



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

Centre for Research on Work Disability Policy

Mission, Structure and Key Activities

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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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This Round Table Event is part of our 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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Who We Are

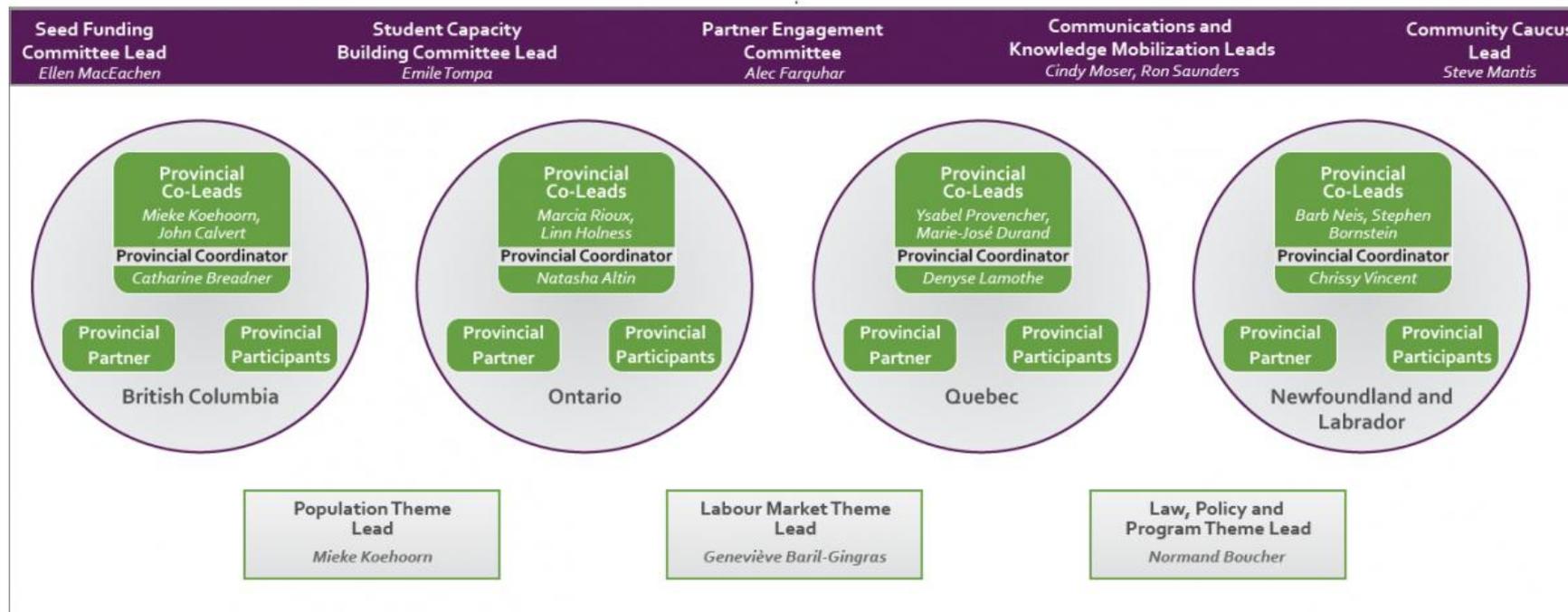
The Centre for Research on Work Disability Policy

- 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 50+ partners across 15 research institutions. We are dedicated to addressing issues related to Canada's work disability policy system





