

Canada-Alberta Labour Market Agreement For Persons with Disabilities 2011/2012 Annual Report

INTRODUCTION

The Alberta government is committed to ensuring all Albertans have the skills, knowledge and supports they need to successfully participate in the community. In fulfilling this commitment, there is a long-standing recognition that some Albertans, including persons with disabilities, require personal, learning and employment supports to reach their full potential.

Alberta's 10-year labour force development strategy, *Building and Educating Tomorrow's Workforce*, identifies increasing persons with disabilities' contribution to the labour force as an important aspect of labour force development in the province. Approaches 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.

ALBERTANS WITH DISABILITIES

The *Survey on Labour and Income Dynamics (SLID)* (Statistics Canada) indicates that in 2010 there were about 430,000 Albertans with disabilities aged 16 to 64 years. The SLID data also show there are important differences in the educational attainment, employment rate and incomes of adult Albertans with and without disabilities.¹ In this report, data are provided for 2001 (baseline year) as well as 2009 and 2010, the two most recent years for which SLID data are available.²

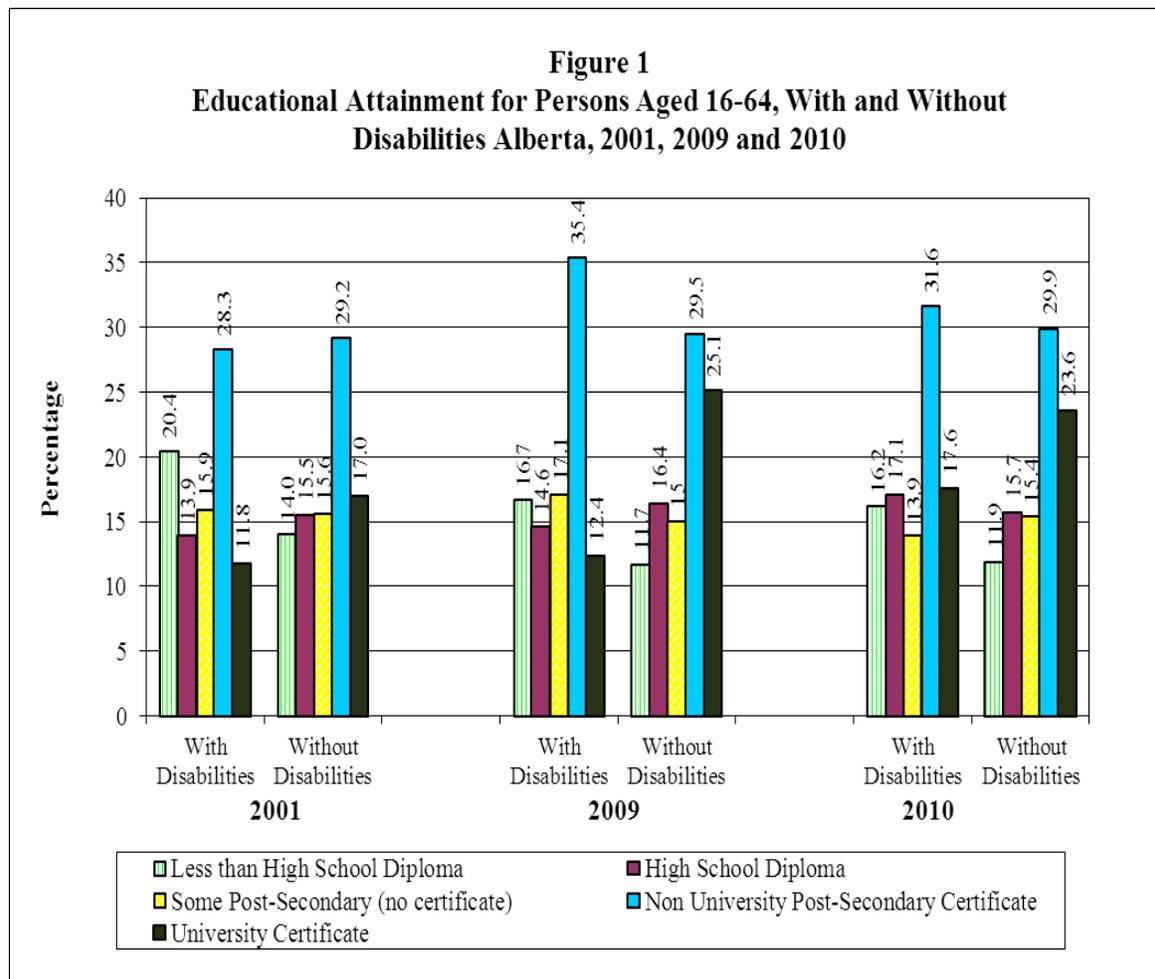
Education is important to the overall success and wellbeing of all Albertans. While Albertans with disabilities have somewhat lower levels of education than those without disabilities, gains are being made (Figure 1). Overall, between 2001 and 2010, the proportion of Alberta's labour force that completed high school increased both for persons with disabilities and for those without disabilities. However, the rate of high school completion increased more for persons with disabilities (3.2 per cent) than for those without (0.2 per cent).

