



*Canada –Prince Edward Island  
Labour Market Agreement for  
Persons With Disabilities*

*Prince Edward Island  
Annual Report  
2015-2016*

# *Canada / Prince Edward Island Labour Market Agreement for Persons with Disabilities*

## **2015 – 2016 Annual Report**

### *Introduction*

The Province of Prince Edward Island is pleased to present the 2015-2016 Annual Report under the Labour Market Agreement for Persons with Disabilities (LMAPD). The Province is committed to measuring and reporting program effectiveness through partnership and cooperation, transparency, a focus on results, stakeholder and public feedback, and a commitment to continual improvement of employment programs. Prince Edward Island is dedicated to enhancing program effectiveness and improving the employment situation of Islanders with disabilities.

On October 22, 2014, Prince Edward Island (PEI) and Canada signed the Labour Market Agreement for Persons with Disabilities. This Agreement exists to support persons with disabilities to enter and stay in the labour market. PEI's commitments to fulfill this agreement take place primarily within the Disability Support Program, through the Department of Family and Human Services.

The LMAPD is a cost-sharing agreement between the Government of Canada and the Province of Prince Edward Island. The Government of Canada contributes 50% of the annual costs incurred by the Province of Prince Edward Island for employment and vocational supports funded under the agreement, up to a maximum of \$1.375 million annually.

The Prince Edward Island Disability Support Program offers a person-centered approach for service delivery, connecting persons with disabilities with customized supports. Every Islander has a right to seek support to help overcome barriers, to attain a satisfactory quality of life, and to achieve financial independence without comprising values, dignity and respect.

## ***Programs and Services - Prince Edward Island***

### **Disability Support Program**

The Prince Edward Island Department of Family and Human Services delivers the Disability Support Program. Employment and vocational support is the component of the program that is cost-shared under this agreement, and meets one or more of the objectives of the agreement.

Refer to Appendix 1 for information regarding the Disability Support Program and the unique way in which the program helps to remove barriers to employment for persons with disabilities.

The Disability Support Program attempts to improve the labour market situation and independence of people with disabilities through employment related activities provided by front-line staff or third party service providers. The services include: Management and coordination, supportive casework and counseling, referral, service review and follow-up and preparation of employment plans. Case plans focus on the following:

- Planning – transition from school to work;
- Assessment, pre-employment and employment supports;
- Volunteer placement opportunities;
- Specialized employment planning.

To enhance awareness of persons with disabilities within the labour market, and to strengthen their knowledge of labour market opportunities, the Disability Support Program may also fund case plans including job coaching, job mentoring, and self-employment and entrepreneurship.

The employment and vocational component of the Disability Support Program strives to improve levels of work related skills for persons with disabilities by providing funding to purchase supports such as training, assessments, technical aids and assistive devices, tutors, note takers and interpreters. The objective is to improve access to basic and post secondary education.

The Disability Support Program partners with community service providers who offer numerous employment and vocational supports. The person-centered approach moves clients toward greater levels of success. Examples of the types of employment and vocational expenses funded by this program are below.

## ***Education and Training***

**Post-Secondary / Vocational Supports:** The Disability Support program provides educational supports to encourage participation in post-secondary and/or vocational training programs. Supports may include, but are not limited to, training assessments, technical aids, assistive devices, note takers and interpreters.

**Vocational Training Programs:** The vocational training program service providers work with clients to discover full potential and provide opportunities to contribute and participate in a variety of work activities and teaching/training sessions. The focus is to case plan with clients as they develop the interpersonal and work skills required for effective involvement in supported work and/or future community based employment.

**Youth Employment:** The Disability Support Program continues to focus on youth employment initiatives. The EmployAbilities Development Officer continues to work with high school transition teams within the Department of Education, Early Learning, and Culture, the French and English Language School Boards, and service providers to ensure students not pursuing post-secondary education have the skills required to enter into paid employment directly upon graduation. Priority areas include, but are not limited to, paid summer employment programs, part-time employment, job coaching, and wage subsidy programs.

## ***Employment Participation***

**Pre-Employment Supports:** Service providers offer important pre-employment supports. Employment specialists work 1:1 with clients to assess job readiness and work skills, and provide counselling, training, and support. Clients develop or refine physical, social, and personal skills. Areas of concentration are:

- Time management, conflict resolution, money management;
- Strength, endurance, mobility and motor skills;
- Attention to task, discrimination, pace, quality;
- Communication skills such as accepting feedback and instruction;
- Punctuality, attendance, time awareness, and adapting to change.

**Finding Employment:** Service providers work with individuals with disabilities to overcome barriers to employment. Employment specialists conduct needs assessments to determine interests, strengths, and weaknesses. Staff work 1:1 with clients to explore careers, develop resume and cover letters, fill out applications, prepare for interviews, and conduct effective job searches. Clients receive assistance with transitional employment, supported employment, and independent employment.



