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WINTER SEMESTER: DISABILITY AND LABOUR MARKET INTEGRATION

Disability and Work: Inclusion and Integration in the Labour Market

Friday, February 9, McGill University

www.crvdp.ca





Centre de recherche sur les politiques en matière d'invalidité professionnelle (CRPIP)
Centre for Research on Work Disability Policy (CRWDP)

WHO WE ARE

CENTRE FOR RESEARCH ON WORK DISABILITY POLICY

- In 2012, the Centre for Research on Work Disability Policy (CRWDP) was created through a 7-year **SSHRC Partnership Grant** following a 2 year development period
- We are a national **collaborative** of 60+ researchers and 60+partners across 15 research institutions. We are dedicated to addressing issues related to Canada's work disability policy system





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OUR MISSION

- We are a transdisciplinary initiative on the future of work disability policy in Canada
- Our mission is to conduct **partner-informed research** on how to improve Canadian work disability policy to help all people access employment and income security



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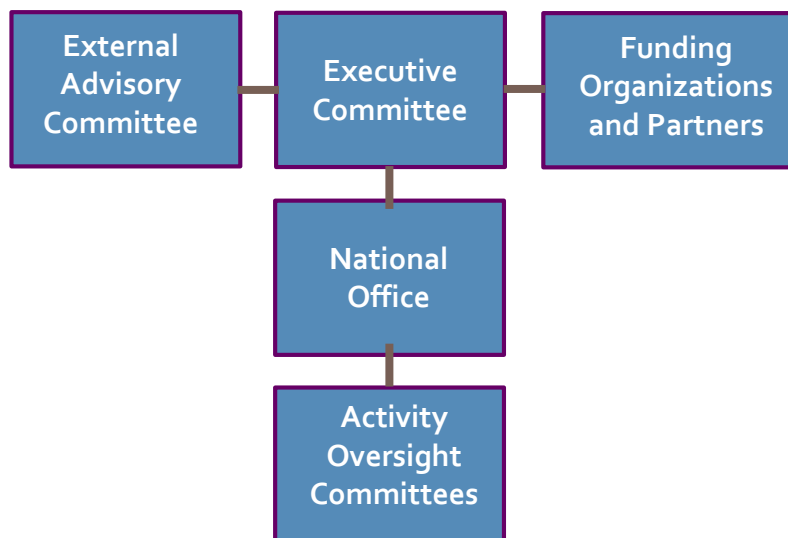
CRWDP CORE MANDATE

- **Bring together varied stakeholders** in the Canadian work disability policy system, including employers
- **Identify issues associated with program coordination and complexity**
- **Facilitate dialogue**, problem identification, and policy action
- Support multiple transdisciplinary research projects, including international comparative work
- **Build capacity for research on applied work disability policy**
- **Build consensus on a roadmap for work disability policy**



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OVERVIEW OF HOW WE ARE ORGANIZED



- **External Advisory Committee**
 - Arms length advice
- **Executive Committee**
 - Centre oversight
- **Provincial Cluster Leads**
 - Provincial coordination
- **Thematic Leads**
 - Cross national thematic coordination
- **Focussed Committees**
 - Knowledge Mobilization
 - Partner Engagement
 - Seed Grants
 - Student Capacity Building



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WORK DISABILITY POLICY

ISSUES AND CONTEXT

- Complex Canadian work disability policy system consisting of multiple programs at the provincial and federal level
- Changing nature of work, workers and injuries posing new challenges
- Economic climate can create pressure to further restrict eligibility

