

**Canada-New Brunswick Labour Market  
Agreement for Persons with Disabilities**

***Looking Forward  
2004-2005***

# LABOUR MARKET AGREEMENT FOR PERSONS WITH DISABILITIES: 2004-2005 REPORT

## INTRODUCTION

The Canada-New Brunswick Labour Market Agreement for Persons with Disabilities is a bilateral agreement that provides federal and provincial funding for the delivery of programs and services to persons with disabilities. Provincial programming under this agreement will seek to enhance the employability and labour market participation of working age persons with disabilities. In New Brunswick the Departments of Family and Community Services, Training and Employment Development, Health and Wellness and the Office of Human Resources have programs and services funded under this agreement.

The Government of New Brunswick fully supports and recognizes the importance of providing the necessary employment related supports to persons with disabilities to ensure that they are able to fully participate in all aspects of society. This new agreement reflects the Governments previous endorsement of *In Unison* (1998, 2000) and its continuing commitment to advancing the inclusion of persons with disabilities in the labour market which is identified as one of the building blocks of *In Unison*.

## BACKGROUND

On December 5, 2003, Ministers Responsible for Social Services approved the Multilateral Framework for Labour Market Agreements for Persons with Disabilities, which replaces the Employability Assistance for People with Disabilities (EAPD) initiative. The Multilateral Framework reaffirms the commitment of governments to work towards ensuring that persons with disabilities can participate successfully in the labour market. The goal of the Multilateral Framework is to improve the employment situation of Canadians with disabilities, by offering programming that is geared towards enhancing their employability and increasing the employment opportunities available to them.

The programs and services provided under this agreement address one or more of the priority areas of action that are identified in the Multilateral Framework for Labour Market Agreements for Persons with Disabilities. The Canada-New Brunswick Labour Market Agreement for Persons with Disabilities reflects the goals and principles of the Multilateral Framework.

## PRIORITY AREAS

Governments have identified the following priority areas in the Multilateral Framework:

### a. **Education and Training**

Improve the level of basic and post-secondary education and work-related skills for persons with disabilities.

- b. Employment Participation**  
Improve the labour market situation and independence of persons with disabilities through employment-related activities.
- c. Employment Opportunities**  
Expand the availability, accessibility and quality of employment opportunities for persons with disabilities, in partnership with business and labour.
- d. Connecting Employers and Persons with Disabilities**  
Enhance awareness of the abilities and availability of persons with disabilities and strengthen persons with disabilities' knowledge of labour market opportunities.
- e. Building Knowledge**  
Enhance the knowledge base, which contributes to continuous improvement of labour market policies and programs for persons with disabilities.

## **DEPARTMENTAL PROGRAMS AND SERVICES**

The programs and services funded under this agreement are provided by several different departments with each identifying programming linked to increasing participation in the labour market and addressing one or more of the priority areas identified above.

### **Training and Employment Development – Programs & Services**

#### **Training and Employment Support Services (TESS)**

Provided as part of the Employment Services Program, (TESS) is directed towards individuals with physical, intellectual, psychiatric or cognitive disabilities. The service will enable persons with disabilities to obtain or resume employment when it has been interrupted.

The TESS component provides the following support services:

- Training benefits;
- Employment benefits;
- Job-crisis benefits
- Adaptive and assistive benefits;
- Employment counselling/case management

#### ***Objective:***

The objective of **TESS** is to assist individuals with permanent or long-term disabilities to gain access to training and employment opportunities.

#### ***Priority Areas:***

- Education and Training
  - Transitional supports to training

- Employment Participation
  - Transitional supports to employment
  - Job crisis supports

### **Work Ability Program**

The **Work Ability Program** provides workplace opportunities to individuals with an employment action plan. The program is meant to assist individuals in developing the skills necessary for permanent employment. The program provides wage subsidies to eligible employers who are willing and able to provide job experience as defined in an individual's employment action plan. Duration of placements may vary depending on the case plan.

