

TOP 10 MYTHS OF HIRING PEOPLE WITH DISABILITIES

THE MYTH BUSTING FACTS

- 1. Myth: Only a few people with disabilities are in the labour market, so it's not an issue for our company.**

People with disabilities in Canada represent a large untapped labour pool. There are 443,900 people with disabilities ready and able to work but who are unable to find employment, and almost half of them have a post-secondary education. If you are not accessing this talent pool, your competition is!

- 2. Myth: Hiring people with disabilities will increase safety incidents and cause my insurance premiums to increase.**

Employees with disabilities have a 40% lower safety incident rate and 78% lower overall costs associated with accidents. Tim Hortons franchisee Megleen Inc. has never made an insurance claim for a work-related injury to an employee with a disability despite employing almost 100 people with disabilities over 19 years. Safety insurance premiums are based on your safety record, and the type and size of your business.

- 3. Myth: Employees with disabilities have higher turnover and absenteeism rates.**

Studies show that people with disabilities have lower absenteeism and stay with employers longer than their non-disabled counterparts. Marriott reported a 6% turnover rate among persons with disabilities versus 52% overall.

- 4. Myth: People with disabilities have poorer job performance and require additional support.**

90% of people with disabilities rated average or better on job performance- a good indicator of their independence in the workplace.

5. Myth: Most people with disabilities use wheelchairs.

While the wheelchair icon has prompted this belief, they are only used by 6% of people with disabilities - that's about 1% of the general population.

6. Myth: The cost of accommodating a person with disabilities is prohibitive.

Almost 60% of employers spend nothing at all. Among employers that do spend, the typical one-time cost is \$500.

7. Myth: I cannot discipline or fire an employee with a disability.

Employees with disabilities should be hired based on their ability to do the job. There are no special processes or procedures for disciplining or firing employees with disabilities who are not meeting performance expectations.

8. Myth: It's risky to interview someone with a disability, because it's so easy to break human rights laws.

Interviewing someone with a disability isn't any different than interviewing anyone else—just focus on the requirements of the job and their ability to do the job. Establish clear performance expectations from the start, as you would with any employee.

9. Myth: People with disabilities don't have the skills or education that I need.

The majority of people with disabilities have a high school diploma, over half have some post-secondary education, and more than one in three have a post-secondary diploma or degree.

10. Myth: Individuals with disabilities are not as productive or don't work as hard as employees without disabilities.

A Louis Harris and Associates survey of 920 American employers revealed that employees with disabilities have about the same productivity levels as employees without disabilities. Some 90 per cent were rated as average or above average in performance of job duties. Nearly 80 per cent of the managers also said that their employees with a disability work as hard as or harder than their employees without a disability. An Australian study found similar results. Guess what? We have found the same results in Canada!

Sources:

Canadian Business Sensibility: <https://www.senseability.ca/>

Alberta Human Services: <http://www.humanservices.alberta.ca/>