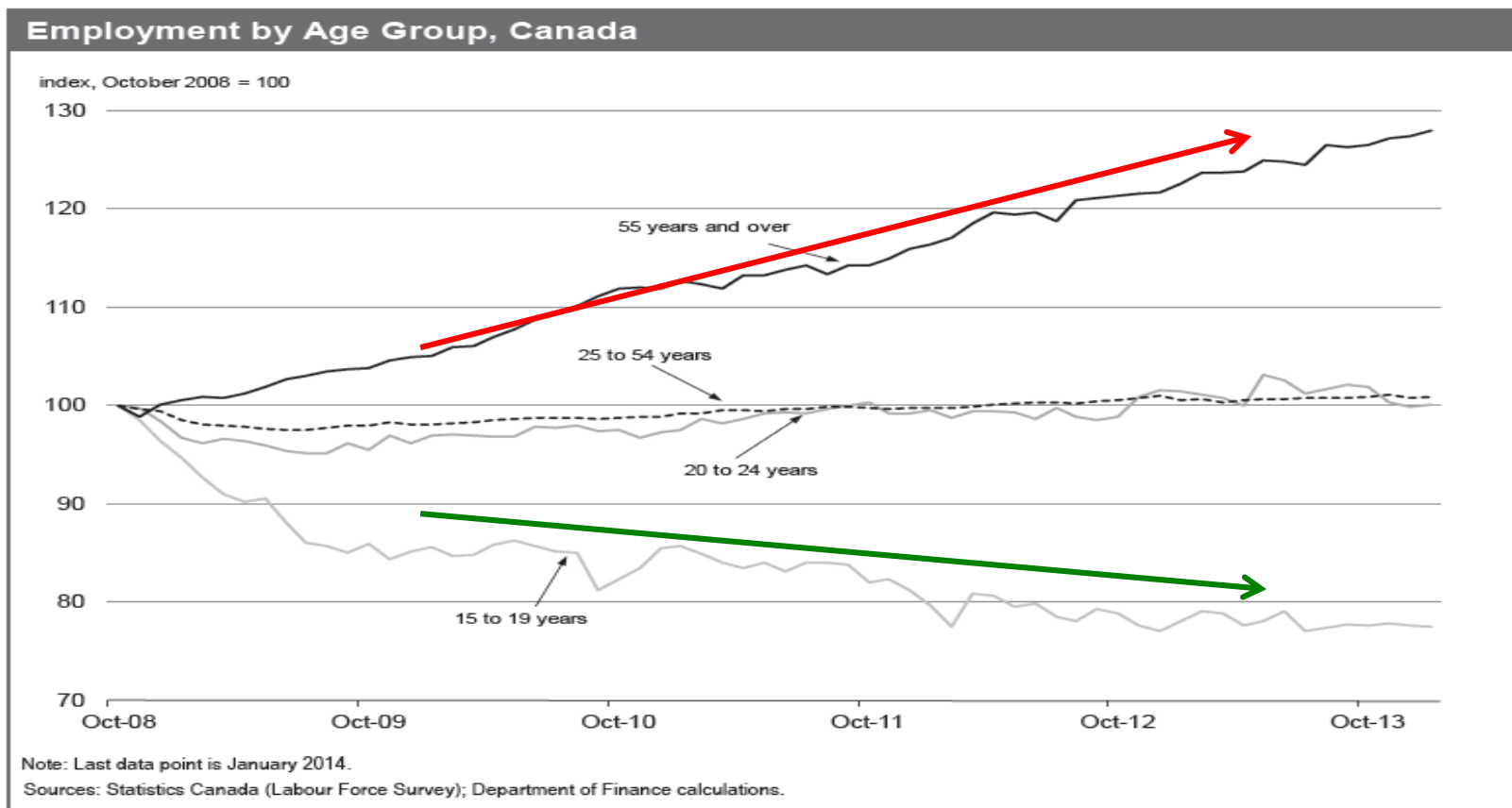
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Changing Nature of Workers, Work, Injuries



