

3. What are some methods we can utilize to best inform employers about the benefits of hiring people with disabilities? Is there something that can be done at a National level?
- Communication is key (peer to peer communication). Meetings with company heads (“Trickle down” effect). Needs to be more of a “grass roots” conversation. Businesses promoting the benefits of hiring to other businesses, developing a referral net work.
  - Chamber of Commerce -> regional -> national engagement -> Canadian Federation of Small Business; local employment planning councils. National – tax incentives for hiring persons with disabilities, Emphasize how it benefits employers – accurate business case; how will it bottom line; social media campaign
  - Access to statistical data to provide employers to back up what we are telling them – coordinated; identifying champion employers with potential employers to have business to business conversations/mentor; accessing training/hiring managers; sharing success stories
  - Further education for all involved; incentive programs, tax breaks (not just short term programs); promote more sharing of research extolling said benefits (including financial advantages); make Service Canada & related services more integrated, more accessible, more collaborative); much like physical accommodations mandated by law, mandate a certain percentage of hiring to people with disabilities (reasonable expectations + standards)
  - Highlighting the business case – educating employers about the opportunities; Wage subsidies **Do Not** seem to be motivating employers appropriately. Most agencies to do advertise to their employers; business to business promotion/experience sharing; Gov't covering the cost of accommodations including job coaches
  - Advertising – social media; inclusion specialist training for the workplaces. Standard in the workplace, school, build into curriculum. Info coop. Job developer training -> help to educate employer -> sell skills not disability; fund for accommodations -> small to medium businesses; create training for inclusion specialist in the workplace Employer advocates – showing case studies; Employer Champions; Media Campaigns – Videos – allowing people to visualize the success of people w disabilities in various work environment
  - Videos based on business case with champion employers talking – using up to date stats, numbers supporting employment; using social media more; information to Chambers, Rotary's etc.
  - Sharing success stories on media; a tax rebate for employers; employers need to be educated on benefits; a gala for inclusive employers
  - Sell the skill; word of mouth – champions; awareness campaigns... Nationally

- National advertisement telling success stories; Fed gov't hiring practices have to reflect what they want private businesses to do; Fed gov't to get away from short term contract work to more permanent full time work
- Ensuring that employers are able to get financial assistance for assistive devices for persons with disabilities; for CASE to create a national awareness of the positive implications of living individuals with disabilities; for efforts to be ongoing and sustainable to promote this message including blended media coverage to reach all audiences
- Standard language development; ground things in research – statistics & measurable PR campaigns as powerful as drinking and driving or seatbelt campaigns; how do we normalize the conversation? Legislation need to be complimented by education; Need greater depth of employer champions
- The approach of Canadian business sense ability has been to reach executive management within larger corporations to build the understanding of the immense business opportunity in including people with disabilities within their organizations; to build better workforce engagement, encourage innovation in all aspects of business including internal best practices, product and services design attracting a significant and growing consumer & investor market; to name a few in many cases lower turnover rates, higher productivity, lower absenteeism; we then work within the executive team & HR to target areas of education, training, business engagement at events and sharing of best practices to move dialogue and action forward. Our goal would be to see large business hire a chief accessibility officer
- Tax break from gov't; Return on inclusion – Awareness; campaign – social media; representation – management courses; part of curriculum – Business courses, HR courses; policy on a Diversity/Disability hiring
- We can do the job. We might need to do it differently. Peer to peer model – we need business people talking to business people. More opportunities like this developed everywhere
- Peer to peer networking on a national level. Bank to bank etc.; Leaders/champions in each sector. Linking w the chamber of commerce to access the business easier. Developing capacity for jobs to be geared toward people with disabilities (i.e. autism, etc) Have educators in each province. Some are way behind
- One on One meeting in person; Education/promoting with video, social media, show relationships. How they develop; Approaching national chains to have managers with successes contact other managers with potential employment opportunities

