

[View this email in your browser](#)



INSIGHTS FOR INCLUSIVE WORKPLACES

As the season shifts and fall planning picks up, now is the time to look inward with your teams and business goals.

This month's newsletter offers a deeper dive into how internal growth opportunities can shape stronger teams. Plus, we're sharing new tools and events to help you lead with confidence—starting with [National Disability Employment Awareness Month \(NDEAM\)](#).



Promising Practices: Understanding Career Growth Is Not Linear

Career development is topping the list of what employees and job seekers are looking for in 2025 (Ad Culture, 2025). Today, career growth means more than just climbing the

growth, accepting new challenges, and advancement.

So, how can an employee grow within your organization?

There are three avenues that can be explored, which include:

- **Enrichment:** Growing in place by expanding responsibilities in a current role
- **Lateral:** Moving across departments and exploring new challenges
- **Vertical:** Traditional promotions and leadership pathways

People leaders should ensure that all employees, including those who have a disability, have access to professional development and promotional opportunities. That's why it's critical to approach career development with **curiosity over assumption**.

Ask yourself the following questions:

- Are you making assumptions about someone's ambition or potential?
- Do you have goal-oriented conversations with your team about their ambitions?
- Are your processes flexible and can they accommodate different needs?

Creating space for meaningful advancement is about recognizing **potential in all directions**, not just upward, and supporting it with inclusive practices. This ultimately leads to a work culture where everyone benefits, especially companies growing in innovation, creativity, and commitment across their teams.

Featured Resource:

CCRW Disability Confidence Toolkit: Career Development

Disability inclusive promotion starts with disability inclusive planning. This toolkit from the Canadian Council on Rehabilitation and Work (CCRW) offers practical guidance for managers and HR professionals to ensure equitable access to career development opportunities for all employee, including people who have a disability.

It helps reframe career conversations to align employee aspirations with business needs and emphasizes that no one's potential should be underestimated.

OCTC's Collaborators

The Ontario Corporate Training Centre (OCTC) project has hit a major milestone: 50 businesses across Ontario have participated and are continuing their disability inclusion journey.

A friendly reminder to participating businesses, your training licenses will **expire in December 2025**. Be sure your teams make the most of this training before then!

Upcoming Events: Save the Date!

Build a Disability Inclusive Workforce with Jobs Ability Canada

Sep 25, 2025 | 1:00 PM ET | 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

Work Without Barriers: 2025 NDEAM Business Event Series

Every week in October | 1:00 PM ET | Virtual

This October, join ODEN's **Work Without Barriers NDEAM series**: five dynamic, virtual events exploring how disability inclusive workplaces drive better business outcomes and build a stronger economy.

- Oct 14th: [Unlocking Potential: The Project SEARCH Talent Pool](#)
- Oct 21st: [Hospitality Works Better with Disability Inclusion – A Panel Discussion](#)
- Oct 28th: [Strengthening Healthcare Through Disability Inclusion- A Panel Discussion](#)

Each session brings real-world insights and actionable takeaways from businesses and leaders across sectors.

[Register Here](#)

Light It Up! For NDEAM

Oct 16 | Nationally

Our flagship event of the year: [Light It Up! For NDEAM!](#)

It happens on the third Thursday of October in celebration of National Disability Employment Awareness Month (NDEAM). This national event continues the important conversation about disability inclusion in employment, in business and in our communities.

Last year, over [800 locations](#) across Canada lit up their buildings, businesses and landmarks in purple and blue. It is a great way for your business to publicly demonstrate your commitment to disability inclusion in the workplace.

If you would like to participate, you can submit your location(s) [here](#).

[Submit Here](#)

Rethinking Disability Conference 2025

Nov 3 | Sheraton Parkway Toronto North

...vement in times of change. This full-day professional development opportunity is designed for HR professionals, people managers, and business leaders to start or continue their disability inclusion journey.

All attendees will receive the full ODEN Disability Awareness Confidence Training, a certificate and 3.75 Continuing Professional Development (CPD) hours with the Human Resources Professionals Association (HRPA).

[Register Here](#)

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

info@ontariotrainingcentre.com



Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe](#)