



# **Financial Incentives for Employment of People with Disabilities: An international environmental scan**

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## Land Acknowledgment

I wish to acknowledge the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit River. Today, this meeting place is still the home to many Indigenous people from across Turtle Island. I am grateful for my opportunity to work, teach, learn, live, and play on this land.

# Webinar Overview & Objectives

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Together, by the end of the webinar, we should:

- Develop a broad view of FIS
  - Begin to consider:
    - When?
    - Where?
    - How?
- ...Diverse FIS may or may not work best

Background & Rationale	10 min.
Defining Financial Incentives (FIS)	
Scoping Review	5 min.
Objectives of Environmental Scan	5 min.
Methodology	
Preliminary Findings	10 min.
Summary	
Considerations	5 min.
Next Steps	
Feedback, Learning & Q&A	

## Background: Rationale

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- In Ontario, estimated 1/7 people have a disability (Partnership Council, 2016)
- Unemployment/Non-employed rate ~ 53% (Arim, 2015)
  - Compared to 26.1% of people without disabilities

Ontario Employment Strategy:

- ↑ number of jobs
- ↓ number of unemployed Ontarians with a disability

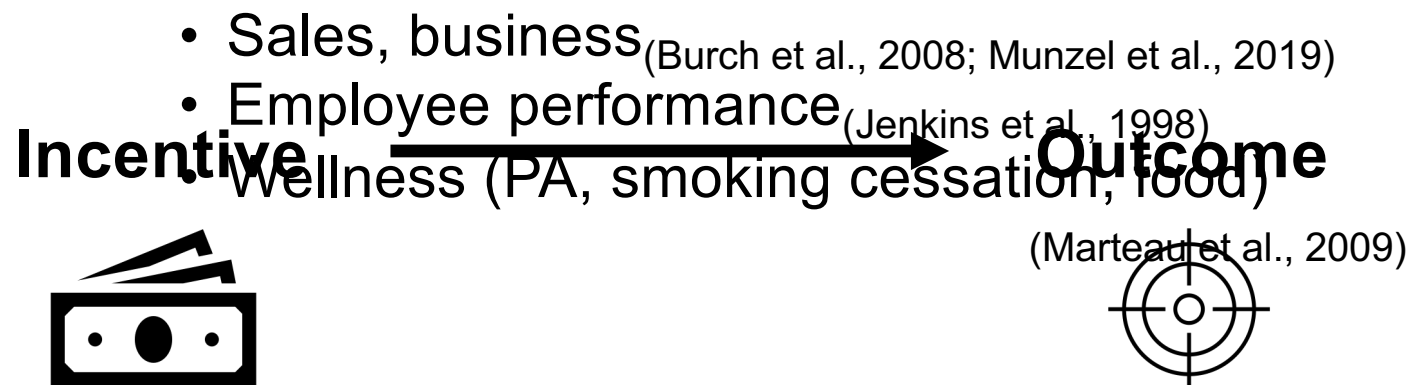
FIS (specifically, wage subsidies) are currently used by some federally funding and service providers

**The current ambiguity around FIS deserves a wide review on their use and best practice in order to meet employment objectives, direct policy, and ultimately increase employment for people with disabilities**

**What is a financial incentive to you?**

**What terms come to mind when you hear the term  
financial incentive?**

## Background: Use of the Term “Financial Incentives”



Benefits

Wage subsidy

Pay

**What is a financial incentive to you?**

**What terms come to mind when you hear the term  
financial incentive?**

Allowance

Bonus

Prizes

Accommodations

Vouchers

# Background: Defining Financial Incentives (FIS)

We recognize **FIS** may not be the best term

- Why? Polarized views, perceptions, associations with specific programs
- Our approach: broader, not just wage subsidies

FIS are benefits, supports, or other means that are:

