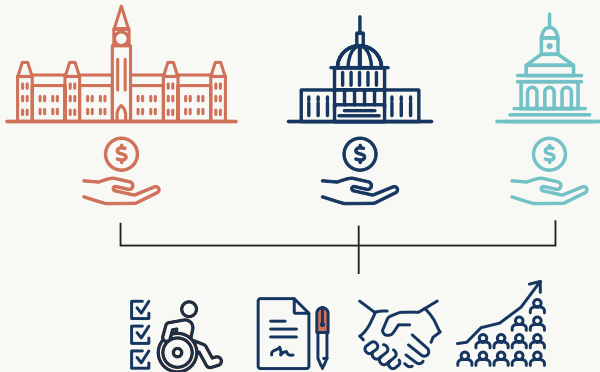


# Financial Incentives for Hiring People with Disabilities

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**WHAT?** A substantial amount of **funding is provided by governments at various levels** to promote the **employment** of persons with **disabilities in paid employment**.

**WHY?** **Financial incentives** are used to **support and motivate employers to recruit, retain and promote persons with disabilities in paid employment**.

## SOME FINANCIAL INCENTIVES CAN INCLUDE:

- Wage subsidies
- Tax credits
- Tax benefits
- Penalties to quotas of disability inclusion for organisations of a certain size
- Supports provided for recruitment and onboarding
- The costs of accommodation can be reimbursed



## FUNDING SOURCES FOR FINANCIAL INCENTIVES PROGRAMS

- Employment and social development Canada
- Opportunities fund provides **40 million dollars a year** to these causes.
- Workforce development agreement has approx. **722 million dollars a year** that are transferred to individual provinces to deliver financial incentives for employers

## POLICY RECOMMENDATIONS

- 1** Evidence-informed financial **incentives**
- 2 Flexibility and customization:** everyone with disabilities deserves a custom and unique approach to allow individuals to have a productive work environment.
- 3 Collaboration** between service providers could improve outcomes
- 4 Transportation** as a major barrier **must be addressed**
- 5 Claw-backs** from social assistant programs are barriers that limit opportunities.
- 6 Optics** – lesser value of an employee supported through a wage-subsidy and concerns about motivation and sustainability.

