

Beyond AODA Compliance –
Disability Inclusive Hiring

Accessibility Resource Guide for Industries & Sectors



Disability Inclusive Hiring

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d'aide à l'emploi
pour les personnes
handicapées



Disability Inclusive Hiring

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Introduction to the Guide

This guide outlines some of the publicly available resources, tools, guides, and grey literature that can be used to help organizations across various sectors to meet the standards and requirements of the Accessibility for Ontarians with Disabilities Act (AODA), go beyond compliance, facilitate accessibility, and integrate best practices in their organizations. These resources will be specific to the following sectors and their respective industries: Agriculture, Air Travel, Education, Healthcare, Hospitality, Manufacturing, and Retail.

If there is any conflicting information between the following resources and current government legislation, the Accessibility Standard for the Design of Public Spaces and the AODA are the final authorities. While the majority of the resources in this guide are free-to-access, others require payment or association membership. As such, it must be noted that not all of the included resources have been vetted by ODEN, and therefore should be used at the employer's own discretion.



General Resources

Ministry of Seniors & Accessibility – Accessibility in Ontario: What you Need to Know.

Ontario has laws and standards that are intended to make the province more inclusive by helping to reduce and remove the barriers that people who have a disability face in everyday life. To learn more about accessibility requirements, review accessibility standards and find resources visit: [Accessibility in Ontario: what you need to know | ontario.ca](https://www.ontario.ca/accessibility)

Ministry of Seniors & Accessibility – Accessible Workplaces

Learn about the accessible Employment Standards that require organizations to make their employment practices accessible to meet the needs of employees and job applicants with disabilities by visiting: [Accessible workplaces | ontario.ca](https://www.ontario.ca/accessible-workplaces)

Ministry of Seniors & Accessibility – Accessibility rules for public sector organizations

Learn about the rules that public sector organizations must follow to meet accessibility standards under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) by visiting: [Accessibility rules for public sector organizations | ontario.ca](https://www.ontario.ca/accessibility-rules-public-sector)

Ministry of Seniors & Accessibility – Completing your accessibility compliance report

The Ontario Ministry of Seniors and Accessibility (MSAA) oversees policies to support seniors and people with disabilities. It ensures compliance with the Accessibility for Ontarians with Disabilities Act (AODA), requiring organizations to submit annual reports detailing their progress in meeting accessibility standards and fostering inclusive environments across the province. To learn more about completing and submitting your compliance report visit: [Accessibility Compliance Reporting What Businesses and Non-Profits Need to Know](https://www.ontario.ca/accessibility-compliance-reporting)

AccessForward – AODA Training

This Government of Ontario website provides free training modules to help meet the training requirements under Ontario's accessibility laws (Accessibility for Ontarians with Disabilities Act, 2005). To learn more visit: [AccessForward](https://www.ontario.ca/access-forward).

Agriculture Resources

Canadian Agricultural Safety Association – Farming with Disabilities

Resources addressing disability and agriculture including a tool kit by [Manitoba Farmers](#).

Scope: Canada **Cost:** Free

Demographic: Farmers looking to support employees who have a disability

Canadian Agricultural Human Resources Council – AGRI Diversity

CAHRC recognizes that women, Indigenous people, immigrants, and persons with disabilities are underrepresented and have a valuable role to play in the agricultural workforce. CAHRC supports workplace diversity by developing practical tools designed to help agricultural employers become an inclusive, supportive employer of choice.

Scope: Canada **Cost:** Paid

Demographic: Farmers looking to hire people who have a disability



Air Travel Resources

International Air Transport Association (IATA) – Why Accessibility is Essential for Air Travel

This page, [Why Accessibility is Essential for Air Travel](#), provides information and considerations for members of the IATA on how to provide accessible services to customers who have a disability.

Scope: Global **Cost:** Free

Demographic: Air travel stakeholders

Journal of the Air Transport Research Society – Accessibility for passengers with hidden disabilities in air transport: A literature review

The [Accessibility for passengers with hidden disabilities in air transport](#) article analyzes the existing literature on the needs of passengers in transport and tourism situations that are hidden or invisible to service providers. Although accessibility in air transport is an emerging field of research, this study adds to the literature an in-depth understanding of the barriers these air passengers face, investigating accessibility recommendations for people with hidden disabilities in transport situations, including air transport.

Scope: Global **Cost:** Free

Demographic: Air travel stakeholders



Airports Council International (ACI) – Airports and Accessible Travel: A Practical Guide

ACI World has launched an essential publication dedicated to improving accessible travel for all passengers.