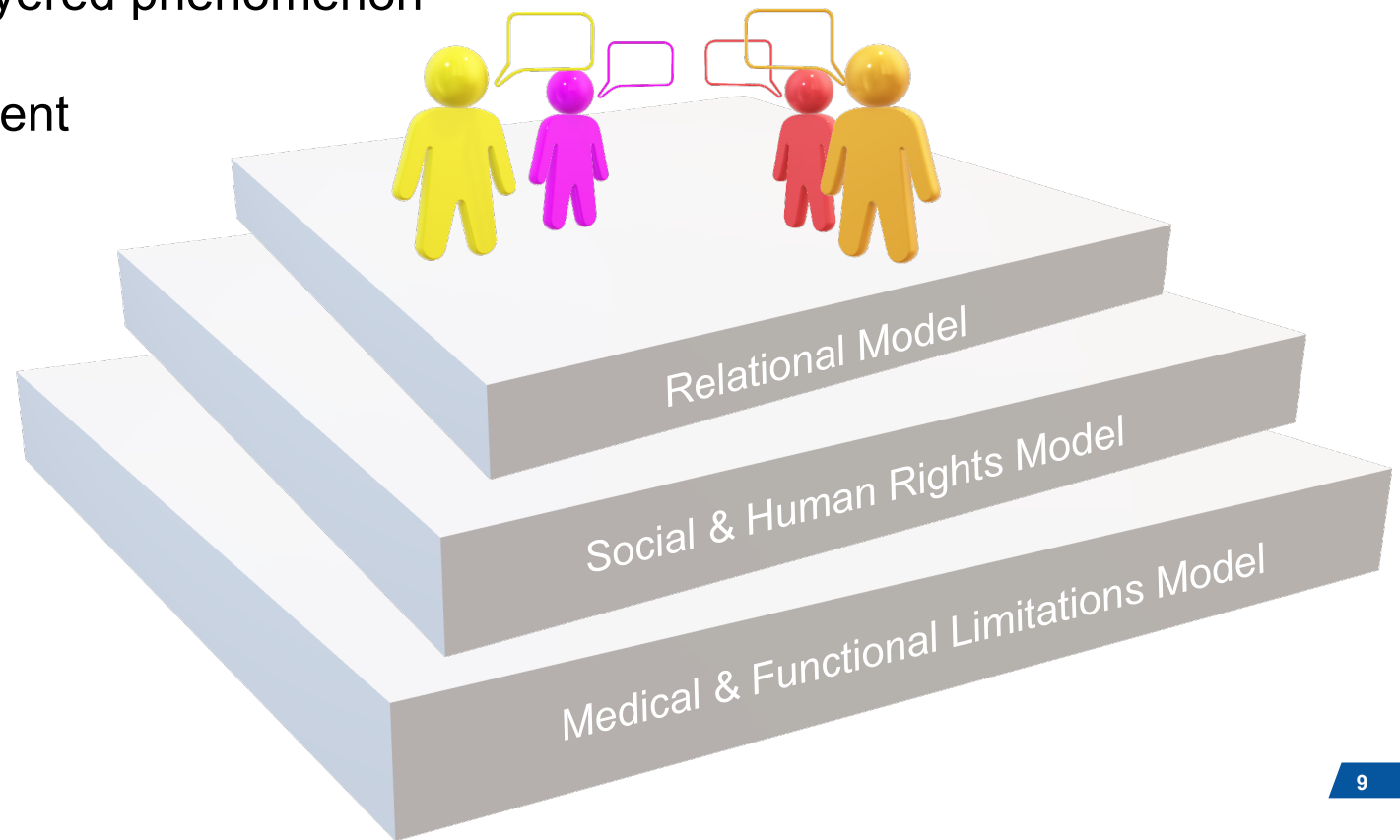
- ✓ Provided to **employers**
- ✓ Cover costs, tasks etc. that they would typically have to pay for or do themselves as a means of encouraging recruitment, retention, and promote PwD

Can include: wage subsidies, financial and other support for accommodations, penalties/rewards tied to quotas, coverage of healthcare or pharmaceutical benefits, and tax credits or benefits.



# Background: Disability in Employment

- Complex and multi-layered phenomenon
- Relational concept
- Individual & environment

