

# Accommodating to Older Workers: Disability

## Did you know?

The 50 to 64 year  
old age group makes  
up over 40% of  
the working-age  
disabled population.

**The disability gap is much wider for older  
workers, so what can employers do to  
ensure they are accommodated for?**



## **Flexible Work Arrangements**

Remote, part-time, staggered work weeks and flexible working hours are great ways to allow disabled employees space and time.

Provide training to all employees on disability awareness e.g. communication and language guidelines, addressing unconscious bias and promoting inclusive recruitment.

## **Awareness Training**

## **Accessible Facilities**

For example: ramps, lifts, accessible bathrooms and parking spaces. Digital accessibility is also a must; voice recognition software, legible text and captioned videos.