

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

Report 2011 - 2012



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) Report 2011-2012.

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, 2013.

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 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 and increasing education and training outcomes, thereby improving employment opportunities for persons with disabilities. The province of Newfoundland and Labrador is committed to the reduction of poverty and social exclusion for all residents of the province. 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 2011-2012 Newfoundland and Labrador spent a total of \$17.8 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 3 departments: Advanced Education and Skills, Health and Community Services, and the Human Resource Secretariat.
- In 2011-2012, 5860 clients were served by programs and services funded under LMAPD.
- In 2011-2012, 783 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) enhancing the employability of persons with disabilities; 2) increasing the employment opportunities available to persons with disabilities; and, 3) building 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 provide input on issues related to disability and strong partnerships have been developed between stakeholders and government. This provides 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, and 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 of government 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.

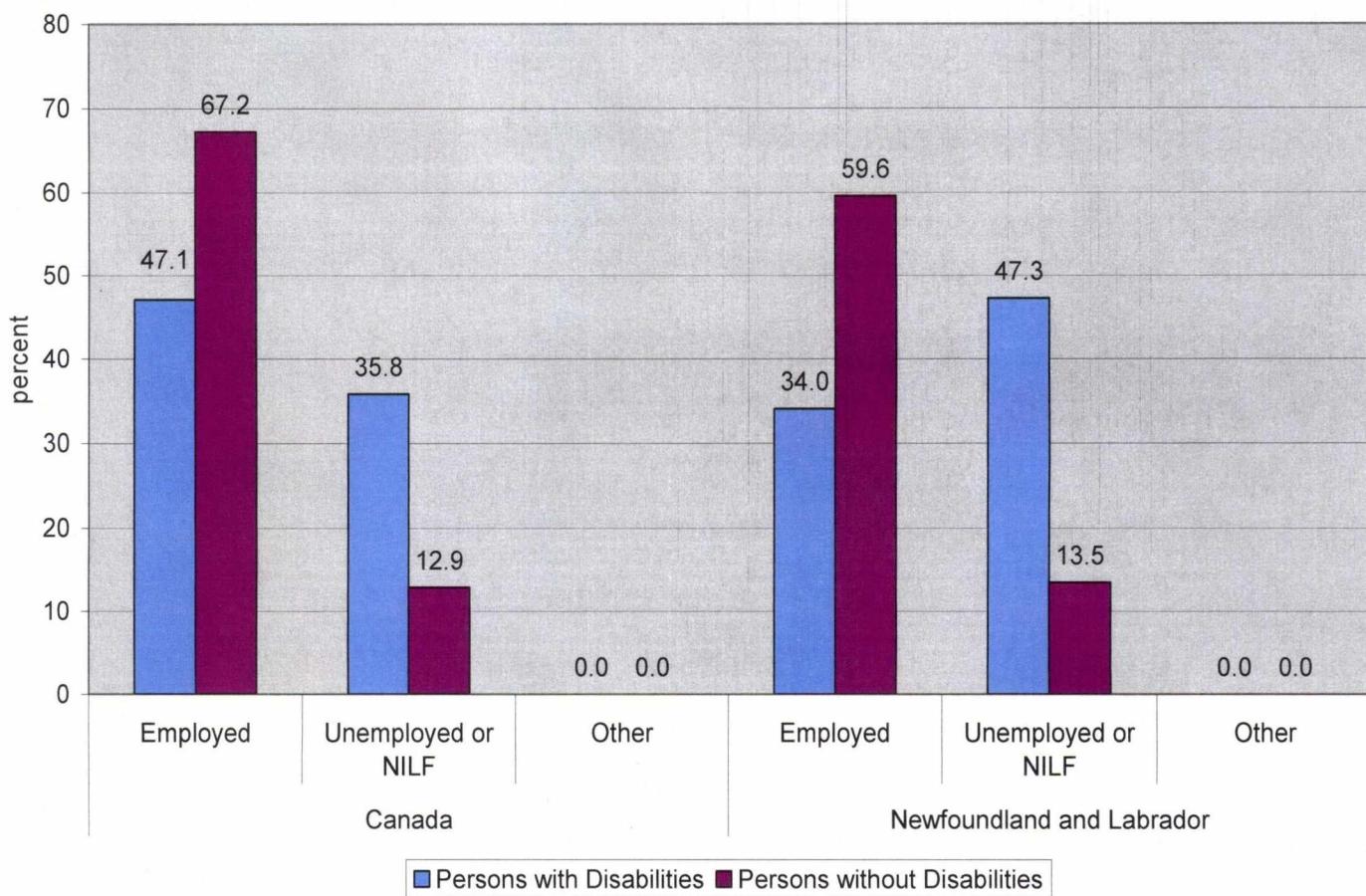
The 2004 baseline report presented societal indicators using data from the Participation and Activity Limitation Survey (PALS), Canada's principal source of detailed statistical information about disability issues. PALS was first conducted in 2001 and again following the 2006 census. This year's report 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, 2010 is tabled on page 3. As the table indicates, working-age persons with disabilities had an employment level of 47% nationally. A total of 36% 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 and recorded as “Other” in *SLID*¹ was unavailable. For the same period working age persons with disabilities in Newfoundland and Labrador had an employment rate of 34%, and 47% were unemployed or not participating in the labour force. Information on those responding from Newfoundland and Labrador reporting a change in their labour market status as designated by “Other” was unavailable. 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

