



READ Initiative, Carleton University

[Career Transitions and Accessibility in the Federal Public Service Project](#)

We would like to hear from persons with disabilities from across Canada about employment accessibility, and specifically their transition experiences of either applying to, working in, or separating from the Federal Public Service (FPS). We would like to ask for their participation in either a confidential online Zoom (or phone) interview or an anonymous online survey, or they may choose to participate in both. It will be an opportunity for persons with disabilities to share about their experiences of facilitators and barriers to accessibility during their transitions into, within, or out of the FPS (including the transitions of applying to, onboarding, promotion, lateral move, downward transition, return to work transition, and separating).

We are researchers at Carleton University, Ottawa with the READ (Research, Education, Accessibility & Design) Initiative. The purpose behind our research, that involves listening to the career transition experiences of persons with disabilities, is to inform the development of a critical employment map for targeted action and interventions on workplace career transition accessibility that can build on and further support the FPS's Accessibility Strategy, as well as the development of relevant employment standards under the Accessible Canada Act. As such, this will lead to the development of best practices for workplace career transition accessibility generally.

Participants in the Project will have the opportunity to share their lived experiences and insights of barriers and facilitators during career transitions and to inform the improvement of the accessibility of the federal public service. This, in turn, will have an impact on the accessibility of other workplaces. In addition, participants' stories will help to inform the development of employment accessibility standards under the Accessible Canada Act and the development of best practices for workplace accessibility around career transitions.

This is a one-year project funded by Accessibility Standards Canada, due to conclude by the end of August 2021. The project report of the findings will be made publicly available on the READ Initiative's website and the report will also be presented to key stakeholders, partners, government officials, and Accessibility Standards Canada.

The Project team includes five Principal Investigators, a Project Officer and a Research Lead, and 11 Research Assistants. The Project has partnerships with two national organizations, the National Educational Association of Disabled Students (NEADS) and the Canadian Council on Rehabilitation and Work (CCRW). The Project has been reviewed and approved by the Carleton University Research Ethics Board.

Thank you so much for taking the time to read about our Project. The invitation to participate poster can be viewed by clicking [here](#) and we would be very grateful if you could share the poster with your clients. The invitation poster includes direct links to the Project's online survey and online interview registration, and a potential participant may choose to do both, or one or the other. If they would like to be interviewed, after completing the online interview registration one of our Research Assistants will contact them to arrange the day and time for the Interview.

If you would like more information about the Project, please contact the Project Officer, Mirvat Sanaallah, at asc@carleton.ca or go to the Project's [website](#).