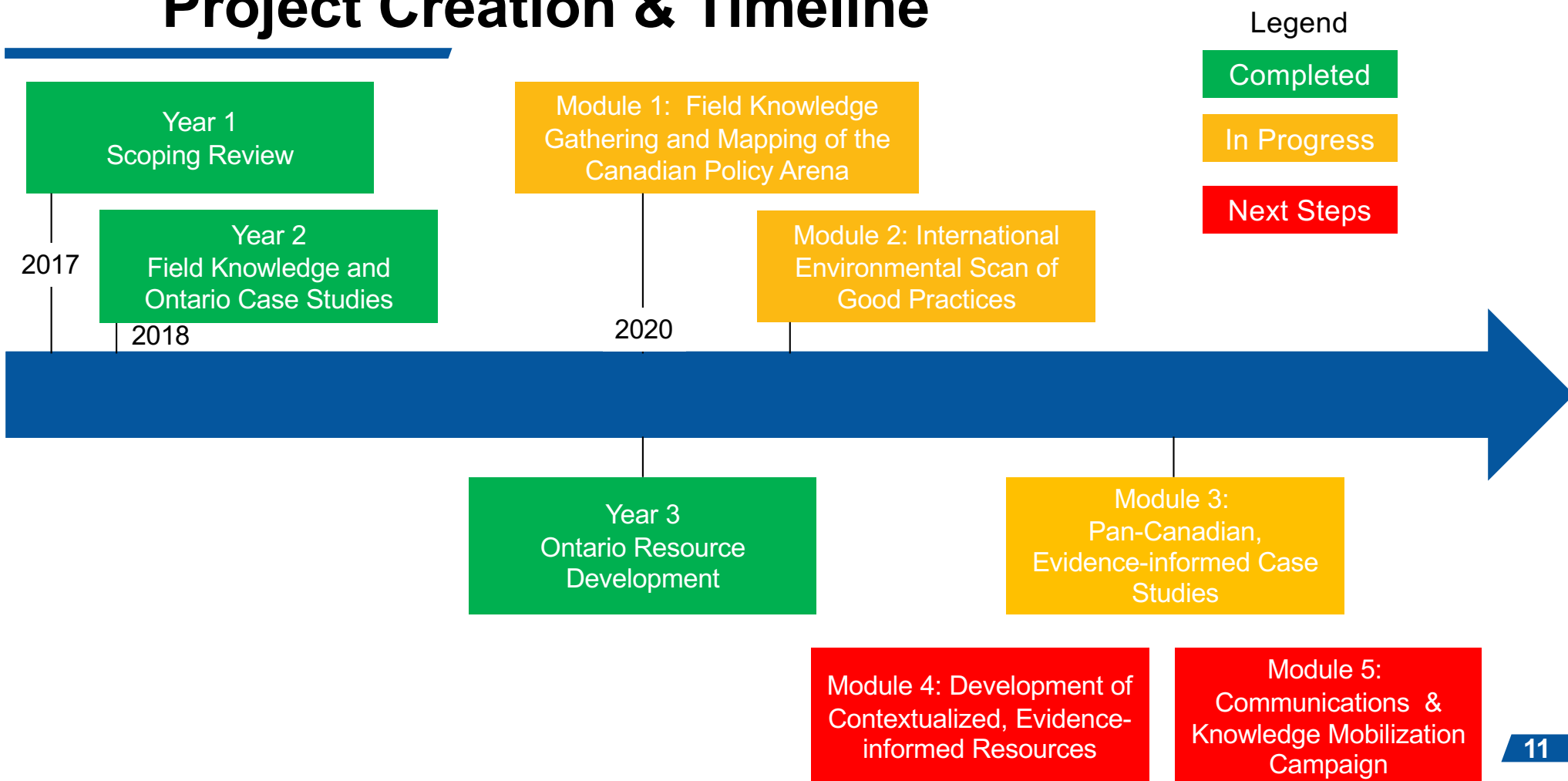


# Financial incentives to promote employment of people with disabilities:

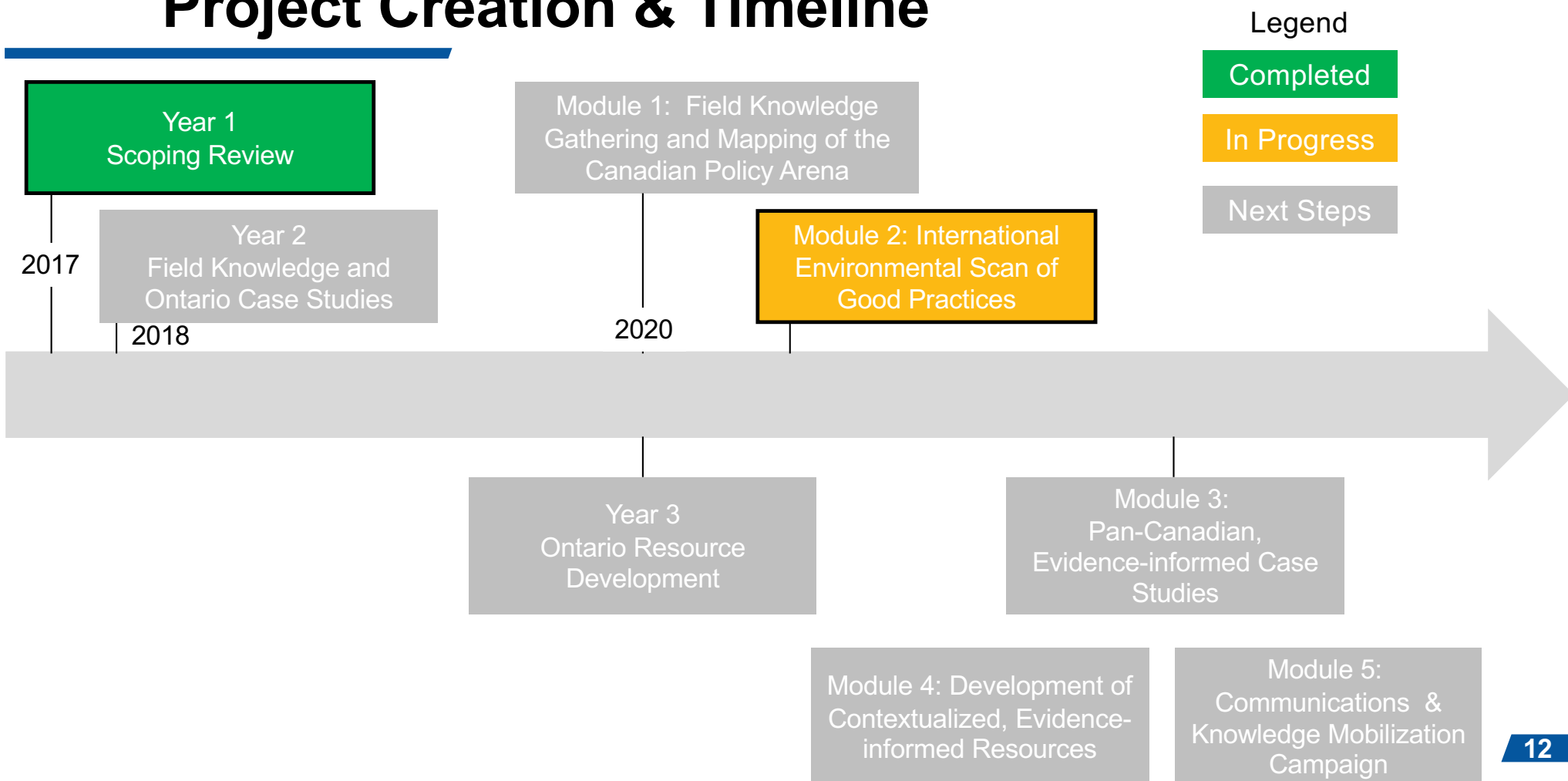
When and how do they work best?

Project Team Members: Emma Irvin, Rebecca Gewurtz, Emile Tompa, Dan Samosh & Heather Johnston, Kathy Padkapayeva, Maureen Haan, Cindy Mosher, Sara MacDonald, Quenby Mahood

# Project Creation & Timeline



# Project Creation & Timeline



## **Brief Findings: Scoping Review**

- 2017-2018 updated in 2020
- Methods: 5 steps outlined by Arksey and O'Malley (2005)
- Initially 12 articles – thematic analysis

# Brief Findings: Scoping Review

## Key Themes

- 1) Employment characteristics (e.g., sector, type of job, firm size);  
(Andersson, 2015; Gustafsson, 2014; Jasper 2013)
- 2) Employer knowledge and expertise (i.e., disability confidence);  
(Andersson, 2015; Gustafsson, 2014)
- 3) Common employer (mis)conceptions about workers with a disability;  
(Andersson, 2015; Gustafsson, 2014; Jasper 2013)
- 4) Types of costs and related supports to offset them;  
(Andersson, 2015; Gustafsson, 2014; Jasper 2013)
- 5) Pigeonholing into low-skilled entry-level positions;  
(Chouinard 2010; Gustafsson 2014)
- 6) Optimal disclosure time;  
(Andersson 2015; Baert 2016)
- 7) Motivation for uptake of incentives.  
(Castelo 2011; Chouinard 2010, Datta Gupta et al., 2015; Deuchert 2017; Nazarov 2015)

# Brief Findings: Scoping Review

“Carrot vs. stick” analogy to employer FIS

- Incentives that are positive/supportive
- Incentives that are penalties/punishments



# Transition: Environmental Scan

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Scoping Review → Environmental Scan

- Broadening beyond wage subsidies
- Turning to countries with different systems
- Understanding practices
  - Best, good, not so great