#### ***Objectives:***

- To provide unemployed individuals, who are being case managed, with appropriate skills to obtain work;
- To assist unemployed individuals, who are being case managed, with an opportunity for career exploration to establish a career goal;
- To assist unemployed individuals, who are case managed become eligible for TSD or facilitate their access to academic upgrading (7-9);
- To provide unemployed individuals, who have long-term employment barriers and are case managed, with work experience to help them commit to a long-term employment action plan.

#### ***Priority Areas:***

- Employment Participation
  - Facilitates labour market transitions
  - Employment Participation

### **Workforce Expansion (WE) Program – Wage Subsidy Component**

The WE program provides wage subsidies to eligible employers (private sector company, non-profit organization or First Nations) who are providing an opportunity for the client's skill development with the ultimate result being long-term sustainable employment. The program also aims at encouraging the hiring of New Brunswick's post-secondary graduates.

#### ***Objectives:***

- To stimulate the creation of long-term employment opportunities in the private sector;
- To assist unemployed individuals secure sustainable employment;
- To stimulate the hiring of identified target groups in New Brunswick.

**Priority Areas:**

- Employment Opportunities
  - Supports and financial incentives for employers

**Student Employment and Experience Development Program (SEED)**

The SEED program provides post-secondary students with employment experience through summer jobs, co-operative placements and self-employment opportunities.

This is accomplished through three components: Summer Employment Placements for which a wage subsidy is available to hiring employers, Student Entrepreneurship for which an interest-free loan of \$3,000 is available to start a summer business and Co-op placements for a wage subsidy is available.

**Objectives:**

- To provide students with employment related to their skills and education;
- To provide students with entrepreneurship experience;
- To provide students with work experience and exposure related to their skills and education (Co-operative placements).

**Priority Areas:**

- Employment Participation
  - Facilitates labour market transitions
  - Employment preparation

**Health and Wellness – Programs and Services**

**Addictions**

The DHW provides addictions services through 7 Regional Health Authorities – Regional Addiction Services for individuals who are inappropriately using alcohol, other drugs and/or who are engaged in problem gambling. The overall goal is to reduce the human and economic costs by intervening with individuals, families, employers and community partners in order to stimulate the client to positively interact with their environment and become a healthy, fully functioning, productive individual.

**Objectives:**

- Employed individuals in crisis to maintain their employment;
- Employed individuals not in crisis to prevent an employment crisis;
- Unemployed individuals to prepare for employment by initiating the recovery process and setting employment goals

***Priority Areas:***

- Education and Training
- Employment Participation

**Outpatient Programs** provide a series of outpatient services for dependent individuals.

***Objectives:***

- Employed individuals to maintain their employment;
- Unemployed individuals to prepare for employment;
- Unemployed individuals to be identified and referred to the appropriate employment agency;
- Bio-psycho-social assessment including employment assessment;
- Individual and group employment counselling;
- Multi-agency teaming;
- Aftercare;

***Priority Areas:***

- Education and Training
- Employment Participation

**Short-term Residential Programs** provide short-term (1day to 4 weeks) intensive addiction treatment in a residential setting for dependent clients who need more support than outpatient services.

***Objectives:***

- Employed individuals to maintain their employment;
- Unemployed individuals to prepare for employment by completing the recovery process;
- On-going employment assessment;
- Referral to other employment agencies;
- Group and individual employment counselling;
- Multi-agency teaming;

**Long-term Residential Programs** provide long-term (6 months) residential care for dependent clients who lack community supports and resources.

***Objectives:***

- Unemployed individuals to prepare for employment by providing employment counseling and completing the recovery process;
- Unemployed individuals to find employment;
- Job readiness training;
- On-going employment assessment;

- Referral;
- Group and individual counselling;
- Educational programming;
- Multi-disciplinary teaming;
- Family involvement as appropriate

***Priority Areas***

- Education and Training
- Employment Participation

**Health and Wellness – Mental Health Services**

**Mental Health Services** provides mental health services through 13 Community Mental Health Centers (serving 7 Health Regions), 8 Psychiatric Units within Regional Hospitals and 2 Psychiatric Hospitals.

