



Human Resources and
Social Development Canada

Ressources humaines et
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Canada

People • Partnerships • Knowledge



Advancing Inclusion: how our understanding of the dynamic nature of disability is informing interventions that support employment

Presented at the 2010 International Forum on Disability Management

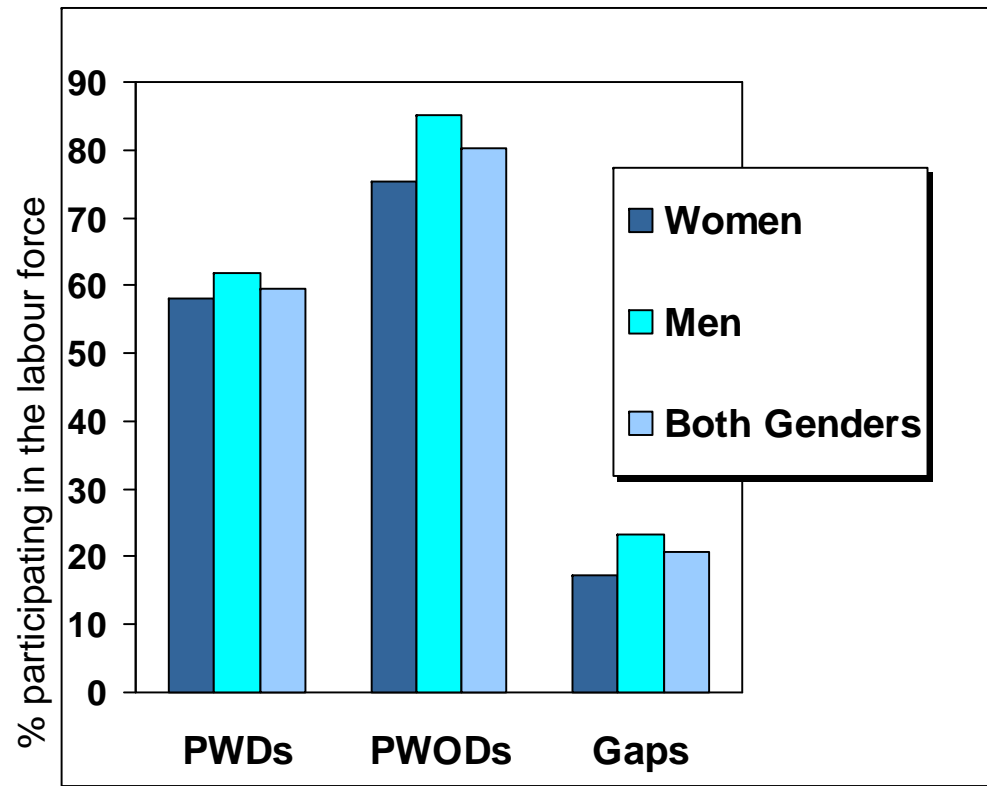
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Objectives:

- Highlight how research has increased our understanding of the dynamic nature of disability and intermittent work capacity
- Discuss recent federal program interventions
- Outline new research underway

Canadian Overview - Labour Force Participation and People with disabilities

Labour Force Participation Rates 2006



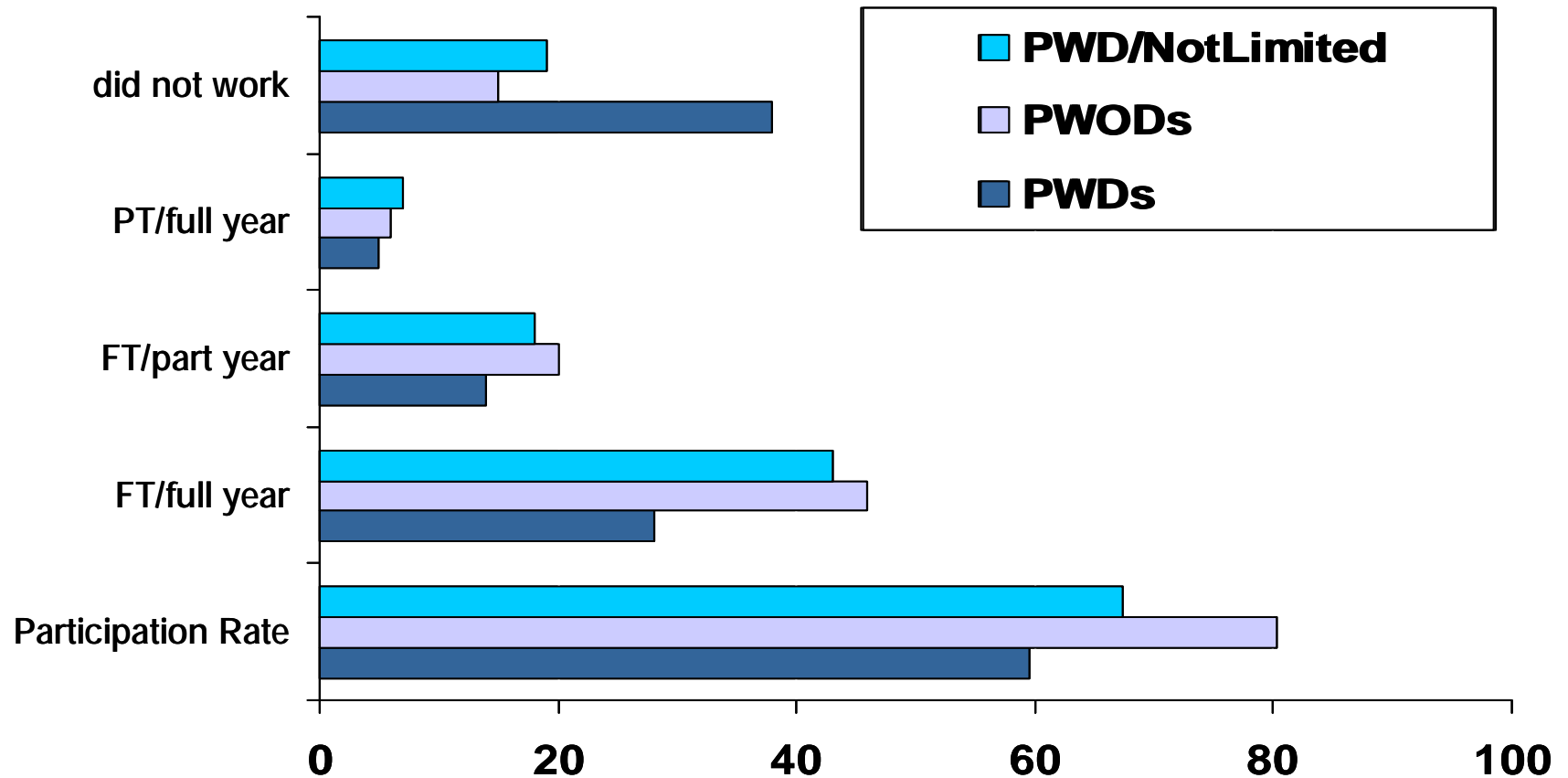
- Between 2001 – 2006 the labour force participation rate for people with disabilities increased from 56.9% to 59.6%
- In 2006, the labour force participation rate for PWDs was 21%pts lower than the rate for PWODs
- Between 2001 – 2006 the disability rate in the working age population increased from 9.9% to 11.5%
- In 2006, the disability rate for the working age population was 10.9% for men and 12.1% for women

