

# MILLION JOBS PLAN

## HELP PEOPLE WITH DISABILITIES SUCCEED

"The most important and impactful aspect of a person's life is that they have a meaningful job that allows them to live a full life and contribute to the well-being of our province and our people. This is especially important for our citizens with disabilities who are often shut out of the labour market only because they have a disability. The Ontario PC Million Jobs Plan ensures that Ontarians with disabilities have that opportunity to gain meaningful and competitively paid employment by opening doors and providing resources where needed to ensure those with disabilities – our largest minority group – are contributors to society and to their families."

-- Mark Wafer, Tim Horton's Franchise Owner, May 25, 2014

### The Benefits of Hiring People with Disabilities

- In Ontario, about one in seven people who are working age have a disability.
- Many want to work and are highly skilled – but unfortunately multiple barriers stand in their way to success. People with disabilities in Ontario have an unemployment rate of 13.7% – close to double the rate of working-age people without a disability.
- Mark Wafer, a franchise owner of seven Tim Horton's locations, makes a strong business case for tapping into the talent pool of people with disabilities.
- Over the last 20 years, he has hired more than 100 workers with a disability. Right now, over 40 of his 250 employees have a disability. They work in every department and level of management.
- He's found that his employees with a disability often do better on performance reviews and have lower absenteeism. As well, his business has a lower annual employee turnover rate at 38% compared to the rest of his sector at 75%.

### Our Million Jobs Plan would reduce barriers to employment

*A PC Government will move quickly to connect employers to people with disabilities to develop more opportunities and to reduce barriers that exist in the workplace. We will expand post-secondary education for people with disabilities, so they can develop job-ready skills. When it comes to people with disabilities, we have a moral and economic responsibility to focus on their abilities and not just on what holds them back. Our family members, friends and neighbours who have a disability of some kind are a wellspring of talent and determination. We must seize this opportunity – for them and for our economy. Our plan is founded on the belief that every Ontarian has the right to lead his or her life to its fullest potential.*

## Every Ontarian deserves to live his or her life to its fullest potential

- One of the most important things we can do is partner with businesses and educate employers across the province on the many benefits of hiring people with a disability – breaking down the myth that people with disabilities cannot work.
- We will merge the Ontario Disability Support Program and Ontario Works into one program focused on ability, while respecting the distinct needs of people with disabilities. This will streamline administration, freeing up caseworkers' time to focus more on clients.
- We'll ensure that people with disabilities have access to the full range of employment programs offered in Ontario, as recommended by Frances Lankin and Munir Sheikh.
  - The Commission for the Review of Social Services in Ontario found that the current division of supports “has the effect of stigmatizing people with disabilities as unable to work and fosters low employment expectations.” (*Brighter Prospects*, 2012.)
- Expanding access to post-secondary education for people with disabilities is another key step to success. Programs like Community Integration through Cooperative Education (CICE) need to be more accessible across the province.
  - People with a disability should not have to give up on an educational opportunity because they would have to move all the way across the province – far from the support of their families.
- We'll also work to ease the transition for young adults with disabilities from youth services to adult services so that they are not left without the necessary supports to succeed.

-30-

For more on the Million Jobs Plan, visit: [MillionJobsPlan.com](http://MillionJobsPlan.com)

To see today's news conference, go to: [OntarioPC.com/livestream](http://OntarioPC.com/livestream)

CONTACT: Will Stewart | 647 925 2475 | [Will.Stewart@ontariopc.com](mailto:Will.Stewart@ontariopc.com)

**ONTARIO**  **PC**

Ontario. Working. Better