

## Request For Proposals

### Ready, Willing and Able Phase 2: Examining the Return on Investment (ROI)

#### A. INTRODUCTION TO READY, WILLING AND ABLE

Funded by the Government of Canada, [Ready, Willing, and Able](#) is a national partnership initiative of the [Canadian Association for Community Living](#) and the [Canadian Autism Spectrum Disorder Alliance](#) and their member organizations. RWA is a market-led, employer-focused initiative that supports businesses across the country to build an inclusive and effective labour force that enhances both economic productivity and social inclusion through hiring persons with an intellectual disability or Autism Spectrum Disorder (ASD). RWA's vision is of an inclusive and effective labour market with an employment rate for people with an intellectual disability or ASD on par with the national average.

Ready, Willing and Able seeks to:

- **Connect and Support:** Employers, people with an intellectual disability or ASD, and community agencies at the local, provincial, and national level.
- **Promote:** Awareness among employers and the general public on the benefits of hiring people with intellectual disabilities or ASD.
- **Complement and Enhance:** Supported employment agency partners by connecting them to new employer demand.

In Phase 1 (September 2014 - August 2019) RWA supported Canadian businesses of all sizes and industries in hiring candidates with an intellectual disability or ASD for 2,436 jobs, without the use of wage subsidies.

The Government of Canada has invested a further \$12 million in the initiative, funding a second project phase which began September 1, 2019 and will conclude in March 2022.

#### B. THE PROJECT

The Canadian Association for Community Living and the Canadian Autism Spectrum Disorder Alliance are seeking a dynamic, innovative team to lead a highly-focused, impact-oriented analysis of RWA's economic value to both Canadian businesses and government. This analysis should undertake:

- (1) an examination of the return on investment experienced by businesses who have hired inclusively through RWA and;
- (2) an examination of the monetary and non-monetary impact of enhanced labour market participation of persons with an intellectual disability or autism disorder ("quasi cost-benefit analysis").



This analysis should capture project impact in the following core areas:

### **Impact on business**

RWA has ongoing relationships with hundreds of businesses across Canada who have hired persons with an intellectual disability or ASD including its 8 national partners who hire in multiple locations across the country. The team will determine how best to measure and capture relevant quantitative and qualitative data from those businesses who have hired through RWA across the following areas:

- the impact of inclusive hiring on business i.e. the financial benefit to the employer in hiring inclusively (productivity, performance, innovation, retention, consumer loyalty, belonging, workplace morale etc.).
- RWA's impact in supporting business to adopt more inclusive hiring practices (e.g. changes to internal selection strategies, onboarding, performance management, communication as well as success in achieving internal organizational inclusion benchmarks etc.).

### **Impact on government programs and Canadian economy**

The team will determine how best to measure and capture relevant quantitative and qualitative data across the following areas:

- RWA's reach – snapshot of participant demographics (i.e. who is hired for RWA-generated jobs?)
- Calculation of economic value to government
  - Impact of enhanced labour market participation and the associated contribution to economic growth and tax base (retention, promotion, employment status (e.g. FT/PT), economic contributions)
  - Examination of the impact of RWA's non-use of wage subsidies
  - RWA's impact on such issues as reduced income support payments, increased personal income, reduced levels of poverty among RWA participants, etc.
  - Cost per job generated; cost-benefit ratio per job generated
- Impact on provincial/territorial employment agencies (i.e. partner agency transformation such as job placement rates, capacity to support individuals with higher support needs, capacity to provide comprehensive individualized on-the-job supports e.g. to support individuals with higher support needs or individuals with unique support needs, job retention)
- Identification of provincial/territorial gaps in on-the-job supports (patterns/trends in uptake of RWA's direct participant supports funding e.g. type of support, duration, intensity and by disability type (ASD or intellectual disability) and by type of RWA outcome (employment, self-employment and post-secondary education)

It is expected that methods proposed would align with the short timeframe for this work and the significance of timely delivery of results to the future of the initiative. Additionally, it is expected that the team would draw on existing Canadian research to provide needed context to project results (e.g. Canadian Survey on Disability, Labour Force Survey, existing ROI literature on Diversity & Inclusion etc.).



