

**Employment and Entrepreneurship  
Persons with Disability  
Opportunities Summit  
2017  
REPORT**



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## GENERAL INFORMATION

*The views expressed in this report are those of external GNB participants for consideration by the Government of New Brunswick.*

## CONTEXT

In 2015 AND 2016, the New Brunswick Jobs Board Secretariat (JBS) held a series of opportunities summits to better define opportunities for economic development and employment growth in the province. Twenty-two summits covering a variety of topics were held in the province.

Engaged citizens, entrepreneurs, leaders of non-profit organizations and government representatives discussed and imagined new avenues for various sectors of New Brunswick society. They also discussed our opportunities for growth and social advancement from a national and global perspective.

The fruits of these discussions helped the JBS develop The New Brunswick Economic Growth Plan, released in September 2016. The plan is based on five pillars:

- People
- Innovation
- Capital
- Infrastructure
- Agility

As promised, the JBS organized a second round of opportunities summits to put into practice the notion of open government. To establish the concept of open government, three phases are required: participation - transparency - collaboration.

The first round consisted of participation. The second round is based on transparency and lays the foundation for greater collaboration between citizens and government.

During the summit, the Secretariat of the Premier's Council on Disabilities gave an account of what had been accomplished since the first summit on December 3, 2015. Representatives from the Council reported on the issues that received further attention among suggestions received.

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## OBJECTIVES

The summit had the following goals:

### Accountability and transparency

- Share information on government decisions and actions related to the initial summit input.
- Provide access to interested people who could not attend at the summit in person.

### Improvement and collaboration

- Capture input to improve current strategies and initiatives.
- Identify opportunities to collaborate on priorities going forward.

### Participant experience

- Participants had a positive experience and felt their contributions were valued.
- Participants felt heard.

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## SUMMIT AGENDA AND PARTICIPANTS

The 2<sup>nd</sup> Opportunities Summit on economic opportunities for persons with disabilities was held in Oromocto on May 17, 2017. Twenty-eight participants (including representatives from the provincial government) discussed the opportunities and needs of people living with disabilities in the context of a fuller participation in the work force.

<b>Agenda</b>	
10:00 am	Opening
10:05 am	Welcome Robert Powell, Mayor of Oromocto
10:10 am	Presentation on the State of the New Brunswick economy Hon. Cathy Roger Minister of Finance Minister Responsible for Literacy
10:25 am	Jobs Board Secretariat Update - New Brunswick Economic Growth Plan Susan Holt, Head of Business Relationships New Brunswick Jobs Board Secretariat

10:40 am	<p>Presentation of the Premier’s Council on Disabilities</p> <p>Brian Saunders, Executive Director</p>
11:25 am	<p>Group discussion: how have the department’s <i>actions responded to your needs and why?</i></p> <p><i>Have we forgotten anything?</i></p> <p><i>What other actions should we prioritize and why?</i></p>
1:20 pm	<p>Group discussion – Based on themes brought up in the previous discussion:</p> <ol style="list-style-type: none"> <li>1. How can we better collaborate?</li> <li>2. Is there anything currently available that can be used as leverage?</li> <li>3. How can we become involved?</li> <li>4. Next steps (2 or 3)</li> </ol>
2:35 pm	<p>Comments by Premier Brian Gallant</p>

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## ONLINE PARTICIPATION

The Web was used to allow for the participation of as many people as possible. The presentations on the State of the economy, on the Economic Growth Plan and that of the Department were streamed live. At the end of the day, the premier’s remarks were also presented in real time at <http://www.opengovnb.ca/en>. These presentations are still available on the site.

Social media were also used. Followers of the [OpengovNB/GouvertNB page](#) on Facebook were informed about the summit. On Twitter (@GNBvousrepond, @GNBreplies), followers could follow parts of the conversations since the major topics of discussion were shared throughout the day.

## SUMMARY OF DISCUSSIONS: WHAT WE LIKE AND WHAT’S MISSING

Participants formed groups of 5-6 people to discuss details presented by the Premier’s Council on Disabilities. They were asked to reply to these questions: How have these actions responded to your needs and why? Have we forgotten anything? What other actions should we prioritize and why?

The following are comments made by participants on the actions undertaken by the Council, as well as on items that are missing. They are grouped according to the larger themes brought up during the discussions.

