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VISION RADICALE POUR L'ACCÈS INCLUSIF À L'EMPLOI

Employment Accessibility: A Practical Guide for Workplace Parties

An implementation guide for CAN/ASC-1.1: 2024 (RE-2025)-Employment

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Implementation guide team

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The project team

- Our team includes accessibility experts from different disciplines, some of whom are persons with lived experience

- Members include policy advisors, systems thinkers, and academics

- Several of the team members are on the Employment standard technical committee

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Labour-market realities of persons with disabilities

- In Canada, only 47.1% of persons with disabilities were employed in 2023 compared to 66.9% for others

- Unemployment rates are 7.6% compared to 4.6%

- Median wages are 5.5% lower

- Barrier to employment for persons with disabilities continue to exist, despite much efforts and resources invested in skilling up workers and supporting their employment search efforts

- What is needed is help for employers with building up their capacity to be inclusive of the diversity of talent in the labour market

- This is sometime described as *disability confidence*

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CAN/ASC 1.1: 2025 (REV-2025)- Employment

- A revised version of the ASC standard was released this week by Accessibility Standards Canada, available at https://accessible.canada.ca/creating-accessibility-standards/summary-can-asc-112024-rev-2025-employment

- The standard envisions a work environment that is accessible, inclusive, barrier-free, and discrimination-free for all workers, including persons with disabilities

- It draws on a social model of disability

- It promotes removing barriers and providing accommodation without the need for disclosure

- Ultimately, the focus is on creating work environments that are inclusive by design

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Core modules of the standard

- There are five core modules/clauses in the standard

  Clause 10: Structural support, policy, and leadership

  Clause 11: Culture, engagement, and education

  Clause 12: Recruitment, hiring, and onboarding

  Clause 13: Retention and career development

  Clause 14: Development and maintenance of an accessibility support

Why is an implementation guide needed?

- In general, a standard describes the set of requirements that an organization needs to have in place to meet certain expectations, in this case, being an inclusive employer

- Implementation guidance provides advice on the process to achieve the requirements of a standard

- The distinction is sometime described as the *what* (i.e., the standard) versus the *how* (i.e., the implementation guidance)

- Implementing a standard without implementation guidance is possible, but can be challenging, given the complexity of a standard, and the need for contextualizing it

- The guide we are developing is being designed to support implementation of the ASC Employment standard in different contexts.

- The process of implementation will vary based on the unique circumstance of each organization

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Key areas covered in the guide

1. Developing an employment accessibility strategy

2. Creating a new normal through leadership and culture

3. Inclusive recruitment, hiring and onboarding

4. Inclusive retention, promotion and career development

5. Creating and maintaining an accessibility support system

- Emphasis is given to measurement, evaluation and reporting, as well as keeping up with accessibility compliance

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Continual improvement

- A centrepiece of the approach we take is a focus on systems change through continual improvement

- Continual improvement is an ongoing effort to refine a particular area of organizational activities through periodic cycles reviewing and revising

- There are four key stages of a typical cycle:
  - developing plans and target
  - implementing the plans
  - measuring and evaluating progress and outcomes
  - acting on the findings of evaluations to ensure targets are met

- This four-stage cycle approach is known as Plan-Do-Check-Act (PDCA)

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