

# **Multilateral Framework for Labour Market Agreements for Persons with Disabilities**

**Saskatchewan Report 2005-2006**



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### Introduction

In the Multilateral Framework for Labour Market Agreements for Persons with Disabilities, Federal, Provincial and Territorial Ministers Responsible for Social Services committed to building a strong, inclusive society and securing a high quality of life for all Canadians with Disabilities. They agreed that in Canada all citizens should have an opportunity to contribute to our social and economic fabric. This means removing barriers so that persons with disabilities can live with dignity and realize their capacity for independence.

Under the Multilateral Framework, it was agreed this report would include objectives, descriptions, target populations and expenditures for programs and services funded under the framework. Societal indicators would include at a jurisdictional or national level, subject to data availability, the following indicators:

- Employment rate of working age persons with disabilities;
- Employment Income; and
- Education attainment.

### Objectives

The goal of the Multilateral Framework is to improve the employment situation of persons with disabilities. All of the programs and services included in this report achieve one or more of the following objectives:

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

### Programs and Services

In March 2004, Saskatchewan entered into the Canada-Saskatchewan Labour Market Agreement for Persons with Disabilities. This two-year Agreement with the Government of Canada cost shared up to 50% of the cost of programs and services meeting the objectives of the Agreement up to a maximum of \$9,953,000 per year. The Agreement was amended in 2005 to increase the federal maximum to \$10,852,608 for both the 2004-05 and 2005-06 fiscal years.

## Learning

### **Employability Assistance for People with Disabilities Program (EAPDP)**

The EAPD Program provides goods and services that are required to allow meaningful and successful inclusion of persons with disabilities in mainstream programs.

Each person with a disability consults with a career and/or vocational counsellor to determine what type and level of disability-related supports are needed to pursue a career goal. Supports provided include tutor, note-taker, interpreter, special format material and/or technical equipment.

Categories of assistance provided under EAPDP are described below.

#### **Assessments**

The EAPD Program provides individuals with assistance to pay for psycho-educational, vocational and work placement assessments, and may be used for purposes such as determining the exact disability or determining disability-related needs for planning and program purposes or to help individuals determine their suitability for training or for a job.

#### **Disability-Related Supports**

Funds under this category are used to purchase a wide range of disability-specific goods and services which allow individuals with disabilities to participate meaningfully and successfully in mainstream programs. Individuals who attend the programs are responsible for the normal costs of participation, such as tuition, books, transportation, and daily living costs, but are not expected to cover the extra costs of participation that are the result of a disability. The extra costs for supports such as tutors, interpreters, note-takers, specialized equipment, specialized transportation, job coaches, and so on, are paid for through grants from the EAPDP.

#### **Specialized Basic Education and Related Services**

Funds under this category are used to purchase specialized basic education and related services specific to disability from public institutions, private trainers and community-based organizations. Specialized Basic Education and Related Services provides adult upgrading, academic skill development, life skills and employment readiness training for adults with disabilities with a view toward moving on to further education or directly to employment.

## **Accommodation Grants**

Accommodation grants fund timely and flexible responses to people with disabilities who need smaller types of supports within their learning environment. Eight Regional Colleges and Dumont Technical Institute each receive grants to provide these accommodations.

Examples of the type of supports that may be provided are: flashing fire alarms; short-term individual tutors; note takers; interpreters; and special (adapted) equipment. The grant also makes special provisions for approved students with disabilities to write General Equivalency Diploma (GED) Tests.

## **Transition Planning**

Transition is the movement of an individual with disabilities from one training program or employment experience to another. The intention is generally, but not always, that the movement involves an increase in skills and demands required for the next job or level of training.

Transition may occur from high school to work or further education, or for a person who has left the educational system, from one established job or training program to another. In any transition situation, supports may include such things as tutoring, training-on-the-job, job coaching, education or training and specialized equipment.

## **Transportation Support**

This category of assistance provides transportation supports to individuals with disabilities who require out-of-the-ordinary transportation accommodations in order to attend post-secondary education.