Employment 2010



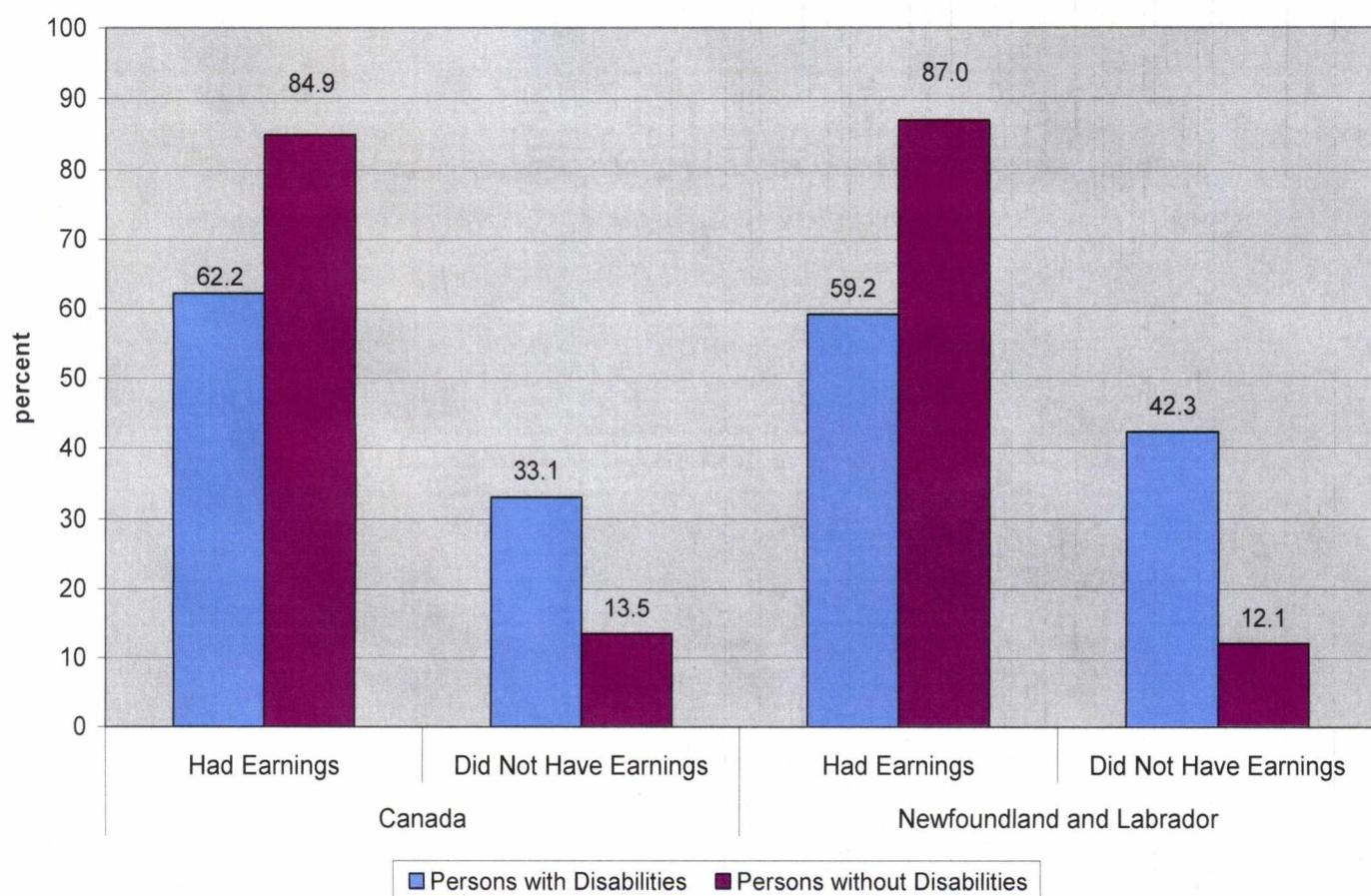
¹ Labour market status is reported using a variable from *SLID* signifying annual labour market status. That is, individuals are considered “employed” only if they are employed for the entire year and similarly for those unemployed and not in the labour force. People who are employed for only part of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

