



THE UNIVERSITY OF BRITISH COLUMBIA

Centre for Inclusion and Citizenship

The Centre for Inclusion and Citizenship announces the release of the final evaluation of *Ready Willing and Able*.

Funded by the Government of Canada as a three-year (2015 – 2018) pilot project, Ready, Willing and Able (RWA) is a national initiative of the Canadian Association for Community Living (CACL) and Canadian Autism Spectrum Disorders Alliance (CASDA) and their member organizations. The RWA initiative was designed to build employer capacity and demand to hire people with an intellectual disability or Autism Spectrum Disorder; link employers with employment agencies and supports; and assist in the development of information and public awareness tools to promote inclusive hiring practices. One of the most significant National employment projects for these populations ever undertaken in Canada, the project yielded a wealth of information and learnings on how to improve the employment rates for two traditionally underemployed segments of the population.

Some key outcomes include:

- There were 1,325 RWA participants.
- 1,225 RWA participants held employment at some point in their involvement with the program. (92.5%)
- 80.3% of the firms involved in RWA hired at least one person with an intellectual disability and 72.1% hired at least one person with ASD.
- Of these 1,468 new jobs, 1,083 (73.8%) were for at least 15 hours of work per week.
- RWA participants earned about \$9.6 million.
- RWA participants who obtained employment worked an average of 20.6 hours per week and earned \$259.94 per week.
- RWA netted approximately \$10.3 million for provincial/territorial economies.

Employer Survey Responses included:

- 94.9% employer respondents rated the RWA employees with ID or ASD as on par with or better than the average employee in terms of their overall work performance.
- 88.5% rated the people hired under RWA as average or better in terms of contributing to their firm's profit margin.
- Overall, about two thirds (63.7%) said they would "definitely" or "probably" be trying to hire more such individuals in the next 12 months.

A complex, multi-layer project required an equally robust evaluation design. The full report provides a complete summary of the project evaluation results and our analysis. An executive summary is provided at the beginning of the document and some sections and aspects of the report will be provided in stand alone publications along with more accessible versions of the findings.

For the complete report, please visit the UBC Centre for Inclusion and citizenship website: <https://cic.arts.ubc.ca/>