



**Canada -  
Newfoundland and Labrador  
Labour Market Agreement  
for Persons with Disabilities  
BASELINE REPORT 2004**



GOVERNMENT OF  
NEWFOUNDLAND AND LABRADOR

Canada 

## **Introduction**

The Government of Newfoundland and Labrador is pleased to present the *Canada Newfoundland and Labrador Labour Market Agreement For Persons with Disabilities (LMAPD) Baseline Report 2004-2005*.

This document is a baseline report on the activities cost-shared with the federal government under the Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (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 report provides objectives, descriptions, target populations and planned expenditures for programs and services funded under the LMAPD and also includes statistical and financial information on programs and services for the periods 2001-02 to 2003-04 to ensure continuity of information from the previous report released in May 2002 (Employability Assistance for People with Disabilities - National Report - May 2002). 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 the province of Newfoundland and Labrador and this information is also provided.

## **Background**

In December 2003, Federal/Provincial/Territorial/Ministers Responsible for Social Services approved the *Multilateral Framework for Labour Market Agreements for Persons with Disabilities*. This initiative replaced the *Employability Assistance for People with Disabilities (EAPD)* initiative effective April 1, 2004. The goal of the new agreement 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; enhancing the employability of persons with disabilities, increasing the employment opportunities available to them, and building on the existing knowledge base. Additionally, governments have identified the following five priority areas for action; education and training, employment participation, employment opportunities, connecting employers and persons with disabilities and building knowledge.

Prior to April 1, 2004 the Employability Assistance for Persons with Disabilities Agreement was the funding agreement which provided guidance and direction to departments administering programs and services cost-shared under the EAPD Agreement. The goal of the Employability Assistance for Persons with Disabilities initiative was to enhance the economic participation of working-age adults with disabilities. The EAPD Agreement was extended during the fiscal period 2003 - 2004 to allow governments the opportunity to finalize the details of the new *Multilateral Framework for Labour Market Agreements for Persons with Disabilities*.

## **Societal Indicators**

In Newfoundland and Labrador there is a large population of working age persons with disabilities that have a variety of skills, abilities and needs. A significant portion of the population, more than 10%, live with a disability. Our communities are enriched by the diverse perspectives, skills and talents that citizens with disabilities contribute. The community of persons with disabilities provides representation on issues related to disability and strong partnerships have been developed between stakeholders and government which 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 our programs and services. Over the course of this new agreement government will engage the community to review current programs and services in an effort to improve their effectiveness and efficiency.

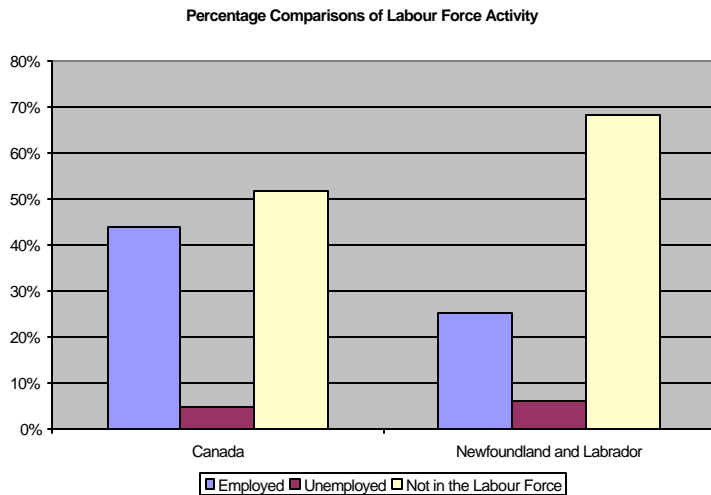
As part of the ongoing effort of government to provide information to its citizens on programs and services provided under the LMAPD, a number of societal indicators of labour market participation have been identified. Common indicators include:

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

Information on each of these indicators is provided from a national survey of persons with disabilities completed by the Government of Canada. The Participation and Activity Limitation Survey (PALS) which was completed in 2001 provides a comprehensive picture of the many ways in which disability affects the lives of persons with disabilities. The data which has been reported

