

# ODEN DISABILITY AWARENESS TRAINING

Ready to enhance your business performance through innovative labour solutions?

Do you have questions about how to hire, onboard, and retain employees who have a disability?

The Ontario Disability Employment Network (ODEN) offers Disability Awareness and Confidence training for your Human Resources, Management, Leadership, and Staff teams

## Why Take Disability Awareness and Confidence Training?

It is predicted that **Canada will have a 2 million worker shortfall by 2031\***. This shortage will cause a 1.3% drop in the Canadian GDP, equal to \$200 billion US. And in a recent survey, 75% of Ontario Chamber of Commerce members identified labour shortages as their #1 business challenge.

According to Statistics Canada, **22% of Canadians self-identify as having a disability**. People who have a disability are not only willing to work, they are prepared to meet the demands of the workplace with up to 50% holding post-secondary diplomas and degrees.

## What is the link between the two statements above?

**There is a demand problem, and a supply solution.**

Is your business ready to hire with intent? To be successful, companies must look to what has been previously termed as a non-traditional labour source to meet their business needs and ensure growth.

**ODEN can prepare your teams and position you for success.**

**Contact us today to for more information about Disability Awareness and Confidence Training Sessions.**



# ODEN DISABILITY AWARENESS TRAINING

## Overview

These 1.5-hour training sessions, delivered by our Diversity and Inclusion Business Specialists, will teach your teams why employing people who have a disability is a value add for any business. It explains the benefits of inclusive hiring practices and dispels the misconceptions and myths that frequently surround people who have a disability. It will also prepare your teams to onboard new employees who have a disability, with confidence.

## Learning outcomes for all sessions

- What does disability look like in Canada – the facts
- Dispelling the myths that create biases and barriers
- Case studies of businesses that have benefitted by creating an inclusive workforce
- Opportunity to ask any question in a safe and supportive setting

## Learning Outcome add-ons for Managers

- Considerations for successful implementation – avoiding management pitfalls

## Learning Outcome add-ons for Staff teams

- Ways to have inclusive interactions in the workplace

## Learning Outcome add-ons for Executive Leadership

- In depth case studies of businesses with an inclusive workforce
- How to foster a culture of inclusion and diversity across your organization
- How to support or encourage Employee Resource Groups

## Learning Outcome add-ons for Human Resource teams

- In depth case studies of businesses that have benefitted by creating an inclusive workforce
- Tips on how to create and engage a diverse workforce in your business

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