



CANADIAN INSTITUTE
SAFETY, WELLNESS
& PERFORMANCE

**ACCESSIBLE SKILLED TRADES:
INCLUSIVE AND ACCESSIBLE
SKILLED TRADES EMPLOYMENT
FOR PEOPLE WITH DISABILITIES**

Research Report | 2026



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This report was written by Drs. Katherine Bishop-Williams, Marcus Yung, and Amin Yazdani, and Nicki Islic. Individual chapter authorship is listed on the title page of each report section.

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Workplace Support Solutions for Persons with Disabilities in Skilled Trades: A Systematic Environmental Scan

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ABSTRACT

Skilled trades are a critical sector for Canada's economy and ongoing reductions in this workforce present potential instability for future global competitiveness. Persons with disabilities represent a substantial untapped workforce that could help address these shortages when provided with relevant and appropriate workplace support solutions.

A systematic environmental scan of a popular search engine was conducted and reported according to the Preferred Reporting Items for Systematic Reviews and Meta-Analyses extension for Scoping Reviews (PRISMA-ScR) guidelines. The first 100 links of each search were reviewed for potential eligibility, and relevant links were assessed in detail for information related to workplace solutions, including assistive products, supportive devices, and job accommodations for various impairments in skilled trades sectors. Data were extracted and synthesized according to impairment type and trade-specific applications.

In total, 242 relevant internet sources were identified, describing 124 unique support solutions. Identified solutions primarily supported physical impairments (n=81, 65.3%), followed by vision (n=26, 21.0%), hearing (n=10, 8.1%), and learning, cognitive, memory, or mental health-related (n=7, 5.6%) impairments.

This environmental scan identified that workplace support solutions for skilled trades workers are disproportionately distributed across impairment types: limited supports were identified for vision, hearing, or cognitive impairments compared to physical impairments. More information related to the job-specific tasks and demands of trades work, and the development of solutions that directly address functional limitations in those tasks, will be critical to increase equitable employment for persons with disabilities in the skilled trades.

KEYWORDS

Skilled trades workers, persons with disabilities, vision impairment, hearing impairment, cognitive impairment, physical impairment, functional limitations, assistive devices, assistive technology, accommodations.

INTRODUCTION

Skilled trades workers play a vital role in Canada's economy (Government of Canada, 2024). This population provides essential services across construction, manufacturing, automotive power, and services. A career in the skilled trades offers many individuals stability, strong earning potential, and opportunities for career advancement (Government of Canada, 2021). However, Canada is facing a significant shortage of skilled workers, due to the retirement of the aging workforce and a lack of younger individuals pursuing trades (Government of Canada, 2024; Su et al., 2024). Employment and Social Development Canada projects a shortage of over 220,000 certified skilled trades workers (i.e., journeypersons) between 2024 and 2028. As an illustration of current demand, on February 5th, 2026, Employment and Social Development Canada's Job Bank showed 16,662 skilled trades job openings representing 31% of available positions within the national repository (Government of Canada, 2026). This employment gap poses a challenge for economic stability. Addressing this shortage is critical (Canadian Apprenticeship Forum, 2023).

The retirement-related skills shortage is further compounded by early workplace exits due to injury or disability (Scott et al., 2018). An investigation found that workers with a permanent injury, retired, on average, earlier than their uninjured coworkers. Risk factors associated with early retirement included age at the time of the injury or illness, lower income, and physically demanding job tasks (Scott et al., 2018).

Persons with disabilities are an overlooked and under-appreciated source of talent (Lengnick-Hall et al., 2008). Disability is defined broadly, encompassing a wide range of impairments or limitations (Government of Canada, 2023). Persons with disabilities continue to face unemployment and underemployment. In Canada, the employment rate of persons with disabilities is 59%, which is considerably lower than the 80% employment rate of those without a disability (Statistics Canada, 2023). Of the persons with disabilities who are not employed and not in school, 39% (i.e., nearly 645,000 individuals) had the potential to work (Statistics Canada, 2023). With appropriate workplace supports and accommodations, persons with disabilities can thrive and make valuable contributions to the workplace (Stokar & Orwat, 2018). There is substantial potential for people with disabilities to fill existing skill gaps; however, organizations lack an understanding of how to accommodate persons with disabilities within skilled trades occupations (Bishop-Williams et al., forthcoming).

Several disability management best practice guidelines exist to support and guide organizations in including persons with disabilities. The CSA Group (CSA Z1011, 2024), Canadian Centre for Diversity and Inclusion (2023), and the Canadian Human Rights Commission (2026) provide resources to help employers develop inclusive practices. Legislative frameworks, such as the Employment Strategy for Canadians with Disabilities (2024) and the Accessible Canada Act (2019) support hiring, onboarding, retention, management, return to work, and advancement. However, these guidelines remain high-level and lack specificity for skilled trades environments.

Accommodations best practice recommends a case-by-case approach, including modified duties, job restructuring, and flexible work hours (Canadian Human Rights Commission, 2026). However, many accommodations reposition persons with disabilities into roles adjacent to skilled trades occupations but may not enable them to perform the essential duties and tasks of skilled trades. As a result, persons with disabilities continue to be an underutilized source for mitigating the skills shortage.

Workplace support solutions, encompassing assistive products, supportive devices, and job or environmental accommodations, offer opportunities for persons with disabilities to (re)enter and remain in the skilled trades by enabling the performance of essential job tasks rather than reassigning workers to alternative roles. These solutions are often identified at the sector level, with limited task-specific detail. Many individuals rely on multiple support solutions, underscoring the need for an integrated task-level approaches.

The aim of this environmental scan is to identify workplace support solutions relevant to skilled trades. By empowering employers and persons with disabilities with an inventory of sector-specific and task-specific workplace support solutions, this study aims to support the inclusion of persons with disabilities in the skilled trades. The specific objective of this environmental scan is to synthesize resources in Canada, the United States, and beyond that describe assistive products, supportive devices, and workplace accommodations to support the participation of people with disabilities in the skilled trades workforce.