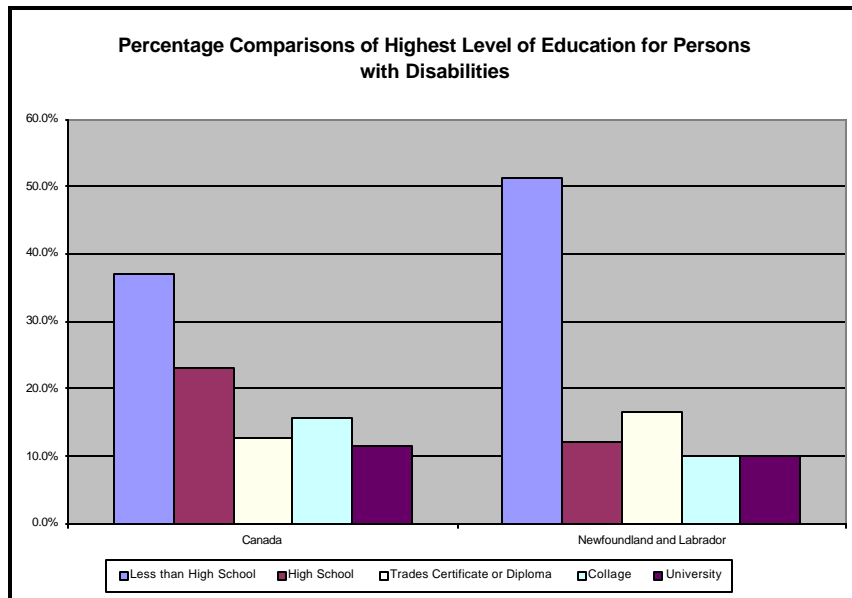
on education, income and employment demonstrates the challenges faced by persons with disabilities in pursuing full participation in society. Over the course of this agreement the Province will use this information to focus programs and services. It is hoped that the positive effects of our continued efforts to respond to the needs of persons with disabilities will result in increases in the labour market participation of persons with disabilities in future reports.

## BASELINE REPORT 2004-2005



In 2001 working age persons with disabilities had an employment level of 44% nationally. A total of 49% of adults with disabilities reported as not participating in the labour force. For the same period working age persons with disabilities in Newfoundland and Labrador had an employment rate of 25% and 68% reported not participating in the labour force. For women and those with more severe disabilities the likelihood of participating in the workforce was greatly reduced.

Source: PALS 2001

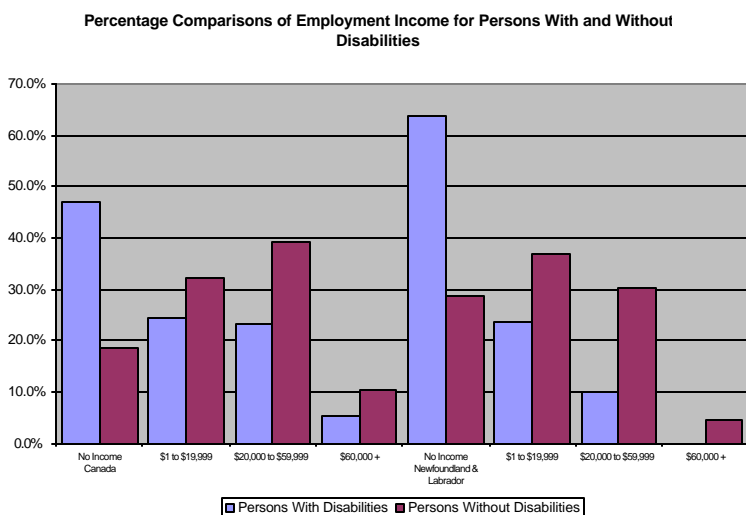


PALS shows that working age adults with disabilities are more likely to have lower levels of education than those without. In Canada 11% of persons with disabilities have completed university, in Newfoundland and Labrador the number is 10%. Almost twice as many Canadians with disabilities (23%) reported having completed high school compared to those from Newfoundland and Labrador (12%). Half of the adults with disabilities from Newfoundland and Labrador indicated that they had not completed high school compared to 37% for Canada.

Source: PALS 2001



## BASELINE REPORT 2004-2005



Source: PALS 2001

Adults with disabilities in Canada are more likely to report having no employment income than their counterparts without disabilities (47% compared to 18%). For Newfoundland and Labrador the numbers of adults with disabilities reporting no employment income are 64% and 29% respectively. Both in Newfoundland and Labrador and in Canada generally, PALS shows that for adults with and without disabilities men have higher individual incomes than women. For all individuals with disabilities income level is a significant issue. Among those persons with disabilities who are employed, 24% report incomes below \$20,000.

## Programs and Services

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 economic participation and employment in the labour market or to help them retain employment.

