

Hiring Intentions and Best Practices

A good deal of research has focused on employers' best practices and perceptions about their intentions to hire people with disabilities. This information points to various factors that may boost receptiveness towards hiring people with disabilities.



WORKPLACE CULTURE

- The employer welcomes diversity and inclusion.
- The employer includes people with disabilities and treats them equally alongside other workers.
- The employer is comfortable providing accommodations to all employees.
- The employer focuses on performance, not disabilities.



JOB MATCH

- The employer focuses on essential and critical tasks rather than secondary functions.
- The employer focuses on employees' capabilities in order to match workers and job requirements.
- The employer offers internships leading to permanent employment.
- The employer receives input from people with disabilities on their abilities to perform job duties.

This document is provided for information purposes only. The content provided is not legal advice and should not be used or relied upon as such. Applicable law may differ from jurisdiction to jurisdiction; if you are seeking legal advice, you are advised to consult a lawyer in your province or territory.

Gilbride, D.; Stensrud, R.; Vandergoot, D.; Golden, K. Identification of the characteristics of work environments and employers open to hiring and accommodating people with disabilities. *Rehabilitation Counseling Bulletin*, Spring 2003, p. 130. Extracted from the website of the National Educational Association of Disabled Students (NEADS).



HireForTalent.ca

HIRE for TALENT has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.

Hiring Intentions and Best Practices



JOB MATCH

- The employer can supervise a diverse workforce.
- The employer views service provider agencies and community rehabilitation programs as ongoing employment support resources.
- The employer recognizes the benefit of working with community-based agencies in order to connect with skilled employees

Hiring people with disabilities is **NOT** an act of charity nor is it a random act of kindness. Employers should focus their attention on finding the best person for the job, taking into consideration attitudes, abilities, skills and personality.

Employers should check whether a person can perform essential and critical tasks rather than assuming that he or she is unable to perform non-essential or non-critical tasks.

Canadian employers may qualify for funding to cover costs of most devices. Contact your local service provider to assist you in applying for the right financial aid program.

This document is provided for information purposes only. The content provided is not legal advice and should not be used or relied upon as such. Applicable law may differ from jurisdiction to jurisdiction; if you are seeking legal advice, you are advised to consult a lawyer in your province or territory.

Gilbride, D.; Stensrud, R.; Vandergoot, D.; Golden, K. Identification of the characteristics of work environments and employers open to hiring and accommodating people with disabilities. Rehabilitation Counseling Bulletin, Spring 2003, p. 130. Extracted from the website of the National Educational Association of Disabled Students (NEADS).



HireForTalent.ca

HIRE for TALENT has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.