METHODS

Study Design and Protocol

This environmental scan aimed to identify workplace support solutions and workplace accommodations that support people with disabilities to work in skilled trades occupations within the construction, motive power, industrial, and service sectors. The approach was informed by the Preferred Reporting Items for Systematic Reviews and Meta-Analyses extension for Scoping Reviews (PRISMA-ScR; Tricco et al., 2018) to enhance transparency and replicability. The environmental scan methodology was selected to complement a systematic literature review (Du et al., under review) and assess a broad range of practice- and industry-led innovations relevant to the rapidly changing environment of workplace support solutions. Scan methods were determined a priori and were time-stamped (Feb 14, 2024) in an internally maintained protocol; the research protocol was not registered or published.

Key Terms and Classification Frameworks

Disability was defined in accordance with the Accessible Canada Act (2019) and the Canadian Standards Association (CSA Z1011, 2024), which conceptualizes disability as an impairment or functional limitation that, in interaction with barriers, restricts full and equal participation in society. Aligned with federal policy, disability types were categorized using the Government of Canada's ten disability categories identified by Statistics Canada (2023).

Functional limitation was defined as a restriction in an individual's ability to perform tasks or activities resulting from an impairment or related disability, as described by the Government of Canada (2023). While workers are not required to disclose their impairment or diagnosis, employers may need to understand functional limitations to implement reasonable accommodations. Functional limitations relevant to workplace support were identified using the 113 categories adopted by the Job Accommodation Network (JAN, 2026).

Work activities were classified using the General Work Activities framework developed by O'NET (2025), which includes 41 categories applicable across occupations. Each support solution was mapped to the work activities it was designed to support and linked to common task demands.

Where information about a specific skilled trades occupation was available, occupations were categorized using the 2021 National Occupational Classification (NOC) System (Gov-

ernment of Canada, 2024). Industry sectors were classified using the North American Industry Classification System (US Census Bureau, 2026; Statistics Canada, 2022) to reflect the physical and organizational context in which the support solutions were applied.

Eligibility Criteria

Initial eligibility criteria were broad: all relevant or potentially relevant webpages were included in the initial screening. Sources were not excluded by date, language, publication type, or other characteristics. Eligible sources included websites, reports, articles, and blog posts produced by government agencies, health and safety organizations, trade associations, assistive product manufacturers, or sector-specific organizations.

Sources were primarily excluded if they were missing one of the three main components of the search strategy: disability, workplace support solutions, or the skilled trades. Sources that focused solely on industry tools or technological advancements without reference to disability, functional limitations, or workplace accommodation were excluded. Sources that focused entirely on diversity, equity, and inclusion practices, such as a Disability Ambassador in the workplace, were also excluded. These practices were outside the scope of the environmental scan, which aimed to identify practical, task-level support solutions for skilled trades workers with disabilities. Sources focused solely on general accessibility without skilled-trades application were excluded. Similarly, assistive products described without a clear workplace context in the trades were not included, to maintain relevance.

Information Sources and Search Strategy

A web-based search strategy was used to identify relevant workplace support solutions. Searches were conducted in English,) and followed a consistent conceptual structure combining disability-related terminology, employment and workplace accommodation terms, and skilled trades occupations or sectors including construction, automotive and motive power, manufacturing, or industrial, and service trades.

Search terms were iteratively refined during the search process to reflect terminology encountered in disability, employment, and skilled trades contexts. Refinement continued until the search was deemed exhaustive and no new potentially relevant links were identified in the first 100 results.

Planning for the environmental scan and preliminary pretests occurred on February 14, 2024. The searches occurred from February 27, 2024, to Aug 20, 2024, and additional screening ensued from March 12, 2025, to April 29, 2025.

Source Selection

For each search, the first 100 results were screened for relevance, corresponding to the first five pages of search results. This approach aligns with established environmental scanning practices. Potentially relevant sources were identified based on explicit reference to workplace support solutions or workplace accommodations supporting people with disabilities in skilled trades settings. A snowball strategy was applied to locate additional relevant materials through hyperlinks, references to related tools or technologies, or affiliated organizational content.

Full Source Review

All included sources were reviewed in full by four research team members. Product descriptions, documented solutions, and available examples were examined. Articles and blog posts were reviewed for explicit references to accommodations supporting workers with disabilities in skilled trades occupations.

Data Charting

Data were systematically extracted for key variables from each source. Data were extracted independently by four research team members. Extracted data included the support solution, solution descriptions, work activity supported, relevant functional limitations overcome, disability type, trade occupation when specified, and the skilled trades sector in which the solution was applied.

Data Synthesis

A thematic analysis using an inductive approach was conducted to identify patterns and relationships among the workplace support solutions identified (braun and clarke, 2006). Solutions were grouped according to the disability types and/or functional limitations they addressed; themes emerged directly from the data. Results are synthesized based on the impairment or disability type addressed by each solution.

RESULTS

Selection and Characteristics of Sources

Searches were conducted across the four skilled trades sectors and the skilled trades, resulting in 440 preliminary sources for consideration (Figure 1). Following the full review of potentially relevant sources, 124 unique workplace support solutions specific to support persons with disabilities in the skilled trades were identified.