In Newfoundland and Labrador, the Departments of Human Resources, Labour and Employment, Health and Community Services, Education, and Executive Council provide programs and services to assist persons with disabilities. In addition, government partners with third party agencies that receive funding from provincial departments 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 2004 -05 is attached in Appendix A. The Annual Plan provides information on the individual program objectives, descriptions, target populations and planned expenditures for the 2004-05 fiscal year funded under this agreement.

## **Service Delivery**

### **Human Resources, Labour and Employment**

Funding provided under the LMAPD provides for a range of services and programs to assist individuals with disabilities to acquire the skills, experience and supports necessary to successfully prepare for, obtain and maintain employment. Clients are provided with services and supports needed to pursue post-secondary education through the Training Services Program. Individuals are supported in employment through the Supported Employment Program. Clients with disabilities are provided with access to job search and on-the-job training through community partners under the Grants to Community Partners Program.

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 employment plan collaboratively developed with professional staff of the Department of Human Resources, Labour and Employment. Benefits and services available include: the provision of 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 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.

The Supported Employment Program works in partnership with community employment groups to develop employment opportunities for people who have a developmental disability. The Supported Employment 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 co-worker 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.

The Department of Human Resources, Labour and Employment 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 mandate of the Department of Human Resources Labour and Employment and the goals and objectives of the Division of Employment and Career Services. These community partners 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.

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## **BASELINE REPORT 2004-2005**

### **Education**

The Department of Education 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 removing 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.

### **Health and Community Services**

The Department of Health and Community Services provides funding to a variety of community agencies to support individuals with disabilities, and to health boards to support persons accessing addictions services. Activities include: rehabilitative services to help an individual adapt to a disability and address barriers to meaningful participation in society; including 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; helping adults access services that would assist with preparation to enter and maintain participation in the labour force; and rehabilitative supports to persons attached to the labour force.

### **Executive Council**

Executive Council 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 executives within the provincial public sector. Opening Doors also operates a Career Resource Centre that provides a wide range of accessible employment assistance services.

The following tables include program results and the total expenditures on programs eligible under the EAPD initiative in 2001-02, 2002-2003 and 2003-04, and projected expenditures for 2004-05 under the LMAPD, as well as the Canada and Newfoundland and Labrador contributions.

**BASELINE REPORT 2004-2005**

**Expenditures**

<b>Table 1</b>					
<b>Newfoundland &amp; Labrador Labour Market Agreement for</b>					
<b>Persons with Disabilities Baseline Report - 2004</b>					
<b>EXPENDITURES</b>					<b>Projected</b>
<b>Program Services</b>		<b>2001-2002</b>	<b>2002-2003</b>	<b>2003-2004</b>	<b>2004-2005</b>
<b>Human Resources,</b>		\$6,452,741	\$6,977,406	\$6,748,236	\$6,855,600
<b>Labour &amp; Employment</b>					
<b>Education</b>		\$579,533	\$543,537	\$543,537	\$ 543,537
<b>Health &amp; Community</b>		\$3,385,673	\$1,333,810	\$1,333,810	\$1,270,811
<b>Services</b>					
<b>Executive Council</b>		\$142,900	\$2,200,00	\$2,200,000	\$2,835,000
<b>Provincial Contribution</b>		\$6,450,847	\$6,944,753	\$6,715,583	\$6,925,794
<b>Government of Canada</b>		\$4,110,000	\$4,110,000	\$4,110,000	\$4,579,154
<b>Contribution</b>					
<b>Total Expenditures</b>		\$10,560,847	\$11,054,753	\$10,825,583	\$11,504,948

## BASELINE REPORT 2004-2005

### Program Results

Table 2

Human Resources, Labour & Employment	2001-2002	2002-2003	2003-2004
<b>Training Services Program</b>			
Number of people participating in programs and/or services	180	265	269
Number of people employed as a result of a program and/or service	N/A	N/A	N/A
<b>Supported Employment Program</b>			
Number of people participating in programs and/or services	1800	1800	1800
Number of people employed as a result of a program and/or service	510	574	554
<b>Grants to Community Partners</b>			
Number of people participating in programs and/or services	473	473	564
Number of people employed as a result of a program and/or service	N/A	N/A	N/A
<b>EXECUTIVE COUNCIL</b>			
Number of people participating in programs and/or services	1,079	1,133	1,228
Number of people employed as a result of a program and/or service	71	58	61
<b>EDUCATION</b>			
Number of people participating in programs and/or services	141	178	234
Number of people employed as a result of a program and/or service	N/A	N/A	N/A
<b>HEALTH &amp; COMMUNITY SERVICES</b>			
Number of people participating in programs and/or services	2676	2825	2930
Number of people employed as a result of a program and/or service	202	179	249

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

N/A - Information on this indicator is not available.



