

A Comprehensive Societal Disability Management Strategy

IFDM
Los Angeles
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Context

- British Columbia, Canada host of the 2010 Winter Olympics

Government Strategy

- Ensure that British Columbia has the most comprehensive support program for persons with disabilities

Implementation Process:

Broad range of government / private partnerships

Government Strategy

Two –Pronged Approach:

A. Maximize employment participation
for people with disabilities generally

Implementation Process:

“10 x 10” program

Government Strategy

Two –Pronged Approach:

B. Maximize job retention for those at risk

Implementation Process:

“Disability Management Excellence”
initiative

Disability Management Excellence Initiative

Rationale – The Facts:

- 80,000 people with disabilities on social assistance
- 95% have recent labour market experience
- 30% have been cut off long-term disability support

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Rationale – The Facts:

- \$1 billion annual cost to provincial treasury
- \$17 billion liability – increasing at \$32 million per month

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Rationale – The Facts:

- In 2003, persons with disabilities comprised 29% of social assistance case load
- In 2007, persons with disabilities comprised 69% of social assistance case load
- Provincial unemployment rate in 2007: 3.8%

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Rationale – The Facts:

- Labour market challenges
- Increased incidences of mental health
- Increasing disability related employer costs
- Stagnant hiring rates for persons with disabilities
- Rising employer administrative / training costs

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Government Strategic Objective:

- Reduce the socio-economic impact of disabling conditions through maximum job retention efforts

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Expected Outcomes:

- Improve the competitive position of BC business
- Lower social security system inflow
- Increase overall employment of persons with disabilities
- Address contemporary labour market challenges

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Government implementation process:

- Review of global best practice Disability Management standards and processes by Ministry of Employment and Social Assistance
- Incorporation of IDMSC professional and program standards in the official Disability Strategy
- Subsequent approval of Strategy by BC Cabinet

Disability Management Excellence Initiative

Conceptual development of DM
Excellence initiative

Implementation process in 3 stages:

- A. Formalize government / private partnership for application of IDMSC standards

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Conceptual development of DM
Excellence initiative

Implementation process in 3 stages:

B. Offer employers a free RTW / DM
program assessment using the IDMSC
standard

Disability Management Excellence Initiative

Conceptual development of DM
Excellence initiative

Implementation process in 3 stages:

C. Support subsequent employer RTW /
DM process re-design through a
financial subsidy

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DM Excellence initiative challenge:

- How do we ensure broad employer adoption?

Implementation process:

- Adoption of “challenge strategy”

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Challenge partners:

- Borden Ladner Gervais LLP
- British Importers Ltd.
- Canada Post (BC Region)
- Canadian Pacific Railway
- Canfor Corporation
- City of Port Alberni
- Island Timberlands LP
- Okanagan Regional Library
- Philips, Hager & North
- School District 23, Central Okanagan
- Semiahmoo House Society
- Staples (BC Region)
- Teck Cominco
- University of Northern British Columbia
- Vancouver Airport Authority
- Vancouver Coastal Health Authority



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Critical findings:

Key impact – example:

Canada Post

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Detailed implementation:

Presentation by Vancouver Coastal Health
Authority – next