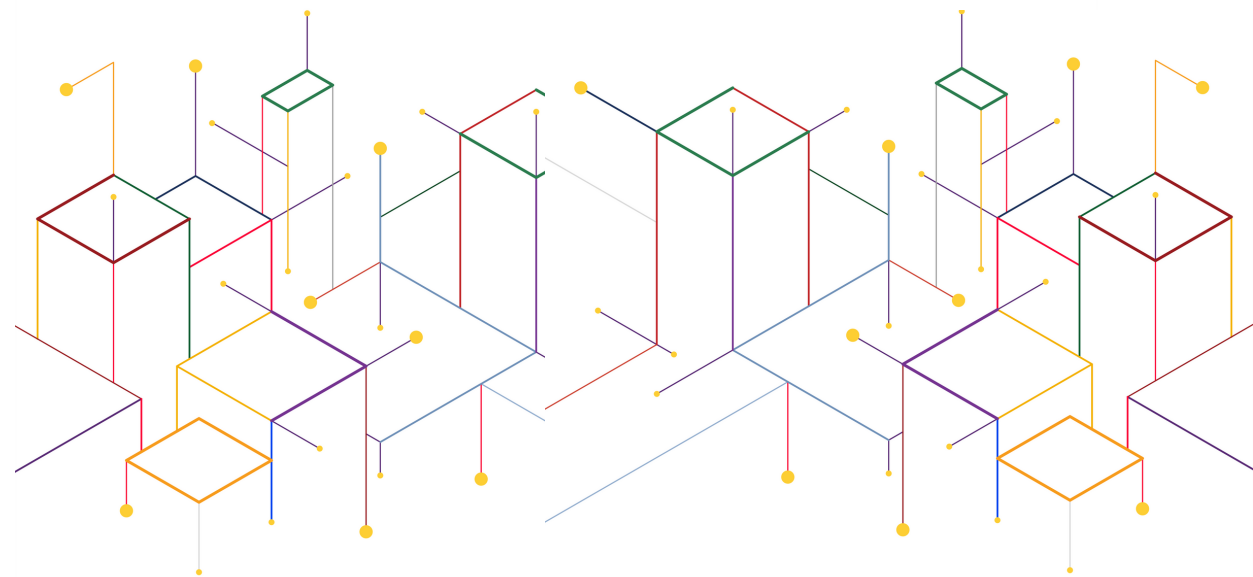
