

GOVERNMENT OF NEWFOUNDLAND AND LABRADOR

2017-18 Annual Plan



**Canada-NL Labour Market Agreement
for Persons with Disabilities (LMAPD)**

**Newfoundland
Labrador**

Advanced Education, Skills and Labour

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Canada-Newfoundland and Labrador Labour Market Development Agreement for Persons with Disabilities (LMAPD) Overview

\$16 million to provide services and deliver supports to:

- Enhance the employability of persons with disabilities;
- Increase the employment of persons with disabilities by addressing employer needs and encouraging employers to remove barriers faced by persons with disabilities; and
- Demonstrate increased and enhanced employability and labour market participation of persons with disabilities.

Supports include:

- Employment counseling and assessment;
- Employment planning;
- Pre-employment training;
- Post-secondary education and skills training;
- Technical aids and/or job trainer supports; and
- Partnership support to community agencies to deliver employment support services that assist individuals to access job opportunities and training.

The 2017-18 Annual Plan

Newfoundland and Labrador's LMAPD Annual Plan 2017-18 outlines priority objectives and strategic investments for the period April 1, 2017 to March 31, 2018. This Annual Plan provides information related to the Government of Newfoundland and Labrador, including labour market priorities, investments, and accountabilities. This Annual Plan also summarizes the Province's focus on assisting individuals with disabilities to acquire the skills, experience, and supports necessary to successfully prepare for, enter, or remain in the work force. This Annual Plan will also outline priority areas in the 2017-18 fiscal year.

On November 9, 2016, the Government of Newfoundland Labrador released "*The Way Forward: A vision for sustainability and growth in Newfoundland and Labrador*" developed through feedback received from 26 public consultations, from more than 1,000 residents of Newfoundland and Labrador and further refined through the engagement of representatives from the business, community, labour and arts sectors. This document will guide Provincial Government actions to achieve greater efficiency, strengthen the province's economic foundation, enhance services and improve outcomes to promote a healthy and prosperous province.

Note on the Annual Plan

In Budget 2017-18, the Federal Government outlined making transfers to the provinces and territories simpler and more flexible. In addition to expanding the Labour Market Development Agreement (LMDA) the Federal Government proposed consolidating the existing Canada Job Fund Agreements (JFA), the Labour Market Agreements for Persons with Disabilities (LMAPD) and the Targeted Initiative for Older Workers (TIOW) into a new Workforce Development Agreement (WDA). In the interim, AESL is committed to the development and delivery of responsive, diverse, innovative, and efficient programs and services funded through the existing Labour Market Transfer Agreements (LMTAs).

Information on Newfoundland and Labrador's labour market is collected from several sources, including available federal and provincial information on labour market trends, economy and population statistics.

Newfoundland and Labrador provides the Government of Canada with an audited financial statement of revenues received from Canada under the LMAPD during the fiscal year and the eligible costs incurred by the province in relation to the eligible programs through the publication of detailed annual reports on the previous fiscal year outlining:

- Labour market priorities and areas of investment;
- Programming objectives;
- Details of activities funded under the agreement and how they link to the priorities; and
- Results achieved.

Labour Market Agreement for Persons with Disabilities

The Federal Government provides approximately \$222 million each year through Labour Market Agreements for Persons with Disabilities with provinces and territories (PTs). The LMAPD is a 50:50 funding model between the Federal Government and Newfoundland and Labrador, up to a maximum federal contribution of \$4,578,368.

Newfoundland and Labrador currently contributes more than its 50 per cent share at \$11,407,100 totaling approximately \$16 million to deliver programs and serves to:

- Enhance the employability of persons with disabilities;
- Increase the employment outcomes available to persons with disabilities, by addressing employer needs and encouraging employers to remove barriers faced by persons with disabilities;
- Demonstrate increased and enhanced employability and labour market participation of persons with disabilities; and
- Strengthen accountability management through the programs and services funded under the LMAPD.

PTs are responsible for the design and delivery of employment programming through established partnership and collaboration between governments, persons with disabilities, community-based organizations, business, and other stakeholders.

Under the LMAPD, eligible programs and services fall under five priority areas:

1. Education and training - Improving the level of basic and post-secondary education and work-related skills for person with disabilities;
2. Employment participation - Improving the labour market condition and independence of persons with disabilities through employment-related activities, with an increased focus on work experience for youth with disabilities;
3. Employment opportunities - In partnership with business and labour, expanding the availability, accessibility and quality of employment opportunities for persons with disabilities;
4. Connecting employers and persons with disabilities - Enhancing employer awareness of the abilities and availability of persons with disabilities and strengthen persons with disabilities' knowledge of labour market opportunities; and
5. Building knowledge - Enhancing the knowledge base of individuals, trainers, and employers to support continuous improvement of labour market policies and programs for persons with disabilities.