### C. PROJECT TIMELINE

Our objective is to proceed with this analysis as expeditiously as possible. The ROI analysis will be undertaken over a 16-month timeframe, beginning March 2020 and concluding June 30, 2020 in order to allow the Canadian Association for Community Living and the Canadian Autism Spectrum Disorder Alliance to leverage findings and results in establishing possible and/or recommended next steps for the initiative.

### D. PROJECT BUDGET

Maximum \$225,000, which included costs of any associated travel required in completion of the project.

### E. SCOPE OF SERVICES

The final scope of work will be confirmed through discussion between the successful team and the RWA Executive Committee, however we anticipate that the following will be included:

- Full final report (introduction; methods - sampling, data collection and analysis; results and discussion)
- 2 briefs/executive summaries: (1) The Return on Investment for Canadian businesses; and (2) An analysis of the impacts of the enhanced labour market participation of persons with an intellectual disability or autism spectrum disorder
- Recommendations

### F. RFP SUBMISSION DEADLINE & AWARD OF CONTRACT:

Proposals must be submitted no later than **4:00pmEST on March 9, 2020**.

Please confirm your interest by **Monday, February 17, 2020**. After receiving your confirmation of interest, you will receive a set of supplementary background materials to inform proposal development (e.g. RWA's business case, list of project data points currently collected, program logic model, descriptions of national employer partners).

Please email proposals to Don Gallant, National Director, RWA ([dgallant@nl.rogers.com](mailto:dgallant@nl.rogers.com))

For all questions, inquiries and additional information please contact:

Don Gallant, National Director  
[dgallant@nl.rogers.com](mailto:dgallant@nl.rogers.com)

### G. PROPOSAL REQUIREMENTS

1. Qualifications
  - a. Information on the company
  - b. Staffing capability
2. Relevant Experience
  - a. Provide up to three examples of projects completed in the last 5 years that are directly related or comparable to this project in terms of size, typology, complexity and client
3. Understanding of the Project & Opportunity



- a. Present a detailed outline of design methodology and approach in response to project conditions, constraints and opportunities
- 4. Staffing Plan (if relevant)
  - a. Include resumes for all proposed project staff
- 5. Detailed Budget
  - a. Provide a comprehensive budget aligning with the scope of services outlined in Section E of this document
  - b. Include a schedule of consultant rates

**H. Selection Criteria**

Proposals will be evaluated based on the following criteria:

| <b>CRITERION – Examples</b>   | <b>Maximum Score</b> |
|---|----------------------|
| Work <ul style="list-style-type: none"> <li>- Understanding of principles and values of Ready, Willing, and Able</li> <li>- Knowledge of the disability sector and labour market in particular</li> </ul>   | 30%                  |
| Company <ul style="list-style-type: none"> <li>- Ability to work directly with a wide range of stakeholders including government, employers, for-profit and nonprofit organizations</li> <li>- Previous experience working on a national project of similar size/scope</li> <li>- Previous project management and delivery track record</li> <li>- Ability to work in both official languages (English &amp; French)</li> </ul>                                       | 30%                  |
| Staff <ul style="list-style-type: none"> <li>- Strong interviewing and interpersonal skills</li> <li>- Significant skills, knowledge, and experience in information gathering, documentation and analysis</li> <li>- Communications expertise and ability to present complex topics in clear and consistent manner (both in written reports/popularize tools and verbally)</li> <li>- Demonstrated knowledge of qualitative and quantitative methodologies</li> </ul> | 30%                  |
| Price <ul style="list-style-type: none"> <li>- Based on adherence to available project budget</li> </ul>  | 10%                  |
| <b>TOTAL</b>  | <b>100%</b>          |



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

**H: DISCLAIMER**

The Canadian Association for Community Living and the Canadian Autism Spectrum Disorder Alliance reserves the right to accept or reject any proposals.



CANADIAN ASSOCIATION  
FOR COMMUNITY LIVING  
ASSOCIATION CANADIENNE POUR  
L'INTÉGRATION COMMUNAUTAIRE

Diversity includes. On se ressemble.

