

Tailoring Your Knowledge Translation Strategies for Your Intended Users

KTDRR's 2023 Virtual KT Conference

November 6, 8, and 9

Center on
**KNOWLEDGE TRANSLATION FOR
DISABILITY & REHABILITATION RESEARCH**

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

November 9, 2023

Presented by Sabrina Tonima

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About the Institute for Work & Health (IWH)

We are an independent, not-for-profit research organization.

Our goal is to protect and improve the health, safety and well-being of working people, and to promote their full and inclusive work participation, by providing and mobilizing high-quality, relevant research in two broad areas:

- 1. Work as a determinant of health**
- 2. Health as a determinant of work**

What we do

- We conduct research and develop evidence-based products to inform those involved in protecting and improving the health, safety and well-being of workers and in promoting their full and inclusive work participation.
- Our multidisciplinary research teams examine the inter-relationships between work and health from worker, workplace, and system perspectives.
- We work closely with workers, employers, and policymakers to ensure our research is relevant and that stakeholder perspectives are integrated throughout the research process.
- We train and mentor the next generation of work and health researchers.

The IWH approach to KTE

IWH has a team dedicated to supporting the integration of knowledge transfer and exchange (KTE) in our work.

- Stakeholder engagement
- Communications (summaries, news articles, resources)

Our goal is to conduct relevant research and make the evidence accessible to help inform practice, planning, and policymaking.

Accommodating & Communicating about Episodic Disabilities (ACED)

*A research partnership to support the
sustained employment of people with
intermittent, chronic health conditions*

ACED research addresses



How do we help workers get support while respecting privacy and the desire not to share a health condition with others?

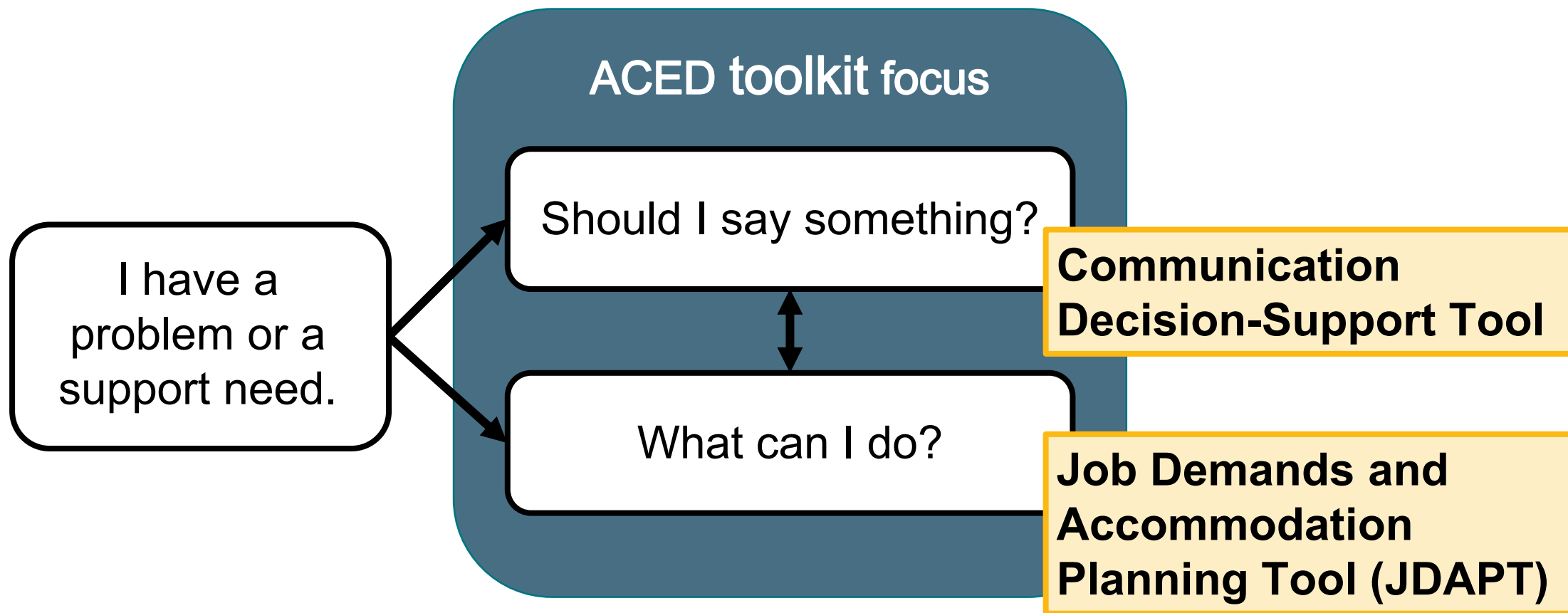


How do we help workplaces implement a transparent, consistent, and comprehensive approach to assessing individualized worker job needs?