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## ON THE JOBS MARKET

- Employment opportunities and job searches for people living with a handicap received greater visibility thanks to Job Fairs.
- Training and Employment Support Services (TESS) allows people to grow their network and take part in conferences. Changes to the program meet the expectations of stakeholders.
- TESS must continue to be flexible to respond to emerging needs.
- The one-year support currently offered by the Department of Postsecondary education, Training and Labour (PETL) for salary and equipment is a plus.
- However, job grants are a double-edged sword. Certain employers will agree to offer a job to a person living with a handicap, but will not keep this person in the company once the grant has ended.
- The Employment Action Plan will soon be over and it is important that it be reinstated and to share the actions that have already been implemented.
- The school-workplace continuum must be firmed up so that young people receiving services in school are not missing opportunities once school is over. The recommendation process needs to be updated.
- For people with a handicap to truly integrate the job market, the general population's perception about these people must be changed. There needs to be efforts and tools.

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## ON SERVICES TO INDIVIDUALS

- There are many regional disparities in program financing.
- Transportation issues remain one of the greatest challenges in urban areas, but especially in rural areas. Stakeholders have been discussing this for a long time, but nothing seems to be happening. Transportation is central to having access to training and jobs.
- Various agencies that offer services must collaborate more fully. Participants remarked that agencies have to compete for funding, resources and talent. This situation must change.
- Persons with a handicap must be involved in conversations on services and programs.

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## ON PROGRAMS OFFERED

- The proposed environmental scan will allow PETL to better understand the issues linked to employment for persons with disabilities. Participants hope that the department can build a bridge between needs and programs.
- Prioritization remains equally important, as well identifying initiatives that produced results. With this data, it will be easier to develop programs that will make a real difference.
- Continued support to employment that stems from the Disability Support Program is also well perceived, especially because of its duration. However, it is taking time to produce results.
- Some participants appreciate the improvements made to the Equal Employment Opportunity Program (EEO). However, the benefits are difficult to assess since those changes have only been in effect since the beginning of the fiscal year (April 2017). Because of this, doubts persist as to the programs efficiency.
- Stakeholders wonder how the Equal Employment Opportunity Program's existence is communicated to persons who can benefit from it and how it is implemented.
- One way to improve the EEO Program would be to offer paid internships in the provincial civil service for students with disabilities.
- Even though the province is working hard to encourage citizens to become involved in the field of entrepreneurship, this support is non-existent for people living with a disability.
- There is a lack of professionals practicing sign language, and this is a barrier to employment.

- The provincial and federal governments must work together to maximize the use of funds available for students living with a disability.

## SUMMARY OF DISCUSSIONS: HOW CAN WE BETTER COLLABORATE?

Following the initial discussion, overall themes emerged and became topics for further discussion by participants. This portion of the summit was a first step toward reinforcing collaboration between all stakeholders, whether government or community.

Once the themes were identified, participants were invited to join the conversation that appealed to them to answer four questions:

1. How can we better collaborate on this?
2. Is there anything currently available that can be used as leverage?
3. How can we become involved?
4. What are the next steps?

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## GOVERNMENT SERVICES AND SUPPORT

*How can we better collaborate?*

- Develop an action plan with the various stakeholders to prioritize the hiring of persons with a disability. This plan must contain measurable objectives as to the number of people who should find work. The government of New Brunswick must lead this project.

*Is there anything currently available that can be used as leverage?*

- The Equal Employment Opportunity Program (EEO) determines the objectives and performance indicators in terms of hiring persons with disabilities.
- There must also be better linkages between the efforts of the Department of Social Development and the Department of Post-Secondary Education, Training and Labour to ensure continuity in grants from the Training and Employment Support Services (TESS).

*How can we become involved?*

- Participation in a task force made up of stakeholders and civil servants in order to rework the Equal Employment Opportunity (EEO) Program so that it truly responds to the needs of persons with a handicap.

*What are the next steps?*

- Set up the task force.
- Identification of performance indicators for hiring.
- Application of these indicators in the hiring process.

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## NEXT EMPLOYMENT ACTION PLAN

*How can we better collaborate?*

- Adopt a collaborative strategic vision: have a long-term vision, solutions to systemic issues, include employers and persons with disabilities in the conversation.
- This new strategy must be centered on individuals and have less regulations that impede flexibility and the ability to adapt to unique situations.

*Is there anything currently available that can be used as leverage?*

- The Premier's Council on Disabilities must maintain its leadership position in the government machinery.
- The survey by the New Brunswick Health Council will offer factual proof.
- The New Brunswick Employment Assistance Service.
- The New Brunswick Employer Support Services.
- Interdepartmental collaboration.
- The Federal Disability Act and the United Nations' Convention on the Rights of Persons with Disabilities

*How can we become involved?*

- Dialogue.
- Research and analysis.
- By influencing decision-makers.
- By taking action and assuming responsibility.