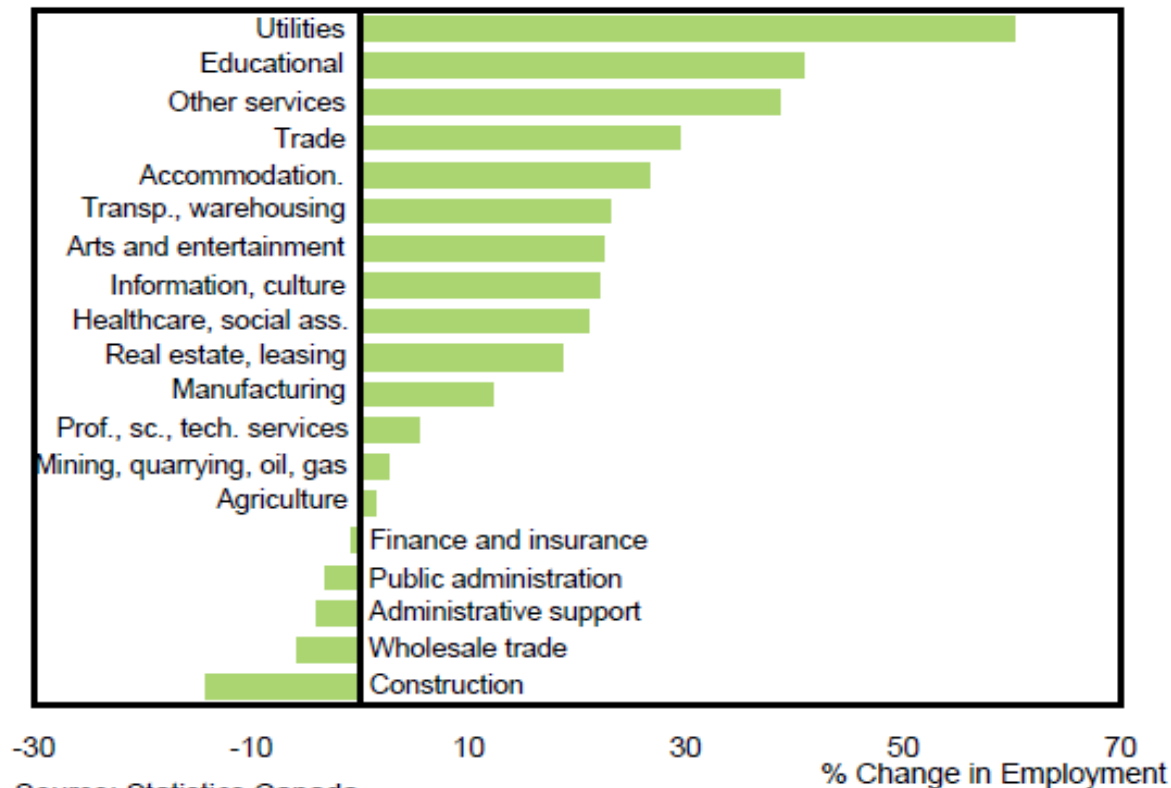
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Source: Department of Finance Canada (2014). Jobs Report: The State of the Canadian Labour Market. Ottawa, Department of Finance, Canada.



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**CHART 11: CHANGE IN TEMPORARY AND
CONTRACT WORKERS BY INDUSTRY (1997-2013)**





