

# Specialisterne Canada Employ Different Thinking



December 3, 2020



- 1 Why employers are working to improve their efforts to hire more people with disabilities
- 2 How some employers are working to diversify their talent pools, and how to engage as a job seeker from a diversity group
- 3 Unconventional hiring methods: the Specialisterne example



- 1 **Why** employers are working to improve their efforts to hire more people with disabilities
- 2 Examples of **how** employers are working to diversify their talent pools, and tips on how to engage as a job seeker
- 3 **Unconventional hiring methods** such as the Specialisterne model and approach

# **Why** employers are working to build hire more people with disabilities



# Why employers hire people with disabilities

## **The Power of Diversity:**

Diversity provides a fuller range of experiences and perspectives which fosters creativity, open-mindedness and innovation, and avoids biased decision making and groupthink

## **Access to Untapped Talent Pool**

As the competition for talent increases, leading companies are searching for new and valuable talent pools. People with disabilities are seen as a great and untapped source of talent

## **Improving processes and environments**

When companies adapt their processes and environments to accommodate diverse needs, they often implement solutions that work better for everyone



“By concentrating on the abilities that every talent brings to the table, we can redefine the way we manage diverse talents. Only by employing people who think differently and spark innovation will SAP be prepared to handle the challenges of the 21st century.”

– **Luisa Delgado**, Executive Board of SAP AG, Human Resources

“It’s important to be open-minded and innovative in the focus on talent. I’d like more companies and managers to embrace unique abilities and make subtle changes to adapt to diverse talent. It’s a small shift that pays back and creates an inclusive environment.”

– **Keith Isaac**, VP Capital Markets, TD Bank Group



- 48% of Canadian employers report they can't find the workers they need\*
- As the competition for talent increases companies search for new talent pools
- People with disabilities is seen as a great and underutilized source of talent

\*ManpowerGroup Talent Shortage Survey (2020)

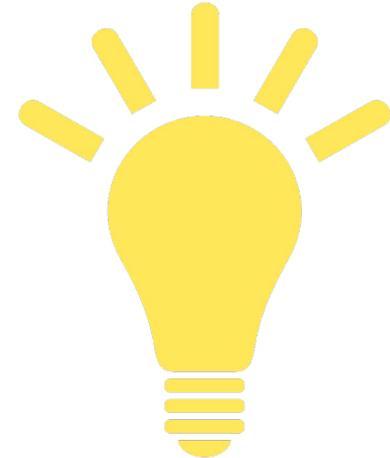
**How** employers are working to hire more people with disabilities and build a more diverse workforce





# Inclusive and Universal Design

Two important concepts that support systemic change within organizations and the development of processes that are free from barriers and work well for everyone.



# Universal Design



“the design and structure of an environment so that it can be understood, accessed, and used to the greatest extent possible by **all** people regardless of their age or ability.”

- Sonia Woodward, Rick Hansen Foundation





“design that considers the full range of human diversity with respect to ability, language, culture, gender, age and other forms of human difference.”

- Inclusive Design Research Centre, OCAD University

Disability



Personal  
Health  
Condition

Disability



Mismatched  
Human  
Interactions

## **Every employer is different, but common strategies and channels used for connecting with diverse talent include**

- Service agencies and providers
- Accessibility and career centres
- Webinar and events
- Targeted recruitment programs
- Mentorship programs
- Diversity sourcing recruiters/partners

# Example Organizations

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DAVID C. ONLEY INITIATIVE  
FOR EMPLOYMENT & ENTERPRISE DEVELOPMENT

INITIATIVE DAVID C. ONLEY  
POUR L'EMPLOI ET L'ENTREPRENEURIAT





- Job matching portal that connects businesses to job seekers with disabilities
- Connect with employers seeking to employ people with disabilities
- Events and networking opportunities
- Learn more at [www.discoverability.network](http://www.discoverability.network)





Broader strategies commonly used by employers to support successful hiring, onboarding and development of people with disabilities include

1

## **Innovation in recruitment**

creates better and more inclusive practices that avoid bias

2

## **Awareness and education**

builds organizational understanding and appreciation of difference

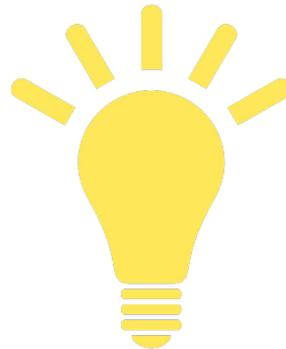
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## **Employee empowerment**

enables each person to reach their potential by fostering workplace comfort and productivity

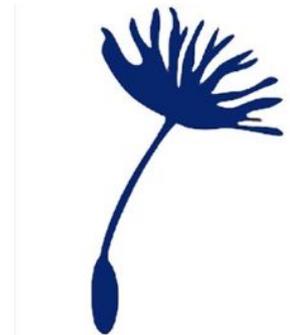


Great, we know why and how employers are working to hire people with disabilities. But how do I engage as a job seeker?



- Research the organization and key contacts
- Focus on your strengths
- Be selective - don't apply for any role
- Identify your productivity needs
- Think about why, how, when and to whom you might want to disclose
- Leverage your network

# Unconventional hiring methods: The Specialisterne model





- 1 **1 million jobs** globally for people with autism or similar neurodiversity
- 2 Prove **business value** of untapped talent
- 3 Focus on employer success by driving **positive business outcomes**
- 4 Provide **end-to-end support**
- 5 **Innovate** & build upon successes

# Employer Clients (U.S & Canada)

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## 13 Countries Worldwide

- Australia
- Austria
- Brazil
- Canada
- Denmark
- Iceland
- Ireland
- Italy
- Northern Ireland
- Norway
- Singapore
- Spain
- USA



# The Specialisterne Model

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## Phase 1: **Identify & Analyze Roles**



1-3 weeks

Specialisterne works with the employer to analyze the identified roles and their environments.

## Phase 2: **Recruitment & Assessment**



2-9 weeks

Specialisterne gets to know candidates through hands-on workshops and projects

## Phase 3: **Training & Onboarding**



4 weeks

The selected candidates participated in a Specialisterne-led training program to onboard into the role.

## Phase 4: **Transition to Employment**



Specialisterne provides coaching to recruits and their managers for successful transition and ongoing success.



## Manager Feedback

- **90%** retention after 12 months <sup>1</sup>
- **89%** perform role as well or better than their peers
- **93%** onboard at same or better pace compared to average
- **93%** require no or minor accommodations

## New Hire feedback

- **94%** report feeling capable of performing all/most job tasks
- **85%** feel their manager was well prepared to work with them
- **97%** report employment has improved their life
- **100%** would recommend Specialisterne to a friend or colleague

Note: <sup>1</sup> Based on all clients in Canada since 2013.  
Source: All other data by Dr. Glenn Rampton, McMaster University.

## More Information

- Visit [www.specialisterne.ca](http://www.specialisterne.ca) or
- Email [julia.martensson@specialisterne.com](mailto:julia.martensson@specialisterne.com)



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**NEW:** Photo Journal  
sharing the stories of  
our neurodiverse  
community