

**READY**

**WILLING**

**& ABLE**

# 3 year review

Inclusion BC Conference 2018

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RWA - BC Team

# Presentation Outline

- Overview of Ready, Willing & Able
- Evaluation Findings
  - Administrative Data
  - Employer Survey
- Focus on British Columbia
- What we heard. Lessons Learned
- Looking Forward
- Questions

## 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 or Autism Spectrum Disorder (ASD).



- Active in 21 communities
- RWA Delivery Team
  - Labour Market Facilitators – 16
  - Regional Autism Coordinators – 6
  - Autism Outreach Coordinators - 3

## Our role

RWA's role is a direct response to the challenges expressed by employers:

- *Lack of knowledge of inclusive employment and it's benefits -*
- *The inability to identify and deliver internally, potential supports required -*
- *Lack of knowledge of, and connection to community supported employment agencies -*

### Connect & Support

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

### Promote

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

### Complement & Enhance

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

## The RWA model

- RWA's approach to employer engagement purposefully **deviates from the 'charity model'**.
- RWA's approach to employer engagement purposefully **deviates from a participant-focused, job development model and/or wage subsidy model**.
- RWA **uses a business case approach**, highlighting the many business benefits that a diverse and inclusive workforce brings to a company's bottom line.
- Promoting the business case and **acting as single point of entry** to a broad pool of candidates forms the essence of RWA's engagement model.



CREATE  
DEMAND



CONNECT  
DEMAND TO  
AGENCIES



FACILITATE  
HIRING  
PROCESS



PROVIDE  
SUPPORT

READY WILLING & ABLE

# RWA EVALUATION

- THE *CENTRE FOR INCLUSION AND CITIZENSHIP* WAS CONTRACTED TO PROVIDE AN INDEPENDENT EVALUATION OF RWA
- Primary methodologies employed within this evaluation include:
  - Administrative and survey Data collection and analyses
  - Qualitative interviews with full range of participants and stakeholders
  - Case studies
  - Key informant interview
  - Surveys
  - Focus groups
  - Policy review
  - Review of materials produced by RWA and affiliates

# Outputs - Nationally

Originally anticipated (to the fall of 2017)

- Up to 1,080 employers confirmed
- Up to 6 partnerships with national employers
- Engagement of 300 organizations
- 1,200 employment outcomes (1,080 jobs / 120 post -secondary placements)

Revised (to January 31, 2018)

- 1,600 employment outcomes
  - No breakdown between jobs and post-secondary placements
- Other outcomes the same

# Evaluation Findings

Based on:

Administrative data captured from the Geolive online system from mid-2014 through January 2018 (Note detailed numbers and 5 refer to data up to summer 2017 only)

Second Employer Survey (conducted in the summer of 2017, with some comparisons using the First Employer Survey conducted in the summer of 2016)

# The participants

	National	BC
# of Participants	1,534	15.8%
By gender	67% male 33% female	
By age group	53.6% 15 – 24 years of age	
By disability label	56.2% intellectual disability 40.8% ASD 2.9% both	13.1% intellectual disability 19.7% ASD 15.2% both
By source of income*	44% social assistance 19% employment	

\*Year prior to entering RWA

# The employers

National

# of Employers who hired

775

7 National Partners were engaged and accounted for 403 of the jobs held by RWA participants



## The jobs - Nationally

1,399 participants held employment at some point (92.5%)