## ***Connecting Employers and Persons with Disabilities***

**Employer Support:** Service providers work with employers to determine employment opportunities, conduct compatibility assessments and offer ongoing support. On the job training and wage subsidies may also be considered under Employer Support programs.

## ***Expenditures 2015-2016***

The following table outlines departmental expenditures for services that are cost shared under this agreement:

<b>LMAPD - Financial Component Summary – 2015-2016</b>	
	<b>2015-2016 Expenditures</b>
<b>Education and Training</b> Disability Support Program provides supports for training, assessments, technical aids and assistive devices, note takers and interpreters, etc.	<b>509,273</b>
<b>Employment Participation</b> Disability Support Program provides supports for planning (transition from schools to work), assessment, pre-employment and employment supports, assistance with planning and volunteer placement opportunities, specialized employment planning.  Human resources such as front-line staff to delivery Disability Support Program.	<b>4,185,048</b>  <b>336,000</b>
<b>Connecting Employers and Persons with Disabilities</b> Disability Support Program provides funding for job coaching, mentoring and disability supports for self employment and entrepreneurship.	<b>28,574</b>
<b>Administration</b> Program Coordination Audit Fee	<b>171,000</b> <b>5,000</b>
<b>Total</b>	<b>5,234,896</b>

## *Client Profile Indicators*

From April 1, 2015 to March 31, 2016, the Prince Edward Island Disability Support Program provided, on average, funding for 1,330 individuals. Of those clients, 502 individuals received assistance under the Employment / Vocational component of the program that is cost-shared under the Canada-Prince Edward Island LMAPD Agreement. The priority areas of Education and Training served approximately 75 clients, the vast majority of whom were under 30 years of age, Employment Participation served approximately 430 clients, and the Connecting Employers and Persons with Disabilities priority area served fewer than 20 clients.

Prince Edward Island has been collecting performance indicator data since April 1, 2015, following the 2014 – 2015 transition period. All indicator information, including progress against targets, is included in this report and will be made widely available to the public.

<b>Priority Area</b>	<b>Target of Clients Served</b>	<b>Age</b>	<b>Gender</b>	<b>Actual number of Clients Served</b>
Education and Training	55	15-29	M	46
			F	26
		30-54	M	<20
			F	0
		55+	M	0
			F	0
Employment Participation	370	15-29	M	113
			F	67
		30-54	M	121
			F	81
		55+	M	29
			F	<20
<b>TOTAL CLIENTS SERVED</b>				502
Connecting Employers *	<20			<20

\*Clients served also receive supports through Employment Participation.

## *Performance Indicator Tables*

**Table #1 Clients Served by Intervention Type**

<b>Intervention</b>	<b>Number of Clients Served</b>
Employment Services	429
Skills Development and Upgrading	73
Total	502

**Table #2 Clients by Gender**

<b>Gender</b>	<b>Number of Clients Employed Pre Intervention</b>	<b>Number of Clients Not Employed Pre Intervention</b>	<b>Employment Status Unknown</b>
Male	101	206	3
Female	60	128	4
Total	161	334	7

**Table #3 Clients by Age**

<b>Age</b>	<b>Number of Clients Employed Pre Intervention</b>	<b>Number of Clients Not Employed Pre Intervention</b>	<b>Unknown</b>
15-29	69	179	
30-54	81	120	
55+	11	35	
Employment Unknown			7
Total	161	334	7



**Table #4 Clients by Education Level**

<b>Education Level</b>	<b>Number of Clients Employed Pre Intervention</b>	<b>Number of Clients Not Employed Pre Intervention</b>
Less Than High School	76	213
High School	39	68
Some Post Secondary	5	12
Post Secondary Degree / Diploma	9	10
Trades Certificate	0	0
Unknown	32	38
Total	161	341

**Table #5 Clients by Pre-intervention Employment Status and Hours Worked**

<b>Employment Status</b>	<b>Number of Clients Served</b>
Employed Full Time (30 hours or more per week)	32
Employed Part Time (less than 30 hours per week)	129
Not Employed	334
Unknown	7
Total	502

**Table #6 Clients by Pre-Intervention Hourly Earnings**

<b>Hourly Earnings (\$)</b>	<b>Number of Clients Served</b>
Less than \$10	32
\$10.01 - \$12.00	109
\$12.01 - \$15.00	9
\$15.01 - \$18.00	4
\$18.01 and over	5
Wage Unknown	2
Total	161

### ***Enhanced Employability Outcomes***

The majority of clients in the Prince Edward Island Disability Support Employment / Vocational programs have "ongoing" interventions lasting more than one fiscal year. As a result, the "end of intervention" three and twelve month follow up surveys will not provide an accurate representation of the success of our programs. Typically, there are fewer than 20 clients with specific end dates within a fiscal year to survey.

