Institute for Work & Health

Research Excellence
Safe Work
Healthy Workers

Institute for Work & Health Activity Plan 2026/27

Institute for Work & Health | Research Excellence Safe Work Healthy Workers

2026/27 Activity Plan

Research
Knowledge Transfer & Exchange and Communications
Corporate Services

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The 2026/27 Activity Plan represents the fourth year in the Institute's Strategic Plan and Research Plan for the period 2023 to 2027. The activities outlined within this current plan take place within the context of the Ministry Labour, Immigration, Training and Skills Development (MLITSD)'s 2021-2026 Occupational Health and Safety (OHS) Strategy, titled *Prevention Works*, which ends in April 2026, when a new OHS strategy will also be announced.

IWH's activities remain well aligned to support the objectives of the *Prevention Works* strategy, and we anticipate these projects will also be aligned with the new Provincial OHS strategy. Specifically, our research activities will continue to help build the best evidence to target OHS initiatives and measure the performance of the OHS system, support efforts to strengthen OHS practices in Ontario workplaces, and invest in efforts to understand the needs of Ontario's small businesses. IWH is committed to continuing to support the strategic priorities identified by the MLITSD, remaining responsive to filling the Ministry's research knowledge needs and contributing to opportunities to evaluate the impacts of policies and programs developed or supported by the Ministry. The 11 research projects outlined in IWH's 2026/27 Activity Plan, supported by our integrated and active knowledge transfer exchange and communications activities, will focus on the following key areas:

- Work is changing in important ways, with various technologies shifting how and where people work, and what types of work they engage in. IWH projects will better understand the nature and extent of these changes, including specifically new forms of work created or augmented through artificial intelligence and machine learning, and whether they contribute to, or reinforce, inequalities in labour market participation, working conditions or health conditions in the labour market.
- Employers and regulatory authorities are increasingly recognizing the importance of the psychosocial work environment and the impact of certain work dimensions on the mental health of workers. We will conduct work to better address psychosocial factors in the workplace and to provide evidence on what works and does not work in enabling workers with work-related mental health conditions to return to work, especially those with post-traumatic stress disorders.
- We will contribute to high-quality research evidence to support workplace practices in the prevention of work disability, in particular for injuries that are invisible and episodic (conditions that cause disability in the personal or work lives of 6.2 million people over the age of 15 in Canada).
- We will continue to build collaborative research and knowledge exchange partnerships with our partners in the Ontario prevention system. This includes IWH Connects. as well as additional opportunities to bring together stakeholders around high-priority OHS topics. We will also continue our commitment to involve workplace parties directly in many of our research projects.

Dr. Peter Smith
President & Senior Scientist

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Introduction

The Institute for Work & Health's mission is to conduct and mobilize research that supports policy-makers, employers and workers in creating healthy, safe and inclusive work environments. We do this by contributing high-quality and relevant research in two broad themes: (1) understanding how the conditions and organization of work impact the health, safety and wellbeing of workers, and identifying and evaluating programs and practices that prevent work-related injury and disease, and (2) identifying ways to improve the management, support and work participation of people who are injured, facing health challenges, living with a disability or otherwise experiencing exclusion from work. These two themes can be summed up as "work as a determinant of health" and "health as a determinant of work."

The Institute's work is achieved through three programs. Our Research Program focuses on the prevention of work-related injury and illness and the prevention and management of work disability. The Knowledge Transfer & Exchange (KTE) and Communications Program builds and maintains relationships with stakeholders to enable the ongoing exchange of information and research evidence, and produces and disseminates a wide range of lay-friendly products (tools, guides, policy briefings, newsletter articles, videos, infographics) to ensure research findings are understood, taken up and applied. The Corporate Services Program supports human resources, financial and facility management at the Institute; it also provides support to the Institute's Board of Directors.

The 2026/27 Activity Plan describes individual research projects to be conducted over the course of the next year. Each description outlines the project objectives, staffing complement, stakeholder involvement, and alignment to the objectives of the Ontario Prevention Office's Occupational Health and Safety Strategy, *Prevention Works*, and to its Research Roadmap. The work of the KTE and Communications Program and the organizational support role played by the Corporate Services Program are also described in the plan.

Research

Research projects for 2026/27 fall into the two broad themes outlined on the previous page. One exception is project 0951, which does not fall under either of the two broad categories and instead have themes with cross-cutting applications. Each research project is also aligned with one or more of the six priority research areas outlined in the IWH Research Plan, 2023-2027. These priority areas are: (1) the changing nature of work and the future of work; (2) longstanding work and health issues; (3) mental health and work; (4) organizational contexts, including small business; (5) work and health; and (6) worker diversity and inclusion within the broader societal context. In all our work, we will utilize the most appropriate and rigorous research methods, taking a multidisciplinary approach.

Knowledge Transfer & Exchange and Communications

The aim of KTE and Communications at the Institute is to make relevant research information available and accessible to stakeholders for use in decision-making about practices, programs and policies. IWH stakeholders include workers, employers, OHS professionals, policy-makers, health-care and disability providers, other researchers and more. The work of KTE and Communications directly advances the objectives of the Ontario Prevention Office's Research Roadmap by supporting the development of research partnerships and by producing and disseminating evidence-based information products.

Corporate Services

Corporate Services provides facilities support, human resources management, and finance and accounting capacity for the Institute. It also oversees the purchase and maintenance of equipment and supplies. The administrative infrastructure and human resources functions support the diversity and complexity of work at the Institute. Corporate services also provides liaison and support to the Institute's Board of Directors.

Guide to acronyms, affiliations and standard sentences

In the following project pages, IWH uses two standard sentences in the Knowledge Translation Strategies fields to refer to a host of activities.

The sentence that reads “This project uses an integrated KTE approach” encompasses the following:

The Institute’s integrated knowledge transfer and exchange (KTE) approach involves stakeholders throughout the research process. Often participating through stakeholder advisory committees, they help tailor the study questions, interpret findings using language and contexts relevant to other stakeholders, and disseminate research results to their networks.

The sentence that reads “Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles” encompasses the following:

Using the format best suited to the findings, IWH shares plain-language findings through newsletter articles, research summaries, infographics, videos, policy briefings, media releases and/or articles tailored for external stakeholder publications. Dissemination vehicles include the Institute’s monthly e-newsletter, IWH News, and social media channels, which include LinkedIn, Facebook, Instagram, Bluesky, YouTube and X. Findings are also shared via the Institute’s IWH Speakers Series webinars and at relevant stakeholder (non-academic) events. Finally, findings are shared in peer-review journals and at academic conferences. Through these dissemination vehicles, IWH reaches a wide range of audiences, including policy-makers (especially in employment, labour, disability and workers’ compensation), employers, workers, health and safety professionals, disability management professionals, public health practitioners, clinicians, academics, research funders and more.

Throughout the following pages, **acronyms** are used to refer to organizations with which most readers in Ontario’s prevention system are likely familiar. The acronyms are spelled out below for reference, in alphabetical order.

Please note that the indicated project end date refers to the end of the funding period, not necessarily the end of project publication and dissemination activities. This is due to the time it takes to write journal articles and get them through the peer-review process, as well as the time it takes to create lay-friendly products communicating research findings.

Please note that project costs are those estimated for the year and are subject to change year over year. However, total project costs will align with total project funding by the end of a project.

CCOHS – Canadian Centre for Occupational Health and Safety

CCRW – Canadian Council on Rehabilitation and Work

CIHR – Canadian Institutes of Health Research

ESDC – Employment and Social Development Canada (Government of Canada)

HSAs – Ontario's health and safety associations

IWH – Institute for Work & Health

IHSA – Infrastructure Health and Safety Association

IRCC – Immigration, Refugees and Citizenship Canada

KTE – knowledge transfer and exchange

MLITSD – Ministry of Labour, Immigration, Training and Skills Development

OCRC – Occupational Cancer Research Centre (Ontario Health)

OHCOW – Occupational Health Clinics for Ontario Workers

OHS – occupational health and safety

PSHSA – Public Services Health & Safety Association

RTW – return to work

SSHRC – Social Sciences and Humanities Research Council

WSIB – Workplace Safety and Insurance Board

WSN – Workplace Safety North

WSPS – Workplace Safety & Prevention Services

Note: All research team members are affiliated with the Institute for Work & Health unless otherwise indicated (i.e., Name (Organization)).

Prevention of work-related injury and illness

In this section, we provide an overview of the Institute's research plans for 2026/27 focused on the prevention of work-related injury and illness and the promotion of health and wellbeing. Together these projects address each of our six research priority areas. For many projects we have engaged with different stakeholder groups, including employers, organized labour, health and safety associations, OHS professionals, and other partners to act as advisers on the research and to support the transfer of research evidence to policy and practice when the research is completed.

Alignment to the *Prevention Works* strategy

For each project we have also indicated alignment with the objectives of the 2021-26 Occupational Health and Safety Strategy, *Prevention Works*.

In the year ahead, we will engage in a strong and diverse portfolio of research to strengthen information on the causes of occupational injury in Ontario and the targets for prevention initiatives. This aligns with the 2021-26 strategy of building and using the best evidence to target initiatives and measure performance.

Taken together, the following research projects not only help build the best evidence but will facilitate the process through which this knowledge can be used to improve occupational health and safety knowledge and practices, and support workplace parties to fulfil their OHS roles and responsibilities.

Construction union effect (1258)

URL: https://www.iwh.on.ca/projects/construction-union-effect

Reasons for the project: Unions have played an important role in the development of occupational health and safety protections for workers, through various mechanisms such as advocacy, provisions in collective agreements, ensuring enforcement by authorities, and enhancing joint health and safety committee effectiveness. However, quantitative findings on the prevention of injury, especially nonfatal injury, has been mixed. IWH previously undertook two studies of the union effect on workplace injuries in the Industrial, Commercial and Institutional (ICI) sector of construction. These studies were based solely on data from Ontario's Workplace Safety and Insurance Board (WSIB). The present study will both repeat and extend the earlier methodological approach by using data not only from WSIB but also from the Statistics Canada Labour Survey and the Infrastructure Health and Safety Association (IHSA).

Objectives of the project:

- Examine the association between employer/worker unionization and WSIB fatal and nonfatal injury claim incidence, in the Industrial, Commercial and Institutional (ICI) construction sector, using two approaches: 1) Employer-level analysis, using administrative data from WSIB, unions, and employer associations, and 2) Worker sub-group-level analysis, using the above sources and Statistics Canada's Labour Force Survey
- Explore the association of employer achievement of the IHSA's Certificate of Recognition (COR) status with unionization and claim incidence

Methods: Cross-sectional study

Project status: September 2025 – March 2027

Research Team and Roles: Lynda Robson (Principal Investigator), Peter Smith (Co-Principal Investigator), Hela Bakhtari (Project Coordinator), Hyunmi Lee (Analyst)

Collaborators and Partners: Ontario Construction Secretariat, unions, employer associations

Knowledge Transfer Strategies: Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target Audience: Ontario Construction Secretariat, unions, employers, MLITSD

Linkage to MLITSD's *Prevention Works* Strategy: Objective 1: Build and use the best evidence.

Funded by: MLITSD, Ontario Construction Secretariat

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations: Not applicable

A prospective study exploring the effects of daily movement reallocation on Canadian workers' risk of cardiovascular disease and all-cause mortality (1470)

URL: https://www.iwh.on.ca/projects/exploring-how-daily-patterns-of-sleep-and-activity-affect-risk-of-cardiovascular-disease-and-mortality-among-canadian-workers

Reasons for the project: Limited knowledge exists about workers' 24-hour patterns of sleep, sedentary behavior, and physical activity across different intensities, and how these relate to heart disease and early death risks. Understanding these patterns is crucial, as current public health guidelines, which recommend 150 minutes of moderate-to-vigorous activity, may be impractical for many workers, especially those in demanding jobs. This study examines how reallocating time between sleep and different daily activities impacts workers' health outcomes and how these differ for workers in physically and psychologically demanding occupations.

Objectives of the project:

- Investigate how 24-hour behaviours (sedentary time, light, moderate, and vigorous physical activity, and sleep) are linked to heart disease and early death in workers and the general population.
- Analyze variations in these associations based on physical and psychosocial working conditions.

