

# **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 nonessential 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?**



Assessor interviews workers and supervisors to identify cognitive and skill related demands of the iob

Assessor shadows a worker in the job making note of the cognitive demands of the job. These demands are then quantitatively and qualitatively assessed

Assessor photographs each task, and creates a work station layout.

Assessor completes the CDA, which is peer review by a team of trained professionals. The client also review and validates the finding. Based on feedback a final report is prepared for the client.

Want to learn more about our Cognitive Demands Analyses? Contact us by e-mail at OT@PSHSA.ca