The overall objective of mental health services is to assist people to lead full and satisfying lives in the community. The goal of Mental Health Services Division is to improve, restore and/or maintain the mental and emotional well-being of the citizens. The Division provides programs and/or services in the following areas:

- Prevention;
- Treatment;
- Rehabilitation;
- Maintenance;
- Promotion;

The Mental Health Services Division provides services in every aspect of the “Employability Continuum” from preparation for employment to finding employment and/or to employment maintenance. Interventions include:

- Life skills development;
- Social skills development;
- Resume writing;
- Interview preparation;
- Coping with job related stress;
- Case management;
- Rehabilitation support;
- Rehabilitation supplies;
- Transportation to the workplace;
- Partnering with community agencies who offer vocational programs;

***Priority Areas:***

- Education and Training
- Employment Participation

**Adult Psychiatric Units** provide assessment, treatment and rehabilitation to adult clients who are suffering from an acute psychiatric disorder either through an inpatient and/or day program service. The day program service is an ambulatory alternative to full inpatient care for clients who require more intensive treatment than can be provided in the community and yet whose illness is not sufficiently severe as to require full hospitalization.

The objective is to assess and treat the acute psychiatric disorder resulting in preventing further dysfunction or chronicity, reducing rehabilitation needs, promoting illness management, returning to pre-morbid levels of functioning and a prompt return to the community.

The units provide specialized services delivered in a holistic continuum by various service providers where employment elements are integrated. Programs are aimed at helping clients manage the symptoms of their illness, increasing various skills such as communication, problem solving, coping, vocational, recreational and social.

***Priority Areas:***

- Education and Training
- Employment Participation

**Office of Human Resources**

**Equal Employment Opportunity Program (One year term placements)**

This program provides disabled persons with equal access to employment, training and promotional opportunities in the New Brunswick Civil Service. The objective is to increase the representation of disabled people working with the New Brunswick Civil Service.

EEOP:

***Objectives:***

- maintains an inventory of disabled job candidates;
- Supplies information to human resource professionals in provincial government departments and when appropriate to other interested employers;
- Administers a special hiring fund, which provides financial assistance to departments or employers hiring individuals under the program

***Priority Areas:***

- Employment Opportunities
- Connecting Employers and Persons with Disabilities



## **Family and Community Services**

The Department delivers integrated, comprehensive and individualized **case management** services to clients. Case planning begins with a comprehensive assessment of client needs. Case plans build on the strengths of clients and mutually agreed upon with the case management team. The department offers a varied menu of benefits and services that may be selected by staff as required to meet the needs of clients.

Career Development Opportunities that may be included in the case plan include:

- Personal development (i.e. communication skills, budgeting, problem solving, goal setting);
- Literacy – basic, intermediate and senior levels;
- Basic computer skills;
- Life skills;
- Career Counselling;
- Employment preparation;
- Just-in-time training;
- On-the-Job training;
- Training and employment related special benefits

### ***Priority Areas:***

- Education and Training

## **PROJECTED EXPENDITURE SUMMARY**

<b>Program/Service</b>	<b>Projected Provincial Expenditure</b>	<b>Projected Federal Expenditure</b>
<b>Training and Employment Development</b>		
Training and Employment Support Services for Persons with Disabilities	\$ 814,100	\$ 814,100
Work Ability Program	\$ 650,000	\$ 650,000
Workforce Expansion Program	\$ 85,000	\$ 85,000
Student Employment and Experience Development Program	\$ 75,000	\$ 75,000
<b>Health and Wellness</b>		
Addictions	\$ 933,498	\$ 933,498
Mental Health Services	\$ 1,701,418	\$ 1,701,417
Adult Psychiatric Units	\$ 668,755	\$ 668,754
<b>Office of Human Resources</b>		
Equal Employment Opportunity Program	\$ 177,783	\$ 177,782
<b>Family and Community Services</b>		
Case Management	\$ 175,000	\$ 175,000
<b>Total</b>	<b>\$ 5,280,554</b>	<b>\$ 5,280,551</b>

The total 2004-2005 projected expenditures for the Labour Market Agreement for Persons with Disabilities is \$10,561,105 to be cost shared (50-50) between the federal and provincial governments.

