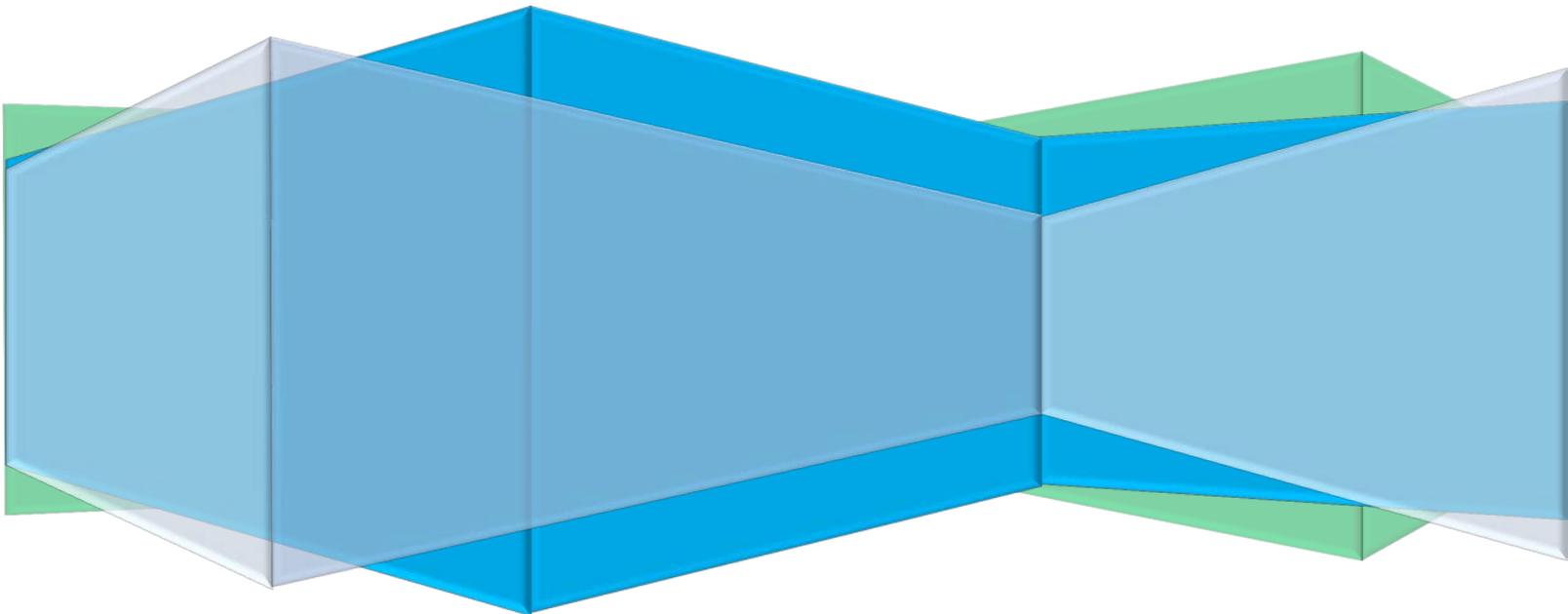


Government of Newfoundland Labrador

**Canada-Newfoundland and Labrador
Labour Market Agreement for Persons with
Disabilities (LMAPD)**

Annual Report

2013-14



Introduction

The Government of Newfoundland and Labrador is pleased to present the *Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities Report 2013-14*.

The Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD) provides cost-shared funding for a range of provincially-delivered programs and services that enhance the labour market participation of working age adults with disabilities. These programs and services provide the skills, experience and related supports necessary to prepare people with disabilities for employment or to help them retain employment.

In Newfoundland and Labrador, the Department of Advanced Education and Skills, Department of Health and Community Services, and Human Resource Secretariat provide programs and services to assist persons with disabilities. In addition, the Provincial Government partners with community agencies to provide programs and services. Interventions to improve the employability of persons with disabilities are provided in response to individual need. As such, interventions to assist with employment preparation and attachment to the workforce, or to address vocational crisis tend to vary in intensity and duration.

