



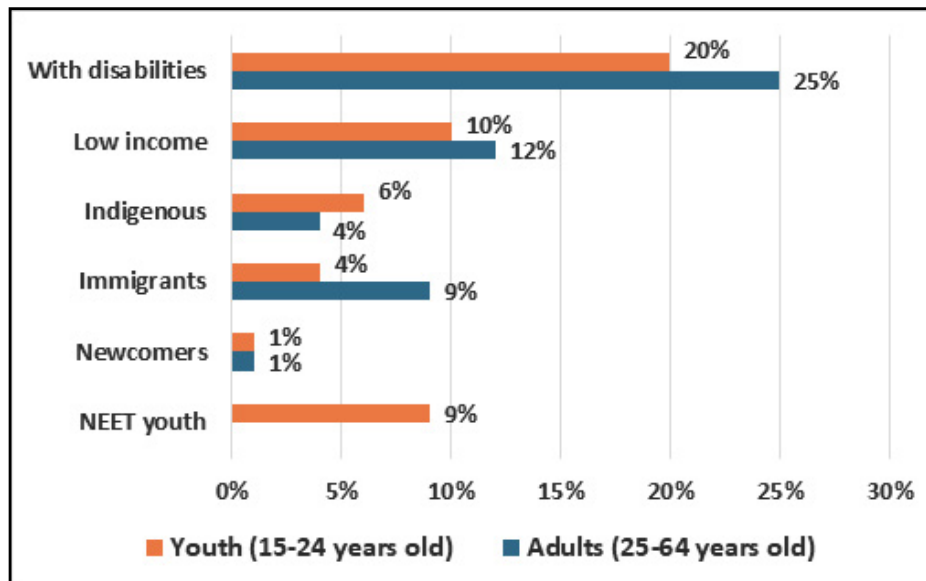
Employers in Chatham-Kent can tap into populations of underutilized talent to fill their workforce needs

Under-represented populations in the Chatham-Kent labour force include:

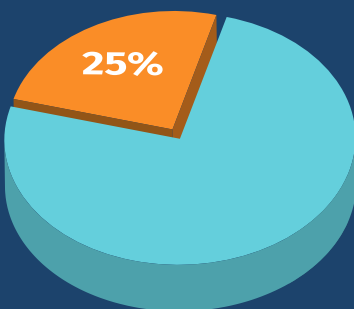
- Indigenous population
- Immigrants
- Older adults
- Persons with low income
- NEET youth (not in education, employment or training)
- Persons with disabilities



Share of Chatham-Kent youth and adult populations by under-represented population categories



2022 Canadian Survey on Disability, 2021 Census



Number of persons with disabilities:

- Around one-quarter of Ontarians aged 15 to 64 years old report a disability, many of whom can be productive employees
- That would represent 15,000 Chatham-Kent residents in that age range



ACCESSIBILITY

Accessibility for Ontarians with Disabilities Act established accessibility standards for identifying, removing and preventing barriers for people with disabilities.

Initiatives to overcome barriers are called “accommodations.”

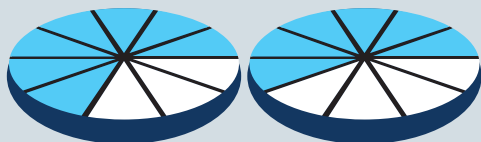
EMPLOYERS AND ACCOMMODATIONS

Employers are unsure about:

- What accommodations might be needed
- The cost of accommodations
- The cost to train supervisors and co-workers about accommodations
- How best to find and recruit individuals from under-represented populations



EMPLOYEES WITH DISABILITIES FEEL CONSTRAINED



- Four out of ten feel their disability makes it more difficult to change jobs or to advance in their career
- Three to four out of ten hold back in disclosing or seeking their need for an accommodation at work, in fear of negative employment consequences

NEED FOR EMPLOYER ENGAGEMENT

- Accommodations may be less onerous than imagined
- Persons with disabilities keep from seeking accommodations because employers might not understand
- Benefit to employers to learn about accommodations
- Beyond just matching a job seeker to a job opening, services need deeper relationships with employers



RECOMMENDATIONS

1. The Chatham-Kent community develop an employer engagement strategy
 - Convening initial steering group
 - Finalizing membership
 - Identifying resources to design and implement strategy
 - Determining measurements for targets and for outcomes
2. Reconstitute the employment service providers' table
3. Continue awareness and engagement activities as an employer engagement strategy is being developed
4. Build on the data foundation of this report to monitor labour market outcomes for under-represented populations in Chatham-Kent

