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INSIGHTS FOR
INCLUSIVE
WORKPLACES

HR Trends & Disability Workplace Resources You Need to Know

This month, we're discussing two key human resources trends shaping the future of work in Ontario. In recognition of **International Women's Day** and **Women's History Month**, we're spotlighting practical resources to help businesses like yours create more inclusive workplaces for women who have a disability.

Best Practices: Embracing Skills-Based Hiring

A recent article from Canadian SME Small Business Magazine, "Navigating the Future of Work: ADP's HR Trends 2025", explores key workplace trends shaping the future of human resources. One trend that caught our attention was: **the shift toward skills-based hiring**.

More businesses are moving away from traditional credential-based hiring and instead focusing on real-world skills and competencies. 94% of businesses that use skills-based hiring report it's a better indicator of success.

By focusing on skills rather than formal qualifications, employers are removing unnecessary hiring barriers. This approach also ensures that businesses are hiring

[Read the full article](#)

Featured Resource: Supporting Women in the Workplace

In recognition of **International Women's Day** and **Women's History Month**, we're spotlighting tools and resources that empower organizations to create more inclusive workplaces for women who have a disability:

1. Born To Be Bold Interim Findings Report

This report identifies barriers women and gender-diverse individuals face in the labor market and recommends practices to enhance employment access.

[Read the report.](#)

2. Move Forward – Creating Inclusion in Contemporary Work

YWCA Canada's training series covers hybrid work, performance management, inclusion strategies, and trauma-informed workplace approaches.

[Access the training.](#)

For additional resources on supporting women in the workplace, visit our [Women Workplace Resources](#) page.

Welcome Our New Collaborators!



SCV Painting Services



**Canadian Mental
Health Association**
Windsor-Essex County

THE CITY OF Waterloo

Upcoming Events: Save the Date!

Reimagining Workplaces: Succeeding Through Disability Inclusion (OCTC)

March 6th, 2025 | 2:00 PM | Virtual

In collaboration with the Brampton Entrepreneur Centre, OCTC project is hosting a virtual information session to introduce its scope, objectives, and how collaborating with OCTC can drive your business's growth and success.

[Register Here](#)

Hamilton-Niagara Lunch & Learn: Reimagining Workplaces Through Disability Inclusion

March 18th, 2025 | 11:30 AM - 1:30 PM | St. Catherines

Join OCTC for a business networking lunch designed to help businesses in the Hamilton Niagara region to address labour shortages, rethink recruitment, and build a more disability inclusive workforce.

[Register Here](#)

Jobs Ability Canada Info Session: Disability Inclusive Workforce

March 18th, 2025 | 1:00 PM CST, 2:00 PM EST | Virtual

This event will help you discover how you can connect with job seekers who have a disability and create a more disability inclusive workforce.

[Learn more about Jobs Ability Canada.](#)

Register Here

Complete the Survey!

We invite you to participate in our brief survey because your valuable insights on recruiting, hiring, onboarding, and retaining workers who have a disability will greatly inform our training and services.

The survey is concise, taking only 5-10 minutes and responses will be treated with the utmost confidentiality, only aggregate data will be shared.

English Survey

French Survey

If you're looking to start or continue your disability inclusion journey in your business, please e-mail us at

info@ontariotrainingcentre.com





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