

# **Canada-Alberta Labour Market Agreement For Persons with Disabilities 2013/2014 Annual Report**

## **INTRODUCTION**

The Alberta government is committed to ensuring that Albertans with disabilities have the skills, knowledge and supports they need to successfully contribute to our social and economic fabric. The employment programs and services funded through the *Canada-Alberta Labour Market Agreement for Persons with Disabilities (LMAPD)* are one element of Alberta's efforts to ensure persons with disabilities are fully included in their communities. Alberta acknowledges the funding contribution from the Government of Canada in support of these programs and services.

Increasing persons with disabilities' contribution has been identified as an important aspect of labour force development by Alberta's 10-year labour force development strategy for 2006 to 2016, *Building and Educating Tomorrow's Workforce*. Approaches to support this important aspect include increasing access to training and education, increasing employers' awareness of this pool of skilled labour and improving programs and networks supporting integration into the workplace.

## **MULTILATERAL FRAMEWORK**

In December 2003, the Government of Alberta signed the federal/provincial/territorial *Multilateral Framework for Labour Market Agreements for Persons with Disabilities*.

Alberta's goal of helping Albertans with disabilities succeed in the workplace is reflected in the Multilateral Framework's objectives:

- Enhancing the employability of persons with disabilities;
- Increasing the employment opportunities available to persons with disabilities; and
- Building on the existing knowledge base.

In March 2004, Alberta signed the *Canada-Alberta Labour Market Agreement for Persons with Disabilities (LMAPD)*. Under this agreement, Alberta cost-shares with the federal government up to \$25.1 million of its annual spending on labour market programs for persons with disabilities. The following information describes the programs and expenditures Alberta cost-shared in 2013/2014.

## **ALBERTA PROGRAMS**

The Alberta government invests in a variety of programs to help Albertans with disabilities improve their lives and participate more fully in their communities. While Alberta delivers a wide range of programs and services to persons with disabilities, only specific labour market programs offered by the Ministries of Human Services, Innovation and Advanced Education, and Health are cost-shared under the LMAPD.

## Human Services

Human Services provides a range of services designed to help individuals (including those with disabilities) overcome barriers to preparing for, gaining or maintaining employment. These programs and services include:

- Disability Related Employment Supports (DRES)
  - DRES provides individualized employment and training supports to assist persons with disabilities in the following ways:
    - Assist them to successfully complete Human Services programs and services;
    - Attend non-publicly funded post-secondary institutions and Human Services approved training programs; and
    - Enter the workforce and maintain employment.
  - Funds for costs associated with assistive technologies such as specialized computer software, assistive services such as tutors and job coaches, and worksite modifications such as wheelchair ramps, can be accessed through DRES. In 2013/2014, 125 Albertans with disabilities received supports.
  
- Work Foundations
  - Work Foundations programs are open to all Albertans, including persons with disabilities. These programs provide full- and part-time basic skills training to enable Albertans to pursue further job-related training and/or find a job and substantially improve their employment situation.
  - Approximately 700 Albertans with disabilities participated in Work Foundations programs in 2013/2014. Client follow-up survey results indicate 64.8 per cent of participants with disabilities completed their training.<sup>1</sup> The same data source indicates that, three months post-intervention, 22.7 per cent of all persons with disabilities who participated in a Work Foundations program were employed or self-employed, and 37.2 per cent were in further training or attending school.
  
- Training for Work
  - Training for Work provides full- and part-time occupational training opportunities to enable Albertans, including those with disabilities, to get a job and substantially improve their employment situation or adapt to changing labour conditions and skill requirements to sustain employment.
  - In 2013/2014, there were 476 participants with disabilities enrolled in Training for Work programs. Client follow-up survey results indicate 86.2 per cent of participants with disabilities completed their training.<sup>2</sup> The same data source indicates that, three months post-intervention, 43.9 per cent of all persons with disabilities who participated in a program were employed or self-employed, and 6 per cent were taking further training or attending school.

