

Enhancing BUSINESS Performance

through Innovative





What we do for business

We help businesses improve performance by providing innovative labour solutions. Let us show you how.

ODEN bridges the gap between businesses looking for talent and the supply of job seekers who have a disability. We help you meet your organization's goals and objectives through the development of a tailored implementation plan.

We make it simple:

Provide your
business with an
initial orientation
to the disability
demographic. This
will introduce you to
the benefits of inclusive hiring.

Work with you to identify your business' key labour needs - the areas where you have the greatest demand for staffing.

Review your current recruitment tools and on-boarding processes to remove any potential barriers, help with recruitment planning, and coordination with local employment service providers.

by providing disability and awareness training for all levels of staff. We help ensure your organization develops capacity and disability confidence, such that, over time, you can recruit, on-board and support employees who have a disability independent of outside consultants.

Connect your business with Employment
Service Providers that can provide a
talent pool of qualified candidates
and on-site supports. These providers
deliver services such as pre-screening
of candidates, on-the-job training support
and coaching, as well as disability expertise
and advice for your managers.

When we decided to bring work that had previously been outsourced back in house we knew we'd have to expand our staffing and we thought this might be a way to engage employees who had disabilities. What we didn't realize was how easy it would be. The support we got from ODEN took all they mystery out of the process and made it simple and efficient. The new employees were able to meet all production standards and the results surpassed all of our expectations.

- Colleen Cox Director, Logistics & Distribution Operations, Dare Foods Ltd.



People who have disabilities **THE FACTS**:

22% of Canadian Population

3.1 million Ontarians

50% have post-secondary degree/diplomas

53% of the population directly affected by disability

The disability market is the next big consumer segment — comprised of more than one billion people and \$8 trillion in annual disposable income.

- Rich Donovan CEO, Return on Disability Group

BENEFITS to hiring people who have disabilities:

Internal to Business:

Access Great Talent



External to business:

53% of Canadians are impacted by disability.That equals19.600.000 Canadians

Streamline process & improve efficiencies



92% of people surveyed viewed **inclusive** companies more **favourably**

Lower
Absenteeism,
turnover &
workplace injuries



Engage employees & delight customers who care about disability

Add new & Innovative thinking



Becoming disability-smart
is a catalyst for making
your organization
more productive & efficient



Engage Talent, Boost Profitability & Increase Loyalty



Connect with us to learn more about the return on disability