



From the IIMHL and IIDL Update List

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IIDL and IIMHL would like to profile two very interesting approaches to employment for persons with disabilities, mental health and addictions, from Canada. They are (1) Ready Willing & Able and (2) Rise Asset Development:

## IIDL

From Canada

### Ready Willing & Able (RWA)

Key elements of this approach

<http://readywillingable.ca/key-elements/>

Ready, Willing & Able (RWA) is a national partnership of the Canadian Association for Community Living (CACL), the Canadian Autism Spectrum Disorders Alliance (CASDA) and their member organizations. Funded by the Government of Canada and active in 20 communities across the country, RWA is designed to increase the labour force participation of people with an intellectual disability or Autism Spectrum Disorder (ASD).

In today's hyper-competitive business environment, the difference between success and failure lies in the talent and diverse skill set of your workforce. There are approximately 500,000 working age adults with intellectual disabilities or ASD in Canada. This untapped workforce can help address current labour shortages while making businesses stronger, more diverse and more productive.

As a national strategy to develop inclusive and effective labour markets, RWA will:

- Connect and support employers, persons with intellectual disabilities or ASD and local, provincial and national community agencies
- Promote understanding and awareness among employers and the general public as to the business value of hiring people with intellectual disabilities or ASD
- Complement and enhance the capacity of community employment service delivery organizations by connecting them to new employer demand

## **RWA provides:**

- Information about why hiring a person with an intellectual disability or ASD is good for business
- Individualized assistance to help you become a more inclusive employer
- Assistance in identifying persons with an intellectual disability or ASD to address labour force needs in your company
- Disability awareness information for your current employees
- Direct connections to community agencies who provide employment-related services and supports to persons with intellectual disabilities or ASD
- Individual on-the-job support for the employee to do their job effectively, including disability related accommodations if necessary
- Connections to other employers who have hired individuals with intellectual disabilities or ASD
- Connections to available research, best practice and expertise in the field of inclusive labour markets

**TOGETHER, WE ARE WORKING TO BUILD A MORE INCLUSIVE  
WORKFORCE ACROSS CANADA.**

<http://readywillingable.ca/about/>

## **IIMHL**

### **RISE Asset Development**

#### **Our Mission**

*Supporting business growth. Investing in people.*

Rise works to empower business owners with access to financing and business support. We recognize the interdependency of financial well-being to one's overall quality of life. Rise is committed to improving the lives of people who are unable to secure employment due to mental health or addictions challenges

We invest in entrepreneurs with mental health or addiction challenges.

#### **Our Work**

Based on the generous support of Sandra A. Rotman, this initiative was created jointly in 2009 by the Rotman School of Management and the Centre for Addictions and Mental Health (CAMH).

Rise provides low interest small business loans and mentorship to men and women living with mental illness and addictions who are interested in pursuing self-employment. The Rotman School and CAMH participate in advisory

functions, lending their respective expertise for business mentoring and mental health supports and services to the benefit of Rise clients.

<http://www.riseassetdevelopment.com/about-us/>

## Programs

- SMALL BUSINESS LENDING
- EVENT LENDING
- PEER SUPPORTED STARTUP PROGRAM
- YOUTH SMALL BUSINESS PROGRAM
- RISE GENERATOR WORKSHOPS

<http://www.riseassetdevelopment.com/programs/event-support-program/>