



**Canada -
Newfoundland and Labrador
Labour Market Agreement
for Persons with Disabilities
Report 2008 - 2009**

Introduction

The Government of Newfoundland and Labrador is pleased to present the Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD) Report 2008-2009.

This report supplements the information provided in our previous annual reports on the programs and services 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 agreement originally had effect from April 1, 2004 to March 31, 2006 and has been extended until March 31, 2011.

The report includes objectives, descriptions, target populations and planned expenditures for programs and services funded under the LMAPD and 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 the province of Newfoundland and Labrador and this information is also provided. The Canada – Newfoundland and Labrador (NL) Labour Market Agreement for Persons with Disabilities (LMAPD) is working to enhance the labour market participation of persons with disabilities by breaking down barriers to employment, increasing education and training outcomes, thereby improving employment opportunities for people with disabilities. The province of Newfoundland and Labrador is committed to the reduction of poverty and social exclusion for all citizens of the province. The LMAPD is a significant tool in addressing the needs of persons with disabilities and helping persons with disabilities move out of poverty by providing the resources to help individuals prepare for, attain, and maintain meaningful employment in the community.

- In 2008-09 Newfoundland and Labrador spent a total of \$16.2 million on programs and services funded under the LMAPD agreement, of which the federal contribution was **\$4.6 million.**
- There are 16 employment related programs and services for persons with disabilities funded under this agreement.
- These programs and services are delivered by 4 departments: Human Resources, Labour and Employment, Health and Community Services, Education and the Public Service Secretariat.
- In 2008-09, 8,800 clients were served under programs and services funded under LMAPD.
- In 2008-09, 939 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

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. 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 had effect from April 1, 2004 to March 31, 2006 and was extended to March 31, 2009.

Societal Indicators

Newfoundland and Labrador, signifies 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. Our province and our communities are 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 providing 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 agreement government continues to engage the community to review current programs and services and to identify new initiatives in an effort to ensure the effectiveness and efficiency of existing services and to respond to gaps identified.

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:

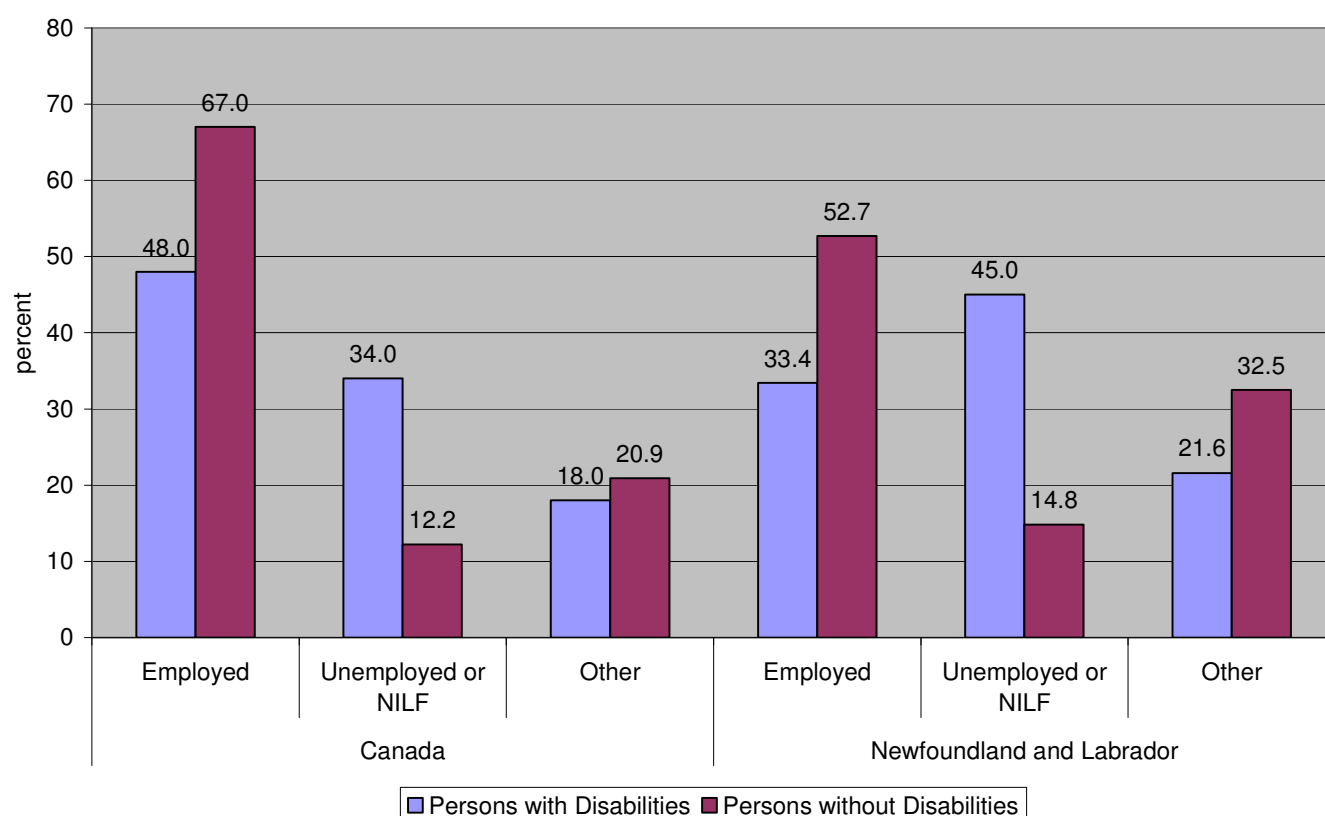
1. Employment rate of working age persons with disabilities;
2. Employment income; and
3. Education attainment.