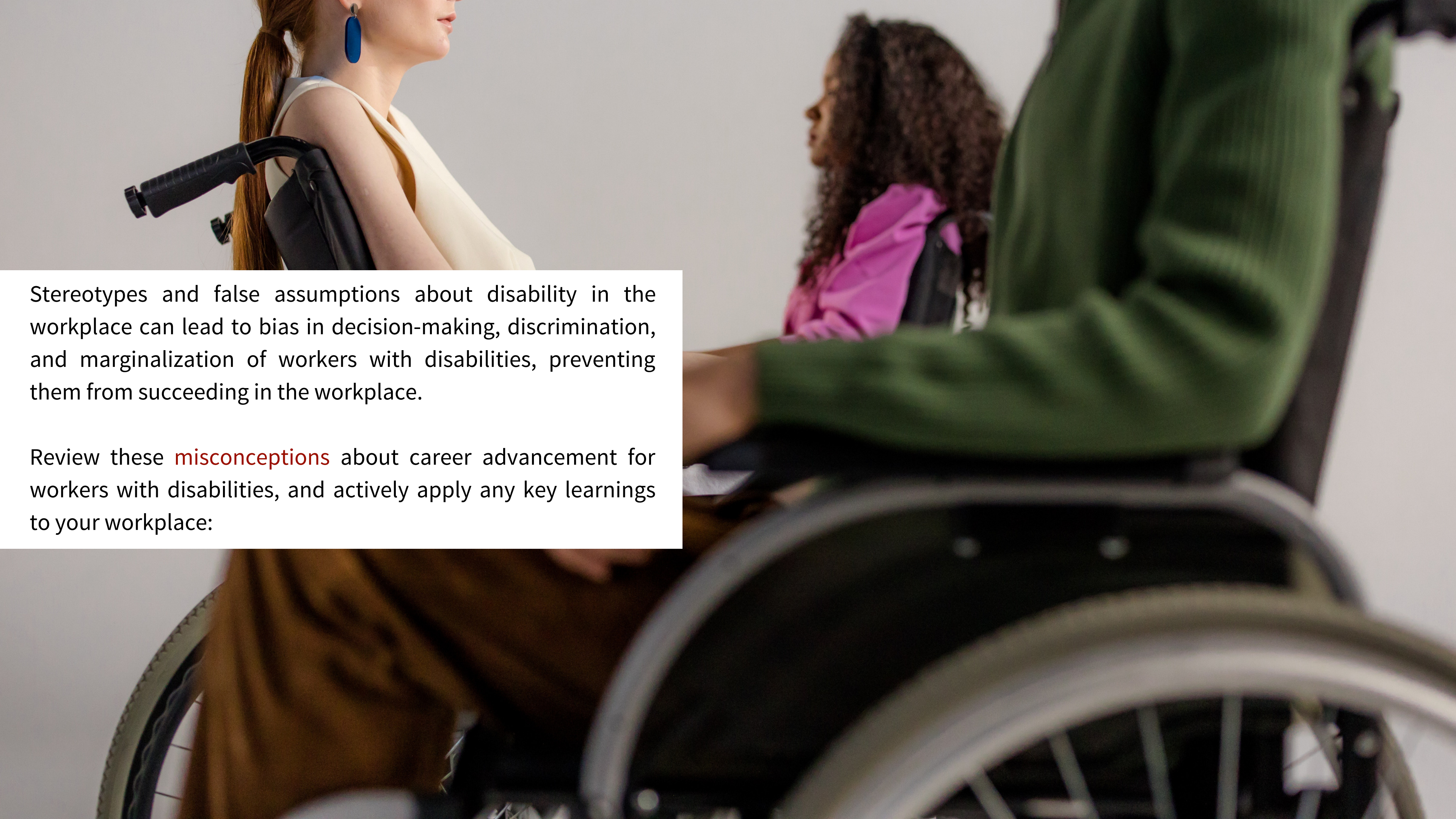




