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

CRWDP Webinar Series February 25th 2021
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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

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

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<thead>
<tr>
<th>Background &amp; Rationale Defining Financial Incentives (FIS)</th>
<th>10 min.</th>
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<td>Scoping Review</td>
<td>5 min.</td>
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<tr>
<td>Objectives of Environmental Scan</td>
<td>5 min.</td>
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<tr>
<td>Methodology</td>
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<td>Preliminary Findings</td>
<td>10 min.</td>
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<td>Summary Considerations</td>
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<td>Next Steps</td>
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<td>Feedback, Learning &amp; Q&amp;A</td>
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Background: Rationale

- 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:
- \( \uparrow \) number of jobs
- \( \downarrow \) number of unemployed Ontarians with a disability

FIS (specifically, wage subsidies) are currently used by some federally funded 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”

- Sales, business (Burch et al., 2008; Munzel et al., 2019)
- Employee performance (Jenkins et al., 1998)
- Wellness (PA, smoking cessation, food) (Marteau et al., 2009)
What is a financial incentive to you?

What terms come to mind when you hear the term financial incentive?
We recognize **FIS** may not be the best term

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

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**Background: Defining Financial Incentives (FIS)**

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

Year 1
Scoping Review

Year 2
Field Knowledge and Ontario Case Studies

Module 1: Field Knowledge Gathering and Mapping of the Canadian Policy Arena

Module 2: International Environmental Scan of Good Practices

Year 3
Ontario Resource Development

Module 3: Pan-Canadian, Evidence-informed Case Studies

Module 4: Development of Contextualized, Evidence-informed Resources

Module 5: Communications & Knowledge Mobilization Campaign

Legend
Completed
In Progress
Next Steps
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Year 1: Scoping Review

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Legend:
- Completed
- In Progress
- Next Steps

Timeline:
- 2017
- 2018
- 2020
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

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

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

- Identify Countries of Interest

UN Developed Countries, Organization for Economic Co-operation and Development (OCED) Scoping Review, Stakeholder Input

- Identify Government & Disability Organization Websites
  - Vast majority were government or service providers

- Search Sites for Incentives/Programs
  - Narrow search focus to FIs for employers

- Data Extraction & Charting

- Data Analysis
Methods: Search Overview

<table>
<thead>
<tr>
<th>Search String Terms</th>
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<tbody>
<tr>
<td>Financial</td>
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<tr>
<td>Wage</td>
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<tr>
<td>Incentive</td>
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<tr>
<td>Subsidy</td>
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<tr>
<td>Accomodation</td>
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<tr>
<td>Program</td>
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<td>Tax</td>
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<tr>
<th>Identify Steps:</th>
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<tbody>
<tr>
<td>1. Identify Disability Organizations</td>
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<td>2. Identify Government Programs</td>
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<tr>
<th>Search Steps:</th>
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<tr>
<td>3. Search for terms within organization’s website</td>
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<td>4. Identify pages, documents, links with content relevant to FIS</td>
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<th>Data Charting Steps:</th>
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<tr>
<td>5. Identified programs are searched via URL link &amp; separate google string</td>
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<tr>
<td>6. Information regarding FIS is charted</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Search String</th>
<th>Website URL</th>
<th>Title of Document</th>
<th>Document URL</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>AFDO NDIS Champions program</td>
<td>Welfare to Work</td>
<td>AFDO NDIS Champions program</td>
<td><a href="https://www.disabilityscope.org.au/champions.html">https://www.disabilityscope.org.au/champions.html</a></td>
<td>Info on supports on case 10</td>
</tr>
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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

*Disclaimer: Program examples, not full review of all practices by country*
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

- 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?

System
- Legislation
  - Regulations
  - Guidelines
  - Dismissal
- Quotas
- Taxation

Supports
- Hiring Promotion Onboarding
- Retention
- Hiring Process
- Transition to Work
- Training & Education
- Accommodation
Summary: Differences & Similarities

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

Wage subsidy
Work trials
Supported Employment
Vocational Rehabilitation

- Anti-discrimination
- Social/Relational Model
Summary: Factors & Roles influencing FIS

Funder
Who determines?
• Government
• Company policy
Who is required to abide by these?
• Company type, sector
• Company size

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

Service Provider
• Support in and of themselves
• Job coaching, matching, training etc.

Employer
• Administrative
• Understanding reporting process
• Disability confidence
Remaining Steps

- 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

- 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’invalilité professionnelle

Centre for Research on Work Disability Policy

Institute for Work & Health

School of Rehabilitation Science

McMaster University

SSHRC CRSH

Ontario Ministry of Colleges and Universities

Canada
Thank you

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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.

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.

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 ...

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 ...

Program Coordinator's Manual - Special Olympics Canada
Hayden sought ways to develop a national sports program designed specifically for people with