Methods: Longitudinal study

Project status: April 2024 – March 2027; extended

Research team and roles: Aviroop Biswas (Principal Investigator), Victoria Landsman, Peter Smith, Faraz Vahid Shahidi, Stephanie Prince Ware (Public Health Agency of Canada); David Alter (University Health Network) (Research Team), Pam Cardwell (KTE Lead)

Collaborators and partners: ParticipACTION, Canadian Society for Exercise Physiologists (CSEP), the Canadian Centre for Occupational Health and Safety (CCOHS), EWI Works, and the Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers (ACRC)

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: Workplaces, workers, policy makers, and researchers

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence. Objective 2: Improve OHS knowledge and practices.

Funded by: MLITSD, CIHR

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations: Not applicable

Advancing research on AI adoption and the health, safety and wellbeing of workers (1475)

URL: https://www.iwh.on.ca/projects/advancing-research-on-ai-adoption-and-health-safety-and-wellbeing-of-workers

Reasons for the project: Advancements in AI will continue to transform working conditions and the ways job tasks are performed and impact the demand for workers in potentially positive and negative ways. We currently know little about how the design and adoption of AI within workplaces will shape the health, safety, and wellbeing of workers across different industries and occupations. This project aims to generate this evidence to better enable WorkSafeBC to develop policies and programs that optimize the benefits of AI for worker health.

Objectives of the project:

- Identify, in real time, the emerging AI trends and implications for working conditions and the health of workers
- Advance AI data analysis infrastructure and application
- Conduct workplace-based research on the impact of AI adoption

Methods: Multi-method study: Qualitative study, Quantitative study, Living review

Project status: February 2024 – December 2026

Research team and roles: Arif Jetha (Principal Investigator), Emma Irvin, Maggie Tiong (Research Team), Meghan Crouch (Project Coordinator), Sara Macdonald (KTE Lead)

Collaborators and partners: WorkSafeBC

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: Compensation boards, policy-makers

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence. Objective 2: Improve OHS knowledge and practices.

Funded by: MLITSD, WorkSafeBC

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly):

New publications:

Jetha, A., Crouch, M., Vold, K. et al. Artificial intelligence in the workplace: a living systematic review protocol on worker safety, health, and well-being implications. Syst Rev 14, 255 (2025). https://doi.org/10.1186/s13643-025-03000-0

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations:

Jetha A. AI adoption at work: Which worker and occupation groups are most likely to be affected?. Presentation at: Open plenary for the Institute for Work & Health's Speaker Series. Webinar. 2025 Nov 18. Available from: https://iwh.on.ca/events/speaker-series/2025-nov-18

Partnership on AI and the Quality of work (PAIQ) (1485)

URL: https://www.iwh.on.ca/projects/partnership-ai-quality-of-work

Reasons for the project: The Canadian labour market is undergoing an artificial intelligence (AI) revolution. AI's capacity to learn, adapt, and create outputs with increasing independence means that it can automate job tasks across a broad range of occupations, with the potential to substantially change the world of work. Despite this, we have limited understanding of how AI will affect working conditions and worker experiences—whether for better or for worse. We also lack information on the worker groups that may be most advantaged or disadvantaged by AI.

This partnership project aims to address pressing questions of how AI will affect the quality of working lives in Canada. Working with a pan-Canadian multidisciplinary team of 39 researchers and 34 partner organizations, we will conduct a series of research studies to better understand what the increased use of AI in the workplace means for wellbeing of Canadian workers. Findings will be integrated into the design of products to guide healthy and equitable AI adoption in the workplace. This project will also build capacity among early career researchers and partners to work at the intersection of AI, work, and health.

Objectives of the project:

- Monitor and synthesize evidence on how AI advancement, adoption, and use impact job quality and worker health, safety and wellbeing
- Estimate the extent to which Canadian workers are exposed to AI, and determine how AI exposure relates to job quality and worker health, safety and wellbeing
- Directly observe the effect of AI on workers including how AI may impact job task performance, perceptions of work, and wellbeing
- Identify and explain how worker and work context characteristics may play a role in shaping the advantages or disadvantages from AI

Methods: Multi-method study: living systematic review, cross-sectional studies, qualitative studies

Project status: April 2025- March 31, 2032

Research Team and Roles: Arif Jetha (Principal Investigator), Aviroop Biswas, Meghan Crouch, Kathleen Dobson, Monique Gignac, Emma Irvin, Peter Smith, Faraz Vahid Shahidi (IWH), Victoria Arrandale (University of Toronto), Ebrahim Bagheri (Responsible Artificial Intelligence), Ananya Banerjee (McGill University), Kean Birch (York University), Silvia Bonaccio (University of Ottawa), Wendy Cukier (Diversity Institute, Toronto Metropolitan University), Valerio De Stefano (York University), Mathieu Dupuis (Université Laval), Marc Frenette (Statistics Canada), Avi Goldfarb (University of Toronto), Pamela Hopwood (University of Waterloo), Naimul Khan (Toronto Metropolitan University), Vicki Kristman (EPID@ Work, Lakehead University), Peter Loewen (Cornell University), Ellen MacEachen (University of Waterloo), Muhammad Mamdani (Unity Health Toronto), Jenna Myers (University of Toronto), Susan Peters (Center for Work, Health and Well-Being, Harvard T.H. Chan School of Public Health), Andrew Pinto (Upstream Lab), Laura Rosella (University of Toronto), Paula Rowland (University Health Network), Frank Rudzicz

(Vector Institute), James (Jay) Shaw (University of Toronto), Brendan Smith (Public Health Ontario), Maxwell Smith (Western University), Abiramy Sriharan (York University), Jutta Treviranus (Inclusive Research Design Centre, OCAD University), Danielle van Jaarsveld (The University of British Columbia), Gabrielle Voiseux (The University of British Columbia), Karina Vold (University of Toronto), Viet Vu (The Dais at Toronto Metropolitan University), Nicole Ka Wing Wu (University of Toronto), Daniyal Zuberi (University of Toronto) (Research Team), Julie Bowring (Project Coordinator), Qing Liao (Analyst), Leslie Vesley (KTE Lead)

Collaborators and Partners: AI for Public Health; Alberta Machine Intelligence Institute; Blueprint-ADE; CIFAR; Canadian Manufacturers & Exporters; Center for Work, Health and Well-Being, Harvard T.H. Chan School of Public Health; CSA Public Policy Centre; Diversity Institute, Toronto Metropolitan University; Employment and Social Development Canada; EPID@Work, Lakehead University; Future Skills Centre; Inclusive Research Design Centre, OCAD University;Labour Market Information Council; MaRS Discovery District; Mila - Institut Québécois d'intelligence artificielle; Occupational Health Clinics for Ontario Workers Inc.; Ontario Ministry of Labour, Immigration, Training and Skills Development; Public Health Ontario; Public Services Health and Safety Association; Responsible Development of Artificial Intelligence; Schwartz Reisman Institute for Technology and Society at the University of Toronto; Statistics Canada;The Conference Board of Canada; The Dais - Toronto Metropolitan University; UNIFOR; United Steelworkers; Unity Health Toronto; University Health Network; Upstream Lab; Vector Institute;Workplace Safety & Prevention Services; Workplace Safety & Insurance Board; WorkSafeBC

Knowledge Transfer Strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target Audience: This project will be relevant to a broad range of stakeholders. For policy-makers, our research offers a pathway to modernize labour standards, address the risks posed by AI, and craft legislation that safeguards workers. For employers, insights can be used to foster conditions at work that promote worker wellbeing, and to ensure that workers are central to AI implementation decisions. Workers and unions can leverage our findings to navigate the opportunities and challenges posed by AI, advocate for improved job quality and working conditions. For AI developers, our results will offer guidance on designing safer and more responsible AI technologies that account for their impact on job quality and worker health, safety and wellbeing.

Linkage to MLITSD's *Prevention Works* Strategy: Objective 1: Build and use the best evidence. Objective 2: Improve OHS knowledge and practices. Objective 3: Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence. Objective 4: Make OHS easier for small businesses.

Funded by: MLITSD, Social Sciences & Humanities Research Council of Canada

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly):

<u>New publications</u>:

Jetha, A., Crouch, M., Vold, K. et al. Artificial intelligence in the workplace: a living systematic review protocol on worker safety, health, and well-being implications. Syst Rev 14, 255 (2025). https://doi.org/10.1186/s13643-025-03000-0

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations:

Jetha A. AI adoption at work: Which worker and occupation groups are most likely to be affected?. Presentation at: Open plenary for the Institute for Work & Health's Speaker Series. Webinar. 2025 Nov 18. Available from: https://iwh.on.ca/events/speaker-series/2025-nov-18

Other knowledge mobilization activities:

Jetha A. AI and worker health and safety: understanding implications for police services. Presentation at: Ontario Police Health & Safety Association. Virtual; 2025.

Jetha A. AI and worker rights. Presentation at: United Steel Workers Provincial Health and Safety Annual Meeting. Toronto, ON; 2025 October 16.

Jetha A. AI and health and safety of workers: research and practice. Presentation at: Ontario Municipal Health & Safety Professionals Association General Meeting. Virtual; 2025.

Jetha A., Bryan K, Schieman S. AI: work, wellbeing, and what's next: a conversation with thought leaders. Presentation at: Public Services Health and Safety Association Annual General Meeting Panel. Toronto, ON; 2025 September 25.

Jetha A. AI and the health and safety of workers. Presentation at: Infrastructure Health and Safety Association Annual All-Staff Meeting. Toronto, ON; 2025 July 7.

Jetha A. AI and the health and safety and well-being of workers: unpacking emerging research and practice considerations. Presentation at: EPID@Work Research Institute Research into Action Conference. Thunder Bay ON, Toronto, ON; 2025 September 23.

Jetha A, MacEachen E, Sanford J. Future of work: how technological change is reshaping workplaces. Presentation at: Canadian Association for Research on Work & Health Conference. Ottawa, ON; 2025 June 3–4.

Jetha A, Legislative protections for the health and safety of workers exposed to AI systems in the workplace. Presentation at: AI Safety & Public Policy Research Workshop. Toronto, ON: C.D. Howe Institute; 2025.

Prevention and management of work disability

The prevention of work disability, along with the creation of inclusive work environments for labour market participants with health conditions, remains a strong research focus at the Institute for Work & Health. Projects within this theme address ongoing and emerging issues, including optimal return-to-work (RTW) practices to prevent work disability and promote workplace environments that meet the needs of workers with health conditions/injuries in order to sustain productivity and prevent future absences from work. As is the case with our injury prevention research, KTE staff will engage non-research partners—including employers, workers, clinical practitioners, ergonomists, disability managers, RTW coordinators, OHS professionals and more—in many of these research projects to ensure that research evidence is relevant and to support its use to shape policy and practice.

Alignment to the *Prevention Works* strategy

As with the projects listed within the Prevention of work-related injury and illness section, we have aligned the activities and future results of each project with the *Prevention Works* strategy, noting that workplace systems that prevent injuries and illnesses are often related to systems that prevent and manage work disability.

IWH has conducted actionable research for more than two decades to support improvements in workplace practices to create more inclusive work environments, including accommodating those living with health conditions. We will continue to focus on workplace accommodations and communications that affect workers across all ages and across a wide range of conditions, from occupational injuries and illnesses to non-occupational episodic and chronic health conditions. Our projects will increase the capacity and confidence of employers to sustainably employ persons with disabilities.

Accommodating and Communicating about Episodic Disabilities (ACED): A partnership to deliver workplace tools and resources to sustain the employment of people with chronic, episodic conditions (2271)

URL: https://www.iwh.on.ca/projects/accommodating-and-communicating-about-episodic-disabilities-aced-partnership-to-deliver-workplace-resources-to-sustain-employment-of-people-with-chronic-episodic-conditions

Reasons for the project: Many chronic physical and mental health conditions create episodic or intermittent disability and not continuous limitations. In addition, they are often invisible to others and unpredictable in their impact. As such, they create challenges related to communication and disclosure of needs, as well as to the delivery of workplace support. The ACED partnership grant aims to enhance the work sustainability of Canadians with chronic and episodic conditions through the development of interactive, accessible, evidence-based tools that facilitate communication decision support and accommodation planning for workers, supervisors, and others in the workplace.

