

Funding Employment Inclusion for Ontario Youth with Disabilities:

A Cost-Benefit Model

When people with disabilities are included in the workforce, everyone benefits.



Job seekers gain financial stability, reduction in poverty, and mental, social, and quality of life benefits.



Employers have reported high quality of work, high retention, and employee satisfaction from being disability-inclusive employers.

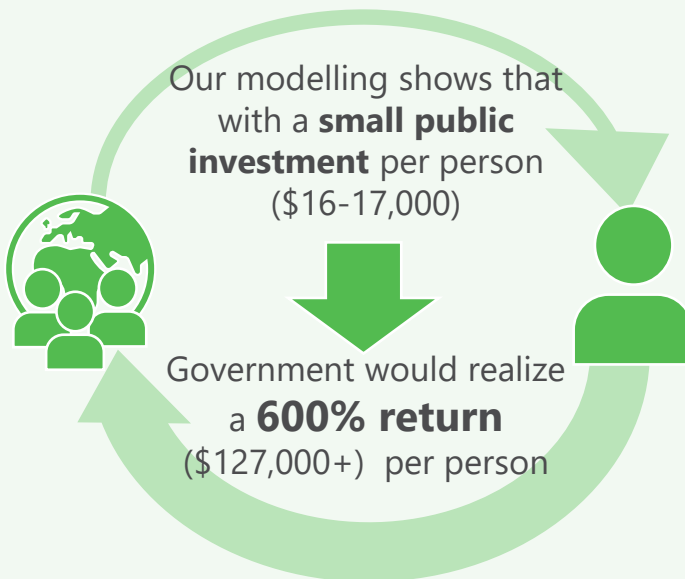


Society at large sees increases in income taxes paid and decreases in social assistance programs, and an increased domestic labour force.

The best way to connect youth with disabilities to the labour market is through a **“start early” approach**, including them in the world of work as early as high school.

There is currently **no consistent public funding** to support “start early” programming for youth with disabilities.

To promote public funding of stable, equitable "start early" programs, we created a cost-benefit model to show lifetime government return on investment.



With this information, we can:



Advocate for **public funding** for start-early employment programming.



Increase availability of **evidence-based start-early programming** for people who have a disability in Ontario.



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Cost-Benefit Model Breakdown

Government savings and returns based on **increased income tax** paid to government and **decreased social assistance** costs paid by government.

Two personas



High School to Work

Age: 20

Disability: Intellectual disability + Autism

Challenges: limited work experience, social communication skills, literacy, time management

Start-Early Program: Project SEARCH

Public investment: \$16,000



University to Work

Age: 16

Disability: Cerebral Palsy; Mild learning disability

Challenges: difficulty standing/walking for long periods, carrying heavy items, confidence

Start-Early Program: Holland Bloorview's Employment Pathways

Public investment: \$16,752

Total lifetime cash flow to government by persona

Reduced lifetime government spending of **696%** (**\$127,338**) per individual



Increased lifetime government realized cost savings of **755%** (**\$143,215**) per individual



Total lifetime cash flow to government by annual cohort of 100 students*



An annual public investment of \$1,600,000 would yield lifetime return of **\$8,913,694** per cohort of high school persona students.



An annual public investment of \$1,675,200 would yield lifetime return of **\$10,025,047** per cohort of university persona students.

*Assuming that after investing in all 100 students, only 70% obtain the desired outcomes

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