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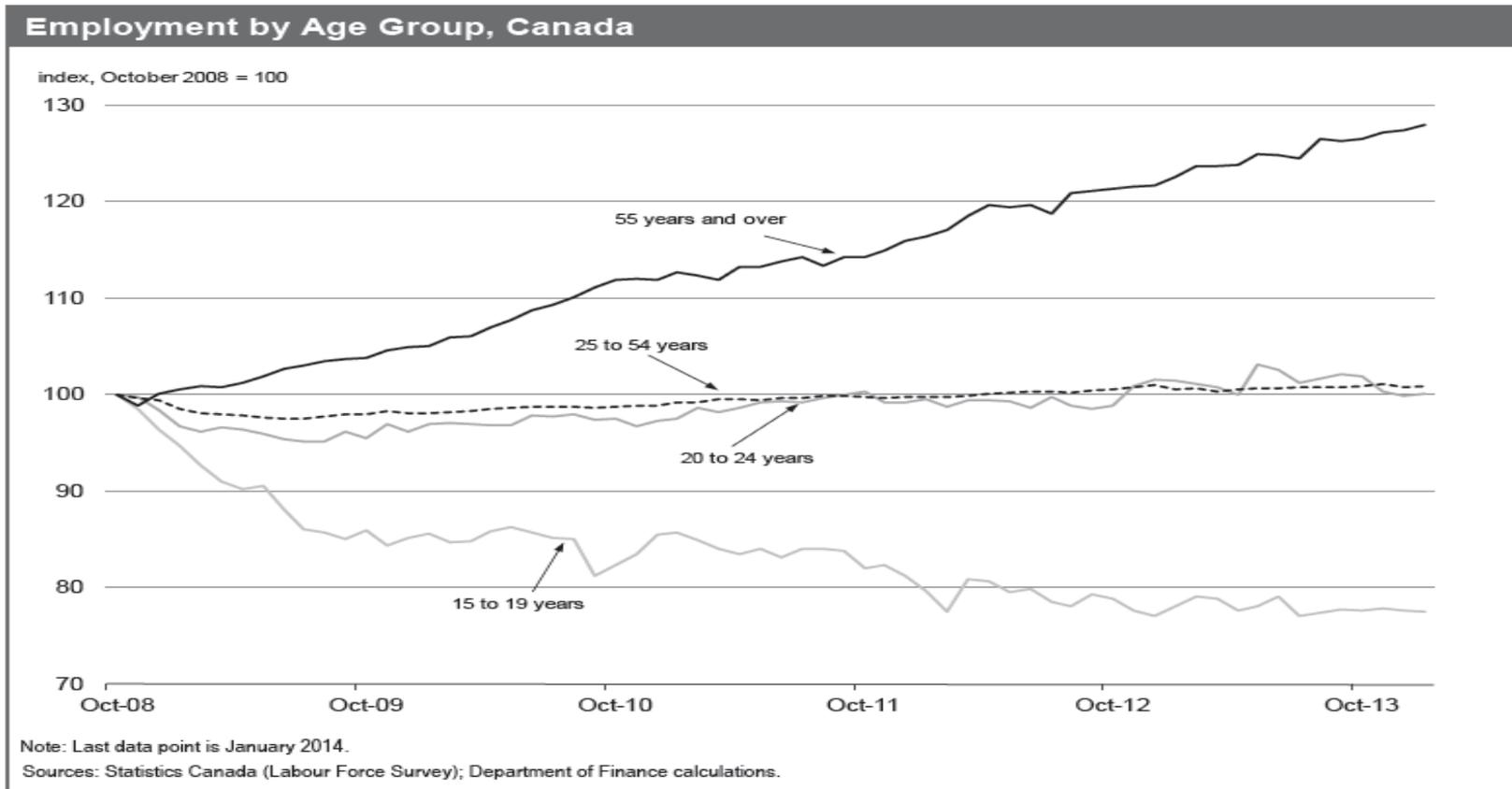
Work Disability Policy Context

- 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





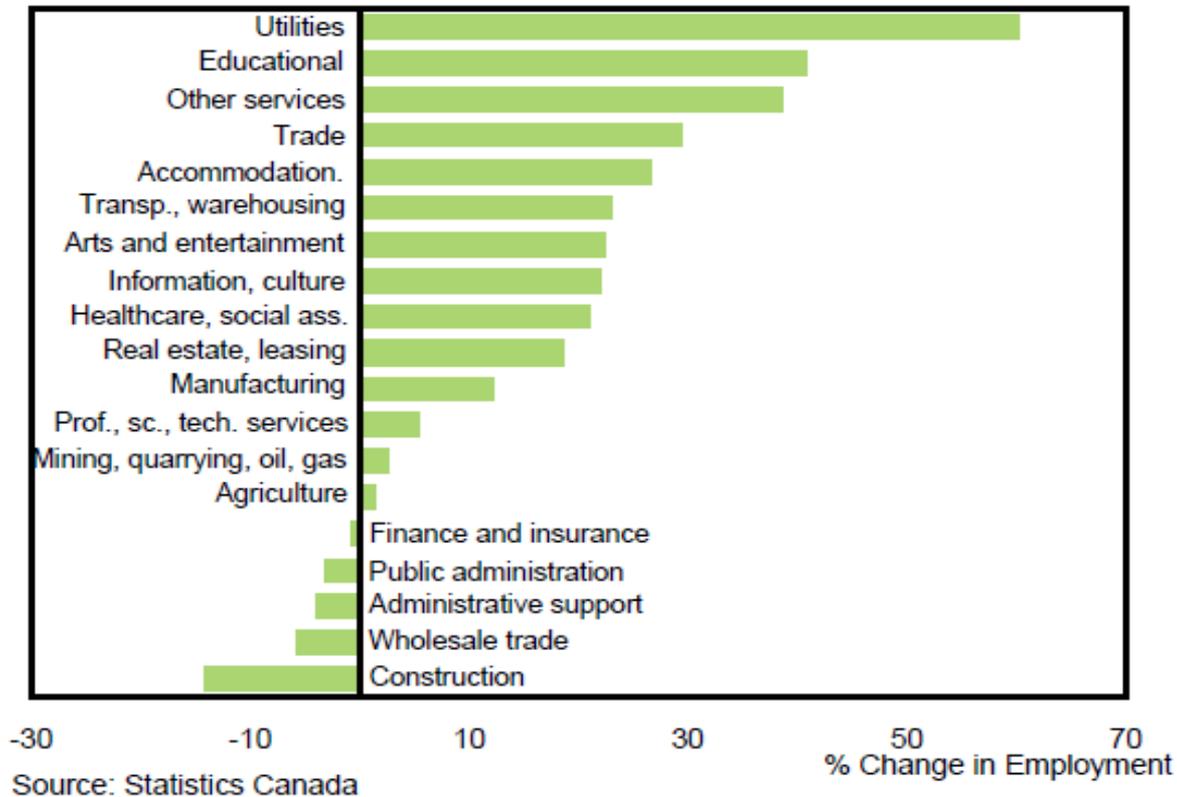
Changing Nature of Workers, Work, Injuries