- Small business training on hiring people w disabilities; public campaign, incentives to hiring, back to disability field if they do not hire a % of people w/ a disability, create business case for hiring people
- Increase funding and promote the building knowledge area of the LMDA (perhaps the cost share part of it); public outreach/ social media; infiltrate the industry through gaining access through Chamber of Commerce; Large public campaign, put funding into an actual campaign across Canada (like Canada 150 – Do one on the return on investment on people w disabilities) show them that it's not just a social business incentive but a great financial one
- Up to date statistics (federal level), gov't champion employers -> social media campaign; beyond charitable program; eliminate wage subsidies, sheltered workshops etc; being fair not equal show case success stories
- Information & data that supports the business case for the "ROI"; CASE to compile information & share w/ network who would share w/ COCs, business associations etc.
- Mass media, success stories – Large business ambassador & small/medium as well to show ability & success & cross section of employers (sectors & industry) & represent different types of disabilities; Targeted training to post secondary students who will be employers one day, who will be EE's who advocate – more targeted & accommodating post secondary curriculum; cross country approach to training initiative/info session to business groups; Require anyone who gets a business # or renews, to take a standard training around ES, OHS, Accommodation & inclusive
- Building infrastructure to support basic needs and access provinces also including representatives from each sector to address specific needs. Employer to employee4r info sharing will create more awareness. This will help alleviate the tension & resistance. Engaging with all cultures to ensure all perspectives are considered
- Show employers are invested in the community, show inclusive workforce, employee with disability will be more reliable. Loyal and hardworking (stay longer as an employee)
- Employers talking to employers; matrix with employer contacts (& experiencing); Zehr's grocery store convention; peer to peer; Advertisement at a national level, t.v. commercials, social media; help employees to be more diverse
- Symposiums – awareness; Incentives for employers to come to events i.e. CASE, Symposium; more attracting managers rather than HR – need tone from the top CEO – to link to performance evaluation; What is business return for who controls the hiring; making business case peer – peer; Champion groups business led funding resources required for business leadership networks for i.e. ability employers; Celebration of employers who

practice inclusion from top down PM office; Cash mob celebration; LT Governor's award; Higher retention – costs – make business case – low cost accommodation no impact on bottom line

- Ad campaigns, success stories, federal directory of service providers and services they provide; use Service Canada sites to promote opportunities; train service Canada staff to support people w disability to find employment
- Consistent Province to Province messaging with strong local relationship building; Canadian Chamber of Commerce two-tiered funding options. Those who require short term versus long term ongoing supports; promote cooperation rather than competition between supports – share successful proposals, enable replication
- Consider all initiatives that already exist and put them in evidence (ex. On website); Promote clearly advantages of hiring p w/disabilities; Going where employers are (ex. Chamber of Commerce) and work with ambassadors
- Employer to Employer communication, a common area/website where they can share their success stories; statistics/measurability with clear explanation as to why it works to hire someone
- Frontline providers not getting \$ to engage employers – this needs to change. Funds do not need to be directly handed to client outcome to be well spent; make it mandatory at national level that funding for LMA people w disabilities targeted awareness building must be forwarded to frontline. (a fixed % must go perhaps via school board etc.)
- Statistics, educate
- Using stats to show/dispel myths; Short term unpaid work placements; appreciation/information sessions; addressing professional associations; employer champions; initiatives/recognition
- Increased media coverage; nationwide video campaign; Tie marketing/media campaign to social media; Showcase real success stories; Increase funding to employers for supports to individual employees with disabilities; Employment supports are critical to both the employee & the employer
- National social marketing campaign; Incentives/Certification for employers that hire people w disabilities; Coalition of employers that can mentor other employers; Up to date stats that support the business plans/model; Consistence messaging that support the business model to hire people w disabilities

- Use business case – tied to cost savings; use stats as leverage to hire; add additional info onto AODA training to promote hiring people w/disabilities; social media, bus stops, youtube; have employers share w/other employers' success stories of employees' w disabilities; involve CASE w/promoting; shifting the culture
- Awarding status (i.e. gold/platinum, bronze etc.) for cities based on accessibility and inclusivity; National advertising campaign championed by people w/disabilities – show stats, measurable and information that shows them how their business will benefit and the economy; Having employer recognition strategies to help employers promote the inclusivity of the business; Gov't recognition of employers; Make it risk free for employers (trial run)
- Educate employers to increase awareness; more commercials on TV & through social media; include where employers can go "to make a difference" be at the same table as each province promotes disabilities as there is some consistency; share mentor stories
- Gov't needs to facilitate the distribution of information with large companies and institutions; policies that require businesses to hire inclusively; National campaign
- Success stories of other employers i.e. symposium – employer awards, provide research to them on statistics of how it will assist them in their business
- Employers talking to employers; keep promoting the business case – bottom line; gather the data (CASE, sensibility); awareness campaigns -> Access Ability; Initiatives to target "top" & "bottom"

