

HIRING PEOPLE WITH DISABILITIES MAKES BUSINESS SENSE



1. THE CHALLENGE

LABOUR SHORTAGE

By 2025,
BC Employers will need to fill
an estimated



2. THE OPPORTUNITY

UNTAPPED TALENT POOL



614,630 working-age
British Columbians
(ages 15–64) have a disability^{2*}

3. THE BENEFITS

IMPROVED PRODUCTIVITY

Research shows that diverse
+ inclusive workplaces are³:



2x more
likely to
meet or
exceed
financial
targets



6x more
likely
to be
innovative



6x more
likely to
effectively
anticipate
change

GREAT EMPLOYEES

Among employees
with disabilities⁴:

72%

higher
staff
retention

86%

average
attendance
or better

90%

equal
or better
performance
than
coworkers
without
disabilities

¹BC Government. (2016) B.C. Labour Market Outlook shows steady economic growth in 2025

²Statistics Canada. (2018) Canadian Survey on Disability 2017

³PR Newswire. (2017) New Deloitte Research Identifies Keys to Creating Fair and Inclusive Organizations

⁴Deloitte. (2017) The road to inclusion: Integrating people with disabilities into the workplace.

*The number of working-age British Columbians who have a disability now includes individuals with mental health related cognitive disabilities and seniors. This is to reflect the 2017 Canadian Survey on Disability (CSD) conducted by Statistics Canada.