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<sup>1</sup> Data are drawn from the Work Outcomes Reporting Project (WORP), a follow-up survey of a representative sample of HS clients who left programs between April 1, 2013 and March 31, 2014

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- The Persons with Developmental Disabilities (PDD) program
  - Through the Persons with Developmental Disabilities (PDD) program, Human Services allocates funds to ensure a range of supports, including employment supports. Employment supports were available to 11,000 Albertans with developmental disabilities who accessed the PDD program in 2013/2014. Through regional offices, the program contracts with community-based service providers to provide employment supports throughout the province.
  - The PDD Employment Supports program consists of two components: Employment Preparation Supports and Employment Placement Supports. Employment Preparation Supports are designed to assist individuals in developing skills for employment and exploring the world of work. Employment Placement Supports help individuals maintain employment and/or self-employment. PDD defines employment as activities that meet the following criteria:
    - The individual receives remuneration for work performed;
    - An employer/employee relationship exists; and
    - The Alberta *Employment Standards Code* applies.
  - In 2013/2014, 2,753 Albertans with developmental disabilities participated in PDD Employment Support programs. Of these, 1,676 (61 per cent) obtained and/or maintained employment.<sup>3</sup>

### Innovation and Advanced Education

In 2013/2014, Innovation and Advanced Education provided \$10.2 million in funding to enhance institutional capacity to provide supports and accommodations for students with disabilities. This amount was unchanged from 2012/2013.

In 2013/2014, the number of students with disabilities seeking and receiving services and accommodation from Alberta's 26 publicly funded institutions was 11,802, an 8.9 per cent increase from the previous year. These individuals represented approximately 4.3 per cent of the total number of full- and part-time students in the system.

Students with learning disabilities continued to be the largest disability category that Alberta's post-secondary institutions accommodated in 2013/2014, at 29.2 per cent of assessed disabilities (a 6.3 per cent increase from 2012/2013). There were also significant percentage increases from 2012/2013 to 2013/2014, in students who were assessed with Attention Deficit Hyperactivity Disorder (ADHD) at 17.1 per cent, psychiatric disabilities at 11.4 per cent, and acquired brain injuries at 7.9 per cent.

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<sup>3</sup> Due to the ongoing nature of the supports provided, there are no "completions" to report

There are slight changes in the distribution of the major services post-secondary institutions provided in 2013/2014 when compared to 2012/2013:

<b>Services Provided to Students With Disabilities</b>	<b>2013/2014</b>	<b>2012/2013</b>
Academic/Learning Strategies	23.5%	20.8%
Alternate Format	15.2%	16.8%
Assisted Technologies Assessments	5.1%	6.7%
Assisted Technologies Training/Services	14.4%	15.5%
Note-taking	5.5%	6.9%
Other (e.g., American Sign Language interpreter, braille services, etc.)	12.9%	9.9%
Psycho-Educational Assessment Referrals	9.6%	8.6%
Tutoring	13.8%	14.8%

Post-secondary institutions also accommodate students with disabilities in taking exams. These accommodations can take different forms including: providing a separate room so the student can take the exam alone; providing the exam questions orally rather than in written form; or allowing students more time to complete the exam. The total number of exams accommodated has increased on a yearly basis. In 2013/2014, 6,657 students required 56,848 exams to be accommodated compared to 6,443 students who required 52,520 exam accommodations in 2012/2013 (a 3.3 per cent increase in the number of students and an 8.2 per cent increase in the number of exams accommodated).

### Health

Health funds Alberta Health Services which offers vocational rehabilitation programs that have an integrated job-related and clinical approach. These programs primarily support people with severe and persistent mental illness.

Vocational rehabilitation approaches include the following supports: vocational counselling, skill training, volunteer work experiences, unpaid pre-vocational work units, sheltered workshops, paid work crews, workplace interventions, day programs, transitional employment, supportive employment and comprehensive approaches such as clubhouses and assertive community treatment.<sup>4</sup>

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<sup>4</sup>As a variety of programs are funded across Alberta Health Services, consistent and accurate data on the number of participants is not available.

**ALBERTA 2013/2014 EXPENDITURES<sup>5</sup>**

<b>Ministry</b>	<b>Program</b>	<b>Expenditures</b>
<b>Human Services</b>	Disability Related Employment Supports	<b>\$4,582,383</b>
	Work Foundations	<b>\$7,234,538</b>
	Training for Work	<b>\$6,625,805</b>
	PDD - Employment Preparation and Placement Supports	<b>\$25,424,480</b>
	<b>Human Services Total</b>	<b>\$43,867,206</b>
<b>Innovation and Advanced Education</b>	Supports for Learners with Disabilities attending publicly funded post-secondary institutions	<b>\$10,202,399</b>
<b>Health</b>	Vocational Rehabilitation Programs	<b>\$2,918,434</b>
<b>Total Provincial Expenditures</b>		<b>\$56,988,039</b>
<b>50 per cent of Provincial Expenditure</b>		<b>\$28,494,020</b>
<b>Maximum Claim per Federal Ceiling</b>		<b>\$25,190,332</b>
<b>Forecast Claim Amount</b>		<b>\$25,190,332</b>

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<sup>5</sup> LMAPD financial data include administrative costs, and were unaudited at the time of this report