Scope: Global **Cost:** Paid

Demographic: Airport operation staff

Airports Council International (ACI) – Accessibility Use Cases

The Accessibility Use Cases are for airports looking to implement similar initiatives to enhance accessibility and assistance to persons with disabilities in the airport environment. They are not intended to endorse any technology or provider, but rather provide details of key considerations as well as various implementation models that could be adopted.

Scope: Global **Cost:** Free

Demographic: Airport operation staff



Education Resources

The Council of Ontario Universities (COU) – Administrator’s Accessibility Toolkit

The [Council of Ontario Universities \(COU\)](#) is an educational membership organization that, through their [Accessible Campus website](#), has created a number of free-to-access resources and learning materials for educators on the topics of disability, accessibility, and compliance. The [Administrator’s Accessibility Toolkit](#) was designed to help administrators at Ontario universities to meet their obligations under the Accessibility for Ontarians with Disabilities Act (AODA). The toolkit includes training resources, adaptable templates, sample best practices, and suggested approaches for meeting compliance requirements under the AODA and its five accessibility standards.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Administrators

The Council of Ontario Universities (COU) – Educator’s Accessibility Toolkit

The [Educator’s Accessibility Toolkit](#) was designed to help Ontario universities meet their obligations under the Accessibility for Ontarians with Disabilities Act (AODA), as well as provide broad support to educators in creating accessible learning environments for students. This toolkit offers extensive guidance and resources on developing courses, accessibility in e-learning, creating accessible lectures, teaching students with various kinds of disabilities, and making accessible PowerPoint presentations, word documents, and PDFs.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Educators

The Council of Ontario Universities (COU) – Understanding Accessibility

Within the [Understanding Accessibility](#) section of their website, COU offers a number of informational videos as well as written resources for educators related to understanding the barriers to accessibility, the Accessibility for Ontarians with Disabilities Act (AODA), and mental health disabilities.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Educators

The Council of Ontario Universities (COU) – Reference Library

In their [Reference Library](#), COU provides a number of resources for educators related to interacting with persons with various disabilities, accessible event and conference planning, accessible digital documents and websites, and understanding the universal symbols of accessibility.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Educators

The Council of Ontario Universities (COU) – Recommended Resources

Additionally, COU provides a directory of [recommended resources](#) related to disability and accessibility that may be helpful to university educators.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Educators

University of Guelph – Educators Accessibility Resource Toolkit

The University of Guelph offers a number of free-to-access accessibility resources for post-secondary educators that can be found in their [Accessible Instruction – Resources](#) page. On this page, the [Educators Accessibility Resource Toolkit](#) provides extensive information on developing accessible courses, syllabi, lectures, and evaluations. It also outlines how to use Microsoft Word, Office, PowerPoint, and PDFs in ways that maximize accessibility for students.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Educators

University of Guelph – Universal Instructional Design Implementation Guide

The [Universal Instructional Design Implementation Guide](#) was created to guide university instructors and educators in the use of Universal Instructional Design principles.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Educators

University of Guelph – Universal Instructional Design Resources

The University of Guelph provides a directory of [UID Resources](#) and tools that can guide or be used by educators in the utilization of Universal Instructional Design.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Educators

Carleton University – Accessibility Resources for Instructors

Carleton University provides university instructors with an [accessibility resource page](#) that covers AODA legislation, accessibility in technology, Universal Design for Learning, and creating accessible documents and presentations.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Educators



University of Ottawa – Accessibility Resources

The University of Ottawa offers instructors an [accessibility resource page](#) that includes extensive information and tools related to understanding government legislation and the duty to accommodate, using technology accessibly, and creating accessible documents, websites, and videos.

Scope: Canada (Ontario) **Cost:** Free

Demographic: University Educators

Accessible Digital Learning Portal – Teacher's Guide: How to Make Remote Learning Accessible

The [Accessible Digital Learning Portal](#) was designed to support schools, school boards, educators, and inclusive education stakeholders in the promotion of accessibility in Ontario. The Accessible Digital Learning Portal is a free hub for technology focused information, content, tools, products, and resources that support disability inclusive education in remote and classroom settings. The [Teacher's guide: How to make remote learning accessible](#) provides techniques that teachers can use to make remote learning more accessible for their students. The guide covers the use of digital communication tools, video conferencing for teaching, digital messaging, online and digital assessment, and being creative (including online digital games).

Scope: Canada (Ontario) **Cost:** Free

Demographic: K-12 teachers, educators

Accessible Digital Learning Portal – Teacher's Guide: How to Make Learning Materials Accessible

The [Teacher's guide: How to make learning materials accessible](#) was created to serve as a beginner's guide for teachers on how to make their lessons more inclusive by improving the accessibility of their learning materials and applying the principles of Universal Design.