Objectives of the project:

- Consolidate and enhance existing evidence for toolkit development.
- Develop new evidence-informed tools: 1) a communication decision-support tool; 2) an accommodation planning tool for workers, supervisors, HR/disability managers and others (e.g., case managers, health-care professionals).
- Pilot test and evaluate the tools.
- Expand the evidence base to include greater attention to sex/gender, age/life course, diverse employment contexts and episodic conditions.
- Develop new researcher capacity and build new workplace partnerships.

Methods: Multi-method study

Project status: April 2018 – September 2026; extended

Research team and roles: Monique Gignac (Principal Investigator), Dorcas Beaton, Curtis Breslin, Emma Irvin, Arif Jetha, Ron Saunders, Emile Tompa, Dwayne Van Eerd, Joy MacDermid, Renee-Louise Franche, William Shaw, Peter Smith, Aaron Thompson (Research Team), Julie Bowring (Project Coordinator), Sabrina Tonima (KTE Lead)

Collaborators and partners: Arthritis Society Canada, MS Canada, Canada Life's Workplace Strategies for Mental Health, Canadian Mental Health Association, Crohn's & Colitis Canada, Mindful Employer Canada, MLITSD, Realize Canada, University of Toronto

Knowledge transfer strategies: This project uses an integrated KTE approach. Research and tools are tailored for lay audiences and disseminated widely through established IWH communication vehicles, stakeholder channels, and newly established dissemination partners.

The Job Demands and Accommodation Planning Tool (JDAPT) was launched April 2023. There are three versions of the tool (worker version; employer version thinking about a worker; employer version thinking about a job). The versions are freely available in English and French: https://aced.iwh.on.ca/jdapt.

The DCIDE tool (Decision-support for Communicating about Invisible Disabilities that are Episodic) was launched November 2024. The tool supports workers with disabilities in deciding whether to share information about health impacts at work. It is freely available in English and French: https://aced.iwh.on.ca/DCIDE.

Target audience: Workers with episodic conditions, supervisors, human resources, disability managers and service providers, organizations serving people with episodic conditions, labour representatives, clinicians serving people with disabilities.

Linkage to MLITSD's *Prevention Works* strategy: Objective 1. Build and use the best evidence. Objective 3: Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence.

Awards/recognitions: The Job Demands and Accommodation Planning Tool (JDAPT) was the Grand Prize winner of the 2022 MaRS-CIBC Inclusive Design Challenge: Support at Work ($50,000), May 2022.

We received the 2023 Michael Feuerstein Award for best paper, Journal of Occupational Rehabilitation ("A sensibility assessment of the Job Demands and Accommodation Planning Tool: A tool to help workers with episodic disability plan workplace support").

Gignac appeared as a witness before the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities in the Canadian House of Commons in December 2018. The committee reviews policy practices that impact people living with disabilities.

Funded by: MLITSD, CIHR, SSHRC, ESDC. Additional funds were received from Canada Life and MaRS-CIBC.

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly):

New publications:

Gignac MAM, Bowring J, Saunders R, Navaratnerajah L, Smith PM, Jetha A, Thompson A, Franche RL, Shaw WS, and Pienkowski M. Why are disclosure decisions so difficult? Understanding factors that encourage and discourage workers with a chronic disabling condition from disclosing health information at work. J Occup Rehab. 2025; [epub ahead of print]- https://doi.org/10.1007/s10926-025-10326-y

Publications previously reported:

Jessiman-Perreault G, Smith P, Thompson A, Gignac MAM. The relationship between meeting workplace accommodation needs and job disruptions among Canadians working with disabilities: A cross-sectional analysis. Journal of Occupational and Environmental Medicine. 2025. 67, e54-e60. doi: 10.1097/JOM.0000000000003262

Gignac MAM, Bowring J, Navaratnerajah L, Saunders R, Jetha A, Thompson A, et al. The Job Demands and Accommodation Planning Tool (JDAPT): a nine-month evaluation of use, changes in self-efficacy, presenteeism, and absenteeism in workers with chronic and episodic disabilities. J Occup Rehab. 2024 Aug 9:1-16. doi: 10.1007/s10926-024-10231-w

Woticky G, Jetha A, Tompa E, Gignac MAM. Disclosure decisions of workers living with a chronic health condition causing disability at work: are decisions to disclose to co-workers and supervisors different? J Occup Rehab. 2024 Sep 13:1-3. doi: 10.1007/s10926-024-10235-6

Cheng L, Jetha A, Cordeaux E, Lee K, Gignac MAM. Workplace challenges, supports, and accommodations for people with inflammatory bowel disease: a scoping review. Disabil Rehabil. 2022; 44(24):7587-7599. doi: 10.1080/09638288.2021.1979662

Jessiman-Perreault G, Gignac MAM, Thompson A, Smith PM. Understanding the unmet accommodation needs of people working with mental or cognitive conditions: the importance of gender, gendered work, and employment factors. J Occup Rehab. 2024; 34(1):251-264. doi: 10.1007/s10926-023-10132-4

Gignac MAM, Bowring J, Jetha A, Beaton DE, Breslin FC, Franche RL, et al. Disclosure, privacy and workplace accommodation of episodic disabilities: organizational perspectives on disability communication-support processes to sustain employment. J Occup Rehab. 2021; 31(1):153-165. doi: 10.1007/s10926-020-09901-2

Gignac MAM, Jetha A, Ginis KAM, Ibrahim S. Does it matter what your reasons are when deciding to disclose (or not disclose) a disability at work? The association of workers' approach and avoidance goals with perceived positive and negative workplace outcomes. J Occup Rehab. 2021; 31(3):638-651. doi: 10.1007/s10926-020-09956-1

Gignac MAM, Shahidi FV, Jetha A, Kristman V, Bowring J, Cameron JI, et al. Impacts of the COVID-19 pandemic on health, financial worries, and perceived organizational support among people living with disabilities in Canada. Disability and Health Journal. 2021; 14(4):101161- doi: 10.1016/j.dhjo.2021.101161

Gignac MAM, Bowring J, Tonima S, Franche RL, Thompson A, Jetha A, et al. A sensibility assessment of the Job Demands and Accommodation Planning Tool (JDAPT): a tool to help workers with an episodic disability plan workplace support. J Occup Rehab. 2023; 33(1):145-159. doi: 10.1007/s10926-022-10057-4

Gignac MA, Bowring J, Shahidi FV, Kristman V, Cameron JI, Jetha A. Workplace disclosure decisions of older workers wanting to remain employed: A qualitative study of factors considered when contemplating revealing or concealing support needs. Work, Aging and Retirement. 2024 Apr 1;10(2):174-87. doi: 10.1093/workar/waac029

Martin Ginis KA, Jetha A, Gignac MAM. Experiential aspects of employment and their relationship with work outcomes: a cross-sectional study using a novel measure of participation in workers with and without physical disabilities. Disability and Health Journal. 2023; 16(3):101448- doi: 10.1016/j.dhjo.2023.101448

Shahidi FV, Jetha A, Kristman V, Smith PM, Gignac MA. The employment quality of persons with disabilities: findings from a national survey. J Occup Rehab. 2023; 33(4):785-795. doi: 10.1007/s10926-023-10113-7

Van Eerd D, Bowring J, Jetha A, Breslin FC, Gignac MAM. Online resources supporting workers with chronic episodic disabilities: an environmental scan. International Journal of Workplace Health Management. 2021; 14(2):129-148. doi: 10.1108/ijwhm-08-2020-0137

Related research summaries:

Please see https://aced.iwh.on.ca.

For the Job Demands and Accommodation Planning Tool (JDAPT), please see: https://aced.iwh.on.ca/jdapt.

For DCIDE (Decision-Support for Communicating about Invisible Disabilities that are Episodic), please see: https://aced.iwh.on.ca/dcide.

Related interviews and articles:

Canada HR News (podcast), 2023 Mar 20 [cited 2024 Feb 5]. Available from: https://canadahrnews.buzzsprout.com/1947025/12477150-march-20-2023 (~ 7 minutes into the show)

Dujay J. Lack of support at work makes COVID worse for people with disabilities. Canadian HR Reporter: Key Media (Toronto, Ont.) 2021 Aug 9 [cited 2024 Feb 5]. Available from: https://www.hrreporter.com/focus-areas/compensation-and-benefits/lack-of-support-at-work-makes-covid-worse-for-people-with-disabilities/358771

Interactive planning tool designed for workers with chronic health conditions. Safety + Health Magazine: National Safety Council (Itasca, Ill.) 2023 Mar 21. [Cited 2023 Apr 25]. Available from: https://www.safetyandhealthmagazine.com/articles/23749-interactive-planning-tool-designed-for-workers-with-chronic-health-conditions.

Alberta Learning Information Service (ALIS). Doing well at work when you have a disability [Internet]. Government of Alberta; 2024 [cited 2024 Feb 5]. Available from: https://alis.alberta.ca/tools-and-resources/resources-for-people-with-disabilities/doing-well-at-work-when-you-have-a-disability/

Bobyreva E. Canada human resources news [Podcast]. (~ 7 minutes into the show). Canada HR News; 2023 Mar 20 [cited 2024 Feb 5]. Available from: https://canadahrnews.buzzsprout.com/1947025/12477150-march-20-2023

Canadian Centre for Occupational Health and Safety (CCOHS). Supporting workers with chronic conditions [Internet]. Health and Safety Report. 2023;21(5). Available from: https://www.ccohs.ca/newsletters/hsreport/issues/2023/05/ezine.html#hsreport-ontopic

Dujay J. Greater focus on episodic disabilities needed: study [Internet]. Canadian HR Reporter; 2020 Aug 24 [cited 2024 Feb 5]. Available from: https://www.hrreporter.com/focus-areas/compensation-and-benefits/greater-focus-on-episodic-disabilities-needed-study/332638

Dujay J. Lack of support at work makes COVID worse for people with disabilities [Internet]. Canadian HR Reporter; 2021 Aug 9 [cited 2024 Feb 5]. Available from: https://www.hrreporter.com/focus-areas/compensation-and-benefits/lack-of-support-at-work-makes-covid-worse-for-people-with-disabilities/358771

Gao R. Tech update: digital tool offers help for workers with health issues, and Canadian firms need to brush up on cybersecurity [Internet]. Toronto Star; 2023 Mar 23 [cited 2024 Feb 5]. Available from: https://www.thestar.com/business/mars/2023/03/23/tech-update-digital-tool-

offers-help-for-workers-with-health-issues-and-canadian-firms-need-to-brush-up-on-cybersecurity.html.

Gignac MAM. Disability, employment, and accommodations: the workplace perspective. Psynopsis. 2023;45(1):16-17. [cited 2024 Feb 5]. Available from: https://cpa.ca/docs/File/Psynopsis/2023-Vol45-1/index.html#p=16

Gignac MAM, Vu U. Introducing the JDAPT: a tool to help workers with chronic conditions access support. Ontario Occupational Health Nurses Association (OOHNA) Journal. 2023;42(1): 41-44.

Gignac MAM, Vu U. Disclosure decisions: for workers with episodic conditions, disclosure is no simple matter. Occupational Health [at Work]: AtWork Partnership (Barnet, United Kingdom) 2024; 20(5): 21-24.