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 again following the 2006 census. This year's report uses the Statistics Canada survey, the Survey of Labour and Income Dynamics (SLID), to present societal indicators. SLID is conducted annually and provides information about income, employment, education and other topics for the adult Canadian population.

Information from SLID, 2007 is tabled below. As the table indicates, working-age persons with disabilities had an employment level of 48% nationally. A total of 34% of adults with disabilities reported as being unemployed or not participating in the labour force and 18% reported having a change in their labour

market status during the year and are recorded as “Other” in SLID¹. For the same period working age persons with disabilities in Newfoundland and Labrador had an employment rate of 33.4% and 45% reported being unemployed or not participating in the labour force. A total of 21.6% of those responding from Newfoundland and Labrador reported a change in their labour market status as designated by “Other”. For both Newfoundland and Labrador and Canada the employment level of persons with disabilities was lower than for the population of persons without disabilities.

Employment 2007



SLID 2007

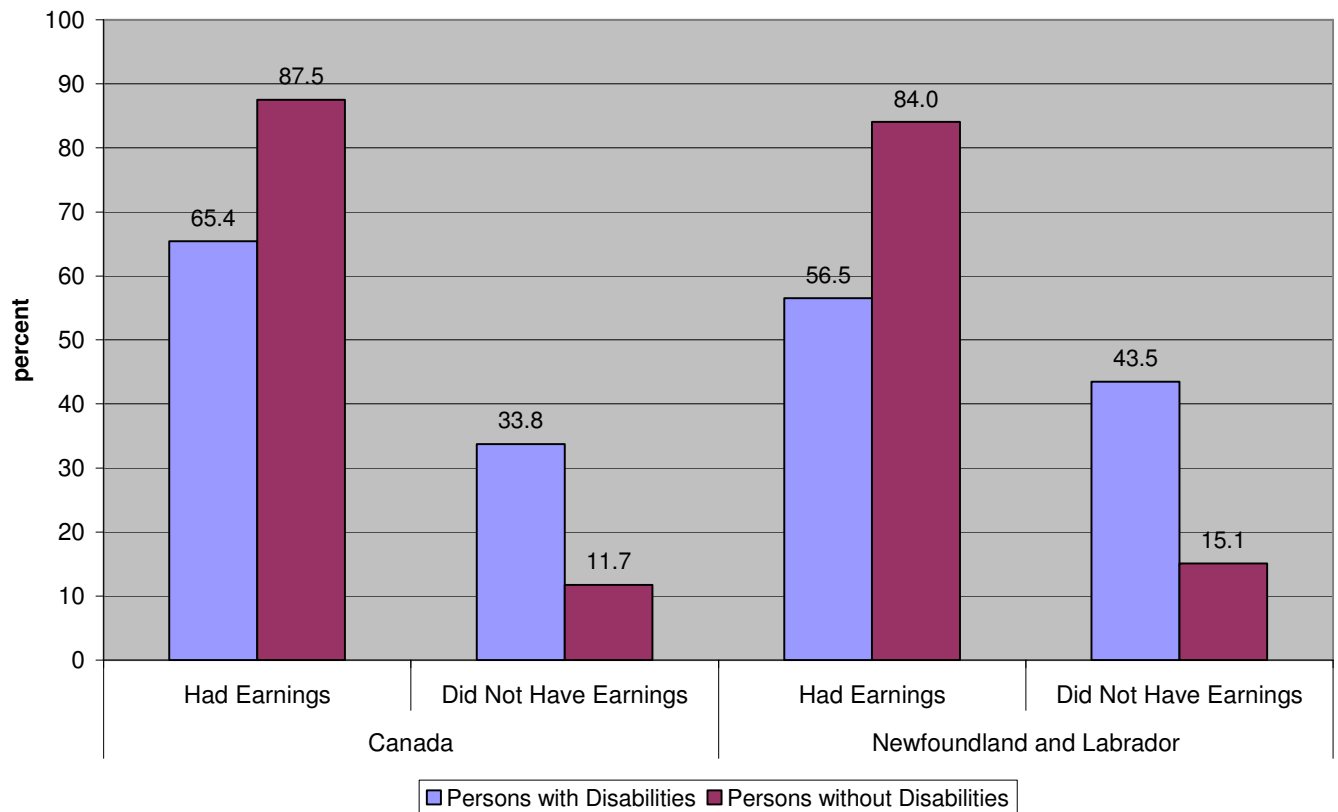
Adults with disabilities in Canada are more likely to report having no employment income than their counterparts without disabilities (33.8% compared to 11.7%). For Newfoundland and Labrador, the numbers of adults reporting no employment income were 43.5% and 15.1% respectively for persons with

