



**Institute
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Health**

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Advancing Employee
Health

**1990-2015: Celebrating 25 years of research on preventing
work injury and disability**

Work-focused interventions that promote the labour market participation of young adults with chronic disabling health conditions

A systematic review

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Speaker Series, Fall 2018



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cdpp

Canadian Disability Participation Project
Le projet canadien sur la participation sociale
des personnes en situation de handicap



Take home points

- Young adults (18-35 years) living with chronic disabling health conditions experience difficulties entering and advancing within the labour market
- Systematic review of work-focused interventions that promote the employment participation of young adults with disabling health conditions
- Tailored supported employment interventions were effective in preparation and entry into employment
- Few other interventions existed that address the support needs of young adults with chronic disabling health conditions





What is the young adult life phase?

- Spans approximately 18 to 35 years of age
- Transitional period; educational roles to full-time employment
- Employment experiences during this period shape career trajectory; scarring effect



**Preparing to enter the
labour market**

Beginning paid work

**Sustaining employment
and moving up**





Millennials: a generational context⁵

Largest share of the Canadian labour market



Born 1982 - 2004

↑ Technological literacy
and education

↓ **Less likely** to be
engaged in full-time and
permanent jobs



- Absence of employment opportunities
- Job mobility to gain knowledge and skills
- Greater preference for jobs with scheduling flexibility, organizational culture or training opportunities

Job precarity + Millennials

- **9/10** preferred full-time permanent jobs
- **44%** millennials *have* permanent full-time employment
- **47%** working at jobs with some degree of insecurity



Changing nature of work

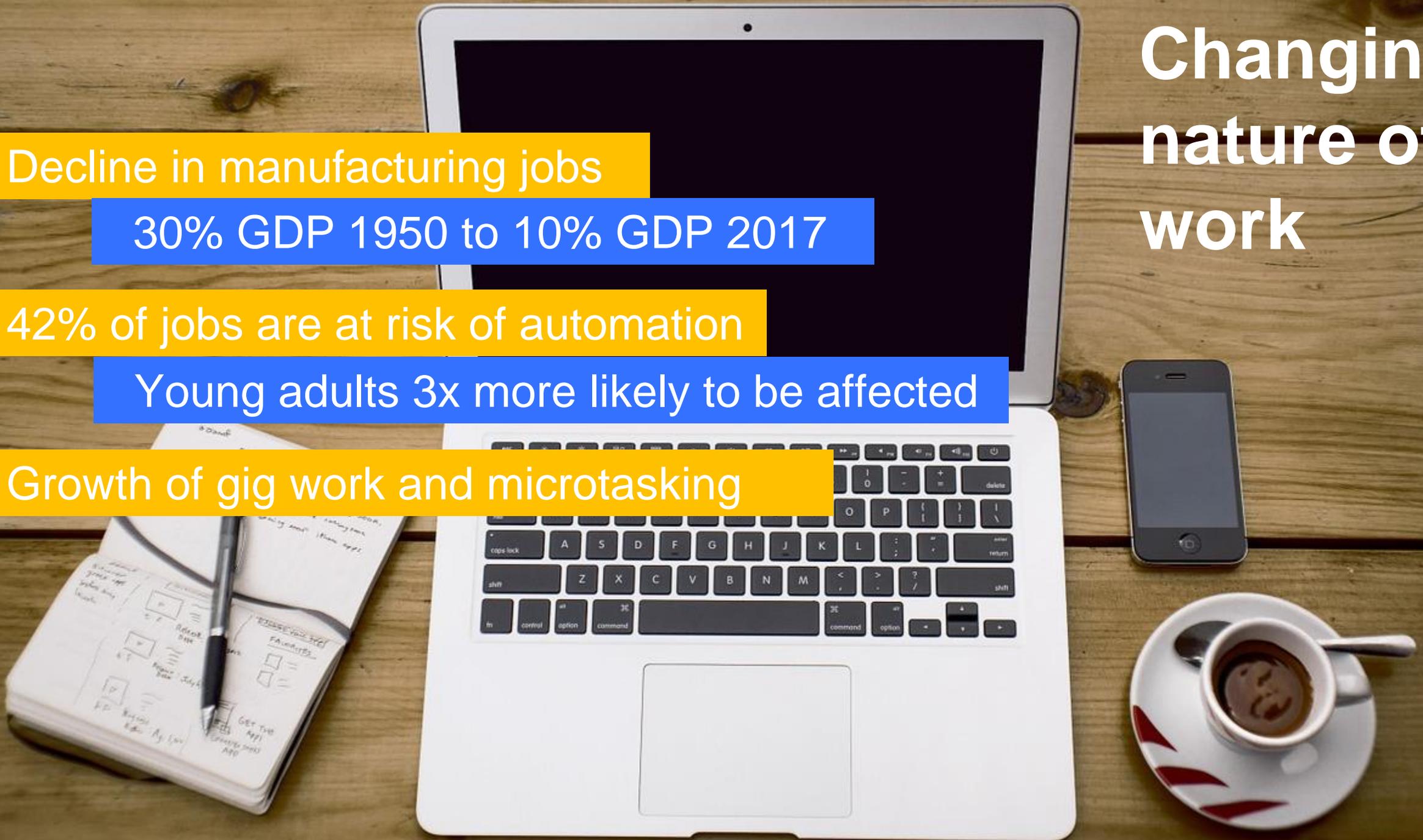
Decline in manufacturing jobs

30% GDP 1950 to 10% GDP 2017

42% of jobs are at risk of automation

Young adults 3x more likely to be affected

Growth of gig work and microtasking



Work + Health

- Social determinant of health
- Access to social networks
- Contribute to identity
- Happiness

Risk of mental health condition greater among millennials (63%) than baby boomers (13%)

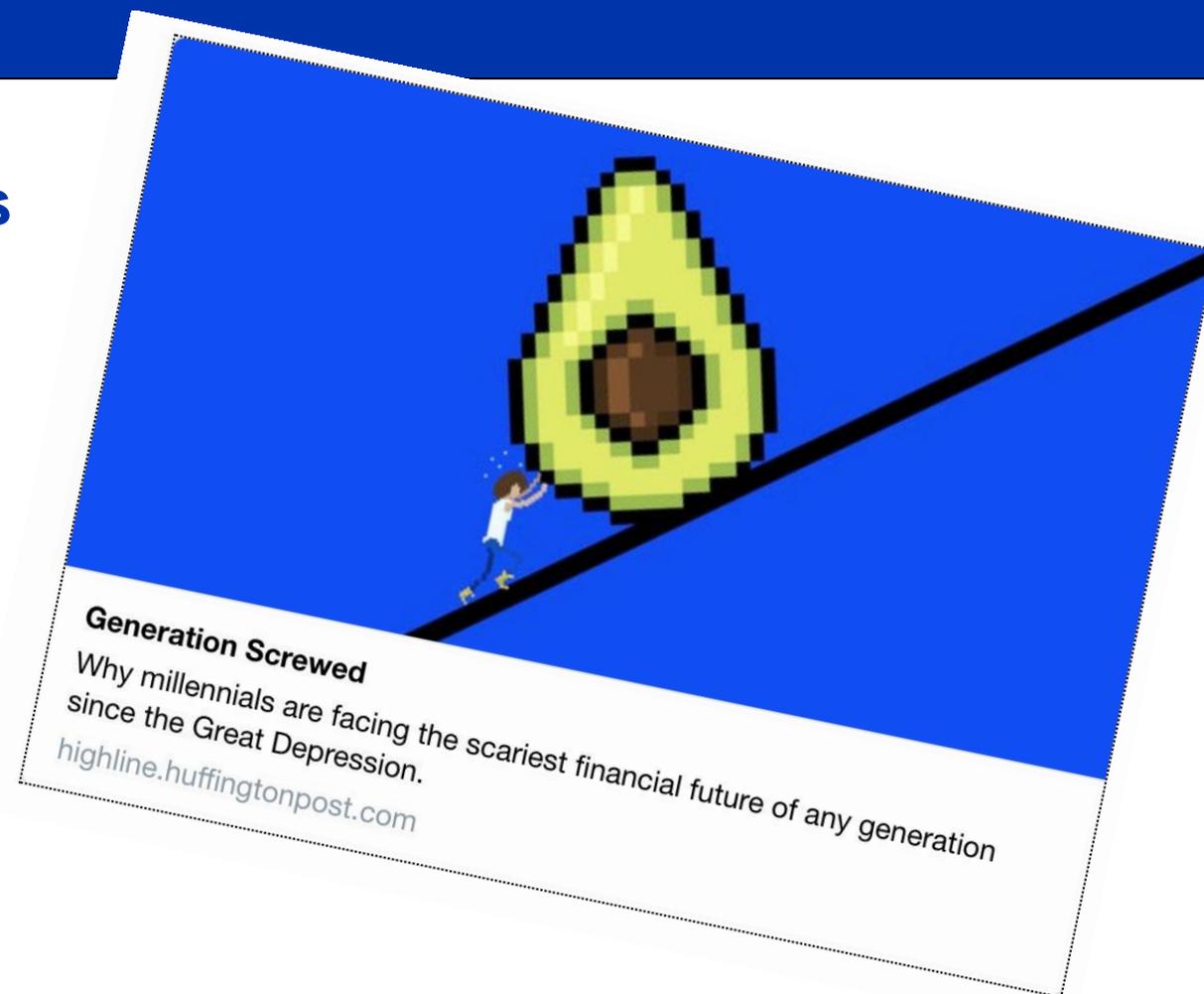
Millennials with poor/fair mental health
39% precarious work
13% secure employment



