

1.2 An Untapped Labour Pool



Workers with disabilities are underrepresented in the workforce. **This untapped labour pool provides skilled, knowledgeable staffing solutions to foster innovation and problem-solving.** On average, people with mild, moderate or severe disabilities have higher education levels (high school, trade school or college) than people without disabilities.

The untapped labour pool provides staffing solutions to chronic HR openings.

Over 400,000 individuals with disabilities are not currently employed but have the potential to work.

Almost half of these qualified workers are post-secondary graduates.

In 2017, 6 million adult Canadians reported being limited in their daily activities due to a disability, a lack of accommodation, or a difficulty with accessibility. Less than 60% of people with disabilities between the ages of 15 and 64 have jobs.

Universal Design and Human-Centered Environment concepts are applied more and more frequently to products we buy and services we receive. This increases environmental and social accessibility for all Canadians. Inclusive designs make inclusive workplaces!

Sources:

¹ *Canadian Survey on Disability (CSD), Statistics Canada. Fact Sheet. Catalogue no. 89654X — No. 002 ISBN 978-1-100-22833-4. 2012.*

² *Persons with disabilities and employment. Statistics Canada. Insights on Canadian Society. Catalogue no. 75-006-X ISSN 2291-0859. 2014*

³ *CSD, 2012 A Profile of the Labour Market Experiences of Adults with Disabilities among Canadians Aged 15 Years and Older.*

⁴ *Employment and Social Development Canada. Making an accessible Canada for people with disabilities. Retrieved from <https://www.canada.ca/en/employment-social-development/programs/accessible-canada.html>*

Disclaimer:

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.