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. This approach provides a conservative or somewhat understated picture of overall employment experience.

disabilities and their counterparts without disabilities. Both in Newfoundland and Labrador and in Canada generally, income level is a significant issue for all individuals with disabilities. Among those persons with disabilities who are employed nationally, 43.5% report incomes below \$20,000. In Newfoundland and Labrador 54.7% of persons with disabilities who were employed earned less than \$20,000. As indicated by Table 2 & 3 below.

TABLE 2

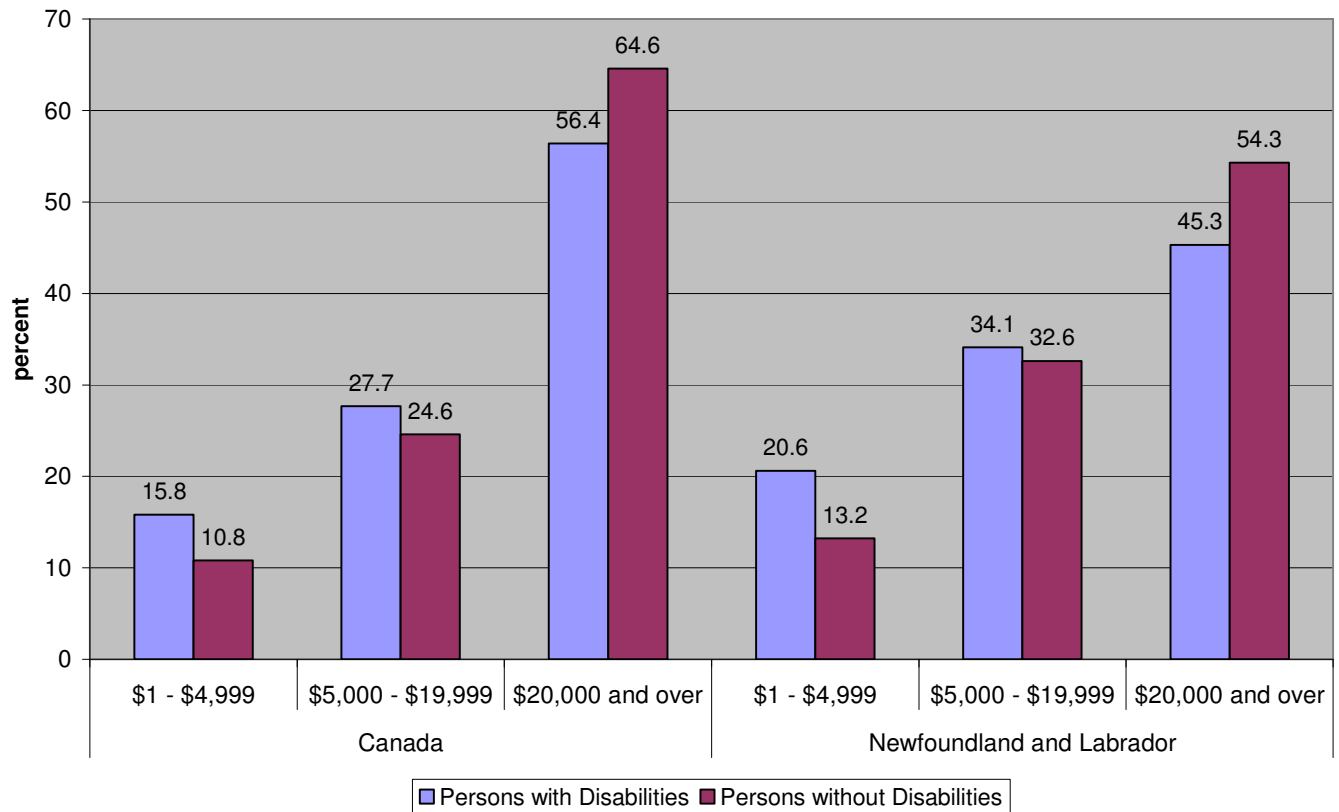
Earnings 2007



Source: SLID 2007

TABLE 3

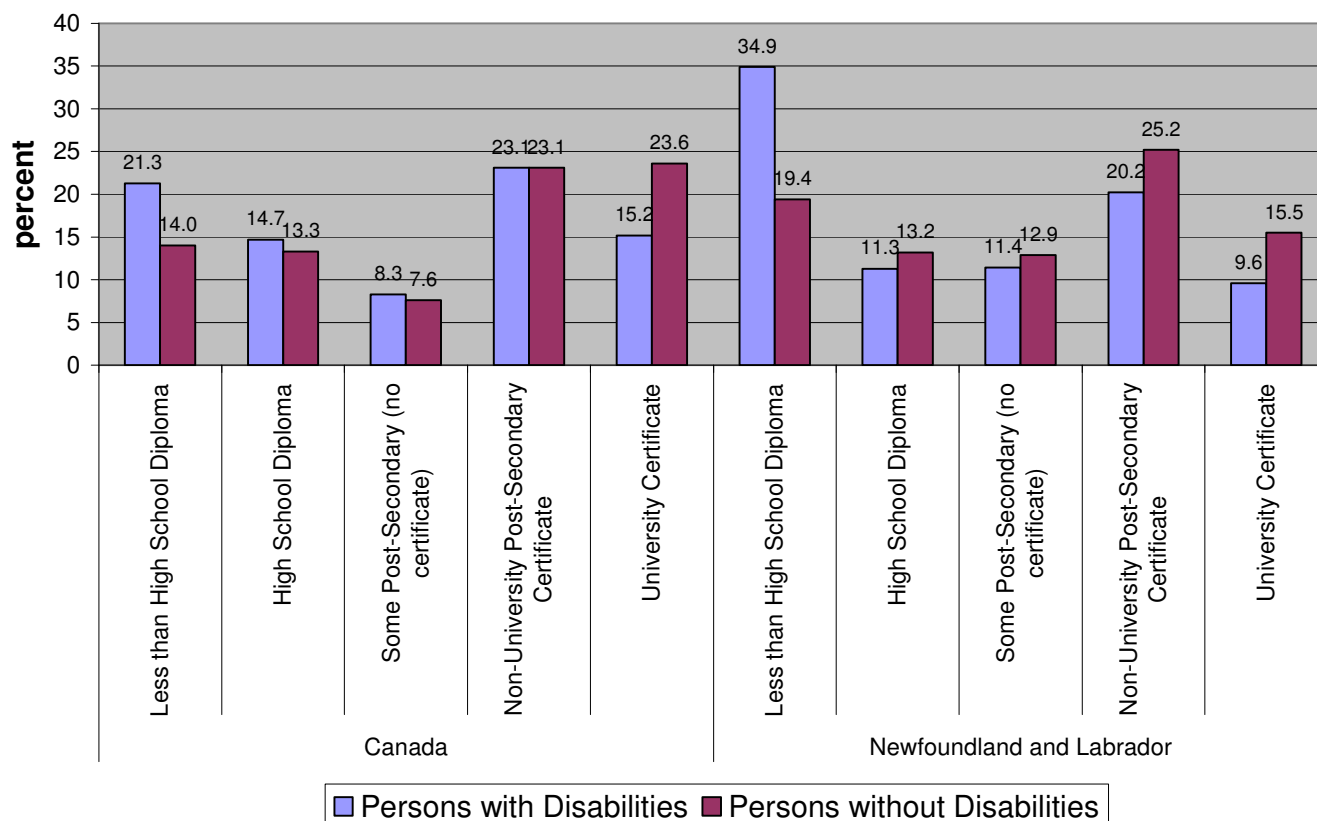
Earnings Level 2007



Source: SLID 2007

According to SLID, working-age adults with disabilities are more likely to have lower levels of education than those without. In Canada 13% of persons with disabilities have completed university, in Newfoundland and Labrador the number is 9.5%. 61.3 % of Canadians with disabilities reported having completed high school or greater compared to 52.4 % of those from Newfoundland and Labrador. 34.9% of the adults with disabilities from Newfoundland and Labrador indicated that they had not completed high school compared to 21.3% for Canada. Literacy is a significant factor for individuals with disabilities. Information indicated in the table below.

Education 2007



Source: SLID 2007

