



**CRWDP National Symposium
Toronto
November 20, 2015**

**Gaps and opportunities related to
programs that support
work integration and reintegration**



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Many challenges on the “Work Disability policy / program support” (WDPPS) – supply side across Canada with interesting opportunities on the WDPPS – demand side

Recognizing that lack of equitable employment participation – speak poverty – is the biggest challenge facing persons with disabilities across Canada and around the world



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Realizing that additional research / reports / reviews will do absolutely nothing to change the above paradigm without determined leadership!



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Key opportunities

Introduce a system of:

- Standards / expectations
- Measurement
- Consequences for failure



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Specific WDPPS components could include:

- Legislative structures
- Social partners – employer/labour agreements
- Administrative / knowledge support framework
- Personal / organizational leadership initiatives



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Legislative structures:

- Employer return to work obligation
- Employment requirements
- Administrative financial support system



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Employer and labour collective agreements supporting return to work

Administrative / knowledge support framework includes:

- ILO Code of Practice on Managing Disabilities in the workplace
- UN Convention on the Rights of Persons with Disabilities
- UN/ISSA Best Practice Guidelines on RTW
- ADA/AODA/Human Rights legislation/IWH Reports



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Personal and organizational leadership opportunities at the following levels:

- Corporate
- Union
- Government



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Going forward

Key future success challenges:

- How do we remove “ideology” from “evidence based” decision making?
- How do we build “individual” and subsequently “organizational” leadership without “personal” experience?