¹ Statistics in this report are drawn from the SLID which defines "persons with disabilities" as those who report any difficulty doing any of the activities of daily living, and those who report a physical or mental condition or health problem that reduces the amount or kind of activity they can do in any of several different types of situations, including home, work, school, leisure activities or transportation.

² Data for this report is drawn from the SLID as it is the only data source regarding persons with disabilities in the labour market that is available annually. The SLID data for the outcomes reported here varies from that of related data sources such as the *Labour Force Survey* and the *Participation and Activity Limitation Survey (PALS)* due to variations in methodology and sampling.

From 2001 to 2010, the proportion of persons with disabilities who received non-university post-secondary certificates (e.g. college or technical certificates) increased 3.3 per cent overall, from 28.3 per cent to 31.6 per cent, after peaking at 35.4 per cent in 2009. For persons without disabilities, the proportion of persons who received non-university post-secondary certificates remained relatively stable between 2001 and 2010, at about 29 per cent.

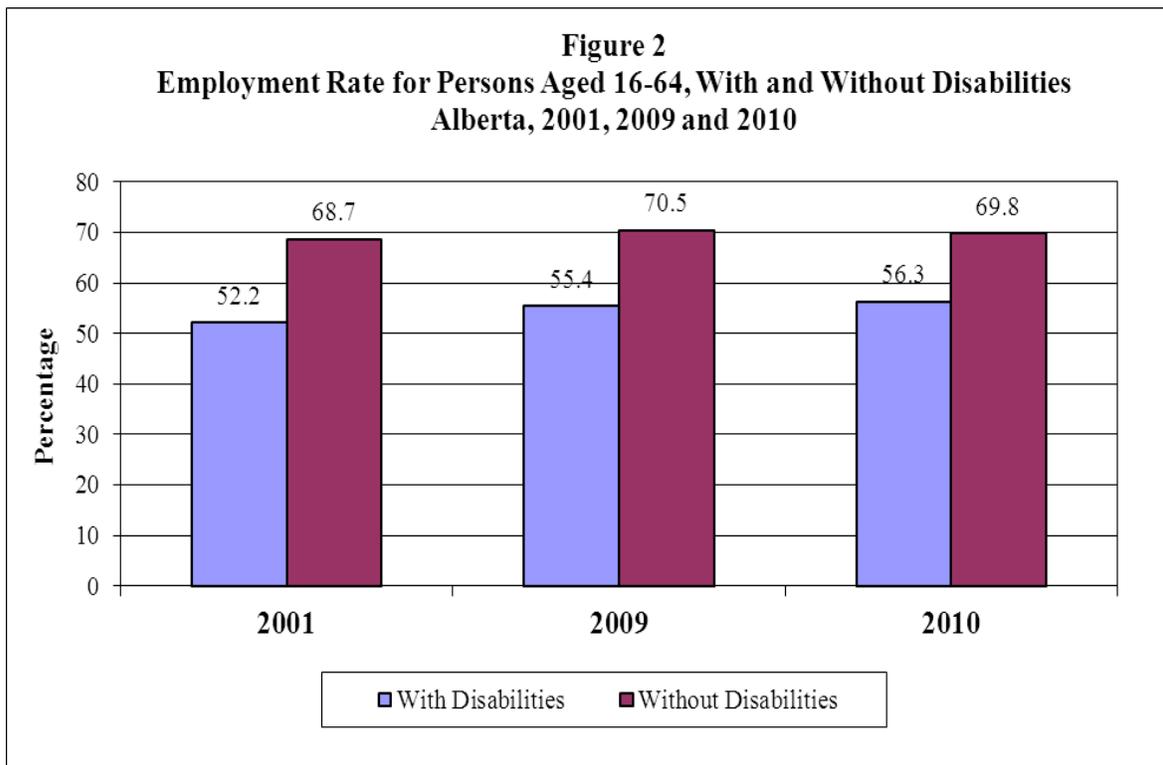
The proportion of persons with disabilities who received university certificates increased 5.8 percentage points between 2001 and 2010 from 11.8 per cent to 17.6 per cent. This includes a 5.4 percentage point gain between 2009 and 2010. The proportion of persons without disabilities who received university certificates increased 6.6 percentage points from 17.0 per cent in 2001, to 23.6 per cent in 2010, after peaking at 25.1 per cent in 2009.