How our understanding has expanded

In Canada today, many people live with recurrent or episodic disabilities that are characterized by alternating periods of illness and wellness

- Statement of the Common Agenda on Disability: full participation in employment & work
- 46.4 % of PWDs report having at least one of 27 conditions associated with episodic disability
- 51.8% of PWDs report being sometimes or often limited at work
- 19.4% of PWDs report intermittent attachment to the workforce
- PWDs in Often group report more periods of unemployment in a 12 month period

Work Activity Patterns and the Importance of Full Time-Full Year Capacity



Emerging Policy Challenges

- How can government support individuals with intermittent work capacity, who are not available for work on a full time, full year basis?
- How can government support employers to hire, retain and accommodate workers who are not available on a full year, full time basis?

Programs in support of people with disabilities

FEDERAL JURISDICTION

Canada Pension Plan Disability
Veterans Charter
Federal Tax System – Disability tax credit/Medical tax credit/Registered Disability Savings Program
Occupational Health Safety Federal
Working Income Tax Benefit
Employment Insurance
Employment Insurance Sickness Benefits
Employment Insurance Compassionate Care Benefit

PROVINCIAL-TERRITORIAL JURISDICTION

- Social Assistance
- Workers Compensation
- Occupational Health and Safety
- Labour Market Agreements

PRIVATE SECTOR

LTD
Sick Pay
Auto/Accident
Extended Health

CPP Disability Returning To Work Supports

Canada Pension Plan Disability beneficiaries tell us they want to work to the extent that they are able – Staying in Touch 2010

- CPPD includes a suite of integrated program policies that proactively support community participation and workplace reintegration
- Automatic Reinstatement of benefits was introduced in 2005 as a key work incentive
- Beneficiaries who wish to engage in volunteer activities, educational upgrading or in paid employment, up to and including substantially gainful employment (approximately \$11K in 2010), are encouraged to do so to their full potential.
- Vocational Rehabilitation Program has been in place since early 90's

CPP Disability Returning to Work Outcomes

- About 10% of CPPD recipients beneficiaries have employment earnings each year (mean earnings \$2-3K)
- Last year, over 5,000 CPPD recipients reported employment earnings in excess of \$4,700
- Almost half continued to work regularly, enabling them to eventually leave CPPD; the rest continued to receive their benefits
- While the percentage earning enough to leave the benefit has doubled in 7 years, it yet remains just below 1%.
- Approximately 1,500 clients have had their benefits reinstated since the launch of Automatic Reinstatement in 2005
- Results, including client feedback, suggest that Automatic Reinstatement is effectively targeting at-risk clients with episodic or terminal conditions, including mental illness and cancer

New Veterans Charter RTW supports overview

Rates for major depression and for panic disorder were significantly higher among Canadian Forces members than among the Canadian civilian population – Canadian Community Health Survey 2003

- Rehabilitation
 - Medical Rehabilitation
 - Psycho Social Rehabilitation
 - Vocational Rehabilitation
- Financial Benefits
 - Earning Loss during Rehabilitation
 - Canadian Forces Income Support
- Health Benefits
 - Access to the public service health care program

New Veterans Charter: DATA

- Take up –
 - 21,417 Veterans have accessed programs under the new Charter since was established in 2006
 - 3,417 receive ongoing rehabilitation therapies: medical, psycho social and vocational
 - 1,593 receive earning loss replacement while in rehabilitation therapy and as long as their income is less than 75% of pre-release level
 - 812 access health benefits
- Client Feedback

Slide 12

L7

In the notes:

351 is now 461 clients currently receiving Earnigns Loss Benefit

10% of clients removed for non-payment of premiumns. This stat is valid, unfortunalty I can not provide a more up to date figure.

LJMCQUIL, 8/9/2010

NEXT STEPS

More research

- Qualitative research on employers and employees perspectives
- Further analysis of longitudinal data
- Refine instruments to capture the dynamic course of disability over time