## **Employment Supports**

This program provides employers with financial or other supports needed to hire persons with disabilities. Employment supports include: Job Coaching, Training-on-the-Job (TOJ) and Supported Employment.

A second component of EAPDP (the EAPD-TOJ Program) provides career, vocational and personal counselling to individuals. Vocational Counselling is provided through a contractual arrangement between EAPD and eight provincial agencies. Counsellors are expected to:

- Assist clients in identifying vocational goals;
- Arrange appropriate vocational opportunities;
- Monitor and report client progress; and
- Provide follow-up services as required.

## **Income Support**

Saskatchewan Learning provides income support to students attending post-secondary programs either through loans (if student-loan eligible) or through the Provincial Training Allowance.

## **Student Loans and Bursary Assistance**

This program provides loans for students (including students with disabilities) to attend post secondary education programs that prepare them for employment. Saskatchewan's loan program provides bursary assistance to ease the debt load for students.

## **Provincial Training Allowance**

This program provides income support for individuals (including individuals with disabilities) who are in adult education/training programs for which Canada and Saskatchewan Student Loans are not available. The Provincial Training Allowance supports open access for adults involved in these programs.

## **Saskatchewan Study Grant**

This grant supplements the Canada Study Grant for people with disabilities by up to \$2,000 per student per year.

## **Adult Basic Education (ABE) at Public Education Centres**

This program provides education/training programs and services for adults (including adults with disabilities) who left the K-12 system without completing a grade 12.

ABE provides a wide range of opportunities to gain academic and other skills that are required for successful/meaningful attachment to the labour force.

## **Job Start/Future Skills and Quick Skills**

This program responds to the training needs of individuals in order to meet the emerging employment skills for industry and employers.

Participation in the program increases the employment skills of employees and potential employees by providing financial support for employers to train new employees and supporting student access to credit skills training through Saskatchewan Institute of Applied Science and Technology (SIAST), Regional Colleges and Dumont Technical Institute.



## Community Resources and Employment

### Career and Employment Services CBO Grants

These grants provide funds to community based organizations (CBO) to provide a variety of career and employment services for persons with disabilities to prepare for, attain and maintain employment.

Specialized services include:

- Provision of career and employment information
- Client assessment, development of action plans, identification of resources, career counselling
- Work assessment/placement services
- Client marketing to employers
- Job readiness interventions
- Supported employment services

### Employment Supports for Persons with Disabilities<sup>1</sup>

Employment supports are available to persons with disabilities who are receiving social benefits; unemployed; or in need of supports to remain employed. They can assist persons with learning, developmental, mental health and physical disabilities. This initiative supports a range of activities to reduce or eliminate the impact of an individual's disability within the work environment. Funds may be provided directly to the individual or through a community based organization.

### Recruiting and Retaining Persons with Disabilities

This is a joint initiative between the Public Service Commission and Community Resources and Employment to achieve a more representative workforce by recruiting and retaining persons with disabilities in the Saskatchewan Public Service.

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<sup>1</sup> The Supported Employment, Individual Support contracts and Productivity Support Programs reported in the baseline are now included in Employment Supports for Persons with Disabilities Program.

## Health

### **Saskatchewan Aids to Independent Living Program (SAIL)**

This program provides aids and devices for people with disabilities. One of the components of the program is providing aids or devices to people who require them in order to maintain their employment or to pursue employment.

### **Alcohol and Drug Services**

Saskatchewan Health through the Regional Health Authorities provides a range of addiction recovery services aimed at promoting healthy living without chemical dependency, including individual and family counselling, detoxification programs and vocational counselling.

For people with substance addictions, these services provide an avenue to gain knowledge, skills and on-going supports to participate in society including obtaining, maintaining and regaining employment.

### **Mental Health Services**

A range of general mental health services is available from Regional Health Authorities, such as crisis intervention, case management and individual and group counselling.

A range of vocational services are also available such as pre-employment training in daily living skills, job search training, and supervised work experience.

## Government Relations

### **The Municipal Transit Assistance for People with Disabilities Program**

This program provides financial assistance, encourages and supports cities and towns operating public transportation services for persons with disabilities. The numbers provided in this report relate to service provided for post-secondary and employment purposes.



