

# Inclusive hiring: workplace accommodations

Fact:

# 57%

of employers spend nothing on workplace adaptations. Most workplace adaptations are low or have no cost!

- Service Canada, *Hire persons with disabilities*

## What about the costs associated with the other 43%?

There are government funded programs that can cover some or all of the costs associated with employment-related disability supports.

## What kind of accommodations would I have to provide?

The most frequently required workplace adaptations are:

- Flexible work schedules such as modified or reduced hours
- Modified or different duties

## Programs & organizations that can help:

### WorkBC Assistive Technology Services

Provincially funded program that offers employment related disability supports. [workbc-ats.ca](http://workbc-ats.ca)

### Open Door Group - Canadian Partners in Workforce Innovation (CAN WIN)

CAN WIN offers free inclusive recruitment, retention, training and consulting services for employers in BC, Alberta, Saskatchewan, Manitoba, and Ontario. [canadianpartnerswin.ca](http://canadianpartnerswin.ca)

### Job Accommodation Network (JAN)

Online resource that provides free and expert guidance on job accommodations by disability type, limitation work-related function and accommodation. [askjan.org](http://askjan.org)

Searchable by disability type, each page includes the following information:

- Information about the Disability type
- Accommodating employees with the Disability type
- Questions to consider to better understand how a person's disability may impact them in work or school
- Accommodation ideas by limitation and work-related function
- Example situations and solutions