Source: SLID 2010

As Table 2 shows, adults with disabilities in Canada are more likely to report having no employment income than their counterparts without disabilities (33% compared to 14%). For Newfoundland and Labrador, the numbers of adults reporting no employment income were 42% and 12% respectively for persons with disabilities and those without disabilities. 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, 27% report incomes below \$20,000. In Newfoundland and Labrador 31% of persons with disabilities who were employed earned less than \$20,000.

TABLE 2

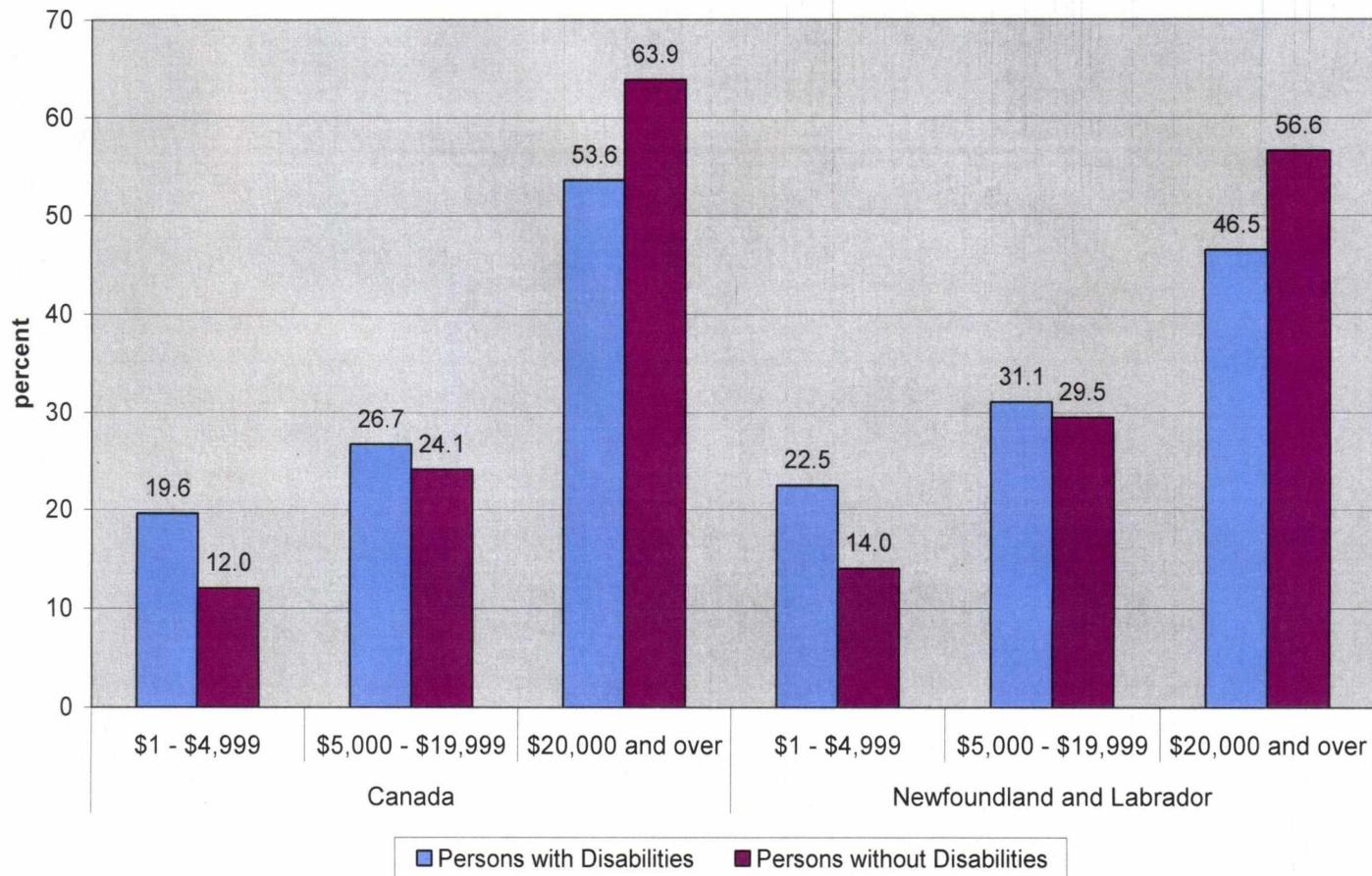
Earnings 2010



Source: SLID 2010

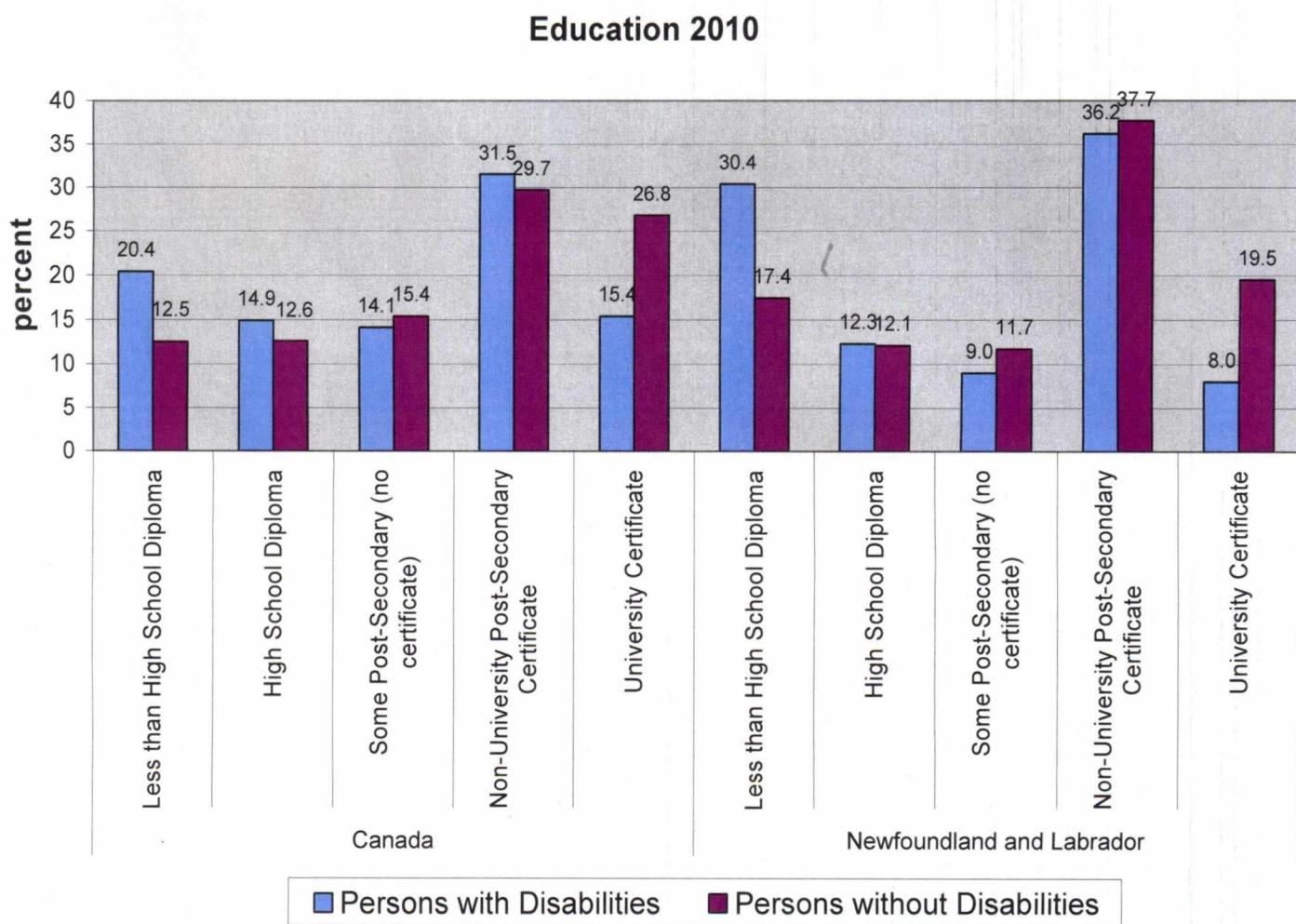
TABLE 3

Earnings Level 2010



Source: SLID 2010

According to SLID, working-age adults with disabilities are more likely to have lower levels of education than those without. As Table 4 shows, in Canada, 15% of persons with disabilities have completed university. In Newfoundland and Labrador, 8% of persons with disabilities have completed university. For the population of persons with disabilities, those from Canada reported 76% having completed high school or greater compared to 66% 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 20% for Canada.

Table 4

Source: SLID 2010

The data from SLID for 2010 included in this report continues to enhance understanding and knowledge of the many ways in which disability affects the lives of persons with disabilities. The data on education, income and employment reflect the challenges which continue to be faced by persons with disabilities in pursuing full participation in society. The Province is continuing to use this information to focus programs and services. The positive effects of 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 Advanced Education and Skills, Health and Community Services and the Human Resource Secretariat provide programs and services to assist persons with disabilities. In addition, 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 2012-2013 is attached as Appendix A. The Annual Plan provides information on the individual program objectives, descriptions, target populations and planned expenditures for the 2012-2013 fiscal year funded under this Agreement.

Service Delivery

Advanced Education and Skills

Funding under the LMAPD provides for 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

The Training Services and Employment Supports 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 the Department. 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 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 assist individuals obtain access to job opportunities and training.

The Supported Employment Program is delivered 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 types 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 Advanced Education and Skills 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.

The Department of Advanced Education and Skills 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 mandate of the Department 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

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 and address barriers to meaningful participation in society. Services include 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

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 executives 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 2004-05 to 2010-11 inclusive and projected expenditures for 2012-13, as well as the Canada and Newfoundland and Labrador contributions.

