

**READY  
WILLING  
& ABLE**



A NATIONAL INITIATIVE DESIGNED TO INCREASE THE LABOUR FORCE PARTICIPATION OF PEOPLE WITH INTELLECTUAL DISABILITIES AND AUTISM SPECTRUM DISORDER (ASD)

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**WHO WE ARE**

A national initiative of the Canadian Association for Community Living and Canadian Autism Spectrum Disorders Alliance and their member organizations.



**WHAT WE DO**

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

Active in 20 communities across the country, we have improved businesses through educating employers on inclusive hiring practices.

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**OUR VISION**

An inclusive and effective labour market with an employment rate for people with intellectual disabilities and people with ASD on par with the national average.




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**OUR ROLE**

**Connect & Support**

Employers, people with intellectual disabilities and ASD, and community agencies at the local, provincial, and national level.



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**PROMOTE**

Awareness among employers and the general public on the benefits of hiring people with intellectual disabilities and ASD.



Absenteeism cost the Canadian economy an estimated \$16.6 BILLION in 2013

86% OF PEOPLE WITH DISABILITIES RATED AVERAGE OR BETTER ON ATTENDANCE THAN THEIR NON-DISABLED COLLEAGUES

87% of people indicated they would PREFER to give their business to companies who hire people with intellectual disabilities or ASD

The average **turnover rate** for workers across ALL INDUSTRIES is **49%**  
In contrast, **turnover rate** for employees with intellectual disabilities or ASD is just 7%

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**COMPLEMENT & ENHANCE**

The community employment service delivery organizations by connecting them to new employer demand.



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**RWA STAFF**

**Regional Autism  
Coordinator –**  
Alicia Xavier  
axavier@autism.net

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**RWA STAFF**

**Autism Outreach  
Coordinator –**  
Meggie Stewart  
mstewart@autism.net

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**EMPLOYMENT**

Real work for real pay

- paid at industry standard wages associated with the position
- same protections and benefits available to the general workforce
- Work can be full-time, part-time (15+ hrs/wk) or seasonal
- Also, includes self-employment

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### HOW IT WORKS

- 1** Employer shares a job posting or job description to RWA Staff.
- 2** RWA shares with community agency partners.
- 3** Community agency representatives select job seeker(s) who have the skill set and interests that match the given job description and submits that job seeker's application or resume to the RWA team.
- 4** RWA Staff will submit resumes to employer for review. Employer will contact the candidate or community agency staff member to arrange an interview.

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### HOW IT WORKS CON'T

- 5** During the hiring process RWA rely on community agencies to identify and deliver the support needs for the new hire. If the supports go above and beyond the mandate of the agency, RWA can provide financial support.
- 6** Once a candidate is hired, the community agency will maintain contact with the job seeker and provide support and troubleshoot if and as required.
- 7** RWA community partners are required to notify RWA once a company has hired a job seeker. Community partners are expected to complete quarterly reports regarding the status of the hires.
- 8** Once the hiring process has been completed RWA staff will follow up with employers to maintain engagement and generate future work opportunities.

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### HOW IT WORKS FOR JOB SEEKERS

- 1** Connect with RWA - complete intake/assessment
- 2** RWA refers person to community partner that suits their needs to provide employment support
- 3** Person receives identified pre-employment training
- 4** Person accesses RWA generated employment opportunities through the community partner
- 5** Community partner provides support to person as required

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## Success story

### A Star Player In The Liberty Grand Kitchen

"He gets along with everyone, never complains and is one of the easiest people to work with. He's forced a different level of behaviour and teamwork among our staff that has been just great."

- Ingrid Rochard, Liberty Grand Entertainment Complex Stewardship Manager, Toronto



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If you know of a person with Autism Spectrum Disorder that is looking for employment

Contact Meggie Stewart at [mstewart@autism.net](mailto:mstewart@autism.net)  
416-322-7877 ext. 240

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If you know of an employer that wants to learn about **Inclusive Hiring**

Contact Alicia Xavier at [axavier@autism.net](mailto:axavier@autism.net)  
416-322-7877 ext. 227

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THANK YOU!

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[www.readywillingable.ca](http://www.readywillingable.ca)

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