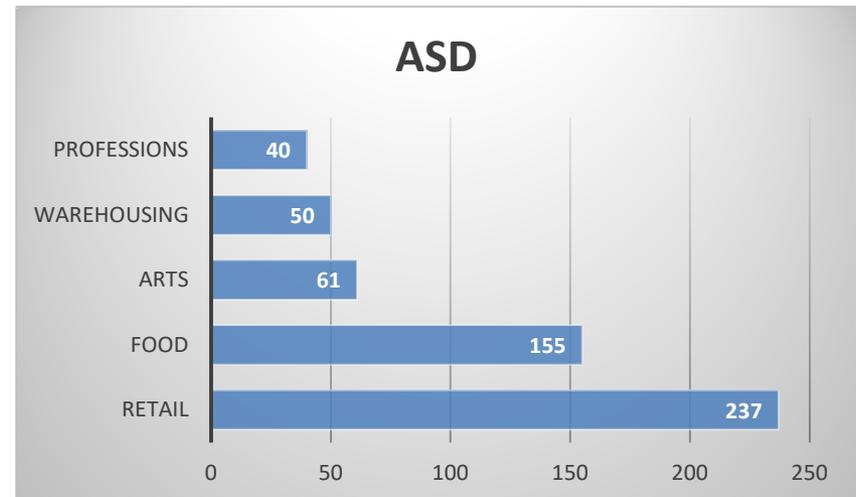
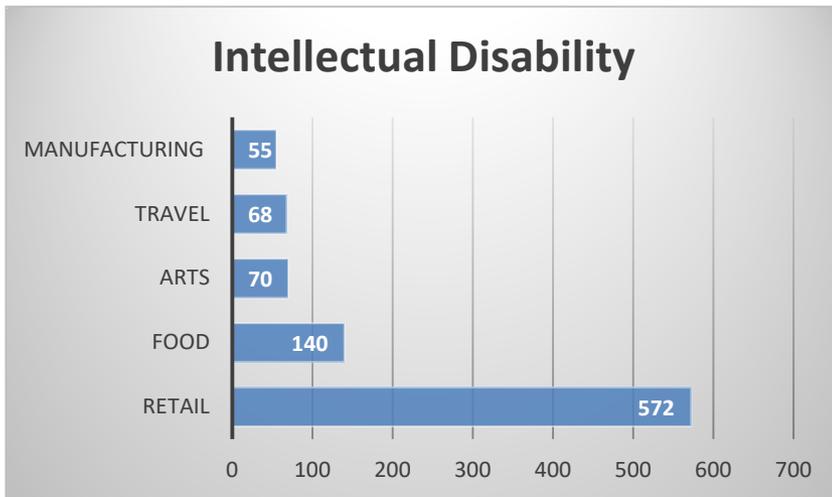
1,642 separate, new jobs were created or made available through RWA

- 1,083 (73.8%) were for at least 15 hours per week
- 103 of jobs were held by 101 self-employed individuals
  - Some individuals held more than one job concurrently or consecutively

108 participants attended post-secondary education

# Top 5 industries

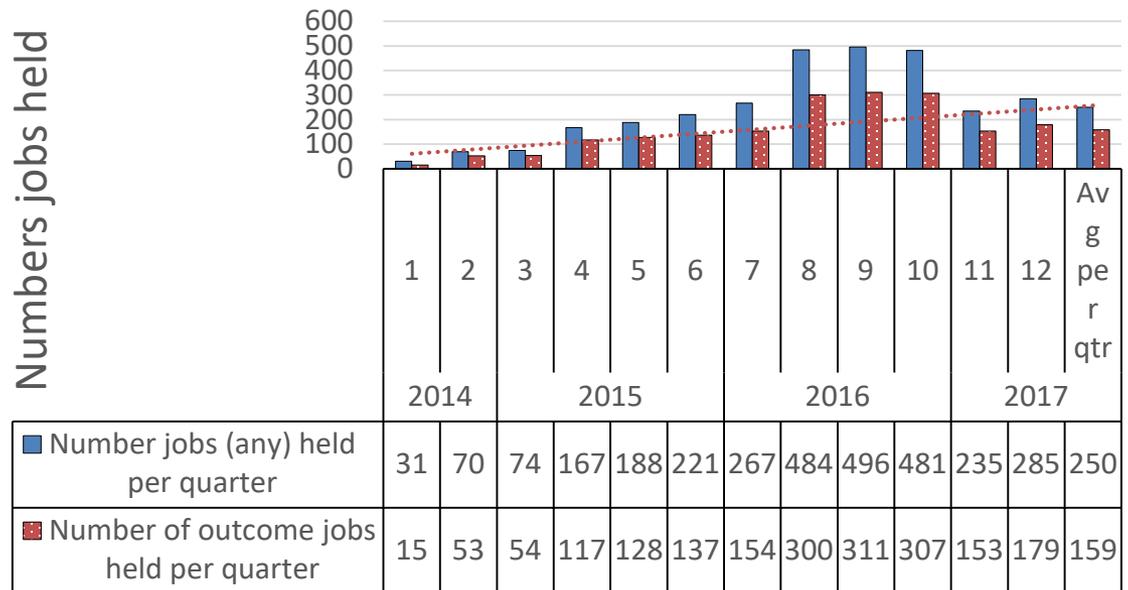
... with the most widely held jobs by disability label (Nationally)



