

# Ready, Willing & Able Presentation- AAC

September 20, 2021

Talent Acquisition- Human Resources



# Agenda

- RWA Partnership (2021)
- Benefits of Partnership
- 2021 Commitment & Status of Placements
- Other current Partnerships
- Questions

# READY, WILLING and ABLE



Ready, Willing and Able (RWA) is a national partnership of the Inclusion Canada (formerly CACL), the Canadian Autism Spectrum Disorders Alliance and their member organizations.

RWA supports Canadian businesses to build an inclusive workplace that capitalizes on the skills and qualifications of people with an intellectual disability or Autism Spectrum Disorder.

RWA helps to build a bigger and more diverse & inclusive talent pipeline.

## Why a partnership with RWA?

- Human Resources has partnered with RWA in 2021
- Allowing us to:
  - continue efforts supporting the City's Workforce Diversity & Inclusion Strategy
  - continue expanding our alliances with external agencies and service providers to improve talent sourcing and recruitment from diverse groups, such as people with disabilities.

**READY WILLING & ABLE**  
BUILDING AN INCLUSIVE LABOUR FORCE

## Benefits of Partnership

- A diverse workforce brings different perspectives and gives businesses an innovation advantage
- 73% of businesses who have hired through RWA reported receiving positive feedback from customers/clients regarding their commitment to inclusion
- 92% of business rated their overall experience was with RWA as good or excellent

# Our Commitment

- The City has committed to hire up to two (2) RWA candidates for a period of four to six months in 2021.
- Currently exploring opportunities with several business units including positions of:
  - Ushers
  - General Service Person (Bus Cleaner)
  - Cashiers
  - Temporary Outdoor Labourers

# Human Resources Outreach

Other Outreach Partners	Status
<p><b>Career Edge:</b> Provides internship opportunities for recent graduates, persons with disabilities, skilled newcomers to Canada, or current or former Canadian Armed Forces members</p>	<p>92 internships hired since 2005 &amp; 2 recruitments underway</p>
<p><b>ONYX Initiative:</b> To expand the Black Talent pipeline by fostering cohesive, mutually beneficial partnerships to close the systemic gap in the recruiting and selection of Black university and college students and recent graduates for roles in corporate</p>	<p>New partnership in 2021; 1 new hire; attended nationwide Black Professional Career Fair</p>
<p><b>Newcomers Peel:</b> Not-for-Profit organization working with immigrants seeking employment and Canadian work experience</p>	<p>Provided 10+ placements since 2016</p>
<p><b>Achev Career Pathways for Women:</b> provides assistance in employment opportunities for immigrant women</p>	<p>Participated in 4 career fairs in 2021</p>

# Questions