



**Canada -
Newfoundland and Labrador
Labour Market Agreement
for Persons with Disabilities
Report 2012 - 2013**

Introduction

The Government of Newfoundland and Labrador is pleased to present the *Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities Report 2012-13*.

The Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD) provides cost-shared funding for a range of provincially-delivered programs and services that enhance the labour market participation of working age adults with disabilities. These programs and services provide the skills, experience and related supports necessary to prepare people with disabilities for employment or to help them retain employment.

In Newfoundland and Labrador, the Department of Advanced Education and Skills, Department of Health and Community Services, and Human Resource Secretariat provide programs and services to assist persons with disabilities. In addition, the provincial government partners with community agencies to provide programs and services. Interventions to improve the employability of persons with disabilities are provided in response to individual need. As such, interventions to assist with employment preparation and attachment to the workforce, or to address vocational crisis tend to vary in intensity and duration.

The LMAPD Annual Plan for 2013-14 is attached as Appendix A. The Annual Plan provides information on the individual program objectives, descriptions, target populations and planned expenditures for the 2013-14 fiscal year funded under this Agreement.

This report supplements the information provided in previous annual reports on the programs and services cost-shared with the federal government under the LMAPD. The LMAPD is the successor agreement to the Canada-Newfoundland and Labrador Employability Assistance for People with Disabilities (EAPD) Agreement and came into effect April 1, 2004. This Agreement originally had effect from April 1, 2004 to March 31, 2006 and has been extended until March 31, 2014.

The report includes objectives, descriptions, target populations and planned expenditures for programs and services funded under the LMAPD as well as related statistical and financial information. Under the Multilateral Framework for Labour Market Agreements for Persons with Disabilities, governments agreed to report on societal indicators of labour market participation for adults with disabilities in Newfoundland and Labrador. Information on these indicators is provided in this report.

The LMAPD is intended to enhance the labour market participation of persons with disabilities by breaking down barriers to employment and increasing education and

training outcomes, thereby improving employment opportunities for persons with disabilities. Newfoundland and Labrador is committed to the reduction of poverty and social exclusion for all its residents. The LMAPD is a significant tool in supporting persons with disabilities by providing the resources to help individuals prepare for, attain, and maintain meaningful employment in the community.

- In 2012-13 Newfoundland and Labrador spent a total of \$17.5 million on programs and services funded under the LMAPD, of which the federal contribution was \$4.6 million.
- There are 16 employment-related programs and services for persons with disabilities funded under the LMAPD.
- These programs and services are delivered by three departments: Advanced Education and Skills, Health and Community Services and the Human Resource Secretariat.
- In 2012-13, 6,142 clients were served by programs and services funded under the LMAPD.
- In 2012-13, 549 individuals reported obtaining or maintaining employment as a result of a program or service, where this indicator was relevant for the program or service being offered.

Background

In December 2003, federal/provincial/territorial/ministers responsible for social services approved the Multilateral Framework for Labour Market Agreements for Persons with Disabilities. The goal of the framework is to improve the employment situation for persons with disabilities within Newfoundland and Labrador. This goal will be fulfilled through the pursuit of the following three objectives: 1) enhance the employability of persons with disabilities; 2) increase the employment opportunities available to persons with disabilities; and, 3) build on the existing knowledge base. Additionally, governments have identified the following five priority areas for action: 1) education and training; 2) employment participation; 3) employment opportunities; 4) connecting employers and persons with disabilities; and, 5) building knowledge.

Societal Indicators

Newfoundland and Labrador has a diverse population of working-age persons with disabilities, representing a variety of skills, abilities and needs. More than 10% of the population lives with a disability. Newfoundland and Labrador is enhanced by the