## **ACCOUNTABILITY & REPORTING**

The *Multilateral Framework for Labour Market Agreements for Persons with Disabilities* recognizes the importance of accountability and requires that jurisdictions report annually to their citizens. The level of accountability in the agreement will assist in measuring and determining success in achieving the overall and goals and objectives of the agreement, which is to improve the employment situation of persons with disabilities.

Governments are committed to reporting annually to their citizens on the program and services that are included in the agreement. Reporting will include objectives, descriptions, target populations and expenditures. Reporting will also include reporting on program indicators and societal indicators which include:

### **Program Indicators:**

- Number of participants in program and services
- Number of participants completing a program or services where there is a specific start and end point to the intervention
- Number of participants who obtained or were maintained in employment where the program or service supports this activity

### **Societal Indicators:**

- Education attainment of working age persons with disabilities
- Labor force participation of working age persons with disabilities
- Employment Income of working age persons with disabilities

Not all programs and services included in the New Brunswick annual plan will have data available for all program indicators; however Departments may choose to report on other indicators that are appropriate to their programs and services that are included in the annual plan.

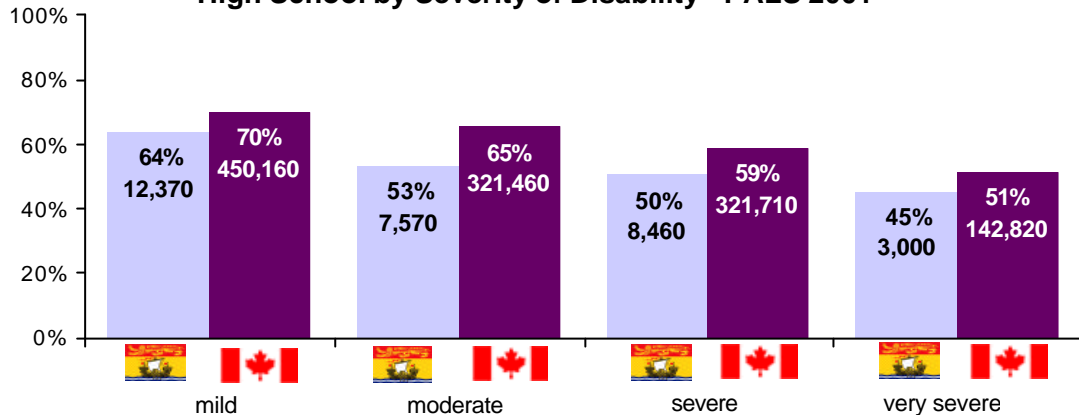
The societal indicator data attached is provided from the federal government and has been extracted from the Participation and Activity Limitation Survey (PALS). In 2001, PALS replaced Health and Activity Limitation Survey (HALS) as the main disability data source related to employment, education, income, access to housing, transportation, recreation, leisure, health care and volunteer activities. PALS identifies people with disabilities using the 1980 ICIDH functional limitations approach: "any restriction or lack (resulting from an impairment) of ability to perform an activity in the manner or within the range considered normal for a human being." Disability community groups were consulted on the types, sequence and objectives of the questions that should be used in PALS.

