

## CHALLENGES

## Which statements apply to the business community in general?

	<i>Disagree</i>					<i>Agree</i>				
It is difficult to find persons with disabilities:										
-	we don't know where to recruit persons with disabilities					1	2	3	4	5
-	people with disabilities don't apply for our jobs					1	2	3	4	5
-	we can't find people with the skills we need					1	2	3	4	5
It is costly to employ persons with disabilities:										
-	the extra effort to recruit people with disabilities is costly					1	2	3	4	5
-	re-integration of employees who become disabled is costly					1	2	3	4	5
-	WSIB-related issues are costly					1	2	3	4	5
-	flexible working arrangements are costly					1	2	3	4	5
-	making the workplace accessible is costly					1	2	3	4	5
-	job accommodation is costly					1	2	3	4	5
It is too complicated to employ persons with disabilities:										
-	there is too much paperwork with insurance					1	2	3	4	5
-	there is too much paperwork with doctors					1	2	3	4	5
-	there are union constraints to re-integrating employees					1	2	3	4	5
-	there is no public transport to us for persons with disabilities					1	2	3	4	5
It is hard to accommodate persons with disabilities.										
-	we have no experience in job accommodation					1	2	3	4	5
-	there is no one to give us advice on accommodation					1	2	3	4	5
-	there is no one to pay for job accommodation					1	2	3	4	5
-	it is difficult to retrain an employee who has become disabled					1	2	3	4	5
Other employees find it difficult to work with persons with disabilities										
-	our managers are not trained or experienced					1	2	3	4	5
-	employees are uncomfortable with people with disabilities					1	2	3	4	5
-	employees resent special arrangements and/or accommodations					1	2	3	4	5
Agencies serving persons with disabilities are not equipped to work effectively with businesses.										
-	agencies don't understand the business world					1	2	3	4	5
-	agencies aren't able to provide the advice/help we need					1	2	3	4	5
-	there are too many agencies and no coordination among them					1	2	3	4	5
The challenge to employing persons with disabilities is ...										

**BUSINESS CASE ARGUMENTS**

**Which statements are relevant to the business community in general?**

	<i>Less Relevant</i>			<i>More Relevant</i>	
Having employees with disabilities will help companies reach and service new customers, including those with disabilities.	1	2	3	4	5
Persons with disabilities represent an important source of new employees, and can help to replace workers who are now reaching retirement age.	1	2	3	4	5
Employing persons with disabilities increases diversity in the workplace, which yields better-informed decisions.	1	2	3	4	5
Persons with disabilities can bring new and different skills that contribute to a richness of ideas and can be a source of innovation.	1	2	3	4	5
Making the workplace accessible for persons with disabilities improves it for everyone – other employees, customers, etc.	1	2	3	4	5
Employees with disabilities can bring knowledge that can assist corporate growth and change.	1	2	3	4	5
Employing persons with disabilities helps to ensure that companies meet their legal obligations to achieve social justice.	1	2	3	4	5
Re-integrating employees who become disabled lowers insurance costs.	1	2	3	4	5
Re-integrating employees who become disabled builds employee morale and trust.	1	2	3	4	5
Employing persons with disabilities helps companies access a broader range of contracting opportunities, for example as a federal contractor.	1	2	3	4	5
Persons with disabilities can make a contribution to business by ...					

**NEW IDEAS AND APPROACHES**

**Which measures do you think would be valued by the business community in general?**

	<i>Less Valued</i>				<i>More Valued</i>
Measures to increase employer awareness and understanding:					
- information on effective employment practices	1	2	3	4	5
- information on effective outreach practices	1	2	3	4	5
- information on accommodation	1	2	3	4	5
- insights into the potential business benefits	1	2	3	4	5
- public recognition of exemplary companies	1	2	3	4	5
Measures to build employer capabilities:					
- skill development for managers of persons with disabilities	1	2	3	4	5
- resource materials to help employers adopt effective practices	1	2	3	4	5
- initiatives to promote positive corporate culture	1	2	3	4	5
Measures to better connect employers with persons with disabilities:					
- development of networking opportunities	1	2	3	4	5
- development of internet-based networks	1	2	3	4	5
- strengthening capabilities of educational placement services	1	2	3	4	5
- strengthening capabilities of service agencies	1	2	3	4	5
- development of co-op/work-experience initiatives	1	2	3	4	5
Measures to reduce the costs to employers:					
- funding for accommodation measures	1	2	3	4	5
- free expert advice on accommodation	1	2	3	4	5
- wage subsidies for persons with disabilities	1	2	3	4	5
- tax incentives for employment of persons with disabilities	1	2	3	4	5
- streamlining paperwork for insurance etc.	1	2	3	4	5
Measures to build partnerships:					
- partnerships with other employers	1	2	3	4	5
- partnerships with service agencies	1	2	3	4	5
- partnerships with educational institutions	1	2	3	4	5
- partnerships with governments	1	2	3	4	5

For employers, an effective approach would be to ...