Humber T. Workplace chronic health conversations are awkward: A new tool is here to help. OHS Canada; 2023 Apr 20. [Cited 2023 Apr 25]. Available from: https://www.ohscanada.com/features/workplace-chronic-health-conversations-are-awkward-a-new-tool-is-here-to-help/

Institute for Work & Health. A tool to help workers with chronic conditions find job-tailored accommodations [Internet]. Rehab & Community Care Medicine; 2023 [cited 2024 Feb 5]. Available from: https://www.rehabmagazine.ca/healthcare/workplace-health/a-tool-to-help-workers-with-chronic-conditions-find-job-tailored-accommodations/

Institute for Work & Health. Older workers not prone to ask for employer support citing ageism and other issues [Internet]. Rehab and Community Care Medicine. 2023; Spring:12-14. Available from: https://www.rehabmagazine.ca/featured-carousel/older-workers-not-prone-to-ask-for-employer-support-citing-ageism-and-other-issues/ PDF version: https://www.bluetoad.com/publication/?m=1929&i=789088&p=12&ver=html5

Mercer S. Accommodation tools aims to bridge gaps between workers and employers [Internet]. Canadian Occupational Safety; 2023 Mar 17 [cited 2024 Feb 5]. Available from: https://www.thesafetymag.com/ca/news/general/accommodation-tools-aims-to-bridge-gaps-between-workers-and-employers/439950 Featured on the home page: https://www.thesafetymag.com/ca.

Mercer S. Tool to help workers with chronic and episodic health conditions [Internet]. Canadian Occupational Safety; 2023 Mar 8 [cited 2024 Feb 5]. Available from: https://www.thesafetymag.com/ca/topics/technology/tool-to-help-workers-with-chronic-and-episodic-health-conditions/438794

Rubini G. Canada. IWH launches tool to help workers with chronic conditions find tailored work accommodations [Canada. IWH lancia uno strumento per aiutare i lavoratori con patologie corniche a trovare sistemazioni su misura per il lavoro] [Internet]. Diario Prevenzione; 2023 Mar 26. [cited 2024 Feb 5]. Available from: https://www.diario-prevenzione.it/canada-iwh-lancia-uno-strumento-per-aiutare-i-lavoratori-con-patologie-croniche-a-trovare-sistemazioni-su-misura-per-il-lavoro/

Vu U, Gignac MAM. Facilitating adjustments. Introducing the JDAPT: a tool to help workers with chronic conditions access support. Occupational Health at Work. 2023;20(2):16-18.

Lang, HE. Lloyd Austin hid his cancer. When do employees need to disclose a serious illness? MarketWatch (Morningstar.com); 2024 Jan [cited 2024 Feb 5]. Available at: https://www.morningstar.com/news/marketwatch/20240113196/lloyd-austin-hid-his-cancer-when-do-employees-need-to-disclose-a-serious-illness

Gignac MAM, Vu U. Disclosure decisions: For workers with episodic conditions, disclosure is no simple matter. Occupational Health at Work, 2024; 20(5): 21-24.

Livingstone, B. Can't imagine retiring? You're not alone. [cited 2025 Oct 21]. Available from: Forget retirement: More older adults staying in the workforce | Calgary Herald.

Livingstone, B. Can't imagine retiring? You're not alone. [cited 2025 Oct 21]. Available from: Can't imagine retiring? You're not alone. Yahoo News.

Workplace Wellbeing Tips: Help is Here. Edmonton Journal. [cited 2025 Oct 21]. Available from: PressReader.com - Digital Newspaper & Magazine Subscriptions

Workplace Wellbeing Tips: Help is Here. Edmonton Sun. [cited 2025 Oct 21]. Available from: PressReader.com - Digital Newspaper & Magazine Subscriptions

Workplace Wellbeing Tips: Help is Here. Calgary Sun. [cited 2025 Oct 21]. Available from: PressReader.com - Digital Newspaper & Magazine Subscriptions

IWH Speaker Series presentations:

Gignac MAM. Challenges in accommodating mental and physical health conditions: what workplace parties are saying. Presentation at: Open plenary for the Institute for Work & Health's Speaker Series. Webinar. 2018 Jun 5. Available from: https://www.iwh.on.ca/events/speaker-series/2018-jun-12

Gignac MAM. Does it matter what workers' reasons are for disclosing or not disclosing an episodic disability at work? Presentation at: Open plenary for the Institute for Work & Health's Speaker Series. Webinar. 2020 Nov 24. Available from: https://www.iwh.on.ca/events/speaker-series/2020-nov-24

Gignac MAM. Deciding whether to share health information at work: A new evidence-based tool for workers with chronic conditions. Presentation at: Open plenary for the Institute for Work & Health's Speaker Series. Webinar. 2024 Nov 19. Available from: https://www.iwh.on.ca/events/speaker-series/2024-nov-19

Other knowledge mobilization activities:

Gignac MAM. Challenges in accommodating mental and physical health conditions: what workplace parties are saying. Invited Presentation at: Occupational and Environmental Health speaker series, University of Toronto; 2019 Apr 5; Toronto, ON.

Gignac MAM, Bowring J, Breslin C, Jetha A, Van Eerd D, Irvin E, et al. Challenges in accommodating mental and physical health conditions: what workplace parties are saying. Podium presentation at: the Work Disability Prevention and Integration Conference; 2019 Jun 4-7; Odense, Denmark.

Gignac MAM. Accommodating and Communicating about Episodic Disabilities (ACED): a partnership to deliver workplace tools and resources to sustain the employment of people with chronic, episodic conditions (Webinar). Invited presentation: to the Occupational Health Rounds at St. Michael's Hospital, Toronto; 2020 Oct 21.

Gignac MAM. Disclosure and Accommodation Planning – New Approaches and Interactive Tools to Identify Work-Related Support Strategies for Workers with Long-term Conditions and Disability. Invited presentation given to the Occupational and Environmental Medicine Association of Canada (OEMAC) 40th Annual Scientific Conference; 2023 Sept 10-12; Ottawa, ON.

Gignac MAM. The Job Demands and Accommodation Planning Tool (JDAPT) for workplace support planning. Invited webinar for the Occupational and Environmental Health (OEH) Seminar. 2024 Sept 27.

Gignac MAM. Disclosure and Accommodation Planning: A new approach and interactive tool to support workers with chronic and episodic disability. Invited Keynote speaker at the Centre for Research in Occupational Safety & Health (CROSH) Leo Gerard Legacy Series Lecture (virtual). 2024 May 23.

Gignac MAM, Bowring J, Pienkowski M. Working with a chronic health condition: Is choosing not to disclose the same thing as hiding information? Presentation given as part of the Marginalized and vulnerable workers symposium of the Canadian Association of Research on Work and Health (CARWH). Ottawa; 2025 June 2.

Mikail S, Franche R-L, Bellows C, Legendre V, Gignac MAM. Work focused assessment, treatment, and after-care: A primer for psychologists. Workshop for the Canadian Psychological Association Conference, 2021 June 1-2. [Gignac presented early JDAPT and disclosure research]

Cheng L, Gignac MAM. Accommodating and Communicating about Episodic Disabilities (ACED): a partnership to deliver workplace tools and resources to sustain the employment of people with chronic, episodic conditions. Invited presentation at: Crohn's and Colitis Canada, Lunch and Learn Seminar Series. Webinar. 2020 Oct 14.

Gignac MAM. Accommodating and Communicating about Episodic Disabilities (ACED): a partnership to deliver workplace tools and resources to sustain the employment of people with chronic, episodic conditions. Invited presentation: to the national Board of Directors, Arthritis Society; 2018 Sept; Toronto, ON.

Gignac MAM. Accommodating and Communicating about Episodic Disabilities (ACED): a partnership to deliver workplace tools and resources to sustain the employment of people with chronic, episodic conditions. Invited presentation: to the national partnership meeting of the Multiple Sclerosis Society of Canada; 2018 Feb; Toronto, ON.

Gignac MAM. M-192, Episodic disabilities. Studies and activities for report and government response [Internet]. (Gignac witness appearing before the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, House of Commons, Government of Canada). (Audio). 2018 Dec 6 [cited 2024 Feb 5]. Available from: https://www.ourcommons.ca/committees/en/HUMA/StudyActivity?studyActivityId=10373348

Gignac MAM. Arthritis at Work: the science behind accommodations. Launch of Arthritis Society resources hosted by the TD Bank; 2019 Jun; Toronto, ON.

Gignac MAM. Panel discussion: from evidence to policy change. Invited speaker/panel presenter at: the annual end MS Conference; 2019 Dec 8-12; Calgary, AB.

Gignac MAM. Accommodating episodic disabilities: the latest law and research. Invited presentation at: Lancaster House Audio Conference; 2020 May 14; Toronto, ON.

Gignac MAM. Accommodating and Communicating about Episodic Disabilities (ACED): a partnership to deliver workplace tools and resources to sustain the employment of people with chronic, episodic conditions. Invited presentation: to Epilepsy Toronto, Workplace Workshop Series. Webinar. 2020 Sept 24.

Gignac MAM. Accommodating and Communicating about Episodic Disabilities (ACED): a partnership to deliver workplace tools and resources to sustain the employment of people with chronic, episodic conditions. Invited presentation at: the Workforce Planning Board of Waterloo, Wellington, and Dufferin. Making Cent$ of Abilities. Webinar. 2020 Nov 5. Available from: https://www.workforceplanningboard.com/pdfs/gignac_aced_workforce_planning_board_nov_2020_slides_to_postpdf

Gignac MAM. Accommodating and Communicating about Episodic Disabilities (ACED). Invited speaker at: the Virtual National Summit on Episodic Disabilities and Employment. Hosted by Realize Canada. 2021 Mar 23.

Gignac MAM. Accommodating and Communicating about Episodic Disabilities (ACED): workplace challenges and solutions. Invited speaker at: the Managing Your Duty to Accommodate Virtual Conference. Infonex Professional Development. 2021 Mar 30.

Gignac MAM. Working with an episodic disability. Invited speaker at: the MS Can Be Summit. Virtual Meeting. 2021 Oct 1. [cited 2024 Feb 5]. Available from: https://www.youtube.com/watch?v=GnfXoepTkkQ&list=PL2rqY0xxHmw0Yj0e0FtFwbPZaqHSEPpSy&index=2

Gignac MAM. Workplace communication decisions of older workers wanting to remain employed: a qualitative study. Presentation at: the 2nd annual Summit on Episodic Disabilities and Employment. Virtual National Summit. 2022 Mar 24.

Gignac MAM. Organizational perspectives on disclosure, privacy, and workplace accommodation of episodic disabilities. Presentation at: the 2nd annual Summit on Episodic Disabilities and Employment. Virtual National Summit. 2022 Mar 29.

Gignac MAM. Disclosure & accommodation planning. What do we need to improve job retention for people who are living with a disability? Invited presentation at: the Ontario Disability Employment Network (ODEN) Rethinking Disability at Work Conference 2022: the Future of Work; 2022 Nov 14-16; Toronto, ON.

Gignac MAM. Long COVID as an episodic disability: implications for communication, disclosure & accommodation planning. Invited presentation at: the 10th Annual Employment Accessibility Resource Network (EARN) Conference. Virtual. 2022 Nov 17.

Gignac, MAM. The Job Demands and Accommodation Planning Tool (JDAPT): An interactive tool to identify work-related support strategies for workers with chronic conditions and disability. Invited presentation given to the REACH National Steering Committee of the Royal Bank of Canada (RBC). 2023 Jun 23.

Gignac MAM, Coderre S, Slepchik R, Chapnick J. (moderator). Working with episodic disabilities: using the latest tools. (A program approved for Continuing Professional Development by the Law Society of British Columbia, by the Law Society of Saskatchewan). 2023 Jun 18; Toronto, ON.

Gignac, MAM. The Job Demands and Accommodation Planning Tool (JDAPT): Practical Support for Accommodating Workers with Chronic and Episodic Disability. Invited presentation given to the Ontario Workplace Safety Insurance Board (WSIB) Strategic Research, Strategy and Planning Team; 2023 Nov 6.

Gignac, MAM. The JDAPT: A New Interactive Tool to Identify Work-Related Support Strategies for Workers with Chronic Conditions and Disability. Invited presentation given to the Ontario Disability Employment Network (ODEN) Connection Events; 2023 Sept 27.

Gignac, MAM. Smart adjustments and informed disclosure decisions. Invited speaker to the Occupational Health Legal and Professional Update Conference 2024 (Virtual). Hosted by the At Work Partnership, United Kingdom; 2024 Feb 6.

Gignac, MAM. Disclosure and accommodation planning: A new approach and interactive tool to support workers with chronic and episodic disability. Invited keynote speaker for workshop given at the Occupational Health Centre RSI Research Day; 2024 Feb 29; Winnipeg, MB.