## Program Results for 2005-2006

The table below summarizes programs and services results where data is available or applies to the indicator.

Department/Program	# of People Participating	# of People Completing a Program	# of People Obtaining/ Maintaining Employment
<b>Learning</b>			
EAPDP Assessments	545	***	***
EAPDP Disability Supports	534	387	***
Specialized Basic Education and Related Services	693	554	***
Accommodation Grants	***	***	***
Transition Planning	45	45	34
Transportation Support	53	41	***
EAPDP Training	1,157	947	***
Student Loans, Bursary Assistance Program	1,117	xxx	xxx
Provincial Training Allowance	572	xxx	xxx
Study Grant	31	xxx	xxx
Basic Education at Public Education Centres	285	xxx	xxx
Job Start/Future Skills	86	xxx	xxx
<b>Health</b>			
SAIL	498	***	***
Alcohol and Drug Services	12,049	4,434	xxx
Mental Health Services	1,255	583	271
<b>Community Resources and Employment</b>			
Career and Employment Services CBO Grants	1,083	602	314
Employment Supports for Persons with Disabilities	1,693	1,149	692
Recruiting and Retaining	xxx	***	xxx
<b>Government Relations</b>			
Municipal Transit Assistance for People with Disabilities	44,810 <sup>2</sup>	***	***

\*\*\* - Indicator does not apply to the program or service.

xxx - Data is not available.

<sup>2</sup> Number of post secondary and employment trips in a calendar year. The number of persons is not available.

## Expenditures for 2005-2006

Department	Provincial Contribution	Government of Canada Contribution	Total Expenditures
Learning	\$ 6,089,530	\$ 5,174,190	\$11,263,720
Community Resources and Employment	2,107,992*	2,042,958	4,150,950*
Health	7,454,410*	3,345,590	10,800,000*
Government Relations	210,130*	289,870	500,000*
<b>Total</b>	<b>\$15,862,062</b>	<b>\$10,852,608</b>	<b>\$26,714,670</b>

\* Estimate

## Societal Indicators

The 2004 baseline report presented societal indicators using data from the Participation and Activity Limitation Survey (PALS), Canada's principal source of detailed statistical information about disability issues. PALS was first conducted in 2001 and was conducted again following the 2006 census.

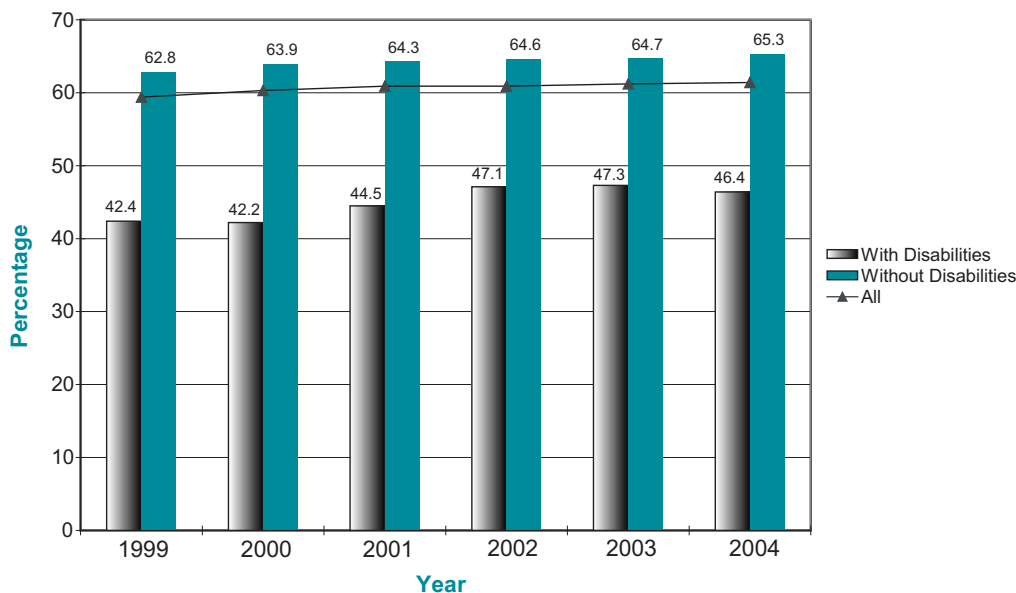
This year's report uses another important Statistics Canada survey, the Survey of Labour and Income Dynamics (SLID), to present societal indicators. SLID is conducted annually and is a rich source of information about income, employment, education and other topics for the adult Canadian population. One of the important features of SLID is that it tracks the same individuals over a period of years thus supporting the reporting of trends. Using SLID, annual reports on Labour Market Agreements for Persons with Disabilities will be able to show changes in education levels, employment and earnings and compare the trends for people with and without disabilities. However, while basic statistical patterns for education, employment and earnings shown by PALS and SLID are consistent, differences in the two surveys prevent precise comparison of their results.