Source: Statistics Canada, *Survey on Labour and Income Dynamics (SLID)*

Despite some improvements in educational attainment for Albertans with disabilities, their employment rate³ remains lower than that of persons without disabilities (Figure 2). In 2010, the employment rate for Albertans with disabilities was 56.3 per cent compared to 69.8 per cent for Albertans without disabilities.⁴

Overall, the employment rate for Albertans with disabilities increased by 4.1 percentage points between 2001 and 2010 (from 52.2 per cent to 56.3 per cent). This is greater than the 1.1 percentage points gained by Albertans without disabilities. It should be noted, however, that the employment rate for persons without disabilities declined slightly by 0.7 percentage points between 2009 and 2010, whereas the employment rate for persons with disabilities rose by 0.9 percentage points.



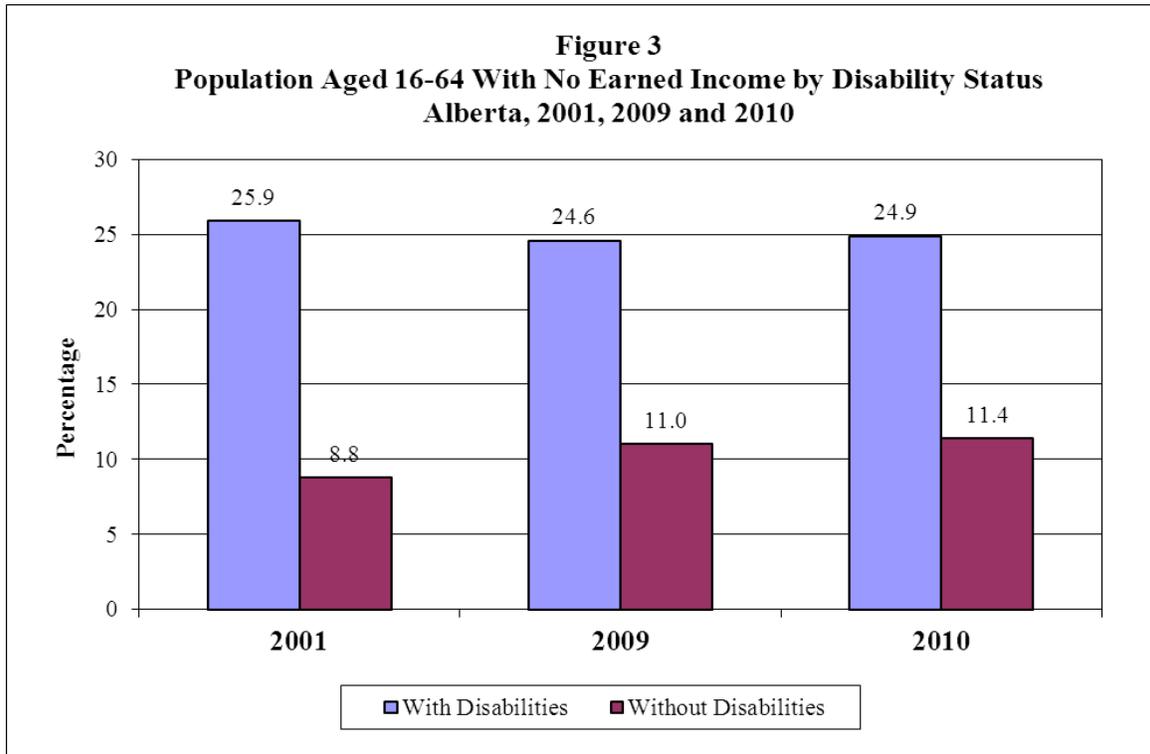
Source: Statistics Canada, *Survey on Labour and Income Dynamics (SLID)*

Albertans with disabilities are more likely to report having no earned income (wage/salary or self-employment) than those without disabilities (Figure 3). Albertans with disabilities are therefore more likely to receive government transfers (e.g. financial benefits) as their only source of income. The proportion of Albertans with disabilities who had no earned income decreased slightly from 25.9 per cent in 2001 to 24.6 per cent in 2009, but increased by 0.3 percentage points to 24.9 per cent in 2010. The proportion of Albertans without disabilities who had no earned income, after experiencing

³ The SLID defines “Employment Rate” as the number of persons employed, expressed as a percentage of the total population 16 years of age and older.

