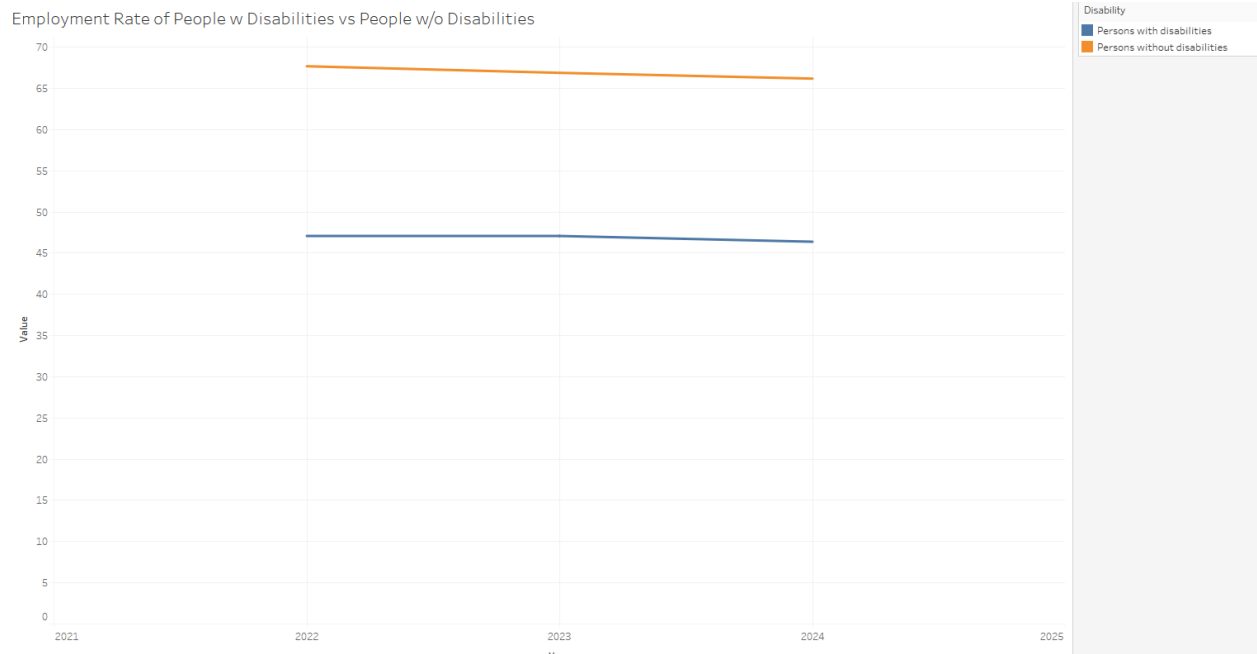


Visualization 1



The visualization above shows the employment rate of people with disabilities vs those without between the years of 2022-2024 in Canada. While the time period is short, it does provide us with a decent snapshot of employment rates and does prove that people without disabilities are being hired at higher rates than those with disabilities. What's interesting about this graph, however, is that the trajectory of the employment rate for both groups looks as though it is potentially slowly decreasing. This visualization is important for the decision being made because it not only proves that people with disabilities are being hired at lower rates than those without but may also describe a bigger issue of employment overall, making this program even more essential.