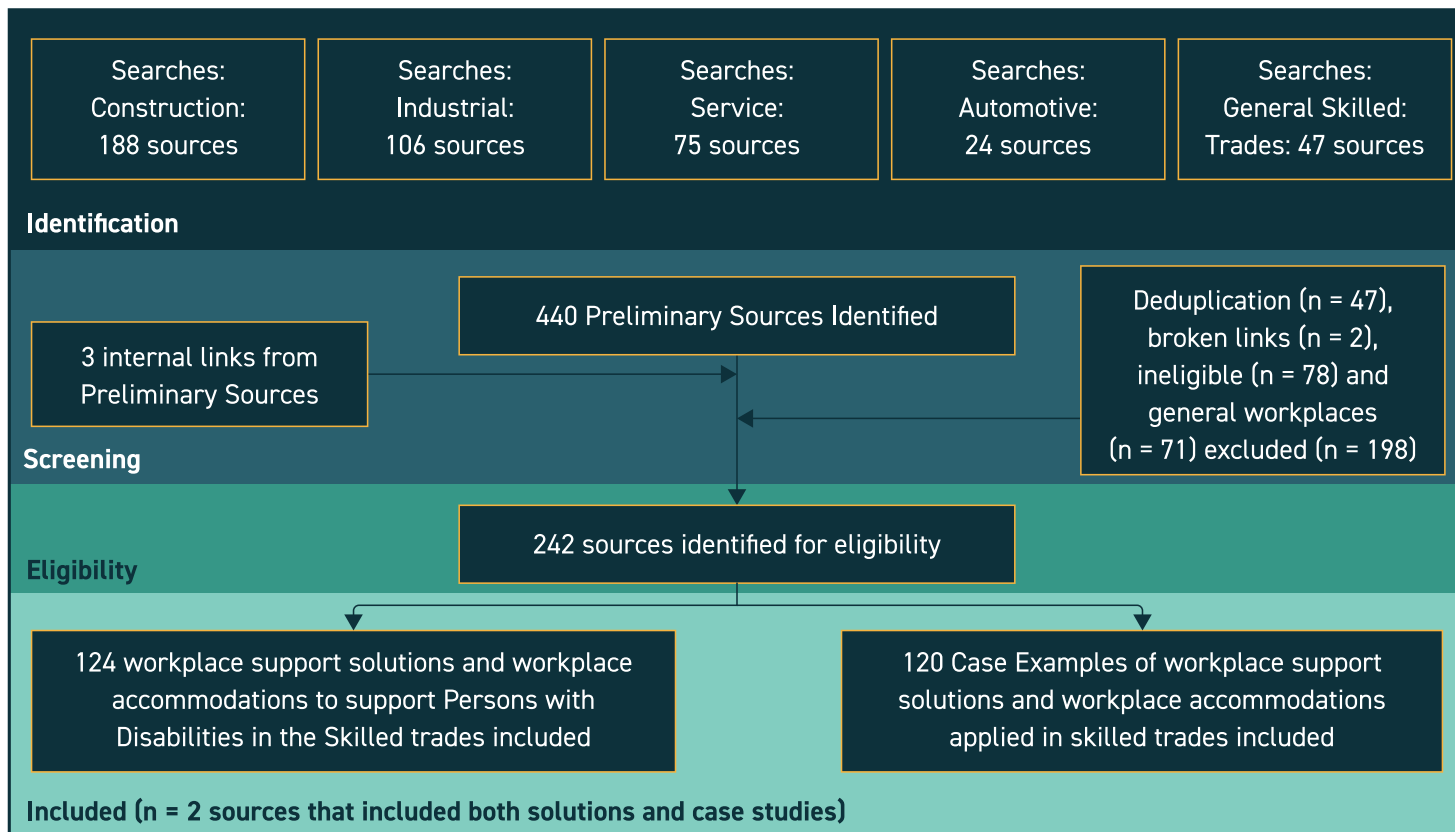


Figure 1. Search and inclusion counts of sources identified and considered for the environmental scan of disability-related terms, employment and workplace accommodation terms, and skilled trades occupations or sectors terms.

Environmental Scan Findings

Across the 124 support solutions to supporting persons with disabilities in the skilled trades, the majority were related to physical supports for mobility, flexibility, dexterity, or pain-related conditions (n=81, 65.3%) (Table 2). Substantially fewer solutions for vision (n=26, 21.0%), hearing (n=10, 8.1%), and learning, cognitive, memory, or mental health (n=7, 5.6%) were identified in the environmental scan.

Table 2. Comprehensive synthesis of workplace support solutions and workplace accommodations identified via the environmental scan of supports for persons with disabilities in the skilled trades workforce.

| Vision | | | |
|-----------------------------|---|--|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Working on Computers | Braille Keyboard | A specific type of keyboard where the keys have raised braille dots on them | Service: Appliances Service All sectors (general trades): Apprenticeship training |
| | Screen Magnification | An accessibility feature on a computer designed to help users with low vision by enlarging content on a screen. | Service |
| | Keyboard with Large Print | A keyboard with oversized keycaps featuring large letters, numbers, and symbols, typically using high contrast colour schemes (e.g., black on yellow or white) to enhance visibility. Tools (software or hardware) that magnify on-screen text. | Service |
| | Font Magnifiers for Computers | Tools (software or hardware) that magnify on-screen text. | Service |
| | Screen Readers Text-To-Speech Tools | Coverts written text on screen into speech | Service: Appliances Industrial |
| Colour Filters | Colour Vision Deficiency (CVD) Information & Products | Colour filters (e.g., red contact lenses or prescription glasses) and colour identifying talking devices can help individuals with colour vision deficiencies distinguish and identify colours. | Construction |

Vision

| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
|-----------------------------|---|--|--|
| Work Area Lighting | Alternative Lighting | Alternative lighting, such as incandescent and LED fixtures, without harmful UV radiation. | Construction |
| | Headlamps | Headlamps may be adjustable (swivel) to direct light to a certain area, hands-free. | Construction Motive Power: Autobody and collision technician, Automotive service technician |
| | Lighted Reading Glasses | Lighted reading glasses provide magnification and illumination. | Construction |
| Magnifiers | Head-Mount Magnifiers | Glasses, visors, and other devices that allow magnification. | Construction |
| | Portable Video/Electronic Magnifiers | Small, portable video magnifiers use a camera and screen to display live, enlarged views of printed materials or objects. | Construction |
| | Virtual Reality (VR) Glasses | VR goggles paired with a smartphone and foot switch enable handsfree control of zoom and exposure for clear viewing, with a protective light/UV filter placed in front of the goggles to shield both the user and equipment. | Construction: Welder Motive Power |
| | Lighted Reading Glasses | Lighted reading glasses combine magnification and illumination. | Construction |

Vision

| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
|-----------------------------|---|---|---|
| Navigation | Detectable Warning Surface | Tactile warning surfaces provide detectable ground cues that alert people who are blind or have low vision of pedestrian hazards or changes. | Construction |
| | Directional Sounders | Directional sounders are audible devices that can lead you to safety. | Construction |
| | Heated Mats | Slip-resistant mats that can be heated to help reduce ice and snow outside buildings. | Construction |
| | Talking GPS And Maps | Talking GPS technology provides voice output for people with vision impairments. GPS serves as a navigation aid for vehicles such as cars, airplanes, and ships, and is increasingly integrated into cell phones, personal devices, and vehicle tracking systems. | Construction |
| | Large Print Visual Aids | Large print visual aids for training and work area communication. | Industrial |
| | Amplified Floor Signage For Emergency Exit Plans | Amplified floor signage for emergency exit plans. | Industrial |
| Measuring | Tools With Braille for Measuring Distances | Tools that incorporate Braille markings to support measuring distances. | Construction |

