

READY **PRÊTS**
WILLING **DISPONIBLES**
& ABLE **& CAPABLES**

FREQUENTLY ASKED QUESTIONS

Ready, Willing and Able (RWA) is looking for employers from all industries that want a competitive edge and are willing to make a commitment to hire someone with an intellectual disability or Autism Spectrum Disorder (ASD). Ready, Willing and Able is designed to help employers understand the value of inclusive hiring.

Is your business ready, willing and able to hire a person with an intellectual disability or ASD? Here's what you need to know to build an inclusive labour force:

Q What should I expect from an employee with an intellectual disability or ASD?

A Like people without a disability, individuals with an intellectual disability or ASD are all different, with unique strengths, weaknesses, skills and talents. RWA assists employers with placing candidates in positions that align with their skills and strengths. As such, the employees will likely have exactly what you are looking for, including experience and interest in your field of work and a strong dedication to their role. Remember, performance comes in different packages!

Q Do I have to offer full-time hours to participate?

A Full-time hours are not necessary. Part-time, seasonal or summer employment may be exactly what a potential employee with an intellectual disability or ASD is looking for.

Q How will inclusive hiring benefit my business?

A Many employers find it difficult to find long-term, motivated and reliable employees. Employees with intellectual disabilities or ASD are an underutilized labour source that will enhance the creativity of your workforce, provide a broader base of experience and help shift the emphasis to individual strengths and talents.

Q Will I have support?

A RWA is dedicated to providing support to employers and their employees. If needed, necessary supports (i.e. job coaches, on-the-job accommodations or workplace modifications) can be made available; either initially or on an on-going basis.



MORE THAN 75% OF EMPLOYERS RATE WORKERS WITH INTELLECTUAL DISABILITIES OR ASD AS **GOOD TO VERY GOOD ON MOST PERFORMANCE FACTORS**



PEOPLE WITH AN INTELLECTUAL DISABILITY OR ASD ARE FOUND TO BE **LOYAL, STABLE, DEPENDABLE AND COMPETENT EMPLOYEES**

A REPORT BY THE INSTITUTE FOR CORPORATE PRODUCTIVITY STATES THAT PRECONCEIVED CONCERNS ABOUT HIRING WORKERS WITH AN INTELLECTUAL DISABILITY OR ASD AVERAGED 42% HIGHER THAN CHALLENGES ACTUALLY EXPERIENCED EMPLOYING THEM.

Q What accommodations do I need to make?

A Every employee is different, with unique abilities and needs. As such, all employees, with or without disabilities, require accommodations of some sort. Most of the time, accommodations for employees with an intellectual disability or ASD do not cost your business anything at all. If necessary, RWA will provide disability awareness training, workplace modifications or assistive technologies.

Q How will inclusive hiring affect my other employees?

A Many employers have reported that hiring individuals with an intellectual disability or ASD has enhanced their teamwork and improved the dynamic of their workplace. However, if issues do arise, RWA will provide the needed support to help you.



HIGH PERFORMANCE ORGANIZATIONS ARE 37% MORE LIKELY TO HIRE PEOPLE WITH INTELLECTUAL DISABILITIES OR AUTISM SPECTRUM DISORDER

Q What compensation do I offer?

A It is expected that employees with intellectual disabilities or ASD will be paid at the same rate as your other employees in similar roles.

Q What about liability?

A As a responsible employer, you already provide a safe workplace, Workers' Compensation and general insurance coverage. Hiring someone with an intellectual disability or ASD does not increase your liability.

“ OVERALL, IT'S NO DIFFERENT THAN HIRING ANY OTHER EMPLOYEE. YOU HAVE TO PUT THE RIGHT PERSON WITH THE RIGHT JOB AND RWA PROVIDES THE HELP AND GUIDANCE THAT YOU NEED.”

*- Mike Stargratt, Regional Manager,
Wendy's Restaurants of PEI*



THERE ARE NO EXCEPTIONAL COSTS TO HIRING AN INDIVIDUAL WITH AN INTELLECTUAL DISABILITY OR AUTISM SPECTRUM DISORDER

Funded by the Government of Canada and active in 20 communities across the country, RWA is a national partnership of the Canadian Association for Community Living (CACL), the Canadian Autism Spectrum Disorders Alliance (CASDA) and their member organizations.

[FOR MORE INFORMATION ON RWA AND HIRING INDIVIDUALS WITH AN INTELLECTUAL DISABILITY OR AUTISM SPECTRUM DISORDER](#)

www.readywillingable.ca

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