Millennials face unique social conditions

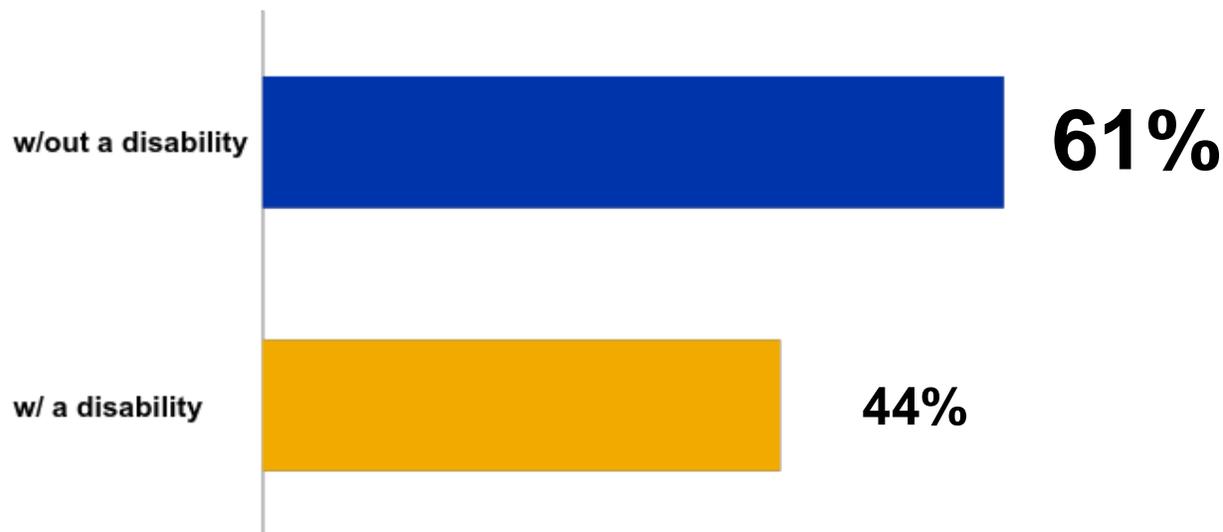
Millennials are more likely to...

- Facing higher costs of living with less wage growth
- More likely to live at home
- Higher student debt
- Less likely to have retirement savings or collect a pension
- Rising health care costs



Employment and disability in young adulthood

Labour force participation of young adults



**Young adults employed
w/ a disability**



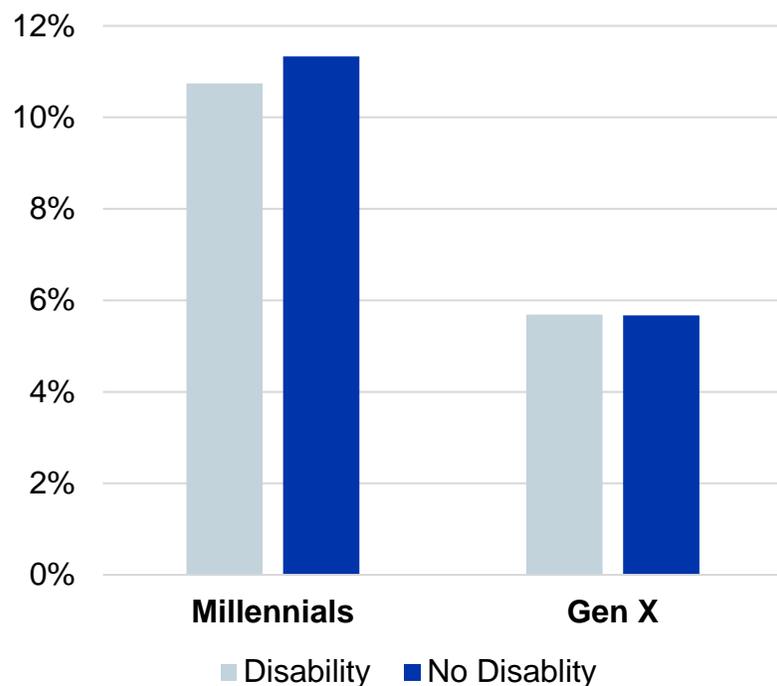
- Productivity loss
- Denial of a promotion
- Earning less income
- Allocated fewer job responsibilities
- Difficulties talking about their needs and requesting accommodations



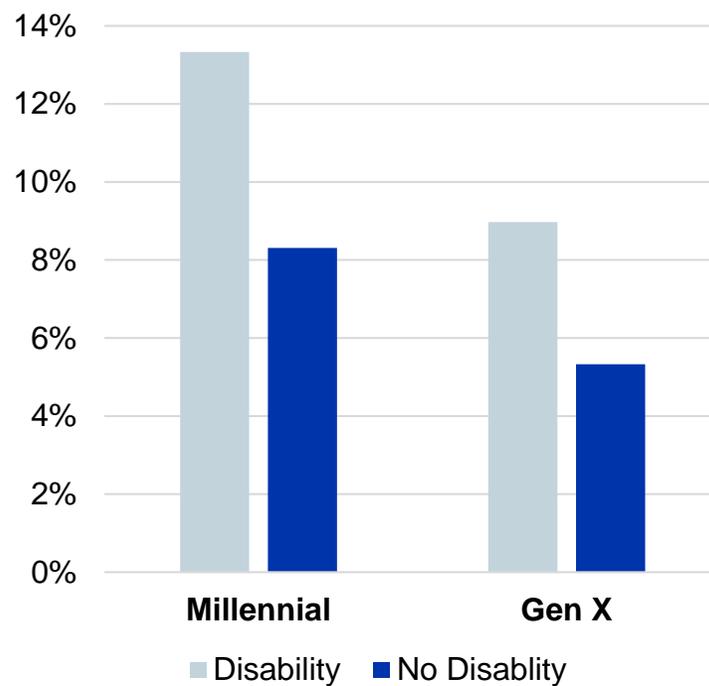
New Data! Survey of 1,800 employed adults

- 50% sampled had a disabling health condition
- Compared millennials to Gen X (1961-1981)

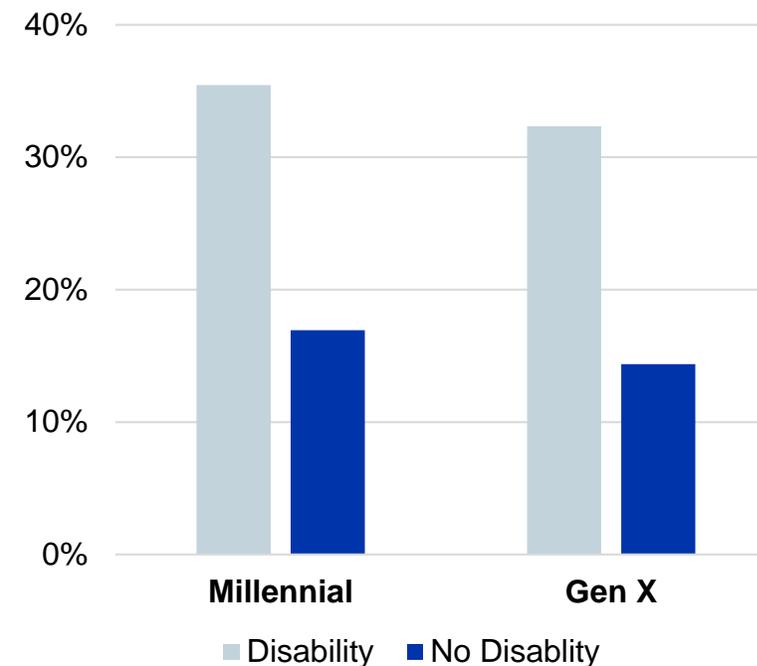
Short-term contract



Part-time employment



Work perceived as 'quite a bit'/'extremely' Stressful





What types of workplace supports do young adults with disabling health needs?