4. What are some of the reasons people with disabilities are not being hired? What will it take?
- Fear of losing disability insurance; low expectations for people with disabilities to work
  - Misconceptions/stereotypes/discrimination; Employers feel they will cost \$;  
Education/wage subsidies/lessen administrative burden for employers who want to access wage subsidy
  - Stigma; lack of education/knowledge; preconception about what it means' It will take:  
national campaign/policies to provide info and educate
  - Cost employers perceive; concerns to health and safety; perception – They're already getting money vs those completely unemployed & need work to feed their families;  
misconception – longer to train & harder to work with & require extra long term on-going mentorship; believe you have to talk differently around them; because social disabilities stand out more than physical; Promotion of success stories
  - Education of employers; Employers are informed that they are allowed to treat employees the same is adding accommodation; Current social mindset and fear of what we don't know; Recognizing that each individual is unique; Understanding & listening to employer concerns; Letting employers know that they can make exceptions clear and work with service providers to address issues; Employers seeing work habit issues (that anyone can display) as being a result of a disability
  - Stigma, ignorance; lack of training for employers
  - Misperception of employer that will cost more/some sectors are not disability friendly (tourism, fish, plants; Fear ->cost accommodation, loss of moral productivity, pity jobs etc.  
Increase WCB costs
  - Employers are scared. Fear safety issues. Fear of what they will experience with someone from a disability; lack of knowledge; Time is money for employers and they feel it will take longer to train someone with a disability; Increased supports to businesses are required
  - Unions – Conversations/education – Need to see success rate – Safety – Making time to discuss – already employ someone with disability – training/resources – Not knowing how to job create a position – Can't accommodate – Bad experience
  - Fear, education, not being seen as individuals, access to specialized equipment, No insurance for small business
  - Very few services during transition, School -> workplace for ppl w/disabilities; Lack of awareness/pure ignorance/fear; Support larger team programs to develop soft skills – need patience!

- Stigma. Lack of education/information; Application process is complicated, typically online; paradigm shift -> workplace education, consistent message, individual responsibility to relay information
- Ignorance, fear impression of big costs, having programs/funds to allow more time of evaluation and be sure of the fit employer/employee; Good intentions vs reality check
- Myths and fears, historical perceptions. Lac of skills or work experience and ongoing supports to enhance skills. Early messaging – Expectations “employment first” philosophy. Education on the part of employers, expectations on the part of those living with disability. Engaging business community – not forcing but selling the business case
- Lack of knowledge, fear of failure and past experiences; systematically we have not pushed for employment for people w disabilities; institutionalized thinking – people in the sector are still stuck in mindsets developed from the past
- Lack of understanding, disclosure assumptions about abilities; lack of work history; employers say they don't know how; safety assumptions; one negative experience; unrealistic expectations of people; Sowing value to youth of employment; school boards work closely with employment agencies
- Employers don't understand the benefits (less turn off, loyalty, reliability); Employer education; Job developer more of a resource; Individuals worrying about losing the ODSP income support
- Not aware of benefits (employer awareness) – rural areas – more local/small business – bad experience – more work training – WSIB concerns
- Stigma, assumed challenges before they occur; Employer to employer engagement sessions to develop models; Easier access to resources for free for employers to access
- Expected natural shift w/next generation more open minded; Fear to challenge or make change (not want to be proven wrong); recruitment models target “ideal” throughout process that doesn't accommodate disability; Bias – due to ignorance or one or two decision makers who think differently that influence others
- Fear (cost/accommodations); Stigma that people w disabilities need to be treated different; Education
- Extended hiring process, outdated interview techniques that didn't match job skills, stigma; different ways of assessing talent – adapted interviews, education awareness
- Lack of education, time and fear on the employers' part; Fear of the unknown/not knowing how to accommodate people w disabilities; Funding for employers to afford accommodation; Lack of exposure to people w disabilities