*What are the next steps?*

- Establish a database stemming from research.
- Identify priorities (through dialogue).
- Identify an individual or a group to work with the Premier's Council on Disabilities to establish accounting mechanisms.
- Establish implementation schedule.

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## SYSTEMIC COLLABORATION OF STAKEHOLDERS

*How can we better collaborate?*

- Have a policy that provides framework for the management of agencies and support provided by the provincial government.
- Agencies must be funded according to client objectives and not those of the agencies.

*Is there anything currently available that can be used as leverage?*

- Recognize the need for additional funding for persons with disabilities who wish to become entrepreneurs or be self-employed (as is the case for other marginalized groups).
- Agencies must be able to count on funding and programs for longer periods to get the job done.

*How can we become involved?*

- Participate in the design and development of a non-partisan organization whose main mandate would be to see to the fundamental needs of individuals (in a holistic fashion, i.e. by taking into account the bulk of needs and interests).

*What are the next steps?*

- Remove existing obstacles between agencies/organizations, the Government of New Brunswick and the Government of Canada. A better alignment between these organizations would allow for better integration of individuals in the community and the workplace.

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## EXTERNAL SERVICES AND SUPPORT (NON-GOVERNMENTAL)

*How can we better collaborate?*

- By doing a better job of promoting services offered outside government.
- By ensuring that there are regional funds for the development of pilot projects to solve specific regional problems.
- By engaging various groups of persons with disabilities in the fund allocation processes.

*Is there anything currently available that can be used as leverage?*

- Certain policies adopted by the various levels of government become obstacles when they are implemented. To avoid such situations, there needs to be more collaboration between the federal and provincial governments.
- Increase visibility and accessibility of business services like Planet Hatch.
- Make American Sign Language training more accessible in schools.

*How can we become involved?*

- By working toward better communication between service providers and the Department of Post-Secondary Education, Training and Labour.
- By being more informed to better plan employment searches that are efficient and realistic.

*What are the next steps?*

- Ask the Department of Post-Secondary Education, Training and Labour to offer American Sign Language training in schools. Include hearing-impaired persons in the project.
- Make better use of job market information.

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## RESEARCH AND DATA

*How can we better collaborate?*

- We must remember that this is a human rights issue.
- The research exists. A person or organization must be mandated to find and organize it so that stakeholders can access it.

- Government consultations have already been held. We must now proceed to implement recommendations.

*Is there anything currently available that can be used as leverage?*

- Every two years, the Women's Equality Branch produces a gender equality profile for New Brunswick. A similar profile could be compiled for persons with disabilities.
- These profiles should be used by stakeholders and by government to support research, policy documents and reports.

*How can we become involved?*

- The Coalition for pay equity must ensure that jobs that are predominantly female working to provide services to persons with disabilities be adequately remunerated.
- Create links with people able to provide an inclusive analysis according to gender to provide a profile of the condition of persons with disabilities in New Brunswick.

*What are the next steps?*

- Produce a profile of the condition of persons with disabilities in New Brunswick and include an inclusive analysis based on gender.
- Organize existing research data, ensuring recommendations are implemented and research results are publicly communicated.
- Ensure better access to justice in the case of discrimination. Human rights violations are sanctioned by Section 15.1 of the Canadian Charter of Rights and Freedoms.

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## TRANSPORTATION PLAN

*How can we better collaborate?*

- By identifying available transportation in communities. For this information to be useful, it must be accompanied by an accessibility scale: 0 = inaccessible, 4 = complete access.
- This information must also be shared with all stakeholders.

*Is there anything currently available that can be used as leverage?*

- Improve paratransit services that exist in certain centres.
- Ask special care homes that have accessible vehicles whether they would be willing to share them.

*How can we become involved?*

- *Create a Website to help bring together people who are looking for accessible transport with those organizations who offer it.*
- *The Premier's Council on Disabilities could organize an initial session to create a list of available services.*

*What are the next steps?*

- Identify all accessible transportation services in the province.
- Research what is being done in other countries to facilitate transportation of persons who are confined to a wheelchair.

## NEXT STEPS

### SUMMARY REPORT

A summary report of discussions (this document) is produced after each summit. The summary report contains the list of participants (Appendix A), the results of the participant survey (Appendix B). All summary reports will be posted online at <http://www.gouvertnb.ca/>

### PARTICIPANT SURVEY

After the summit, an online survey was sent to each participant to compile comments on the initiatives they found interesting, to find out whether they are interested in collaborating and, if so, on which topics, and to obtain their views on the event. This information will allow us to improve the next summits and help influence the government's priorities. It will also help guide further collaboration efforts. Survey results can be found in Appendix B of this report.

