



The Job Demands and Accommodation Planning Tool (JDAPT) provides workers experiencing episodic conditions with practical support and accommodation ideas that are relevant to their job demands.

More than 6.2 million Canadians live with limitations to their daily activities due to health or other conditions (Morris et al., 2019).

These limitations – or disabilities – may be permanent and experienced every day, or they may be “episodic.” Episodic conditions are chronic health conditions, often invisible, that can re-occur, fluctuate, or worsen over time.

People living with disabilities are less likely to be employed than people without disabilities. They often give up work temporarily or permanently and can struggle to return to work.

Unfortunately, many people struggle with knowing how to remove or reduce the barriers that can impact their ability to work. They ask:

- How should I think about my needs?
- What can I do?

The JDAPT is different from other tools:

It focuses on your work demands and areas that may be challenging for you at times or on a regular basis

It guides you through a series of simple questions that ask about the physical, mental or “thinking” tasks of your job, job tasks related to working with others, and your working conditions.

You get a personalized list of suggested ideas relevant to your job demands. This can help generate solutions that work for your needs.

You can discuss your support needs with others and focus on work solutions, not your health or disability diagnosis or symptoms.

Free and confidential

The JDAPT is free to use and takes about 15 minutes to complete.

You will not be asked for personal information and your answers will not be saved or shared with others. You may save a copy of your answers for your own use.

Introduction	Instructions	Physical demands	Cognitive demands	Working with others	Working conditions	Job demands summary	Strategies list	Results
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Introduction

Welcome to the Job Demands & Accommodation Planning Tool—called JDAPT (pronounced ‘jay-dapt’) for short. The JDAPT was developed and tested by research experts, people living with disabilities, community groups and workplace organizations.

The JDAPT is an easy-to-use online tool designed for workers with an episodic disability—that is, a chronic health condition, often invisible, that reoccurs, fluctuates or is getting worse over time. If that includes you, the JDAPT can help you identify the support you may need to continue working comfortably, safely and productively in your job.

How does the JDAPT work?

The JDAPT helps you identify the demands of your job that you may be having difficulties with because of your health. Based on these job demands, the tool suggests ideas and strategies (e.g. job accommodations) to address these difficulties and help you keep working.

- The JDAPT can be used for almost all types of jobs.
- It will take about 15 minutes to complete.
- You can complete the tool on your own or with someone you trust.

How does the JDAPT help?

The JDAPT allows you to prioritize and adopt the ideas and strategies best suited to your situation. Some of the ideas and strategies you can implement on your own. Others will need the approval of your workplace.

If workplace approval is needed, you can use your JDAPT results to help you organize and plan how to approach your supervisor, human resources manager, union representative or other person in your workplace who can help get you the support you need. You may even want to share your JDAPT results (or a summary) as a conversation starter.

Even if your health condition is not currently affecting your ability to do your job, the JDAPT points to self-management and other supports that can help ensure you can continue working comfortably and productively in your job for as long as possible.



The JDAPT for workers was developed by the Accommodating and Communicating about Episodic Disabilities (ACED) team.

Learn more: <https://aced.iwh.on.ca/jdapt>

See a demonstration of the JDAPT:
<https://aced.iwh.on.ca/videos-and-presentations/introducing-jdapt>

• Not intended to provide expert or legal advice.
• not a job performance evaluation tool.

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