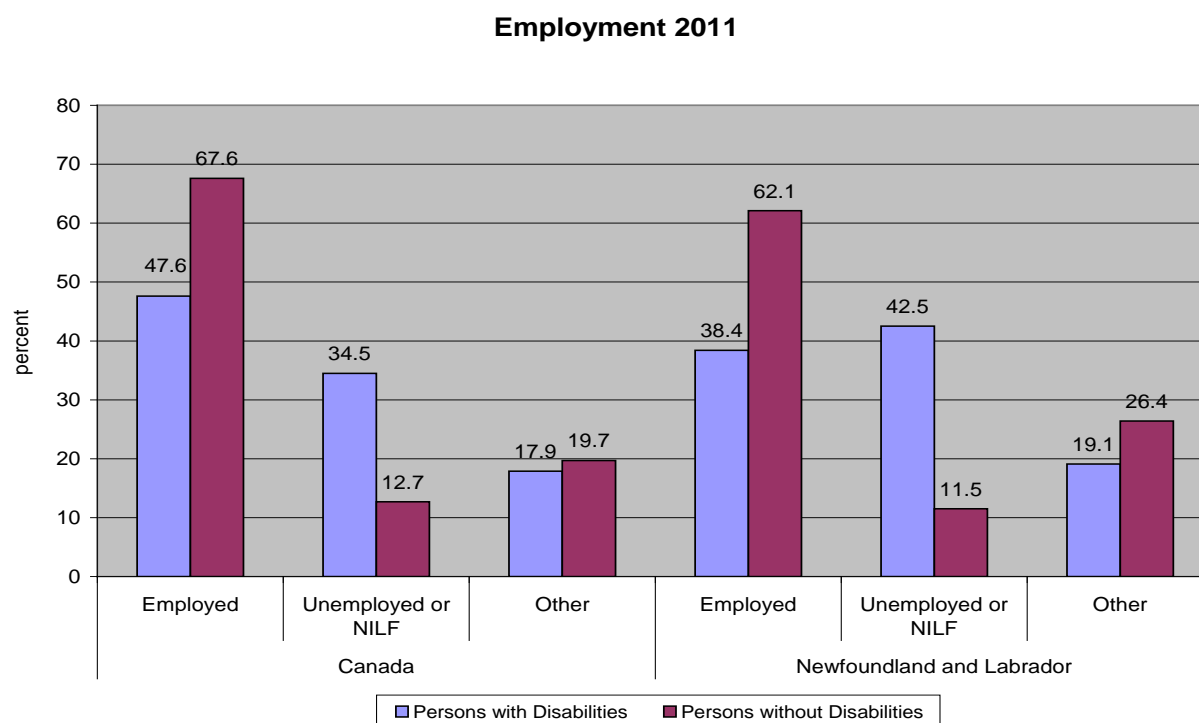
diverse perspectives, skills and talents that citizens with disabilities contribute. The community of persons with disabilities provides input on issues related to disability and, strong partnerships have been developed between stakeholders and government. These partnerships provide opportunities for collaboration on initiatives to promote the full inclusion of persons with disabilities. The development of the Multilateral Framework for Persons with Disabilities also provides an opportunity to strengthen programs and services. Over the course of this Agreement, the Government of Newfoundland and Labrador continues to engage the community to review current programs and services, to identify new initiatives in an effort to ensure the effectiveness and efficiency of existing services, and to respond to identified gaps.

As part of the ongoing effort to provide information to the public on programs and services provided under the LMAPD, a number of societal indicators of labour market participation have been identified. Common indicators include:

1. Employment rate of working age persons with disabilities;
2. Employment income; and
3. Education attainment.

This year's report uses Statistics Canada's Survey of Labour and Income Dynamics (SLID) to present societal indicators. The SLID is conducted annually and provides information about income, employment, education and other topics for the adult Canadian population.

Information from the 2011 SLID, is included in Table 1 and indicates working-age persons with disabilities had an employment level of 48% nationally. Thirty-five percent of adults with disabilities were unemployed or not participating in the labour force. Information on those reporting a change in their labour market status during the year, recorded as “Other” in SLID¹, was 18%. For the same period working age persons with disabilities in Newfoundland and Labrador had an employment level of 38% (an increase of 4% from the previous year) and 43% (a decrease of 4% from the previous year) were unemployed or not participating in the labour force (NILF). Information on those responding from Newfoundland and Labrador reporting a change in their labour market status as designated by “Other” was 19%. For both Newfoundland and Labrador and Canada the employment level of persons with disabilities was lower than for the population of persons without disabilities.