# APPENDIX A

## SOCIETAL INDICATORS

### 1) Education attainment of working age persons with disabilities

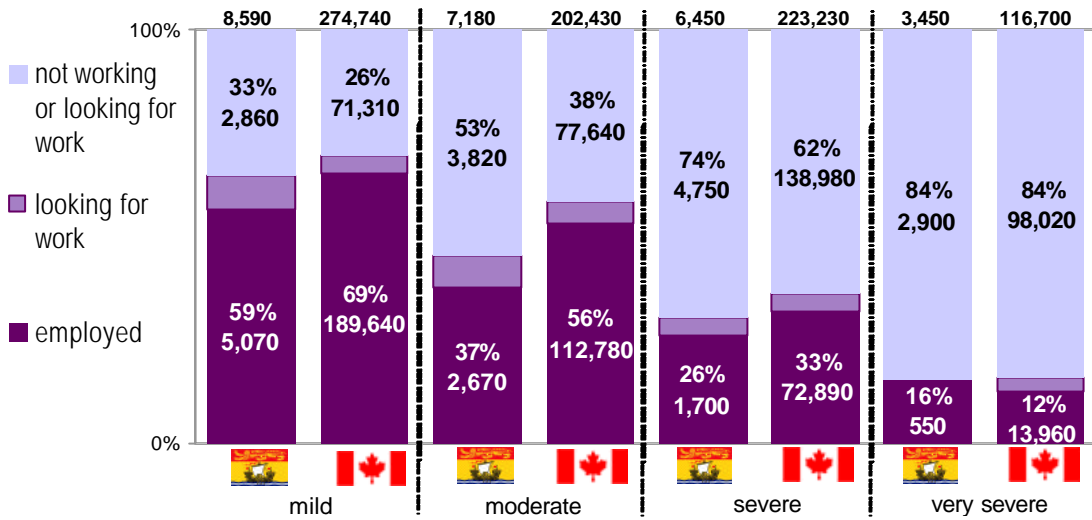
**Chart 1 - Proportion of Disabled Citizens 15 to 64 Years Who Have Completed High School by Severity of Disability - PALS 2001**



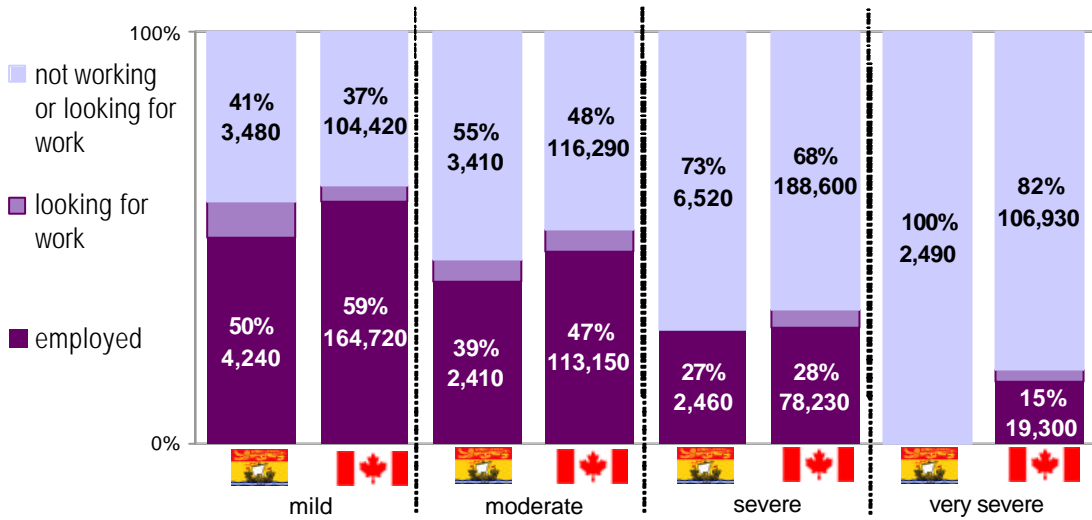
Both in Canada and in New Brunswick, the likelihood of completing high school decreases as the severity of the disability increases. Disabled New Brunswickers are a little less likely to complete their high school education than the average disabled Canadian. In 2001 in New Brunswick, 64% of those with a mild disability completed high school compared to 70% nationally.

2) Labour force participation of working age persons with disabilities

**Chart 2a - Labour Force Participation of Disabled Men 15 to 64 Years by Severity of Disability - New Brunswick and Canada - PALS 2001**



