



Inclusive hiring: myths & facts

Fact:

741,280

persons with disabilities in Canada have potential for paid employment in an inclusive labour market

- Statistics Canada, *A demographic, employment and income profile of persons with disabilities aged 15 and over in Canada, 2022*

Myth:

Worker's compensation rates will increase

Fact:

Assessment rates are based on relative hazards of an organization's operations – not on its workers having disabilities.

Most employees with disabilities do not perform well

People with disabilities have identical, or better, job performance ratings as employees without disabilities.

Training employees with disabilities is too hard and expensive

Every employee, whether they have a disability or not, requires different amounts of time to learn a new job.

Persons with disabilities lack qualifications

Persons with and without disabilities have similar levels of education. Persons with disabilities may not have been provided the opportunity to gain on the job experience, but when they are, they often excel.

People with disabilities miss work frequently

People with disabilities are no more likely to be absent from work than the average employee.

Persons with disabilities can't meet performance targets

Most employees with disabilities meet or exceed expectations.