

# Hiring the Right Talent

## Disability Employment Awareness



### Why is diversity amongst a team important?

Engagement, retention, and performance all increase when employees understand the culture, values, and the roles they play in achieving the goal of making the workplace inclusive.

The disability talent pool helps to drive growth and innovation. By embracing diversity, teams become more resilient, innovative, and better equipped to thrive in complex environments.

### What statistics support the need and benefits of hiring a diverse workforce?

- 8 million Canadians 15 and over, or 27% of the population, identify as having a disability
- 73% of the world's population is affected by disability if you account for family and loved ones
- 50% of people with disabilities have a degree
- 63% of people with disabilities do not require accommodation in their workplace
- 72% higher retention rate amongst people with disabilities
- 92% of consumers prefer companies that hire people with disabilities

### What training is available to support awareness and inclusivity?

#### Accessibility for Ontarians with Disabilities Act (AODA) Employment Standard

The Employment Standard addresses the policies and procedures organizations follow in recruiting and accommodating their employees. The standard will help people with disabilities participate in our labor force and economy and will help employers find untapped talent.

If you have not yet taken this training or wish to complete a refresher, click on the link to [Mandatory Employee Training](#) and refer to the tab "What training is required?".

### Looking for other resources?

[Canadian Accessibility Network \(CAN\)](#)

[Ontario Tech Accommodation for employees and job applicants](#)

**Have questions?** Contact [Julie Day](#), Health and Disability Management Specialist, Human Resources