- Stigma, fear, lack of knowledge, perception, WSIB concerns; Persons of status talking to the issue Nationally; Federal/Business selling this like Bell did for Mental Health, social media
- Stigma, fear, misinformation; Focused on what they can't do; They have given up "frustrated"; Educational qualification; Accommodations, can be simple or no cost; Gov't support w/laws forcing national businesses to hire a percentage
- Employers need to be educated – people w disabilities aren't a hassle/safety issue; Health education and employment sectors are funded separately, creates a large gap, no communication; Train employers on what skills are necessary to add in job descriptions; Encouraging individuals to have pride in their abilities and how they overcome their barriers, be forward about needed accommodations
- People see their inabilities first, fear, health and safety concerns, liability, they do not want to babysit. They have made up their minds before talking to you. They see it as a huge commitment on their part. Employers see it as the initial cost not the big picture Return on Inclusion
- Fear of hiring & firing them; Fear of economic cost; Lack of education; How to encourage disclosure statement; Universal language around disability
- Attitude and misconception; Fears – of the unknown, education – cost, time etc; Stereotypes & assumptions; switch from the negative voice to the positive
- Lack of education to employers (fear, lack of understanding); Assumption that accommodations are hard to provide/expensive; A need for better integration between "mainstream" employment agencies and "not-for-profit" programs for people w disabilities (more recognition to these programs); Need for post secondary institutions to provide more supports in integrating people w disabilities into employment ->reform to the CICE
- Employers assuming they cannot do the job as well as the general population. Fear of having to fire an employee. The misconception that accommodations are expensive
- Fear to hire, stigma; Fear of accommodation/cost associated; Liability issues; lack of support
- Organizations thinking it's an extra cost that they can't afford; Employers think it's time consuming; Some employers are closed minded. They need to be educated
- Lack of employer knowledge. Misconception around absenteeism and turnover; Expand customer base, universal design (improving access for an employee- improves access for customers – clients – etc)



- Misconception & stigma; Lack of education & awareness; Service providers aren't assessed or trained (no business accolades) lack of standards; Service organizations need to have holistic approach: Need to look at HR dept's and need to think outside the box
- Stigma-physical needs accommodations, Health & Safety, training; Curriculum design -> best practice guidance; Been told "can't do it" – don't try – what's the point; Employment support burnouts; Discrimination
- Lack of awareness in community; When provided with the opportunity to find the Canadian Autism Partnership, which would significantly supported employment issues in the autism community, you noted 'NO'. This is a significant barrier in moving forward
- Unrealistic expectations & goal setting; Stigmas around social issues, safety; Disclosure (and individuals hesitant to do so); Stigmas or misconceptions around lower-productivity, higher cost; \*Television ads
- Misconceptions – not as productive, cost more money. More work, more effort – change attitude or understanding; Safety concerns; Lack of work experience -> get work experience while students; people w disabilities do not know how to 'market' self – self advocate, advocate for persons
- Lack of resources to provide opportunities for individuals; Designs of websites created to 'weed out' people w disabilities; Lack of experiences -> employer incentives can back fire; The interview process can also limit individuals – Individuals don't have access to adaptive training programs
- There are many barriers to inclusion which can be physical, attitudinal derived from years of misinformation, misperceptions and, unconscious bias, lack of information and education; Technology via tracking systems the disconnect between the needs of the officer business community and standards and best practices to prepare talented individuals to enter the job market -> Job prep skills, interview skills; Barriers also apply to students with disabilities who have been unable to gain job experience with which to progress to employment out of secondary and post secondary institutions. Colleges and volunteers need to address the barriers as their own system: counselling & coop education offices and their commitment to supporting the transition to employment

5. What can be done to improve employment outcomes for youth transitioning from school to adult life?

- Exponential learning; cradle to job path-tracking system; unpack job descriptions to tasks and match skills to tasks; erase the fixed funding that goes w/age. Have funding overlap
- Experience with employers. More funding for summer employment. Parent involvement. Programs in school to give experience working case managers (employment centres) going into schools and work with students
- Opportunities for work experience, internships, etc.; \*Finding gap between children & adult services; career counselling in school; support workers that transition with the student; money
- Mentoring at much earlier grades – starting at grade 9 to let them discover; have advocates established earlier & consistently in their life; ask them what their dreams are?; Make programs and services open to everyone and not those with disabilities; Tailor learning to individuals – everyone should have an IEP (individual education plan)
- Focus on improving skills currently as opposed to what's next; understanding funding structures for people w disabilities-support; Fading out of one-on-one support in school to prepare them for life outside of school; work experience programs in schools; Training for service providers to help maintain professional/distant relationship to prevent client reliance
- School partnerships w/service providers ->direct links right out of school ->smoother transition for youth
- We need to be in the school earlier; in high schools, youth need to be building experience/co-op/volunteer etc. Investment by gov't to support program & curriculum
- Peer mentoring; Begin transitioning @ Junior High level by having co-op program brought in as a requirement in all provinces whereby students "work" in real businesses 1 day per week as part of the curriculum
- Resources/Supports in place – Education qualifications sometimes not attainable, vocational training as qualification – Job training that incorporates all aspects – matching interests
- Schools to better prepare them. Invite specialist in to help prepare and help teachers
- Increase direct target services for youth in care; increase soft/employability skill development in high school for all (see ESAT -> futureworx.ca) including people w disabilities, PDD; youth "age cut" & can't access funds

