



# The Job Demands and Accommodation Planning Tool (JDAPT) helps workers with chronic, episodic conditions—and the workplace parties who support them—identify practical support and accommodation strategies to help them successfully stay at work.

More than 8 million Canadians live with limitations to their daily activities due to health or other conditions.

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 the ability to work. They ask:

- How should I think about my needs or the needs of a worker?
- What can be done to help someone struggling at work due to their health?

Learn more: [aced.iwh.on.ca/jdapt](https://aced.iwh.on.ca/jdapt)

The Job Demands and Accommodation Planning Tool (JDAPT) is an easy-to-use online tool designed to identify supports that can help workers with chronic and episodic conditions continue working.

## The JDAPT is different from other tools:

The JDAPT focuses on work demands rather than health symptoms or a diagnosis. It uses a series of simple questions to identify areas of work that may be challenging for a worker and provides a list of concrete support ideas that fit with the demands of the job and a worker’s needs. This allows the user to discuss support needs and focus on work solutions, not a disability diagnosis or symptoms.

The tool is available in worker and organizational versions in both English and French.

## Free and confidential

The JDAPT is free to use and takes about 15 minutes to complete. Users are not asked for personal information and 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.



The JDAPT was created by the ACED Partnership led by the [Institute for Work & Health \(iwh.on.ca\)](https://iwh.on.ca).

MS Canada is a proud community partner of the ACED project and supported the development of the JDAPT. MS Canada is committed to ensuring Canadians affected by MS can participate fully in all aspects of life including in the workplace.

For more information visit [mscanada.ca](https://mscanada.ca).



See a demonstration of the JDAPT:  
[aced.iwh.on.ca/videos-and-presentations/introducing-jdapt](https://aced.iwh.on.ca/videos-and-presentations/introducing-jdapt)

### What

The JDAPT is:

- not a formal functional assessment, job analysis or cognitive demands analysis tool;
- not meant to provide advice regarding disclosure of an ongoing

The JDAPT is grounded in research and was developed by the Accommodating and Communicating about Episodic Disabilities (ACED) team, housed at the Institute for Work & Health, a not-for-profit research organization based in Toronto, Canada. [Learn more about the ACED tools, including the JDAPT for employers, here.](#)