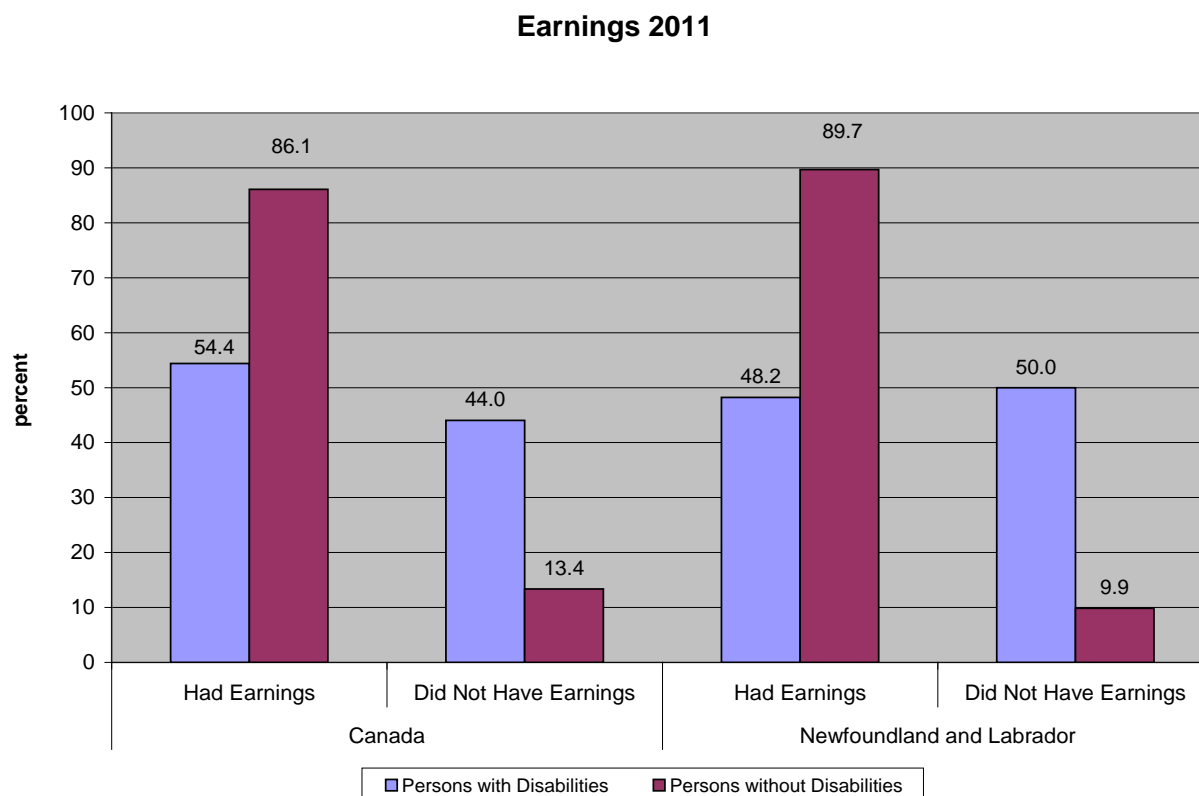
TABLE 1

Source: Survey of Labour and Income Dynamics 2011

¹ Labour market status is reported using a variable from SLID signifying annual labour market status. That is, individuals are considered “employed” only if they are employed for the entire year and similarly for those unemployed and not in the labour force. People who are employed for only part of the year or who experience other changes in their labour market status are included in the “other” category.

As Table 2 shows, adults with disabilities in Canada are more likely to report having no employment income than their counterparts without disabilities (44% compared to 13%). For Newfoundland and Labrador, the numbers of adults reporting no employment income were 50% and 10% respectively.