⁴ Individuals are considered “employed” only if they are employed for the entire year. Because those employed for part of the year are excluded from this data, employment rates are somewhat underestimated.

continuous decline between 2001 and 2008, increased to 11.0 per cent in 2009, and again to 11.4 per cent in 2010, compared to 8.8 per cent in 2001.⁵



Source: Statistics Canada, *Survey on Labour and Income Dynamics (SLID)*

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 of:

- 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 information below describes the programs and expenditures Alberta cost-shared in 2011/2012.

⁵ Due to adjustments of data in the 2010 SLID, the 2009 figures are different from those in the LMAPD 2010/2011 Annual Report which used the 2009 SLID.

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 (formerly Employment and Immigration, Children and Youth Services, and Seniors), and Health (formerly Health and Wellness) 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 persons with disabilities to assist them to successfully complete Human Services programs and services, to attend post-secondary institutions and Human Services approved training programs, and to 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 via DRES. In 2011/2012, 10,060⁶ Albertans with disabilities received ongoing supports from Human Services DRES funding.⁷

- 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 566 Albertans with disabilities participated in Work Foundations programs in 2011/2012. Client follow-up survey results indicate 57.7 per cent of participants with disabilities completed their training.⁸ The same data source indicates that, three months post-intervention, 29.4 per cent of all persons with disabilities who

⁶ As a result of GOA efforts to streamline funding and administrative processes for students with disabilities, beginning in 2011/12, control of a portion of HS DRES funding was handed over to Enterprise and Advanced Education (EAE) to then flow out to publicly-funded post-secondary institutions as a targeted conditional block grant (with the requirement of an annual report). HS and EAE also agreed to a pilot that would provide post-secondary institutions with the authority to sign off on student applications for grant funding for disability related educational supports, services and equipment. These new processes have resulted in: improved timely provision of supports and services to post-secondary students with disabilities; more simplified and streamlined funding application processes; administrative efficiencies for post-secondary institutions and government staff, and an increase in the number of students receiving disability related educational supports. Effective April 1, 2012, \$6.8 million was permanently transferred from the HS DRES budget to EAE for continuous delivery of supports for learners with disabilities.

⁷ Due to the ongoing nature of the supports provided, there are no “completions” to report.

⁸ 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, 2011 and March 31, 2012.

participated in a Work Foundations program were employed or self-employed, and 27.7 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 2011/2012, approximately 669 participants with disabilities enrolled in Training for Work programs. Client follow-up survey results indicate 83.5 per cent of participants with disabilities completed their training.⁹ The same data source indicates that, three months post-intervention, 43.2 per cent of all persons with disabilities who participated in a program were employed or self-employed, and 11.5 per cent were in further training or attending school.

- The Persons with Developmental Disabilities (PDD) program

Through the Persons with Developmental Disabilities (PDD) program, Human Services allocates funds to six community boards to ensure a range of supports, including employment supports available to about 9,700 adult Albertans with developmental disabilities. The community boards contract with community-based service providers to provide employment supports throughout the province.

The PDD Employment Supports Program consists of two components: Employment Preparation 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 2011/2012, 2,700 Albertans with developmental disabilities participated in PDD Employment Support Programs. Of these, 1,725 (64 per cent) obtained and/or maintained employment.¹⁰

Health

Health funds Alberta Health Services which provides supports for employment through vocational rehabilitation programs. These programs provide an integrated vocational and

⁹ 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, 2011 and March 31, 2012.

¹⁰ Due to the ongoing nature of the supports provided, there are no “completions” to report.

clinical approach to the delivery of vocational rehabilitation services to people with severe and persistent mental illness.

Vocational rehabilitation approaches include 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 (e.g., clubhouses, assertive community treatment).¹¹

ALBERTA 2011/2012 EXPENDITURES¹²

Ministry	Program	Expenditures
Human Services	Disability Related Employment Supports ¹³	\$12,289,787
	Work Foundations	\$8,158,028
	Training for Work	\$6,621,060
	PDD - Employment Preparation and Placement Supports	\$21,616,726
	Human Services Total	\$48,685,601
Health	Vocational Rehabilitation Programs	\$3,405,804
Total Provincial Expenditures		\$52,091,405
50 per cent of Provincial Expenditure		\$26,045,702
Maximum Federal Contribution		\$25,190,332

¹¹ As a variety of programs are funded across Alberta Health Services, consistent and accurate data on the number of participants is not available.

¹² LMAPD financial data for 2011/2012 was unaudited at the time of this report.

¹³ Includes funds administered by Enterprise and Advanced Education during 2011/2012.