnersinemployment.on.ca) (PIE)
* [Ability First Coalition](http://www.abilityfirst.ca)
* [Ontario Job Opportunity Information Network](http://joininfo.ca/) (JOIN) (Toronto, Ont.)
* [March of Dimes Canada](https://www.marchofdimes.ca/) (various locations)
* [Community Living Ontario](http://www.communitylivingontario.ca/) (various locations)
* [Independent Living Centres](http://www.ilcwr.org/) (various locations)
* [Link-Up Employment](http://www.linkup.ca/)
* [Ontario Disability Employment Network](http://odenetwork.com/) (ODEN)
* [Live Work Play](liveworkplay.ca) (Ottawa, Ont.)

### Accommodation Aid\*

* [Canadian National Institute for the Blind](http://www.cnib.ca/) (CNIB)
* [Canadian Hearing Society](http://www.chs.ca/) (CHS)
* [Inclusive Design Research Centre](http://www.idrc.ocadu.ca/), OCAD University
* [Institute for Work & Health](http://www.iwh.on.ca/) (IWH)
* [National Institute of Disability Management and Research](https://www.nidmar.ca/) (NIDMAR)

*\*Source:* [*Business Benefits of Accessible Workplaces*](http://www.conferenceboard.ca/e-library/abstract.aspx?did=6264)*, pg. 16.*