

Employment Inclusion and Disability Fact Sheet

Supported Employment / Employment Inclusion services have excellent Social Return on Investment (SROI) for three reasons:

1. Employment Inclusion addresses poverty
2. Employment supports typically transition to low cost 'natural supports' in the workplace
3. Employment facilitates actual inclusion – not just services – for people with disabilities.

Research suggests that hiring adults with intellectual disabilities as supported employees generates positive economic outcomes for both employers and taxpayers. 1

The research consistently demonstrates that the long term costs of supported employment decrease over time, whereas sheltered employment or day programs tend to increase or remain constant. 1

A 2012 UK study revealed that “employment for adults with intellectual disabilities is estimated to raise household income by 49%. Further, adults who participate in supported employment initiatives are less likely to live in poverty, or be reliant on public services for financial support”. 1

People with disabilities make up about 16.5% of the population (over the age of 15). 3

People with cognitive, communication related or psychological disabilities experience poverty at over double the rate for non-disabled people. 3

The annual cost of poverty in Alberta is estimated to be as high as \$9.5 billion. 2

People relying solely on AISH income in Edmonton and Calgary are living at or below the poverty line. 5

Only about 25% People with intellectual disabilities are employed. 4

According to the DSM, 85% of intellectual disabilities fall into the 'Mild' range.

Person with Developmental Disabilities only provides employment service funding to about 25% of its clientele and very few 'New Service Spots' are created for job-seekers with intellectual disabilities.

Prior to the Alberta Employment First Initiative announcement in 2013, Persons with Developmental Disabilities (PDD) was spending less than 5% of their total annual budget on employment support. 6

PDD is still spending less than 5% of their budget on employment support in 2017. (no growth)

The Canada Job Grant initiative has reduced the transfer of resources to provincial employment departments like Alberta Works (which was spending less than 1% of its budget on Disability Related Employment Supports *before* the CJG came into effect). 6

Alberta Works' 'rapid employment placement' policy fails to meet the support needs of most with intellectual or psychological disabilities. (Inadequate time frame and supports for job search, placement and retention supports = unsustainable results and people being 'recycled through the system').

Alberta's best option for SROI and disability services has no new investment.

References:

- 1 **Social and Economic Outcomes of Supported Employment** (Community Living BC, 2011) <http://www.communitylivingbc.ca/wp-content/uploads/Employment-Is-it-a-Good-Investment-lit-review.pdf>
- 2 **The Costs of Poverty** (United Way – Alberta Capital Region, 2017) <http://www.myunitedway.ca/what-are-the-costs/>
- 3 **Council of Canadians with Disabilities** - <http://www.ccdonline.ca/en/socialpolicy/poverty-citizenship/demographic-profile/poverty-disability-canada>
- 4 **Institute for Research on Inclusion and Society** (Crawford, 2011) <http://www.cacl.ca/publications-resources/employment-situation-people-intellectual-disabilities>
- 5 Statistics Canada <http://www5.statcan.gc.ca/cansim/a26?lang=eng&id=2020801&p2=46>
- 6 **Alberta Human Service Budget**, (Finance Alberta 2013) <http://www.finance.alberta.ca/publications/Budget/estimates/est2014/human-services.pdf>

Resources:

- Rethinking Disability in the Private Sector** (Government of Canada, 2013) <https://www.canada.ca/en/employment-social-development/programs/disability/consultations/rethinking-disabilities.html#h2.7>
- The Road to Inclusion** (Deloitte, 2010) <http://www.employmentaction.org/employers/links-and-resources/diversity,-inclusion-and-employment-equity/The%20Road%20to%20Inclusion.pdf>
- Meaningful Training Programs for BC Welfare Recipients with Multiple Barriers** (The Canadian Centre for Policy Alternatives – BC, 2010) <https://www.policyalternatives.ca/publications/reports/meaningful-training-programs>