Scope: Canada (Ontario) **Cost:** Free

Demographic: K-12 teachers, educators

Accessible Digital Learning Portal – Accessibility Toolkit for Digital Learning Materials

The [Accessibility toolkit for digital learning materials](#) provides a number of guides and resources outlining how to make Word documents, PowerPoint presentations, PDFs, ePubs, and videos accessible to students with disabilities.

Scope: Canada (Ontario) **Cost:** Free

Demographic: K-12 teachers, educators

Accessible Digital Learning Portal – Assistive Technology Guide: Low-Cost Software for Learning

[Assistive technology guide: Low-cost software for learning](#) – This guide reviews the availability of free and low-cost software and apps that are helpful for a range of diverse needs. For each disability, they discuss how software can help and provide links to existing software.

Scope: Canada (Ontario) **Cost:** Free

Demographic: K-12 teachers, educators



Accessible Digital Learning Portal – Assistive Technology Guide: Low-Cost Hardware for Access

[Assistive technology guide: Low-cost hardware for access](#) – This guide details how low-cost hardware adaptations and customizations can make computers, tablets, and other devices easier for students with disabilities to use.

Scope: Canada (Ontario) **Cost:** Free

Demographic: K-12 teachers, educators

Ontario Education Services Corporation – The TeachAble Project

[The TeachAble Project](#) created supports for accessibility in teaching and learning to provide resources to help school boards implement provisions of the Integrated Accessibility Regulation which became law in June 2011. An Advisory Committee was established with membership that reflected the expertise of school board staff from our four school systems: English Public, English Catholic, French Public and French Catholic.

Scope: Canada (Ontario) **Cost:** Free

Demographic: K-12 teachers, educators

Ontario Disability Employment Network (ODEN) – Inclusion and Employment Awareness

[The Inclusion & Employment Awareness](#) – Transitions to Work for Students with Developmental Disabilities project, funded by Ontario’s Ministry of Education, focuses on students with developmental disabilities and how they face significant barriers to gain employability skills due to lack of tailored programs, access to early work-related experiences, and resources that can support the development of these skills.

Families and educators also face difficulties accessing necessary supports. Clear, targeted resources can help improve outcomes by assisting educators, families, and caregivers in better preparing these students for employment.

This project has created resources for family, caregivers, students, and educators across Ontario (in English and French) to assist and address transitions for students with developmental disabilities, at all stages of their school journey (JK to Grade 12) so that employment is considered as viable goal following graduation.

Scope: Canada (Ontario) **Cost:** Free

Demographic: K-12 teachers, educators, families, and students

United Nations Children’s Fund (UNICEF) – Resources Catalogue: Teaching and Learning Resources for Professionals and Parents Working with Children with Disabilities (2019)

This [Resource Catalogue](#) provides a curated list of global teaching and learning resources designed to support both teachers, education professionals, and families/parents of children with disabilities.

This catalogue was created in response to the Covid-19 pandemic and includes resources that are disability specific and disability inclusive, as well as broader (less disability-specific) resources that can be easily adapted for children with disabilities.

Scope: Global **Cost:** Free

Demographic: K-12 teachers and educators



Healthcare Resources

Health Science Information Consortium (HSIC) – Accessibility & Disability

The Health Science Information Consortium (HSIC) is the largest health information related consortium in Ontario. HSIC members collaborate to provide specialized services and cost-effective access to online health information resources to over 90,000 health care professionals, educators, researchers, and students. In their [Accessibility & Disability](#) section, HSIC provides a library of resources for healthcare professionals related to understanding disability and improving accessibility in healthcare settings.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Healthcare professionals

Surrey Place – Developmental Disabilities Primary Care Program

Surrey Place is an organization that provides specialized clinical services to children and adults with intellectual and developmental disabilities in the Toronto Region. The [Developmental Disabilities Primary Care Program](#) outlines primary care guidelines, considerations, areas of priority, healthcare standards, and service goals for physicians and healthcare providers in the provision of healthcare services for persons with disabilities. It includes detailed guidelines and recommendations for different kinds of healthcare services and treatments (for both physical and mental health issues).

Scope: Canada (Ontario) **Cost:** Free

Demographic: Healthcare professionals



World Health Organization (WHO) – Disability Inclusive Health Services Toolkit

The [Disability Inclusive Health Services Toolkit](#) was designed to help remove barriers and improve access to healthcare for persons with disabilities. The toolkit was specifically produced to strengthen efforts to provide disability-inclusive health services and information to persons with disabilities. The toolkit provides practical guidance on how to identify and address barriers to health services experienced by people with different types of disability, so that everyone can access and benefit equally from these services.