Where can workers and workplaces get support and accommodation ideas?

ACED toolkit



More about ACED

Funding provided by



Additional funding provided by



More about ACED

Project Director: Dr. Monique Gignac

Research and IWH Team:

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Uyen Vu

More about ACED

Project Director: Dr. Monique Gignac

Partners:

Institute for Work & Health	Mindful Employer Canada
Arthritis Society Canada	MS Canada
Canada Life Workplace Strategies for Mental Health	OMLITSD
Canadian Mental Health Association	Realize
Crohn's & Colitis Canada	University of Toronto

Expert Advisory Committee:

Alexander Ewing
Amanda Fraser
Catherine Hofstetter
Hayley Pitcher
Graeme Reed

Building partnerships

- Initial impetus came from the grant requirements
- Grant in two phases with an initial 2-year development phase followed by 5 years of funding (was essential to building partnerships)
- KTE associate worked closely with project director and coordinator to identify and reach stakeholders
 - Networking with previous contacts and cold-calling
 - Individual meetings with interested organizations
- Partners signed a detailed letter of agreement to promote meaningful engagement

Building partnerships

- 9 partners from health charities and workplace-focused organizations
 - Wide range of episodic conditions represented
 - Two representatives from each organization
- Creation of an expert advisory committee in 2021
 - 5 people with lived experiences
 - Variability in the health condition, age, gender, job tasks
 - Honorarium provided

Partner contributions

- **Tool development**
 - Recruitment of study participants
 - Input on questions for the tools and detailed review of draft tools
 - Important and practical advice regarding privacy; tools living on the ACED website
- **ACED KTE committee**
 - Input during website creation, logo and tagline development
 - Opportunities to promote ACED activities and tools

Partner contributions

- **Expert advisory committee**
 - Perspective of people with lived experiences to make the research more relevant and promote uptake
- **Cash contributions**

Challenges and lessons learned

- Communication with partners
 - Clarifying that the tools will be free; conflicted with fundraising agenda of certain partners
 - Some partners went ahead and developed their own resources to address needs within their patient communities (although all promote the final ACED tools)
- External factors
 - Large mandate change for one of the partner organizations that led to less engagement over time
 - Staff turnover required ongoing outreach to sustain engagement

Benefits

- Research relevance; especially important when developing tools
- Wider reach
 - Opportunity to present at large events hosted by partner organizations (e.g., national summit on episodic disability and employment, conference for young people with MS)
 - Expert testimony to the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities (HUMA)
 - Grand prize winner of a prestigious “inclusive design challenge”

The JDAPT

- Job Demands and Accommodation Planning Tool (JDAPT)
- Focuses on work demands that may be challenging at times or regularly
- Does not focus on a health or disability diagnosis
- Guides a user through a series of simple questions about their job tasks and working conditions
- Provides a personalized list of support ideas relevant to an individual's job demands
- Can be used to discuss support needs with others and focus on work solutions