Vision

| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
|---------------------------------|--|---|--|
| Operating Motor Vehicles | Vehicle Mirrors | Mirrors are used in industrial settings for vehicles. | Construction |
| | Vehicle Rear Vision System | A vehicle rear vision system might be used as an accommodation when a worker's ability to hear or see the environment is compromised. | Construction |
| Other | Braille on Nameplate | Put braille on staff nameplates. | Construction, Industrial, Motive Power, Service |

| Hearing | | | |
|----------------------------------|---|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Communicating with Others | Clear Face Masks for Lip Reading | Masks with a clear section near the mouth allowing for lip reading. | Construction |
| | Portable Text Communication Devices | Portable text communication devices are a type of assistive technology that are designed for one-on-one communication. | Construction |
| | Private or On-Premises Paging Systems | An on-premises paging system can be used to communicate emergencies and important information to employees who are deaf or hard of hearing. | Construction |
| | Two-Way Radio Texting | Two-way radios with texting capabilities can be used when audio communication is unclear or when a worker is deaf or hard of hearing. | Construction |

Hearing

| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
|---|--|--|---|
| <p>Communicating with Others</p> | <p>Tele-typewriter (TTY), Tele-communication Device For The Deaf (TDD), Telecommunications Relay Service (TRS) Textphones, Mini-coms</p> | <p>A TTY (TDD) device allows individuals who are deaf, hard of hearing, or have speech impairments to communicate by typing messages that are transmitted over phone lines and displayed on another TTY device, with incoming alerts provided through visual (lights) or vibration signals. The Telecommunications Relay Service (TRS) is a free, 24/7 service that enables communication between TTY users and standard phone users by dialing a toll free number or 711, where a trained communications assistant relays messages exactly as spoken, typed, or signed.</p> | <p>Industrial: Truck driver</p> |
| | <p>Alerting Devices</p> | <p>Alerting devices notify individuals who are deaf or hard of hearing to environmental sounds, such as phone calls, doorbells, or emergency alarms using visual signals or vibrations.</p> | <p>Construction</p> |

| Hearing | | | |
|---------------------------------|---|--|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Operating Motor Vehicles | Vehicle Mirrors | Mirrors used in industrial settings for vehicles. | Construction |
| | Vehicle Rear Vision System | A vehicle rear vision system might be used as an accommodation when a worker's ability to hear and see the environment is compromised. | Construction |
| Hearing Aid Accessories | Hearing Aids Covers | Protective covers that shield hearing aids from external factors (i.e., water, sweat, humidity). | Construction |
| | Alternative Lighting | Alternative lighting, such as incandescent and LED fixtures, without harmful UV radiation. | Construction |

| Learning, Cognitive, Memory, and Mental-Health | | | |
|--|---|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Work Area Lighting | Adjustable Lighting | Adjustable lighting options, allow individuals to customize light levels, reducing sensory overload and supporting focus, safety, and effective task performance. | All sectors (general trades) |
| | Light Diffusers | Strategic placement of lighting to reduce glare can create a more visually comfortable workspace for autistic employees who are sensitive to intense or direct light. | All sectors (general trades) |
| | Light Filters | Light sources to reduce glares can contribute to a visually comfortable workspace for autistic employees as they may be sensitive to intense lighting. | All sectors (general trades) |
| Supporting Memory | Two-Way Radio with Texting | Two-way radios with texting capabilities can be used when audio communication is unclear. | Construction |

