

## WHO WE ARE:

The Career Foundation's **Empowering Abilities Program** is funded under the federal government's **Opportunities Fund**.

Since 1988, The Career Foundation has been connecting job seekers and employers. Our mission is to link the resources of private sector companies, education and government to help all members of the community make the transition into employment.

Our vision is to be a world-class leader in human and workforce development.

## HOW WE CAN HELP YOU FINANCIALLY:

The Empowering Abilities Program provides employers with access to:

- Wage subsidies
- No-cost training for new hires
- Assistive technology for the workplace

## WHAT WE CAN ASSIST YOU WITH:

- The placement of pre-screened, qualified candidates with a wage subsidy to cover the cost of training
- The costs of uniforms, safety equipment and transportation for new hires
- Sector specific training and certification for new hires
- On-the-job coaching and/or assistance in creating an Individual Accommodation Plan
- Costs associated with workplace accommodations



## WHY SHOULD YOU HIRE

### PERSONS WITH DISABILITIES?

#### ECONOMIC BENEFITS

- Persons with disabilities show a lower absenteeism and higher retention rate
- Boosts company image, leading to potential increased revenue since your business will be viewed as a leader in inclusivity – thereby attracting more customers and gaining loyalty!

#### HUMAN BENEFITS

- Increased innovative ideas can foster new energy
- Supporting and promoting an inclusive workplace where everyone contributes to the greater good

## WHAT IS AODA AND WILL YOU MEET IT?

Persons with disabilities remain an overlooked talent pool in the workforce, and most struggle to find meaningful employment.

Ontario is a world leader in removing barriers for people with disabilities, including employment.

**The Accessibility for Ontarians with Disabilities Act (AODA) aims to make Ontario accessible and inclusive by 2025. The AODA requires that employers adapt accessible employment practices to ensure that people with disabilities are given equal opportunity and are represented fairly in the labour market.**

Let us help you meet this target through our support!

## FOCUSING ON ABILITIES

Disability is a part of the human condition. Many of us will suffer from temporary disabilities, while some of us experience disabilities for a longer part—if not all—of our lives.

Disabilities are also diverse. No two individuals experience disabilities in the exact same way, although they may appear the same.

It is important to be reminded that a person looking for work is not required to disclose to an employer that they have a disability, unless the disability directly affects the person's ability to perform the duties of the position.

Shifting focus from people's disabilities to their abilities to effectively perform a job reveals a talent pool of potential employees. It is also important to be reminded that finding and retaining employment boosts an individual's sense of purpose and belongingness. Inclusion of people with disabilities in all aspects of the workplace and the community leads to full participation in the economy.



## STATISTICS

→ **72% HIGHER STAFF RETENTION FOR PEOPLE WITH DISABILITIES.**

A recent study\* found that employers had better staff retention when hiring people with disabilities.

→ **90% OF PEOPLE WITH DISABILITIES PERFORM AS WELL OR BETTER.**

Research into the workplace integration of people with disabilities found they performed similar or better to their co-workers.

→ **86% OF PEOPLE WITH A DISABILITY HAVE GREAT ATTENDANCE.**

When compared to non-disabled co-workers, the majority of those with a disability had similar or better attendance.

→ **97% OF WORKERS WITH A DISABILITY HAVE GREAT SAFETY RECORDS.**

In a workplace study\*, it was found that those with a disability had comparable or better safety records than their co-workers.