### Employment Status of People with Disabilities (SLID, 1999-2004)

#### Canada

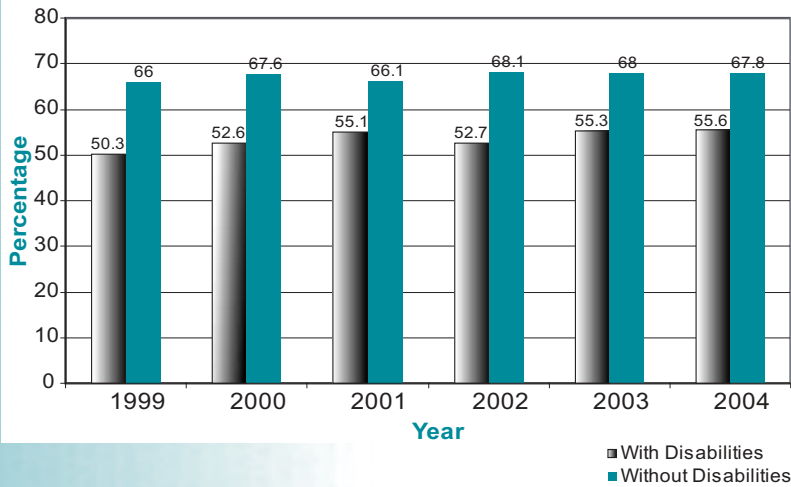
- The percentage of people with disabilities who were fully employed<sup>3</sup> increased between 1999 and 2004.
- The increase in employment was greater for people with disabilities than for people without disabilities (4.0% vs. 2.5%).
- However, in 2004 people with disabilities were still much less likely to be fully employed throughout the year (46.4% vs. 65.3%).

Canada Employment Rates, SLID, 1999-2004



<sup>3</sup> Fully employed for these purposes means employed full-time and full-year.

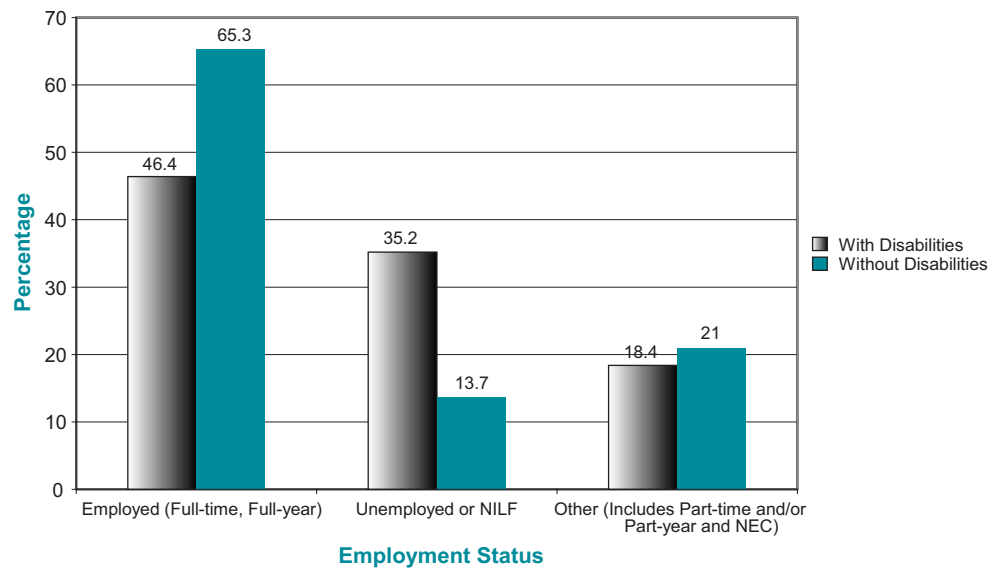
### Saskatchewan Employment Rates, SLID, 1999-2004