- 155 young adults with disabilities
- Average age 26 years
- 68% >1 disability
- >³/₄ worked in non-standard employment contracts

Journal of Occupational Rehabilitation
<https://doi.org/10.1007/s10926-018-9772-z>

 CrossMark

Supporting the Transition into Employment: A Study of Canadian Young Adults Living with Disabilities

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Abstract
Objective To examine the job accommodation and benefit needs of young adults with disabilities as they transition into employment, and their perceived barriers to meeting support needs. *Methods* An online survey was conducted of 155 Canadian young adults with disabilities (mean age = 25.8 years). Respondents were either employed or seeking employment, and were asked about their need for health benefits, and soft (e.g., flexible scheduling) and hard accommodations (e.g., ergonomic interventions), and perceived accommodation barriers. Disability characteristics (e.g., disability type), demographic details and work context information were collected. Multivariable logistic analyses were conducted to examine the factors associated with a greater need for health benefits and hard and soft accommodations. *Results* Participants reported having a physical (79%), psychological (79%) or cognitive/learning disability (77%); 68% had > 1 disability. Over half (55%) were employed. Health benefits and soft accommodations were most needed by participants. Also, an average of six perceived accommodation barriers were indicated; difficulty with disability disclosure was most frequently reported. More perceived accommodation barriers were associated with a greater need for health benefits (OR 1.17, 95% CI 1.04–1.31) and soft accommodations (OR 1.13, 95% CI 1.01–1.27). A psychological disability was associated with a greater need for health benefits (OR 2.91, 95% CI 1.09–7.43) and soft accommodations (OR 3.83, 95% CI 1.41–10.42). *Discussion* Employers can support the employment of young adults with disabilities through provision of extended health benefits and soft accommodations. Addressing accommodation barriers could minimize unmet workplace need, and improve employment outcomes for young adults with disabilities as they begin their career and across the life course.

Keywords Disability · Young adult · Accommodation · Work · School-to-work transition · Health benefits

Introduction
For young adults, a disability can impact the transition into the labour market and shape work and health outcomes across the life course. Through the provision of job accommodations and benefits, workplaces play an important role in meeting specialized employment needs of people with disabilities and enhancing the working lives of their employees. To date, little research has examined the specific job accommodations and benefits required by young adults living with different disabilities as they enter the workforce. It is also unclear to what extent young adults with disabilities perceive barriers to accessing accommodations and benefits as they start their careers. This study offers insights for the development and tailoring of organizational policies and practices that foster early success as a young adult with a disability transitions from school to work.

Young adulthood, a period spanning 18–35 years, represents a critical transitional life phase where a person tends to establish themselves within the labour market and may report occupational changes (e.g., employment in multiple part-time or entry level jobs) that contribute to the attainment of full-time/full-year work [1, 2]. Research indicates that increasing numbers of young adults with disabilities,

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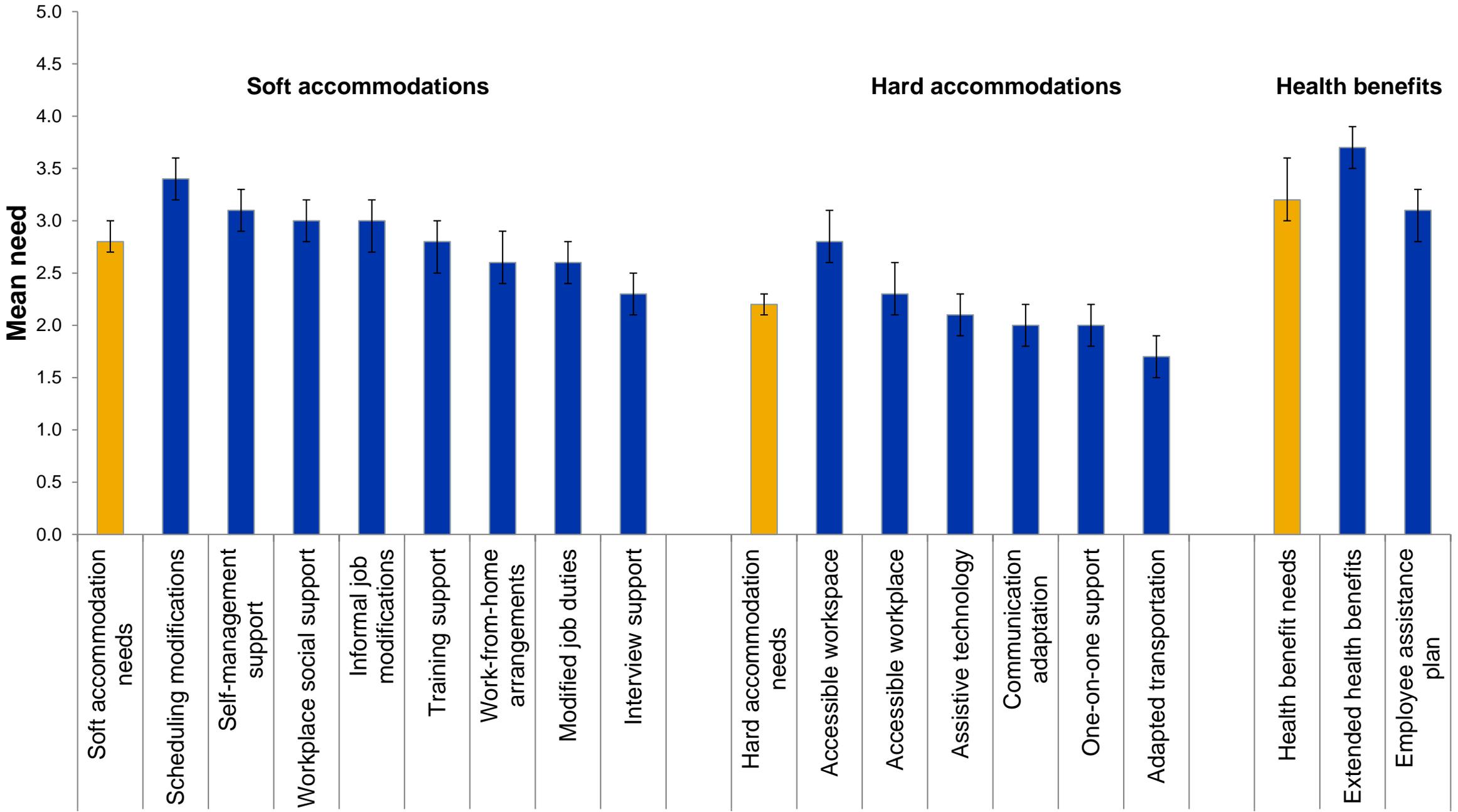
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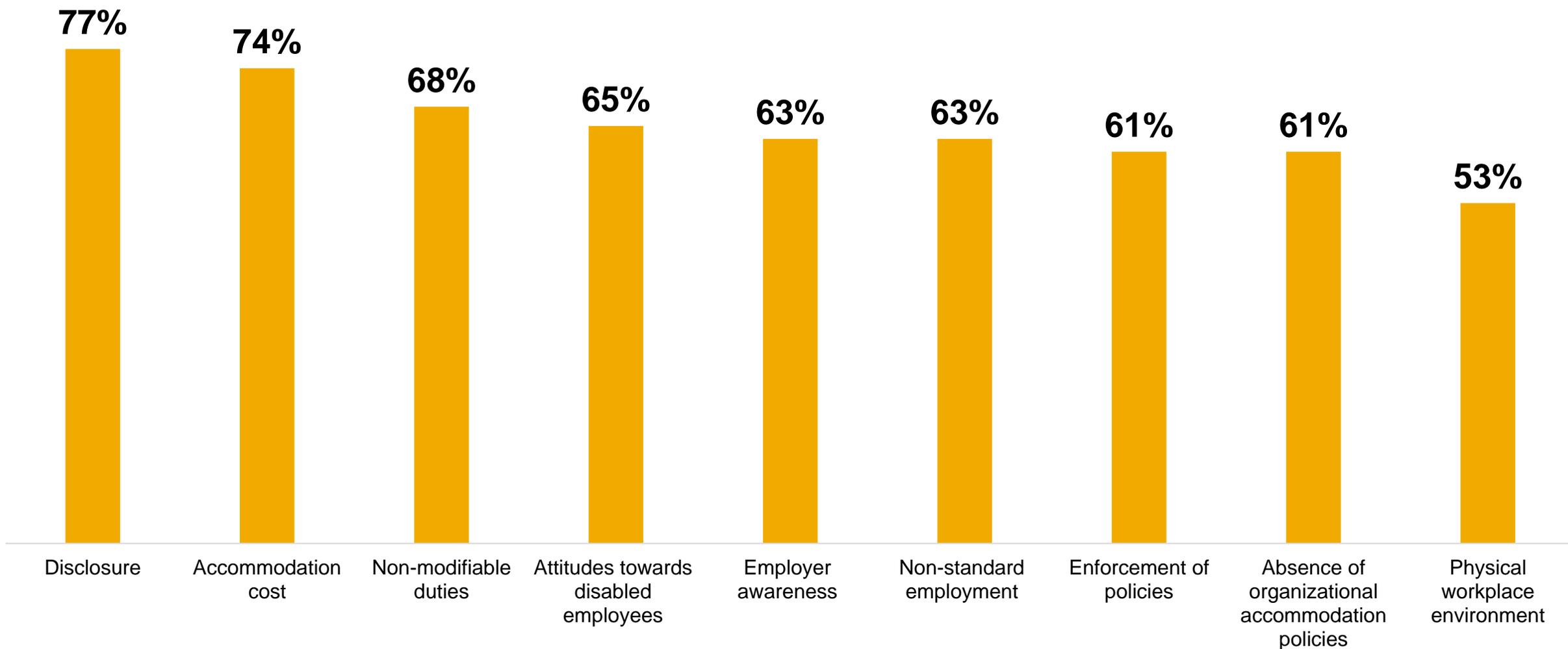
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Perceived barriers to accessing workplace supports