# Job averages - Nationally

- RWA facilitate an average of 250 jobs per quarter
- 159 of these were outcome jobs (i.e., at least 15 hours per week)
- Average hours worked per week: 20.6
- Average earnings per week: \$259.94
- The characteristics of job-holders look much the same as the general characteristics of RWA participants (e.g., gender, age group and type of disability)

Numbers of any jobs and outcome jobs held, by administrative quarter and year



## Job averages - Nationally

Of the 1,225 participants who held any employment as a result of RWA:

576 were still employed as of their last record with RWA

47% compared with a 22.5% national employment rate for people with a developmental disability. (Many of the 22.5% will be jobless within a year or two.)

## Post Secondary - Nationally

108 individuals attended post-secondary education at some point through RWA

A much higher-than-expected share of post-secondary participants had ASD – 71.6% vs 40.9% of RWA participants more generally

## 2<sup>nd</sup> Employer Survey

The firms that hired people through RWA...

80.3% hired at least one person with an intellectual disability

72.1% hired at least one person with ASD

## 2<sup>nd</sup> Employer Survey

How the firms rated RWA participants....

88.5% rated participants as average or better in terms of contributing to the firm's profit margin

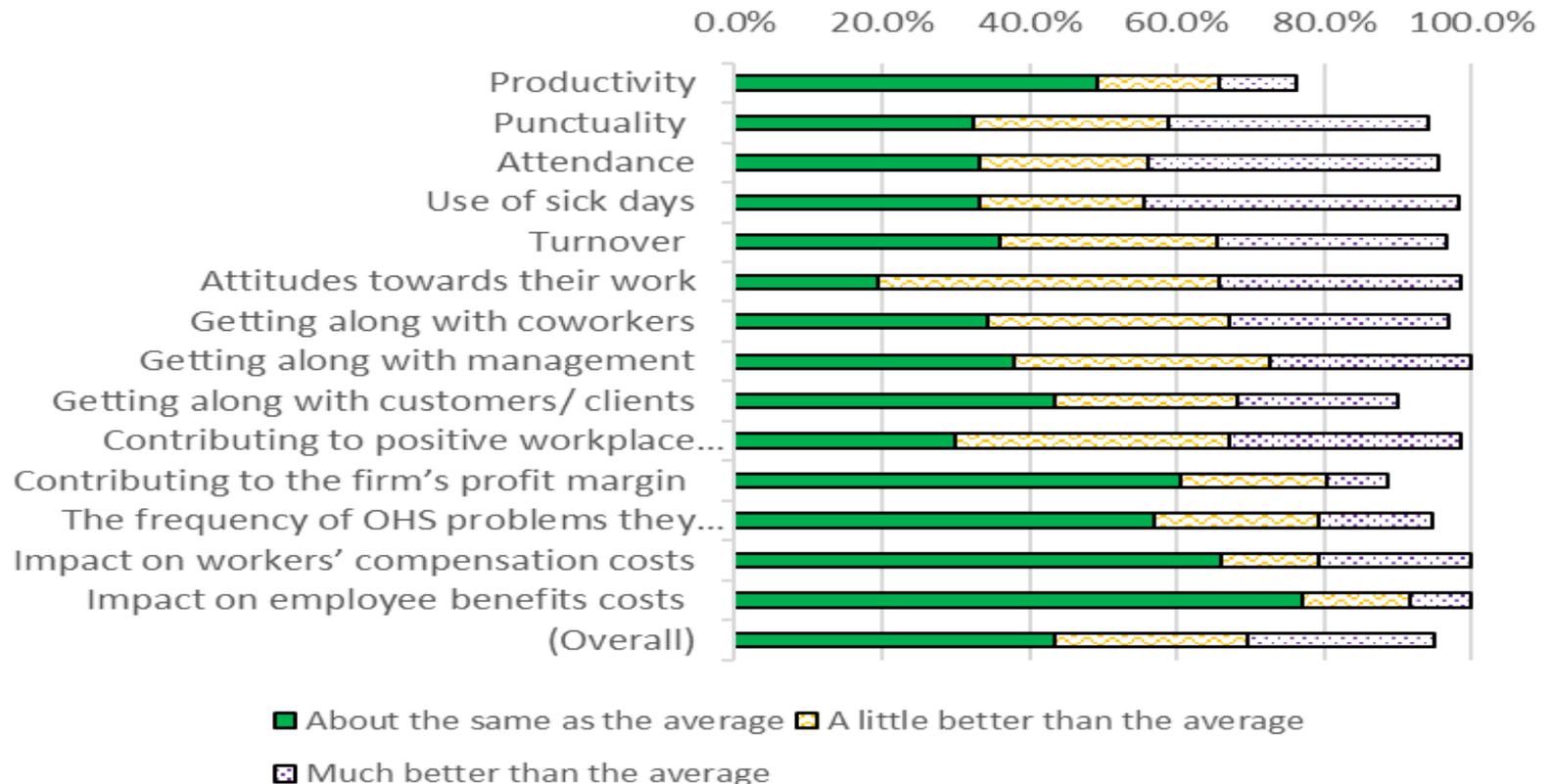
On an overall measure, 94.9% rated participants with ID or ASD as on par with *or better than* the average employee