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



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



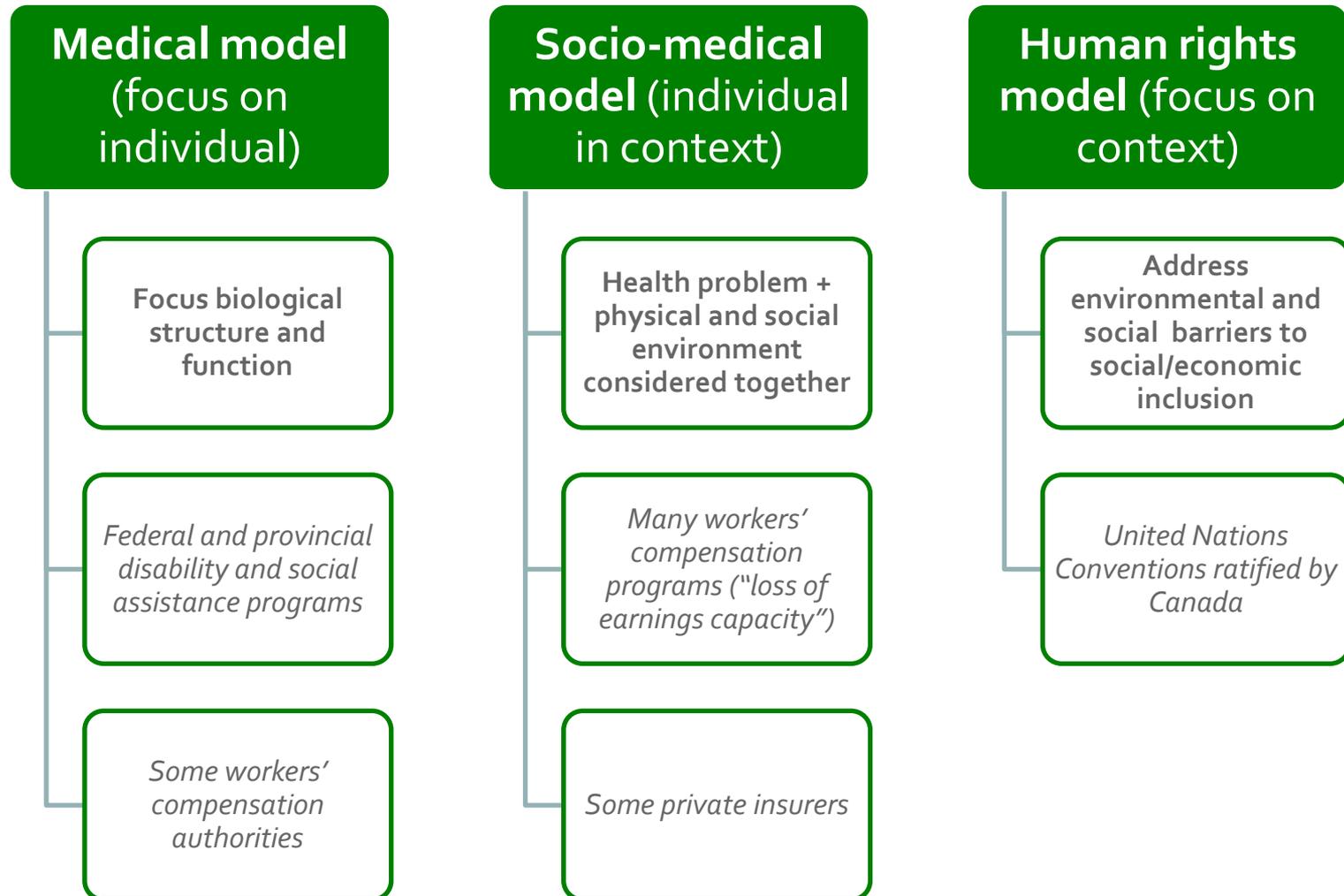


Patchwork of Canadian Work Disability Programs





Varied Disability Concepts Across Canadian Programs





Social and Organisational Silos

Work injury system

Work injury & illness
researchers
Workers' compensation
policy-makers
Injured worker activists
Overall medical and socio-
legal frame

Social security policy system

Disability researchers
Social security policymakers
Disability rights activists
Overall human rights +
medical model frame