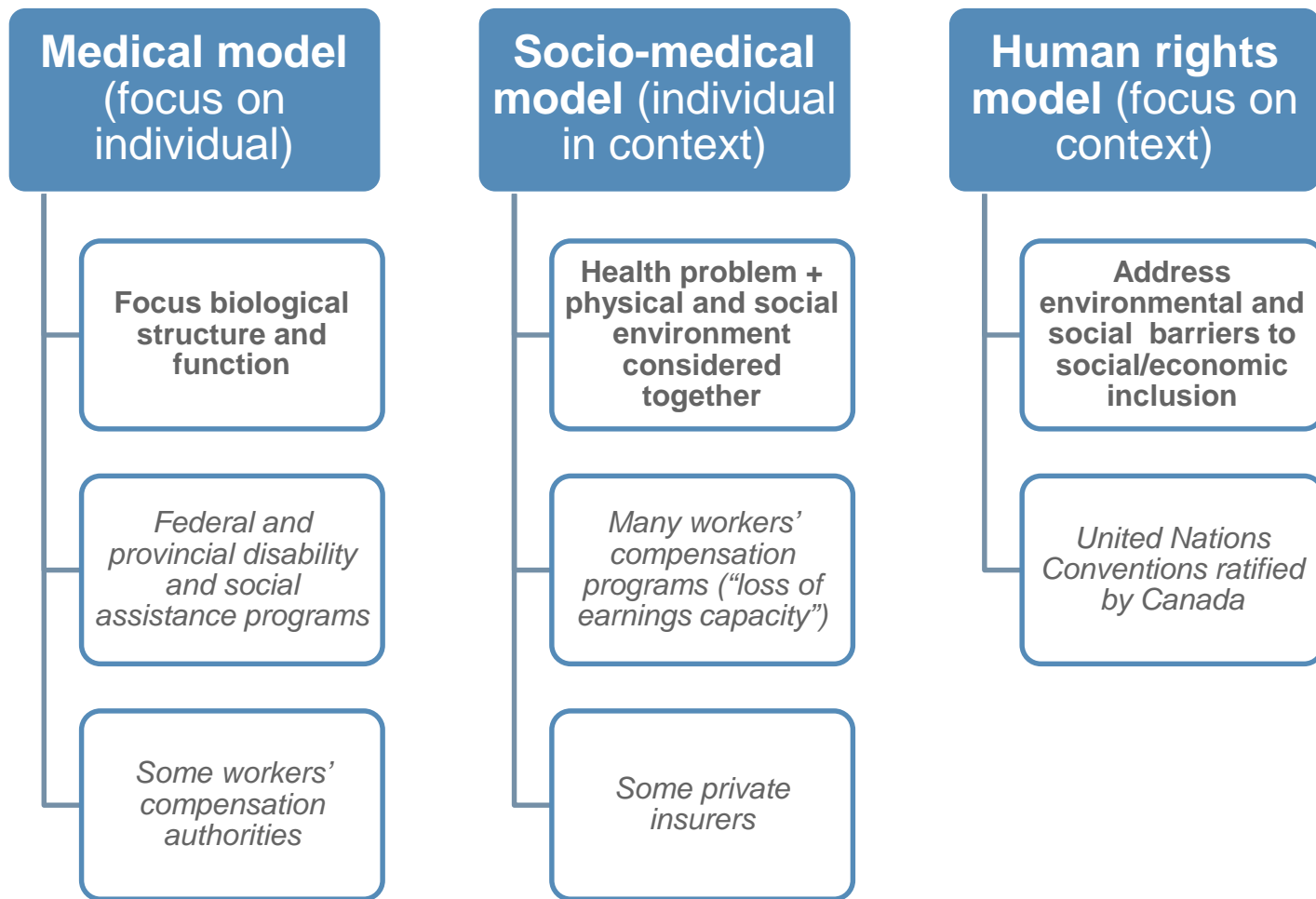
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PATCHWORK OF CANADIAN WORK DISABILITY PROGRAMS





VARIED DISABILITY CONCEPTS ACROSS CANADIAN PROGRAMS





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Social and Organisational Silos

Work injury system

Work injury & illness
Researchers
Workers' comp policy-makers
Injured worker activists
Overall medical &
socio-legal frame

Social security policy system

Disability researchers
Social security policymakers
Disability rights activist
Overall human rights &
medical model frame

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POPULATION HEALTH FOCUS

- **Work disability touches most people at some point over their lifetime**
 - Work disability policy is not a fringe concern
 - People with disabilities represent about 15.5 per cent of Ontario's population (similar percentages apply across the country)
 - More than 50% of Canadian families touched by disability
 - Aging of the Canadian population means more working age adults will be affected by chronic and episodic health conditions



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CRWDP's OVERALL OBJECTIVE AND RESEARCH QUESTIONS

TO IDENTIFY HOW PEOPLE, WHEN DISABLED, CAN BE BETTER RETAINED AND
INTEGRATED INTO THE CANADIAN LABOUR MARKET

- **Research questions**

1. How well does the Canadian disability policy system serve the current and emerging needs of working-age individuals, when disabled, in terms of employment support and opportunities?
2. For what individuals and labour-market contexts does it work well/not work well and why?
3. What are the key opportunities for policy and program improvement in the short and long run?