Nearly two-thirds (63.7%) said they would "definitely" or "probably" try to hire more such individuals in the next 12 months

- Most of the others gave budgetary reasons or that their firm did not need more employees

## 2<sup>nd</sup> Employer Survey

### Respondents' ratings of RWA employees compared with their firms' "average" employees



## 2<sup>nd</sup> Employer Survey

How the firms rated RWA as a program and the agencies involved.....

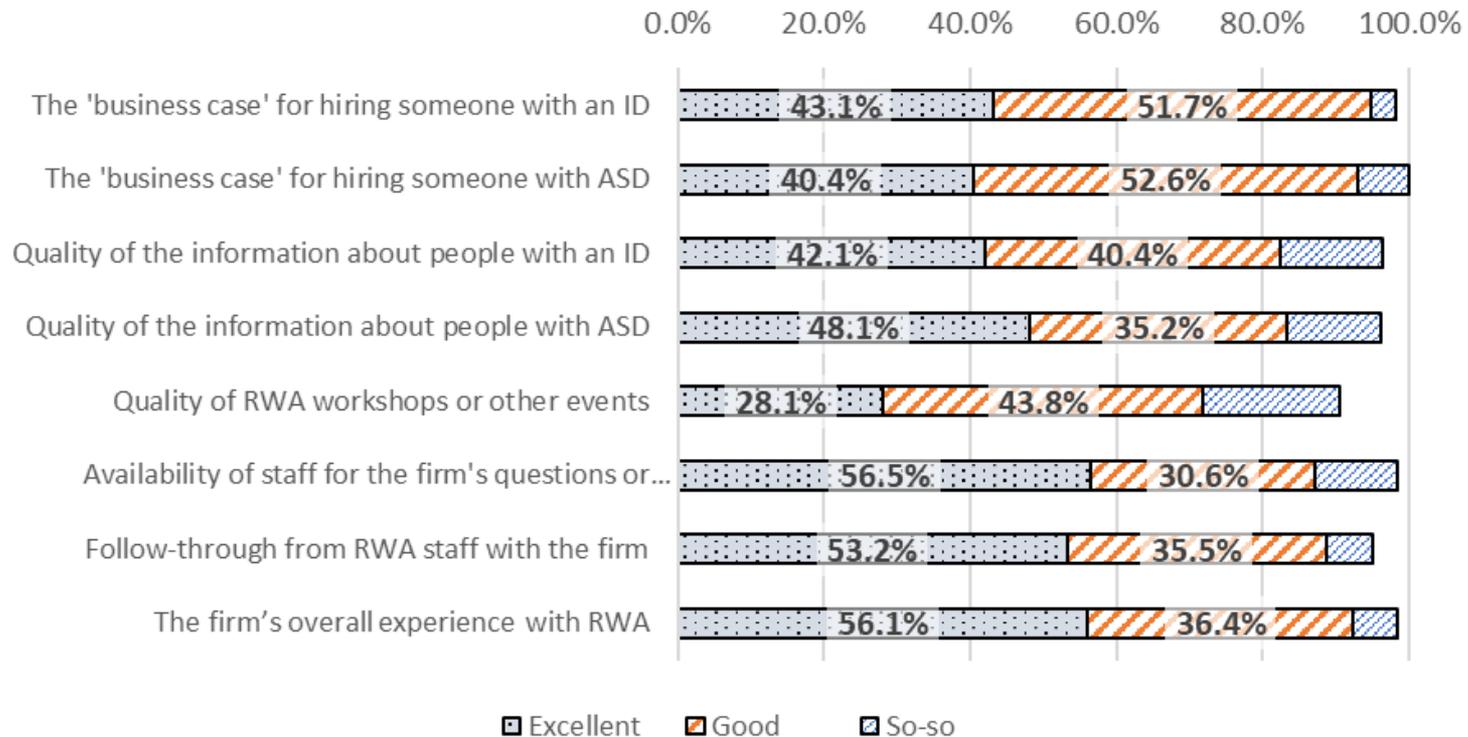
More than two-thirds (up from a little less than half in the first survey) said they received either a lot of (38.6%) or some (34.3%) positive feedback from customers or clients since hiring people with ID or ASD under RWA