Scope: Global (Australia) **Cost:** Free

Demographic: Healthcare facilities, health policy makers, healthcare workers, administrators

Canadian Association of Mental Health (CAMH) – DD Cares Best Practices

The [DD Cares Best Practices](#) video series can be found on the CAMH Professionals YouTube channel. The series, consisting of six informational videos, is designed for primary healthcare professionals. The videos provide information and best practices in providing healthcare services to persons with developmental disabilities. Some of the videos include (but are not limited to) titles such as [Adapting Medical Procedures for Patients with Developmental Disabilities](#), [Improving Primary Care](#), and [Psychology and disability: Minimizing ableism in the counselling room](#).

Scope: Canada (Ontario) **Cost:** Free

Demographic: Healthcare professionals

Accessibility for Ontarians with Disabilities Act (AODA) – Improving Accessibility Training for Healthcare Providers

This article, [Improving Accessibility Training for Healthcare Providers](#), outlines the AODA Healthcare Standards Development Committee’s recommendation of improved accessibility training for healthcare providers. Within this article, the Health Care Standards Development Committee: Initial Recommendations Report can be accessed, which includes the recommendations of guidelines that AODA healthcare standards should include. This article can help healthcare facilities in the provision of training that is in line with the best current practices for staff in the areas of disability and accessibility.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Healthcare facilities, healthcare professionals

Accessibility for Ontarians with Disabilities Act – Coordinating Accessibility Accommodations in Healthcare (2021)

This short article, [Coordinating Accessibility Accommodations in Healthcare](#), provides healthcare facilities and professionals with guidance on coordinating accessibility accommodations in healthcare.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Healthcare facilities, healthcare professionals

Job Accommodation Network (JAN) – Accommodating Nurses with Disabilities

This article, [Accommodating Nurses with Disabilities](#), provides a number of job accommodations relative to specific limitations that could be implemented for nurses with disabilities. The article also provides a number of real-world examples of accommodation situations and solutions.

Scope: Global (United States) **Cost:** Free

Demographic: Healthcare professionals



Hospitality Resources

Ontario Restaurant Hotel & Motel Association (ORHMA) – Accessibility

The Ontario Restaurant Hotel & Motel Association (ORHMA) provides an [Accessibility](#) resource centre for AODA compliance and accessibility related materials, specific to those working in the accommodation and food service industries. In the Accessibility Standards section of this page, ORHMA provides customer service policy templates for hotels, restaurants, and tourism businesses. Additionally, ORHMA shares relevant external resources related to accessibility, compliance, accommodation, government legislation, and mental health.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Restaurants, hotels, motels

Ontario Restaurant Hotel & Motel Association (ORHMA) – EnAbling Hotels & Restaurants for Accessible Employment

The ORHMA [EnAbling Hotels & Restaurants for Accessible Employment](#) guidebook covers the topics of AODA compliance, accessible hiring practices, accommodating and supporting employees with disabilities, and accessible formats and communication.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Restaurants, hotels

Ontario Restaurant Hotel & Motel Association (ORHMA) – OHRMA Planning Accessible Events

The [OHRMA Planning Accessible Events](#) guidebook provides users with a number of low-cost and no-cost considerations that can be implemented to make an event more inclusive and accessible.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Restaurants, hotels, motels, event venues

Accessibility for Ontarians with Disabilities Act (AODA) – Improving Restaurant Accessibility

This short article, [Improving Restaurant Accessibility](#), outlines some of the features that can make restaurants more accessible to persons with disabilities.

Scope: Canada (Ontario) **Cost:** Free
Demographic: Restaurants

Accessibility for Ontarians with Disabilities Act (AODA) – How to Provide Accessible Restaurant Service

This article, [How to Provide Accessible Restaurant Service](#), explores best practices for accessible restaurant service. In particular, they look at how hosts and servers can find ways to make their premises welcoming to diners who need accessible features that a restaurant may not yet have.

Scope: Canada (Ontario) **Cost:** Free
Demographic: Restaurants, restaurant employees

Accessibility for Ontarians with Disabilities Act (AODA) – Providing Accessible Restaurant Information

This article, [Providing Accessible Restaurant Information](#), covers the best practices for providing accessible restaurant information to customers, especially menus and online information.