### RAW DATA

To support the efforts of the New Brunswick Government in its approach to data sharing when possible, a table of non-interpreted comments was compiled and made available. It is available at the following address: <http://www.opengovnb.ca/en/summits-theme-and-schedule/33-opportunities-summit-employment-and-entrepreneurship-persons-with-a-disability-oromocto-may-17>

### VIDEO

Following the summit, a video was produced in which you will hear the comments of certain participants. It can be viewed at <http://www.opengovnb.ca/en/summits-theme-and-schedule/33-opportunities-summit-employment-and-entrepreneurship-persons-with-a-disability-oromocto-may-17>

### NEXT SUMMITS

The government is considering the possibility of holding a third summit in the spring of 2018, in collaboration with various partners identified during this summit. The 2018 event will serve to present the progress made during the year and identify further action items.

### WHAT YOU CAN DO

Interested parties are encouraged to pursue efforts to help move things along and to contact the appropriate departments or the New Brunswick Jobs Board Secretariat to collaborate on the opportunities discussed during the summit and in this report.

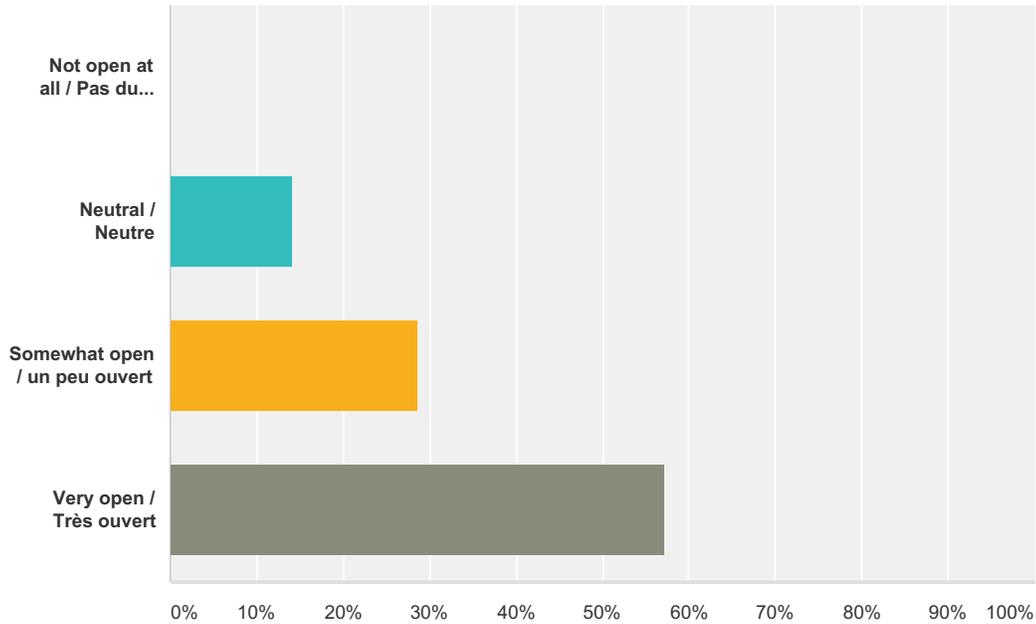
## APPENDIX A - LIST OF PARTICIPANTS

<b>Name/Nom</b>	<b>Organization/Organisation</b>
Jennifer Jewett	Canadian Deafblind Ass - Ass. canadienne de la surdicécité
Manon Nadeau	CCRW - CCRT
Anne Robichaud	NB Coalition Pay Equity -Coalition Équité salarial NB
Christine Hughes	NB Coalition Pay Equity -Coalition Équité salarial NB
Pierre Paulson	CVOPA
Chrissy Montgomery	Fredericton Works
Nicole MaGee	Fredericton Works
Annie Chiasson Doiron	Independent Living
Debbie Thomas	NBACL-ANBIC
Lynn Akmens	NBACL-ANBIC
Nicholas Hussey	NBSA - AENB
Denise Coward	NBDEN - CNIB
Julia Latham	NBDEN - ESNB
Christian Lanteigne	NBESS - SSENb
Kim Jamieson	Neil Squire Society
Lisa Kinney	Planet Hatch
Pablo Montreuil	Sparks Advisory Group
Patricia Price	The Neil Squire Society
Wayne Durand	
<b>GNB Attendees/Participants GNB</b>	
Allen Bard	PETL-EPFT
Bill Patrick	PETL-EPFT
Brian Saunders	PCSDP
Chelsee Macleaod	PCSDP
Gizèle McCarthy	PETL: ECLS - Programs and Services
Hon. Cathy Rogers	GNB
Lise Michaud	NBJBS-SCENB
Lyne Basque	PETL-EPFT
Michelle Hodder	ESIC - SIES
Nathalie D'Amours	PETL-EPFT
Susan Holt	NB Jobs Board
Total External attendees	19
Total GNB attendees	11
<b>Total attendees</b>	<b>30</b>



