

factsheet.

performance:

98% of employees with a disability rate average or above average in safety (RWA, 2015).



Employees who work on teams with people with disabilities are proud to work in an inclusive setting! 73% strongly agree that their co-workers with disabilities contribute as much as others (RWA, 2015).



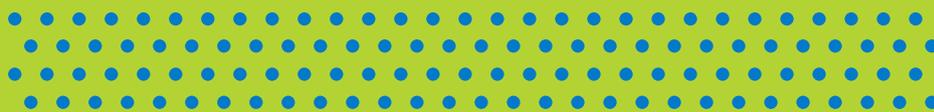
86% of employees with a disability have average or above average attendance. This is a big deal because, in 2013, the Canadian economy lost an estimated 16.6 billion dollars due to absenteeism! (RWA, 2015).



The overall turnover rate in the QSR industry is 75%, but it is only 35% for employees with intellectual disabilities or autism (RWA, 2015).



75% of employers who hire people with intellectual disabilities or autism report that it is a truly positive experience (RWA, 2015).



business:

The turnover rate for employees with autism or intellectual disabilities is just 7%! Compare this to the national average of 49% (Ready Willing & Able, 2015).



92% of people view companies hiring people with intellectual disabilities or autism more favorably than their competitors. 82% would prefer to give their business to companies that practice inclusive hiring (Ready Willing & Able, 2015).



Interviewing a candidate with an intellectual disability or autism is easy! Focus on ability instead of disability. What are the tasks that the job requires? Can the candidate perform those tasks? If the candidate might need some accommodations, it is okay to ask about what those might look like (BC Human Rights Clinic, 2016).



There are many different estimates of what it costs to hire an employee with a disability but each estimate is quite reasonable. 57% of employers reported no additional costs, and 37% reported a one-time cost of under \$500 (Job Accommodation Network, 2007, as cited in RWA, 2015). In another study, 72% of employers reported no direct accommodations costs (The Conference Board, 2013).



People with disabilities have a right to a standard wage and the few laws and exemptions that allow for exceptions to minimum wage are changing (CAACL, 2012).



You are not on your own after hiring a person with an intellectual disability or autism. Outreach support for employers and on-the-job support and training are often available through community agencies, if needed (CAACL, 2012).



Fact

In 2012, there were 546,760 people in BC, age 15 and over, with a disability (Statistics Canada, 2012).



Fact

People with disabilities may need income from employment despite having access to social assistance. Social assistance is not a living wage. 46% of adult Canadians with intellectual disabilities struggle to live on social assistance (CACL, 2012).



Fact

Work such as summer jobs is important for youth with intellectual disabilities or autism. The chance to gain work experience, earn an income, and learn what work is a good fit, is important for ALL youth (CACL, 2012).



Fact

People with intellectual disabilities or autism often don't have access to work and a decent income if they want it. Canadians with intellectual disabilities or autism have an employment rate of 25%, compared the general population at 75%. Those that are employed have less than half the income of a person without a disability, on average (CACL, 2010; 2012).



Fact

There are many cost-effective or even free ways to accommodate. Non-essential job tasks can often be reorganized or switched with tasks assigned to other positions in order to create a position suitable for a candidate with an intellectual disability or autism at no additional cost (The Conference Board, 2013). Job accommodations can also mean modified hours.



Fact

People with intellectual disabilities or autism who are employed have significantly high quality of life than people working sheltered workshops (Beyer et al., 2010, as cited in CACL, 2011).



Fact

People with intellectual disabilities or autism are not more patient, kind, and sensitive than other people. People with intellectual disabilities or autism are just ordinary people - don't expect any attributes you wouldn't expect in an employee without a disability.



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