

Equal Access at Work

A research project by Inclusion Canada, People First of Canada,
and the University of British Columbia's Canadian Institute for Inclusion and Citizenship

This project looked at equal access at work
for people with intellectual disabilities.



We talked to **209** people,
including people with intellectual disabilities,
employment specialists, and employers.

There are many ways to support people with intellectual disabilities
to have equal access at work.

1

Make sure that **statements and tools** include people with intellectual disabilities.

- This includes statements about disability inclusion.
- It includes tools like Gender-Based Analysis+.

2

Deliver **training** for all stakeholders.

- The training must use information that is about intellectual disabilities.
- It must cover all parts of the job cycle (hiring, training, job feedback).
- The training must be led by self advocates.
- Use resources like [The Inclusive Workplace](#).

3

Provide **funding for education**.

- The education should correct false beliefs people have about intellectual disability.
- It should look at the negative attitudes towards people with intellectual disabilities.
- It should show the positive benefits of hiring people with intellectual disabilities.

4

Encourage all **provinces and territories** to also provide funding for education.

- This could be done by transferring money from the federal government to the provinces and territories.
- This should include funding for employer to employer education.
- It should also include self advocate led education.

5 Make sure certain groups get training on **attitudes, beliefs and discrimination**.

- This should be required for public service workers that do the hiring.
- It should be required by federal contractors.
- They should also be trained about the benefits of inclusive hiring.

6 Make a '**best practice**' guide about access for people with intellectual disabilities at work.

- The guide should cover all parts of work (hiring, training, job feedback).
- People with intellectual disabilities should help make this guide.

7 Review all **rules and laws** about employment.

- Make sure these rules have information about how to meet the unique needs of people with intellectual disabilities.

8 Provide funding to make **employment programs** better for people with intellectual disabilities.

- This includes pre-employment and employment support programs.
- Programs must not include any kind of sheltered work setting.

9 Consider a tax credit to support **transportation** to and from workplaces.

- This could be a federal refundable tax credit.

10 Make **rules or guidelines about accessibility** for people with intellectual disabilities in all parts of employment.

- This can include using many different ways to advertise a job.
- It can include different ways to do interviews.
- It can include different ways to do job evaluations.

11 Make rules that require employers to have **accommodation and inclusion plans**.

- The plans must be made with the employee with intellectual disabilities.
- The plans should cover many different accommodations, like accessible communication, use of a support person, or flexible work hours.

12 Make rules or guidelines about **support persons**.

- These rules would allow support persons to be present at all parts of the job process.
- The person with an intellectual disability would decide if and when the support person was needed.