

Different but equal – Enhancing Labour Force Participation for People Living With Episodic Disabilities

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Presentation Overview

Purpose of the Research

Context of the Research

Work impact of Episodic Disabilities

**Economic Argument for Hiring/Retaining
People Living With Episodic Disabilities**

Conclusions

Recommendations



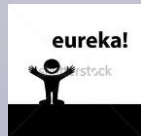
Purpose of the Research



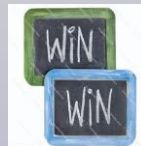
Critical gap existed for employers = Business Case



Examine the factors that impact on decisions to hire/accommodate workers with episodic disabilities



Articulate the economic argument i.e. fill the gap



Show what's in it for the company, as well as people living with episodic disabilities



Context of the Research

**Barriers
related to
employing
people with
episodic
disabilities**

**Reasons to
hire/retain
people with
episodic
disabilities**



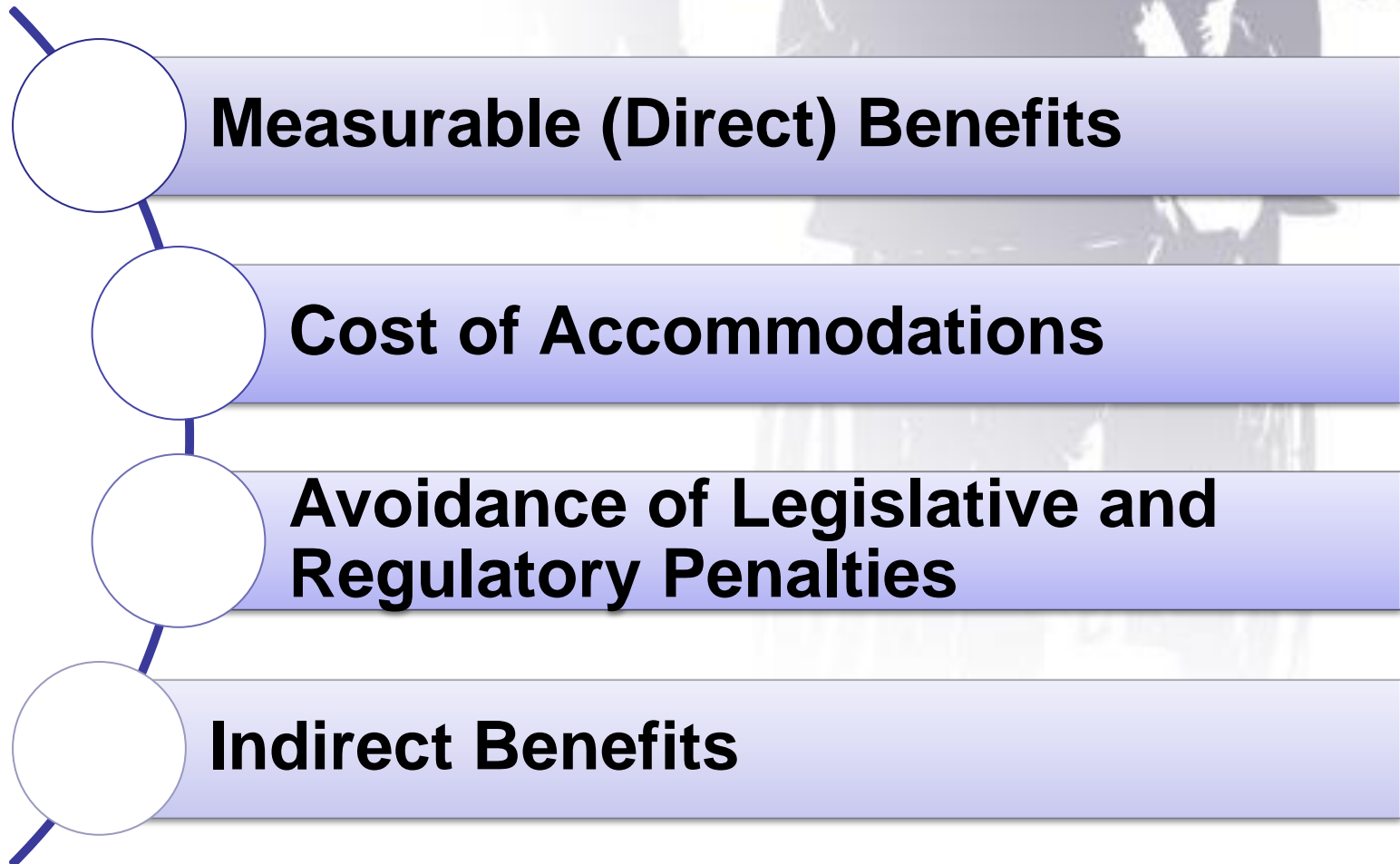
Work Impacts of Episodic Disabilities

Symptoms/Traits

Accommodations



Economic Argument for Hiring/Retaining People Living With Episodic Disabilities





Conclusions

**Significant
positive returns
with
accommodations**

**Benefits worth
the investment**

**Leveraging
employee loyalty**

**Return on
retention
increases with
salary and
responsibility
levels**



Recommendations

**More in depth
economic
research needed
on:**

**Average number
and duration of
episodes**

**Average tenure of
employment**

Thank You

For more information see
www.hivandrehab.ca, or

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