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INSIGHTS FOR INCLUSIVE WORKPLACES

Happy New Year!

We're excited to start 2026 with you. The Ontario Corporate Training Centre (OCTC) project has been extended until **March 31, 2026**, with the possibility of further extension, giving us the opportunity to continue supporting Ontario businesses as they strengthen disability inclusive hiring and workplace practices.

In this edition, we're focusing on how disability inclusive talent acquisition can help you expand your search, attract skilled job seekers, and build a workplace culture where people want to stay and grow. You'll find practical strategies, a simple checklist to improve job postings, and reminders about the free training and recruitment supports available to help you start the year with confidence.

Let's make the most of the months ahead and set a strong foundation for 2026!

Promising Practices: Accessing a Skilled Talent Pool through Disability Inclusion

The new year always brings renewed focus and energy on building strong teams. But are your recruitment practices unintentionally narrowing the talent pool?

decision that expands access to skilled, motivated job seekers while fostering a workplace culture where everyone can succeed.

Here are three ways to start 2026 with a more disability inclusive approach to talent acquisition:

1. Expand Your Search with Jobs Ability Canada

Rethink how and where you're sourcing talent. Job seekers who have a disability are often left out by conventional hiring practices. Platforms like [Jobs Ability Canada](#) connect you directly with qualified job seekers who have a disability and are ready to contribute. In 2025, Jobs Ability Canada welcomed the following businesses: Artistree by Michael's, City of Hamilton, City of Kawartha Lakes, Erie Shores Healthcare, Holland Bloorview Kids Rehabilitation Hospital, The Hospital for Sick Kids and UNISYNC. If you would like to learn more, please e-mail info@jobsability.ca.

2. Prepare Your Team to Hire Inclusively

When recruiters, managers, and HR teams are aware and confident about disability inclusion, job seekers notice. The [OCTC Disability Awareness and Confidence Training](#) includes tailored modules for every role on your team and is available at **no cost until March 31, 2026** with the possibility of extension. This is a great opportunity for businesses in healthcare, skilled trades, manufacturing and hospitality sectors to equip their staff with practical knowledge and skills that strengthens your hiring process.

3. Create A Sense of Belonging from Day One

Disability inclusion doesn't end with the job offer. From onboarding to workplace supports, small adjustments can make a big difference in how new employees feel and how long they stay. [Enhanced Employment Services](#) offered through the OCTC project can help businesses onboard with intention and create a culture where all employees feel welcomed and supported from day one.

The best time to start is now, while your planning is fresh and your hiring goals are taking shape. To learn more, email us at info@ontariotrainingcentre.com

Featured Resource:
Make Your Job Postings Accessible

7 Tips for Inclusive Job Postings, a practical checklist from the Ontario Disability Employment Network, helps HR leaders and hiring managers remove barriers from the very start of the hiring process. It offers clear, simple guidance on writing job ads that:

- Speak to a broader audience
- Highlight essential skills without unnecessary exclusion
- Signal your commitment to disability inclusion and accessibility

[Access the Full Checklist](#)

Bonus Resource:

Creating Safe, Supportive Workplaces for Employees who have Epilepsy

Accommodation needs are not one-size-fits-all. [Epilepsy Toronto](#)'s new resource, **Accommodations in the Workplace: A Practical Guide for Supporting Employees Living with Epilepsy**, shares real-world examples and low-cost ideas for inclusive practices. It's a helpful companion to broaden your team's understanding of invisible disabilities.

This project was funded by the Government of Ontario.

[Get the Epilepsy Accommodation Guide](#)

Upcoming Events

Employer Workshop: Creating Truly Accessible Tourism Workplaces

February 24, 2026 | 8:00 AM to 1:00 PM EST | Andaz Ottawa Byward Market, 325 Dalhousie St, Ottawa, ON

It requires leadership, mindset shifts, and practical tools. This interactive session introduces employers to key concepts from the Belong training program, developed by Tourism HR Canada and funded by the Government of Canada.

[Learn More + Register](#)

Supporting Learning Differences Initiative

February 25, 2026 | 1:00 PM EST | Virtual

Register today to join an interactive session from the Excellence Manufacturing Consortium (EMC) featuring the Ontario Disability Employment Network (ODEN) to learn how inclusive workplace practices can strengthen recruitment, retention, and performance in manufacturing.

EMC will introduce its Supporting Learning Differences in Manufacturing Initiative and outline the confidential, fully funded resources available to help employees better understand how they learn, strengthen their workplace performance, and build long-term success.

Who Should Attend

Manufacturing employers, HR and operations leaders, supervisors, training managers, and disability service provider organizations supporting workforce inclusion and retention.

[Learn More + Register](#)

Newsletter Updates for 2026

The ODEN Newsletter: Insights for Disability Inclusion will be published quarterly in 2026. We're excited to continue keeping you informed with insights, updates, and stories that reflect our broader work in disability employment inclusion across Ontario in 2026!

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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