

**Closing the Gap – Employer Research  
INTERVIEW PROTOCOL**

**INTRODUCTION**

- about the project
- about the interview
- questions or further information

**EMPLOYER PROFILE**

- Descriptive Information
  - get business card
  - size
  - sector
  - location
  - unionization
- HR Practices
  - staffing
  - recruitment
  - FWA
  - diversity initiatives
  - other?
- Experience with Persons with Disabilities
  - level of experience (none/little, efforts made, experienced)
  - nature of experience (injured employee, recruit new employee, other)
  - accommodation practices
  - relationships (service agencies, government programs)
  - other?
- AODA
  - familiarity with new law
  - what it means to them as an employer
  - where would they go to get help fulfilling obligations
  - what would they expect from government
  - other?

## **FOCAL ISSUES**

- Challenges
  - get insights into own experience
  - administer issue sheet
  - ask for elaboration of points/comments on challenges statements
  - anything else about the challenges / barriers?
- Business Case
  - get insights into their own experience
  - administer issue sheet
  - ask for elaboration of points/comments on business case statements
  - anything else about business case?
- New Approaches and Ideas
  - get insights into own experience
  - administer issue sheet
  - ask for elaboration of points/comments on new ideas statements
  - anything else about new ideas?
  -

## **ADVICE TO STAKEHOLDERS**

- advice to other employers
- advice to persons with disabilities
- advice to service agencies
- advice to governments
- any other advice?

## **WRAP-UP**

- future involvement
  - receiving information
  - being part of a dialogue
  - actively involvement in development of new strategies/approaches
- thanks – and commitment to convey expressed interests