This report supplements the information provided in previous annual reports on the programs and services cost-shared with the Federal Government under the LMAPD. The LMAPD is the successor agreement to the Canada-Newfoundland and Labrador Employability Assistance for People with Disabilities (EAPD) Agreement and came into effect April 1, 2004. This agreement was originally in effect from April 1, 2004 to March 31, 2006 and was extended until March 31, 2014.

The report includes objectives, descriptions, target populations and planned expenditures for programs and services funded under the LMAPD as well as related statistical and financial information. Under the Multilateral Framework for Labour Market Agreements for Persons with Disabilities, governments agreed to report on societal indicators of labour market participation for adults with disabilities in Newfoundland and Labrador. Information on these indicators is provided in this report.

The LMAPD is intended to enhance the labour market participation of persons with disabilities by breaking down barriers to employment and increasing education and training outcomes, thereby improving employment opportunities for persons with disabilities. Newfoundland and Labrador is committed to the reduction of poverty and social exclusion for all its residents. The LMAPD is a significant tool in supporting persons with disabilities by providing the resources to help individuals prepare for, attain, and maintain meaningful employment in the community.

- In 2013-14 Newfoundland and Labrador spent a total of \$15.9 million on programs and services funded under the LMAPD, of which the federal contribution was \$4.6 million.
- There are 16 employment-related programs and services for persons with disabilities funded under the LMAPD.

- These programs and services are delivered by three departments: Advanced Education and Skills, Health and Community Services and the Human Resource Secretariat.
- In 2013-14, 5588 clients were served by programs and services funded under the LMAPD.
- In 2013-14, 630 individuals reported obtaining or maintaining employment as a result of a program or service, where this indicator was relevant for the program or service being offered.

Background

In December 2003, federal/provincial/territorial ministers responsible for social services approved the Multilateral Framework for Labour Market Agreements for Persons with Disabilities. The goal of the framework is to improve the employment situation for persons with disabilities within Canada. This goal will be fulfilled through the pursuit of the following three objectives: 1) enhance the employability of persons with disabilities; 2) increase the employment opportunities available to persons with disabilities; and, 3) build on the existing knowledge base. Additionally, governments have identified the following five priority areas for action: 1) education and training; 2) employment participation; 3) employment opportunities; 4) connecting employers and persons with disabilities; and, 5) building knowledge.

Societal Indicators

Newfoundland and Labrador has a diverse population of working-age persons with disabilities, representing a variety of skills, abilities and needs. More than 10 per cent of the population lives with a disability. Newfoundland and Labrador is enhanced by the diverse perspectives, skills and talents that citizens with disabilities contribute. The community of persons with disabilities provides input on issues related to disability and strong partnerships have been developed between stakeholders and government. These partnerships provide opportunities for collaboration on initiatives to promote the full inclusion of persons with disabilities. The development of the Multilateral Framework for Persons with Disabilities also provides an opportunity to strengthen programs and services. Over the course of this agreement, the Government of Newfoundland and Labrador continues to engage the community to review current programs and services, identify new initiatives in an effort to ensure the effectiveness and efficiency of existing services, and to respond identified gaps.

As part of the ongoing effort to provide information to the public on programs and services provided under the LMAPD, a number of societal indicators of labour market participation have been identified. Common indicators include:

