



Persons with Disabilities (PWD) Retention: A Model for consideration

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Agenda

- Introduction
- Definition of Retention
- Exercise: What Makes Employees stay? Leave?
- A personal “Case Study” and potential model for employers

Definition of Retention

- an organization's ability to prevent employee turnover, or the number of people who leave their job in a certain period, either voluntarily or involuntarily

Quick Exercise:

How many of you know someone who identifies as a PWD?

Quick Exercise: Why do employees stay at a job?

Quick Exercise: Why do employees leave?

A personal case-my experience as a PWD at HC/PHAC

- Informal, non-standard interview process
- Workplace Wellness Service Centre: a case management system approach to providing accommodations and supporting employees and their managers
- Persons with Disabilities Employee Network

Key points:

- Universal design is good design-we are all neurodiverse, learning styles, communication styles
- Inclusion a key factor in retention
- Language is powerful, for example “Cost” versus “Investment”
- “It is only new once”
- PWDs are not asking for special treatment –they are asking for a level playing field
- Yes, by default, and take requests in good faith
- Prepare for success!

Thank you!