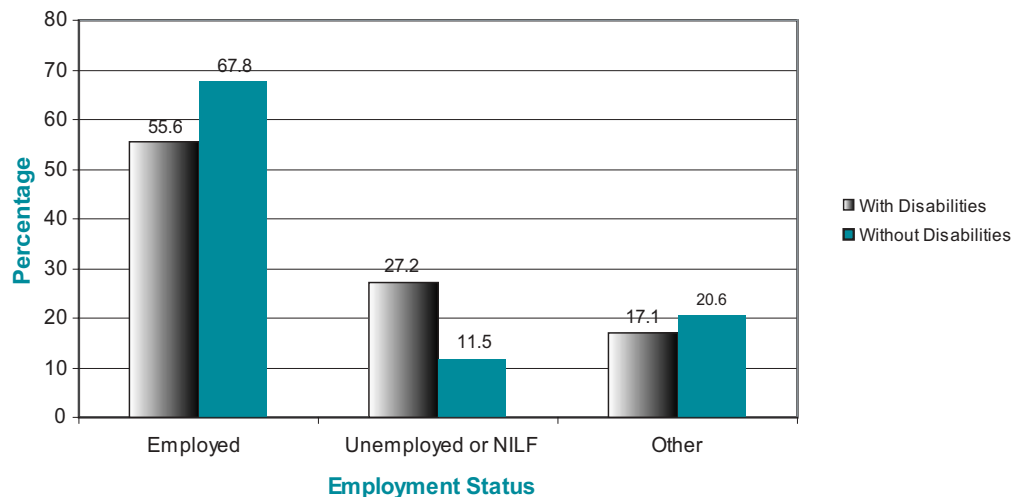
### Saskatchewan

- The percentage of people with disabilities who were fully employed increased between 1999 and 2005.
- The increase in employment was greater for people with disabilities than for people without disabilities (5.3% vs. 1.7%).
- However, in 2004 people with disabilities were still much less likely to be fully employed throughout the year (55.6% vs. 67.8%).