**Q1 How would you assess the government's efforts for accountability and openness in this summit? Comment évaluez-vous les efforts du gouvernement pour être ouverte et transparente durant ce sommet ?**

Answered: 7 Skipped: 0

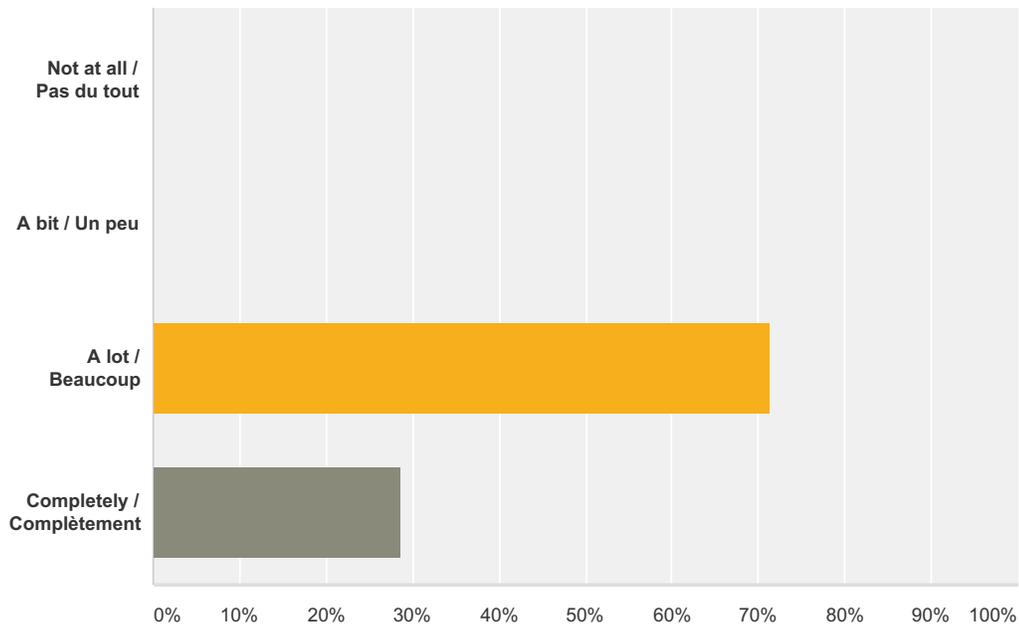


Answer Choices	Responses
Not open at all / Pas du tout	0.00% 0
Neutral / Neutre	14.29% 1
Somewhat open / un peu ouvert	28.57% 2
Very open / Très ouvert	57.14% 4
<b>Total</b>	<b>7</b>

#	Comments	Date
1	In the interest of accountability, we need to hear what the government hasn't done, more than we need to hear what they have done.	5/18/2017 9:10 AM

