



Data Gaps – Employer/Workplace

Lack of surveys of employers/workplaces focussing on disability issues

- Barriers employers face in hiring workers with disabilities (measurement of the level of understanding of disabilities, attitudes toward PWD, understanding of accommodations, misconceptions, lack of resources, etc.)
- Some method of evaluating or measuring change among employers and workplaces over time.
- Action with regard to ensuring accessibility and accommodation on the job
- Availability of resources, toolkits for helping employers, labour groups



Data Gaps – Systems Level Monitoring

Absence of monitoring and evaluation of the Canadian disability policy system

- Nine disability income programs-- CPP-D/QPP-D, EI Sickness, Veterans, Private Plans, WC, RDSP, Disability Tax Credits, Social assistance, Working Income Tax Benefit for Disability
- Important to know how people are doing in the system--Who has unmet needs? Who is falling through the cracks? Are people able to navigate the system?
- Work by John Stapleton is one exception– welfareization of work disability, the story of social assistance growth



Need for a Data Development and Warehousing Hub

- Collect data in a way that facilitates research
- Identify and address data gaps
- Create a database of initiatives that work well under headings—recruitment, accommodation, workplace design/tech
- Develop case studies/stories of successes
- Inventory toolkits for employers and workers, monitor their use, uptake, experience with them
- Create a guide for evaluating initiatives at the system, program and workplace level
- **Form a monitoring and evaluation stakeholder committee to work with community, public sector, program and employer partners**

National Conference

DISABILITY AND WORK IN CANADA

A Partnering Strategy for Moving Forward



Thanks!



Key Proposed Initiatives: Measurement and Accountability

- Develop an outcomes framework and an outcomes-based tracking system.
- Identify key indicators of progress towards the desired outcomes. Possible measures include:
 - % of PWD of working age who are employed
 - job satisfaction
 - duration of work
 - % of PWD above the poverty line
 - marginal effective tax rates
 - perceptions of PWD about adequacy of income and employment supports
 - measures of educational attainment and school-to-work transitions.



Key Proposed Initiatives: Measurement and Accountability (2)

- Collect data in a way that facilitates research, including baseline data on the indicators.
- Identify and address data gaps.
- Create a repository of initiatives that have worked well.
- Create a guide for the evaluation of initiatives at the program level and the workplace level.
- Tell stories of success linked to the idea for case studies under the first pillar.