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Our 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



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?





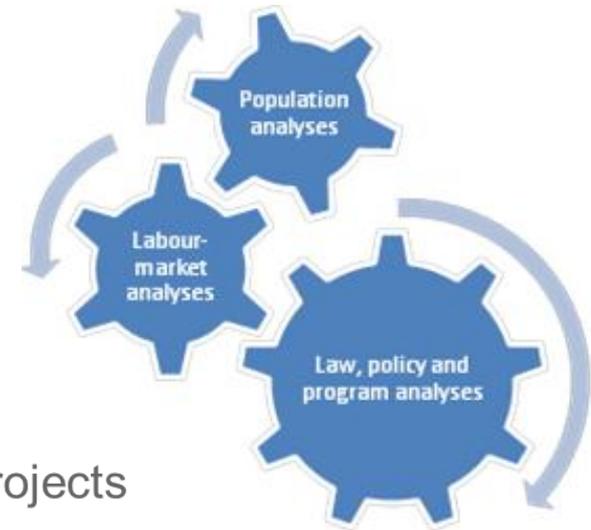
Research Activity Plan

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 : spring/summer 2014 (7 awarded)

Second call: spring/summer 2015 (6 awarded)

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

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

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)

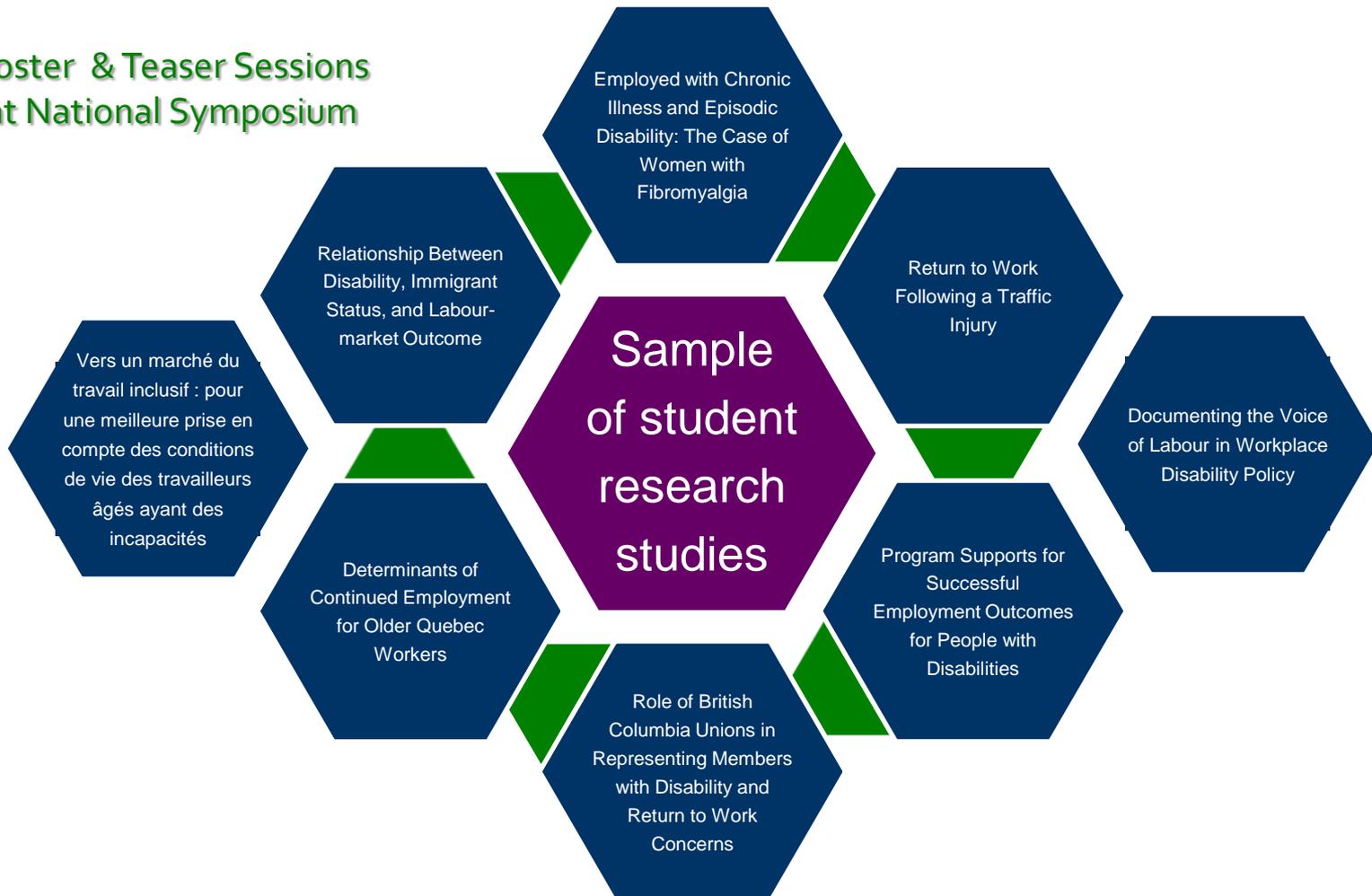
Investigating Vocational
Rehabilitation Outcomes
Among Permanently
Injured Workers