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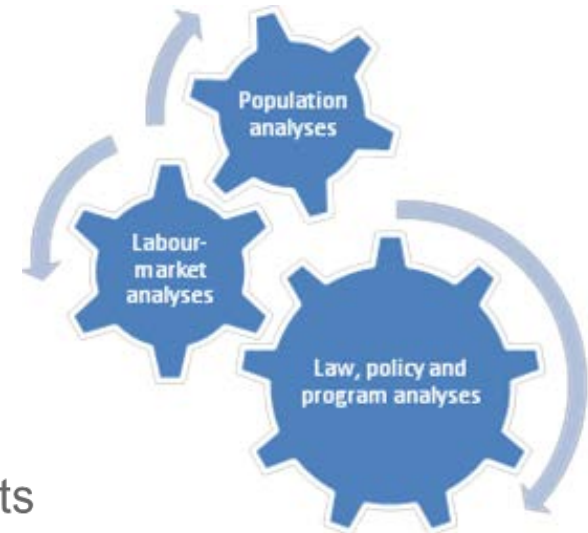
RESEARCH ACTIVITY PLAN

Three research themes

1. Population analyses
2. Labour-market analyses
3. Law, policy and program analyses

Highlights

- Requirement of partner involvement in all projects
- Emphasis on transdisciplinary methods
- Funding four large national studies
- Seed funding for other studies to assist with grant development
- Substantial student support at the doctoral and post-doctoral levels



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CRWDP RESEARCH STUDIES GROUNDWORK

- **Environmental Scan of Past Policy Initiatives Addressing Canadian Work Disability Policy System Coordination Issues**
 - Identified and described past policy efforts (initiatives) to address coordination of disability income support programs in Canada
 - Created database describing each initiative with related documents
 - Provides important lessons going forward
- **Scoping Review of Work Disability Policy**
 - Created an accessible database of 751 scientific articles about work disability policy
 - International in scope, current (published 2000 or later), and organised by government program type



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ACTIVATING RESEARCH THROUGH SEED GRANTS ACADEMIC-PARTNER COLLABORATIONS

Seed Grant Projects

First call from spring/summer 2014

Developing research capacity to better understand the effects of British Columbia's Annualized Earnings Exemption in relation to people living with mental illness and/or addictions who are working and receiving disability assistance

The Human Rights of Injured Workers: Social Protection Floors and the Canadian Work Disability System

Exploring the Experiences of Injured Workers Who Fail to Return to Work

La mesure de l'incapacité : un état des lieux

Willing but Unable:
A Population in Waiting

People with Episodic Disabilities: Who are They and What Supports Do They Need to Obtain and Retain Employment?

Disability Support Services in Newfoundland and Labrador and Canada: Impact on Labour Market Participation for Individuals with Disabilities

Work Integration Needs Analysis of the School-to-work Transition for Young Adults with Disabilities in Ontario

L'utilisation des TIC pour soutenir l'accès à l'emploi des adolescents handicapés ou en difficultés d'apprentissage ou d'adaptation (HDAA)

Investigating Vocational Rehabilitation Outcomes Among Permanently Injured Workers

