



Canada's Leader in Neuro-inclusive Co-design

We enable organizations to include persons of all cognitive abilities in the design of their workplaces, products, services, experiences and environments.

Our platform facilitates neuro-inclusive research, training and knowledge mobilization, all through a lens of lived experience.

Our clients co-design solutions with Canada's largest, most neurodiverse team of accessibility advisors, led by top experts on neuro-inclusive research.

Research & Validation

Expert-facilitated, ethical involvement of neurodivergent persons with lived experience.

Training & Coaching

Action neuro-inclusive co-design practices with support from leading Canadian experts.

Knowledge Mobilization

Turn inclusive research into actionable insights that improve cognitive accessibility.

OpenAccessibility.ca



CASE STUDY

SMART Local 47



The SMART Local 47 Training Centre in Ottawa, part of the Sheet Metal Workers' International Association (SMWIA) Local 47, delivers apprenticeship training for skilled trades within a large North American union network.

With support from the Sinneave Family Foundation, Open worked with the Training Director and instructors at SMART Local 47 Training Centre. They recognized that existing training and evaluation methods were failing to address the learning styles of neurodivergent trainees, creating barriers to success for some apprentices.

The Problem

Open was engaged to help improve the cognitive accessibility of apprenticeship training and evaluation, with the goal of better supporting apprentices with diverse learning needs while maintaining trade-specific standards.

The Solution

Working directly with trainers, Open used a neuro-inclusive co-design approach to review existing materials, adapt teaching methods, and redesign aspects of the learning environment. Open's cognitive accessibility specialists also developed and delivered customized training focused on cognitive accessibility, neuro-inclusive teaching, and inclusive evaluation, using examples drawn directly from the trade context to ensure immediate relevance and application..

Services provided:

- Neuro-inclusive Co-Design
- Cognitive Accessibility Education & Training
- Cognitive Accessibility Adaptation (of training materials)

The Outcome

SMART Local 47 trainers reported strong value in the practical, trade-specific strategies, and were able to apply them in their classrooms right away. Training materials and approaches were refined based on feedback and formally approved by the training team, supporting ongoing use and consistency. The project also confirmed a broader demand for cognitive accessibility across the building construction trades and created a foundation for scaling neuro-inclusion and improved outcomes for apprentices with cognitive disabilities.