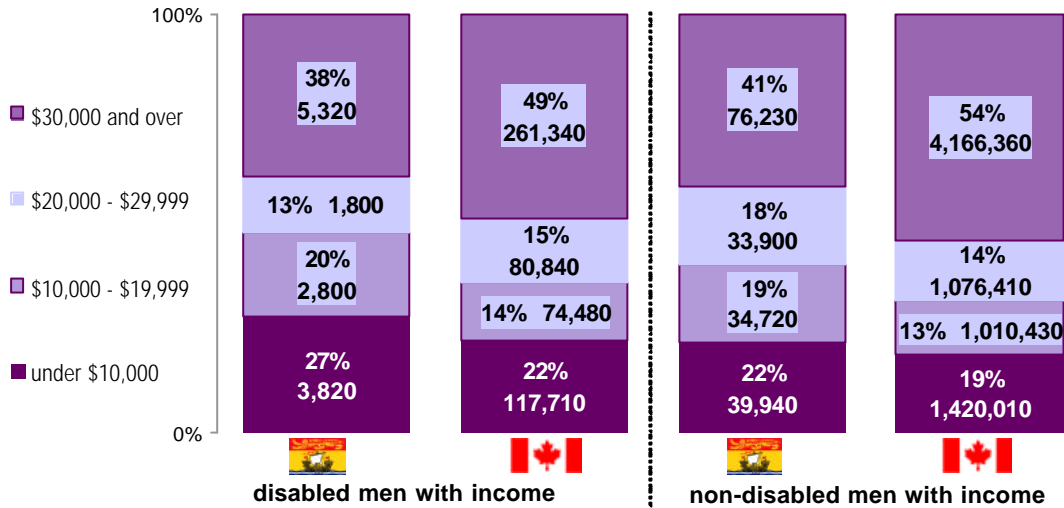
**Chart 2b - Labour Force Participation of Disabled Women 15 to 64 Years by Severity of Disability - New Brunswick and Canada - PALS 2001**



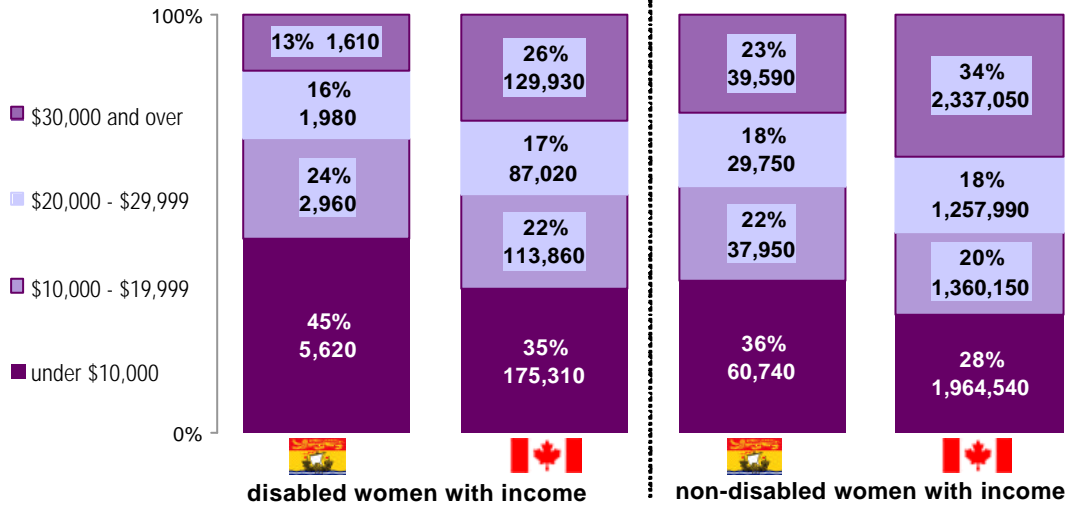
Overall, the likelihood of participation in the labour market decreases as the severity of the disability increases. Men with disabilities generally participate more than women with disabilities. New Brunswick men and women with disabilities participate less than their Canadian counterparts except in the case of very severely disabled men.

3) Employment Income of working age persons with disabilities

**Chart 3a - Employment Income of Male Earners aged 15 to 64 Years by Presence of a Disability - New Brunswick and Canada - PALS 2001**



**Chart 3b - Employment Income of Female Earners aged 15 to 64 Years by Presence of a Disability - New Brunswick and Canada - PALS 2001**



Overall, employed women earn less than employed men. Almost half (45%) of employed disabled women earn under \$10,000 per year, while a little over one in three (36%) employed non-disabled women earn wages in this income category. A little over one in four (27%) employed disabled men fit into this income category.