

READY
WILLING
& ABLE
PRÊTS
DISPONIBLES
& CAPABLES

INCLUSION WORKS

IDEA SPEAKER SERIES
PRESENTATION

DON GALLANT
NATIONAL DIRECTOR

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Government
of Canada

Gouvernement
du Canada

Canada

Land Acknowledgement

Let's take a moment to acknowledge the Indigenous Peoples of all the lands that we are on today.

Although we are meeting on a virtual platform and joining from different places, we respectfully acknowledge that the land we reside on and work in are the ancestral homelands of Indigenous peoples. We do this to reaffirm our commitment and responsibility in improving relationships between nations, and to improve our own understanding of local Indigenous Peoples and their cultures.

WHO WE ARE

Ready Willing and Able (RWA) is a national initiative of Inclusion Canada and the Autism Alliance of Canada and their member organizations.

Funded by the Government of Canada, we strive to increase the labour force participation of people with an intellectual disability or Autism Spectrum Disorder (ASD).

THE RWA PARTNERSHIP



Our Vision

An inclusive and effective labour market with an employment rate for people with an intellectual disability or autism on par with the national average.

Scope of READY, WILLING & ABLE:

We are active in every province and territory (located in 30 primary communities) and through our local network of employment agency partners we are responding to employer needs in more than 220 communities in Canada.

Role of READY, WILLING & ABLE:

When Ready, Willing and Able talked to employers, we heard common challenges around Inclusive Employment. RWA was designed as a direct response to these challenges.

- **Lack of knowledge of inclusive employment and its benefits**
- **Inability to connect to and find candidates**
- **The inability to identify and secure required on job supports**
- **Lack of knowledge of and connection to community employment agencies**

RWA INNOVATION

- **Employer focused**
- **Create demand based on the Business Case**
- **Fill regularly occurring vacancies**
- **Create sustainable connections between employers and agencies**

The RWA Model

Create Demand - via employer outreach and engagement.

Connect Demand to Agencies - employment opportunity (i.e. demand) is then shared with our local community employment agency partners

Facilitate Hiring process - provided during screening and interview process (and post hire) to extent needed, to both the employer and/or job seeker

Provide Support - to the employer (HR practices, interviewing etc.) and to the employee (job coach, transportation, etc.) at no cost to the employer

RWA ACHIEVEMENTS: (to the end of December 2024)

- RWA began in September 2014
- Outcomes
 - Employer Outreach – 21,000+
 - Employer Engagement – 12,000+
 - Employment outcomes – 5,300
 - 22 National Employer Partners
- As of November 1, 2022, RWA entered 'Phase 3' and is now funded until March 2027.
- **The Inclusive Workplace** – online resource and training hub
 - <https://www.theinclusiveworkplace.ca/en/home>

RWA National Employer Partners

Some of our other National Employers include - PepsiCo, Sephora, DSV, Value Village, Costco, Auticon, Bimbo, Canada Life, Deloitte, Loblaw, DHL, IBM, PepsiCo, Holloway Holdings, Home Depot, BNP Paribas, BMO, Purolator, Sodexo, Wajax, NeuroPlus and The Brick,.

We work with more than 2000 employers across the country....of all sizes - and across various sectors.

THE CURRENT REALITY FOR INDIVIDUALS

There are roughly 500,000 working-aged adults with an intellectual disability or on the autism spectrum who are looking for work in Canada;

Only 1 in 4 people from those populations are working in competitive employment

Ninety percent of companies say that diversity is a priority in their hiring and work. But only 4 percent of companies make hiring people with disabilities part of that work.

THE CHALLENGES FOR INDIVIDUALS

When Ready, Willing and Able talked to Individuals about Inclusive Employment, we heard:

- not enough employers who are willing to inclusively hire people with intellectual disabilities or autism.
- difficulty navigating the application and interview process, as well as knowing when and if to disclose.
- don't know where to connect to and find agencies to help with support needs.

WHAT DOES RWA DO?

RWA'S PRIMARY ROLE IS TO SUPPORT **EMPLOYERS** BY OFFERING :

- Knowledge about the why and how of inclusive employment, and access to partners that educate businesses about inclusive recruitment and employment
- A pool of candidates connected to a network of community employment agencies
- Ensure that business and applicants have access to appropriate supports to succeed in the recruitment, interviewing and hiring process

READY WILLING & ABLE

EXAMPLES OF SUPPORT

- Coordinated access to a broad talent pool of persons with an intellectual disability or ASD
- Individual on-the-job supports
 - Job coaches
 - Equipment / Accessibility modifications
 - Assistance with transportation
- Disability Awareness training
- Assistance with screening, interviews, and onboarding
- Direct connections to community employment Timely support if / as issues arise

There is no menu of supports. Supports are individualized to the employee and the employer.

RWA provides whatever support is required to ensure success

READY **WILLING** **& ABLE**

THE BUSINESS CASE FOR INCLUSIVE EMPLOYMENT

Inclusive hiring can:

Help businesses address skills and labour shortages;

Build more productive, innovative, and profitable workplaces;

Improve the diversity of skills and perspectives which every business needs to thrive;

Build stronger and more resilient businesses that reflect the diversity of their clients and consumers.

RWA IS BUILDING ON THE BUSINESS CASE

89% of businesses rated employees hired through RWA as well as or better than average on contributing to the firm's profit margin.

And on attendance, punctuality, turnover and productivity employers rate the vast majority of employees with an intellectual disability or on the autism spectrum as 'as good or better than their non-disabled colleagues'.

The Business Case is clear.

BUSINESS CASE

- Employees hired via RWA perform as well as or better...
 - Punctuality 95%
 - Attendance 97%
 - Sick Days 98%
 - Turnover 97%
 - Attitude 99%
 - Contribution to morale 98%
 - Get along with coworkers 97%

Retention rate 85% - 90%

COMMON CONCERNS

Productivity and performance

Impact on corporate culture

Impact on consumers

Safety

Cost of accommodations

THE FACTS: Inclusion in the Workplace Makes Good Business Sense

Enhanced productivity and performance

Positive impact on corporate and workplace culture

Enhanced consumer loyalty

Lower safety incident rates

Low or no cost accommodations

OTHER INNOVATIONS

Engagement with Indigenous / racialized communities

- Provides capacity to communities to develop and deliver employment supports in a culturally relevant way that reflect the needs of youth in their communities.

Career Advancement

- Creating a career – not just a job
- Development of Individual Professional Development Plans (IPDPs)
- Enable equitable access to promotional opportunities

RWA RESOURCES

- WWW.TheInclusiveWorkplace.ca
- WWW.Readywillingable.ca

CLOSING REMARKS

We assist job seekers with an intellectual disability or autism secure and retain employment within the competitive labour market.

We assist companies to further diversify its work force by connecting to qualified job seekers.

Job seekers with an intellectual disability have the ability and capability to 'do the job'!

Hiring is not based on pity or charity. No 'special jobs for special people'

CONTACT INFO

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Visit RWA website:

<http://readywillingable.ca/>

<http://fr.readywillingable.ca/>



QUESTIONS?