Each Prince Edward Island Disability Support Program client meets with his or her worker at least once per year to conduct an annual review. During that time, functional assessments are updated, program progress reports (if applicable) are reviewed, equipment needs are assessed, and income information and work history are collected.

On April 8, 2016 Prince Edward Island asked for, and received an exception with respect to reporting Enhanced Employability Outcomes at three and twelve month post intervention. It was jointly agreed by Prince Edward Island and Canada as per Appendix A: *Accountability and Performance Measurement* in The Canada Prince Edward Island Labour Market Agreement for Persons with Disabilities that Prince Edward Island would collect follow up survey information on every client, each year.

Conducting yearly follow up surveys will coincide with the client's annual review date and will replace the three and twelve month follow up surveys. Doing so will allow Prince Edward Island and Canada to accurately determine client outcomes and impact indicators that are more suited to the programs funded by the Prince Edward Island Disability Support Program.

The information in this report represents Prince Edward Island's fiscal period from April 1, 2015 to March 31, 2016. Twelve month follow up survey information for this time frame will be reported in the 2016-17 Annual Report.

## ***Engagement with Community Partners***

The Department of Family and Human Services experiences on-going engagement with its community partners around service delivery for persons with disabilities. The Department provides grant funding to 31 organizations, and actively partners with many more organizations in a variety of ways in addressing its mandates. In the 2015/16 fiscal year, some examples of this engagement include participation in three regional Steering Committees on employment for persons with disabilities, participation in the Community Access and Inclusion Expo and two Eastern Prince Edward Island Employer Expos, hosting a Community Partners Annual Meeting, as well as regular, one to one contact with individual organizations. The EmployAbilities Development Officer for the Department sits on the *F/P/T Persons with Disabilities Advisory Committee*, a *Growth Strategy through Workforce Committee*, and a *High School Transition- to-Work* working group.

The Community Partners Annual Meeting provides an opportunity to respond to priorities identified with community organizations to which we provide grant funding. At the request of community organizations, the Department of Family and Human Services provided information sessions on Emergency Preparedness by Emergency Measures Organization, and Skills PEI Programs for Training and Employment.

The Steering Committees also provide an opportunity for responding to community-identified priorities. Participation in these committees has identified that families and caregivers would like further information about the variety of programs, supports and services which are available to young people with disabilities, including those which focus on supporting education and training, and preparation for the work force. The Department of Family and Human Services worked with community partners to make this information more readily available to young people with disabilities, their families and their caregivers.

## ***Evaluation***

The Province of Prince Edward Island recognizes the importance of evaluating programs and services supported under the Agreement to help determine impacts and outcomes. Prince Edward Island is committed to completing an evaluation of key programs and services which are funded under the agreement over the next five years. Programs to be evaluated will be agreed upon jointly by Canada and Prince Edward Island to ensure that the proportion of programs is sufficient to draw meaningful conclusions. Evaluations will use commonly accepted research designs and methodologies and will focus on how programs are being implemented and how well they are achieving their stated objectives.

## **Appendix 1**

### **PEI Disability Support Program**

#### ***Why is the Disability Support Program unique in removing disincentives to employment for people with disabilities?***

Prince Edward Island was the first jurisdiction in Canada to fully separate disability supports from social assistance funding. This separation effectively removed the primary disincentive that has historically prevented many individuals with disabilities from seeking a long-term attachment to the labour force. People with disabilities, in particular those with more severe limitations, are often dependent on receiving disability specific financial supports for such needs as supervision or personal care. If these supports are attached to eligibility criteria for social assistance benefits, then the applicant could have his or her supports affected. The Disability Support Program is an income tested program for its adult applicants. An income test looks only at adjusted net income, based on information from the most recent Notice of Assessment from Canada Revenue Agency. It does not consider individual or family assets.

The Disability Support Program is designed to support Islanders with a disability to overcome barriers. It is a social program with a financial component. The program offers case planning for the determination and development of required supports. The program may also provide referrals to other agencies.

The separation of disability support services from the Social Assistance Program in October, 2001 resulted in a twenty percent increase in the number of individuals with disabilities to receive financial benefits. Many new recipients were people with disabilities who did not qualify for social assistance and were therefore not eligible for supports before the introduction of the Disability Support Program.

**To contact the Prince Edward Island Disability Support Program please visit:**

***<https://www.princeedwardisland.ca/en/information/family-and-human-services/disability-support-program>***

**To view the Prince Edward Island Disability Support Program policy, please visit:**

***<https://www.princeedwardisland.ca/en/information/family-and-human-services/policies-family-and-human-services>***