Disability
Confidence

Tackling Misconceptions about Career Advancement for Workers with Disabilities



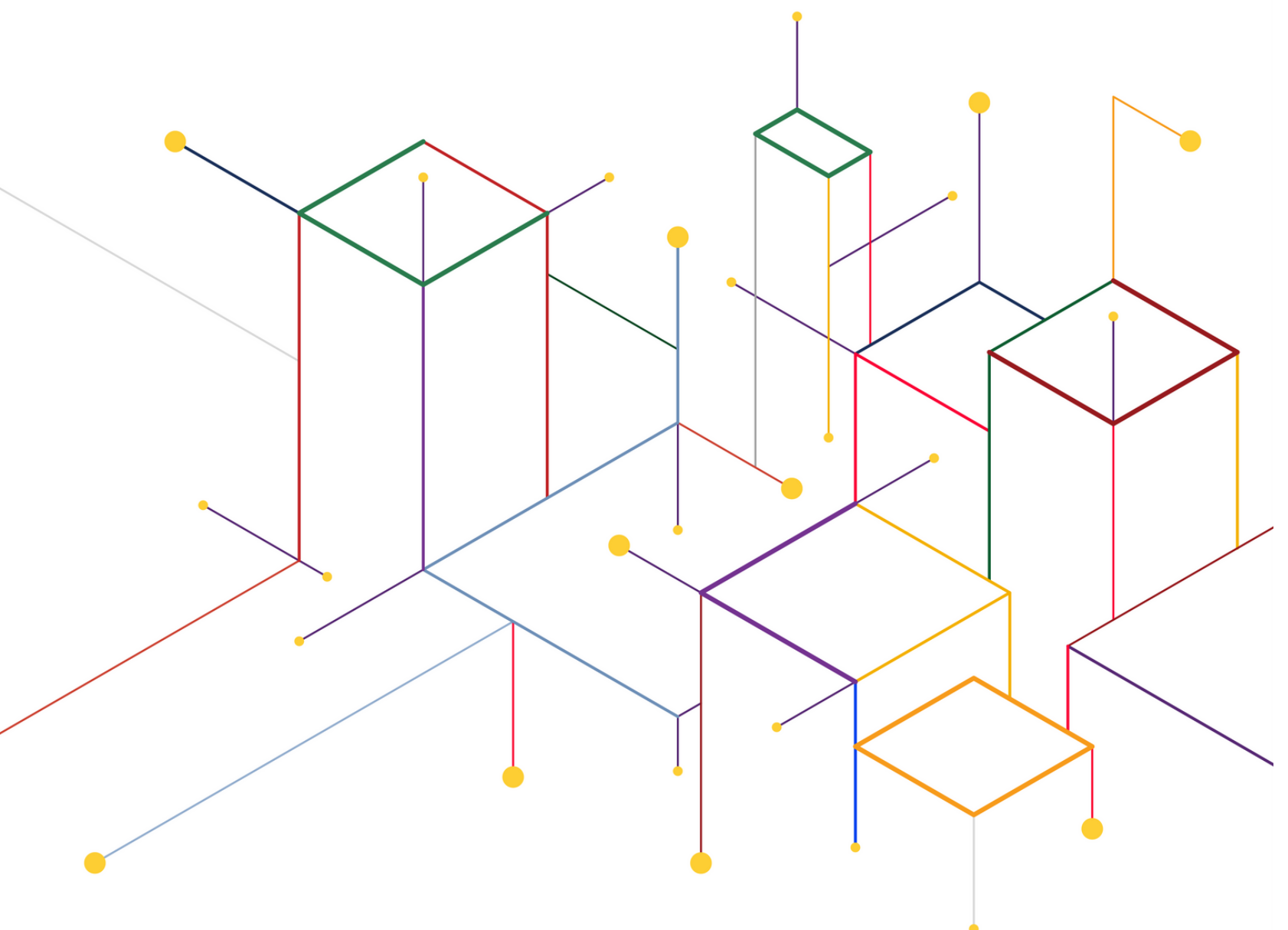


Stereotypes and false assumptions about disability in the workplace can lead to bias in decision-making, discrimination, and marginalization of workers with disabilities, preventing them from succeeding in the workplace.

Review these **misconceptions** about career advancement for workers with disabilities, and actively apply any key learnings to your workplace:

Misconception:

“If I ask a worker with a disability about their career, they’ll think I want them to leave.”



Like all people strategies, you need to plan your approach first by:

- Communicating the business case for career development to all your workers, including those with disabilities.
- Fully integrating career development in the other systems in your workplace.
- Developing your workers’ understanding and skills in career development as you go – don’t just bring it up during performance management conversations.