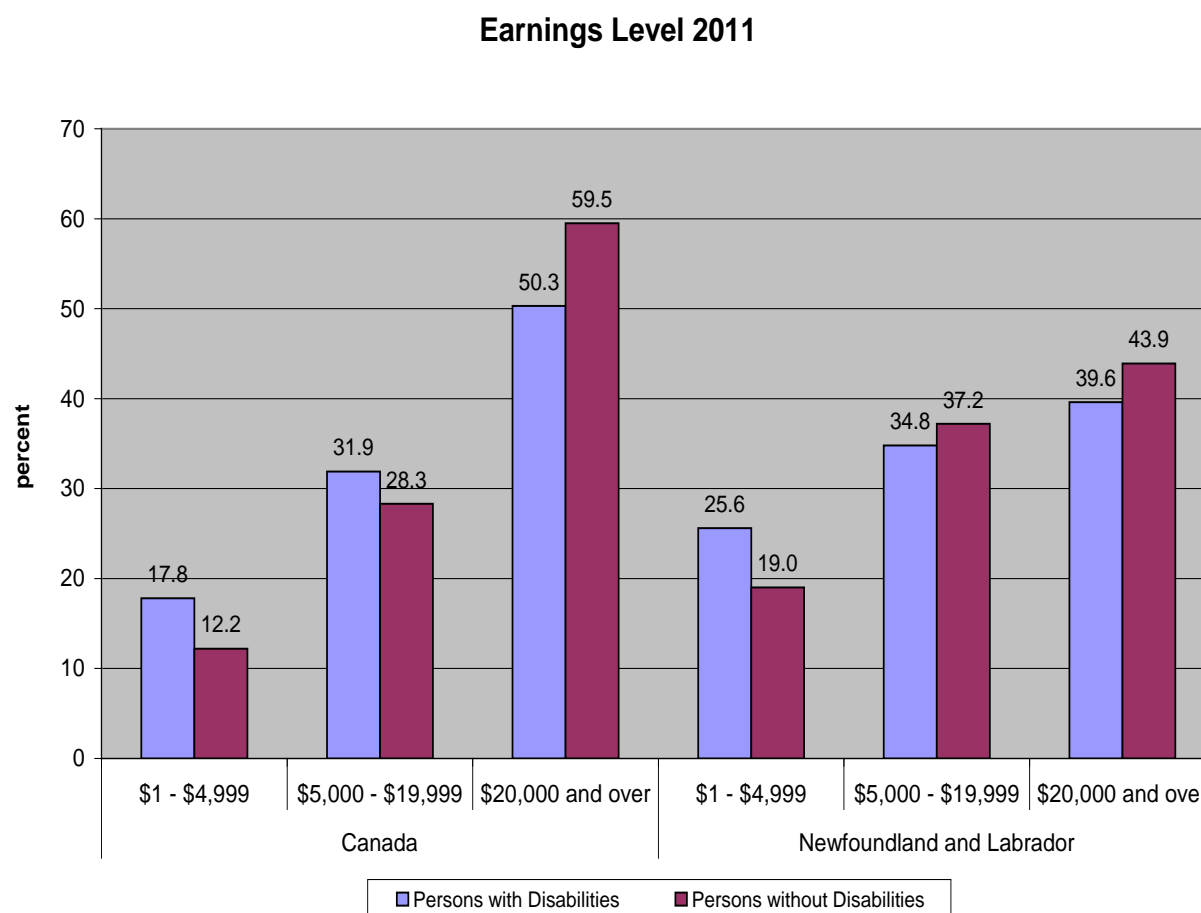
TABLE 2



Source: Survey of Labour and Income Dynamics 2011

Both in Newfoundland and Labrador, and in Canada generally, income level is a significant issue for all individuals with disabilities. As Table 3 shows, among those persons with disabilities who are employed nationally, 50% report incomes below \$20,000. In Newfoundland and Labrador 60% of persons with disabilities who were employed earned less than \$20,000.

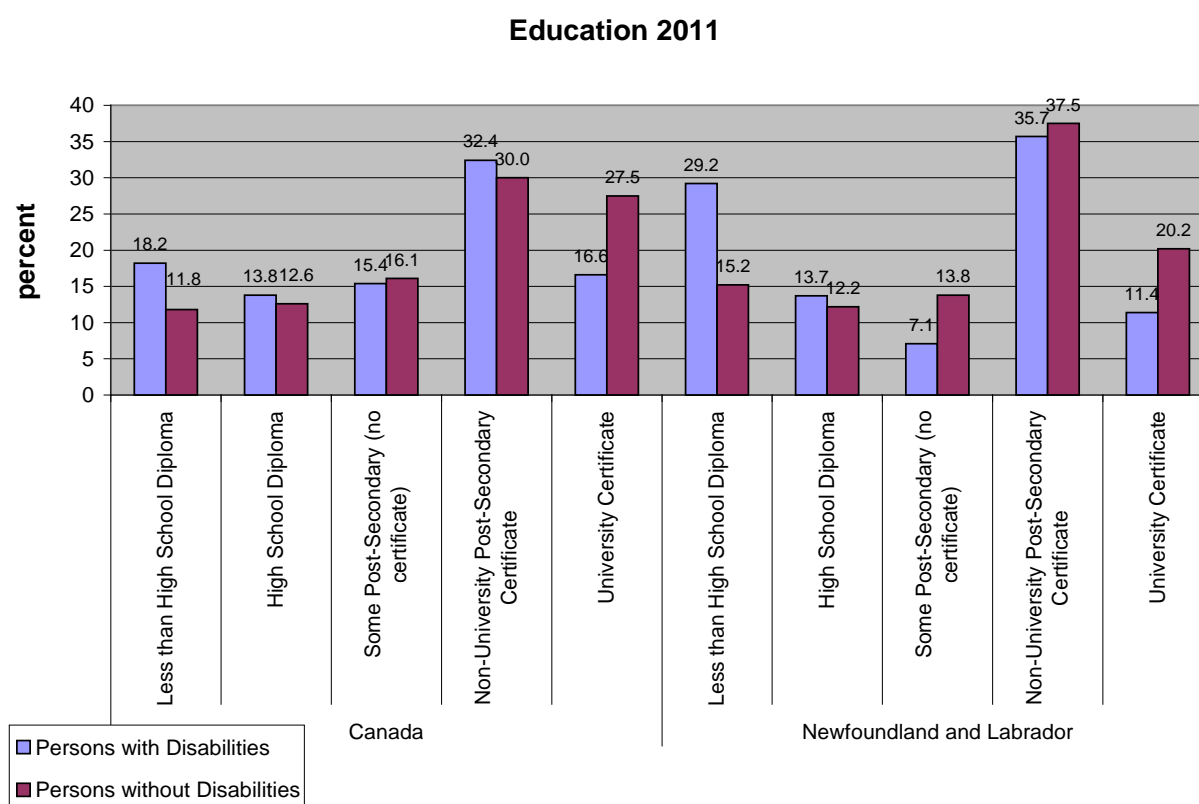
TABLE 3



Source: Survey of Labour and Income Dynamics 2011

According to SLID, working-age adults with disabilities are more likely to have lower levels of education than those without disabilities. As Table 4 shows, in Canada, 17% of persons with disabilities have completed university. In Newfoundland and Labrador, 11% of persons with disabilities have completed university. For the population of persons with disabilities, those from Canada reported 78% having completed high school or greater compared to 68% of those from Newfoundland and Labrador. In Newfoundland and Labrador, 30% of adults with disabilities indicated that they had not completed high school compared to 18% for Canada.

