# Inspire, Hire, Train, Retain (IHTR) Sample Survey Questions

## Section 1: Learning

1. My role is in

* People and Culture & Human Resources
* Occupational Health and Safety
* Organizational Development and Learning
* Diversity, Equity & Inclusion
* Senior leadership
* Front line management (e.g., Clinical operations manager)
* Other

1. Please rate the extent to which you agree with the following statements on a scale of 1 (strongly disagree) to 5 (strongly agree)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. The delivery of the training was accessible, including the training materials. | Strongly Disagree  (1) | Disagree  (2) | Neither agree nor disagree  (3) | Agree  (4) | Strongly Agree (5) |
| 1. Overall, the facilitators were effective in enhancing my knowledge of disability-inclusive employment practices. | Strongly Disagree  (1) | Disagree  (2) | Neither agree nor disagree  (3) | Agree  (4) | Strongly Agree (5) |
| 1. The scenarios and case examples supported my understanding of disability-inclusive employment practices. | Strongly Disagree  (1) | Disagree  (2) | Neither agree nor disagree  (3) | Agree  (4) | Strongly Agree (5) |
| 1. The resources provided in the IHTR Training-a-Box are clear and easy to understand. useful to me as I consider next steps in disability inclusive employment practices. | Strongly Disagree  (1) | Disagree  (2) | Neither agree nor disagree  (3) | Agree  (4) | Strongly Agree (5) |
| 1. After Participating in the training, I have increased my knowledge of accessibility barriers. | Strongly Disagree  (1) | Disagree  (2) | Neither agree nor disagree  (3) | Agree  (4) | Strongly Agree (5) |
| 1. I intend to apply knowledge gained from this training to inform my future decisions and actions towards disability inclusive employment practices. | Strongly Disagree  (1) | Disagree  (2) | Neither agree nor disagree  (3) | Agree  (4) | Strongly Agree (5) |
| 1. Because of the IHTR training, I feel more supportive of culture change towards respect and dignity for people with disabilities in Ontario. | Strongly Disagree  (1) | Disagree  (2) | Neither agree nor disagree  (3) | Agree  (4) | Strongly Agree (5) |

## Section 2: Format

1. Overall, I am satisfied with the format of the training:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. The length of the training session. | Strongly Disagree  (1) | Disagree  (2) | Neither agree nor disagree  (3) | Agree  (4) | Strongly Agree (5) |
| 1. The mix of presentation and reflection activities. | Strongly Disagree  (1) | Disagree  (2) | Neither agree nor disagree  (3) | Agree  (4) | Strongly Agree (5) |

## Section 3: Sharing

4. What are two best practices in inspiring, hiring, training, and/or retaining healthcare employees from a disability-inclusive employment lens that you will take away from this training?

5. What is one internal organizational resource that you will consider using to facilitate your disability-inclusive employment practices? (e.g., policy, tool, staff member, department)

6. What is one resource from outside of your organization that you will consider using to facilitate your disability-inclusive employment practices? (e.g., website, toolkit, training opportunity)

7. As a result of this training, what is one realistic action or first step you will take towards a more disability-inclusive employment practice? (What will you think about or do differently?)

8. What changes would you recommend to improve this learning experience?

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For information and resources, visit: <https://hollandbloorview.ca/IHTR>

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