Gignac, MAM. Early evaluation of the JDAPT: A practical tool for support and accommodation planning. Invited speaker to the Realize National Summit on Episodic Disabilities and Employment conference (Virtual); 2024 Mar 20.

Gignac, MAM. MS & Employment: Practical tools for support and accommodation planning. Invited speaker at MS Canada “Hear from the Experts” webinar; 2024 Mar 5.

Gignac, MAM. Workshop: Disclosure and accommodation planning: A new interactive tool to support workers with chronic and episodic disability. Invited speaker to the Canada Revenue Agency Early Intervention and Return to Work (EIRTW) Department; 2024 Apr 11.

Gignac, MAM. Disclosure and accommodation planning: A new interactive tool to support workers with chronic and episodic disability. Invited speaker to the Keele University and Department for Work and Pensions Joint Conference; 2024 Apr 16; United Kingdom.

Gignac, MAM. The JDAPT: A New Interactive Tool to Help Support and Accommodation Planning in the Workplace. Invited Keynote speaker at the Humber College, University of Guelph-Humber & Seneca College, Ontario, Career Preparation Series (Virtual); 2024 May 15.

Gignac, MAM. Disclosure and accommodation planning: A new approach and interactive tool to support workers with chronic and episodic disability. Invited speaker to the Healthy Work Design and Well-Being Cross-Sector Program, Division of Science Integration, National Institute for Occupational Safety and Health, United States of America; 2024 Jun 20.

Gignac, MAM. Accommodating employees with episodic disabilities. Invited presentation to the Best Practices for Driving Diversity, Equity and Inclusion in the Workplace Conference. Hosted by Infonex (Virtual); 2024 Oct 2.

Gignac, MAM. The Job Demands and Accommodation Planning Tool: A Practical Tool to Support Workers with Chronic and Episodic Disabilities and Their Workplaces. Invited Keynote speaker at the Transition to Work program at Humber College & Seneca College, Ontario, Disability Awareness and Confidence Training: A Workshop for Employers (Virtual); 2024 Oct 24.

Gignac, MAM. The Job Demands and Accommodation Planning Tool (JDAPT): A practical tool to support workers with chronic and episodic disabilities and their workplaces. Invited speaker to Vocational Rehabilitation Manitoba and VRA Canada (Virtual); 2024 Dec 11.

Gignac MAM. Supporting workers with disabilities and their workplaces. Invited speaker to the Shirley Ryan AbilityLab, Professional Education Live Webinar, Chicago, Ill., USA, (Virtual); 2025 Feb 25

Gignac MAM. Supporting workers with disabilities and their workplaces. Invited speaker to the Crohn's and Colitis webinar series. (Virtual); 2025 Oct 22.

Gignac MAM. Supporting workers with disabilities and their workplaces. Invited speaker to the Work Wellness Institute webinar series. (Virtual); 2025 Oct 15.

Gignac MAM. Supporting workers with disabilities and their workplaces. Invited speaker to the IDEA webinar series. (Virtual); 2025 Sept 26.

Gignac MAM. Deciding Whether to Share Health Information at Work: A new evidence-based tool for workers with disabling health conditions. Presented at the Canadian Society of Professionals in Disability Management (CSPDM) Webinar (Virtual); 2025 Mar 26.

Gignac MAM. Deciding Whether to Share Health Information at Work: A new evidence-based tool for workers with chronic conditions. Presented at the Realize Canada 5th National Summit on Episodic Disabilities and Employment (Virtual); 2025 Mar 20.

Gignac MAM. Supporting workers with disabilities and their workplaces. Invited speaker to the Alberta Industry Task Force (ITF) Association Webinar. (Virtual); 2025 May 28.

Gignac MAM. Supporting workers with disabilities and their workplaces. Invited speaker to the Ontario Chamber of Commerce Webinar (Virtual); 2025 Jun 5.

Gignac MAM. Supporting workers with disabilities and their workplaces. Invited speaker to the Ontario Disability Employment Network (ODEN). (Virtual); 2025 Jun 12.

Inclusive Design for Employment Access (IDEA): A social innovation lab to increase demand-side capacity to employ persons with disabilities in Canada (2405)

URL: https://www.iwh.on.ca/projects/inclusive-design-for-employment-access-idea-social-innovation-lab-to-increase-demand-side-capacity-to-employ-persons-with-disabilities-in-canada

Reasons for the project: Talented people are all too often excluded from equal opportunities and choices in careers, jobs and work because they are 'different.' That is frequently the case for the 20 per cent of the Canadian population who are persons with disabilities (PWDs). They have disproportionately poorer employment outcomes, even with appropriate qualifications and work readiness. Despite efforts to improve their employment levels by governments and other stakeholders, labour-force participation rates of PWDs in Canada remain substantially lower than persons without disabilities—59 per cent compared to 80 per cent. Among those working, many remain stuck in entry-level, low paying, precarious employment—experiences that give rise to instability, lack of protection, insecurity, and social and economic vulnerability. These challenges are compounded for PWDs from marginalized groups, who face additional systemic barriers to secure employment, based on their gender, sexual orientation, and/or racial identity.

Traditionally, programs and research on employment of PWDs in Canada and internationally have focused on preparing individuals for employment. However, little attention has been given to employer attitudes towards, interest in, and capacity for hiring and accommodating PWDs. Without attention to employer needs and improving the literacy of workplace stakeholders on inclusive practices, the fundamental context of the workplace will remain unchanged, and barriers and assumptions unchallenged.

In this project, we are proposing a new framework for a holistic, interdisciplinary approach to applied research in work disability policy and practice in the form of a social innovation laboratory we are calling Inclusive Design for Employment Access (IDEA), which will focus on building capacity for sustainable and rewarding employment opportunities for PWDs. By drawing on knowledge from rehabilitation science, disability and social policy, design and technology, management, economics, and program evaluation, we are better poised to tackle the complex challenges of this arena.

Objectives of the project:

- Expand demand-side capacity across the Canadian economy so employers can capitalize on the diverse talents of PWDs.
- Increase accessibility and inclusiveness of Canadian labour markets such that PWDs have equal opportunities and choices in careers, jobs, and work as persons without disabilities.
- Establish a best-practice methodology and capacity for co-designing solutions in the work disability policy arena.

Methods: Multi-method study

Project status: October 2021 – September 2029

Research team and roles: Emile Tompa, Rebecca Gewurtz (McMaster University) (Principal Investigators), Tammy Bernasky (Cape Breton University), Alexis Buettgen, Emma Irvin, Arif Jetha, Dwayne Van Eerd (IWH) Bruce Bonyhady (University of Melbourne), Susanne Bruyere (Cornell University), Peter Coppin (OCAD University), Marie-France Coutu (University of Sherbrooke), Robert Fleisig (McMaster University), Raphael Gomez (University of Toronto), Karen Harlos (University of Winnipeg), Takeo Kondo (University of Tokyo), Vicki Kristman (Lakehead University), Marie Laberge (University of Montreal), Jordana Maisel (University at Buffalo), Carrie Anne Marshall (University of Western Ontario), Valérie Martin (Université du Québec à Montréal), Sandra Moll (McMaster University), Dan Samosh (Queen's University), Firat Sayin (St Mary's University), Jennifer Smith-Merry (University of Sydney), Mahadeo Sukhai (OCAD University), Hélène Sultan-Taieb (Université du Québec à Montréal), Jutta Treviranus, Angelika Veres, Catherine Wyndham-West (OCAD University)(Research Team), Sara Macdonald (KTE Lead)

Collaborators and partners: Flavio Volpe (Automotive Parts Manufacturers' Association), Collinda Joseph (Accessibility Standards Canada), Maria Ash (CNIB), David Brown (CIBC), Wendy Cukier (Diversity Institute), Joseph Giulione (L'Arrimage), Carmine Tiano (Provincial Building & Construction Trades Council of Ontario), Cindy Moser (IWH), Sari Sairanen (Unifor), Boris Vukovic (Carleton Technology and Training Centre), Steven Tobin (Labour Market Information Council), Drew Sousa (Ontario Occupational Health Nurses Association), Krista Carr (Inclusion Canada), Michael MacDonald (Jazz Aviation), Abdou Saouab (ESDC), Frank Smith (National Educational Association of Disabled Students), Don Gallant (Ready, Willing and Able), Victoria Smallman (Canadian Labour Congress), Francis Fung (March of Dimes), Emmanuelle Lopez-Bastos (United Food and Commercial Workers), Maureen Haan (CCRW), Leah Nord (Canadian Chamber of Commerce), Ian Graham (Ottawa Hospital Research Institute), Janice Folk-Dawson (Ontario Federation of Labour (OFL)), Jeannette Campbell (Ontario Disability Employment Network (ODEN)), Tracey Odell (Citizens with Disabilities – Ontario (CWDO)), Martin Beach (ETHOS)

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: Canadian work disability policy system stakeholders, including injured worker/ disability community representatives, employers, policy-makers, disability program administrators, educators and service providers.

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence, Objective 3; Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence.

Funded by: MLITSD, New Frontiers in Research Fund Transformation Stream (a Tri-Council initiative among Canadian Institutes for Health Research (CIHR), Social Sciences and Humanities Research Council (SSHRC) and Natural Sciences and Engineering Research Council (NSERC))

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly):

New Publications

Grewal E, Durocher E, Premji S, Gewurtz R. Exploring intersections of race and disability in the context of Canadian employment support systems through the experiences of job seekers/workers, employers, and service providers. Journal of Occupational Rehabilitation. 2025;[epub ahead of print]. https://doi.org/10.1007/s10926-025-10291-6

Grewal E, Durocher E, Premji S, Gewurtz R. A scoping review of vocational rehabilitation services for racialized disabled job seekers and workers. Equality, Diversity and Inclusion. 2025;44(9):243-60. https://doi.org/10.1108/EDI-08-2024-0373

Publications previously reported:

Tompa E, Mofidi A, Jetha A, Lahey P, Buettgen A. Development and implementation of a framework for estimating the economic benefits of an accessible and inclusive society. Equality, Diversity and Inclusion. 2022;41(3): 318-339. http://doi.org/10.1108/edi-07-2020-0186.

Tompa E, Samosh D, Santuzzi AM. Guest editorial: The benefits of inclusion: disability and work in the 21st century. Equality, Diversity and Inclusion. 2022;41(3): 309-317. https://doi.org/10.1108/EDI-04-2022-376.

Related research summaries: www.vraie-idea.ca

Related interviews and articles:

Canadian Manufacturing. Inclusive Design for Employment Access (IDEA) aims to help youth with disabilities get and keep jobs by increasing employer capacity to recruit, onboard, retain, mentor, and promote persons with disabilities in the manufacturing sector. Canadian Manufacturing [Internet]. Toronto, ON: Annex Business Media; 2025 October 1 [cited 2026 January 14]. Available from: https://www.canadianmanufacturing.com/manufacturing/inclusive-design-for-employment-access-idea-announces-new-project-to-enhance-workplace-capacity-to-employ-youth-with-disabilities-312688/

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IWH Speaker Series presentations:

Tompa E. Development and implementation of a framework for estimating the economic benefits of an accessible and inclusive society. Presentation at: IWH Speaker Series. 2022 Feb 8 [cited 2024 Feb 6]. Available from: https://www.iwh.on.ca/events/speaker-series/2022-feb-08

Tompa E. Skills development barriers for persons with disabilities and the promising practices to address them. Presentation at: IWH Speaker Series. 2023 Apr 18 [cited 2024 Feb 6]. Available from: https://www.iwh.on.ca/events/speaker-series/2023-apr-18

Other knowledge mobilization activities:

Tompa E, Farquhar A, Fung WF. Organizational capacity building in equity, diversity, inclusion and accessibility. Workshop given at: IWH Connects; 2025 April; Toronto, ON.

Tompa E. Addressing knowledge gaps about skills of persons with disabilities: a literature review and key informant interviews. Presentation given at: 18th Equality Diversity Inclusion Conference; 2025 July 7-9; Athens, Greece.

Tompa E. Employment accessibility: a practical guide for workplace parties: an implementation guide for CAN/ASC-1.1: 2024 (RE-2025)-Employment. Presentation given at: IDEA Speaker Series [virtually]; 2025 June 13.