Work-focused interventions: address needs and perceived barriers

Work-focused interventions

Explicit intention is to promote employment participation; includes finding and sustaining paid work or enhancing productivity

Previous systematic reviews of general adult samples with disabling health conditions

- Multidimensional work-focused interventions can be effective
- Workplace modifications, health/rehabilitation care, supported job placements and work-related training

Unclear what work-focused interventions would be beneficial to young adults with different disabling health conditions

Work-focused interventions for young adults

A systematic review



Research questions

- Q1** What work-focused interventions are most effective in supporting the employment of young adults with chronic disabling health conditions?
- Q2** Does the effectiveness of work-focused interventions differ for young adults living with different chronic disabling health conditions?
- Q3** Do interventions and their effectiveness differ across phases of the transition into the labour market?

Systematic review

A systematic review is a literature review that answers a research question by:



**Identifying
primary**



**Appraising
methodological
quality**

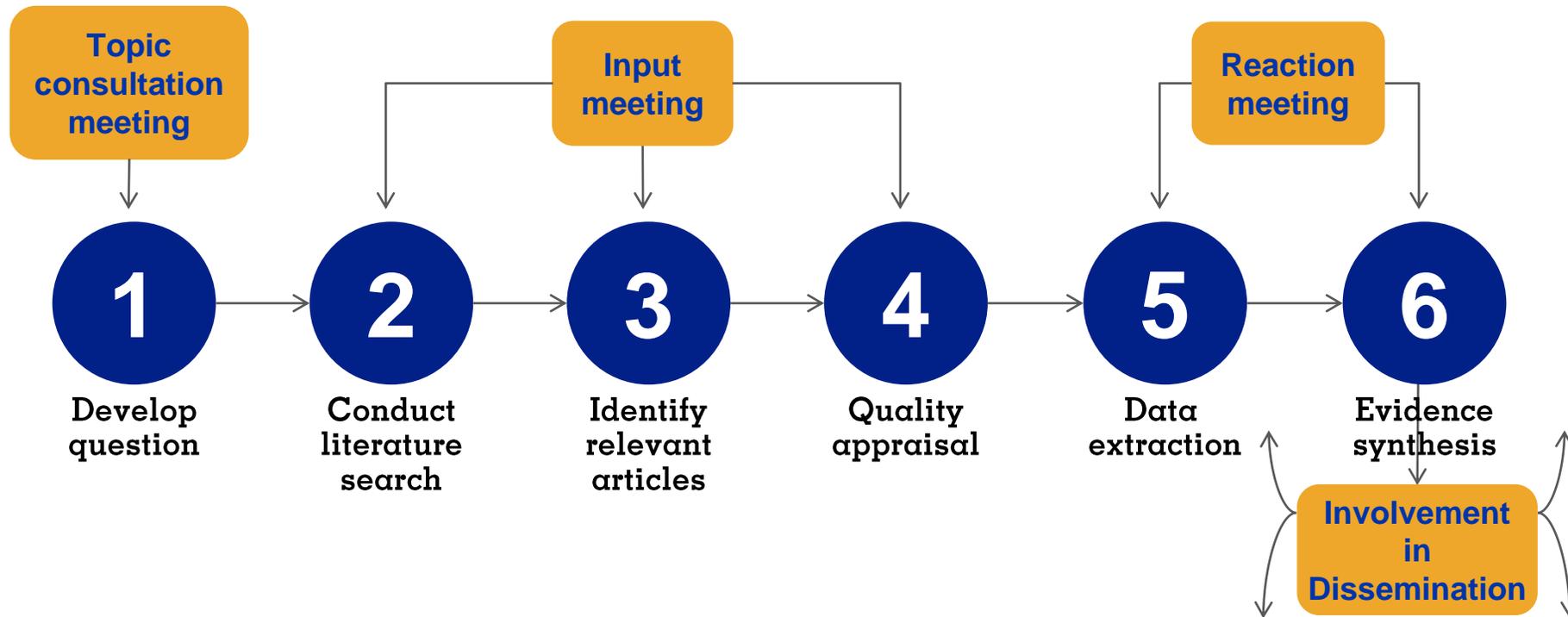


**Summarizing
findings**