## **Conclusion**

This report represents the next step in a long tradition of working in collaboration with the federal government 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 reaffirms the commitment of the Government of Newfoundland and Labrador and Canada to work towards ensuring that Newfoundlanders and Labradorians with disabilities can participate successfully in the labour market. This baseline report describes to Newfoundlanders and Labradorians the important programs and services that will be 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 will continue to work in partnership with the Government of Canada and the community on approaches to best meet the needs of persons with disabilities and to achieve the objectives of the LMAPD.

## **Appendix A**

**Province of Newfoundland and Labrador**

**November 2004**

**Canada-Newfoundland Labour Market Agreement for Persons with Disabilities**

### **REVISED ANNUAL PLAN**

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

**BASELINE REPORT 2004-2005**

Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary				
Provincial Department and Agency/Program Services	Area of Priority <sup>1</sup>	Target Population	Program Description	Shareable Cost Estimate 2004/2005
<b>DEPARTMENT OF HUMAN RESOURCES, LABOUR AND EMPLOYMENT</b>				
Training Services	A.Education and Training  E.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 Human Resources and Employment. 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.	\$2,135,000

**BASELINE REPORT 2004-2005**

<b>Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary</b>				
<b>Provincial Department t and Agency/Pr ogram Services</b>	<b>Area of Priority <sup>1</sup></b>	<b>Target Population</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2004/2005</b>
Employment Corporations (co- workers)	B. Employment Participation  C. Employment Opportunities  D. Connecting Employers and Persons with Disabilities	Persons with developmental disabilities who wish to pursue employment	<p>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 with developmental disabilities to participate in meaningful, integrated employment in the community.</p> <p>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 co-worker 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.</p>	\$3,820,000
Work Oriented Rehabilitatio n Centres (WORC)	B. Employment Participation  C. Employment Opportunities  D. Connecting Employers and Persons with Disabilities	Persons with developmental disabilities who wish to pursue employment	There are two Work Oriented Rehabilitation Centres (WORC) 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 Human Resources and Employment.	\$342,800

**BASELINE REPORT 2004-2005**

<b>Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary</b>				
<b>Provincial Department t and Agency/Pr ogram Services</b>	<b>Area of Priority <sup>1</sup></b>	<b>Target Population</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2004/2005</b>
Newfoundla nd Coordinatin g Council on Deafness (NCCD)	A.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.	\$42,000
HRE Administrati ve Services	A. Education and Training  B. Employment Participation  C. Employment Opportunities  D. Connecting Employers and Persons with Disabilities  E. 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



**BASELINE REPORT 2004-2005**

<b>Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary</b>				
<b>Provincial Department t and Agency/Pr ogram Services</b>	<b>Area of Priority <sup>1</sup></b>	<b>Target Population</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2004/2005</b>
Independent Living Resource Centre -Full Steam Ahead	A. Education and Training B. Employment Participation C. Employment Opportunities D. Connecting Employers and Persons with Disabilities E. 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 get past the barriers and access other employment services to develop career related knowledge and job search skills and acquire paid employment.	\$51,000
Canadian Paraplegic Association (CPA)	B. Employment Participation C. Employment Opportunities D. Connecting Employers and Persons with Disabilities	Persons with disabilities who wish to pursue post secondary 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 with disabilities are assisted to find and obtain employment placements or access to educational placements that enhance employability.	\$220,000

**BASELINE REPORT 2004-2005**

Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary				
Provincial Department and Agency/Pr ogram Services	Area of Priority <sup>1</sup>	Target Population	Program Description	Shareable Cost Estimate 2004/2005
<b>TOTAL</b>				\$6,855,600
<b>HEALTH AND COMMUNITY SERVICES</b>				
HCS Addictions Program			The program of addictions services, funded in part by this agreement, is distributed as two program components: (i) Addictions Administration and (ii) Addictions Services.	