Newfoundland & Labrador Labour Market Agreement for Persons with Disabilities Report, 2011-2012									
EXPENDITURES	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012 (unaudited)	2012-2013 (projected)
Advanced Education And Skills	\$6,855,600	\$6,916,600	\$7,341,600	\$8,448,815	\$8,448,815	\$10,858,000	\$11,632,302	\$11,388,409	\$11,947,388
Advanced Education And Skills (Advanced Studies)	\$543,537	\$ 543,537	\$543,537	\$476,300	\$1,052,423	\$1,241,764	\$1,265,181	\$1,565,581	\$1,339,576
Health & Community Services	\$1,270,811	\$1,270,811	\$1,270,811	\$1,512,911	\$1,270,811	\$909,305	\$909,305	\$909,305	\$909,305
Human Resource Secretariat	\$2,835,000	\$2,837,100	\$2,920,200	\$3,305,800	3,691,000	\$3,338,574	\$3,755,701	\$3,975,041	\$4,296,600
Provincial Contribution	\$6,925,794	\$6,988,894	\$7,413,894	\$9,164,672	\$9,883,895	\$11,768,489	\$12,983,335	\$13,259,182	\$13,913,715
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	\$11,504,948	\$11,568,048	\$11,993,048	\$13,743,826	\$14,463,079	\$16,347,643	\$17,562,489	\$17,838,336	\$18,492,869

Program Results

	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009 2010	2010- 2011	2011- 2012
Training Services Program								
Number of people participating in programs and/or services	347	283	304	209	230	332	351	310
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
Supported Employment Program								
Number of people participating in programs and/or services	1000	1399	1300	1279	1279	1265	1308	1452
Number of people employed as a result of a program and/or service	601	675	709	774	700	779	498	544
Grants to Community Partners								
Number of people participating in programs and/or services	347	485	547	550	600	1200	1000	982
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 and/or services	1,317	1,196	1,247	1,170	1,224	1344	1107	1203
Number of people employed as a result of a program and/or service	48	62	60	43	54	79	62	54
Advanced Studies								
Number of people participating in programs and/or services	234	316	407	457	548	520	509	403
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 and/or services	2,930	2,773	2,573	2373	1510	1510	1510	1510
Number of people employed as a result of a program and/or service	249	330	250	154	185	185	185	185

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

Conclusion

This report continues the Government of Newfoundland and Labrador's 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 Governments 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, 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 2012-2013

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 – 2012-2013 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2012/2013
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.	\$2,767,100
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.	\$6,905,300

Labour Market Agreement for Persons with Disabilities Annual Plan – 2012-2013 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2012-2013
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.	\$433,300
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 a Director, Program and Policy Development Specialist, Administrative Officer and Word Processing Equipment Operator.	\$244,800

Labour Market Agreement for Persons with Disabilities Annual Plan – 2012-2013
 Departmental Program Expenditure Summary

Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2012-2013
DEPARTMENT OF ADVANCED EDUCATION AND SKILLS				
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.	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	<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 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)	<ol style="list-style-type: none"> 1. Employment Participation 2. Employment Opportunities 3. 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 are assisted to find and obtain employment placements or access to educational placements that enhance employability.	\$242,861
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 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.	\$1,339,576
Total				\$13,286,964

Labour Market Agreement for Persons with Disabilities Annual Plan – 2012-2013 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2012-2013
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 – 2012-2013 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2012-2013
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 – 2012-2013 Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2012-2013
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.</p> <p>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.</p> <p>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.</p> <p>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 the Office.</p>	\$4,296,600
TOTAL				\$4,296,600

Labour Market Agreement for Persons with Disabilities Annual Plan – 2012-2013	
Departmental Program Expenditure Summary	
Provincial Department and Agency/Program Services	Shareable Cost Estimate 2012-2013
DEPARTMENT	
Department of Advanced Education and Skills	\$13,286,964
Department of Health and Community Services	\$909,305
Human Resource Secretariat	\$4,296,600
Overall Total	\$18,492,869
Provincial Eligible Expenditures cost-shared	\$9,608,213
Provincial Expenditures exceeding cost-sharing limit	\$8,884,656

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.
2. On October 28, 2011, the Department of Human Resources, Labour and Employment became part of the new Department of Advanced Education and Skills.