| Learning, Cognitive, Memory, and Mental-Health | | | |
|--|--|--|--|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Language Deficits (Reading, Writing, Or Speaking) | Colour-Coded Manuals, Outlines, And Maps | Colour-coding materials may assist individuals with reading deficits due to the complicated structure of the material and the size/type of font used in lettering. Coding materials may assist individuals with reading deficits due to the complicated structure of the material and the size/type of font used in lettering. | Construction |
| | Electronic Dictionaries | Programs that define terms to assist individuals with finding proper words for their needs. | Construction |
| | Word Prediction/ Completion and Macro Software | Word prediction/completion, and macro software help users type more efficiently by suggesting words, completing partially typed words, and executing multiple steps with a few programmed keystrokes, often combined within a single software program. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Adjustable Work Platforms | Adjustable Drafting Tables | Adjustable drafting tables allow individuals to adjust their writing and drawing surfaces. | Construction |
| | Adjustable Workstations for Industrial Settings | Adjustable desks and tables accommodate mobility aids with use of different chairs, and sitting or standing work preferences to improve comfort, accessibility, and overall work performance. | Construction |
| | Work Platforms | Adjustable work platforms that raise workers to an optimal working level, with some designs providing wheelchair access when ramps are not feasible. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Handling Objects | Tire Handling | Devices and equipment that simplify handling vehicle tires. | Construction Motive Power |
| | Drum Handling | Drum handling is a safe & efficient process of moving and lifting drums in warehouses. | Industrial Motive Power |
| | Drywall Pan Holder | Mud pan and tape holder attached to the belt. | Construction: Drywall finisher and plasterer |
| | Ergonomic Fuel Hose Drainer/ Fuel Line Gravity Drainer | The Ergonomic Fuel Hose Drainer® allows hoses to be drained safely after use without awkward lifting, bending, or stooping. | Construction: Truck driver |
| | Manhole Cover Lifts | Manhole cover lifts make it easy to remove and replace covers with one person. | Construction |
| | Tool Balancers | Individuals with neck, back, shoulder, and cumulative trauma disorders to the upper extremities may benefit from tool balancers as it is engineered to offset the weight. | Construction |
| | Deburring Tools | Tools that remove burrs from metal or plastic pipe edges remaining from drilling, grinding, or milling projects. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|--|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Carrying and Moving Material | Motorized Carts | Motorized carts assist individuals with shoulder, neck, back, and upper and lower extremity impairments who have difficulty pushing and/or pulling. | Construction |
| | Multi-Purpose Carts | Moving or carrying items can be difficult for individuals with limited motor movement. Multi purpose carts, available in various sizes and designs, help transport items more easily. | Construction |
| | Winches And Chain Hoists | These are vehicle-mounted devices that hook to materials to help move them by using powered cables and chains. | Construction Industrial |
| | Accessories For Scooters | Equipment that can be attached to scooters, such as carrying bags/pouches, cane/crutch holders, oxygen tank holders, cupholders, eating trays, writing/reading trays, trailers, rear-view mirrors, umbrellas, and head-lights. | All sectors (general trades) |
| | Stairclimbing Hand Trucks | Stairclimbing hand trucks move loads safely up and down stairs, across flat surfaces, and on or off vehicles or loading docks while keeping loads balanced. They are available in motorized, lightweight, and heavy duty models for different load requirements. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|--|--|--|--|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Carrying and Moving Material | Janitorial Carts | Mobile system for collecting waste, transporting cleaning tools while keeping everything organized with convenient shelving and hooks to store janitorial supplies, such as brooms/ handbags, dustpans, and floor signs. | Construction |
| | Hitch Systems | Hitch systems can allow an operator to hitch industrial and agricultural equipment from a seated position. | Construction Industrial |
| Lifting Tools | Aerial Lifts | Aerial lifts, also known as platform or man lifts provide safe access to hard-to-reach heights, often replacing ladders, and include scissor, platform, and maintenance lift designs in various sizes. | Construction |
| | Ball Transfer Tables | Ball transfer tables or conveyors help move items between workstations, allowing materials to be guided across surfaces instead of being manually carried. | Construction |
| | Battery Powered Lift Tables | Lift tables that can be operated away from power sources and outlets, offering a wider range of mobility and use. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Lifting Tools | Compact Equipment for Material Handling | Compact material handling devices are portable, adjustable height tools designed for tight spaces to lift and move item. Powered by batteries, hydraulic foot pumps, or hand cranks and sometimes equipped with ball transfer tables. | Construction |
| | Compact Mobile Cranes | Compact mobile cranes are devices meant to do heavy lifting while also being constructed to be portable and easy to use. | Construction: Truck driver Industrial |
| | Drywall And Wallboard Lift | The drywall lift allows one person to lift a drywall panel. | Construction: Drywall finisher and plasterer |
| | Masonry Machine | A masonry machine lifts, moves, and places bricks of various sizes using a bricklaying platform and fixed lifting manipulator with tongs. Mounted on a movable electrohydraulic scissor or column lift and operated via a trolley or articulated jib (sometimes weight compensated), all functions are controlled from the platform, reducing shoulder, arm, and spinal strain while preventing awkward postures. | Construction: Bricklayer |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|--|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Lifting Tools | Vacuum Pick-Up Tools | Equipment designed to perform the lifting, holding, and relocating of small weights while preventing potential damage to the material. | Industrial |
| | Vacuum Lift | Equipment designed to use vacuum suction cup lifting to hold and relocate heavy weights while preventing potential damage to the material. | Construction |
| | Truck-Mounted Cranes | Truck mounted cranes are devices meant to do heavy lifting and are mounted to trucks to support this. They are often used in large construction projects. | Construction: Truck driver Industrial |
| | Electric Lift Tables | An electric lift table is a standard table enhanced with a lifting mechanism that uses electric actuators and a remote control to raise or lower the work surface, with sizes and shapes tailored to user needs. | Construction |
| | Lift Tables | Lift tables raise objects to an optimal working height, reducing strain from awkward positioning, and are available in multiple sizes with manual (hand crank) or fully electronic operation options. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Lifting Tools | Lifting Aids | Lifting aids help individuals with lifting or carrying restrictions move smaller items safely and can serve as a practical alternative to larger lifting equipment. | Construction |
| | Lift Gates | These are devices that can be attached to vehicles so they can lift weighted loads or wheelchair users up and safely into the vehicles. | Construction |
| | Foot-Controlled Lift Tables | Tables that automatically lift and lower by use of floor-attached foot controls | Construction |
| | Vertical Carousel Storage System | Storage carousel systems use a vertical, Ferris wheel-style mechanism to deliver items directly to the operator via a control unit, saving space, reducing operating costs, and improving efficiency by eliminating walking time in warehouses to retrieve items. | Industrial |
| | Pallet Shuttle Storage System | An autonomous pallet shuttle system replaces forklifts in rack areas, reducing aisle congestion and maximizing space through narrower aisles and expanded racking, while increasing pallet/SKU capacity and minimizing product and rack damage. | Industrial: Warehouse worker |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|--|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Working At Heights | Large-Rated Small Step Ladders | Low step ladders designed to support higher weights than typical step ladders. | Construction |