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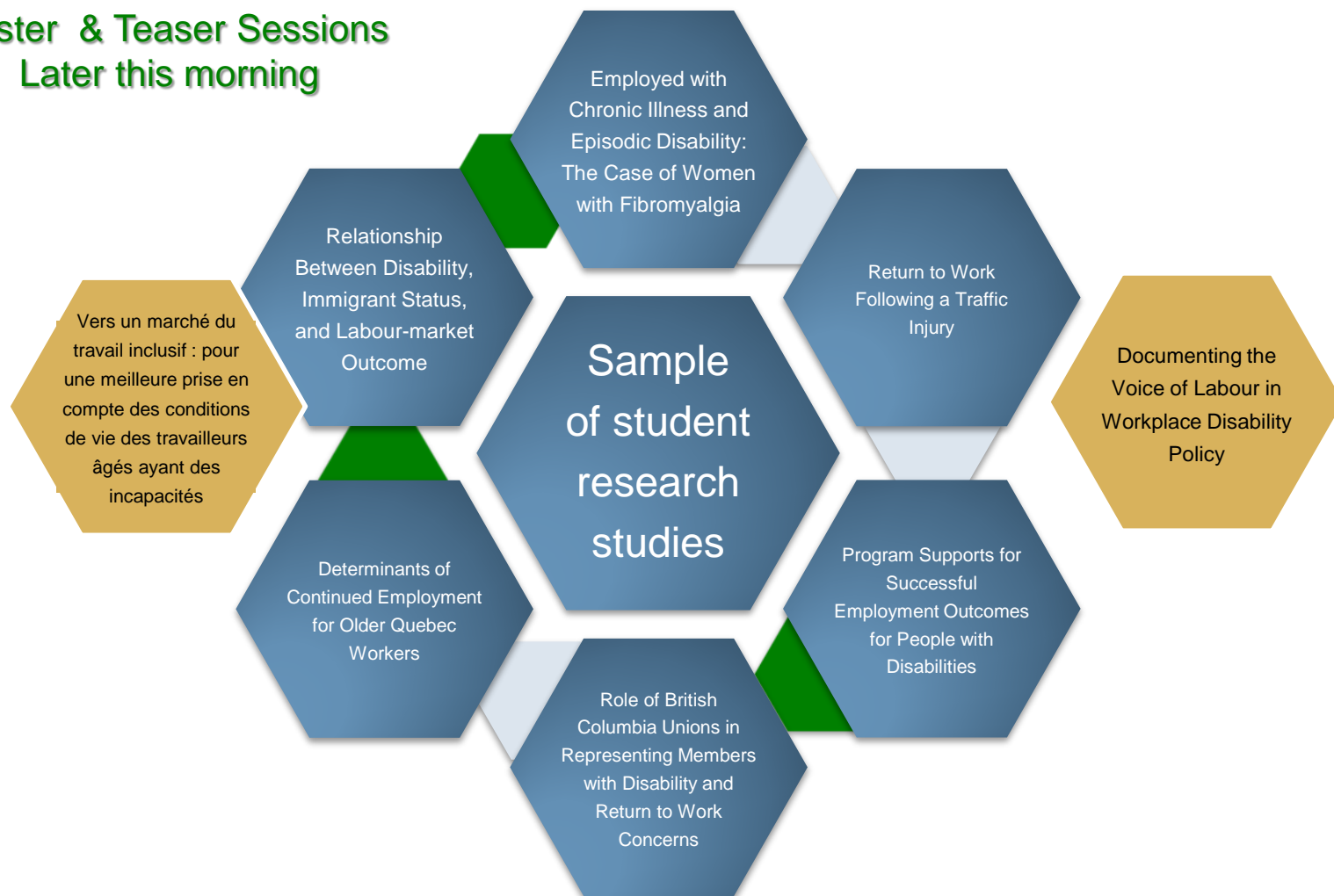




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STUDENT RESEARCH

Poster & Teaser Sessions
Later this morning





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STUDENT/NEW RESEARCHER TRAINING OPPORTUNITIES

- Support training and mentoring opportunities for students and new scholars
 - 70 Graduate stipends over 7 years
 - 8 Post-doctoral fellowship years of funding
 - Research associates on projects
 - Community/Policy internships
 - CRWDP new research activities at conferences