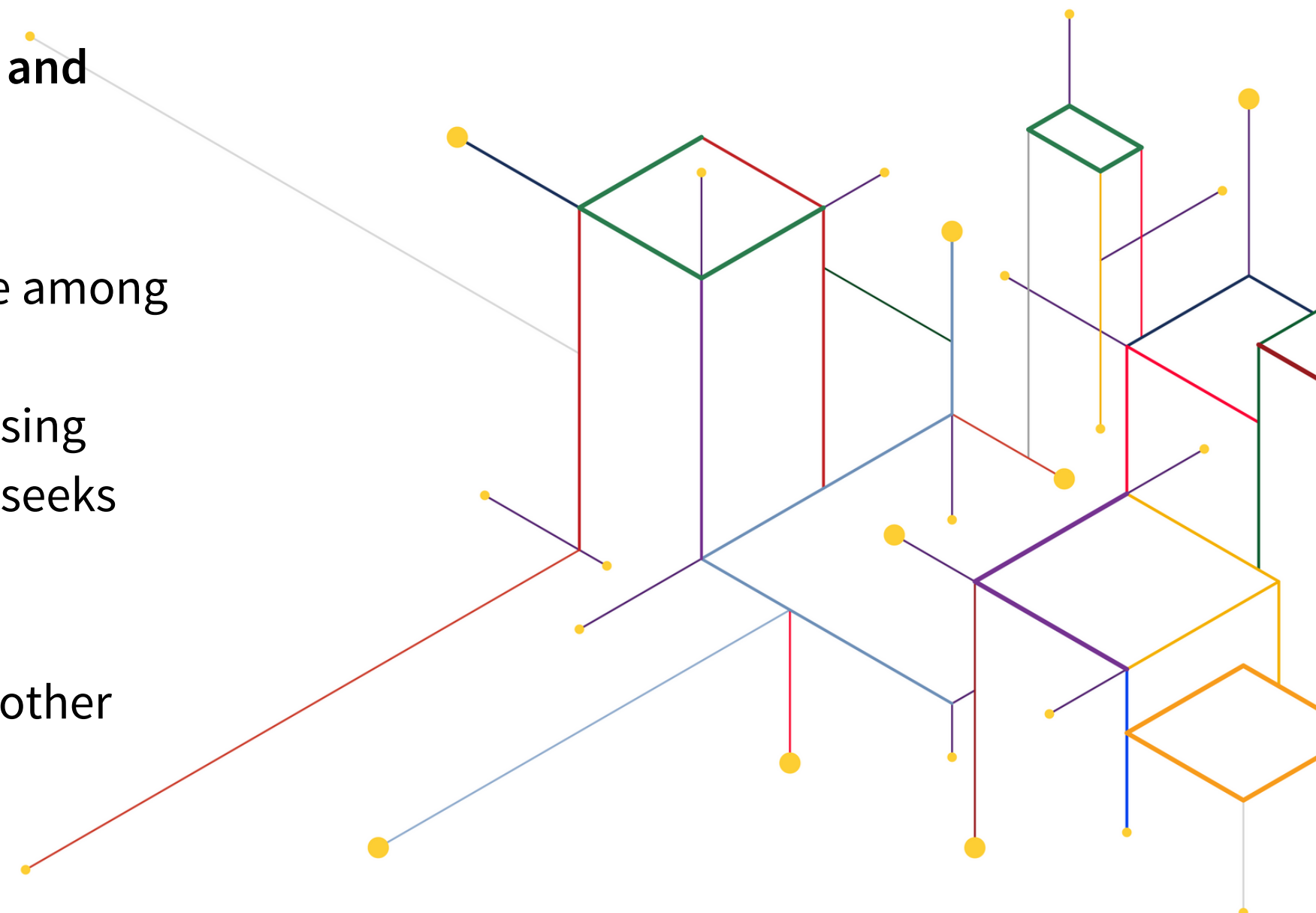


Misconception:

“If I develop a worker’s career potential, they will leave. Workers with disabilities have a higher turnover and absenteeism rate than employees without disabilities.”