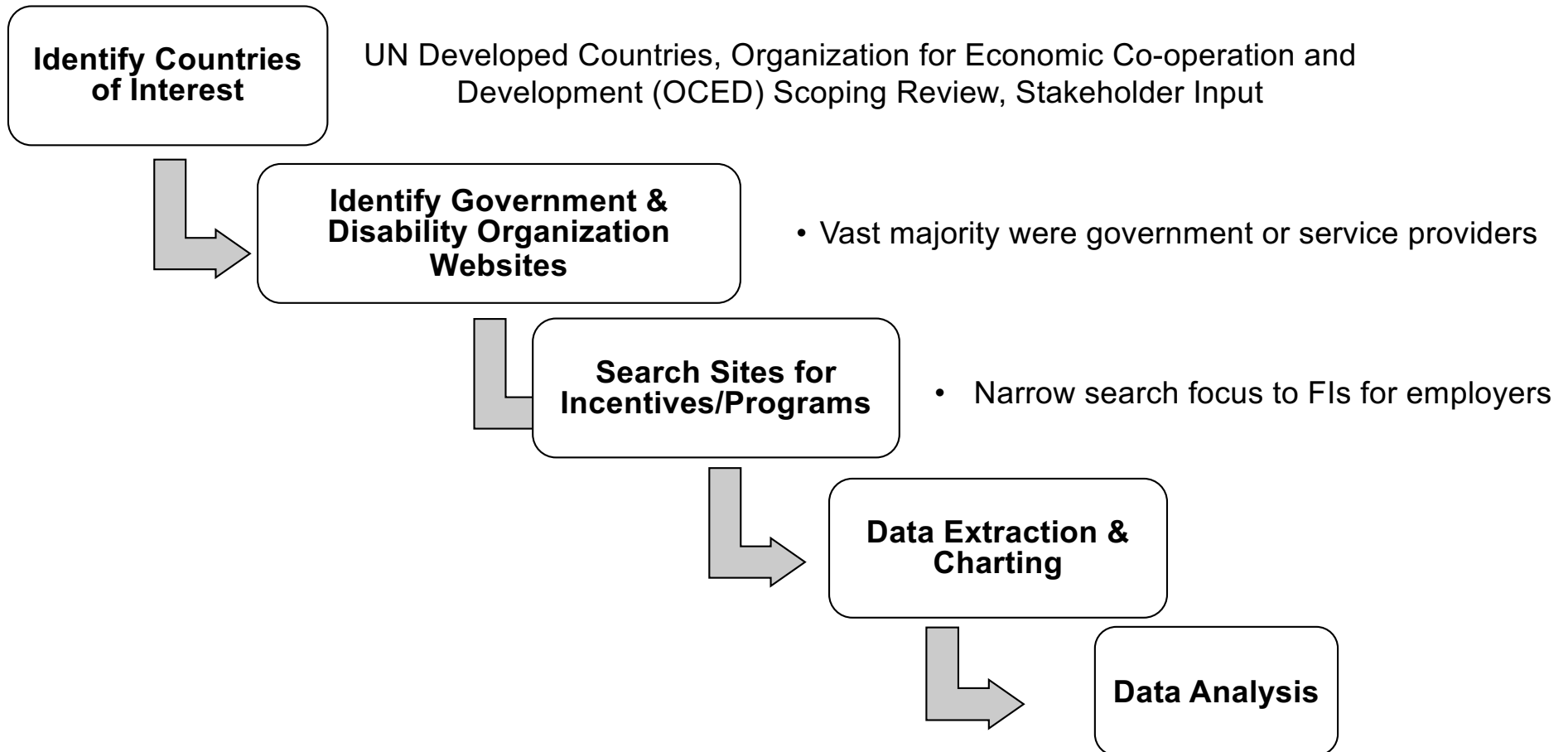
## **Objective: International Environmental Scan of Good Practices**

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### Objectives:

1. Describe the breadth of financial incentives
2. Identify the characteristics that do **or** do not facilitate the use of other country's financial incentives in the Canadian context

# Methods: Scan Overview



## Methods: Search Overview

**Search String Terms**

- Financial
- Wage
- Incentive
- Subsidy
- Accommodation
- Program
- Tax
- Work
- Workplace
- Job
- Career
- Employment
- Disability
- Impairment
- Inclusive