Student Research

Poster & Teaser Sessions at National Symposium





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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





CRWDP Champions

Respected figure heads widely known to the public



Mike Bradley



David Onley



Mark Wafer

1. **Mike Bradley, Mayor of Sarnia**
 - Originator of the "*Mayor's Challenge to Hire Persons with a Disability*"
 - Pioneering a local program that rates and recognizes accessible businesses
2. **The Honourable David C. Onley, Lieutenant Governor of Ontario**
 - Adopted 'accessibility' as the overarching theme of his mandate
3. **Mark Wafer, Tim Horton's Franchise Owner**
 - Nationally known as model employer for active recruitment of people with disabilities



Community Capacity Building



Steve Mantis
Ontario Network of Injured
Workers Group

- 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



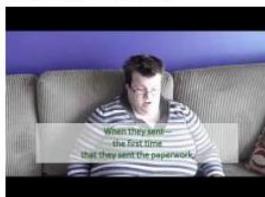
Worker Videos Stories

- 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

Ali's Story



Mallory's Story



Brian's Story



Lynn's Story



Eugene's Story



Mario's Story



Robert's Story





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Social and Print Media

- Accessible, bilingual website with archive of resources
- Accessible newsletter developed with Adobe InDesign
- Annual Activity Report
- Twitter launched Feb 2014 @crwdp

More than 12,000 website visits to second issue of English-language newsletter





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Our Website

www.crwdp.ca

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Who We Are 

The Centre for Research on Work Disability Policy (CRWDP) is a transdisciplinary initiative on the future of work disability policy in Canada

Research Highlights 

L'accompagnement vers l'emploi dans les carrefours jeunesse-emploi; la politique d'insertion à l'épreuve du terrain

Handbook of Work

News & Events 

May 20 to Jul 15 - Call for Seed Grant Proposals

Feb 4 - News release: New research centre to help injured, ill and disabled workers stay in job market

Partner Spotlight 

 Centre for Independent Living Toronto

Participant Spotlight 

 Aleck Ostry



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Our National Launch

Opening the Centre with a splash



CRWDP Launch: From left, Dr. Patrick Deane, President and Vice-Chancellor of McMaster University; Dr. Ellen MacEachen, Co-director of CRWDP; Dr. Charlotte Yates, Dean, Faculty of Social Sciences, McMaster University; Mrs. Ruth Ann Onley; The Hon. David C. Onley, Lieutenant Governor of Ontario; Dr. Emile Tompa, Co-director of CRWDP; Dr. Brent Herbert-Copley, Vice-President, Research Capacity, Social Science and Humanities Research Council.

- February 4, 2014
- The Honourable David C. Onley gave opening keynote
- Mayor Mike Bradley gave the closing keynote
- Concurrently had media release with uptake by 30+ outlets
- Released the 1st newsletter, launched website, and published 5 worker videos



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Our Partners

- Community groups
- Legal clinics
- Labour/unions
- Policy makers
- Disability program representatives
- Employer organizations
- Research institutions





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



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Thank You



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