| | Large-Rated Ladders | Large-rated ladders (loads of up to 500 lbs) vary in the number of steps, whether they have handrails, and if they are single, extension, platform, or step. | Construction |
| | Lightweight Ladders | These are ladders of various heights with a proportionally low weight for easy carrying and positioning. | Construction |
| | Compact Ladders | Ladders of various sizes that can be collapsed or made compact and easily transportable. | Construction |
| | Rolling Safety Ladders | Rolling safety ladders are less steep than regular ladders, therefore, easier to climb; other features include handrails and locking casters. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Chairs | Mechanic's Seats and Creepers | Support those who work in mechanical or industrial environments and must access areas using awkward posture. | Construction |
| | Low Task Chair (Commonly Sold as Mechanic Chairs) | Low task chairs allow individuals to sit close to the ground to access low-level objects without bending or kneeling; many are height adjustable. | Construction |
| | Low Positioned Stools | A stool that is low for those who have difficulties squatting and reaching down. | Construction |
| Easy Grasp Hand Tools | Brooms | Brooms made accessible for physically impaired individuals. | Construction |
| | Easy Grip Handles | Handles with materials such as pipe insulation to make them easier to grip. | All sectors (general trades) |
| | Electric Scissors | Scissors that can be automatically powered to cut without manually making the motions. | Construction |
| | Ergonomic Scissors | These include scissors with flexible designs for many different uses. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|--|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Easy Grasp Hand Tools | Ergonomic And Pneumatic Tools | Ergonomic hand and pneumatic tools support individuals with neck, back, shoulder, and upper extremity limitations by promoting neutral postures, reducing wrist deviation, minimizing vibration, and lowering shoulder strain through lightweight design. These tools avoid stressors like misaligned finger grooves, sharp edges, and single finger triggers, and may use tool balancers to support heavier tools. Tools can include features such as spring-loaded returns on scissors and pliers to reduce repetitive strain. | Construction |
| | Lightbulb Changers | This light bulb changer is a solution to replacing the light bulbs in tall ceilings. | Construction |
| | Lock Mechanisms and Key Grips | Some individuals have difficulty gripping and twisting keys to operate locks. Key grips assist with less grasping, and keyless locks may be helpful. | Construction |
| | Box Cutters | Easy to use cardboard cutting knives that retain a natural grip and wrist posture for individuals with impaired hand movements. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Easy Grasp Hand Tools | Torque Multipliers | Wrenches and other equipment that easily increase the tension and pressure that can be applied for industrial work. | Construction Industrial |
| | Extra Grip Gloves | Gloves with special material coated on the palm to increase gripping strength on most surfaces. | Construction |
| Fine Motor Deficits | Anti-Tremor Gloves | Gloves are designed to assist with fine motor tasks for individuals who experience tremors. | Construction |
| Reducing Hand-Arm Vibration | Anti-Vibration Tool Wraps | Anti vibration tool wraps reduce vibration from hand and pneumatic tools, helping lessen the impact of power tools, hammers, and other pneumatic devices. | Construction |
| | Anti-Vibration Gloves | Anti-vibration gloves reduce hand-arm vibration from power tools and pneumatic equipment, helping lessen strain and discomfort for individuals affected by vibration. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|--|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Mobility/ Getting Around on Site | All-Terrain Scooters | Scooters designed to traverse outdoor environments, including sand, soft wet ground, uneven surfaces, curbs, and slopes. | Construction |
| | Large-Rated Scooters | Mobility scooters can assist individuals with obesity who have difficulty walking and are available in high-capacity models rated to safely, support users up to 400 lbs. | Construction |
| | All-Terrain Wheelchairs | All-terrain wheelchairs are designed to withstand harsh conditions and traverse outdoor environments, including sand, soft wet ground, uneven surfaces, curbs, and slopes. | Construction |
| | Convex Mirrors | Convex mirrors are mirrors that allow users to see around corners and blind spots. | Construction |
| | Evacuation Devices | Emergency evacuation devices help safely move individuals with mobility impairments up or down stairs or across rough terrain during building evacuations. | Construction |
| | Heated Mats | Slip-resistant mats that can be heated to help reduce ice and snow outside buildings. | Construction |
| | Long-Handled Mirrors | The long-handled mirror makes it easier to see with a limited range of motion. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|--|--|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Worksite Access | Alternative Locks | Lock's that do not require a key for entry, such as key-pad, card access, or biometric locks. | Construction |
| Prosthetic Accessories | Prosthetic Accessories for Woodworking and Carpentry Tools | Prosthetic accessories for individuals with amputations or hand dysfunctions to use for woodworking and carpentry. | Construction: Cabinet maker, carpenter |
| Walking and Standing | Custom Shoes | Shoes made to suit specific needs and measurements, for safety and casual applications. | Construction |
| Walking and Standing | Anti-Fatigue Matting | Anti-fatigue matting provides a cushioned buffer between the floor and the body, reducing strain for individuals who stand for prolonged periods and is available in various sizes, including custom-made options. | Construction |
| | Wearable Anti-Fatigue Matting | Wearable anti fatigue matting includes non slip over-shoe coverings and anti fatigue insoles that improve walking stability and reduce fatigue while standing or moving. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Operating a Vehicle | Air Ride Seat for Heavy Equipment | Air suspension seats use a pneumatic "air spring" system with pressurized air to absorb shocks and vibrations as a vehicle travel and reacts to the road. | Construction: Heavy equipment operator: Dozer, Heavy equipment operator: Excavator, Heavy equipment operator: Tractor-loader-backhoe, Tower crane operator, Mobile crane operator |
| | Anti-Vibration Seats | Seat covers designed to reduce strain from vibration and shaking from vehicles. | Construction: Heavy equipment operator: Dozer, Heavy equipment operator: Excavator, Heavy equipment operator: Tractor-loader-backhoe, Tower crane operator, Mobile crane operator |
| | Cushions For Vehicles | Cushions to help reduce stress and pain in individuals with chronic back pain when riding in or driving vehicles. | Construction |
| | Parking Brake Extension for Trucks | An extended lever to add to a car's parking brake for easier activation. | Construction: Truck driver |
| | Pedal Extenders | Accessories that add extra length to pedals for individuals with physical impairments so they can use them fully. | Construction |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|---|---|--|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Operating a Vehicle | Left-Foot Gas Pedal | A left foot gas pedal consists of linkage enabling an individual with a right-foot impairment to operate the accelerator of a vehicle comfortably and safely. | Construction |
| | Extended Tractor Steps | Additional steps for entering and exiting tractors and their vehicles that are high off the ground and require some vertical movement to mount and operate. | Industrial: Truck driver Motive Power: Transport trailer technician |
| | Vehicle Mirrors | Mirrors used in industrial settings for vehicles. | Construction |
| | Gear Shift Adapter/ Extension | Accessible attachment to a car's gear shift that allows physically impaired individuals to drive their car more easily. | Construction |
| | Steering Grips | Steering grips assist individuals with fine motor limitations in gripping and turning steering wheels. | Construction: Truck driver |
| | Long-Handled Mirrors | The long-handled mirror makes it easy to see for people with a limited range of motion. | Construction |
| Arm Extenders | Reachers | Reachers can extend to various lengths and can grasp items for those with limited reach or strength. | Construction |
| | Robotic Mower with Radio Remote Control | The robotic mower with radio remote control reduces the physical demands related to manual mowers. | Service: Landscape horticulturist |