## Q2 How do you feel that your contributions were heard? Avez-vous l'impression que vos idées ont été entendues ?

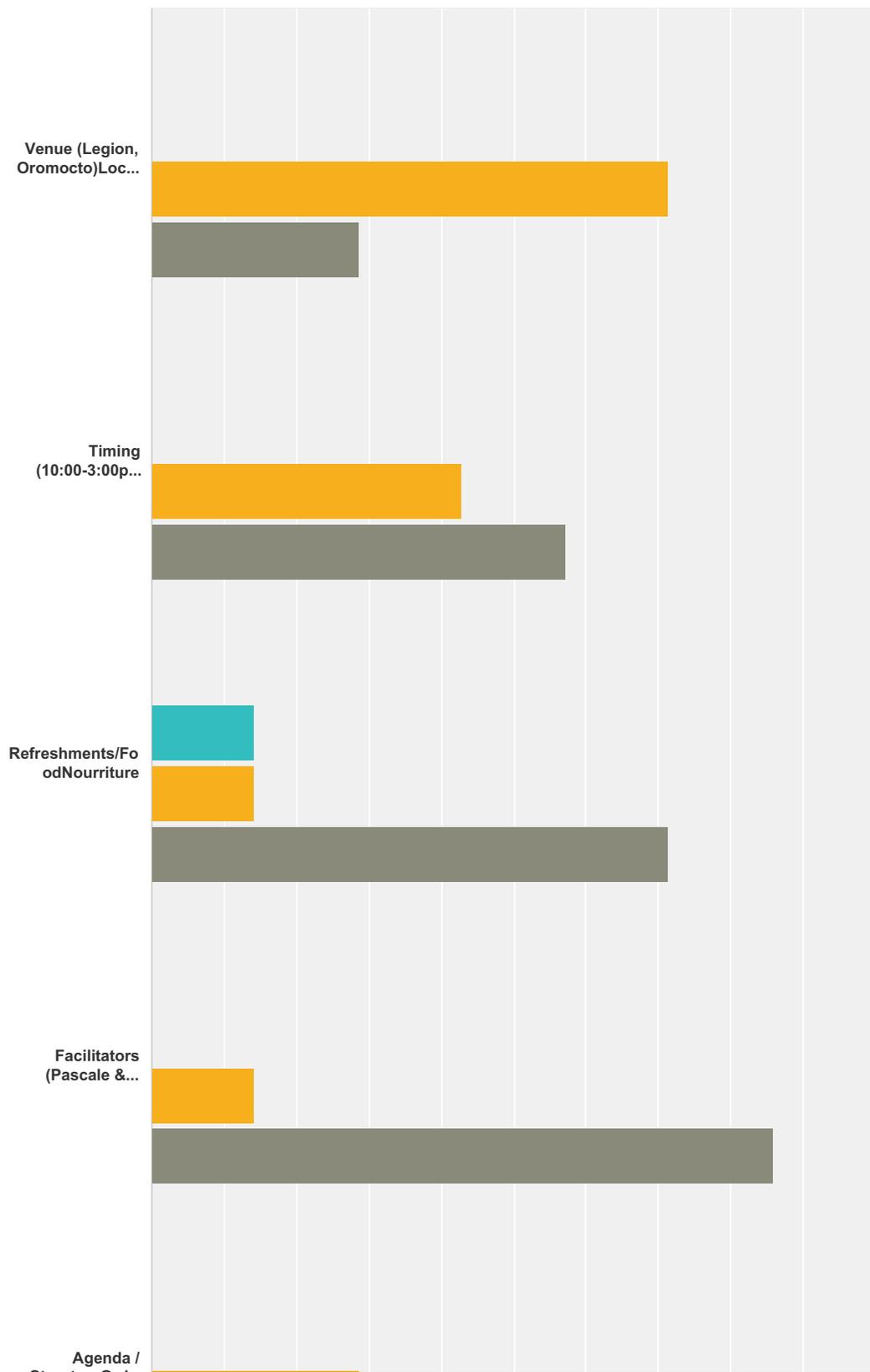
Answered: 7 Skipped: 0

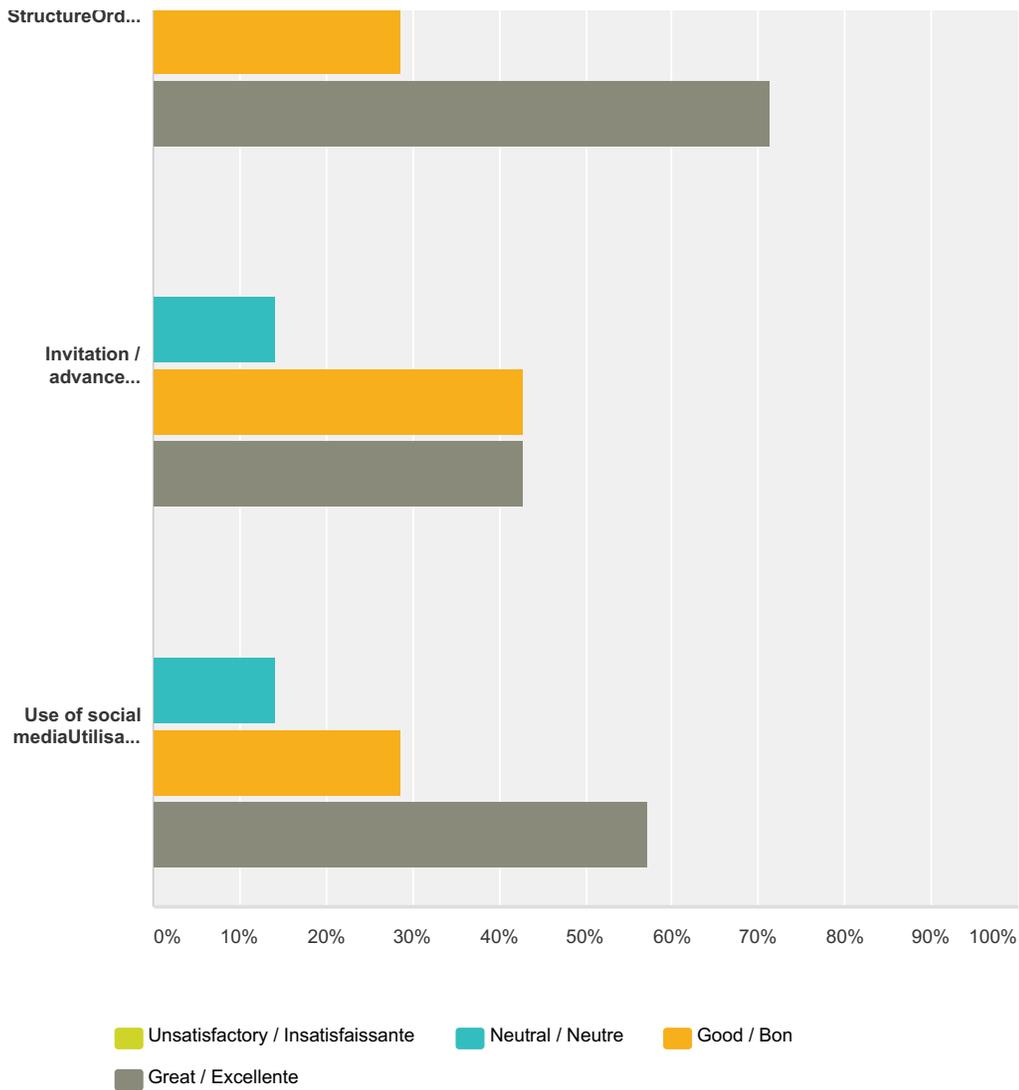


Answer Choices	Responses
Not at all / Pas du tout	0.00% 0
A bit / Un peu	0.00% 0
A lot / Beaucoup	71.43% 5
Completely / Complètement	28.57% 2
<b>Total</b>	<b>7</b>

**Q3 Please rate the following elements of the summit:**

**S'il vous plaît évaluer les éléments suivants du sommet :**





	Unsatisfactory / Insatisfaisante	Neutral / Neutre	Good / Bon	Great / Excellente	Total
Venue (Legion, Oromocto)Location (Légion, Oromocto)	0.00% 0	0.00% 0	71.43% 5	28.57% 2	7
Timing (10:00-3:00pm)Calendrier (10:00 - 15:00)	0.00% 0	0.00% 0	42.86% 3	57.14% 4	7
Refreshments/FoodNourriture	0.00% 0	14.29% 1	14.29% 1	71.43% 5	7
Facilitators (Pascale & Jason)Animateurs (Pascale et Jason)	0.00% 0	0.00% 0	14.29% 1	85.71% 6	7
Agenda / StructureOrder du jour	0.00% 0	0.00% 0	28.57% 2	71.43% 5	7
Invitation / advance information providedLes invitations, informations fournies à l'avance	0.00% 0	14.29% 1	42.86% 3	42.86% 3	7
Use of social mediaUtilisation des médias sociaux	0.00% 0	14.29% 1	28.57% 2	57.14% 4	7

#	Comments	Date
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1	The venue was great except for the temperature; it was very cold. There was not a lot of time I found to use Social Media during the summit.	5/18/2017 8:46 AM
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**Q4 The initiative I'd like to see progress most following the summit is:**

**L'initiative que j'aimerais le plus voir progresser suite au sommet est :**

Answered: 5 Skipped: 2

#	Responses	Date
1	a collaboration entre les organismes et les fournisseurs de services ains que le gouvernement.	6/26/2017 11:21 AM
2	Transporation	5/18/2017 9:35 AM
3	funding for disabled entrepreneurs	5/18/2017 9:11 AM
4	Transportation and Entrepreneurship	5/18/2017 8:46 AM
5	-----	5/18/2017 8:40 AM