Tompa E. Building employer capacity for the inclusion of persons with disabilities. Presentation given at: The AI and Remote Work Conference; 2025 May 9; St. John, NL.

Tompa E. Keynote: the critical role of economics in transdisciplinary research on work disability policy. Lecture given at: 59th Annual Conference of Canadian Economics Association- Embrace Day; 2025 May 29; Montreal, QC.

Tompa E. Preventing PTSI work disability at first responder organizations: a field knowledge scan. Presentation given at: IWH Speaker Series Presentation [virtually]; 2025 May 27.

Tompa E, Sureshkumar A. Review of Canada School of Public Service (CSPS) course offerings (INC 115, INC 120, INC 125). Presentation at: to senior Government of Canada policymakers [virtually]; 2025 February 12.

Tompa E, Charron N. Scaling an accessibility, accommodation and adaptive computer technology program. Presentation at: to senior Government of Canada policymakers [virtually]; 2025 February 5.

Tompa E, Kalcevich C, Foley M, McLeod C, Hogg-Johnson S, MacEachen E, Cullen K, Mahood Q, Irvin E. Findings from a systematic literature review of the effectiveness of occupational health and safety regulatory enforcement. Presentation given at: the WorkSafeBC Prevention Risk Management Services [virtually]; 2025 March 7.

IDEA. Knowledge-to-practice initiative to improve the recruitment, retention and advancement of employees with disabilities in the Public Service of Canada: governance and Cross-Team Workshop. Workshop given at: (with) the Government of Canada; 2025 April; Ottawa, ON.

Tompa E, Gewurtz R. Building Employer Capacity for Inclusion, Invited Presentation for the Skills and Employment Branch at Employment and Social Development Canada, GBA Plus Hub Learning Event: Skilling up employers to increase employment of persons with disabilities, February 29, 2024.

Tompa E. Measure Progress in Disability Inclusion, Invited Presentation for the Skills and Employment Branch at Employment and Social Development Canada, February 12, 2024.Tompa E. Accessibility Planning and Reporting. WDPI & PREMUS 2023, Bangalore, India, September 23, 2023.

Tompa E. Workplace Accessibility Planning and Reporting: A Roadmap for Change. Presentation at IFDM 2024 – Disability Management in a Post Pandemic World. Vancouver BC. Monday September 16, 2024

Tompa E, Pomaki G. Work Disability Management, Psychological Health and Safety, and Belonging in National Standards of Canada. Presentation at IFDM 2024 – Disability Management in a Post Pandemic World. Vancouver BC. Tuesday September 17, 2024.

Tompa E. Advancing Workplace-based Skills development Opportunities for Persons with Disabilities. Presentation at IFDM 2024 – Disability Management in a Post Pandemic World. Vancouver BC. Monday September 16, 2024.

Tompa E. Accessibility Planning and Reporting – A Roadmap for Change. Presentation at 17th Equality, Diversity, and Inclusion Conference. May 27-29, 2024, Seville, Spain.

Tompa E. Capturing the Benefits of Inclusion in the Labour Market: The Way Forward for Disability and Work in the 21st Century. Article for VIRK Vocational Rehabilitation Fund of Iceland Annual Report. April 2023.

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Inclusive Design for Employment Access (IDEA). New social innovation lab to build employer confidence in hiring, supporting and promoting persons with disabilities [Internet]. NewsWire; 2023 May 18 [cited Feb 6]. Available from: https://www.newswire.ca/news-releases/new-social-innovation-lab-to-build-employer-confidence-in-hiring-supporting-and-promoting-persons-with-disabilities-815232156.html

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Tompa E. Advancing employment opportunities for persons with disabilities through demand side capacity building. Keynote presentation at: VIRK Vocational Rehabilitation Fund of Iceland 15th Anniversary Conference. Reykjavik, Iceland; 2023 May 31 [cited 2024 Feb 6]. Available from: https://www.youtube.com/watch?v=8zVFKoKU1QA

Tompa E, Gewurtz R. Inclusive design for employment access. Virtual presentation at: the Federal-Provincial/Territorial (FPT) Deputies of Public Works Committee. 2023 Jun 12.

Tompa E, Gewurtz R. Creating accessible and inclusive workplaces through inclusive design. Workshop presentation at: the Ontario Secondar School Teachers Federation (OSSTF) President's Symposium. Toronto, ON; 2023 Aug 25 [cited 2024 Feb 6]. Available from: https://www.osstf.on.ca/calendar/Presidents-Symposium-2023.aspx

Tompa E, Gewurtz R. Overview of the IDEA social innovation laboratory. Presentation at: the Velliv (Danish Pension Insurance Fund). Toronto, ON; 2023 Sept 22.

Tompa E, Gewurtz R, Farquhar A, Samosh D. IDEA workshop with the Canadian federal government to brainstorm on four inclusive employment capacity building projects. Ottawa, ON; 2023 Nov 2.

Tompa E, Gewurtz R. Building employer capacity for inclusion, diversity, equity and accessibility. Workshop presentation at: the Ontario Disability Employment Network (ODEN) Rethinking Disability Conference. 2023 Nov 13-15.

Tompa E, Gewurtz R. Farquhar A. Creating accessible and inclusive workplaces through inclusive design. Ontario Federation of Labour (OFL) Pilot Train-the-Trainer workshop. Toronto, ON; 2023 Dec 13.

Tompa E, Imam S, Varickanickal J, Mofidi A, Gewurtz R, Irvin E, et, al. Advancing foundational and transferable skills of persons with disabilities. Presentation at: 16th Equality Diversity Inclusion Conference. London UK: University of London; 2023 July 10-11 [cited 2024 Feb 6]. Available from: https://www.city.ac.uk/news-and-events/events/2023/july/16th-equality-diversity-inclusion-conference-2023

Tompa E, Mofidi A, Irvin E, Gewurtz R, Imam S. Culture change in the area of disability inclusion. Presentation at: 16th Equality Diversity Inclusion Conference. London UK: University of London ;2023 July 10-11 [cited 2024 Feb 6]. Available from: https://www.city.ac.uk/news-and-events/events/2023/july/16th-equality-diversity-inclusion-conference-2023

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Inclusive Design for Employment Access (IDEA): Transition to work and career development (2406)

URL: https://www.iwh.on.ca/projects/inclusive-design-for-employment-access-idea-transition-to-work-and-career-development

Reasons for the project: Persons with disabilities encounter barriers as they transition into work and advance within their careers. Disability scholarship and practice has increasingly focused on the school-to-work (STW) transition. Specifically, existing research tends to focus on the experience of obtaining entry-level positions and the barriers and facilitators to early stages of employment. Far less research exists on understanding the determinants to job quality (e.g., secure employment that meets career aspirations, offers competitive wages, and provides opportunities for career growth) and the career success of persons with disabilities (e.g., feeling satisfied with a career as well as access to career advancement and leadership positions). Further, there exist few evidence-based interventions to prevent workers with disabilities from being forced into precarious working situations or to support career advancement and development. We will conduct rapid reviews to identify and synthesize innovative STW transition programs/practices/interventions that emphasize access to high-quality jobs and career success. We will also conduct a longitudinal qualitative study, interviewing young adults with episodic disabilities to examine their experiences and the role of supports and employers during the school-to-work transition and early working years.

Objectives of the project:

- Examine and synthesize interventions and practices that support the transition into jobs with higher quality among persons living with disabilities.
- Examine and synthesize interventions and practices that support the career success of persons with disabilities.
- Utilize findings from rapid reviews to develop demand-side initiatives that are relevant to the school-to-work transition for persons living with disabilities.
- Understand the experiences of young adults with episodic disabilities as they join the workforce, their perceptions of employment quality and career success and the role of supports and employers during the school-to-work transition and early working years.

Methods: Rapid review, evidence synthesis, qualitative research

Project status: September 2021 – September 2029

Research team and roles: Arif Jetha, Emile Tompa (Principal Investigators), Dan Samosh (Queen's University) (Research Team)

Collaborators and partners: Holland Bloorview, National Educational Association for Disabled Students, Youth Employment Services

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: Canadian work disability policy system stakeholders, including injured worker/ disability community representatives, employers, policy-makers, disability program administrators, educators and service providers

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence. Objective 3: Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence. Objective 4: Make OHS easier for small businesses.

Funded by: MLITSD, New Frontiers in Research Fund (a Tri-Council initiative among CIHR, SSHRC and Natural Sciences and Engineering Research Council)

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly):

New publications:

Jetha A, Hossain S, Navaratnerajah L, Samosh D, McCarthy S, and Bowman LR. Promoting job quality and career advancement among persons with disabilities during critical career transitions: a scoping review of published evidence. J Occup Rehab. 2025; [epub ahead of print]- https://doi.org/10.1007/s10926-025-10335-x

Hossain S, Nasir K, Carolli A, Gignac MA, Van Eerd D, Jetha A. Strategies for supporting disability-inclusive employment in the future of work. J Occup Rehab. 2025; [epub ahead of print]. https://doi.org/10.1007/s10926-025-10339-7

Publications previous reported: Not applicable

Related research summaries:

Jetha A, Crouch M. Disability inclusion champions: fostering leadership in workplace accessibility and engagement [internet]. VRAIE IDEA; 2025 [cited 2026 Feb 28]. Available at: https://vraie-idea.ca/resources/microlearning/disability-inclusion-champions-fostering-leadership-workplace-accessibility

Jetha A. Supporting young persons with disabilities in the future of work: top-ranked strategies based on a three-year Delphi study. Toronto, ON: Institute for Work & Health; 2024. Available from: https://www.iwh.on.ca/sites/iwh/files/iwh/reports/iwh_report_supporting_young_persons_disabilities_future_of_work_2024.pdf

Related interviews and articles:

Jetha A, Crouch M. Future of work and inclusive possibilities. Workshop presentation at: Disability and Work in Canada 2025 Conference; 2025 December 1; Ottawa, ON, Canada.

White W, Chandak V, Jetha A. Rethinking accessibility: Innovation at the intersections. Presentation at: The Conference Board of Canada Council on Inclusive Work Environments; 2025; Toronto, ON.

IWH Speaker Series presentations: Not applicable

Inclusive Design for Employment Access (IDEA): A social innovation lab to increase demand-side capacity to employ persons with disabilities in Canada: Evidence Synthesis (2407)

URL: https://www.iwh.on.ca/projects/inclusive-design-for-employment-access-idea-evidence-synthesis

Reasons for the project: Inclusive Design for Employment Access (IDEA) is a social innovation lab at McMaster University that focuses on the employment of persons with disabilities. It is funded for six years by the New Frontiers in Research Fund Transformation Stream, administered by the Social Sciences and Humanities Research Council (SSHRC). The activities of the IDEA laboratory are focused on advancing knowledge and practice on how workplaces and related systems can be better designed to support the full inclusion of persons with disabilities, including the social aspects of employment. Knowledge synthesis is one of four activity areas that will support tool and resource development across all hubs through the 5-Step Signature Methodology of the project. The Knowledge synthesis activity will build upon environmental scan and rapid review methods developed by the Institute for Work & Health.

Objectives of the project:

- Build methodological capacity through the hub members to conduct rapid evidence syntheses and environmental scans.
- Identify issues through scoping reviews, rapid review methods and environmental scans of needs/challenges, knowledge gaps, existing evidence-informed tools, and promising practices.
- Conduct an environmental scan to find out what wrap around supports are and how they are used in different contexts.

Methods: Environmental scan, rapid review, scoping review, systematic review

Project status: September 2022 – September 2029

Research team and roles: Emma Irvin, Emile Tompa, Rebecca Gewurtz (McMaster University) (Principal Investigators), Alexis Buettgen, Arif Jetha, (Research Team), Andrew Dixon, Renato Barbosa dos Santos, Shayan Morshedi, Amie Richards, Ashvene Sureshkumar (Students).