Table 4



Source: Survey of Labour and Income Dynamics 2011

The 2011 SLID data on education, income and employment reflect the challenges which continue to be faced by persons with disabilities in pursuing full participation in society. Newfoundland and Labrador continues to use this information to focus programs and services. The positive effects of efforts to respond to the needs of persons with

disabilities are intended to increase the labour market participation of persons with disabilities and improve their social and economic well-being.

Service Delivery

Advanced Education and Skills (AES)

Funding under the LMAPD provides a range of services and programs to assist persons with disabilities acquire the skills, experience and supports necessary to successfully prepare for, obtain and maintain employment. There are four service components provided by the Department of Advanced Education and Skills:

1. Training Services and Employment Supports Program
2. Supported Employment Program
3. Disability Supports to Post-Secondary Institutions
4. Grants to Community Partners Program

1. Training Services and Employment Supports Program

This program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of an employment plan collaboratively developed with AES. Benefits and services available include: living allowances during the period of training; transportation costs to attend a post-secondary institution; tuition and student fees; text books; and, disability-related supports, such as interpreters and/or adaptive technology. Other services and supports include employment counseling and assessment, employment planning, pre-employment training, skills training, the provision of technical aids and other supports to assist individuals obtain access to job opportunities and training.

2. Supported Employment Program

This program is delivered in partnership with community employment groups to develop employment opportunities for people who have a developmental disability. The program provides the necessary support to allow individuals with developmental disabilities to participate in meaningful, integrated employment in the community. Supports range from orientation and work analysis, to full-time support from a job trainer to ensure that the required duties of the job are completed to the satisfaction of the employer. The types of employment options which may be supported include individual supported

employment in the labour force, contractual employment, self-employment and small business development.

3. Disability Supports to Post-Secondary Institutions

AES provides funding to post-secondary institutions to support the participation of students with disabilities in education and training programs. Post-secondary institutions offer assessment and training interventions focused on addressing disability-related barriers in post-secondary training environments. Students with disabilities are provided support while in training and on job sites. Assistive and adaptive technologies, attendants and tutors may be provided to enable persons with disabilities to participate and complete post-secondary training. These services enhance students' capacity to participate and compete in post-secondary training and in the labour force.

4. Grants to Community Partners Program

AES also provides funding to a number of community partners to provide services and supports to eligible individuals with disabilities which are consistent and compatible with the departmental mandate and augment programs and services offered directly by the department. These community partners provide additional expertise and relationships with clients to deliver services which assist individuals with disabilities prepare for, attain or maintain employment. Services include information and referral to appropriate services and programs, assessment, employment and career counseling, skills training, and provision of technical aids and other enabling supports.

Health and Community Services (HCS)

The Department of Health and Community Services provides funding to a variety of community agencies to support individuals with disabilities, and to Regional Health Authorities to support persons accessing addictions services. Rehabilitative services are provided to help an individual adapt to a disability, maintain their health and address barriers to meaningful participation in society. Services include: workplace assessments and accommodations support; employment supports to enable adaptation to work environments; assistance with maintaining health, technical aids and housing; training, employment preparation and employment counseling; support to find and maintain employment; assistance for adults accessing services that would help them prepare to enter and continue involvement in the labour force; and, rehabilitative supports to persons who are working.

Human Resource Secretariat (HRS)

The Human Resource Secretariat delivers the Opening Doors program which provides opportunities for individuals with disabilities to obtain employment within the province's public service. In addition, Opening Doors provides information, advice and training, on issues related to the employment of individuals with disabilities, to directors of human resources, managers, supervisors and executive within the public service. Opening Doors also operates an Information Resource Centre that provides a wide range of accessible employment assistance services for public servants.

Results

The following tables include expenditures and program results under the LMAPD for 2005-06 to 2012-13 inclusive and projected expenditures for 2013-14, as well as the Canada and Newfoundland and Labrador contributions.

Expenditures

Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities 2012-13									
Program Services	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 (projected)
Advanced Education and Skills	\$6,916,600	\$7,341,600	\$8,448,815	\$8,448,845	\$10,858,000	\$11,632,302	\$11,388,409	10,931,632	\$10,414,310
Advanced Education and Skills (Advanced Studies)	\$543,537	\$543,537	\$476,300	\$1,052,423	\$1,241,764	\$1,265,181	\$1,565,581	\$1,391,431	\$1,387,915
Health and Community Services	\$1,270,811	\$1,270,811	\$1,512,911	\$1,270,811	\$909,305	\$909,305	\$909,305	\$909,305	\$909,305
Human Resource Secretariat	\$2,837,100	\$2,920,200	\$3,305,800	\$3,691,000	\$3,338,574	\$3,755,701	\$3,975,041	\$4,297,500	\$3,905,700
Total Expenditures	\$11,568,048	\$12,076,148*	\$13,743,826	\$14,463,049	\$16,347,643	\$17,562,489	\$17,838,336	17,529,868	\$16,617,230