Scope: Canada (Ontario) **Cost:** Free
Demographic: Restaurants

Toast – How to Design an Accessible Restaurant for Diners with Disabilities

This article, [How to Design an Accessible Restaurant for Diners with Disabilities](#), recounts a conversation with podcast guest and restaurant architect Justin Alpert, who is passionate about making restaurants more accessible for patrons with disabilities.

Justin provides advice and tips on how to make a restaurant more accessible and inclusive.

Scope: Global (United States) **Cost:** Free
Demographic: Restaurants

Infrastructure/Built Environment Resources

Canadian Standards Association – A Canadian Roadmap for Accessibility Standards

The [Canadian Roadmap for Accessibility Standards](#) report presents the results of (1) an environmental scan that identified the voluntary and mandatory accessibility legislation, standards, or guidelines currently employed across Canada, (2) a literature review that summarized current barriers to accessibility that Canadians are facing, and (3) an opportunity analysis that determined key priority areas for future standards development.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Design professionals

ArtsBuild Ontario (ABO) – Accessibility in Creative Spaces: A Toolkit for Ontario Arts Organizations (2019)

[ArtsBuild Ontario](#) (ABO) is a provincial arts service organization that provides small and medium-sized organizations with tools, training, and advice to successfully manage physical and digital creative spaces (such as galleries, museums, theatres, and cultural hubs). The [Accessibility in Creative Spaces: A Toolkit for Ontario Arts Organizations](#) provides information and resources about accessibility and disability legislation in Ontario for the creation of creative spaces. While the toolkit provides a directory of resources for best practices in the built environment, it also focuses on experiential accessibility.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Design professionals

ArtsBuild Ontario (ABO) – Accessibility Webinar Series

ABO offers a free six-part [webinar series](#) aimed at increasing awareness of the Design of Public Spaces Standard (under the AODA) among design professionals and other relevant fields working in or designing creative spaces. The webinars are titled “[Let’s Talk About Disability and Creative Spaces](#),” “[Design for Public Spaces Advanced: How can Creative Spaces Go Beyond the Standard](#),” “[Best Practices for Architects, Designers and Creative Spaces on Accessibility](#),” “[Safety, Fire Codes and Accessibility for Creative Spaces](#),” and “[Invisible Disabilities and Creative Spaces](#).”

Scope: Canada (Ontario) **Cost:** Free

Demographic: Design and built environment professionals

Government of Ontario – How to Make Public Spaces Accessible

This article, [How to Make Public Spaces Accessible](#), created by the government of Ontario, provides information on how to make public spaces accessible, including trails, beach access routes, parking, service counters, fixed waiting areas, eating areas, play spaces, and paths of travel. This guide can be utilized by design professionals, organizations that operate within shared built environments, or anyone invested in creating accessible public spaces.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Stakeholders



International Association of Accessibility Professionals (IAAP) – The AODA Accessibility Standard for the Design of Public Spaces

[The AODA Accessibility Standard for the Design of Public Spaces](#) is a self-paced course providing design professionals with the knowledge and understanding needed to apply the AODA Accessibility Standard for the Design of Public Spaces to their project work.

Scope: Canada (Ontario) **Cost:** Paid

Demographic: Design professionals

International Association of Accessibility Professionals (IAAP) – 2020-2021 OPD Series – Built Environments

This 2020-2021 OPD Webinar Series titled [Built Environments](#) features a number of informational webinars on topics of universal design, accessibility, and disability in the built environment for design professionals (or similar professions).

Scope: Global (America) **Cost:** Paid

Demographic: Design professionals

International Association of Accessibility Professionals (IAAP) – Certified Professional in Accessibility Core Competencies (CPACC)

The [Certified Professional in Accessibility Core Competencies](#) (CPACC) is IAAP's foundational professional certification. Relevant industries or professions for the CPACC course include web and other digital technologies, architecture and the built environment, consumer and industrial design, transportation systems, and any domain in which thoughtful design, policy, and management can improve disability access.

Scope: Canada (Ontario) **Cost:** Paid

Demographic: Design professionals

International Association of Accessibility Professionals (IAAP) – Certified Professional in Accessible Built Environments (CPABE)

[Certified Professional in Accessible Built Environments](#) (CPABE) builds on IAAP’s foundational certification – Certified Professional in Accessibility Core Competencies (CPACC) – and identifies successful applicants as associate, advanced, or expert level accessibility professionals.

