

6.1 Hiring Intentions and Best Practices



Hiring people with disabilities is not an act of charity. Disability is diversity – a type of diversity that helps employers build an inclusive workplace culture that will attract talent now, and in the future of work.

A good deal of research has focused on best practices for employers and the perception of their intentions to hire people with disabilities. The data points to various factors that may increase 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 tasks rather than secondary duties.
- The employer focuses on employees' capabilities in order to effectively 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.

Employer Experience

- The employer can supervise a diverse workforce.
- The employer sees service provider agencies as a resource for on-going employment support.

- The employer recognizes the benefit of working with community-based agencies in order to connect with skilled employees.

When recruiting candidates with disabilities, focus attention on attitudes, abilities, skills, and personality rather than on perceived limitations (that can easily be addressed through simple workplace accommodations).

Check whether the candidate can perform essential tasks and consider a strengths-based employment approach which uses an individual's strengths, skill-sets, and passions rather than eliminating candidates over limitations around unnecessary and non-essential tasks.

Take the Challenge!

True or False

Inclusive employers tend to focus on workers' performance and capabilities, not on disabilities.

True. This is considered a "best practice".

Source:

¹ 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. Tiré du site Web du National Educational Association of Disabled Students (NEADS).

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.