

# Guide to Inclusive Hiring

## Why Inclusive Hiring Makes Business Sense

Did you know that companies with diverse teams outperform their competitors by 36 percent? Research shows that inclusive hiring practices lead to:

- ✓ Higher revenue growth – Businesses with strong diversity and inclusion initiatives see 2.3 times higher cash flow per employee.
- ✓ Greater innovation – Diverse teams generate 19 percent more revenue from innovation compared to less inclusive companies.
- ✓ Stronger employee retention – Companies with inclusive cultures reduce turnover by up to 50 percent.
- ✓ Access to a larger talent pool – 1 in 5 Canadians has a disability, and newcomers to Canada represent a highly skilled and growing workforce.

Inclusive hiring isn't just about fairness, it's smart business. Employers who embrace inclusivity gain access to top talent, increased productivity and improved brand reputation.

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## Inclusive Hiring in Action: Employer Success Stories

Employers who embrace inclusive hiring don't just change lives—they gain a competitive edge.

Featured Video: Talia's Story – Inclusive Employment in Action

[Watch Now: Talia Showers' Story](#)



This inspiring video highlights:

- ✓ How this employer successfully created an accessible, inclusive work environment

- ✓ Business outcomes: Increased team engagement, improved job satisfaction

Learn more about this success story:

[Talia's Story – Accessible Employers](#)

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## More Employer Success Stories

Want to see how other employers are making a difference?

See how B.C. businesses are leading the way in inclusive hiring:

- [ICBC's Inclusive Hiring Success Story](#) – How ICBC adapted its hiring process to attract and support diverse talent.
- [London Drugs' Commitment to Inclusive Hiring](#) – How inclusive hiring strengthened team culture and retention.
- [Viral Clean's Inclusive Hiring Journey](#) – Why this business prioritizes hiring employees with disabilities.
- [WorkBC Inclusive Hiring Success Stories](#) (Vancity, Costa Verde) – How B.C. businesses are thriving with inclusive hiring.
- [Inclusive Employers Playlist](#) – More success stories from employers leading the way.

Employers who build inclusive workplaces see real business benefits. Ready to take the next step?

Check out practical toolkits to start hiring inclusively today!

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## General Employer Toolkits

Inclusive hiring doesn't have to be complicated. The right tools can help simplify your process, reduce hiring risks and boost workplace success.

Ready to make hiring easier? Start with these trusted toolkits:

- [Presidents Group – Resource Archive](#)
- [Handbook: Businesses Leading the Way on Disability Inclusion - AccessibleEmployers.ca](#)
- [Hire for Talent Employer Toolkit](#)
- [DiversityWorks Toolkit](#)

Don't reinvent the wheel; use proven strategies!

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## Hiring Talent

A diverse workforce means more innovation, higher profits and a better reputation. Yet, many employers unknowingly overlook incredible talent pools due to outdated hiring practices.

Employers who hire inclusively see:

- ✓ 19 percent higher revenue from innovation
- ✓ 50 percent lower turnover rates
- ✓ Stronger employee engagement & productivity

Unlock talent from these untapped groups:

### Hiring Immigrants – Tap into Global Talent

- [Find Immigrant Talent](#)
- [Hire Immigrant Talent](#)
- [Retain Immigrant Talent](#)
- [Immigrant Employment Council of BC \(IECBC\)](#)
- [Get in the Know Handbook \(2023\)](#)
- [Tourism HR Canada: Hiring International Talent](#)
- [Temporary Foreign Worker Program \(TFWP\)](#)
- [How to Hire a Temporary Foreign Worker](#)
- [Hire Internationally Trained Workers](#)

### Hiring Indigenous Peoples – Build Meaningful Partnerships

- [Tips for hiring Aboriginal employees | Indigenous Works](#)
- [Indigenous Careers](#)
- [Indigenous Tourism BC - Learning Hub](#)

### Hiring Young Workers – Invest in the Future

Young workers bring fresh ideas, tech skills, and energy—hire an enthusiastic, committed worker who wants to learn today!

- [Canada Youth & Student Employment Programs](#)
- [Hire an Apprentice](#)

## Hiring People with Disabilities – Build a Resilient, High-Performing Workforce

Studies show that inclusive workplaces experience better employee satisfaction and higher innovation rates. Are you missing out on top talent?

