

4.1 The Untapped Labour Pool



The untapped labour pool includes a number of under-represented diversity groups (including job seekers with disabilities) and provides skilled, knowledgeable staffing solutions proven 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.

411 600 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.

It should be noted that the negative impacts on employment caused by COVID impacted disproportionately on those Canadians with disabilities, especially youth with disabilities.

Take the Challenge!

True or False

On average, people with disabilities have higher education levels for high school, trade school or college, than persons without disabilities.

True. The untapped labour pool provides skilled staffing solutions.

Sources:

¹ Persons with disabilities and employment. Statistics Canada. Insights on Canadian Society. Catalogue no. 75-006-X ISSN 2291-0859. 2014.

² CSD, 2012 A Profile of the Labour Market Experiences of Adults with Disabilities among Canadians Aged 15 Years and Older. Statistics Canada. 2015.

³Canadian Survey on Disability (CSD), Statistics Canada. Fact Sheet. Catalogue no. 89-654-X — No. 002 ISBN 978-1-100-22833-4. 2012

⁴Statistics Canada. (2020, August 27). Impacts of COVID-19 on persons with disabilities. Retrieved from <https://www150.statcan.gc.ca/n1/daily-quotidien/200827/dq200827c-eng.htm>

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.