Development and Delivery of Programs

Newfoundland and Labrador's program and service delivery models contribute to a stronger economic and labour environment:

- Ensuring that the province has the skilled workforce and highly educated graduates to participate in and contribute to their communities;
- Strengthening the workforce through education, training, financial and social supports;
- Creating and equipping the province's workforce to meet current and future provincial labour market demands;
- Providing guidance and support to employers to recruit and retain the necessary workforces to grow their businesses;
- Offering guidance and support to residents in order to achieve the greatest benefit from the opportunities that exist in the province;
- Enhancing client case management;
- Supporting residents with career decisions and securing and retaining employment; and
- Providing guidance and support for the development of policy and procedures on employment and training programs.

Programs and services include:

- Community partnership supports to community agencies throughout the province to deliver employment support services and better assist individuals obtain access to job opportunities and training;
- Access to employment counseling and assessment;
- Employment planning;
- Pre-employment training;
- Post-secondary education and skills training;
- Technical aids; and
- Job trainer supports.

Provincial Labour Market Overview and Conditions

Economic factors continue to impact the province's labour market landscape and persist in influencing the provincial economic outlook.

- Labour Force Survey data has indicated an increase in employment, from 234,792 in 2015-16 to 268,700 in 2016-17.
- The unemployment rate has remained stable increasing slightly from 13.2 per cent in 2015-16 to 13.4 per cent in 2016-17. The most recent unemployment rate (March 2017) stands at 17.5 per cent.
- Population estimates for the province reflect a median age of 45.3 versus a Canadian average age of 40.6.

Expectations for economic activity in Newfoundland and Labrador remain modest as the province continues to experience a period of adjustment. The Government of Newfoundland and Labrador has implemented initiatives to reduce spending and support economic growth while taking action to avail of new opportunities for service improvement, program transformation and economic growth.

The successful application of programming and services under the LMAPD continues to assist in mitigating the effects of economic downturns and has demonstrated positive outcomes and impacts on clients, employers, and communities in Newfoundland and Labrador.

Newfoundland and Labrador remains committed to working with the Federal Government to develop innovative solutions to grow the province's economy and address its labour market challenges and opportunities.

LMAPD Investment Plan

The Department of Advanced Education, Skills and Labour (AESL) is responsible for administering the LMAPD. Funding is allocated for programming delivered through AESL, the Department of Health and Community Services, the Department of Children, Seniors and Social Development and the Human Resource Secretariat. In 2017-18, Newfoundland and Labrador's LMAPD allocation is \$16 million.

Program Expenditure Summary

Labour Market Agreement for Persons with Disabilities Annual Plan 2017-18				
Departmental Program Expenditure Summary: Department of Advanced Education, Skills and Labour				
Program Services	Priority Area	Target Population and Estimates	Program Description	Shareable Cost Estimate 2017-18
Training Services	Education and Training.	Persons with disabilities. Inclusive of youth. 200 to be served.	Provides supports and services to eligible individuals with disabilities to pursue post-secondary training or employment as part of a collaboratively developed employment plan.	\$561,500
Employment Corporations (Job Trainers)	Employment Participation; Employment Opportunities; Connecting Employers with Persons with Disabilities.	Persons with developmental disabilities. Inclusive of youth. 500 to be served.	Community groups, through an employment coordinator, work to develop employment opportunities for eligible participants. Provides support to individuals to participate in meaningful, integrated employment in the community.	\$6,802,300
Work Oriented Rehabilitation Centres	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	Persons with developmental disabilities. 100 to be served.	Work Oriented Rehabilitation Centres provide job placement services and employment training for adults with developmental disabilities.	\$504,637
Newfoundland Coordinating Council on Deafness (NCCD)	Education and Training.	Persons with disabilities. Inclusive of youth. 40 to be served.	Funding is provided to NCCD for the provision of educational support services for post-secondary students who are hard of hearing or deaf.	\$44,100
Department of Advanced Education and Skills Administrative Services	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	Persons with disabilities wishing to pursue post-secondary training or employment.	Provides funding for salary and associated costs to deliver LMAPD programs and services.	\$244,800