**BASELINE REPORT 2004-2005**

<b>Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary</b>				
<b>Provincial Department and Agency/Pr ogram Services</b>	<b>Area of Priority <sup>1</sup></b>	<b>Target Population</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2004/2005</b>
(i) Administration	A. Education and Training;  B. Employment Participation;  C. Employment Opportunities;  D. Connecting Employers and Persons with Disabilities;  E. Building on the existing knowledge base.	The client group 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
(ii) Addictions Services	A. Education and Training;  B. Employment Participation	The client group served through the funding provided 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 funded 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.	\$548,506

**BASELINE REPORT 2004-2005**

<b>Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary</b>				
<b>Provincial Department and Agency/Pr ogram Services</b>	<b>Area of Priority <sup>1</sup></b>	<b>Target Population</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2004/2005</b>
Grants to Agencies			<p>The program of grants to agencies provides funding to agencies and focuses on employment support for persons with disabilities. This program provide a range of services that directly supports the employment experiences of persons with disabilities.</p> <p>The agencies funded are: (i) The Canadian National Institute for the Blind; (ii) Canadian Paraplegic Association; (iii) Interpreting Services of Newfoundland and Labrador.</p>	
(i) Canadian National Institute for the Blind	<p>A. Education and Training;</p> <p>B. Employment Participation;</p> <p>C. Employment Opportunities;</p> <p>D. Connecting Employers and Persons with Disabilities;</p> <p>E. Building on the existing knowledge base.</p>	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	<p>The CNIB is 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.</p>	\$344,900

**BASELINE REPORT 2004-2005**

<b>Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary</b>				
<b>Provincial Department and Agency/Program Services</b>	<b>Area of Priority <sup>1</sup></b>	<b>Target Population</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2004/2005</b>
(ii) Canadian Paraplegic Association	A. Education and Training;  B. Employment Participation;  C. Employment Opportunities;  D. Connecting Employers and Persons with Disabilities;  E. 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



**BASELINE REPORT 2004-2005**

<b>Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary</b>				
<b>Provincial Department and Agency/Pr ogram Services</b>	<b>Area of Priority <sup>1</sup></b>	<b>Target Population</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2004/2005</b>
(iii) Interpreting Services of Newfoundla nd and Labrador	A. Education and Training;  B. Employment Participation;  C. Employment Opportunities;  D. 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
<b>TOTAL</b>				<b>\$1,270,811</b>

**BASELINE REPORT 2004-2005**

Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary				
Provincial Department and Agency/Program Services	Area of Priority <sup>1</sup>	Target Population	Program Description	Shareable Cost Estimate 2004/2005
<b>DEPARTMENT OF EDUCATION</b>				
Post secondary programs (General Vocational and Waterford Hospital)	A. Education and Training	Persons with disabilities who wish to pursue post secondary training	In cooperation with the College of the North Atlantic, dedicated staff have been identified at selected campus locations to assist those 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.	\$543,537
<b>TOTAL</b>				\$543,537

**BASELINE REPORT 2004-2005**

Labour Market Agreement for Persons with Disabilities Annual Plan 2004/2005 Departmental Program Expenditure Summary				
Provincial Department and Agency/Program Services	Area of Priority <sup>1</sup>	Target Population	Program Description	Shareable Cost Estimate 2004/2005
<b>EXECUTIVE COUNCIL</b>				
The Employment Equity & Strategic Initiatives Division	B. Employment Participation  C. Employment Opportunities  D. Connecting Employers and Persons with Disabilities  E. Building on the existing knowledge base	Persons with Disabilities who are Employment Disadvantaged	Program has as its mandate to increase the number of persons with disabilities employed in the Public Service. To achieve this, the Division operates The Opening Doors Program and Enabling Resource Centre.  The Opening Doors Program comprises of 75 full-time permanent positions throughout government. These positions are designated for persons with disabilities and limited to members of this employment equity group.  The Enabling Resource Centre provides practical job search and career counselling assistance and resources to persons with disabilities.	\$2,835,000
<b>TOTAL</b>				\$2,835,000

**BASELINE REPORT 2004-2005**

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<b>Labour Market Agreement for Persons with Disabilities Program and Expenditure Summary 2004-05 Provincial Financial Summary</b>	
<b>Provincial Department &amp; Agency/Program/Services</b>	<b>Shareable Cost Estimate 2004/2005</b>
<b>DEPARTMENT</b>	
Department of Human Resources , Labour & Employment	<b>\$6,855,600.00</b>
Department of Health & Community Services	<b>\$1,270,811.00</b>
Department of Education	<b>\$543,537.00</b>
Executive Council	<b>\$2,835,000.00</b>
<b>OVER ALL TOTAL</b>	<b>\$11,504,948.00</b>
Provincial Eligible Expenditures cost-shared	<b>\$9,158,308.00</b>
Provincial Expenditures exceeding cost-sharing limit	<b>\$2,346,640.00</b>