

How to retain
PWD, in your
business





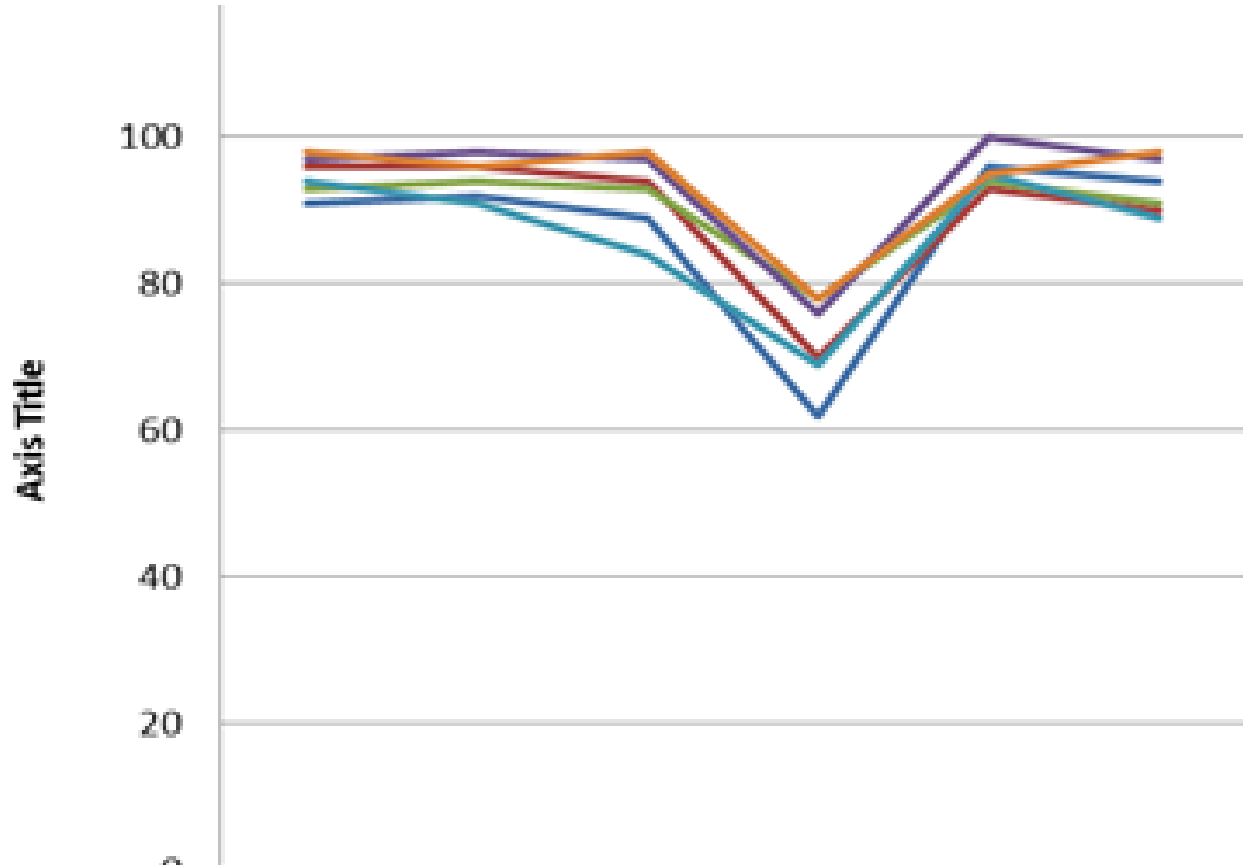
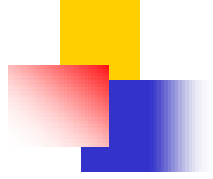
The Process

Empirical yet in concordance with Social Role Valorization Theory

What PWD told us

WHAT MAKES YOU FEEL GOOD AT WORK?

- 1. I feel I work into a stimulating environment*
- 2. I feel I am important for the business's success*
- 3. I feel I have reasonable rights and obligations*
- 4. I feel I am paid to my fair value*
- 5. I feel I am part of a team*
- 6. I feel I am more competent than before*



	Q1	Q2	Q3	Q4	Q5	Q6
2006	91	92	89	62	96	94
2008	96	96	94	70	93	90
2010	93	94	93	78	94	91
2012	97	98	97	76	100	97
2014	94	91	84	69	95	89
2016	98	96	98	78	95	98

*Q1 “I feel I
work into a
stimulating
environment”*



*Q2 I feel I am important
for the business's success*



Q3 *“I feel I
have
reasonable
rights and
obligations*



*Q4: I feel I
am paid to
my fair value*



Q5

*I feel I am part of
a team*



Q6 I feel I am more competent than before





Lengnick-Hall, M. L. (Ed.).
(2007). *Hidden talent: How leading companies hire, retain, and benefit from people with disabilities*. Bloomsbury Publishing USA.

Retaining PEOPLE (W&WD) depends on how they FEEL

1

Understanding my employer has confidence in me!

2

Being aware of how important I am to the business and to the people

3

Being respected as a worker who works hard for you

4

I have something to say, it's important and my boss listens

5

I can develop myself professionally

Resources

- [Working With Employers to Recruit and Retain People With Disabilities and Disorders - alis \(alberta.ca\)](#)
- [The untapped power of hiring workers with disabilities | CBC News](#)
- [Disability inclusion at work: What it is and why it matters \(understood.org\)](#)
- [Employers Guide To Workplace Accommodations \(carleton.ca\)](#)
- [Workplace Accessibility In Canada – CCLA](#)
- [Soutien Communautaire | CSEPR | Centre de services à l'emploi](#)