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- A word cloud visualization showing terms related to knowledge mobilization. The words are arranged in various sizes and colors (orange, green, purple, black) against a white background. Key terms include 'knowledge', 'mobilization', 'research', 'practice', 'policy', 'community', 'stakeholders', 'dissemination', 'impact', 'transdisciplinary', 'collaborative', 'exchange', 'information', 'users', 'change', 'diffusion', 'transfer', 'application', 'benefit', 'mutually-beneficial', 'support engaged', 'participatory methods', 'accountable', 'public', 'students', 'process', 'investment', 'gap', 'dialogue', 'partnership', 'evidence', 'active', 'results', 'two-way', 'ideas', 'innovation', 'improvement', 'technology', 'reciprocal', 'dynamic', 'media', 'translation', 'decision-makers', 'connections', 'leadership', 'government', 'situation', 'end-of-grant', 'action', 'access', 'collective', 'indigenous', 'networks', 'facilitator', 'context', 'connect', 'societal', 'cultural-appropriate', 'uptake', 'enhancing', 'purposeful', 'academic', 'measurable', 'ngos', 'researchers'.



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QUEBEC CLUSTER MEMBERS

- Marie-José Durand, Université de Sherbrooke, Co-Investigator; Quebec Co-Lead;
- Normand Boucher, Co-Investigator; Quebec Co-Lead; Executive Committee Member;
- Geneviève Baril-Gingras, Université Laval, Co-Investigator;
- Marie-France Coutu, Co-Investigator, New Researcher Capacity Building Committee Member;
- Alain Noël, Université de Montréal, Co-Investigator,
- Eric Latimer, McGill University, Co-Investigator
- Jeffrey A. Hilgert, Université de Montréal, Co-investigator;
- Marie Laberge, Université de Montréal. Centre de recherche du CHU Ste-Justine, Co-Investigator;
- Ysabel Provencher, Université Laval, co-investigator



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Steve Mantis
Ontario Network of Injured
Workers Group

COMMUNITY CAPACITY BUILDING

- Spearheaded by Steve Mantis, longstanding injured workers advocate
- **Community Caucuses** – umbrella structure for coming together to create common ground
- **Community Forums** – meetings for two-way dissemination of knowledge
- **Speakers School** – training program to develop speaking skills and confidence

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WORKER VIDEOS STORIES

- Injured and disabled workers sharing their experiences of Canada's work disability policy system
- Available on CRWDP website and YouTube channel:
www.youtube.com/crwdp
- Developing videos of worker-employer experiences with employment

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TARGET OUTCOMES

Intermediate outcome via research:

Extensive knowledge base for evidence-informed policy decision-making

Intermediate outcome via partner engagement:

Network of stakeholders and mobilised work disability community

Ultimate outcomes:

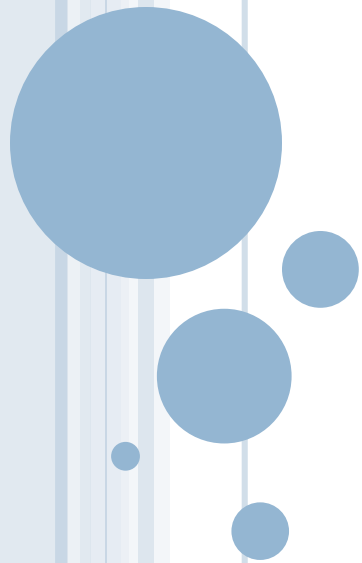
**Improved Canadian work disability policy system
Establishment of an applied work disability policy field of study**

Intermediate outcome via training and mentoring:

Increased research capacity and work disability policy expertise

Intermediate outcome via knowledge mobilization:

Improved societal awareness of need for inclusiveness and engagement



THANK YOU VERY MUCH
Questions?