The data from SLID for 2007 reported on in this report continues to enhance our understanding and knowledge 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 reflects the challenges which continue to be faced by persons with disabilities in pursuing full participation in society. The Province will use this information to focus programs and services. The positive effects of our efforts to respond to the needs of persons with disabilities will result in increases in the labour market participation of persons with disabilities and improved social and economic well-being.

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 employment or to help them retain employment.

In Newfoundland and Labrador, the Departments of Human Resources, Labour, and Employment, Health and Community Services, Education, and Public Service Secretariat provide programs and services to assist persons with disabilities. In addition, government partners with third party 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 2009-10 is attached as Appendix A. The Annual Plan provides information on the individual program objectives, descriptions, target populations and planned expenditures for the 2009-10 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 partnerships 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 an 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 such as employment counseling and assessment, employment planning, pre-employment training, skills training, the provision of 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 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.

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 Career Employment and Youth 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.

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 Regional Health Authorities 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 help them prepare to enter and continue involvement in the labour force; and rehabilitative supports to persons who are working.

Public Service Secretariat

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

Results

The following tables include program results and the total expenditures on programs eligible under the EAPD initiative in 2003-04, and expenditures for 2004-05, 2005-06, 2006-07, 2007-08, 2008-09 and

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projected expenditures for 2009-10 respectively under the LMAPD, as well as the Canada and Newfoundland and Labrador contributions.

Table 1							
Newfoundland & Labrador Labour Market Agreement for Persons with Disabilities Report - 2008-2009							
EXPENDITURES							
Program Services	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009 (unaudited)	2009-2010 (projected)
Human Resources, Labour & Employment	\$6,748,236	\$6,855,600	\$6,916,600	\$7,341,600	\$8,448,815	\$8,448,815	10,520,000
Education	\$543,537	\$ 543,537	\$543,537	\$543,537	\$476,300	\$1,052,423	\$1,157,959
Health & Community Services	\$1,333,810	\$1,270,811	\$1,270,811	\$1,270,811	\$1,512,911	\$1,270,811	\$1,270,811
Public Service Secretariat	\$2,200,000	\$2,835,000	\$2,837,100	\$2,920,200	\$3,305,800	3,691,000	\$4,141,400
Provincial Contribution	\$6,715,583	\$6,925,794	\$6,988,894	\$7,413,894	\$9,164,672	\$9,883,895	\$12,511,016
Government of Canada Contribution	\$4,110,000	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154
Total Expenditures	\$10,825,583	\$11,504,948	\$11,568,048	\$11,993,048	\$13,743,826	\$14,463,079	17,090,170

