

As a human resources (HR) professional, **you can play a pivotal role** in maximizing the work potential of employees with episodic disabilities — such as cancer, HIV/AIDS, lupus, multiple sclerosis and some forms of mental illness. However, if you're like most HR professionals in Canada, you probably don't know as much as you would like about **episodic disabilities**.

In 2006, we surveyed almost **500**

Certified Human Resources

Professionals across Canada some key questions about their level of knowledge and training needs regarding **episodic disabilities**. Here's what some of them told us:

- **Over 60% need more knowledge** on how to manage cases of employees with an episodic disability.
- **Over 70% can't identify** cases of employees with an episodic disability.
- **The majority say training is needed** in dealing with cases of employees with episodic disabilities.

We can help bridge the knowledge gap.

Managing Episodic Disabilities is a new, innovative and interactive online course that helps HR professionals like you to understand **episodic disabilities** and help employees living with such disabilities to maximize their work and life potential.

This **self-directed course** will help you to understand the impact of an **episodic disability** on:

- **Workplace participation**
- **Earnings and disability income support**
- **Accommodation strategies, such as flexible schedules**

You'll learn about relevant legislation on human rights-based practices, and how to assess your workplace requirements in five key areas:

- 1. Awareness and leadership**
- 2. Planning and sourcing**
- 3. Selection and hiring**
- 4. Staff development, and**
- 5. Creating an inclusive environment**

Managing Episodic Disabilities also includes:

- Expert articles looking at specific disabilities from a workplace context.
- Links to online resources on accommodation.
- Case studies that bring the theory to life.

The course concludes with an assignment to assess your new knowledge on episodic disabilities.

Advantages of an online course:

- Take a course at any time during the year.
- Access the course material at your convenience.
- Choose the location to access the course:
 - at work
 - at home
 - when travelling
- Access other digital educational resources through links and files.
- No downtime or expense with commuting to class.

This online self-directed course will take approximately 15 hours to complete.

Once registered, you will have access to the course material for 10 weeks.

As a self-paced course, you can determine when you work and for how long. There are no discussion groups or set class times – you can complete the course material at your convenience.

Managing Episodic Disabilities has been approved for 22.5 recertification points through the Human Resources Professionals Association (HRPA).

Let us help you help others.

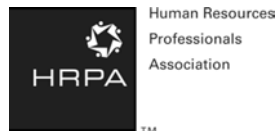
To find out more about **Managing Episodic Disabilities**, visit us online at www.hivandrehab.ca or contact us directly at cwghrcampus@hivandrehab.ca.

To register for **Managing Episodic Disabilities**, visit www.HRThoughtLeader.com or email cwghrcampus@hivandrehab.ca.

Reduced rates are available for HRPAs and CWGHR members. Ask about this benefit.

Canadian Working Group on HIV and Rehabilitation (CWGHR)

1240 Bay Street, Suite 600
Toronto, Ontario M5R 2A7 Canada
Telephone: +1 416 513-0440
Fax: +1 416 595-0094
E-mail: cwghrcampus@hivandrehab.ca
www.hivandrehab.ca



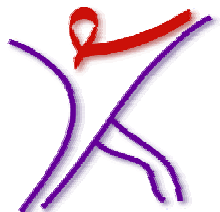
This project is funded by the Government of Canada.

Canada

Managing Episodic Disabilities

A SELF-DIRECTED ONLINE COURSE FOR HUMAN RESOURCES PROFESSIONALS

Canadian Working Group on HIV and Rehabilitation (CWGHR)



Promoting quality of life through rehabilitation research, education and cross-sector partnerships