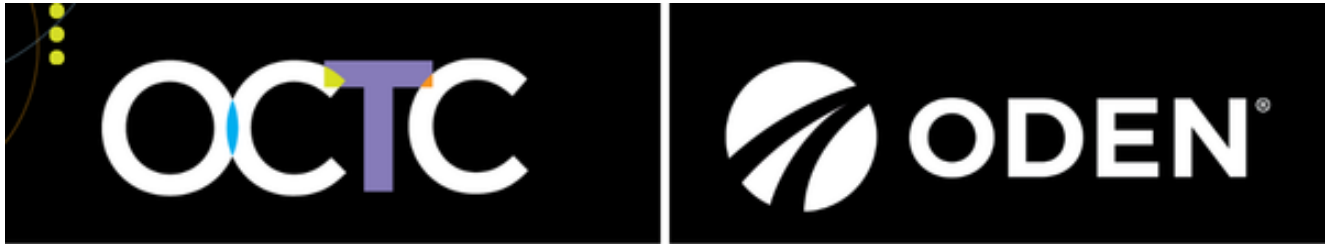


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INSIGHTS FOR INCLUSIVE WORKPLACES



This time of year often brings a wave of hiring decisions. New roles open, teams grow, and timelines tighten.

In those moments, it is easy to default to what has always worked. However, small changes in how you approach recruitment can make a meaningful difference in who you reach, who you hire, and how long they stay.

In this edition, you'll find practical strategies, key dates to support planning, and opportunities to take action.

Promising Practices: Spring Hiring with an Accessibility Lens

Spring brings a surge of seasonal expansion but between quick decisions and high-volume recruitment, you can unintentionally limit the talent pool.

Disability inclusive hiring helps businesses access a larger talent pool, improve hiring outcomes, and build workplaces where employees succeed from day one.

Here are three practical ways to strengthen your hiring approach through accessibility this season:

1. Make Job Postings Clear and Accessible

- Include an accommodation statement and a contact for support

Clear and accessible job postings help more qualified candidates understand the role and apply with confidence. For more tips, review ODEN's 7 Tips for Creating Highly Effective Job Postings in [English](#) and [French](#).

2. Reduce Barriers in the Hiring Process

Hiring quickly does not need to come at the expense of accessibility. When accessibility is built into the process from the start, it leads to stronger hiring decisions and better long-term outcomes.

- Offer flexible interview formats such as virtual or in-person
- Share interview questions or tasks in advance when possible
- Ensure locations, materials, and assessments are accessible

Utilize ODEN's Guide to Accessible eRecruiting to support your recruitment this spring. Available in [English](#) and [French](#).

3. Support Success Through Inclusive Onboarding

An inclusive onboarding process helps new employees feel welcomed and supported from day one. A simple practice, "Ask the Person," emphasizes open conversations about individual needs, normalizes accommodations, and builds trust from the start.

ODEN's Disability Awareness and Confidence: Ask the Person Guide is a great resource to support your onboarding process. Available in [English](#) and [French](#).

These practices are part of the Ontario Corporate Training Centre (OCTC) approach to supporting businesses with inclusive hiring and onboarding. With the right preparation, spring recruitment can strengthen both your workforce and your workplace culture.

To learn how OCTC can help your upcoming recruitment cycle, e-mail us at info@ontariocorporatetrainingcentre.com.



Unisync Group Limited participated in the OCTC Project to get awareness for our team of leaders. During our involvement, one of the most meaningful moments for us was to learn the extent of stigma around disabilities, the non-visible disabilities and how to break barriers. We found the support from OCTC helpful, especially the personalized training for our leaders, review of our policies, and follow up in every step of the process, which helped us apply the strategies directly to our onboarding and recruiting processes. Overall, this project has supported our learning and encouraged us to continue building an inclusive environment across our operations. For other companies considering the OCTC Project, we would say that OCTC is a true partner to improve inclusion initiatives.

Featured Resources:

Workplace Culture Begins with Commemoration

Building an inclusive workplace is an ongoing effort. These key dates offer a practical way to pause, reflect, and take action across your hiring, policies, and workplace culture.

- [**Mental Health Awareness Month \(May\):**](#) Mental health is part of workplace inclusion. Employers can review how they support psychological safety, accommodations, and open conversations.
- **National Accessibility Week (last full week of May):** Reflect on accessibility in your workplace. This can include reviewing policies, sharing resources, and highlighting inclusive practices already in place.
- [**National Indigenous History Month \(June\):**](#) Recognize the history, contributions, and ongoing experiences of First Nations, Inuit, and Métis peoples.

- **Pride Month (June):** Create space for 2SLGBTQIA+ employees to feel supported and included. This can include reviewing policies, offering education, and reinforcing a respectful workplace culture.

The OCTC Resource Library brings together practical reports, tools, and community resources to help strengthen your workplace culture. Each topic above links to curated resources. For questions, reach out to info@ontariotrainingcentre.com.

Employer Opportunity: Creating Safe, Supportive Workplaces for Employees who have Epilepsy

Sapphire is Canada's first transition-to-work program that prepares post-secondary students who have autism for meaningful employment while helping employers build more inclusive workplaces.

Through Sapphire, students receive tailored mentorship and structured career-readiness training to support their job search and equip them with skills needed to thrive in the workplace.

Employer partners in the Sapphire program gain access to motivated student talent while receiving practical support throughout the hiring and onboarding process.

Employers also receive complimentary CPD accredited neuroawareness training and guidance on inclusive practices and workplace accommodations. The Sapphire team works closely with employers to ensure a successful placement experience.

Organizations interested in learning more can visit <https://sapphireprogram.ca> or contact admin@sapphireprogram.ca

[Learn More](#)

Opening Events

Mentor and Make an Impact: An Introduction to MentorAbility

Tuesday, June 2, 2026 | 12:00 PM to 1:00 PM ET | Virtual

Join us for this one-hour virtual Lunch & Learn designed for businesses interested in strengthening workplace culture and employee engagement. MentorAbility is a national supported employment initiative that connects employers with job seekers who have a disability through short term, meaningful mentoring experiences.

[Register Today](#)

You can start or continue your disability inclusion journey in your business by e-mailing:

info@ontariotrainingcentre.com

[Learn More](#)

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