Develop specific recommendations for decision makers

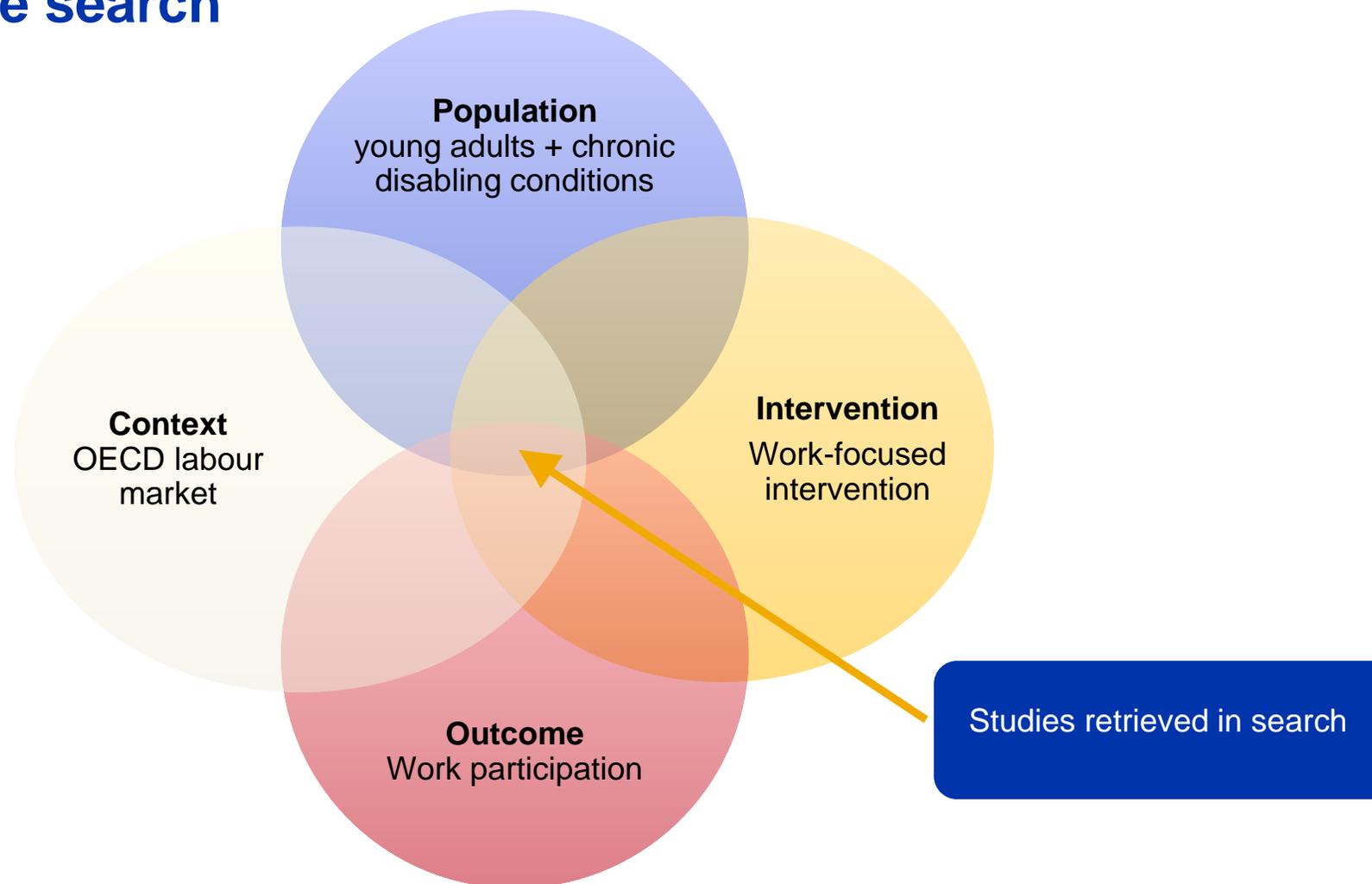


IWH Systematic Review Steps





Step 2: Literature search



Step 3: Identify relevant studies through title/abstract and full-text reviews

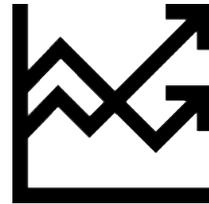
Inclusion



Work-focused



Young adults



Comparison
group



Work
participation

Exclusion



Clinical
interventions



Focus on adults



Focus on
adolescents



Non-work
outcomes



Steps 4-6: Quality assessment and evidence synthesis

Quality appraisal tool

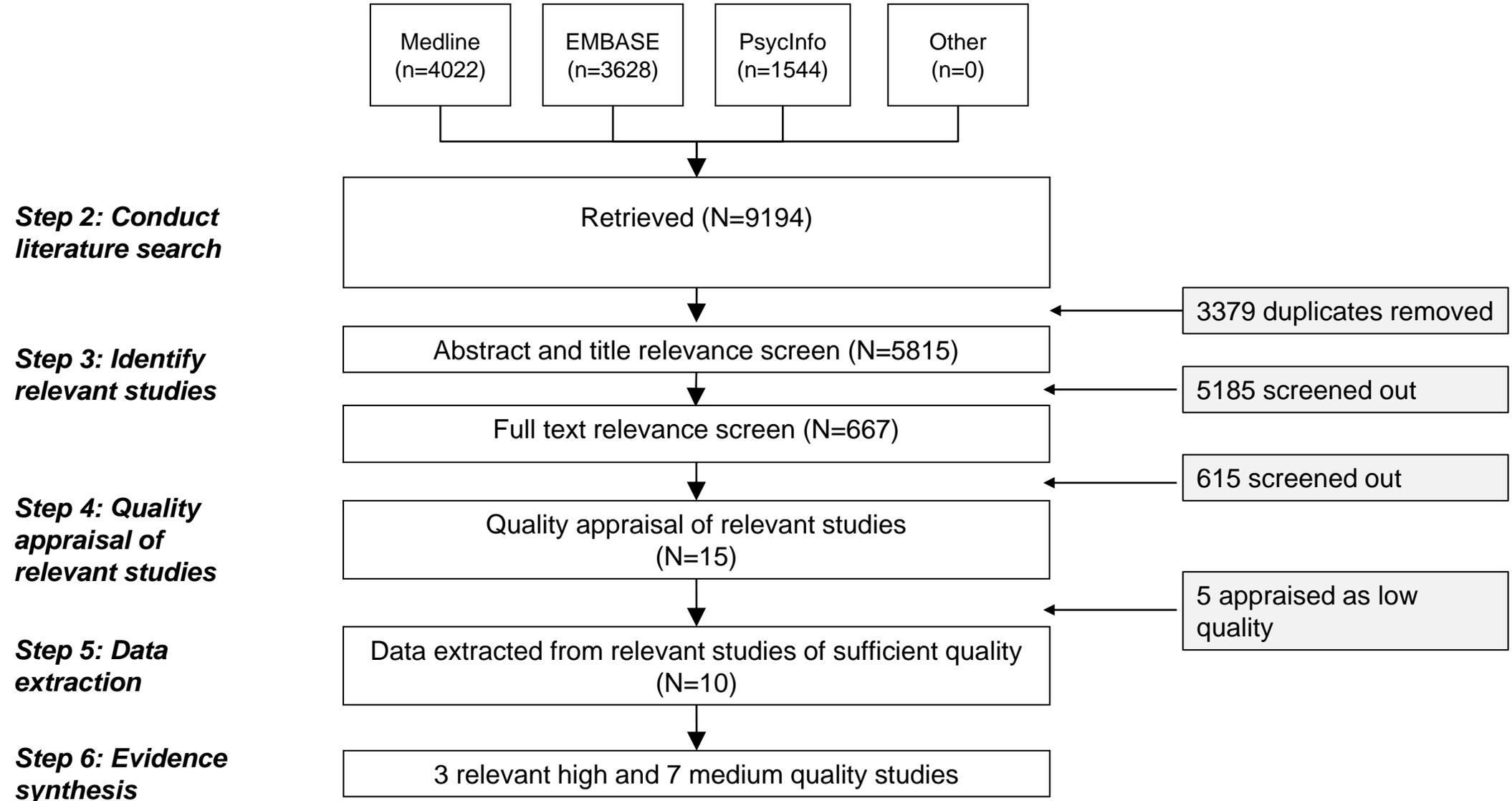
- Study design/objectives
- Recruitment
- Intervention
- Outcome and analysis

Level of Evidence	Minimum Quality	Minimum Quantity	Consistency	Strength of Messages
Strong	High (H)	3	3H studies agree; If >3 studies, $\frac{3}{4}$ of the M + H agree	Recommendations
Moderate	Medium (M)	2H or 2M + 1H	2H studies agree or 2M + 1H agree; If >3 studies, $> \frac{2}{3}$ of the M + H agree	Practice Considerations
Limited	Medium (M)	1H or 2M or 1M + 1H	1 H or 2 (M and/or H) studies agree; If >2 studies, $> \frac{1}{2}$ of the M + H agree	Not enough evidence to make recommendations or practice considerations
Mixed	Medium (M)	2	Findings from M + H are contradictory	
Insufficient	No high quality studies. Only medium quality studies that do not meet the above criteria			

