



# Resources for hiring of persons with disabilities within the Public Service

## **The Public Service Commission (PSC) is helping departments by:**

- developing guidance for organizations to ensure assessment methods are free of biases and barriers:
  - [Federal Public Service Inclusive Appointment Lens](#)
  - [Employment Equity – Leveraging Staffing Options for Hiring Managers](#)
- conducting [audits](#) and research to identify barriers faced by equity-seeking groups
- requiring [training on unconscious bias](#) in recruitment for hiring managers ([H205 - Inclusive Hiring Practices for a Diverse Workforce](#))
- supporting organizations who are examining their practices on building an inclusive workforce by working with OCHRO to develop guidance on Employment Systems Reviews
- raising awareness and promoting best practices, including the use of diverse selection boards

## **Additional supports provided by the PSC to departments**

### Recruitment programs

- [Federal Internship Program for Canadians with Disabilities](#)
- [Employment Opportunity for Students with Disabilities](#)
- Targeted inventories for persons with disabilities (HRC and PSC joint initiative for EC, IT, FI and BI positions)
- Post secondary recruitment (encouraging self declaration for consideration in focused EE staffing processes)
- [The Virtual Door to Talent with Disabilities \(graduates with disabilities\)](#)

### Support services

- [Assessment Accommodation Services](#) and [training](#)
- [Outreach and partnership](#) services
- Integrated staffing and assessment solutions (i.e., focused inventories)

### Guidance, awareness and tools

- [Staffing options to support employment equity, and diversity and inclusion, under the Public Service Employment Act](#)



- [Federal Public Service Inclusive Appointment Lens](#)
- [Hiring PwD Managers' Toolkit](#)
- [Guide for Assessing Persons with Disabilities](#)
- [Assessment Accessibility Ambassadors \(AAA\) Network](#) (trained ambassadors representing 24 departments and agencies)

#### Outreach & communications

- [Job fairs and events](#)
- Self-declaration promotional [campaign](#) and messaging
- Partnerships with associations

## How can departments increase PwD hiring?

Recruitment initiative or program	Group(s) and level(s)	Type of assessment	Availability
<a href="#">The Federal Internship Program for Canadians with Disabilities</a>	Various	Ready to be assessed	<ul style="list-style-type: none"> <li>• Spring 2022 (25), Fall (25).</li> <li>• By participating organizations only.</li> <li>• 75 interns from cohorts 1 and 2 will become available as internships close (or come to an end)</li> </ul>
Post secondary recruitment in <a href="#">Business, Program Management and Governance Programs</a>	EC, FI, PM, AS, MA, CO, FS, PE, ED, IS,LS, PS, LP	Partially assessed	Spring 2022
Post secondary recruitment <a href="#">inventories</a>	Various	Partially or ready to be assessed	Available now
<a href="#">Careers in digital and computer</a>	CS-01, CS-02, CS-03, CS-04	Partially assessed	Available now

<u>sciences for persons with disabilities</u> (continuous intake)			
<u>Careers in policy and data analysis for persons with disabilities</u>	EC-01, EC-02, EC-03, EC-04, EC-05	Partially assessed	Available now
<u>Priority Talent Pool</u> (continuous intake)	Various	Experienced and ready to be assessed	Available now
The <u>Virtual Door to Talent with Disabilities</u>	AS-01 and others	Partially assessed	Available now
<u>Employment Opportunity for Students with Disabilities</u>	Students	Ready to be hired	Available now

For more information, advice, and guidance, reach out to the PSC's [Diversity and Inclusion Centre of Expertise](#).