| Physical: Mobility, Flexibility, Dexterity, and/or Pain | | | |
|---|--|---|---|
| Task Impacted/ Supported | Workplace Support Solutions Accommodations Identified | Description and Application | Support Solutions and Workplace Accommodations Applied or Recommended |
| Task Automation | Physical Automation (Robotic Machines/Tools) Or Digital Automation (Workflow Software, Sensors Triggering Actions) | Task automation uses tools, software, or machines to perform repetitive or routine tasks with minimal human effort. | All sectors (general trades) |

Support Solutions for Vision Impairments

The environmental scan identified 26 support solutions and accommodation-related approaches to eight functional challenges for individuals with vision-related disabilities in skilled trades. These functional challenges were related to tasks requiring visual precision, safe navigation, and interaction with equipment. Common barriers included difficulty reading fine print or measurements, reduced peripheral vision affecting hazard awareness, impaired depth perception when operating machinery, and challenges distinguishing colours or contrasts used in safety signage, wiring, or plans. Sensitivity to glare and bright lighting was also frequently noted as a factor that can reduce comfort, accuracy, and efficiency in trade environments.

A range of visual, tactile, and environmental support solutions were identified. Computer-based work, including documentation and skilled trade-specific software, was supported through screen readers, screen magnification, text-to-speech tools, or Braille displays. These solutions enabled access to digital plans, computer-aided design applications, and administrative tasks. Mobile applications, such as object and text recognition tools, expanded information access in field settings.

Several interventions focused on adjustments to visual input in physical workspaces. Adjustable task lighting, glare reduction, and high-contrast environments supported detail recognition and reduced eye strain. Magnification tools, including handheld, head-mounted, and digital magnifiers, enabled workers to inspect small components and read labels or measurements accurately. For individuals with colour vision deficiency (i.e., colour-blindness), colour-filtering glasses and digital colour-enhancement tools improved interpretation of colour-coded information.

Finally, navigation and safety were often supported through tools providing auditory or tactile feedback, enhancing spatial orientation in complex or hazardous environments. Measuring tools with Braille markings or voice output supported measurement tasks. Limited work also addressed vehicle and equipment operation, with rear-vision systems and high-contrast displays improving situational awareness and safety.

Support Solutions for Hearing Impairments

The scan identified communication, safety, and training-related barriers for individuals with hearing-related impairments in skilled trades, where work is often conducted in noisy,

dynamic, and high-risk environments. Key challenges included difficulty receiving verbal instructions, reduced informal communication with coworkers, and missing auditory cues such as alarms or approaching vehicles. These barriers increased safety risks, constrained situational awareness, and could contribute to social isolation or reduced participation in team-based tasks.

Communication supports were the most frequently identified support solutions for hearing-related impairments. Visual and text-based systems, including portable text communication devices, speech-to-text tools, and two-way radios with texting capabilities, enabled real-time information exchange. Clear face masks allowed for lip reading during in-person interactions. For phone-based communication, TTY devices facilitated scheduling and reporting.

Safety and alerts were primarily addressed through visual or vibrating alert systems that converted environmental sounds, such as fire alarms or incoming calls, into light or tactile signals. On-site paging systems provided text-based notifications. For vehicle and equipment operation, enhanced visual supports such as wide-angle mirrors and rear vision systems reduced reliance on auditory cues.

Additional supports included protective covers for hearing aids to support use in outdoor or high-humidity environments and alternative lighting to ease visual communication.

Support Solutions for Learning, Cognitive, Memory, and Mental Health Impairments

A range of cognitive, sensory, and communication-related barriers affecting individuals with learning, cognitive, and memory and mental health-related disabilities in skilled trades environments were identified. Challenges were most associated with sensory stimulation, information processing, memory, or language. Individuals with neurodevelopmental conditions may experience heightened sensitivity to lighting or visual clutter, which increases cognitive load and negatively impacts task performance.

Although fewer than the other categories, some workplace modifications focused on reducing sensory stimulation and supporting sustained attention or memory retention. Adjustable task lighting and light filters were used to reduce glare and allow workers to tailor lighting conditions to individual tolerances. Text-based communication tools, such as two-way radios, enabled workers to review instructions and task-related information; these tools

reduced reliance on short-term memory and minimized errors in complex or multi-step tasks. These were particularly relevant in fast-paced or noisy environments where verbal instructions may be difficult to process.

Support solutions for language addressed challenges related to reading, writing, or expressive communication. Colour-coded manuals, outlines, and maps supported comprehension and navigation of technical information via visual content and reduced dense text. Electronic dictionaries and word prediction software further supported written communication and documentation. Macro software reduced cognitive demand by automating repetitive steps.

Support Solutions for Physical Impairments

This scan identified a wide range of support solutions (n=81) addressing physical impairments affecting mobility, strength, reach, dexterity, endurance, and pain management in skilled trades settings (Table 2). In total, 16 barriers were identified; these were typically associated with manual material handling, sustained or awkward postures, repetitive tasks, working at heights, and navigating large or uneven worksites.

Adjustable work surfaces were common accommodations identified in this category. Height-adjustable drafting tables, industrial workstations, and work platforms supported workers who use mobility aids, those needing to alternate between sitting and standing, or individuals requiring customized positioning to reduce strain. Platforms and ramps also improved access for wheelchair users.

Support solutions for material handling and object movement represented a substantial category. Devices such as motorized carts, winches, hoists, lift gates, and compact mobile cranes reduced the physical demands of lifting, carrying, pushing, and pulling. Many types of specialized handling tools enabled operation while reducing load on upper extremities and spine. Tool balancers further mitigated strain by offsetting tool weight during repetitive or overhead tasks.

Ergonomic and dexterity-focused accommodations supported fine and gross motor function. Easy-grip hand tools, torque multipliers, ergonomic tools, spring-loaded scissors, and electric cutting tools reduced required grip strength and awkward wrist postures. Anti-tremor and anti-vibration gloves addressed fine motor control and vibration exposure. Key grips, alternative locking mechanisms, and reacher tools supported limited grasp or range of motion.

Supports for working at heights included lightweight, compact, large-rated, and rolling safety ladders. To reduce crouched and low positions work, support solutions included mechanic's seats, low task chairs, and stools. In some environments, aerial or scissor lifts replaced ladder use, improving safety and access.

Mobility and site navigation were supported through all-terrain scooters and wheelchairs, convex mirrors to address blind spots, and heated anti-slip mats for outdoor access. Storage systems, such as vertical carousel storage and pallet shuttle reduced walking distances and manual retrieval demands.

Vehicle and equipment operation accommodations included air-ride and anti-vibration seating, pedal extenders, left-foot accelerators, and parking brake adaptations. These supports improved safe operation for individuals with lower-limb, upper-limb, or spinal impairments. Task automation, including remotely operated equipment, further reduced physical demands in some contexts.