Scope: Canada (Ontario) **Cost:** Paid

Demographic: Design professionals

Rick Hansen Foundation (RHF) – RHFAC Professional Training Course

The [RHFAC Professional Training Course](#) is designed for architects, building professionals, engineers, or related fields, and provides users with the knowledge and practical skills needed to rate a building for its overall accessibility (under the Rick Hansen Foundation Accessibility Certification™ program). The course was created to teach industry professionals how to identify the physical barriers faced by persons with disabilities, how to evaluate the built environment using a lens of accessibility, and how to use Universal Design principles to go beyond building codes and compliance. The course also provides users with information about the legislation, regulations, and standards relevant to planning and executing the accessibility rating of a building/built environment.

Scope: Canada **Cost:** Paid

Demographic: Building professionals, related fields

Rick Hansen Foundation (RHF) – RHFAC Fundamentals Course

The [RHFAC Fundamentals Training](#) is also geared towards professionals working in the built environment but is significantly less comprehensive and intensive; The course provides users with more foundational/introductory information on understanding the needs of persons with disabilities and how physical spaces can be made more accessible.

Scope: Canada **Cost:** Paid

Demographic: Building professionals, related fields

Rick Hansen Foundation (RHF) – Accessibility Resources

The [Accessibility Resources](#) library is available on the RHF website and includes a number of learning materials and short guides related to accessibility and universal design.

Scope: Canada **Cost:** Free

Demographic: Building professionals, related fields

Royal Architectural Institute of Canada (RAIC) – Introduction to Successful Accessible Design

The [Introduction to Successful Accessible Design](#) course, offered online both as a self-paced continuing education course and as a university graduate course, introduces the concepts and applications of inclusive design as it applies to Canadian architecture and its built environment. In addition to covering the basics of understanding accessibility and inclusive design in the built environment, the course teaches users how to identify barriers and integrate accessibility in a holistic way within a variety of spaces.

Scope: Canada **Cost:** Paid

Demographic: Architects

GO Construct – Construction and Disability

A UK [website](#) providing tips for employers in the construction industry how to build a diverse workforce.

Scope: Global (United Kingdom) **Cost:** Free

Demographic: Built Environment Professionals

Construction Industry Council (CIC) – Essential Principles Guide for Built Environment Professionals: Creating an Accessible and Inclusive Environment

The [Essential Principles Guide for Built Environment Professionals](#) outlines the major principles related to accessibility and inclusive design that all built environment professionals should follow.

Scope: Global (United Kingdom) **Cost:** Free

Demographic: Built Environment Professionals

Manufacturing Resources

Excellence in Manufacturing Consortium (EMC) – AODA Compliance Discussion

This page, [AODA Compliance Discussion](#), summarizes the key takeaways from an Ontario EMC roundtable, led by Manufacturing Consortium Managers, that focused on Accessibility for Ontarians with Disabilities Act (AODA) compliance for manufacturing.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Manufacturing professionals

Government of Ontario – Accessibility Compliance for Industry (2023)

This guide, [Accessibility Compliance for Industry](#), is designed for organizations that do not provide goods, services, or facilities directly to the public (including the manufacturing and wholesale trade sector) in complying with disability and accessibility legislation (AODA).

Scope: Canada (Ontario) **Cost:** Free

Demographic: Manufacturing professionals



Food Processing Skills Canada – FoodAbility

[FoodAbility](#) is a groundbreaking program dedicated to bridging the gap between individuals with disabilities and hiring businesses in Canada’s food and beverage manufacturing industry.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Food Processing & Manufacturing, transferable to other sectors as well.

BioTalent Canada – Building Workplace Resiliency: Adopting Inclusion, Diversity Equity, and Accessibility

BioTalent Canada supports the people behind life-changing science. Trusted as the go-to source for labour market intelligence, BioTalent Canada guides bio-economy stakeholders with evidence-based data and industry-driven standards. [The Building Workplace Resiliency: Adopting Inclusion, Diversity Equity, and Accessibility](#) guide was developed as part of the Building Resiliency and Sustainability for the Bio-economy to Withstand Disruption project.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Biotechnology manufacturing stakeholders, transferrable to other sectors as well.

London’s Royal Society of Chemistry – Disability in the chemical sciences

A [website](#) to help the chemical sciences community create a more open, sustainable and equal environment where everyone is welcomed. The site shares lessons learnt from those in the science community with experience of disability and provides suggestions for how organizations and institutions can improve disability inclusion.

Scope: Global **Cost:** Free

Demographic: Biotechnology manufacturing stakeholders, transferable to other sectors as well.

Manufacturing Skills Australia – Workers with Disability in the Manufacturing Industry (2014)

This research paper, [Workers with Disability in the Manufacturing Industry](#), examines the research available on disability in Australia related to, employment and the manufacturing industry. It also explores the use of adaptive technologies in allowing more workers with disabilities to fill roles such as process workers. The paper also provides a comprehensive list of further research available on disability and employment.