- Early intervention with varied work experience; increased/specialized training for job coaches (EAs, resource teachers); Community placement opportunities, Consistency among the school boards
- Initiatives already exist. Let's have an official case manager – networking/ an organization of references
- Early engagement. Cooperation and collaboration with employment supports and schools (incl. Families, youth) Funding to promote silos working together; Change the message – Should be what do you want to do for a job when you are done school? Employer incentives for co-op placements and summer work inc. All youth
- Education provided to parents, start thinking about the future of students at kindergarten, teachers on board to recognize skills/gifts, provide career focused training/thinking; look at the bigger picture, affordable housing, accessible housing, make employment viable
- Making sure people get work experience at HS level and just graduated, gear programs to make work experience happen through OF programs; Change bring practices to be more open for all. Universal design
- School to work program (Saskatchewan, Ontario); meeting the youth earlier
- Education in the school (teacher); education for parents; Start/plan early; start co-op placement early
- Start w/ the school system, exposure to self employment, alternative options to post secondary; Develop a strategy for individuals w disabilities starting in grade 9 right up to 21
- Less of a hard stop @ end of school to the unknown & unplanned, a hand off is needed for many youth to a “next step” support system; Maybe thus gap is filled by more co-op or mandatory co-op experiences to expose to workforce, create marketable experiences & set a precedence of “I can and I did”, “let me tell you how it's possible”
- Emphasis on soft skills/lifeskills training; alignment between Education/Employment disability programs (does not happen in all provinces)
- Start employment discussion young – min gr.10; no line between youth & adult services -> need overlap to help w/transition; parent workshops; give students choices, individualized education/career services; Inclusive post secondary options
- Worktopia -> expand it to include other disabilities, and increase the funding; More apprenticeship programs, like worktopia or schools North Apprenticeship Program; Make coop credits a mandatory credit every year; Make it easier for sharing of best practices and

enable cross country collaboration for NGOs/GOV/industry to work together; Actually teach life skills, soft skills, financial literacy in the schools

- Make sure students have certificates to .... examples: Food handler, WHMIS, FA, CPR etc; Change curriculum for coop placement skill learning; Start career planning by business case and life experience; Ministry funded supports to facilitate; Expertise in an area – Employment support would have experts in other disciplines to consult with and have facilitator to support jobs
- Bring the different sectors together; Parents advocating that they want the inclusion to continue; Educate the community that “they” want employment; Use new technologies, social media; Highlight the individual
- Health (mental) needs to support education. Education system needs to have higher expectations of people w disabilities. Start career planning @ younger ages to cause greater independence long-term; Different agencies and unions need to be involved w/the schools earlier too; Employers to become strength focused not disadvantaged; Coordinating info on services and making it available to youth parents. Skills should be recognized and a portfolio created so students have positive sense of self even if they drop out (resilience, innovative, etc) – Skills to be reinforced at home
- Mandated transition plans in high school, starting at the beginning of high school. This will help to ensure all skills are in place. For youth in care there needs to be more knowledge w/child's worker to initiate the transitioning plan. Make success stories & mentorship available early in their schooling
- Intervention at an early age; Working not only with youth but their parents; Mandatory work experience/volunteer hours; More support at school level; Mentorship programs – youth/National Career Council Programs
- Prepare children in high school curriculum. Greater opportunities (mandated) for co-ops and support mechanisms for summer and after school jobs; Investigate new RBC initiative coming on-stream integrate classes & schools; Raise expectations e.g. employment must be a stated goal on IEPs; Transitions: Integration between schools and employment services agencies
- High schools need to improve guidance offices to also focus on students who will not be attending post secondary school; Better formalized linkages between high school to work or post secondary to work; Better education to students about employment options, and provide a chance for life skills/co-op programs to encourage people to find job options -> connecting school boards with service providers to help with employment