Collaborators and partners: Flavio Volpe (Automotive Parts Manufacturers' Association), Collinda Joseph (Accessibility Standards Canada), Maria Ash (CNIB), David Brown (CIBC), Wendy Cukier (Diversity Institute), Joseph Giulione (L'Arrimage), Carmine Tiano (Provincial Building & Construction Trades Council of Ontario), Cindy Moser (IWH), Sari Sairanen (Unifor), Boris Vukovic (Carleton Technology and Training Centre), Steven Tobin (Labour Market Information Council), Drew Sousa (Ontario Occupational Health Nurses Association), Krista Carr (Inclusions Canada), Michael MacDonald (Jazz Aviation), Abdou Saouab (ESDC), Frank Smith (National Educational Association of Disabled Students), Don Gallant (Ready, Willing and Able), Victoria Smallman (Canadian Labour Congress), Francis Fung (March of Dimes), Emmanuelle Lopez-Bastos (United Food and Commercial Workers), Maureen Haan (CCRW), Leah Nord (Canadian Chamber of Commerce), Ian Graham (Ottawa Hospital Research Institute).

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: Canadian work disability policy system stakeholders, including injured worker/ disability community representatives, employers, policy-makers, disability program administrators, educators and service providers.

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence, Objective 3; Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence, Objective 4: Make OHS easier for small businesses.

Funded by: MLITSD, New Frontiers in Research Fund (a Tri-Council initiative among CIHR, SSHRC and Natural Sciences and Engineering Research Council)

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations:

Tompa E. Development and implementation of a framework for estimating the economic benefits of an accessible and inclusive society. Presentation at: IWH Speaker Series. 2022 Feb 8 [cited 2024 Feb 6]. Available from: https://www.iwh.on.ca/events/speaker-series/2022-feb-08

Tompa E. Skills development barriers for persons with disabilities and the promising practices to address them. Presentation at: IWH Speaker Series. 2023 Apr 18 [cited 2024 Feb 6]. Available from: https://www.iwh.on.ca/events/speaker-series/2023-apr-18

Implementation Guidance for the Canadian Employment Accessibility Standard (2408)

URL: Currently not available

Reasons for the project: The Canadian Employment Accessibility Standard ("the Standard") introduced in December 2024, aims to make all workplaces accessible for workers with disabilities. As a complementary policy instrument to the *Accessible Canada Act*, the Standard establishes a systemic approach to developing policies and processes to build inclusive and accessible workplaces. The Standard blends worker-centric experiences with employer-side needs, to support the talent diversification goals of modern organizations. However, while the Standard directs employers to meet accessibility thresholds across organizational domains – including recruitment, hiring, onboarding, mentorship, promotion, and accommodations – it lacks practical guidance for managers on implementation. Without concrete, customizable steps that managers can readily apply, fully meeting the talent diversification goals set out in the Standard remains challenging. The Standard also provides limited direction on adapting its requirements for organizations of different sizes and across various sectors. Although the Standard attempts to drive social change through inclusive organizational change, it offers insufficient coverage of implementation constraints such as team composition, pilot testing, data integration, change management, and systems-level thinking.

Objectives of the project:

- Translate broad employment accessibility standards into actionable SMART goals by applying a 'continual improvement' methodology.
- Provide tailored implementation pathways that account for organizational differences in size, sector, resources, and accessibility maturity.
- Enable organizations to transform their compliance-driven accessibility goals into capacity development, culture change, and disability confidence.

Methods: Multi-method study including 1) co-design with field experts and persons with lived experience, and 2) workshops with workplace stakeholders to review beta prototype guidance, and 3) opportunity for public review and feedback

Project status: January 2025 – September 2026

Research Team and Roles: Emile Tompa, Rebecca Gewurtz (McMaster University) (Principal Investigators) (Institute for Work & Health); Mahadeo Sukhai (OCAD University), Andrew Livingston (CEO Dexterity Consulting), Matt Freeman (McMaster University), Peter Field (Accessibility Consultant) (Research Team); Andrew Dixon, Dilshan Fernando (Research Associates)

Collaborators and Partners: Not applicable

Knowledge Transfer Strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles, as well as through IDEA's social media platforms.

Target Audience: Large corporations, small and medium corporations, labour groups, federal government, provincial governments, disability community representatives, policymakers, disability program administrators, educators and service providers.

Linkage to MLITSD's *Prevention Works* Strategy: Objective 1: Build and use the best evidence. Objective 2: Improve OHS knowledge and practices. Objective 3: Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence. Objective 4: Make OHS easier for small businesses.

Funded by: MLITSD, New Frontiers in Research Fund (a Tri-Council initiative among CIHR, SSHRC and Natural Sciences and Engineering Research Council)

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations: Not applicable

Other knowledge mobilization activities:

Dixon A, Fernando D, Field P, Freeman M, Gewurtz R, Livingston A, Sukhai M, Tompa E. Employment accessibility: a practical guide for workplace parties: an implementation guide for CAN/ASC-1.1: 2024 (RE-2025)-employment. IDEA Speaker Series Presentation at: Webinar; 2025 May 30 & June 13.

Tompa E, Dixon A, Field P, Freeman M, Gewurtz R, Livingston A, Sukhai M. Implementation of inclusive employment practices as tools to support employer journeys. Presentation and Panel Discussion at: the Win-Win of Designing Workplaces for Disability Inclusion, IDEA Symposium; 2025 Oct 6-7; Toronto, ON.

Implementation of a comprehensive accommodation and reintegration program in a police service (2440)

URL: https://www.iwh.on.ca/projects/implementation-of-comprehensive-accommodation-and-reintegration-program-in-police-service

Reasons for the project: Police service members face hazardous work that impacts their physical and psychological health, and that can make support, accommodation, and reintegration to their job duties challenging. To address these challenges, police services develop programs and practices to reduce work disability. However, little research has been done to understand the implementation process of these programs. The purpose of the project is to evaluate the implementation process of a recently developed accommodation and reintegration program in the Toronto Police Service, with the goal of improving access to the program, participation, and ultimately the wellbeing of police officers. The findings from this research can lead to improved implementation practices that can be adapted, shared, and scaled out to benefit other Ontario police services.

Objectives of the project:

- Determine the key workplace structures and processes needed for implementing a comprehensive accommodation and reintegration program in an urban police service from the perspective of those responsible for delivering the program, as well as users of the program.
- Identify barriers and facilitators encountered in all phases of implementing a comprehensive program in a police service, according to program developers, deliverers, and users.
- Determine the implementation and program outcomes and adaptations considered by the workplace, and the supports in place or planned for program maintenance and sustainment.

Methods: Multi-method study: Qualitative study and Process evaluation

Project status: July 2024 – June 2026

Research team and roles: Dwayne Van Eerd (Principal Investigator) Nancy Carnide, Kathleen Dobson, Monique Gignac, Emma Irvin, Emile Tompa; Tegan Slot (Public Services Health and Safety Association), Heather O'Reilly (McMaster University) (Research Team); Sharmigaa Ragunathan (Research Associate); Sabrina Tonima (KTE Lead)

Collaborators and partners: Toronto Police Services (Wellness Unit).

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: Police services located in an urban setting

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence. Objective 3: Support workplace parties to fulfil their OHS roles and responsibilities and achieve excellence.

Funded by: MLITSD, WSIB

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations: Not applicable

Other knowledge mobilization activities:

Van Eerd D. Project update. Presentation to: Solicitor General Mental Health Commission for PSP [implementation of a comprehensive accommodation and reintegration program in a police service]. Virtually; 2025 March 20.

Methodological developments in evidence synthesis (0951)

URL: Currently not available

Reasons for the project: IWH is committed to continuously improving the field of evidence synthesis methodology. In 2026, we propose to initiate, undertake, and advance the following methods projects: piloting our living review methodology; refining the evidence synthesis methods for environmental scans and rapid reviews; updating our evidence synthesis algorithm; conducting evidence synthesis projects using artificial intelligence and assessing its merits.

Objectives of the project:

- Assess and evaluate the use of artificial intelligence in evidence syntheses
- Continue to pilot a methodology for rapid review methods
- Continue to pilot and update methods for environmental scans
- Update our evidence synthesis algorithm
- Continue to teach evidence synthesis methods to system partners.

Methods: Evidence synthesis

Project status: Not applicable

Research team and roles: Emma Irvin, Morgane Le Pouésard, Dwayne Van Eerd (Institute Coordinators), Nancy Carnide, Andrea Furlan, Joanna Liu, Sharmigaa Ragunathan, Maggie Tiong, Leslie Vesely, Uyen Vu, Heather O'Reilly (McMaster University) (Research Team), Renato Barbosa dos Santos, Ashvene Sureshkumar (Students)

Collaborators and partners: Not applicable

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: MLITSD, provincial system partners, research community

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence.

Funded by: MLITSD

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly):

New publications: Not applicable

Publications previously reported:

Corp N, Jordan JL, Hayden JA, Irvin E, Parker R, Smith A, and Van Der Windt DA. Protocol: a systematic review of studies developing and/or evaluating search strategies to identify prognosis studies. Syst Rev. 2017; 6(88- https://doi.org/10.1186/s13643-017-0482-y

Furlan AD and Irvin E. Conducting a systematic review and meta-analysis in rehabilitation. Am J Phys Med Rehab. 2022; 101(10):965-974. https://doi.org/10.1097/PHM.0000000000001933

Jetha A, Navaratnerajah L, Shahidi FV, Carnide N, Biswas A, Yanar B, et al. Racial and ethnic inequities in the return-to-work of workers experiencing injury or illness: a systematic review. J Occup Rehab. 2023; 33(3):432-449. https://doi.org/10.1007/s10926-023-10119-1

Robson LS, Irvin E, Padkapayeva K, Begum M, Zukowski M. A rapid review of systematic reviews on the effectiveness of synchronous online learning in an occupational context. Am J Ind Med. 2022; 65(7):613-619. https://doi.org/10.1002/ajim.23365

Wong IS, Quay B, Irvin E, Belzer MH. Describing economic benefits and costs of nonstandard work hours: a scoping review. Am J Ind Med. 2022; 65(11):926-939. https://doi.org/10.1002/ajim.23302

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations: Not applicable

Other knowledge mobilization activities:

Irvin E and Van Eerd D. Evidence syntheses for musculoskeletal disorders. Workshop Presentation at: PREMUS. Virtually; 2025 Sept 8.

Irvin E and Van Eerd D. SR workshop series for WorkSafeBC. Presentation at: Virtually; 2025 March-May.

Knowledge Transfer & Exchange (KTE) and Communications

At the Institute for Work & Health, Knowledge Transfer & Exchange (KTE) is a dynamic process of exchange between researchers and knowledge users designed to make relevant research information available and accessible for use in practice, planning and policy-making. KTE at IWH is integrated throughout the research process. Stakeholders are involved in helping us identify research priorities, frame research questions and provide input on findings. They also help us communicate findings in ways and through channels that are useful for policy and practice.

A corporate communications strategy ensures our projects, findings, resources and events are known to, and understood by, our stakeholders in the workplace health, safety and disability prevention arenas. A history of clear and deliberate communications means that IWH is seen as a trusted and reliable source of evidence-based information. KTE and communications activities also build capacity in our audiences to understand and use research evidence.

The target audiences for the Institute's research include policy-makers (e.g., provincial and federal ministries in the fields of occupational health and safety, disability management, accessibility and inclusion, and public health); workers' compensation boards; workplace parties (employers, labour representatives and workers); human resource professionals, occupational health and safety professionals, disability management professionals; health practitioners; other researchers in the field of work and health; intermediary organizations representing and serving these external stakeholders (e.g., health and safety associations, professional associations, service organizations, trade or sector-specific media publications); health charities and innovation groups.

KTE and communications activities that are tied to specific projects are reported with those projects in the previous sections. Listed in this section are system- and organization-wide KTE and communications activities. They are aligned with the IWH Strategic Plan, 2023-2027, specifically IWH's strategic directions to advance the science of work and health, and to expand the reach and impact of IWH research.

