



Access Talent: Ontario's Approach to Accessible Workplaces

Accessibility Directorate of Ontario

Rural Ontario Municipalities Association Conference

January 22, 2018



- An Introduction to Access Talent: Ontario's Employment Strategy for People with Disabilities
- Municipalities' Path to Accessibility 2025 – where are we?
- Q&A

Overview of the Strategy: Key Pillars



PILLAR

**1. Start early –
Inspire and
support youth and
students with
disabilities**

**2. Engage –
Employers as
champions and
partners**

**3. Integrate –
Create seamless,
person-centred
employment and
training services**

**4. Trail blaze –
Ontario
government as a
leading employer
and change agent**

STRATEGIC PRIORITIES

Support employment
aspirations for children
& youth

Promote early work
experiences and skills
development

Improve school-to-
work transitions

Support partnerships
amongst employers

Increase employer
leadership

Facilitate information
sharing and peer-to-
peer exchange

Improve specialized
employment services

Enhance mainstream
employment services

Streamline access to
programs, services and
information

Shift societal
perspectives through
public education and
outreach

Showcase OPS as an
employer of choice

Promote and support
social procurement.

Where do I go if I want to hire a person with a disability?



Discoverability network

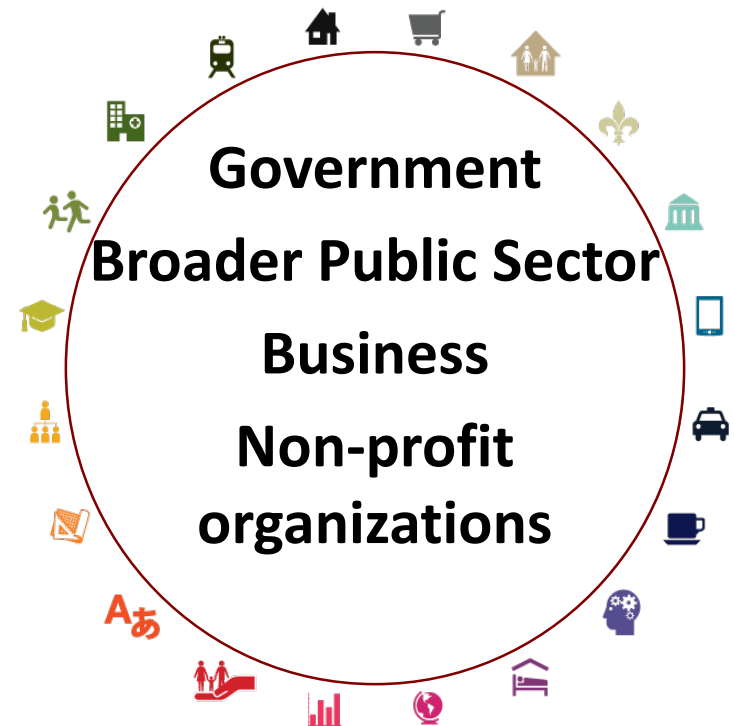
- Key deliverable of Ontario's Employment Strategy for People with Disabilities.
- Free online portal to link Ontario businesses directly to people with disabilities.
- Focused on connecting more people with disabilities to rewarding jobs and more employers to new talent that can help grow their businesses.
- For more information visit <https://discoverability.network>

A quick review of the AODA



Organizations that are covered by the AODA:

- One or more employees
- Provide goods, services or facilities:
 - directly to the public, or
 - to other businesses or organizations



Accessibility Standards



Customer Service



Employment



Information and Communications



Transportation



Design of Public Spaces

Accessibility Standard for Employment



- Builds on existing requirements of the Ontario Human Rights Code
- Will help organizations support and keep more skilled employees
- Applies to **paid** employees:
 - Full-time
 - Part-time
 - Apprentices
 - Seasonal employees



Accessibility Standards



Standards Review Process

- Four Standards Development Committees were established in 2017:
 - Employment Standards Development Committee – review of the current standards
 - Information & Communications Standards Development Committee – review of the current standards
 - Health Care Standards Development Committee – **development of new standards**
 - Education Standards Development Committee – **development of new standards**
- Implementation of the **Design of Public Spaces Standard** is being phased in from 2013-2018 and the first review of the standards is set to begin in 2018

Municipalities' Path to Accessibility 2025 – where are we?



Recent requirements:

- By January 1, 2016, municipalities were required to make new or redeveloped public spaces accessible under the Design of Public Spaces Standard
- By December 31, 2017, all organizations in Ontario (including municipalities) with 20 or more employees were required to file an Accessibility Compliance Report

Upcoming dates:

- By December 31, 2019, you need to file an Accessibility Compliance Report
- By January 1, 2021, municipalities need to make all websites and web content accessible

Municipalities' Path to Accessibility 2025 – where are we?



- Municipalities and their accessibility advisory committees continue to do the on-the-ground work implementing the standards that will make accessibility a reality in communities across Ontario.
- We continue to work with the Association of Municipal Managers, Clerks and Treasurers of Ontario to launch a repository of municipal best practices, with input from local accessibility advisory committees.



Contact Information



ontario.ca/accessibility
Sign up for our newsletters and webinars



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AccessOntario



[Employment Strategy for People with Disabilities](http://www.ontario.ca/page/access-talent-ontarios-employment-strategy-people-disabilities)

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Booth 407 –
come visit us!



Thank you for attending

Questions?