- Co-op placements during school mentorship; Business community needs to be more involved in the education. There is a disconnect with training and what employers need. Social skills need to be taught!
- Supports that youth have awarded at (income support) should not be completely discontinued; provincial and federal programs; Early intervention/planning
- Co-ops; Schools to be educated on resources after school; Working collaboratively w/schools, businesses & organizations
- Offer transitional programs – school to work; Youth fall between the cracks from youth to adult program
- Co-op placements starting in grade 9; Acquire volunteer (40 hours); Education awareness for families; education system needs to put more support back in schools
- \$ - Unrealistic employment outcomes objectives; Address small town or rural areas. Training in urban centres no residence support; Stop taking money away -> can't do more with less
- Start early, more individualized goal setting and practical training; More co-op programs and mentorship programs; Work with parents and families
- Student expectations ->under employment hourly rate. Work ethic; Know work – finding skills to get a job (Write resume, interview, how to do online applications). It isn't just a grade that gets you a job; Exponential leadership – exposure to different occupations; More realistic school accommodations that are realistic for businesses – What are workplace ground rules; Know in school that employer has to be able to do the essential duties of the job; Owners expectation of new ways to do things – use of technology; Manager training; Setting the expectations/accommodations
- Adding link between education and employment; Exposure & education (making work experience part of the education experience); Developing a partnership with the school to discuss the importance
- I'm working with universities and co-op education/counselling offices, there is a sincere effort to remove barriers to students with disabilities but little coordination between the incentive team or leadership at universities and HR, co-op, accessibility departments – We are suggesting implementation of education, review of co-op policies that are creating barriers to accessing opportunities including systemic barriers such as standardized testing, lack of accommodation to complete the requirement for consideration into co-ops; Universities and colleges are businesses as well and would benefit from improved culture, innovation, 'brand recognition', especially as they depend on continuous enrolment and are measured for successful graduation outcomes

6. Other comments for Minister Qualtrough to consider as she prepares the Canadians Accessibility Act
- Not aware of what she is already considering at this point. Maybe funding for training to business on what they need to be more accessible
  - Gap in services & funding when transitioning from school to active life
  - Right amount of funding from early on means higher economic value down the line as less people will be relying on welfare & other social services - \$
  - This is a work in progress and it is often a challenge to find the right fit for our clients; More education, more recognition, and increased commitment to help our programs and clients succeed
  - Embed awareness into school systems/curriculum; advocate in parliament for ministries to work together – avoid focusing on people first; outcomes based funding doesn't always work; involve people w/disabilities within your plans; Have personal days, not sick days for staff
  - There are multiple expert specialized services. Those services are trying to support a person w/a disability in areas that are not their specialty example: MLSS holds and gives \$ to DS agencies to support employment. MCSS could give money to Ministry of Labour/Employment to hire specialists; Facilitator to help w/job placement
  - Employment focus; Insurance companies should not be able to claim back CRPD; Protect funding designated for people w disabilities such as OPPD fund needs legislative framework
  - UN Charter of Rights in the Forefront. Every individual has the right to equal access to all aspects of daily living; Hold a forum with youth/individuals without a disability and have the conversation with them. This is who we need to get to. We already practice it
  - Requirements for accessibility mandatory; Take on roll of job coaching, peer support
  - Soft skills for people w disabilities & all Canadians, needs a more targeted and intentional approach in all training. OLES needs to expand scope of initial skills to fund research and pilots to build better approach; Jobs is not only def of inclusion. Need focus on community involvement etc.; Need stronger National Champion!
  - Consistency in communication could provide a step in the right direction; A focus on job retention, as opposed to simply finding a job