**Identify Steps:**

1. Identify Disability Organizations
2. Identify Government Programs

**Search Steps:**

3. Search for terms within organization's website
4. Identify pages, documents, links with content relevant to FIS

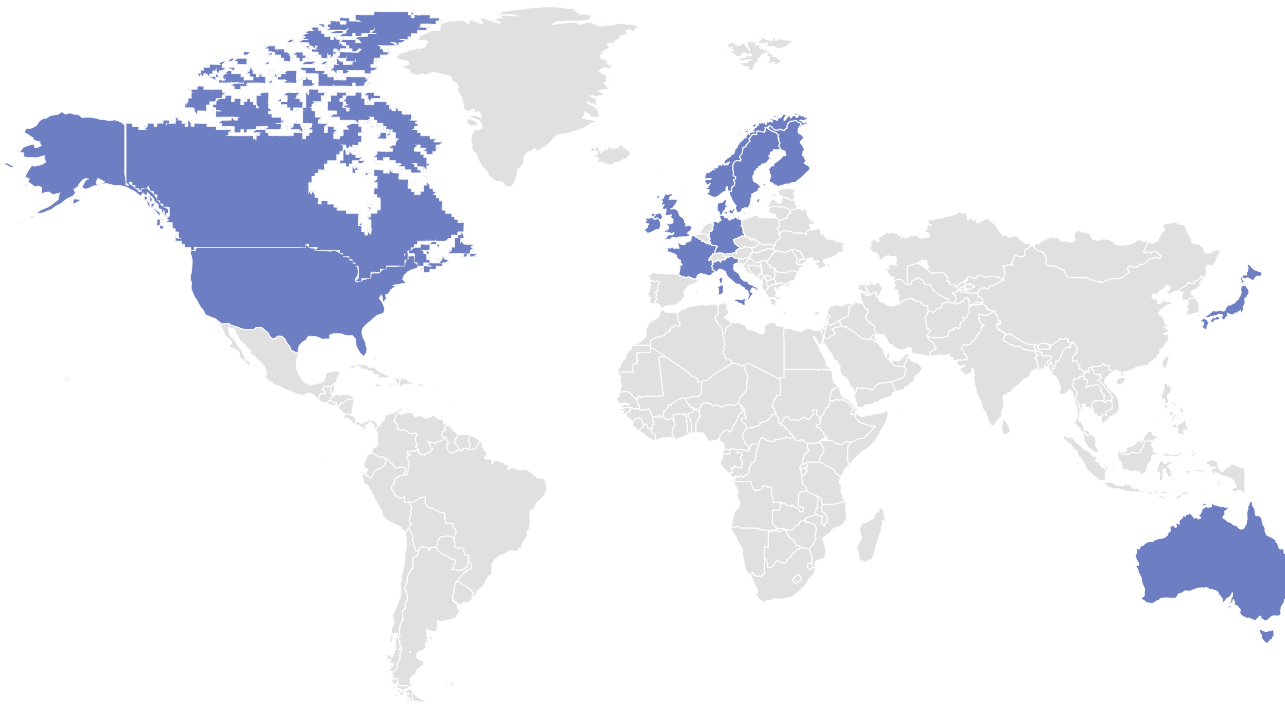
**Data Charting Steps:**

5. Identified programs are searched via URL link & separate google string
6. Information regarding FIS is charted

**Spreadsheet Data:**

Search String	Website URL	Yield	Title of Document	Document URL	Notes
(Financial OR Incentive OR Subsidy OR Accommodation OR Wage OR Tax OR Work OR Workplace OR Job OR Career OR Employment OR Disability OR Impairment OR Inclusive) site: INSERT WEBSITE NAME	<a href="http://www.afdo.org.au">www.afdo.org.au</a>	78,800	Employment Business Inclusion and Diversity Services	<a href="https://www.afdo.org.au/our-work/e">https://www.afdo.org.au/our-work/e</a> <a href="https://www.afdo.org.au/bids/">https://www.afdo.org.au/bids/</a>	AFDO's Business Inclusion & Diversity Services (BIDS) Trifold-Broch Sponsored by Victoria State Govt.
	<a href="http://a4.oz.au/">http://a4.oz.au/</a>		AFDO NDIS Champions program Welfare to Work	<a href="https://www.disabilityloop.org.au/champions.html">https://www.disabilityloop.org.au/champions.html</a> <a href="http://www.a4.org.au/sites/default/f">http://www.a4.org.au/sites/default/f</a>	Lists a number of supports on page 10