*High = >85% in quality assessment; Medium = 50-85% in quality assessment

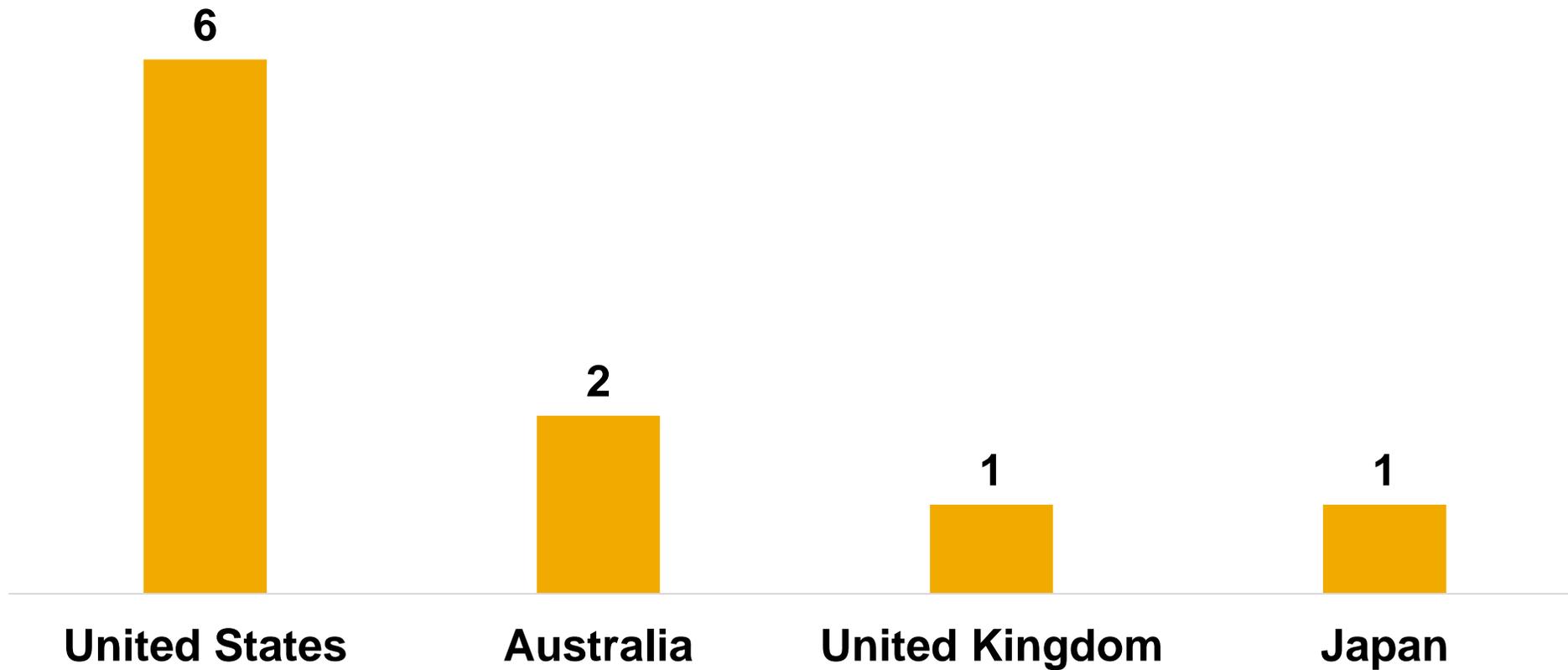
Results

Review Flowchart



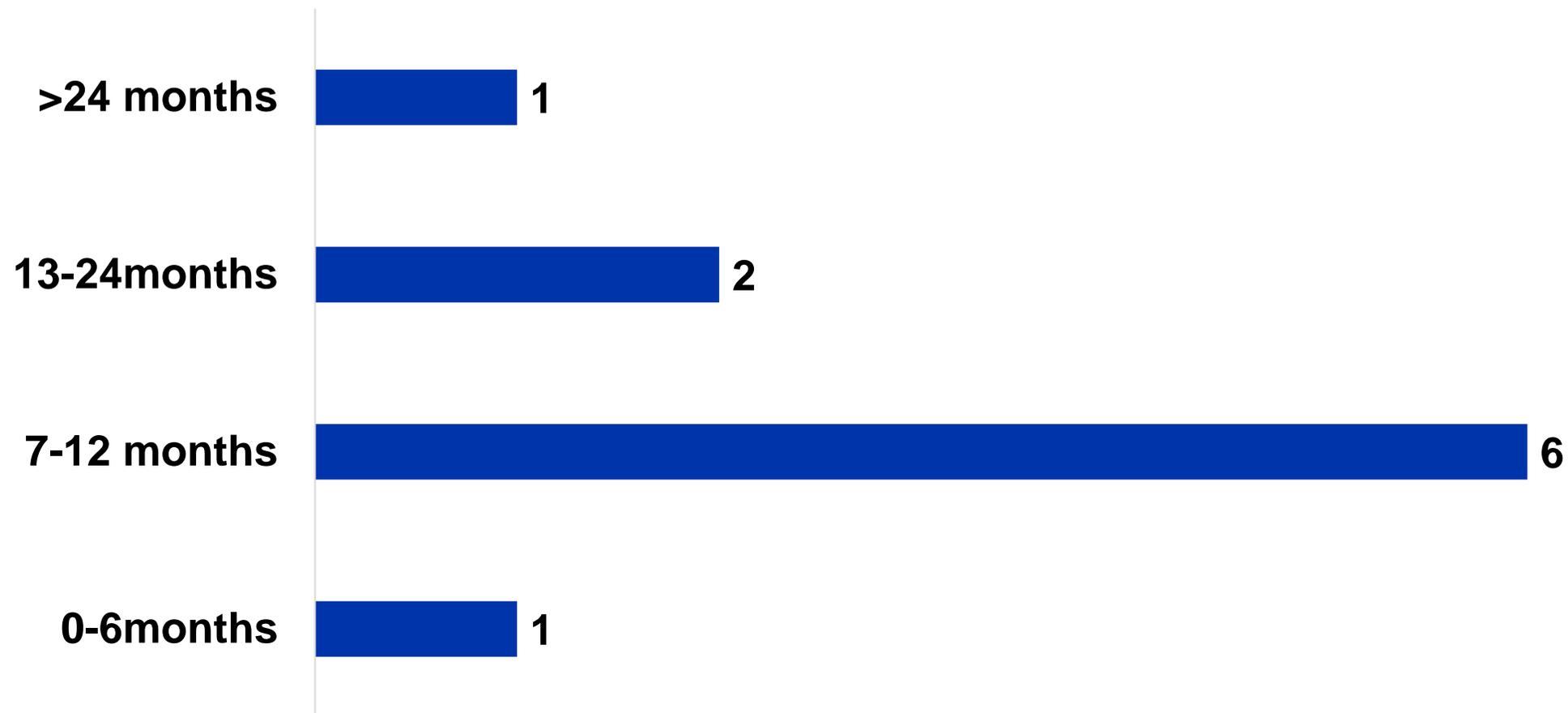


Location of work-focused intervention



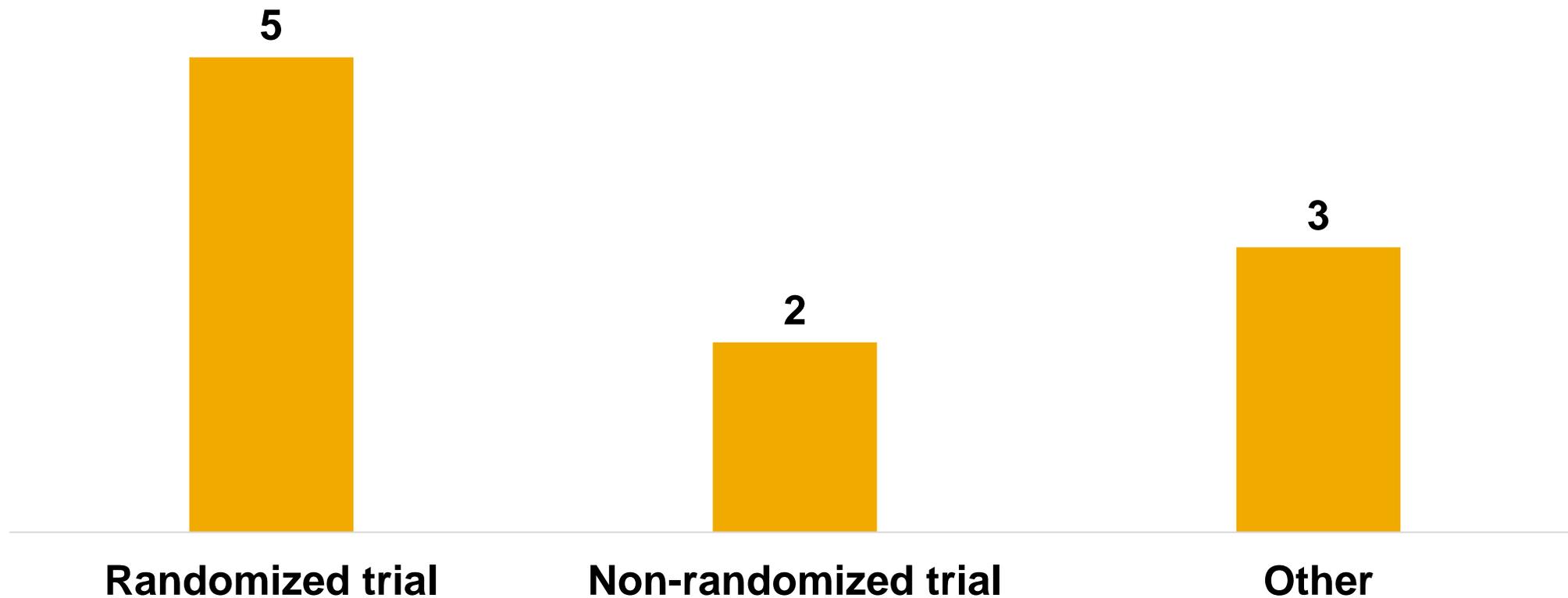


Duration of observation



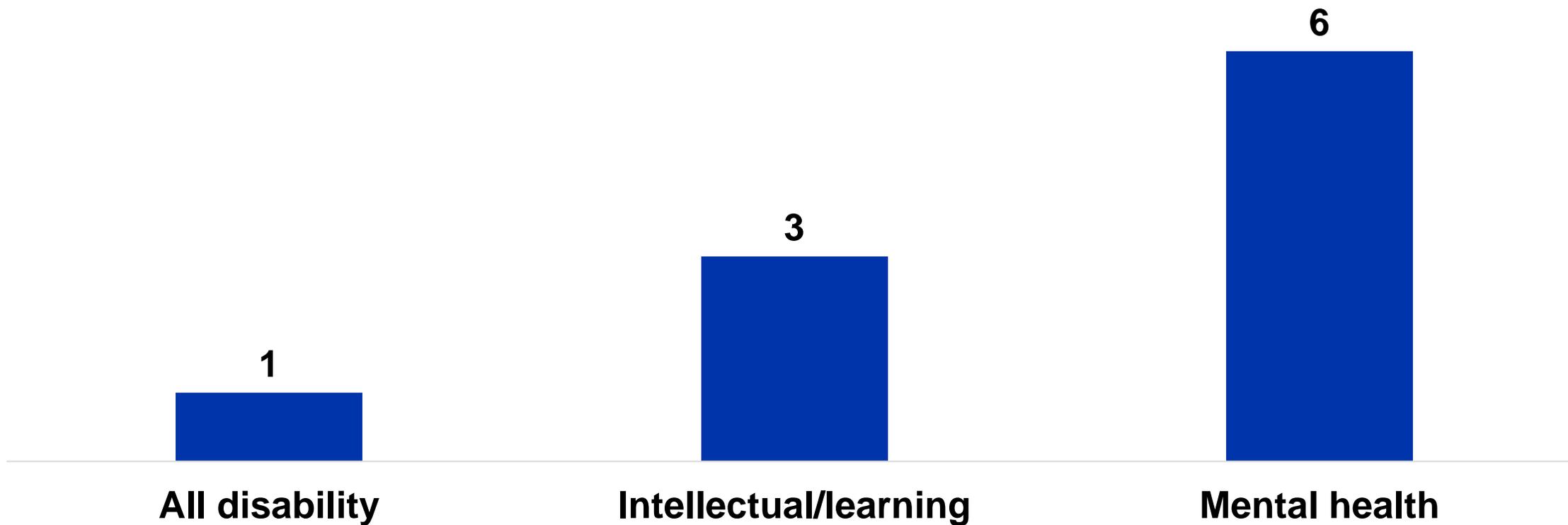


Study design



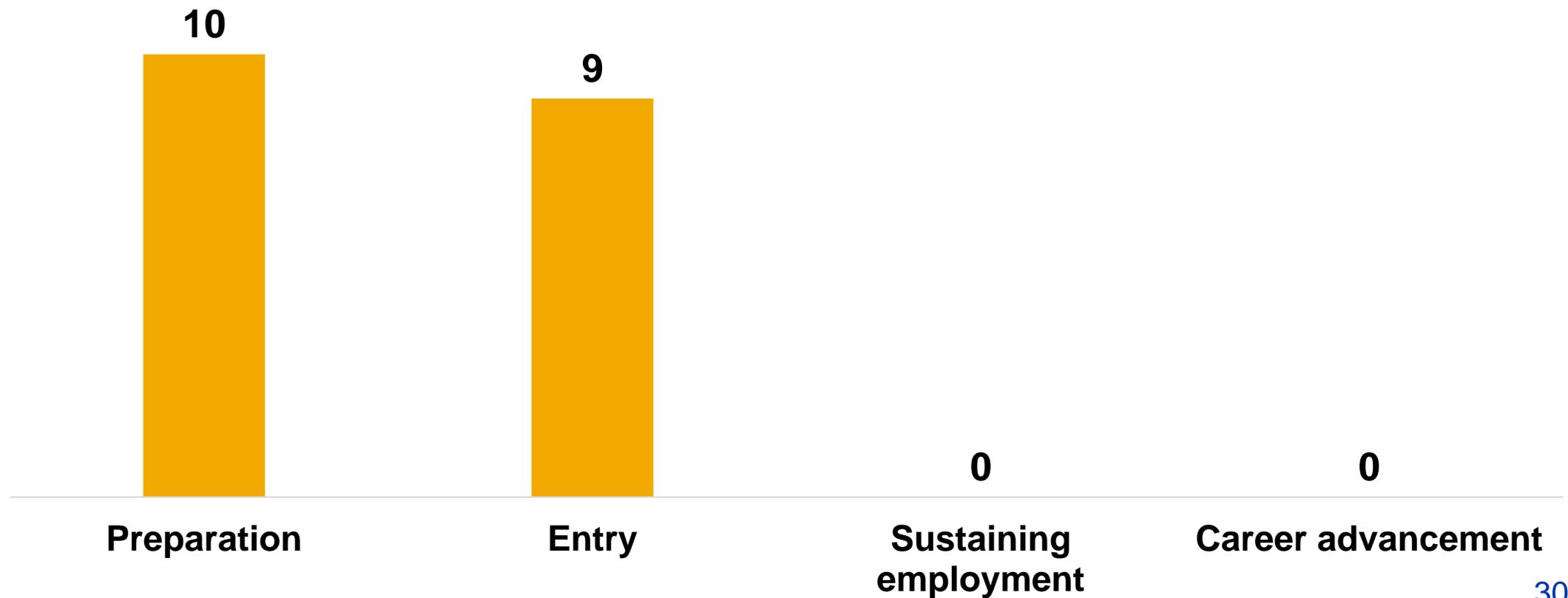


Disability type



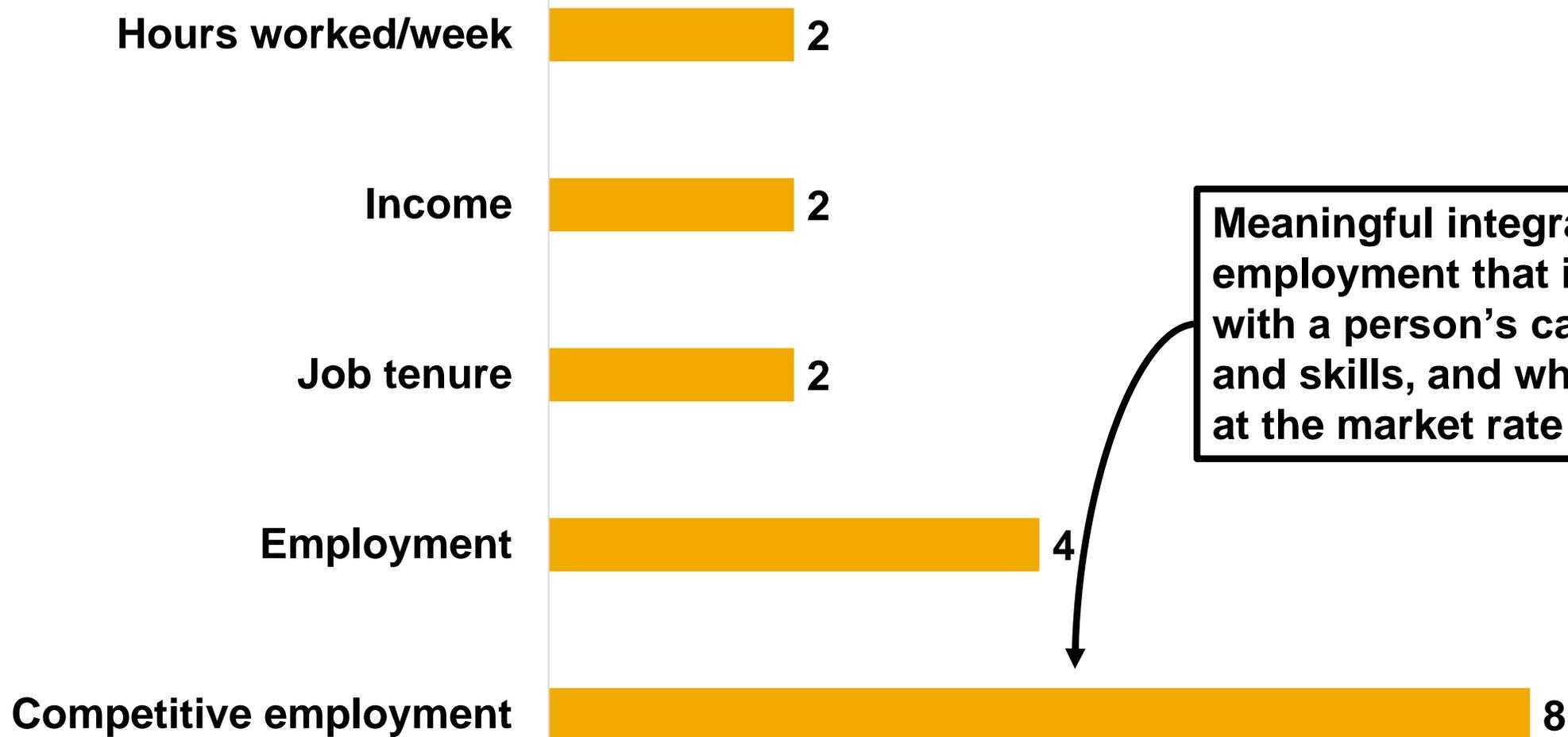


Phase of employment transition





Intervention outcomes



Meaningful integrated employment that is consistent with a person's career interests and skills, and where wages are at the market rate



Tailored supported employment

n = 8

- Workplace placement
- Tailored vocational coaching
- Multidisciplinary support team
- Workplace disability awareness
- Individualized placement and support

**Tailored supported employment +
disease-specific workplace intervention**

n = 2

**Tailored supported employment +
self-disclosure training**

n = 1



Youth Transition Demonstration enhanced employment service

n = 1

- Individualized work-based experiences, empowerment building, family support, connection to a range of service providers (e.g., health care, assistive devices, transportation)
- Policy intervention; retain income support while engaging in the labour market

Technology-based job interview training

n = 1

- Virtual reality simulation of a job interview with a virtual organizational human resource representative
- Mimic real-life interview to develop comfort and confidence in the interview process



Intervention	Work outcome	Level of evidence
Tailored supported employment	Competitive employment	Strong (+) 3 high quality and 4 medium quality
Tailored supported employment	Employment	Moderate (+) 2 high quality and 1 medium quality

Q1 What work-focused policies and programs are most effective?



Q2 Does the effectiveness of work-focused policies and programs vary for different disabling conditions?