92.4% rated the firm's experience with RWA as excellent or good

The firms generally said their most involved agency did either very well (57.1%) or quite well (39.3%) in meeting the firms' needs

# 2<sup>nd</sup> Employer Survey

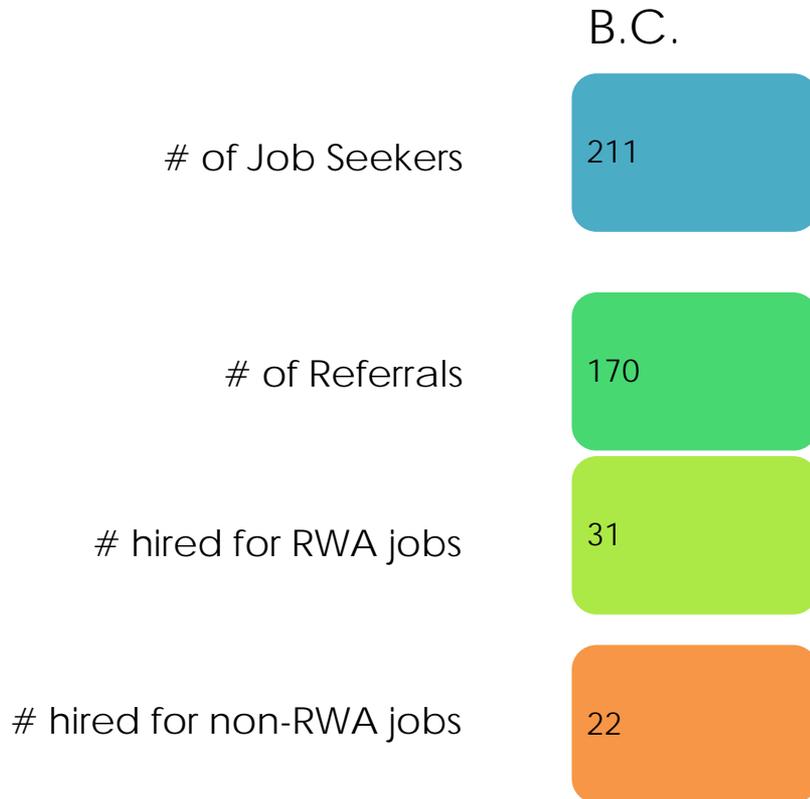
## Employer experiences with RWA resources, activities and personnel



