

Five Basic Facts

FACT: Approximately 15% of Manitobans are considered to be disabled. They face barriers that keep them from doing things that others take for granted.¹

FACT: To fill available jobs and sustain the health of our economy, Manitoba needs to increase its net workforce by 75,000 workers by 2020.²

FACT: The unemployment rate for Manitobans with disabilities is roughly double that of Manitobans without disabilities.³

FACT: Additionally, there are an estimated 20,000 working-age Manitobans who are not in the workforce (not counted in the unemployment statistics) – many of whom, with some workplace and job accommodations, could be working.⁴

FACT: Reducing the unemployment rate among persons with disabilities in Manitoba by just one per cent could reduce the need for income assistance payments by over \$6 million annually.⁵

One Obvious Conclusion

People with disabilities need to be more successfully included in Manitoba's workforce - and Manitoba employers need to be better prepared to effectively engage, support and develop employees with disabilities.

¹ Discussion Paper for Made in Manitoba Accessibility Legislation, November 2010.

² Province of Manitoba – Speech from the Throne, November 19, 2012.

³ Statistics Canada, Participation and Activity Limitation Survey, 2006: The unemployment rate of persons with a disability in Manitoba was 8.9%. The unemployment rate of persons without a disability in Manitoba was 4.6%.

⁴ From 2001 Health and Activity Limitation Survey: there are 33,190 working-age Manitobans with disabilities not in the workforce. From 2006 Disability in the Workplace report by Cara Williams: only 40% of working-age people with disabilities not in the workforce are unable to work. Those remaining are likely to require workplace and job accommodation.

⁵ Discussion Paper for Made in Manitoba Accessibility Legislation, November 2010.

Ability Axis

"Celebrating and advancing the participation of people with disabilities in Manitoba's workforce!"

Located in Winnipeg, Diversity World is a small training and consulting company. For over 10 years, we have been supporting companies and organizations throughout North America to increase workforce diversity by assisting people with employment barriers to enter or re-enter the workforce. Here in Manitoba, we have a special initiative, Ability Axis (www.abilityaxis.com), which is focused on increasing the workforce participation rate of Manitobans with disabilities.

In summary, here are our three Beliefs:

- It doesn't make sense to "sideline" Manitobans with disabilities – incurring the expense of supporting them through public assistance, while losing out on the contribution they could be making to our economy.
- As our economy grows, and we face a severe labour shortage, we need to engage the productivity all Manitobans.
- Manitobans who are born with or acquire disabilities should no longer have their future careers and livelihoods limited by policies or practices which are based on discriminatory attitudes, restrictive environments, and/or erroneous information.

Inviting Manitoba Employers...

We are making some great inroads, but there is a lot of work to be done! Our annual Employment Expo is the flagship of our efforts, but our work is year-round. We are seeking inclusion-minded employers to join with us in our efforts.

If our three "Beliefs" resonate with you, please consider giving us a call.

- Can you host a meeting?
- Can you Sponsor our efforts financially?
- Do you have a best practice to share with other companies?
- Can you serve on an advisory committee?
- Can you help us promote our events?

Whatever you can offer, we will put to good use!

Please contact Rob McInnes at 204-487-0285 or rob@diversityworld.com