Funding

Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities 2012-13									
Program Services	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 (projected)
Provincial Contribution	\$6,988,894	\$7,496,994*	\$9,164,672	\$9,883,895	\$11,768,489	\$12,983,335	\$13,259,182	12,950,714	\$12,038,076
Government of Canada Contribution	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154
Total Expenditures	\$11,568,048	\$12,076,148*	\$13,743,826	\$14,463,049	\$16,347,643	\$17,562,489	\$17,838,336	17,529,868	\$16,617,230

*Restated

Program Results

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Training Services Program								
Number of people participating in programs/or services	283	304	209	230	332	351	310	270
Number of people employed as a result of a program and/or service	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33
Supported Employment Program								
Number of people participating in programs/or services	1399	1300	1279	1279	1265	1308	1452	1940
Number of people employed as a result of a program and/or service	675	709	774	700	779	498	544	478
Grants to Community Partners								
Number of people participating in programs/or services	485	547	550	600	1200	1000	982	987
Number of people employed as a result of a program and/or service	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Human Resource Secretariat								
Number of people participating in programs/or services	1196	1247	1170	1224	1344	1107	1203	852
Number of people employed as a result of a program and/or service	62	60	43	54	79	62	54	38
Advanced Studies								
Number of people participating in programs/or services	316	407	457	548	520	509	403	563
Number of people employed as a result of a program and/or service	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Health and Community Services								
Number of people participating in programs/or services	2773	2573	2373	1510	1510	1510	1510	1530
Number of people employed as a result of a program and/or service	330	250	154	185	185	185	185	N/A

(Some people may be included more than once as a result of having participated in more than one type of intervention.)

Conclusion

This report details the continued commitment of the Government of Newfoundland and Labrador to work in collaboration with the Government of Canada to address the issues affecting persons with disabilities. In April 2004, the Governments of Newfoundland and Labrador and Canada signed the Labour Market Agreement for Persons with Disabilities (LMAPD). The LMAPD confirms the commitment to ensure that

Newfoundlanders and Labradorians with disabilities can participate successfully in the labour market. This report describes the important programs and services that are funded under the LMAPD in the province to help persons with disabilities integrate into the workplace. It outlines provincial objectives, program descriptions, target populations and planned expenditures intended to increase the employment opportunities and enhance the employability of Newfoundlanders and Labradorians with disabilities.

The Government of Newfoundland and Labrador continues to work in partnership with the Government of Canada, the community of persons with disabilities, post-secondary training institutions and employers on approaches to best meet the needs of persons with disabilities and to achieve the objectives of the LMAPD.

Appendices

Province of Newfoundland and Labrador

Canada-Newfoundland Labour Market Agreement for Persons with Disabilities

ANNUAL EXPENDITURE PLAN 2013-2014

The Annual Plan provides an overview of the provincial programs and expenditures that are being submitted for cost sharing under the terms of the Canada-Newfoundland Labour Market Agreement for Persons with Disabilities. The Plan contains the following components:

- A. Departmental Program Expenditure Summary
- B. Provincial Financial Summary

Labour Market Agreement for Persons with Disabilities Annual Plan 2013-2014 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2013/2014
DEPARTMENT OF ADVANCED EDUCATION AND SKILLS				
Training Services	1. Education and Training 2. Building on the existing knowledge base	Persons with disabilities who wish to pursue post secondary training or employment.	The Training Services Program provides supports and services to eligible individuals with disabilities who wish to pursue post secondary training or employment as part of a collaboratively developed employment plan with professional staff of the Department of Advanced Education and Skills. Benefits and services available include: the provision of financial living allowances during the period of training, transportation costs to attend a post secondary institution, tuition and student fees, text books, disability-related supports such as interpreters and/or tutors. In addition, active programs in employment counseling and assessment, employment planning, pre-employment training, skills training, technical aids and other supports assist individuals obtain access to job opportunities and training.	\$1,984,100
Employment Corporations (job trainers)	1. Employment Participation 2. Employment Opportunities 3. Connecting Employers with Persons with Disabilities	Persons with developmental disabilities who wish to pursue employment.	This program area works in partnership with community groups to develop employment for people who have a developmental disability. Community groups (sometimes employment corporations), through an employment coordinator, work in a particular community to develop jobs for eligible participants. The Supported Employment program provides the necessary support to allow individuals to participate in meaningful, integrated employment in the community. Funding is available to provide the support necessary to allow the individual to experience success in the workplace. Supports available range from orientation and work analysis to full time support from a job trainer to ensure that the required duties of the job are completed to the satisfaction of the employer. The type of employment options which may be supported include: individual supported employment in the labour force, contractual employment, self-employment and small business development.	\$6,155,200