Building and strengthening stakeholder relationships (0625)

Reasons for the project: The Institute for Work & Health manages formal stakeholder networks and hosts diverse events to facilitate relationship-building and knowledge transfer and exchange with a range of partners and research users. The IWH Connects network, formed in 2024, brings together IWH stakeholders from a broad range of industries, with a diversity of roles and professions to learn about and provide feedback on IWH research. The annual in-person event provides members with research findings to support their work; it's also an opportunity for IWH scientists to gather feedback on their work and ensure their research is responsive to IWH stakeholder needs. IWH Connects builds and strengthens ties between IWH and individuals and organizations committed to the health, safety and wellbeing of working people.

IWH also hosts a network of Ontario prevention partner organizations, the Prevention Knowledge Exchange Group (PKEG), to foster dialogue and strengthen knowledge exchange and collaboration in the prevention system. The network comprises the six Ontario health and safety associations (HSAs); five other Ontario research centres; the Prevention Division and the Fair, Safe and Healthy Workplaces Division of the Ontario Ministry of Labour, Immigration, Training Skills and Development (MLITSD); and the Workplace Safety and Insurance Board (WSIB).

Finally, IWH convenes diverse stakeholders at topic-based forums to discuss pressing and emerging work and health topics. These curated events are tailored to the issue and participants and provide an opportunity to bring together research and practice experts for evidence-based discussion on new and longstanding issues related to worker health.

Objectives of the project:

- Facilitate knowledge exchange between IWH researchers and stakeholders to strengthen research dissemination and use and enhance existing and future research.
- Share novel research findings and determine their implications for work, health and wellbeing, and provide networking opportunities.
- Increase participation in IWH research projects.
- Collaborate with prevention partners to harmonize research activities and knowledge exchange opportunities for supporting the application of research evidence in Ontario workplaces.
- Provide an opportunity for networking among work and health researchers and knowledge users, including workplace parties (e.g., workers, employers), policy-makers, and practitioners.

Team and roles: Morgan Lay (Lead), Sara Macdonald (Co-lead), Siobhan Cardoso, Pam Cardwell, Sabrina Tonima, Leslie Vesely (KTE Team)

Collaborators and partners: Influential knowledge users in a diversity of roles and professions, and sectors, including private industry and health and safety associations, MLITSD, WSIB, Ontario prevention system research centres and national and global work and health researchers and subject–matter experts, prevention system partners.

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: Human resources, occupational health, wellness, disability prevention, business development and employment professionals, researchers and KTE, strategy and communications professionals in Ontario prevention partner organizations

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence; Objective 2: Improve OHS knowledge and practices

Funded by: MLITSD

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles:

Institute for Work & Health. IWH network event gathers safety leaders to share ideas, resources [Internet]. Toronto, ON: Institute for Work & Health; 2025 May [cited 2026 Jan 13]. Available from: https://www.iwh.on.ca/news/iwh-network-event-gathers-safety-leaders-to-share-ideas-resources

Institute for Work & Health. Roundtable on the health and work of newcomers to Canada: Meeting summary [Internet]. Toronto, ON: Institute for Work & Health; 2024 December [cited 2026 Jan 13]. Available from: https://www.iwh.on.ca/publications/roundtable-on-health-and-work-of-newcomers-to-canada-meeting-summary

Institute for Work & Health. Exploring how workplace solutions can mitigate opioid harms among workers [Internet]. Toronto, ON: Institute for Work & Health; 2024 May [cited 2026 Jan 13]. Available from: https://www.iwh.on.ca/news/exploring-how-workplace-solutions-can-mitigate-opioid-harms-among-workers

IWH Speaker Series presentations: Not applicable

Expanding the IWH's reach (0650)

Reasons for the project: The Institute for Work & Health engages in ongoing activities to increase its visibility provincially, nationally, and internationally; develop new stakeholder relationships; and increase the potential uptake and application of its research evidence.

Our monthly webinar series, The IWH Speaker Series, features presentations by IWH scientists about the Institute's latest research findings. The series runs from September to June, regularly attracting to each presentation over 300 attendees from a diversity of professions across Ontario and beyond. Presentations are recorded and made available on the IWH website and YouTube channel.

Throughout the year, the Institute also raises awareness and the profile of IWH research through participation in key events and conferences where targeted resources are shared and discussed with stakeholder groups.

Objectives of the project:

- Increase the visibility and reach of the Institute's research provincially, nationally, and internationally.
- Provide access to emerging and novel evidence in work-health research.
- Interact and share key research findings with stakeholders who are less familiar with IWH, including intermediary organizations (e.g., professional groups and associations)
- Expand the Institute's networks of academic, policy and practitioner experts.
- Elevate the profile of IWH as a credible and reliable resource of evidence-based information and tools for improving the health of workers.

Team and roles: Sabrina Tonima, Sara Macdonald, Monique Gignac, Arif Jetha, Uyen Vu (Leads), Morgan Lay, Siobhan Cardoso, Jan Dvorak, Pam Cardwell, Andrea Larney, Leening Ningombam, Leslie Vesely (Team)

Collaborators and partners: National and global work and health researchers and subject-matter experts, prevention system partners, professional groups, employer associations, unions, health and safety associations

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: All IWH audiences

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence.

Funded by: MLITSD

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations: Not applicable

Integrating stakeholder perspectives into research (0645, 0640, 0629)

Reasons for the project: The Institute for Work & Health integrates knowledge user expertise and experiences into the planning and implementation of research grants and projects. This enables IWH research to address their needs and ensures IWH research is relevant and accessible.

IWH tracks the engagement of knowledge users on our projects and uptake of research by knowledge users. Guided by the IWH Research Impact Model, the Institute monitors research outcomes to understand the use and impact of our research. The Institute produces a series of impact case studies describing how IWH research has informed stakeholder policy, programs and practice.

Objectives of the project:

- Facilitate and support knowledge exchange among IWH researchers and knowledge users.
- Build relationships with knowledge users and strengthen stakeholder participation in IWH research grants and projects.
- Disseminate research findings and facilitate the uptake of research.
- Build knowledge user capacity to understand and apply research evidence.
- Monitor and capture the impact of IWH research on stakeholder policy, programs and practice.

Team and roles: Morgan Lay, Sara Macdonald, Uyen Vu (Leads), Siobhan Cardoso, Pam Cardwell, Leslie Vesely, Sabrina Tonima (Team)

Collaborators and partners: Knowledge users across the spectrum of IWH audiences.

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings are tailored for network audiences and disseminated through established IWH communication vehicles.

Target audience: All IWH audiences

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence.

Funded by: MLITSD

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles:

Institute for Work & Health. IWH knowledge transfer and exchange approach a 'perfect fit' for episodic disabilities project [Internet]. Toronto, ON: Institute for Work & Health; 2025 September [cited 2026 Jan 13]. Available from: https://www.iwh.on.ca/news/iwh-knowledge-transfer-and-exchange-approach-perfect-fit-for-episodic-disabilities-project

Institute for Work & Health. IWH stakeholder survey 2024: results [Internet]. Toronto, ON: Institute for Work & Health; 2025 April [cited 2026 Jan 13]. Available from: https://www.iwh.on.ca/publications/iwh-stakeholder-survey-2024-results

IWH Speaker Series presentations: Not applicable

Products: newsletters, plain-language summaries and other resources (0660)

Reasons for the project: The Institute for Work & Health's Communications Team produces a wide range of products that are designed to share IWH research findings, events, and resources with stakeholders. These products include newsletters, plain-language summaries, infographics, videos, annual/corporate reports and articles written for stakeholder publications. Communications and KTE together also develop tools and guides, policy briefs, case studies and other resources, as appropriate. All products and resources are written in plain language, with messages tailored to targeted audiences.

Objectives of the project:

- Develop lay-friendly, easy-to-access products and informational resources targeted to, and valued by, external stakeholders.
- Keep external stakeholders aware of the research and events coming out of the Institute.
- Ensure IWH information is of high quality and is relevant to and easily understood by stakeholders.
- Encourage and support the uptake and use of IWH research findings and resources.
- Increase the Institute's visibility as a credible, reliable, and impartial source of research evidence
- Facilitate recruitment of participants into research projects, as appropriate.

Team and roles: Uyen Vu (Lead), Jan Dvorak, Andrea Larney, Leening Ningombam, (Communications Team); Pam Cardwell, Morgan Lay, Sara Macdonald, Sabrina Tonima (KTE Team)

Collaboration and partners: IWH scientists, researchers, and other staff

Knowledge transfer strategies: This project uses an integrated KTE approach. Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles.

Target audience: Policy-makers (in the fields of occupational health and safety, disability management, workers' compensation, accessibility and inclusion, and public health); workplace parties (employers, labour representatives and workers); human resource professionals, occupational health and safety professionals, disability management professionals; health practitioners; other researchers in the field of work and health; and the intermediary organizations representing and serving these external stakeholders (e.g., health and safety associations, professional associations, service organizations, trade or sector-specific media publications), health charities and innovation groups.

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence.

Funded by: MLITSD

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations: Not applicable

Reach and dissemination: website, e-newsletters, outreach, social media, media and subscriber acquisition (0660)

Reasons for the project: The Institute for Work & Health's research findings, news, events and resources only become useful, valued and effective when they reach their intended audiences. The Institute's Communications Team, working closely with the KTE Team and Director, Strategic Relations, ensures the Institute reaches a growing number of people within its stakeholder audiences through various dissemination activities, including websites, e-newsletters, social media channels, media relations activities and stakeholder conferences. Through these subscriber-growth activities, the Institute also seeks to extend its reach to ensure more targeted stakeholders are receiving and taking up IWH research.

The main vehicle for housing the Institute's information is the IWH website: www.iwh.on.ca. Regular contact with our stakeholders is maintained via our monthly e-newsletter, IWH News. The Institute also disseminates information through its social media accounts (LinkedIn, Facebook, Instagram, Bluesky, X and YouTube), targeted e-alerts and various KTE activities (see Stakeholder Networks and Outreach and Promotion).

Objectives of the project:

- Keep external stakeholders aware of current Institute research, news, and events.
- Encourage, support, and increase uptake and use of IWH research findings and resources.
- Build awareness of the Institute for Work & Health brand as a reliable source of information.
- Promote events, including the IWH Speaker Series.
- Extend the reach/audience for IWH research.
- Support the building and maintenance of strong and active stakeholder relationships.
- Monitor and manage reach, dissemination, and impact metrics.
- Keep website contents, features, design, and security up to date.

Team and roles: Jan Dvorak, Andrea Larney, Lyudmila Mansurova, Leening Ningombam (Communications Team); Pam Cardwell, Morgan Lay, Sara Macdonald, Sabrina Tonima (KTE Team)

Collaborators and partners: IWH scientists, researchers and other staff

Knowledge transfer strategies: Research findings will be tailored for lay audiences and disseminated through established IWH communication vehicles and targeted promotions.

Target audience: Policy-makers (in the fields of occupational health and safety, disability management, workers' compensation, accessibility and inclusion, and public health); workplace parties (employers, labour representatives and workers); human resource professionals, occupational health and safety professionals, disability management professionals; health practitioners; other researchers in the field of work and health; and the intermediary organizations representing and serving these external stakeholders (e.g., health and safety associations, professional associations, service organizations, trade or sector-specific media publications), health charities and innovation groups.

Linkage to MLITSD's *Prevention Works* strategy: Objective 1: Build and use the best evidence.

Funded by: MLITSD

Project findings available in Open Access journals, platforms, or repositories (If not, please indicate if a preprint will be posted publicly): Not applicable

Related research summaries: Not applicable

Related interviews and articles: Not applicable

IWH Speaker Series presentations: Not applicable

Corporate Services

Corporate Services plays a crucial role in providing facilities, human resources management, finance and accounting capacity and oversees the purchase and maintenance of equipment and supplies. The administrative infrastructure and human resource function supports the diversity and complexity of Institute work. It also provides liaison and support to the Institute's Board of Directors.

In 2026/27, Corporate Services will continue work on ensuring IWH's policies and procedures are in line with industry best practice and support organizational activities to ensure IWH is a healthy, safe and engaging pace to work. Achieving this objective is also supported through collaborative engagement between IWH's Joint Health & Safety Committee (JHSC) and Diversity, Equity, Inclusion and Accessibility (DEIA) Committee with the Executive Committee. Corporate Services will also ensure compliance with the Ontario government's directive concerning travel, meal and hospitality expenses.