- WorkBC: Programs & Supports - Learn how [WorkBC Assistive Technology Services](#) supports people who have a work-related barrier due to a disability or a functional limitation. Assistive technology can help with mobility supports, alternative keyboards, voice input equipment, workplace modifications and other services.
- [Presidents Group: Inclusive Hiring](#)
- [Job Bank: Hire Persons with Disabilities](#)
- [Canadian Association for Supported Employment \(CASE\) HR Toolkit](#)
- [Hire for Talent Employer Toolkit](#)
- [Inclusive Employers Hiring Hub](#)
- [Inclusion BC – Freedom to Work](#)

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## Industry-Specific Toolkits – Build a Stronger Workforce in Your Sector

Inclusive hiring isn't about lowering standards, it's about widening your talent pool. Many employers worry that inclusive hiring is costly, complicated or won't work for their industry. The truth? With the right strategies, it's a game changer.

Explore hiring toolkits designed for your sector:

### Construction Industry

Myth: "Safety risks increase when hiring people with disabilities."

Reality: Employees with disabilities have equal or better safety records than their peers and often improve workplace safety through better risk awareness and training.

- [Inclusive Hiring Practices Toolkit](#) – Learn how to attract, recruit and retain underrepresented talent in the trades.

## Retail Industry

Myth: “Customers prefer being served by employees without disabilities.”

Reality: Studies show that 74 percent of customers prefer to support businesses with diverse workforces, and inclusive hiring improves customer loyalty.

- [Inclusive Retail Toolkit](#) – Strategies for creating inclusive customer service and hiring diverse talent.

## Finance Industry

Myth: “Candidates with disabilities won’t be able to meet performance expectations.”

Reality: Employees with disabilities have higher retention rates and perform equally well or better when given the right accommodations—which often cost little or nothing.

- [Inclusive Recruiting Toolkit](#) – Learn best practices for equitable hiring in financial services.

## Tourism Industry

Myth: “Accommodating guests with disabilities is expensive.”

Reality: Most accessibility improvements cost less than \$500, and funding is available to cover many of them.

- [Disability Inclusion in Tourism Workplaces](#) – Ensure accessibility and inclusion in the tourism and hospitality sector.
- [Belong Program](#) – Comprehensive inclusion training for tourism businesses.

Implementing inclusive hiring practices for seasonal roles can enhance service quality and employee satisfaction. By broadening your recruitment strategies, you can attract a diverse talent pool eager to contribute during peak seasons.

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## Recruitment Best Practices – Hire Smarter, Not Harder

Great hiring starts before the interview. Employers who use structured recruitment strategies make better hires faster, reduce turnover and boost retention.

These essential resources help you hire smarter:

- [Accessible Recruitment Checklist \(2021\)](#)
- [How to Write Inclusive Job Descriptions](#)
- [Untapped Talent: B2B Guide to Hiring](#)

- [Interview Guide for Supportive Employers](#)

Hiring inclusively means hiring strategically—improve your recruitment process today!

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## Grants & Funding

80% of accessibility improvements cost less than \$500, and funding is available to help. Thousands of businesses have already accessed these funding programs—don't leave money on the table!

Available Funding Programs:

- [Enabling Accessibility Fund \(EAF\)](#)
- [Opportunities Fund Program](#)
- [Local Community Accessibility Grant Program](#)
- [B.C. Access Grant for Students with Disabilities | StudentAid BC](#)

Take action today—funding is first come, first served!

Need help applying? [Find your nearest WorkBC Centre](#) for free support!

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## WorkBC Centre Support – Get Expert Help for Inclusive Hiring

- ✓ Many B.C. employers have leveraged WorkBC's expertise.
- ✓ WorkBC Centres can help employers explore potential funding opportunities.

[Find a WorkBC Centre Near You](#)

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## Take the Next Step: Start Hiring Inclusively Today!

Employers who embrace inclusive hiring benefit from greater innovation, higher retention and a stronger brand reputation.

- ✓ Explore the toolkits & resources above.
- ✓ Connect with a WorkBC Centre for tailored support.
- ✓ Apply for grants and funding to enhance workplace accessibility.

Don't wait—start building an inclusive workplace today!