	Intervention	Work outcome	Level of evidence
Mental health	Tailored supported employment	Competitive employment	Moderate (+) 2 high quality and 3 medium quality
Intellectual and learning disability	Tailored supported employment	Competitive employment	Limited (+) 1 high quality and 1 medium quality



Q3. Do interventions and their effectiveness differ across phases of the transition into the labour market?

No evidence to answer the research question

Discussion

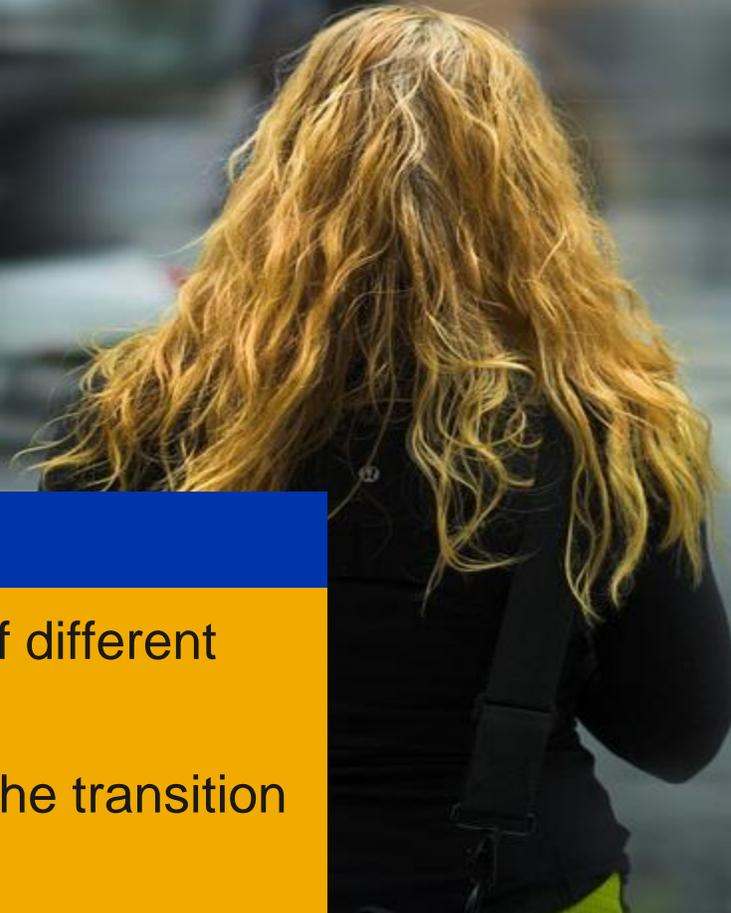
For young adults with disabling health conditions...

Practice messages

- Tailored supported employment interventions are recommended
- Particularly effective for young adults with mental health conditions

Insufficient evidence

- Interventions to address needs of different disabling health conditions
- Interventions at other phases of the transition into employment





Reflections on tailored supported employment

Multidimensional nature; access competitive employment, health-care management, work environment intervention

- Address psychosocial and physical workplace barriers

Research is needed to examine the efficacy of tailored supported employment...

- Longer-term studies to examine if tailored supported employment interventions are effective in enhancing productivity and sustained work
- Tailored supported employment along with disability-specific interventions and/or disclosure training can potentially address barriers to accessing workplace supports

What's missing in the literature?



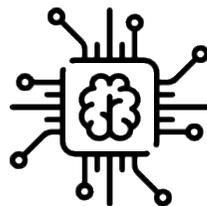
Policy level interventions

- Use of policy tools as a population-level intervention
- Youth Transition Demonstration; income support waivers



At-work experiences and career advancement

- Sustained employment
- Productivity
- Career growth



Changing nature of work

- Precarious labour market
- Knowledge-based economy



Other commonly reported chronic conditions

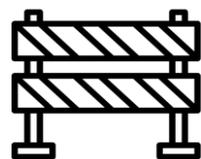
- Juvenile arthritis, diabetes

What is missing (continued)?



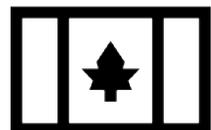
Addressing workplace support needs

- Extended health benefits
- Soft accommodations

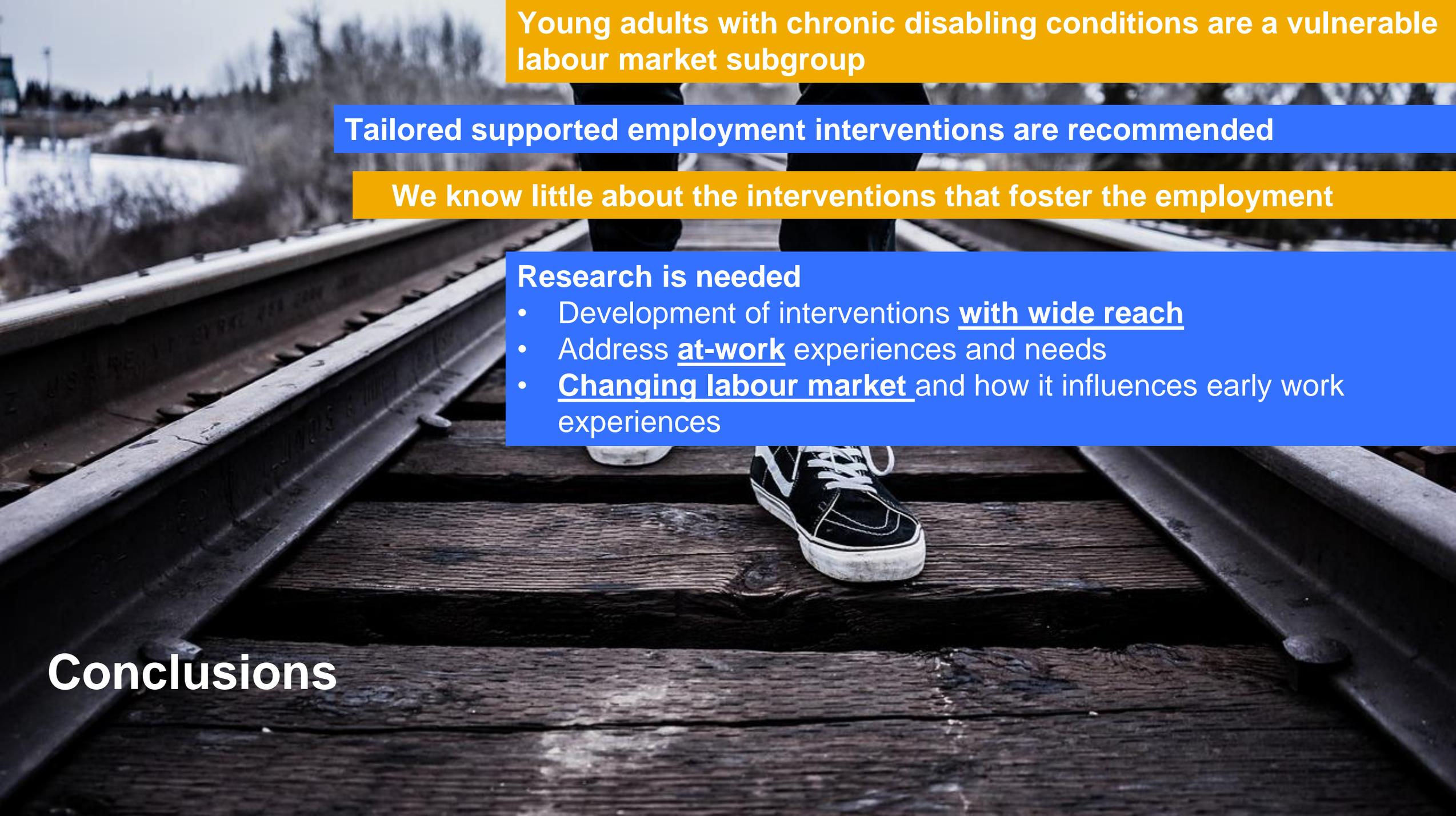


Addressing perceived barriers

- Communication at work
- Employer perceptions regarding the cost/feasibility of accommodations



Canadian-focused interventions

A person is standing on railroad tracks, with their legs and feet visible. The person is wearing dark pants and dark sneakers with white laces and soles. The tracks are made of metal rails and wooden ties, receding into the distance. The background shows a blurred landscape with trees and a building. The text is overlaid on the image in colored boxes.

Young adults with chronic disabling conditions are a vulnerable labour market subgroup

Tailored supported employment interventions are recommended

We know little about the interventions that foster the employment

Research is needed

- Development of interventions with wide reach
- Address at-work experiences and needs
- Changing labour market and how it influences early work experiences

Conclusions



Research + Stakeholder involvement

Research team

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Monique Gignac (IWH)

Adrienne Sinden (McMaster U)

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Stakeholders

Canadian Disability Policy Alliance

March of Dimes

Neil Squire Society

Canadian Council on Rehabilitation
and Work

Guelph University Disability Services



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Systematic review methodological support

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