### Canada Employment Status (%), SLID 2004



### Saskatchewan Employment Status (%) SLID 2004

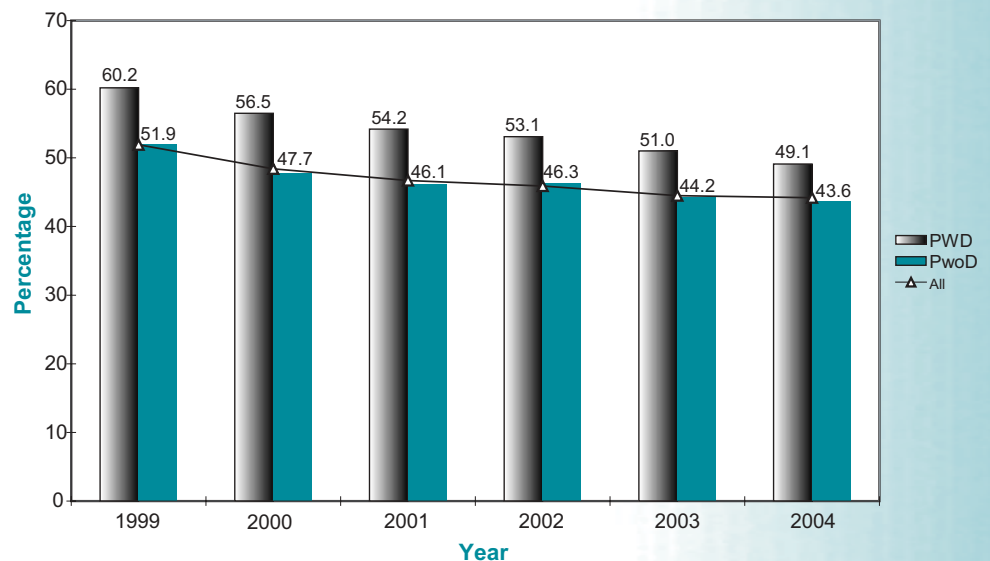


## Education completed by People with Disabilities (SLID, 1999-2004)

### Canada – Less than high school

- The number of people whose highest level of education was high school or less decreased between 1999 and 2004. For all Canadians it decreased from 51.9% to 44.2%, a decrease of 7.7 percentage points.
- This means that although there was an increase in the number of people with some kind of post-secondary education in both groups, the decrease in number with high school or less was slightly greater for those with disabilities than for those without (11.1% vs. 8.3%).

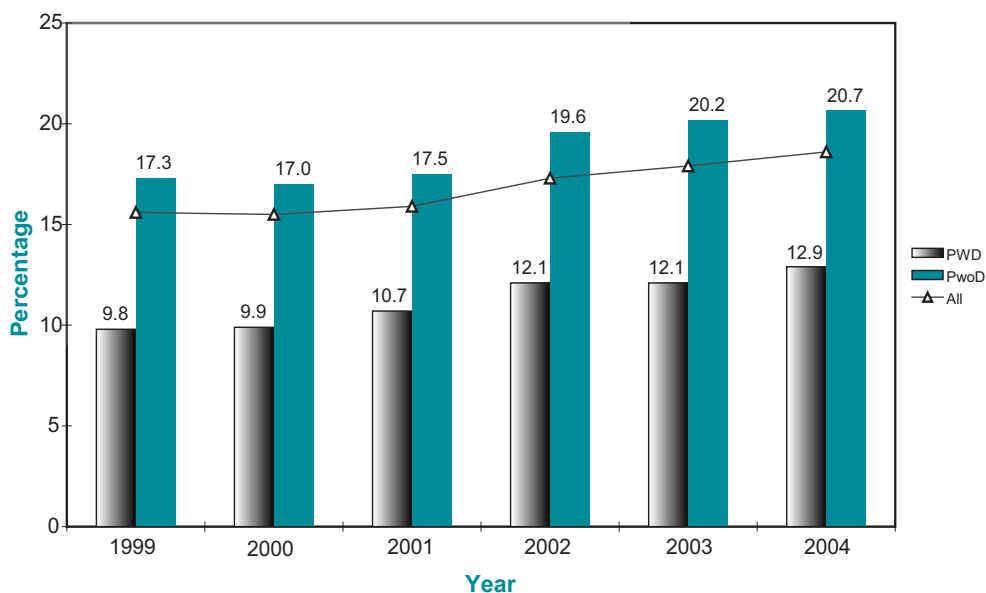
Canada Educational Attainment: Completed high school or less, People with disabilities and without, 1999-2004 (SLID)



### Canada - Post-secondary education

- For all Canadians, between 1999 and 2004 there was an increase in the percentage of people who attained a university certificate (15.6% to 18.6%).
- The increase in university certificates was experienced among both people with disabilities (3.1%) and those without (3.4%).
- The gap between attainment of a university certificate between people with disabilities and those without remained, but varied between 6.8 (in 2001) percentage points and 8.1 percentage points (in 2003).

Canada Educational Attainment: University certificate, People with disabilities and without, 1999-2004 (SLID)



## Canada - Earnings of People with Disabilities (SLID, 1999-2004)

- The average earnings of people with disabilities increased between 1999 and 2004 by 3.7% vs. 5.3% for people without disabilities.

**Average Income, People with and without Disabilities, 1999-2004 (SLID)**