- Be sure that funds that exist for people with disability integrate stay; Make exception/program request of proposal accessible/public (don't reinvent the wheel); reduce delays of treatment. People in the field and customers need those answers
- Make sure the language is plain language; Let's not create another tribunal; Stats that truly reflect situation over time. Standardize level of success – define across the board. Job placement counts – opportunity given but if the job is lost, person cannot access support again. For persons with intellectual/cognitive disabilities the challenges are unique and take much more time; repetition is part of successful job development & support; Accreditation for employment support providers or certification; employers know where to go to access supports that are standardized and proven
- Consider the voices of front line people; open up discussions with service providers about current negotiations of the LMA and LMAPW ->risk of invisibility. Inclusivity should not be at expense of disability needs. Focus on funding; More rewarding than punishing for employers; Education & promotion rather than penalties: i.e. WCB rewarding money back or tax credits for high accessibility, national accreditation, audits for those that impact different individuals with different disabilities; Audits on accessibility structurally: i.e. Deaf, blind, wheelchair user, diff mobility issues; Training: great customer service, etiquette training for people e disabilities
- Is it possible to offer funding to employers as a tax break for hiring people w disabilities
- There needs to be consequences if people/employers are not participating; More recognition of First Nations Communities; Develop a policy w/benefits that will create incentive that doesn't have to be financial
- Mandatory business training from an appointed trainer – not a fly by night training w/no set structure or subject matter; Follow up w/support & implement policies w/business; Hotline # for ERs to call w/anonymous inquiries
- Universal design; Continue to include people w disabilities in the discussion
- Inventory and catalogue all programs and services making sure to provide enough time for P/Ts to do a good job collecting the information; To facilitate service coordination; Promote the job match on Job Bank as it is a National data base for employment opportunities; Create legislation that will enforce the hiring of people w disabilities; Rephrase so that when people apply for jobs its not necessarily a disability disclosure, make it an accommodation and support disclosure; Make sure programs are measurable but not burdensome in administration for employers/NGOs, which in turn alleviates administration burden on gov't employees

- Invest in new approaches; How to change the attitude; National advertising on support options; Showing success in media
- Youth should help design their own programming and also include parents. (Developed for youth by youth, for people w disabilities, by people w disabilities); Navigators – to help individual programming; Wage subsidies are NOT working! Allow agencies to use the funding how they need to use it; Buy into our disability leaders and make coalition to work w/HR departments. \$ for CASE to help w/ this initiative
- Look toward 1<sup>st</sup> Nations Communities to see what is available and get the same access to services. Also ones that are culturally appropriate; Transportation for all ages is a major barrier. Especially in small rural area without bussing services; More education via like the participation commercials
- Accessibility to resources. Linkage between provincial and Federal gov't. Mandatory policies
- Mandated integration of elementary and secondary schools; Inclusion of key stakeholders in creation of the act; Ensure adequate \$ in delivery systems to properly support people & inclusion; Move away from wage subsidies & use that \$ for services & supports i.e. job coaches & professional clinicians; Review Federal/Prov. Lab. Mkt. Agreements to ensure a consistent approach to employment service delivery including greater flexibility of how resources are used and move away from wage subsidies. Re-purpose this resource to build service capacity
- Long-term funding! (no more 1-3 yr funding); Putting more resources available along with the AODA (guidance for procedural manuals, training, etc); No gaps in funding to service providers; Be able to increase funding in terms of inflation
- National funding for accommodations for businesses
- Universal design!!
- More accessible funding for small businesses to become accessible
- The federal gov't needs to show its time commitment to people w disabilities (PWD) by giving the Minister a PWD portfolio – remove “sport” – It looks like the PWD is an afterthought! Remove CPP ceiling for earnings for PWD on CPP disability; EI sick fund (special benefits) needs to “kick in” ASAP – individuals who are ill cannot afford additional stress of no income while trying to recover
- System can be more inclusive; More EAs; Letting children be more included in every program; Break down barriers

- Gov't bureaucracy on trades professions education, ratio, College of trades; Eliminate level 2 literacy, level 2 pass target to go to college; Self care training
- Not having disability clawed back or frozen after certain levels; Not having disability payments freeze or claw back when "X" amount of \$ is made. It can be a very limiting and frustrating barrier & deterrent to many individuals wanting employment
- Be open minded; Talk to people who are doing the job and people who are in receipt of those services (direct info); What by when attitude... Create a realistic time line and stride by it
- Ask people w disabilities – engage businesses with people w disabilities; Success stories; funding; Tax incentives; How will this align with AODA/provincial legislation; How to introduce requirements and message the ease of accommodation; Avoid message of people w disabilities are substandard; Not them vs us -> It is about normalization; Make it part of doing good business; 90% of businesses are small businesses – keep it simple/normal; people w disabilities – find right fit just like businesses do w/every employee
- Access to services is limited by past issues (e.s., If individuals received E.I. in past, they can't receive services, welfare laws, etc)
- Need for a national awareness campaign that dispels myths, misperceptions surrounding people with disabilities (What is disability? We are all touched by disability at some point in our lives – it's broad) and focuses on ability, innovation, business opportunity