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Departmental Program Expenditure Summary: Department of Advanced Education, Skills and Labour				
Program Services	Priority Area	Target Population and Estimates	Program Description	Shareable Cost Estimate 2017-18
Empower – The Disability Resource Centre – Full Steam Ahead (FSA)	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	Persons with Disabilities who wish to pursue employment. Inclusive of youth. 100 to be served.	Provides opportunities for persons with disabilities to prepare for, attain and maintain employment. The project provides information and learning opportunities about the labour force, pre-employment skills development, employment resources, disability-related accommodation, and rights in the workplace, self-employment and access to generic employment related programs.	\$53,227
Strategic Initiatives	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	Persons with disabilities who wish to pursue post-secondary training or employment. Inclusive of youth. 306 to be served.	Provides funding for strategic initiatives to increase labour market participation and reduce barriers to employment for persons with disabilities. Initiatives include: the provision of disability-related supports to adults who wish to participate in or maintain employment; internships to promote the use of technology in employment; and grants to community partners and public awareness.	\$981,714
High Needs Grant for Persons with Disabilities	Education and Training.	Persons with disabilities who wish to pursue post-secondary training. Inclusive of youth. 50 to be served.	A grant to support individuals in post-secondary studies with high disability services and equipment needs who cannot have all needs met by Canada-Newfoundland and Labrador Student Financial Assistance Program.	\$500,000
Post-Secondary Programs (General Vocational)	Education and Training.	Persons with disabilities who wish to pursue post-secondary training. Inclusive of youth. Approximately 700 to be served.	In cooperation with the public college system, dedicated College of the North Atlantic staff, via selected campuses, assist persons with disabilities through the process of acquiring a post-secondary education.	\$1,537,885
Total for the Department of Advanced Education, Skills and Labour				\$11,230,163

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Departmental Program Expenditure Summary: Department of Health and Community Services

Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2017-18
Department of Health and Community Services - Addictions Programs	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	The client groups served are persons seeking services because of an addiction. Inclusive of youth. Anticipated 2,600 to 3,000 individuals to be served.	The program of addictions services is funded in part by LMAPD. The services funding provides a range of programs that directly encourage, support and enhance the employment experience of persons with addictions.	\$252,405
Grants to Agencies - a program of grants to agencies that focuses on employment support for persons with disabilities. This program provides a range of services that directly support the employment experiences of persons with disabilities. The agencies that are funded are: (1) Canadian National Institute for the Blind; (2) Interpreting Services of Newfoundland and Labrador.				

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Departmental Program Expenditure Summary: Department of Health and Community Services

Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2017-18
Canadian National Institute for the Blind (CNIB)	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	Persons with disabilities who are intending to prepare for, seek and maintain employment or training. Inclusive of youth. 150 individuals to be served.	Services prepare clients for employment, assist with job retention and support clients enrolled in training programs. The CNIB provides individualized instruction to ensure clients have the mobility required to travel to work, rehabilitation training, the skills required to access print and braille materials, and many other blindness specific services necessary for success in the workplace and/or training programs.	\$344,900
Interpreting Services of Newfoundland and Labrador	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	Persons with disabilities who are intending to prepare for, seek and maintain employment or training. Inclusive of youth. 40 individuals to be served.	Visual Language Interpretation is a mechanism to facilitate communication between deaf or hard of hearing persons and the hearing population of the province.	\$212,000
Total for the Department of Health and Community Services				\$809,305

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Departmental Program Expenditure Summary: Department of Children, Seniors and Social Development

Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2017-18
Spinal Cord Injury Association	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	The client groups served are persons seeking services due to a spinal cord injury or mobility issues. Inclusive of youth; approximately 500 individuals to be served.	The Spinal Cord Injury Association programs focus in on the following areas: personal counseling; mobility equipment; accessible housing; peer support; educational and vocational counseling; employment referrals, placement and counseling; transportation; advocacy and public awareness; financial management; rehabilitation and injury prevention.	\$110,000
Total for the Department of Children, Seniors and Social Development				\$110,000

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Departmental Program Expenditure Summary: Human Resource Secretariat

Office of Employment Equity for Persons with Disabilities	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	<p>Persons with disabilities who are employment disadvantaged, including youth.</p> <p>Targets #'s: Employed in Opening Doors Program - 82-92</p> <p>Employed in Student Summer Employment Program - 15 Career counseling and support services - 685</p>	<p>The Office has a mandate to increase the number of persons with disabilities employed in the Public Service through:</p> <ul style="list-style-type: none"> • The Opening Doors Program comprised of full time, permanent positions designated for persons with disabilities and limited to members of this employment equity group; • The Student Summer Employment Program provides career-related work experience for post-secondary students with disabilities for their future entry into the labour market. <p>Career support services provide practical job search and career counseling assistance to persons with disabilities registered with the Office.</p>	\$3,836,000
Total for the Human Resource Secretariat				\$3,836,000

Provincial Financial Summary

Labour Market Agreement for Persons with Disabilities Annual Plan 2017-18: Departmental Program Expenditure Summary	
Department/Agency	Shareable Cost Estimate 2017-18
Department of Advanced Education, Skills and Labour	\$11,230,163
Department of Health and Community Services	\$809,305
Department of Children, Seniors and Social Development	\$110,000
Human Resource Secretariat	\$3,836,000
Overall Total	\$15,985,468
Provincial eligible expenditures cost-shared	\$4,578,368
Provincial expenditures exceeding cost-sharing limit	\$11,407,100