

# Strategy implementation A proposal for getting it done

DWC Conference – Day 2

Thursday, December 5, 2019

10:15 am – 10:45 pm

Emile Tompa, Ron Saunders and Alec Farquhar



Centre de  
recherche sur les politiques en  
matière d'invalidité professionnelle



Centre for  
Research on  
Work Disability Policy

# Proposals for getting it done right

- Implementation of the strategy by key stakeholders and various levels of government should proceed on a voluntary basis.
- While voluntary, this strategy encourages governments at different levels to work together and with other stakeholders towards achieving the vision.
- Down the road, legislation may be involved at various levels, and this will be up to individual governments to determine.



# Commitments and connections

- While the strategy is voluntary, existing legislation provides significant guidance that will be helpful in of focusing all Canadians on the next stages of implementation.
- All need to be accountable for commitments made under the *Convention on the Rights of Persons with Disabilities, Accessible Canada Act* and under other provincial/territorial employment and human rights laws.
- Connecting with other related strategies to ensure a disability lens is applied to all social development initiatives and that strategies dovetail with each other.

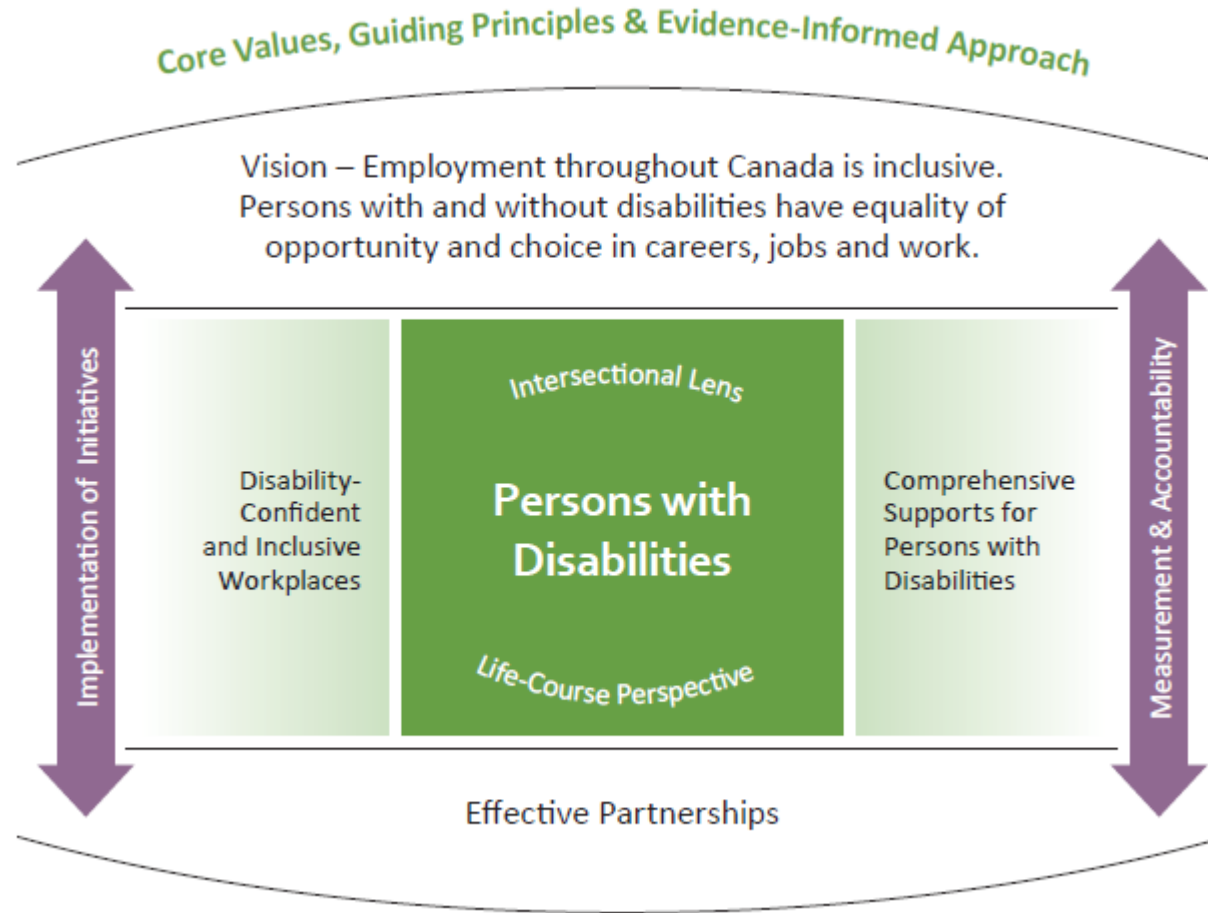


# Partnerships are critical to effective implementation

- Track and report on important initiatives across the country to help potential partners find out about activities and connect with them.
- Identify key partnerships that need to be established and/or strengthened to address specific initiatives.
- Ensure all relevant stakeholder groups are represented, in particular groups of persons with a disability who may be especially vulnerable due to intersectional factors.
- Identify organizations and people who can take action on specific initiatives.



# Pillars, Foundation, Principles



# Challenges

1. Real change requires engagement of multiple players in the public and private sector.
2. The strategy is multi-faceted and voluntary, creating complexity in the implementation process.
3. Federal, provincial/territorial and municipal jurisdictional issues bring further complexity.
4. Some proposed initiatives may require further review.
5. While the business case is strong, savings will be realized in the longer run, while investments need to be made now.



# Ensuring progress

- Ensure progress is made toward reaching the vision and objectives through measurement, monitoring and evaluation:
  - Develop baseline measures of the current situation and record how the situation changes over time;
  - Measure the current state of employment for persons with disabilities, by types of disability;
  - Measure awareness of services and supports among persons with disabilities, and access to services, supports and information;
  - Estimate lost productivity associated with barriers to employment; and
  - Evaluate what works and what does not, such as financial incentives.
- Measurement, monitoring and evaluating require partnering with institutions that already collect this data.



# Key forums for dialogue

- Continue the federal-provincial/territorial policy roundtables.
- Continue the annual DWC Conference to bring partners and stakeholders together.
- These serve as a forum to assess progress and plan the way forward.
- Implementation progress should be documented in annual reports that are presented at annual conferences.





# Knowledge development and mobilization

- Create a centre for expertise or network hub to assist with the development and promotion of evidence-informed tools, resources and service delivery models.
  - Provide links to tools, resources and service delivery models;
  - Provide links to supported employment and other service providers;
  - Identify knowledge gaps regarding what tools/resources/ models are effective in different contexts;
  - Promote inclusive design
  - Monitor progress on the strategy and related activities
  - Facilitate partnerships and connections around specific initiatives in the strategy.



# Funding

- Ongoing efforts are needed to ensure funding for the various elements of implementation.
- Funding is needed to support active engagement of persons with disabilities in all activities.