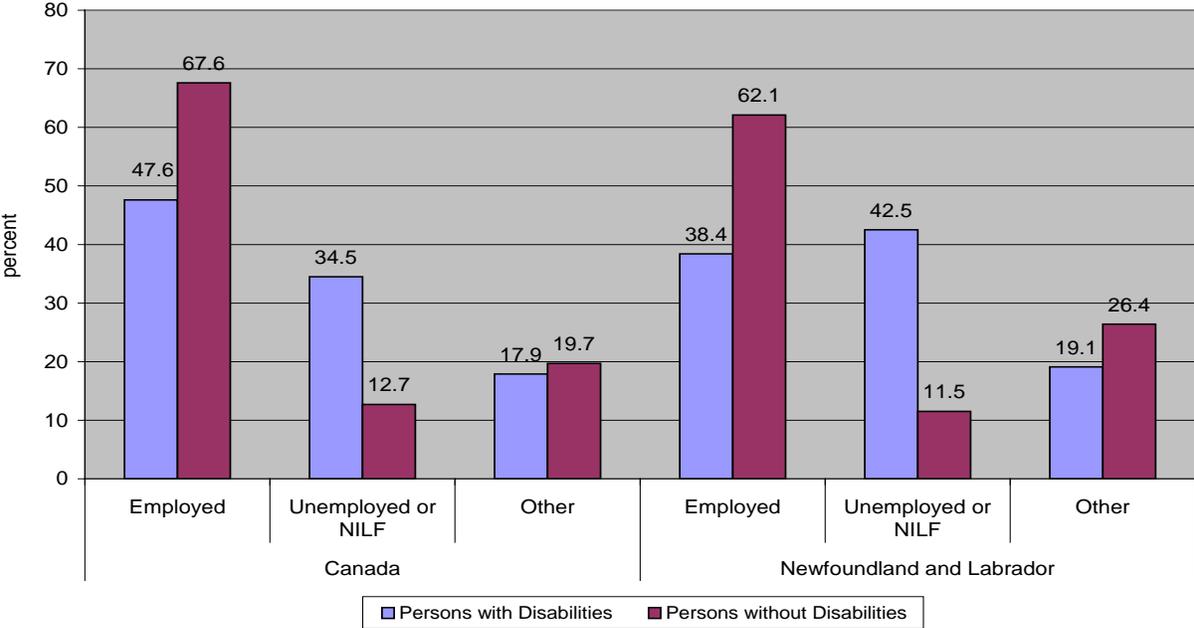
1. Employment rate of working age persons with disabilities;
2. Employment income; and
3. Education attainment.

This year's report uses Statistics Canada's Survey of Labour and Income Dynamics (SLID) from 2011 to present societal indicators as at the time of production more recent information was unavailable. The SLID is conducted annually and provides information about income, employment, education and other topics for the adult Canadian population.

Information from the 2011 SLID is included in Table 1 and indicates working-age persons with disabilities had an employment level of 48 per cent nationally. Thirty-five per cent of adults with disabilities were unemployed or not participating in the labour force. Information on those reporting a change in their labour market status during the year, recorded as "Other" in SLID¹, was 18 per cent. For the same period working age persons with disabilities in Newfoundland and Labrador had an employment level of 38 per cent (an increase of four per cent from the previous year) and 43 per cent (a decrease of four per cent from the previous year) were unemployed or not participating in the labour force (NILF). Information on those responding from Newfoundland and Labrador reporting a change in their labour market status as designated by "Other" was 19 per cent. For both Newfoundland and Labrador and Canada the employment level of persons with disabilities was lower than for the population of persons without disabilities.

TABLE 1

Employment 2011



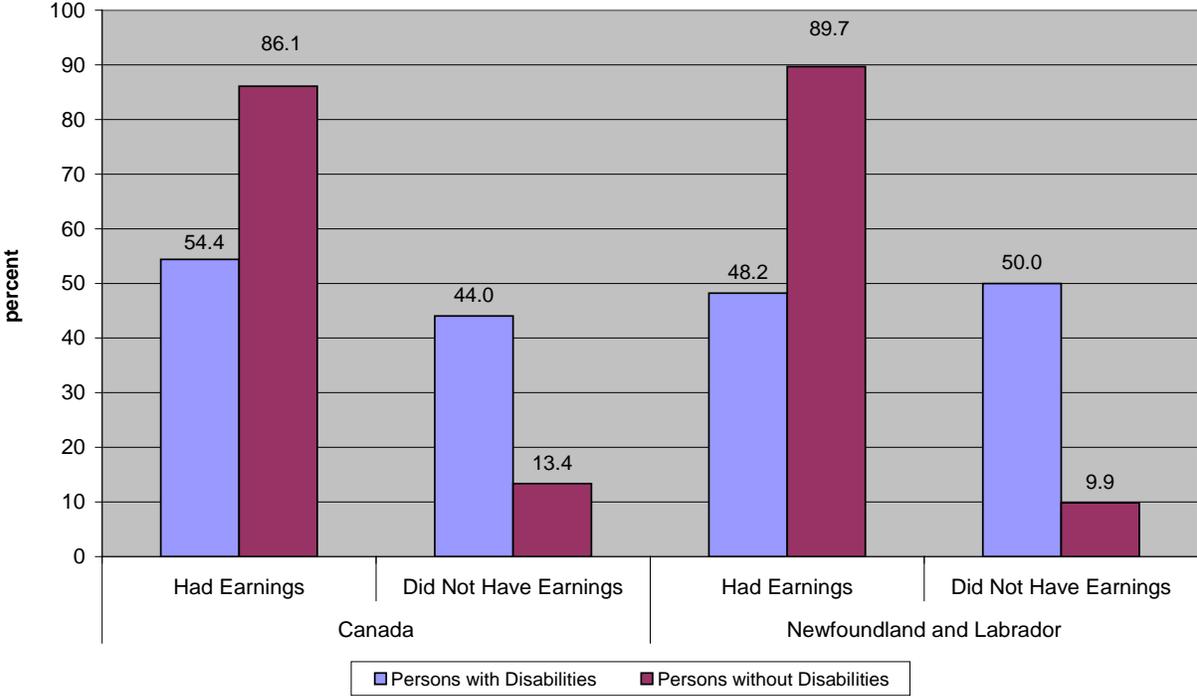
Source: Survey of Labour and Income Dynamics 2011