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Labour Market Agreement for Persons with Disabilities Annual Plan 2013-2014 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2013-2014
DEPARTMENT OF ADVANCED EDUCATION AND SKILLS				
Work Oriented Rehabilitation Centres (WORC)	1. Employment Participation 2. Employment Opportunities 3. Connecting Employers and Persons with Disabilities	Persons with developmental disabilities who wish to pursue employment.	There are two Work Oriented Rehabilitation Centres, in the province located in Lewisporte and St. John's. These agencies provide job placement services and employment training for adults with developmental disabilities. These agencies also provide work related opportunities prior to employment in the community. Individuals can apply directly to the organization or to the local office of Advanced Education and Skills.	\$433,322
Newfoundland Coordinating Council on Deafness (NCCD)	1. Education and Training	Persons with disabilities who wish to pursue post secondary training or employment.	Funding is provided to NCCD for the provision of educational support services for post-secondary students who are hard of hearing or deaf. Services provided to individuals include vocational counseling, tutorial services, note-taking services, orientation services and provision and maintenance of personalized assistive listening devices and accessories.	\$44,100
Advanced Education and Skills Administrative Services	1. Education and Training 2. Employment Participation 3. Employment Opportunities 4. Connecting Employers and Persons with Disabilities 5. Building on the existing knowledge base	Persons with disabilities who wish to pursue post secondary training or employment.	Funding for the salary and associated costs to deliver the programs and services of the Canada-Newfoundland and Labrador labour Market Agreement for Persons with Disabilities. Funding includes salary costs for Director, Program and Policy Development Specialist, Administrative Officer and Word Processing Equipment Operator.	\$244,800

Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities Report 2012-13

Labour Market Agreement for Persons with Disabilities Annual Plan 2013-2014 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2013-2014
DEPARTMENT OF ADVANCED EDUCATION AND SKILLS				
Independent Living Resource Centre – Full Steam Ahead	1. Education and Training 2. Employment Participation 3. Employment Opportunities 4. Connecting Employers and Persons with Disabilities 5. Building on the existing knowledge base	Persons with Disabilities who wish to pursue employment .	The Full Steam Ahead (FSA) Project provides opportunities for people 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, rights in the workplace, self-employment and access to generic employment related programs. Full Steam Ahead assists individuals in making employment choices, weighing out risks, and gaining ownership over their career development. The program supports individuals to overcome barriers and access employment services to develop career related knowledge, job search skills and acquire paid employment.	\$53,227
Strategic Initiatives	1. Education and Training 2. Employment Participation 3. Employment Opportunities 4. Connecting Employers and Persons with Disabilities 5. Building on the existing knowledge base	Persons with disabilities who wish to pursue postsecond ary training or employment	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; a wage subsidy program to promote employment attachment; internships to promote the use of technology in employment; grants to community partners and public awareness.	\$1,256,700
Canadian Paraplegic Association (CPA)	1. Employment Participation 2. Employment Opportunities 3. Connecting Employers and Persons with Disabilities	Persons with disabilities who wish to pursue postsecond ary training or employment .	This initiative provides educational and employment counseling, assessment and placement services for eligible persons with disabilities in three locations throughout the province. Individuals are assisted to find and obtain employment placements or access to educational placements that enhance employability.	\$242,861

Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities Report 2012-13

Labour Market Agreement for Persons with Disabilities Annual Plan 2013-2014 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2013-2014
DEPARTMENT OF ADVANCED EDUCATION AND SKILLS				
Post-Secondary Programs (General Vocational)	1.Education and Training	Persons with disabilities who wish to pursue post secondary training.	In cooperation with the College of the North Atlantic, dedicated staff at selected campus locations assist persons with disabilities through the process of acquiring a post-secondary education. The College adheres to a service delivery model specifically designed to meet the various needs of persons with disabilities during their course of study. At pre-designed stages, College personnel meet with the student and their advocates and any other person or organization deemed necessary to determine the best possible course of action for the student in light of the disability. The Department will report on the number of students with disabilities enrolled at the College, by program, who are using disability services, and the number of graduates with disabilities at the College on an annual basis.	\$1,387,915

Labour Market Agreement for Persons with Disabilities Annual Plan 2013-2014 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2013-2014
DEPARTMENT OF HEALTH AND COMMUNITY SERVICES				
HCS Addictions Programs			The program of addiction services, funded in part by this agreement is distributed as two program components: (1) Addictions Administration and (2) Addictions Services	
Administration	1.Education and Training 2.Employment Participation 3.Employment Opportunities 4.Connecting Employers and Persons with Disabilities 5.Building on the existing knowledge base	The client groups served are persons seeking services because of an addiction.	The Addictions Administration component of the program provides for the salary, support staff, travel and training costs to manage and deliver the addictions program.	\$65,405
Addictions Services	1.Education and Training 2.Employment Participation	The client groups served are persons seeking services because of an addiction.	Professional counselors complete a psycho-social assessment to determine the program recommended for the individual. A range of community based treatment and intervention services are provided to effectively meet the needs of each individual. The services funding provide a range of programs that directly encourage, support and enhance the employment experience of persons grappling with addictions. Some examples of the program activities may include preparatory experiences to participate in the labour force, supports to the individual as they attain and maintain employment and supports in times of job crisis.	\$187,000
Grants to Agencies			The program of grants to agencies provides funding to agencies and focuses on employment support for persons with disabilities. This program provides a range of services that directly supports the employment experiences of persons with disabilities. The agencies that are funded are: (1) The Canadian National Institute for the Blind; (2) Canadian Paraplegic Association; (3) Interpreting Services of Newfoundland and Labrador.	