The JDAPT

Physical demands

e.g., working with your hands

Cognitive demands

e.g., concentrating for long periods

Working with others

e.g., supervising others

Working conditions

e.g., working around distractions

24 types of job demands and working conditions organized in four domains

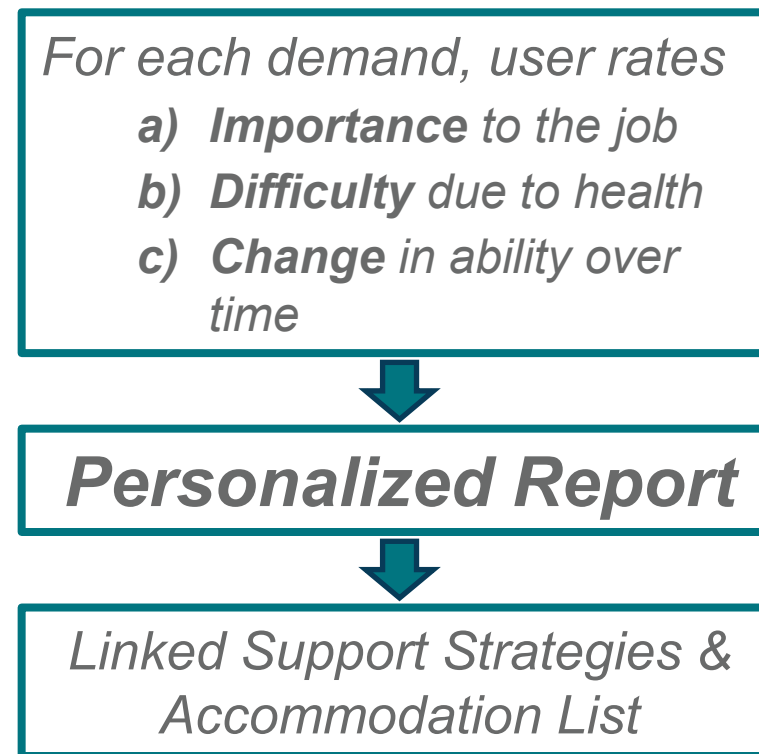
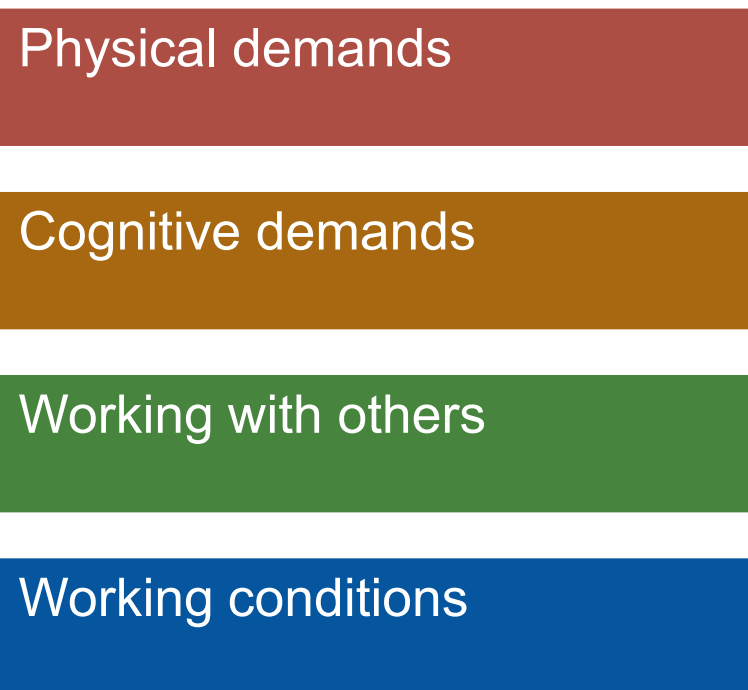
- **Worker version:** self-assessment of job demands & challenges
- **Organizational version:** can be completed by workplace staff & employee for planning

Free and confidential

Evidence-based

Available in both English and French

The JDAPT



ACED website with JDAPT: <https://aced.iwh.on.ca/jdapt/>

DCIDE: Decision-Support for Communicating about Invisible Disabilities that are Episodic

Need for Support	Goals in Decision Making	Values and Preferences	Organizational Information
<p>Examples:</p> <ul style="list-style-type: none">• Changes to health• Changes to job demands or performance	<p>Examples:</p> <ul style="list-style-type: none">• Want access to supports• Want to avoid future problems	<p>Examples:</p> <ul style="list-style-type: none">• Want to be able to control any information shared• Have had positive/negative past experiences	<p>Examples:</p> <ul style="list-style-type: none">• Support availability (e.g., benefits, paid sick days)• Perceptions of the workplace and its culture



Q&A

 IWH: <https://www.iwh.on.ca/>; ACED: <https://aced.iwh.on.ca/>

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