¹ Labour market status is reported using a variable from SLID signifying annual labour market status. That is, individuals are considered "employed" only if they are employed for the entire year and similarly for those unemployed and not in the labour force. People who are employed for only part of the year or who experience other changes in their labour market status are included in the "other" category.

As Table 2 shows, adults with disabilities in Canada are more likely to report having no employment income than their counterparts without disabilities (44 per cent compared to 13 per cent). For Newfoundland and Labrador, the numbers of adults reporting no employment income were 50 per cent and 10 per cent respectively.

TABLE 2

Earnings 2011

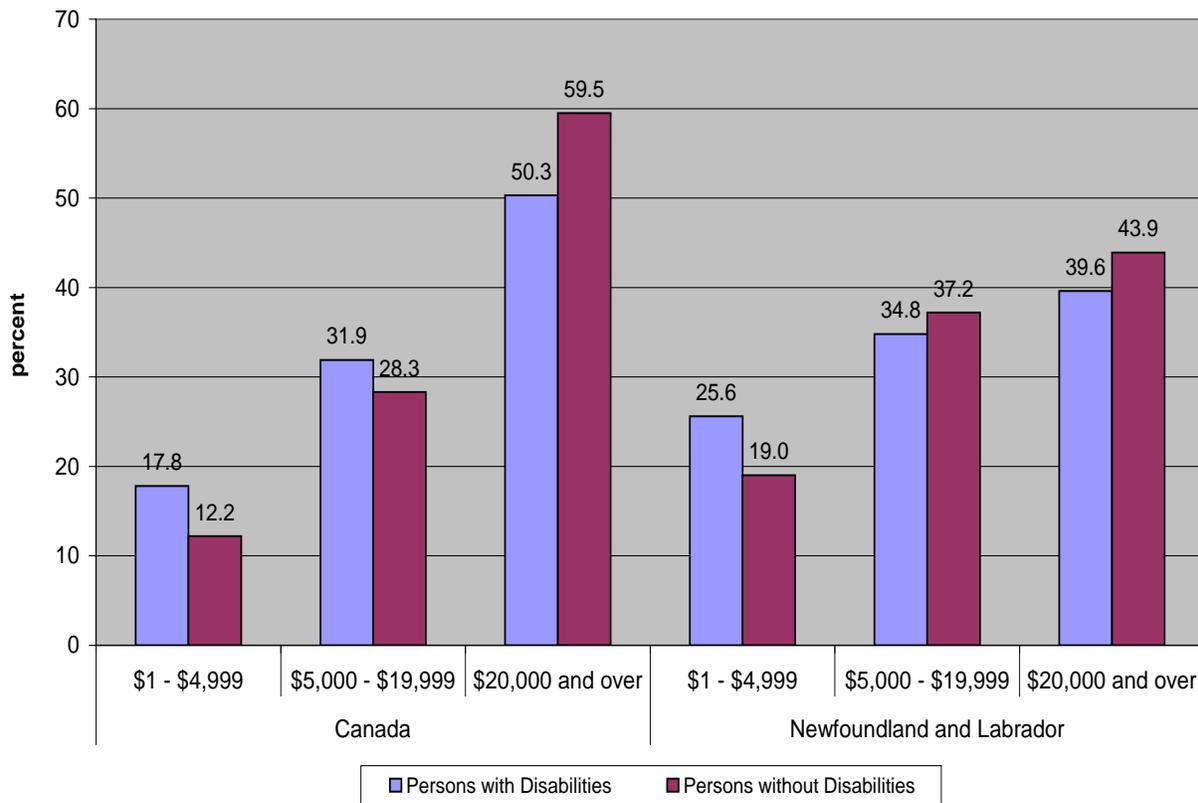


Source: Survey of Labour and Income Dynamics 2011

Both in Newfoundland and Labrador and in Canada generally, income level is a significant issue for all individuals with disabilities. As Table 3 shows, among those persons with disabilities who are employed nationally, 50 per cent report incomes below \$20,000. In Newfoundland and Labrador 60 per cent of persons with disabilities who were employed earned less than \$20,000.

