



## COGNITIVE DEMANDS ANALYSIS (CDA)



*This Fast Fact helps employers, workers, and H&S professionals understand the basics of Cognitive Demands Analyses (CDA). With rising rates of absenteeism related to cognitive/mental health conditions, there is increasing attention being put towards preventative tools. A CDA helps employers with prevention and accommodation related to the cognitive, emotional, sensory and psychological demands of a job and the skills required to perform the essential and non-essential demands of the job.*

### WHAT IS A CDA?

A Cognitive Demands Analysis (CDA) is a comprehensive, objective analysis of the cognitive, emotional, sensory and psychological demands of a job and the skills required to perform the essential, and non-essential demands of a job.

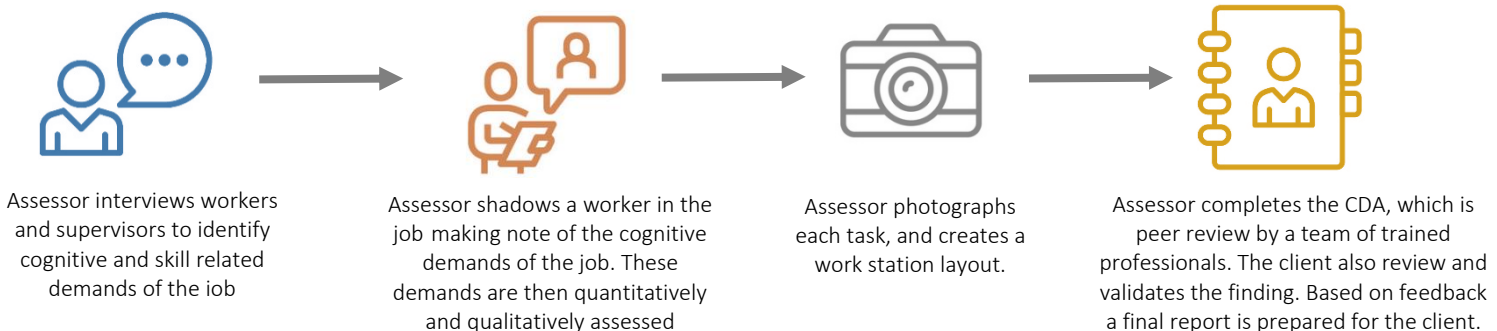
### USES FOR CDAS:

- Augment Human Resource tools – help determine job fit while maximizing job retention
- Preventive intervention – avoid injury/trauma before it occurs.
- A critical resource is developing return to work programs.

### WHY HAVE A CDA COMPLETED?

- Detailed assessment of the cognitive demands of a job such as memory, multi-tasking and aptitude.
- Valuable tool in helping determine the match between a worker’s functional abilities and their job.
- Used to help determine work readiness, and plan the proper workplace accommodations accordingly.
- Augment Human Resource tools (i.e. job descriptions) and facilitate employee selection and training.
- Use to supplement and support other assessments such as Neurological assessments, Cognitive Functional Abilities Evaluations etc.

### HOW IS A CDA DONE BY PSHSA?



### Want to learn more about our Cognitive Demands Analyses?

Contact us by e-mail at [OT@PSHSA.ca](mailto:OT@PSHSA.ca)