Program Results

	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
Training Services Program						
Number of people participating in programs and/or services	269	347	283	304	209	230
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
Supported Employment Program						
Number of people participating in programs and/or services	1800	1000	1399	1300	1279	1279
Number of people employed as a result of a program and/or service	554	601	675	709	774	700
Grants to Community Partners						
Number of people participating in programs and/or services	564	347	485	547	550	600
Number of people employed as a result of a program and/or service	N/A	N/A	117	N/A	N/A	N/A
Public Service Secretariat						
Number of people participating in programs and/or services	1,228	1,317	1,196	1,247	1,170	1,224
Number of people employed as a result of a program and/or service	61	48	62	60	43	54
Education						
Number of people participating in programs and/or services	178	234	331	316	407	457
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
Health and Community Services						
Number of people participating in programs and/or services	2,825	2,930	2,773	2,573	2373	5010
Number of people employed as a result of a program and/or service	179	249	330	250	154	185

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 continues our 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 confirms 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 report continues to build on and 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 and the community on approaches to best meet the needs of persons with disabilities and to achieve the objectives of the LMAPD.

APPENDICES

Appendix A

Province of Newfoundland and Labrador

May 2009

Canada-Newfoundland Labour Market Agreement for Persons with Disabilities

ANNUAL PLAN 2009-10

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

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Labour Market Agreement for Persons with Disabilities Annual Plan – 2009/2010				
Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2009/2010
DEPARTMENT OF HUMAN RESOURCES, LABOUR AND EMPLOYMENT				
Training Services	<ol style="list-style-type: none"> 1. Education and Training 2. Building on the existing knowledge base 	Persons with disabilities who wish to pursue post secondary training or employment.	<p>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, Labour 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.</p> <p>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.</p>	\$2,486,500
Employment Corporations (job trainers)	<ol style="list-style-type: none"> 1. Employment Participation 2. Employment Opportunities 3. Connecting Employers with 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 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.</p>	\$5,790,000

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Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2009/2010
DEPARTMENT OF HUMAN RESOURCES, LABOUR AND EMPLOYMENT				
Work Oriented Rehabilitation Centres (WORC)	<ol style="list-style-type: none"> 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, (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, Labour and Employment.	\$433,200
Newfoundland Coordinating Council on Deafness (NCCD)	<ol style="list-style-type: none"> 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.	\$44,800
HRLE Administrative Services	<ol style="list-style-type: none"> 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

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Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2009/2010
DEPARTMENT OF HUMAN RESOURCES, LABOUR AND EMPLOYMENT				
Independent Living Resource Centre – Full Steam Ahead	<ol style="list-style-type: none"> 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.	<p>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.</p> <p>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.</p>	\$53,227
Strategic Initiatives	<ol style="list-style-type: none"> 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	<p>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; wage subsidy program for persons with disabilities to promote employment attachment; internships for persons with disabilities to promote the use of technology in employment; grants to community partners and public awareness.</p>	\$1,256,700

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Canadian Paraplegic Association (CPA)	6. Employment Participation 7. Employment Opportunities 8. 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.	\$242,861
Total				\$10,520,000

Labour Market Agreement for Persons with Disabilities Annual Plan – 2009/2010 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2009/2010
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	
(1) 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
(2) 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	\$187,000

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			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.	
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 provides a range of services that directly supports the employment experiences of persons with disabilities.</p> <p>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.</p>	

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Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2009/2010
DEPARTMENT OF HEALTH AND COMMUNITY SERVICES				
(1) 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
(2) Canadian Paraplegic Association	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.	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	\$100,000

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	5. Building on the existing knowledge base		vocational counseling; employment referrals, placement and counseling; transportation; advocacy and public awareness; financial management and injury prevention.	
(3) Interpreting Services of Newfoundland and Labrador	1. Education and Training 2. Employment Participation 3. Employment Opportunities 1. 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				\$1,270,811

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DEPARTMENT OF EDUCATION				
Post-Secondary Programs (General Vocational and Waterford Hospital)	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 has 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.	\$1,157,959
Total				\$1,157,959

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Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2009/2010
PUBLIC SERVICE 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.	This 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 82 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 counseling assistance and resources to persons with disabilities.	\$4,141,400
TOTAL				\$4,141,400

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Provincial Department and Agency/Program Services	Shareable Cost Estimate 2009/2010
DEPARTMENT	
Department of Human Resources, Labour and Employment	\$10,520,000
Department of Health and Community Services	\$1,270,811.00
Department of Education	\$1,157,959
Public Service Secretariat	\$4,141,400.00
Overall Total	\$17,090,170
Provincial Eligible Expenditures cost-shared	\$9,608,213
Provincial Expenditures exceeding cost-sharing limit	\$7,481,957

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.