TABLE 3

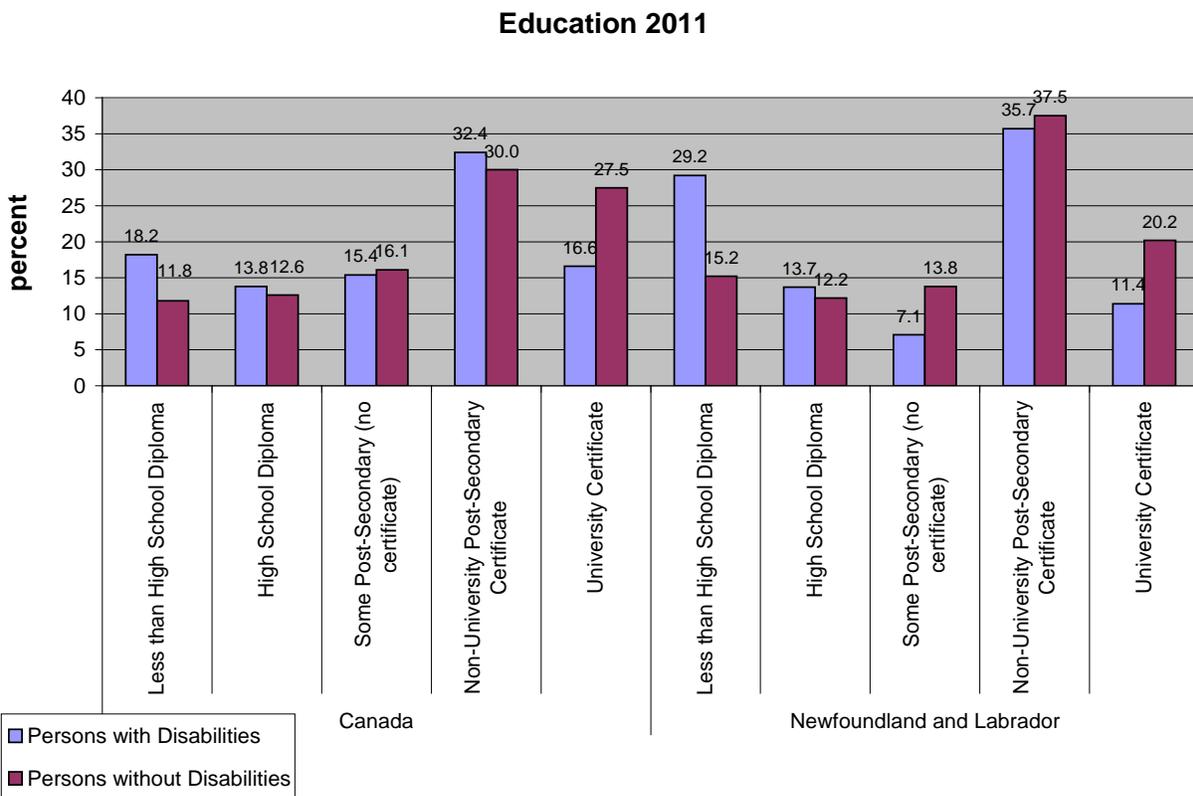
Earnings Level 2011



Source: Survey of Labour and Income Dynamics 2011

According to SLID, working-age adults with disabilities are more likely to have lower levels of education than those without disabilities. As Table 4 shows, in Canada, 17 per cent of persons with disabilities have completed university. In Newfoundland and Labrador, 11 per cent of persons with disabilities have completed university. For the population of persons with disabilities, those from Canada reported 78 per cent having completed high school or greater compared to 68 per cent of those from Newfoundland and Labrador. In Newfoundland and Labrador, 30 per cent of adults with disabilities indicated that they had not completed high school compared to 18 per cent for Canada.

Table 4



Source: Survey of Labour and Income Dynamics 2011

The 2011 SLID data on education, income and employment reflect the challenges which continue to be faced by persons with disabilities in pursuing full participation in society. Newfoundland and Labrador continues to use this information to focus programs and services. The positive effects of efforts to respond to the needs of persons with disabilities are intended to increase the labour market participation of persons with disabilities and improve their social and economic well-being.

Service Delivery

Advanced Education and Skills

Funding under the LMAPD provides a range of services and programs to assist persons with disabilities acquire the skills, experience and supports necessary to successfully prepare for, obtain and maintain employment. There are four service components provided by the Department of Advanced Education and Skills:

1. Training Services and Employment Supports Program
2. Supported Employment Program
3. Disability Supports to Post-Secondary Institutions
4. Grants to Community Partners Program

1. Training Services and Employment Supports Program

This program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of an employment plan collaboratively developed with the department. Benefits and services available include: living allowances during the period of training; transportation costs to attend a post-secondary institution; tuition and student fees; text books; and, disability-related supports, such as interpreters and/or adaptive technology. Other services and supports include employment counseling and assessment, employment planning, pre-employment training, skills training, the provision of technical aids and other supports to assist individuals obtain access to job opportunities and training.

2. Supported Employment Program