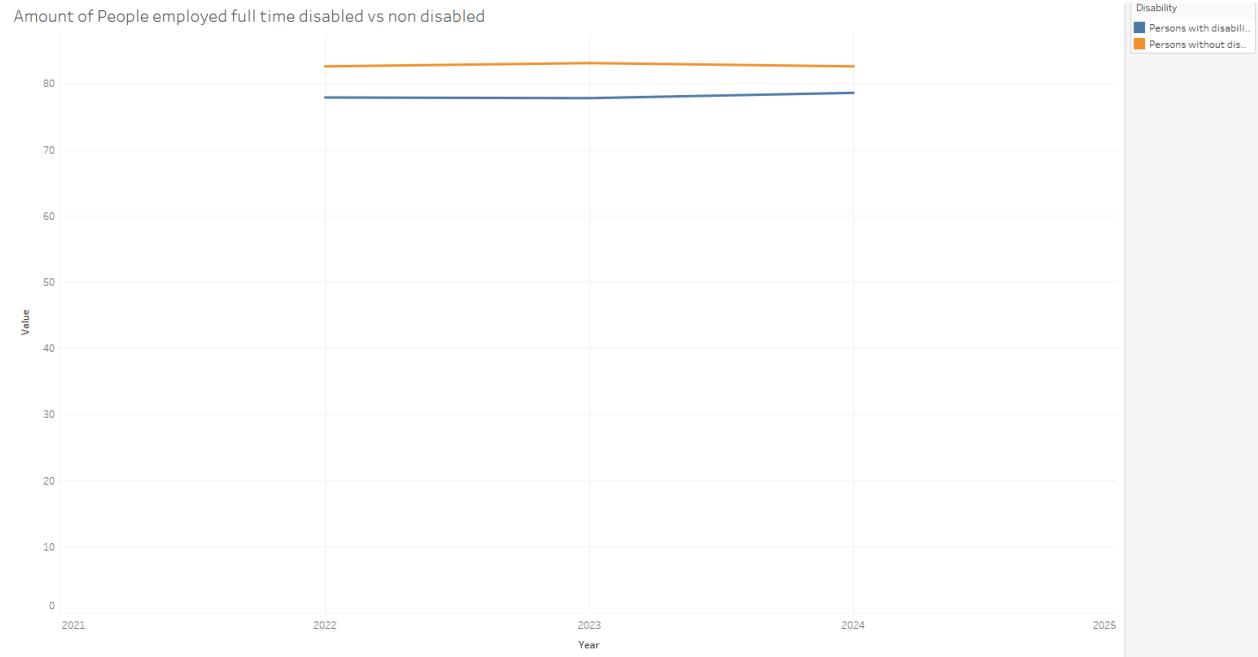
Visualization 2

Avg Hourly Wage Rate People w Disabilities vs People w/o Disabilities



This visualization shows the difference between the average hourly rate of people with disabilities and people without. For people with disabilities, their average hourly rate is \$31.89 and for people without disabilities their average hourly rate is \$33.89, showing a \$2 difference. This is important for the decision because this could be an indicator of what I mentioned in Milestone 1 where people with disabilities don't feel like they belong or are accommodated in the workforce. While there is no research stating the salary is specifically mentioned in this feeling of unbelonging, it could be an underlying factor that causes employers to feel employees with disabilities are not worth their time.

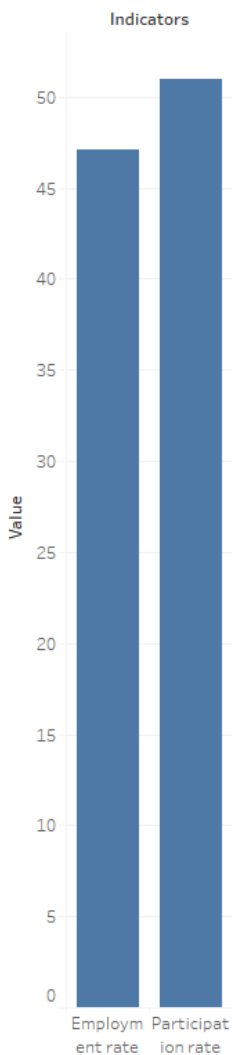
Visualization 3



This visualization is very similar to the first but instead shows the number of people with and without disabilities who are employed full time. As we can see from the chart, there are more abled-bodied people who are employed full time than people with disabilities, but the numbers are surprisingly close. Over the years the numbers have been pretty steady as well. One of the issues is that people who are disabled aren't being hired full time or don't work full time, so this will help with the decision as they try and get more full-time employees for people with disabilities.

Visualization 4

Participation Rate vs Employment Rate for People with Disabilities in 2023



The final visualization showcases the Participation Rate vs Employment rate for people with disabilities. Participation rate is defined as the percentage of working aged population that is either employed or actively seeking work. As seen from the bar graph, the Participation rate is much higher than the Employment Rate which isn't entirely great considering that the participation rate does also encompass those looking for work. This is important to the decision because it indicates that there are several people with disabilities looking for work, which means there should be enough people who would want a program like this to help them find meaningful and long-term employment.