Scope: Global (Australia) **Cost:** Free

Demographic: Manufacturers

Accommodating and Communicating About Episodic Disabilities – Job Demands and Accommodations Planning Tool (JDAPT)

The [Job Demands and Accommodation Planning Tool](#) (JDAPT) helps workers with chronic and episodic conditions—and the workplace parties who support them—identify accommodations tailored to job demands that allow workers to successfully stay in their jobs.

Scope: Canada **Cost:** Free

Demographic: Workers and employers

Employer Assistance and Resource Network on Disability Inclusion (EARN) – Expanding Your Talent Pool: Disability Inclusion in Advanced Manufacturing (2022)

This webinar, [Expanding Your Talent Pool: Disability Inclusion in Advanced Manufacturing](#), makes the business case for training and hiring persons with disabilities in advanced manufacturing industries. The webinar describes the innovative partnership between one advanced manufacturing business, FALA Technologies, and the Resource Center for Accessible Living. The presenters share how they collaborated to develop a successful pre-apprenticeship model program to train workers with disabilities for advanced manufacturing jobs. The webinar also discusses the benefits of investing in pre-employment training and community partnerships to expand a company’s talent pipeline of people with disabilities, provides examples of employees with disabilities thriving in STEM-related industries, and offers strategies for working with community organizations to develop industry-driven training for workers with disabilities in advanced manufacturing.

Scope: Global (USA) **Cost:** Free

Demographic: Advanced Manufacturers

Employer Assistance and Resource Network on Disability Inclusion (EARN) – Assembling the Right Team: Seven Steps to Success for Disability Inclusion in Advanced Manufacturing (2022)

This document, [Assembling the Right Team: Seven Steps to Success for Disability Inclusion in Advanced Manufacturing](#), provides advice and outlines several steps to help advanced manufacturing companies recruit, hire, retain, and advance workers with disabilities

Scope: Global (USA) **Cost:** Free

Demographic: Advanced Manufacturers

Job Accommodation Network (JAN) – Accommodating Employees in Manufacturing Settings (2022)

This page, [Accommodating Employees in Manufacturing Settings](#), provides a number of real-life accommodation situation and solution examples from the manufacturing industry. JAN provides this information as a way to of sharing potential accommodation ideas relevant to manufacturing industry related jobs.

Scope: Global (USA) **Cost:** Free

Demographic: Manufacturers



Retail Resources

Retail Council of Canada (RCC) – RCC Accessibility Guidebook: Accessibility Amid a Changing Retail Landscape

Within their [Resource Library](#), RCC provides a page full of free resources dedicated solely to accessibility for professionals working in the retail sector. [The RCC Accessibility Guidebook: Accessibility Amid a Changing Retail Landscape](#), seeks to help retailers gain a better understanding of disability, explore how accessibility affects retail stores, learn how to provide effective service to all, and discover simple, low-cost ways to make physical and digital stores more accessible.

Scope: Canada **Cost:** Free

Demographic: Retailers

Retail Council of Canada (RCC) – EnAbling Change Accessibility and COVID-19 Recovery Webinar Series

The 2022 [EnAbling Change Accessibility and COVID-19 Recovery Webinar Series](#) is a seven-part informational series designed to make Canadian retail more accessible for persons with disabilities. Titles include (but are not limited to): *Accessibility and the New Workplace*, *Accessibility and the New Customer*, and *Ten Things to do to Make Your Store More Accessible*.

Scope: Canada **Cost:** Free

Demographic: Retailers

Retail Council of Canada (RCC) – How May I Help You eLearning Module.

The [How May I Help You eLearning Module](#) is a 30-minute course designed to help those working in retail to be able to provide accessible customer service. The module provides training on understanding disability and how it may impact a customer's access to goods or services, recognizing legal obligations to ensure customer service is accessible to everyone, applying strategies to make all customers feel welcome and included, and identifying and mitigating barriers that might make shopping difficult for persons with disabilities.

Scope: Canada **Cost:** Free

Demographic: Retailers, retail employees

Retail Council of Canada (RCC) – Inclusive Hiring HR Tool Kit

The [Inclusive Hiring HR Tool Kit](#) was created as a starting point and guide for employers and professionals operating within the retail industry to improve the level of accessibility in their inclusion strategies and associated hiring practices.