This program is delivered in partnership with community employment groups to develop employment opportunities for people who have a developmental disability. The program provides the necessary support to allow individuals with developmental disabilities to participate in meaningful, integrated employment in the community. Supports range from orientation and work analysis, to full-time support from a job trainer to ensure that the required duties of the job are completed to the satisfaction of the employer. The types of employment options which may be supported include individual supported employment in the labour force, contractual employment, self-employment and small business development.

3. Disability Supports to Post-Secondary Institutions

The Department of Advanced Education and Skills provides funding to post-secondary institutions to support the participation of students with disabilities in education and training programs. Post-secondary institutions offer assessment and training interventions focused on

addressing disability-related barriers in post-secondary training environments. Students with disabilities are provided support while in training and on job sites. Assistive and adaptive technologies, attendants and tutors may be provided to enable persons with disabilities to participate and complete post-secondary training. These services enhance student's capacity to participate and compete in post-secondary training and in the labour force.

4. Grants to Community Partners Program

The Department of Advanced Education and Skills also provides funding to a number of community partners to provide services and supports to eligible individuals with disabilities which are consistent and compatible with the departmental mandate and augment programs and services offered directly by the department. These community partners provide additional expertise and relationships with clients to deliver services which assist individuals with disabilities prepare for, attain or maintain employment. Services include information and referral to appropriate services and programs, assessment, employment and career counseling, skills training, and provision of technical aids and other enabling supports.

Health and Community Services

The Department of Health and Community Services provides funding to a variety of community agencies to support individuals with disabilities, and to Regional Health Authorities to support persons accessing addictions services. Rehabilitative services are provided to help an individual adapt to a disability, maintain their health and address barriers to meaningful participation in society. Services include: workplace assessments and accommodations support; employment supports to enable adaptation to work environments; assistance with maintaining health, technical aids and housing; training, employment preparation and employment counseling; support to find and maintain employment; assistance for adults accessing services that would help them prepare to enter and continue involvement in the labour force; and, rehabilitative supports to persons who are working.