DISCUSSION

This environmental scan addresses a critical workforce challenge: skilled trades face persistent labour shortages that threaten economic stability and growth while leaving a large group of potentially eligible workers underutilized (Lengnick-Hall et al., 2008). To address this gap, this scan was designed to respond to two objectives: (1) synthesize available resources describing workplace support solutions that support inclusion in skilled trades across Canada; and (2) collate concrete examples of how these support solutions are applied to address functional limitations in real skilled trades work settings. Despite progress, persons with disabilities continue to experience lower employment rates than those without disabilities (Statistics Canada, 2022). Workplace support solutions provide an important mechanism for accommodation, and can support persons with disabilities in thriving and contributing meaningfully at work (Stokar & Orwat, 2018; Stumbo et al., 2009; Morash-Macneil et al., 2017). Related to accommodations, best practice guidance emphasizes individualized plans developed with the input of the person to be supported (Canadian Human Rights Commission, 2026; Jetha et al., 2019). Accordingly, high-level guidance often lacks implementation detail for skilled-trades settings (Accessible Employers, 2021; Accessibility Standards Canada, 2025; AODA, 2026; Connecticut, 2025; Winiarski, 2025).

Across all sources, most identified support solutions supported physical impairments: over 65% of identified solutions addressed mobility, flexibility, dexterity, or pain-related functional limitations. In contrast, fewer than 10% targeted hearing or cognitive disabilities, including learning, memory, or mental health-related impairments. This imbalance is notable given the high prevalence of mental health (38.6%), learning (20.7%), and memory-related (18.2%) impairments among persons with disabilities across Canada (Statistics Canada, 2023). Overall, the availability of support solutions for some impairment types, especially cognitive, may influence uptake of such solutions in the workforce and their application within skilled trades. Evidence shows supportive tools can drive large gains in productivity and task completion for workers with intellectual disabilities (Morash-Macneil et al., 2017).

Among persons with at least one disability in Canada, 27.4% report vision impairments (Statistics Canada, 2023). However, only 26 (21.0%) support solutions identified in this scan were designed for vision-related disabilities, and most addressed mild or moderate impairments (e.g., magnifiers) rather than solutions for blindness (e.g., tactile or auditory systems). Many vision-related solutions addressed sensory overstimulation rather than reduced acuity per se. A lack of robust solutions for low-vision workers may explain why over 15% of

participants in a U.S. interview study reported dissatisfaction with the supports available for their jobs (McDonnall et al., 2023). However, those frustrations centered primarily on accessing software and websites, tasks less common in skilled-trades roles.

Support solutions for skilled trades workers with hearing impairments were uncommon in this analysis, with only 8.1% of identified solutions designed to support this population. However, among persons with a disability in Canada, the prevalence of hearing impairments is 20.7% (Statistics Canada, 2023). In this scan, communication solutions often reduced the burden on an impaired sense by reformatting information to another input, such as replacing two-way-radios with two-way-texting.

In contrast to other impairment types, support solutions for physical impairments were more common, representing 65.3% of unique solutions identified and supporting a diverse range of tasks for skilled trades workers. Physical support solutions often included adjustments to other equipment that allowed for the use of mobility devices, such as wheelchairs or reacher tools, in tandem with equipment. Many solutions evolve incrementally through refinement rather than fundamental task changes (Cowan et al., 2012).

Broader disability management systems are needed to address the needs of skilled trades workers: workplace support solutions should be viewed as one component of these broader systems. Effective inclusion requires coordination with training, supervision, workplace culture, and policy supports; multi-sector, multi-pronged disability-management approaches are typically more effective than single-intervention approaches (Tomba et al., 2008). Previous reviews found few evaluated support-solution interventions for skilled trades in the literature (Du et al., under review); therefore, continued evaluation is needed to identify gaps, assess effectiveness, and promote translation into practice, especially for sector-specific application of in the skilled trades.

Application of Findings

Employers are often not proactive in planning for disability inclusion, which limits workforce participation (Lengnick-Hall et al., 2008). Improved awareness of support solutions may increase equitable access for workers who would benefit from them (Steel, 2019). Access to appropriate support solutions is associated with higher productivity (Ripat & Woodgate, 2017; Morash-Macneil et al., 2017; Yeager et al., 2006) and sustained employment (Ripat & Woodgate, 2017).

The specific examples of support-solution use compiled in this scan may also support reintegration into essential job duties, which may reduce reliance on job restructuring. Early workforce exit is more common among workers with permanent impairments, especially as they age (Scott et al., 2018; Welch et al., 2010). Case-by-case accommodation planning remains critical because workers often use different combinations of support solutions in personalized ways (Wahidin et al., 2018). Further, persons with disabilities must be aware of their options, supported in exploration, respected in their preferences, and provided with ongoing servicing for support solutions to be accessed effectively and equitably (Steel, 2019). Participants with vision impairments have previously described that identifying, learning, and integrating support solutions can be challenging (Wahidin et al., 2018); the case examples presented here may support decision-making and problem-solving in real work contexts.

The findings of this environmental scan also support the development of inclusive hiring practices for skilled trades employers, who have reported a lack of informational resources or awareness of available support solutions for employees in skilled trades (Bishop-Williams et al., forthcoming).

Limitations

Some limitations should be considered when interpreting the findings of this study. First, this scan reflects a rapidly evolving field (Cowan et al., 2012) and thus the findings represent a cross-sectional snapshot in time. Results would likely differ if the search were repeated (Nagi et al., 2020). However, the overall trends, such as limited availability of support solutions for hearing and cognitive impairments compared to physical impairments would likely remain. Second, algorithmic ranking and recency biases may influence results, though screening the first 100 links broadens coverage (Ziakis et al., 2019).. Third, while this list is extensive, it is not exhaustive; it provides an overview of available solutions and industry practices at the time of searching.

CONCLUSION

The findings of this research demonstrate that an environmental scan of available workplace support solutions produced substantially more trade-specific and impairment-specific applications than a systematic review of the same topic. While workplace support solutions are an ever-expanding and rapidly progressing area of development, limited supports were identified for vision, hearing, and cognitive impairments. More information related to the job-specific tasks and demands of trades work and the development of support solutions that specifically support workers in overcoming task-related functional limitations will be critical to increase equitable employment for persons with disabilities in the skilled trades.

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