**Q5 The initiative(s) I would like to collaborate on following the summit is (are):**

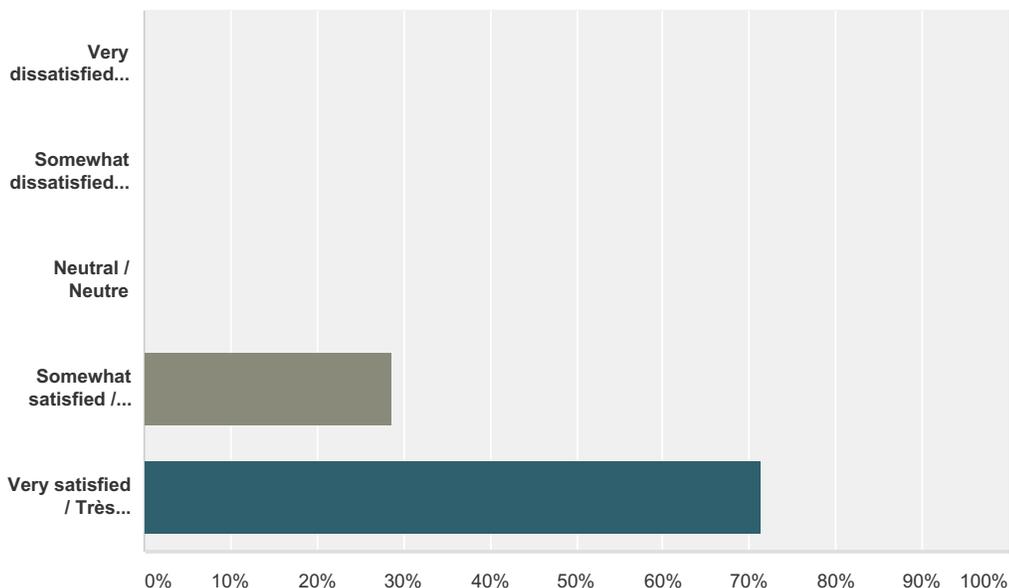
**Les initiatives sur lesquelles j'aimerais contribuer suite au sommet sont :**

Answered: 5 Skipped: 2

#	Responses	Date
1	la promotion et la sensibilisation auprès des employeurs.	6/26/2017 11:21 AM
2	Transportation, better collaboration among sector, research	5/18/2017 9:35 AM
3	funding for disabled entrepreneurs	5/18/2017 9:11 AM
4	Anything I can adequately assist with...	5/18/2017 8:46 AM
5	wherever my department's assistance is required	5/18/2017 8:40 AM

**Q6 Overall, how would you rate your satisfaction with the 2017 Opportunities Summit Employment and Entrepreneurship Persons with a Disability? Dans l'ensemble, comment évaluez-vous votre satisfaction avec le sommet des possibilités d'emploi et d'entrepreneuriat des personnes ayant un handicap 2017 ?**

Answered: 7 Skipped: 0



Answer Choices	Responses
Very dissatisfied / Très insatisfait	0.00% 0
Somewhat dissatisfied / Plutôt insatisfait	0.00% 0
Neutral / Neutre	0.00% 0
Somewhat satisfied / Plutôt satisfait	28.57% 2
Very satisfied / Très satisfait	71.43% 5
<b>Total</b>	<b>7</b>

#	Comments	Date
1	Veillez préciser : des efforts réels et soutenus de la part du gouvernement	6/26/2017 11:21 AM

**Q7 The most valuable part of the Summit  
for me was:**

**La meilleure partie du sommet a été :**

Answered: 5 Skipped: 2

#	Responses	Date
1	la présence du premier ministre	6/26/2017 11:21 AM
2	Bringing together of various groups to work towards a common goal. Diversity of group was positive	5/18/2017 9:35 AM
3	meeting with other groups and sharing ideas	5/18/2017 9:11 AM
4	The groupwork	5/18/2017 8:46 AM
5	As it was my first time assisting, it was very interesting to meet all the service providers	5/18/2017 8:40 AM

**Q8 The least valuable part of the Summit was:**

**La partie la moins utile du sommet a été :**

Answered: 3 Skipped: 4

#	Responses	Date
1	N/A	6/26/2017 11:21 AM
2	cant think of anything	5/18/2017 9:11 AM
3	-----	5/18/2017 8:40 AM

**Q9 Please share any other feedback you have on the Summit. Veuillez nous faire part d'autres commentaires que vous avez sur le sommet.**

Answered: 3 Skipped: 4

#	Responses	Date
1	I felt the summit went well. Would have liked to see more people in the room but I think the participants were great and the discussion questions were good.	5/18/2017 9:35 AM
2	it was well organized	5/18/2017 9:11 AM
3	Good idea to have the summit at the legion, great way to support the legion.	5/18/2017 8:40 AM