

# Accessibility for Ontarians with Disabilities Act

## What Do I Need to know about Mandatory AODA Training?

### Train Who?

- Employees
- Volunteers
- Board Members
- Contractors
- Owners

### Who Trains?

- Supervisors
- Managers
- Senior Leadership
- Off-Site Trainer
- BAT

### Train When?

- To meet compliance deadlines for implementing standards.
- To schedule annual refresher training.
- To train within 45 days of new hire.
- To provide any updates to AODA.

### Why Comply?

- To hire talented employees.
- To create market impact.
- To comply with legislation.
- To maintain records and reporting.
- To avoid litigation.

### Benefits of Using Business Accessibility Toolkit (BAT)

- BAT is flexible for individuals or groups.
- BAT increases the retention curve.
- BAT includes a broad range of disability inclusive workplace content.
- BAT eases compliance through monitoring, tracking, and reporting.
- BAT connects the user to experts.



## A Life Worth Living's BUSINESS ACCESSIBILITY TOOLKIT

The Business Accessibility Toolkit (BAT) is a set of multimedia learning tools designed specifically to assist businesses in educating and training their staff on how businesses are incorporating accessibility in the workplace. The BAT will primarily feature video content. Live footage and animated shorts will lead the user (i.e. the trainer and trainee) through the training exercise. Supporting the videos will be PDF documents and images to build your own binders and policies. Each component will exist as a standalone instruction tool, capable of inclusion in larger lesson plans or full courses. These tools can truly empower businesses to maximize the potential of employers/employees.



# BAT Differentiators

- Optimal learning formats
- Engaging production value
- Interactive tracking and evaluation tools
- Built from, and for, business best practices
- Focus on measurable economic and societal benefits
- Consistency between years and sessions
- Reasonable Cost

# Prospective Markets

- Employers in Ontario
- Owners
- Health Insurance Providers
- Micro, Small and Medium Businesses
- Individuals

# Market Trends

- Income of aging population is \$560 billion.
- Improved accessibility in Ontario can help generate \$9.6 billion in new retail spending and \$1.6 billion in new tourism spending.
- There are 383,469 small and medium sized businesses with 3.8 million employees in Ontario.
- Ontario must act quickly to become more competitive and seize opportunities in the new global economy.
- 40 million Canadians and Americans (650 million worldwide) self-identify as having a disability a number that will only grow. Add in their family and friends, and the opportunity is massive.

# Labour Participation Chart

FACT		NUMBER OF EMPLOYEES NEEDED	
2020 Projected Labour Vacancies Ontario Conference Board		190,000	
2030 Projected Labour Vacancies Ontario Conference Board		564,000	
FACT	DISABILITY	NON-DISABLED	DIFFERENCE
Ontarians Population	15.5% (on the rise)	84.5%	
Post Secondary Degree	50%	58%	8%
Poverty Rate	14.4%	9.7%	4.7%
Employment Rates ON	49.5%	73.9%	24.4%
Unemployed not in labour force	41%	14%	27%

Source: Conference Board of Canada ~ Ontario ~ May 2014 Brief; and Conference Board of Canada Toolkit 2012

# Percentage of Respondents Citing the Following as Benefits of Making Reasonable Accommodations For Employees with Disabilities

DIRECT BENEFITS		INDIRECT BENEFITS	
Company retained qualified employees	90%	Improved interactions with co-workers	64%
Increased the employee's productivity	71%	Increased overall morale	60%
Eliminated the costs of training a new employee	61%	Increased overall company productivity	56%