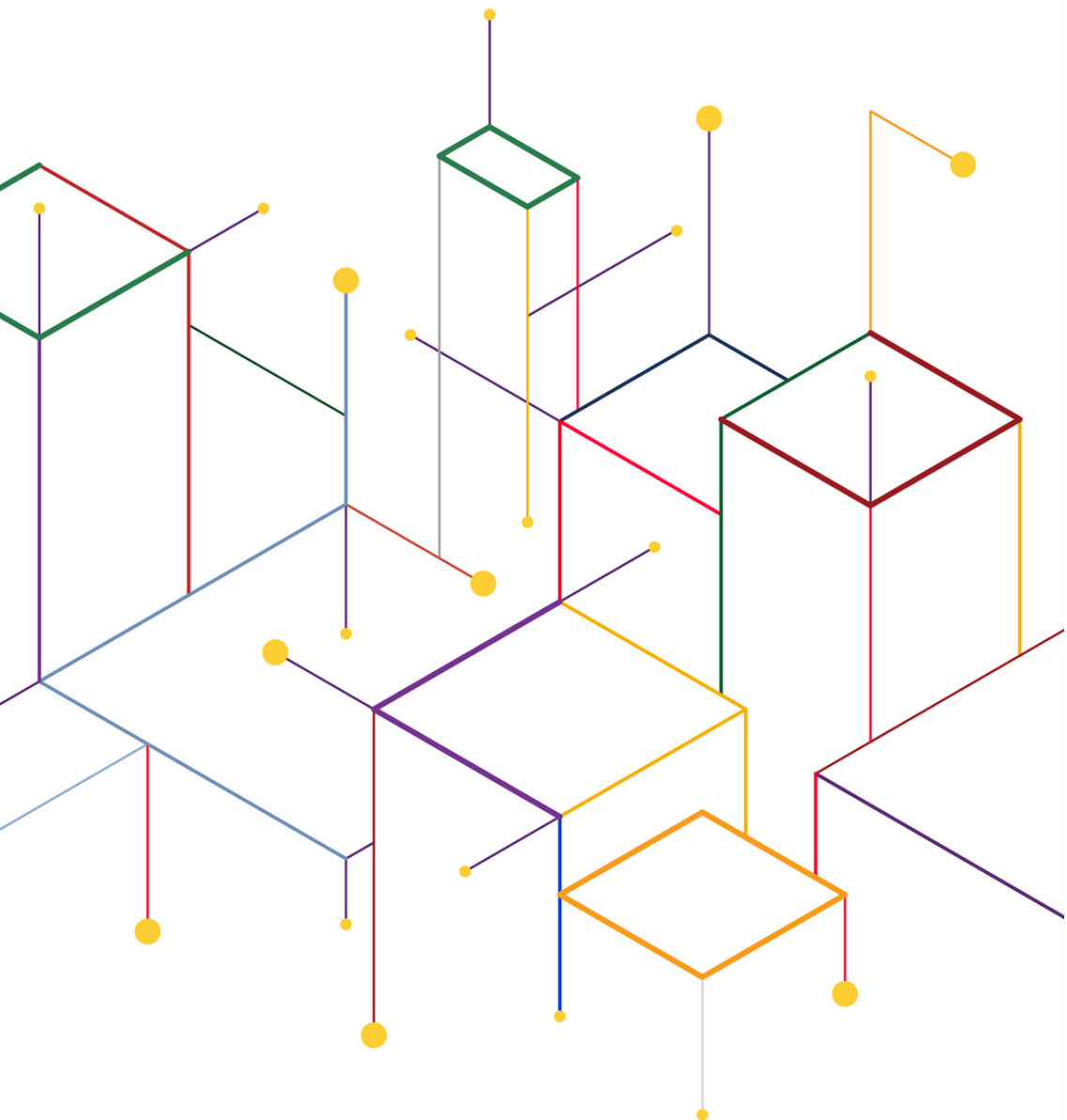
When you invest in your workers, they are more likely to feel loyal and motivated and stay, because:

- Seeing workmates grow lifts staff morale and commitment.
- You are likely to enhance your reputation as an employer of choice among jobseekers and workers with disabilities.
- By not investing in your worker, you actually increase the risk of losing them – either due to a lack of engagement, or because the worker seeks out an organization that sees the value in career development for employees with disabilities.
- Workers with disabilities are not absent any more frequently than other employees, and on average have a lower rate of absenteeism.



Misconception:

“My business is too small to invest in career development opportunities for workers with disabilities. If I give them more responsibilities, workers with disabilities will cause Workplace Safety & Insurance Board (WSIB) rates to increase.”



Career development helps keep staff in any sized business engaged and productive because:

- You don't necessarily need to be able to offer promotion or upward movement to support growth among workers with disabilities – think more broadly about how you can advance their skills and abilities.
- You get the benefit of more empowered and competent employees.
- It doesn't need to cost a lot. Tap into industry offerings such as workshops, resources, and training offered by organizations in your field; organize employee resource groups; develop a staff mentoring program, host lunch and learns, etc.
- Employers' insurance rates are determined by the health and safety risk of your type of business, the size of your payroll, and your company's health and safety record.
- The WSIB cannot increase your premiums because you have hired someone with a disability.



Misconception:

“Workers with disabilities don’t want career development, they are happy with their jobs.”

Disability should never stand in the way of a person’s career potential or ambition because:

- Like any other worker, people with disabilities need to feel engaged in order to stay interested and invested at work.
- Workers with disabilities must be treated the same as other employees in terms of expectations, opportunities, and workplace standards.
- Career development fosters skill growth within your existing workforce.
- Engaged and skilled workers increase your business opportunities.