Human Resource Secretariat

The Human Resource Secretariat delivers the Opening Doors program which provides opportunities for individuals with disabilities to obtain employment within the province's public service. In addition, Opening Doors provides information, advice and training, on issues related to the employment of individuals with disabilities, to directors of human resources, managers, supervisors and executive within the public service. As well, career support services are available to provide practical job search and career counselling assistance to persons with disabilities registered with the program.

Results

The following tables include expenditures and program results under the LMAPD for 2006-07 to 2013-14 inclusive and projected expenditures for 2014-15, as well as the Canada and Newfoundland and Labrador contributions.

Expenditures

Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities 2013-14									
Program Services	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15 (projected)
Advanced Education and Skills	\$7,341,600	\$8,448,815	\$8,448,845	\$10,858,000	\$11,632,302	\$11,388,409	10,931,632	\$9,883,442	\$11,099,310
Advanced Education and Skills (Advanced Studies)	\$543,537	\$476,300	\$1,052,423	\$1,241,764	\$1,265,181	\$1,565,581	\$1,391,431	\$1,287,552	\$1,319,494
Health and Community Services	\$1,270,811	\$1,512,911	\$1,270,811	\$909,305	\$909,305	\$909,305	\$909,305	\$909,305	\$909,305
Human Resource Secretariat	\$2,920,200	\$3,305,800	\$3,691,000	\$3,338,574	\$3,755,701	\$3,975,041	\$4,297,500	\$3,883,912	\$3,980,200
Total Expenditures	\$12,076,148*	\$13,743,826	\$14,463,049	\$16,347,643	\$17,562,489	\$17,838,336	17,529,868	\$15,964,211	\$17,308,309

Funding

Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities 2013-14									
Program Services	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15 (projected)
Provincial Contribution	\$7,496,994*	\$9,164,672	\$9,883,895	\$11,768,489	\$12,983,335	\$13,259,182	12,950,714	\$11,385,057	\$12,729,155
Government of Canada Contribution	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154
Total Expenditures	\$12,076,148*	\$13,743,826	\$14,463,049	\$16,347,643	\$17,562,489	\$17,838,336	17,529,868	\$15,964,211	\$17,308,309

*Restated

Program Results

	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Training Services Program								
Number of people participating in programs/or services	304	209	230	332	351	310	270	233
Number of people employed as a result of a program and/or service	N/A	N/A	N/A	N/A	N/A	N/A	33	19
Supported Employment Program								
Number of people participating in programs/or services	1300	1279	1279	1265	1308	1452	1940	1663
Number of people employed as a result of a program and/or service	709	774	700	779	498	544	478	503
Grants to Community Partners								
Number of people participating in programs/or services	547	550	600	1200	1000	982	987	800
Number of people employed as a result of a program and/or service	N/A							
Human Resource Secretariat								
Number of people participating in programs/or services	1247	1170	1224	1344	1107	1203	852	930
Number of people employed as a result of a program and/or service	60	43	54	79	62	54	38	108
Advanced Studies								
Number of people participating in programs/or services	407	457	548	520	509	403	563	432
Number of people employed as a result of a program and/or service	N/A							
Health and Community Services								
Number of people participating in programs/or services	2573	2373	1510	1510	1510	1510	1530	1530
Number of people employed as a result of a program and/or service	250	154	185	185	185	185	N/A	N/A

(Some people may be included more than once as a result of having participated in more than one type of intervention.)

Conclusion

This report details the continued commitment of the Government of Newfoundland and Labrador to work in collaboration with the Government of Canada to address the issues affecting persons with disabilities. In April 2004, the Governments of Newfoundland and Labrador and Canada signed the Labour Market Agreement for Persons with Disabilities (LMAPD). The LMAPD confirms the commitment to ensure that Newfoundlanders and Labradorians with disabilities can participate successfully in the labour market. This report describes the important programs and

services that are funded under the LMAPD in the province to help persons with disabilities integrate into the workplace. It outlines provincial objectives, program descriptions, target populations and planned expenditures intended to increase the employment opportunities and enhance the employability of Newfoundlanders and Labradorians with disabilities.

The Government of Newfoundland and Labrador continues to work in partnership with the Government of Canada, the community of persons with disabilities, post-secondary training institutions and employers on approaches to best meet the needs of persons with disabilities and to achieve the objectives of the LMAPD.