## Methods: Countries of Interest



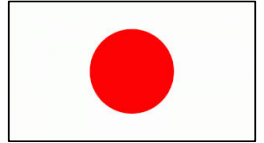
UN developed economies

- Canada
- Japan
- France
- Germany
- Italy
- United Kingdom
- United States
- Australia
- Nordic Countries

# FIS Examples: Countries

Japan, Germany, Australia

# Japan



## Quota System

Minimum employment rate

- Private sector 2.0% (↑ 2013)
- Public sector 2.5%

Count of employed PwD differs by:

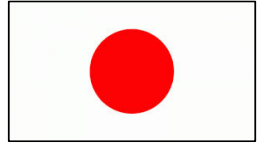
- Part- & full-time work
- Type & severity of disability
  - Physical
  - Mental
  - Intellectual

**Monthly benefit adjustment  
(> min rate)**

**Monthly penalty amount  
(< min rate)**

# Japan

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- Other systems
  - Special subsidiary system:
    - Employer establishes a subsidiary with special consideration to PWD, workers who are employed in the special subsidiary can be regarded as employed in the parent company for calculation the actual employment rate.
  - Special provisions for ↓ minimum wages
    - Act 7: persons with a disability
  - Support Programs
    - “Hello Work”
    - Vocational Rehabilitation
    - Trial Employment

# Germany



Quota: minimum employment rate

- 5% all organizations > 20 ppl



Penalty system

< 5%, < 3%, < 2%



\$ goes to  
employment  
benefits

- Extra benefits
  - Holidays – 5 additional days
  - Exemption from overtime
- Special protection from dismissal
- Employer subsidies up to 70 % of the salary for up to 3 years



# Australia



## Disability Discrimination Act

Main Source: Australian Government Support

- Disability Support & Management Services
- JobAccess

## Programs

- National Work Experience
- Community Development
- National Disability Coordination Officer

## Subsidies

- Wage Subsidy Scheme
- Western Australian Payroll Tax Exemption Scheme
- Enhanced Wage Subsidy
- Wage Connect

## Funds & Accommodations

- Work Based Personal Assistance
- Mobility Allowance
- Relocation to Take Up a Job
- Work Assist

# Australia



## The Employment Assistance Fund application process

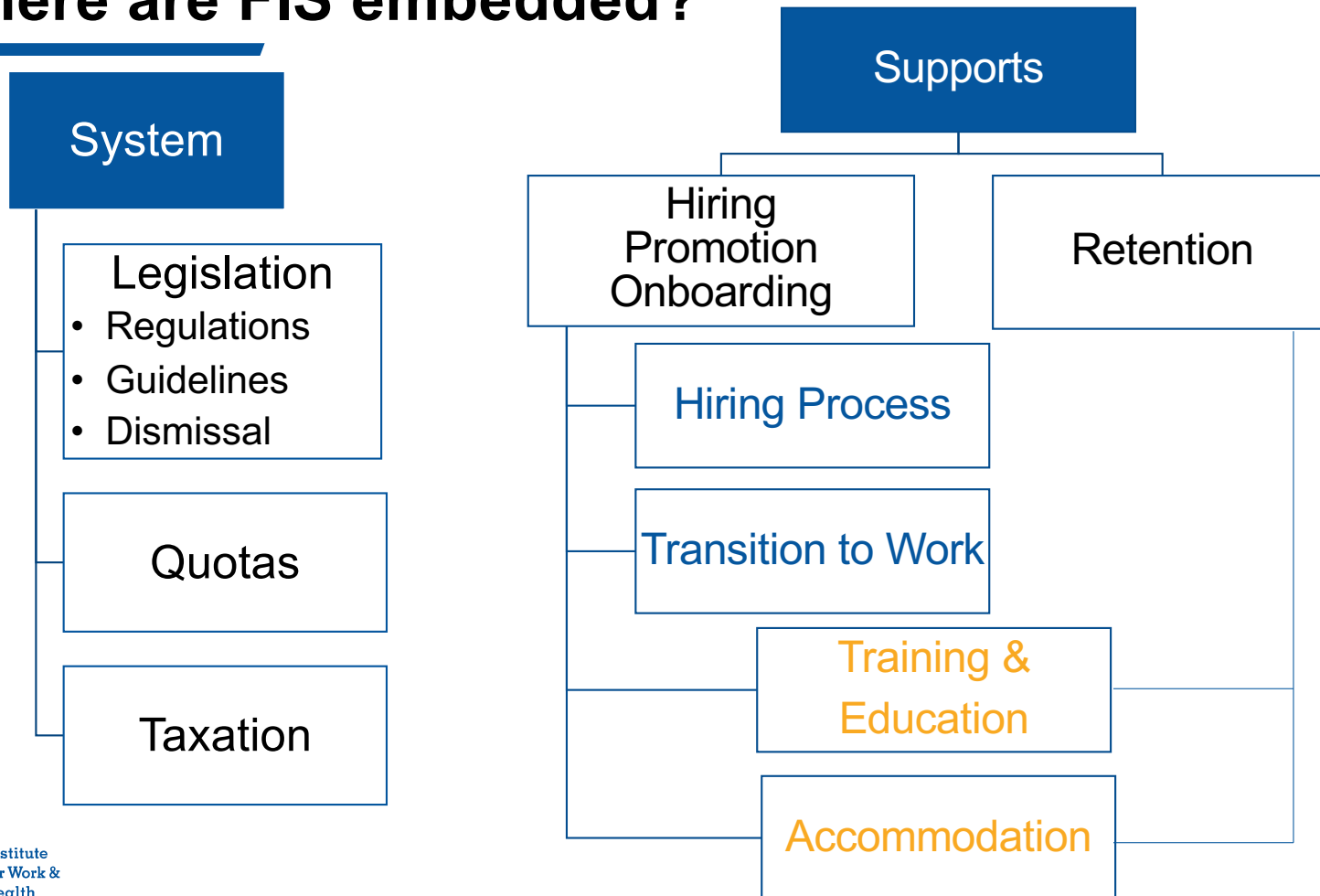
Your organisation submits an application for the Employment Assistance Fund (EAF).

