



Inclusive Hiring: Stats, strategies and strengths- based approaches

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Agenda

1. About Lakehead, societal change, another PD opportunity, and my main two points
2. Key Stats: About Canadian University and College students
3. Myths About Hiring Persons with Disabilities
4. Tips for Inclusive Hiring Practices
5. Resources for ongoing learning



TOP RATED University
with under 10,000
students in
Canada and
North America

Times Higher Education
Impact Rankings 2024



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Understanding Reasonable Accommodations

Sarah Taylor (Next level ASD Consulting)

Monday June 24th, 10:30-12:00

FREE Webinar

Contact: Joe Murphy

jwmurphy@lakeheadu.ca



Two main points:

- Today's student is tomorrow's employee
- Grads with disabilities have highly desirable skills - Minor adjustments to the hiring process can return major benefits and attract top talent.



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27% (more than 1 in 4)
of Canadians 15-24

Youth and working
adults (25 to 64) most
likely to report two+
different disability types



Disability types (15-24 year olds):

- 68% mental health
- 46% learning
- 34% pain

Source: 2022 Canadian
Survey on Disability (Stats
Canada)

Statistics about Students with Disabilities

- Percentage of students with diagnosed visible or invisible disabilities entering Universities jumped from 9% in 2010 to 22% in 2019
- 32% of Ontario post-secondary students required at least one accommodation such as an assistive devices, support services or extra time for testing.
- A study of KPIs for Lakehead grads from the 2019 class showed 100% employment for SWDs but lower earnings when compared to peers who did not have a disability





Myth Busting

AbleTo.ca

**David C Olney
Institute
(DCOI)
Carleton
University**



DCOI Project Team

Myth

Accommodating employees with disabilities is expensive.

Fact

63%

Sixty-three percent of employees with disabilities do not require accommodation. The average cost for those who require accommodation is \$500.

Myth

Employees with disabilities are less productive than those without a disability.

Fact

Research shows no difference in job performance between employees with disabilities and those without disabilities.

Myth

Employees with disabilities will be a burden to their coworkers.

Fact

Research shows that inclusive workplaces are better places to work for everyone and are more profitable over the long term.

See more at [AbleTo.ca](https://www.ableto.ca)

INCLUSION IS GOOD FOR BUSINESS



**CANADIAN
APPROVED**

Seventy-eight percent of Canadians are more likely to buy a product or service from a business that hires people with disabilities.

ATTENDANCE

85%

Eighty-five percent of employees who have a disability have average or above-average attendance records.



Retention rates are seventy-two percent higher among people who have a disability.

56%

Over half—fifty-six percent—of working-age people with disabilities have a post-secondary education.

75%

Seventy-five percent of small-business owners who have hired people with a disability say these employees meet or exceed expectations.

Tips for Inclusive Talent Recruitment



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Inclusion on the job posting:

- Include an accessibility statement
- Include a link to company inclusion/accessibility policy
- Encourage those who have some but not all of the required qualifications and skills
- Provide job posting in different formats to improve compatibility with screen readers



“[Company] is committed to supporting an accessible environment. Applicants requiring accommodation during the interview process are encouraged to contact us to make arrangements.”

“Have a related degree, [x required experience] but but not all of the listed qualifications? We encourage you to apply and will contact you if you are selected for an interview”

Inclusion when inviting to the Interview

- Outline the hiring process
- Provide an agenda
- Include names and titles
- Normalize accommodations
- Consider providing questions in writing, in advance

“We are committed to providing an inclusive interview experience. If we can make any adjustments in order to support your participation, please let us know.”



Inclusion in the Interview

- Describe what is about to occur
- Hold interview in a distraction-free environment
- Provide written questions
- Permit candidates to refer to their notes
- Focus on the candidate's skills, not upon their disability
- Clearly indicate when the interview is over, and provide an outline of next steps



~~“What special needs do you have”~~

“How would you perform [required task].”

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CONTACT INFO

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Orillia Campus Programs

Lakehead Orillia programs

- Anthropology
- Applied life science
- Business*
- Computer science*
- Criminology
- Education (concurrent/consecutive)
- English
- Environmental sustainability*
- Geography
- History

- Interdisciplinary studies
- Media, Film and Communications
- Political science
- Psychology
- Social work
- Sociology

Lakehead-Georgian programs

- Electrical engineering*
- Computer science*
- Applied life science
- Environmental sustainability*