# Focus on British Columbia

- Touchpoints with **74 Employment Agencies** across **37 communities**;
- Developed relationships with **524 Employer** contacts;
- Supported **3 Building Blocks** in the province:
  - *LEAP* – Delta Society for Community Living;
  - *Youthworks* – Langley Assoc. for Community Living;
  - *Capacity Building* – Douglas College
- **\$836,405** of additional funding supports
  - 87% Job Supports, 13% Post-Secondary Supports,

# The COMPASS – Job Seeker Database



- The Autism Outreach Coordinator (AOC) position is a link between RWA and job seekers with ASD. The AOC's primary objective is to reach out to persons with ASD and connect them to RWA's network of community partners in order to inform and enable access to employment opportunities generated within RWA.
- The COMPASS database was created in 2016 in order to allow job seekers to connect with the AOCs via an online intake form. In British Columbia, the main target community is Metro Vancouver.

Note: Totals are up to July 2017

# Engagement events

- **Day in B.C. Legislature:** MLA Breakfast to promote inclusive hiring;
- **3 Employer Roundtables:** Tech, Cranbrook, Diversity in Action;
- **3 Employer Breakfast Events (RWA/CAN):** Kelowna, Prince George, Victoria;
- **“Making Inclusive Employment Work” event** – Inclusion BC pre-conference 2017;
- **Deloitte “Impact Day”** - Vancouver
- Numerous speaking engagements (Families, Employers, Agencies) promoting inclusive hiring.

## Breakdown by jurisdiction

RWA participants i.e. job seekers obtaining employment:  
ON- 16%, **BC** – 15.8%, AB- 15%, NS-12%.

Breakdown by disability label :

**BC**: 46% ID, 50% ASD, 4% Dual / Nationally: 56.2% ID, 40.9% ASD, 2.9% Dual

“First jobs” facilitated:

**BC** – 16.9%, ON – 16.4%, AB – 15%

Total “quarters” worked:

AB – 26.8%, ON – 18.3%, **BC** – 13.8%,

Number of separate new Jobs:

ON - 15.7%, **BC** – 15.5%, AB – 14.4%, NS – 13.7%

Self-employment outcomes:

NS – 30.1%, Yukon – 18.4%, **BC** – **15.5%**, NB – 8.7%

## What we heard - British Columbia

- For a majority of job seekers via CL agencies, **15 hour + work weeks are out of reach** (3-8 hours/week ideal);
  - Increased hours has a significant ripple effect to other supports the individual receives through an agency;
- Several employers reported that they have been requested to **accommodate work schedules to account for PWD Earning exemptions**;
- RWA should **focus on mid/large employers**. Refer small-community-based employers directly to agencies;
- Strong **demand for increased training** of Employment Service Staff;
- **Areas of focus** to enhance labour market attachments;
  - 1) Education/training
  - 2) Funding;
  - 3) Collaboration (Agency/Family/Inter-agency);
  - 4) Employer Engagement.

## Lessons learned - Nationally

- Using a business case approach to generate increased employer demand has worked exceptionally well.
- Relying on employment agency partners as our main source of both job seekers, and the expertise to support said persons on the job has worked extremely well.
- With assistance from RWA (primarily via its RAC and AOC roles), supported employment agencies across Canada have greatly increased their connections to, and ability to support job-seekers with ASD.
- A fragmented national landscape of available P-T/generic on-the-job supports will necessitate enhanced RWA-supported employment agency engagement as we move through RWA Phase 2.

## Looking forward - Nationally

- A **Phase 2 proposal has been submitted** to the Opportunities Fund for consideration, with an optimal start date of July 1, 2018. This proposal would retain the RWA status-quo structure and delivery model, over a 30-month period.
- CACL/CASDA intent is to augment the existing OF proposal by seeking approval for a number of program enhancements, secured via the Federal Budget process in 2018-19.
- If successful, the enhanced RWA program (coming on-stream after Federal budget 2019), will feature the addition of 10 more communities cross Canada (as well as the personnel and participant supports required for such), and would extend Phase 2 until June 2021.
- It is anticipated that RWA Phase 2 will retain its existing employer engagement, and agency partnership model. Likewise it is anticipated that job-seeker participation requirements (EI eligibility check via the Opportunities Fund), will remain the same.

Thank you.