Scope: Canada **Cost:** Free

Demographic: Retailers, retail employees

Retail Council of Canada (RCC) – Recruitment and Retention Webinars

RCC has prepared a number of practical resources to help retailers understand and appreciate the range of skills that people with disabilities can offer businesses, and to help retailers remove unnecessary barriers to recruitment. Some titles include [Accessibility hiring webinar – A business case](#) and [Accessibility hiring webinar – Putting into practice](#).

Scope: Canada **Cost:** Free

Demographic: Retailers, retail employees

Retail Council of Canada (RCC) – Enabling Change for Retailers: Inclusive Hiring

[Enabling Change for Retailers – Inclusive Hiring](#) is a two-part webinar series that focuses on making a business case for hiring persons with disabilities. It will also focus on how to adapt the hiring process to meet the needs of the various disabilities. The webinars are titled [Inclusive Hiring – A Growth Strategy for Your Store: Parts one](#) and [two](#).

Scope: Canada **Cost:** Free

Demographic: Retailers, retail employees

Retail Council of Canada (RCC) – Enabling Change for Retailers: A Healthy Store

[Enabling Change for Retailers – A Healthy Store](#) includes two webinars: [A Healthy Store – Facts and Figures of Mental Health](#) and [Workplace Accommodations and Resources for Mental Health](#). These webinars were created to provide the retail industry with essential information on mental health disabilities and provide resources for employees and customers.

Scope: Canada **Cost:** Free

Demographic: Retailers

Retail Council of Canada (RCC) – Enabling Retail for Accessible Employment: Under the Accessibility for Ontarians with Disabilities Act

The [Enabling Retail for Accessible Employment: Under the Accessibility for Ontarians with Disabilities Act](#) guidebook was designed to help retailers in meeting the requirements of the accessible employment standard. The free guide provides information on accessible hiring, accessible formats and communication supports, accommodating employees and developing individual accommodation plans, accommodating different kinds of disabilities, and accessibility in career development. The guidebook also provides sample templates for the accommodation process, individual accommodation plans, and return to work processes.

Scope: Canada **Cost:** Free

Demographic: Retailers, retail employees

Retail Council of Canada (RCC) – Accessibility webinar: Impact of the Design of Public Spaces & the Ontario Building Code

The RCC's [Accessibility webinar: Impact of the Design of Public Spaces & the Ontario Building Code](#) was created to educate retailers on the requirements for accessibility from the Design of Public Spaces Standards and impact of the Ontario Building Code on accessibility in Ontario workplaces.

Scope: Canada **Cost:** Free

Demographic: Retailers

Retail Council of Canada (RCC) – Accessible Communication

The [Accessible Communication](#) resource page provides learning materials and external resources focused on the use of accessible communication formats.

Scope: Canada **Cost:** Free

Demographic: Retailers

Retail Council of Canada (RCC) – EnAbling Change for Retailers: Make your Store Accessible

The [EnAbling Change for Retailers: Make your Store Accessible](#) Guidebook for Retailers focuses on topics such as customer service, recruitment and retention, and accessible communications for people with disabilities. It also includes nineteen pages of additional resources from accessibility community stakeholder organizations.

Scope: Canada **Cost:** Free

Demographic: Retailers

Accessibility for Ontarians with Disabilities Act (AODA) – Including Accessible Retail Features in Your Stores

This AODA article, [Including Accessible Features in Your Store](#), outlines accessible customer service standards and requirements for retail stores.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Retailers

Accessibility for Ontarians with Disabilities Act (AODA) – Including Accessibility in Your Retail Policy

This AODA article, [Including Accessibility in Your Retail Policy](#), covers how a store should include accessibility in its retail policy and how a store can ensure that its policy shows that it is welcoming to all customers.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Retailers



Accessibility for Ontarians with Disabilities Act (AODA) – Providing Accessible Retail Service

This article, [Providing Accessible Retail Service](#), covers what staff can do to create an accessible retail service experience for customers; How staff can find ways to make their premises welcoming to customers who need accessible features that a store or mall may not have yet.

Scope: Canada (Ontario) **Cost:** Free

Demographic: Retailers, retail employees

The University of Melbourne & Thriving Communities Partnership – Improving Access and Support for Consumers with Cognitive Disabilities

This guide, [Improving Access and Support for Consumers with Cognitive Disabilities](#), offers guidance to retailers to make their processes and communications more helpful and accessible to consumers with cognitive disabilities, who may have difficulties with learning, concentrating on, processing, remembering, or communicating information, and/or with decision-making.

Scope: Global (Australia) **Cost:** Free

Demographic: Retailers

If you have any questions regarding the information presented, please email us at info@odenetwork.com.