Labour Market Agreement for Persons with Disabilities Annual Plan 2013-2014 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2013-2014
DEPARTMENT OF HEALTH AND COMMUNITY SERVICES				
Canadian National Institute for the Blind	1.Education and Training 2.Employment Participation 3.Employment Opportunities 4.Connecting Employers and Persons with Disabilities 5.Building on the existing knowledge base	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	The CNIB is an agency that has existed in this province since 1920 and currently provides services from three service centres: St. John's, Corner Brook and Grand Falls-Windsor. Services funded include: counseling and referral; orientation and mobility training, rehabilitation teaching; technical aids services and transcription (braille and audio) services. The 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
Canadian Paraplegic Association	1.Education and Training 2.Employment Participation 3.Employment Opportunities 4.Connecting Employers and Persons with Disabilities 5.Building on the existing knowledge base	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	The Canadian Paraplegic Association began its services in Newfoundland and Labrador in 1976 and has provided outcome-result oriented rehabilitation, vocational and employment services to people with physical disabilities since that time. CPA delivers its services through vocational employment counselors in the province who assist clients in the development of realistic attainable vocational goals. The CPA programs work within the following areas and include: personal counseling; mobility equipment; accessible housing; educational and vocational counseling; employment referrals, placement and counseling; transportation; advocacy and public awareness; financial management and injury prevention.	\$100,000
Interpreting Services of Newfoundland and Labrador	1.Education and Training 2.Employment Participation 3.Employment Opportunities 4.Connecting Employers and Persons with Disabilities	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	Visual Language Interpretation is a mechanism to facilitate communication between deaf or hard of hearing persons and the hearing population of the province. The visual language interpretation service provides services in a variety of settings used by persons who are deaf or severely hard of hearing using American Sign Language (ASL), speech reading and elements of gesture. Interpreting Services are provided by qualified visual language interpreters in areas such as crisis counseling, medical, legal, social services, employment and education.	\$212,000
Total				\$909,305

Labour Market Agreement for Persons with Disabilities Annual Plan 2013-2014 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2013-2014
HUMAN RESOURCE SECRETARIAT				
Office of Employment Equity for Persons with Disabilities	1. Employment Participation 2. Employment Opportunities 3. Connecting Employers and Persons with Disabilities 4. Building on the existing knowledge base	Persons with Disabilities who are Employment Disadvantaged.	<p>The Office of Employment Equity for Persons with Disabilities has as its mandate to increase the number of persons with disabilities employed in the Public Service. To achieve this, the Office operates the Opening Doors Program (Permanent and Temporary), a Student Summer Employment Initiative, and career support services. The Opening Doors Program is comprised of full time, permanent Opening Doors positions throughout the Provincial Public Service. These positions are designated for persons with disabilities and limited to members of this employment equity group. As well, this Program delivers a temporary component which allows for the creation of temporary Opening Doors positions for a minimum of three months to provide persons with disabilities the opportunity to gain valuable work experience.</p> <p>The objective of the Student Summer Employment Program is to provide career-related work experience in the Public Service for post secondary students with disabilities. Summer employment opportunities provide students with practical skills and knowledge to prepare them for their future entry into the labour market. Career support services are available through the Office to provide practical job search and career counselling assistance to persons with disabilities registered with the Office.</p> <p>The Office will report on the number of persons with disabilities who are employed in both permanent and temporary positions under the Opening Doors Program, the number of students hired through our Student Summer Employment Program, and the number of clients who receive employment counseling and career support services through our Office.</p>	\$3,905,700
TOTAL				\$3,905,700

Labour Market Agreement for Persons with Disabilities Annual Plan 2013-2014	
Departmental Program Expenditure Summary	
Provincial Department and Agency/Program Services	Shareable Cost Estimate 2013-2014
DEPARTMENT	
Department of Advanced Education and Skills	\$11,802,225
Department of Health and Community Services	\$909,305
Human Resource Secretariat	\$3,905,700
Overall Total	\$16,617,230
Provincial Eligible Expenditures cost-shared	\$9,608,213
Provincial Expenditures exceeding cost-sharing limit	\$7,009,017

1. Areas of priority, as appropriate, have been identified for each listed program or service from among the five priority areas listed in Appendix 1 of the Multilateral Framework for Labour Market Agreements for Persons with Disabilities.