JobAccess assesses the application and lets your organisation know the outcome. If the application goes ahead, JobAccess will advise if a workplace assessment is needed.

If no workplace assessment is needed, your organisation can purchase the goods/services and have the costs reimbursed by JobAccess.

If a workplace assessment is needed, JobAccess will arrange a specialist (at no cost to you) to confirm what workplace changes are required. Your organisation can then purchase the goods/services and have the costs reimbursed by JobAccess.

# Where are FIS embedded?



## Summary: Differences & Similarities

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- Quota Systems/Levies
- “Medical & Functional Impairment Model

- Anti-discrimination
- Social/Relational Model

Wage subsidy  
Work trials  
Supported Employment  
Vocational Rehabilitation



# Summary: Factors & Roles influencing FIS

## Funder

Who determines?

- Government
- Company policy

Who is required to abide by these?

- Company type, sector
- Company size

## Service Provider

- Support in and of themselves
- Job coaching, matching, training etc.

## Job Seeker

Disclosure

- Individuals must re-apply Working Conditions, Job Type
- Unskilled labour

## Employer

- Administrative
- Understanding reporting process
- Disability confidence



## Remaining Steps

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- Conduct interviews with key international stakeholders
- Revisit countries based on stakeholder feedback
- Build summary tables of FIS
- Compare/contrast economic/labour market systems
- Situate FIs in the Canadian context (Using other modules in the projects)

# Questions & Thoughts for Audience Feedback

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- Any countries of interest?
- Transparency in diverse perspectives/definitions of disability?
- What economic or labour market characteristics should we consider?
- Separate analysis for COVID-specific incentives?

# Research Partners

Centre de  
recherche sur les politiques en  
matière d'invalidité professionnelle



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Science  
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# Thank you

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# Keep up on evidence-based practices from IWH

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### [Volunteer Coordinator's Manual - Special Olympics Canada](#)

Programs are for individuals who have an intellectual **disability** ... These **job** descriptions are a key resource for the Volunteer Coordinator, and are also a ... **Program** Coordinator for Coaching Positions and **Program** Volunteers as well as.

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### [SO Inclusive: A Special Olympics Inclusive School Program](#)

What is SO **Inclusive**? The goal of the SO **Inclusive Program** is to assist schools in creating **inclusive** learning ... Leadership (PE Leadership, Health/**Career**) b.

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### [Champions for Inclusive Health leading the charge for critical ...](#)

In addition to the provincial **work**, Champions for **Inclusive** Health regional meetings have been hosted in Kamloops, Kelowna, Prince George, and Victoria in ...

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### [Frequently Asked Questions | Special Olympics Canada](#)

... but a year round sport **program** that offers training and competitive opportunities for athletes with an intellectual **disability**. Special Olympics Calgary is in the ...

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### [Program Coordinator's Manual - Special Olympics Canada](#)

Hayden sought ways to develop a national sports **program** designed specifically for people with

