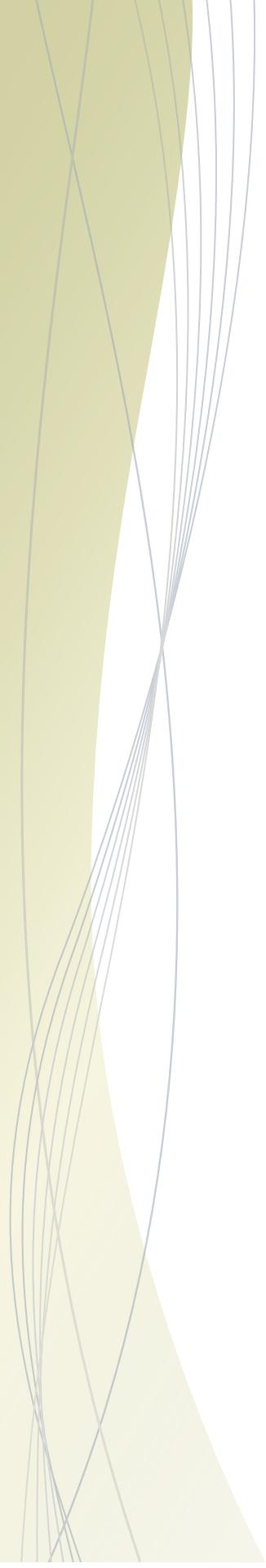


Canada- Prince Edward Island Labour Market Agreement for Persons With Disabilities

Annual Plan 2014-2015



Family and
Human Services



Introduction

On October 22, 2014, Prince Edward Island (PEI) and Canada signed the Labour Market Agreement for Persons with Disabilities. This Agreement exists to support persons with disabilities to enter and stay in the labour market. PEI's commitments to fulfill this agreement take place primarily within the Disability Support Program, through the Department of Family and Human Services, formerly the Department of Community Services and Seniors.

Programs and Services - Prince Edward Island

The Prince Edward Island Department of Family and Human Services delivers the Disability Support Program. Employment and vocational support is the component of the program that is cost-shared under this agreement, and meets one or more of the objectives of the agreement.

Refer to Appendix 1 for information regarding the Disability Support Program and the unique way in which the program helps to remove barriers to employment for persons with disabilities. Individuals with physical, intellectual, or neurological disabilities may apply to the Disability Support Program to determine eligibility for supports.

The employment and vocational component of the Disability Support Program offers supports to improve levels of work related and life skills to prepare people with disabilities for employment. Assistance may also be provided to improve access to basic and post secondary education. Supports may include training, assessments, technical aids and assistive devices, tutors, note takers and interpreters.

The Disability Support Program attempts to improve the labour market participation and independence of people with disabilities through employment related activities provided by front-line staff who specialize in the delivery of services which are provided across the province. The services include: management, navigation and coordination, supportive casework and counseling, referral, service review and follow up. Supports and services focus on the following:

- Planning - transition from school to work;
- Assessment, pre-employment and employment supports;
- Assistance with volunteer placement opportunities; and
- Assistance with specialized employment planning.

To enhance awareness of persons with disabilities within the labour market, and to strengthen their knowledge of labour market opportunities, the Disability Support Program also offers supports for job coaching and job mentoring as well as supports for self employment and entrepreneurship.

Services are offered under this agreement across Prince Edward Island to assist in building a comprehensive knowledge base through research, evidence-based information, and reporting best practices. Enhancing the knowledge base contributes to continuous improvement of the labour market policies and programs for persons with disabilities. The Disability Support Program maintains and enhances data collection systems to better assess program effectiveness.

Priority Areas

The Disability Support Program is consistent with LMAPD priority areas as follows:

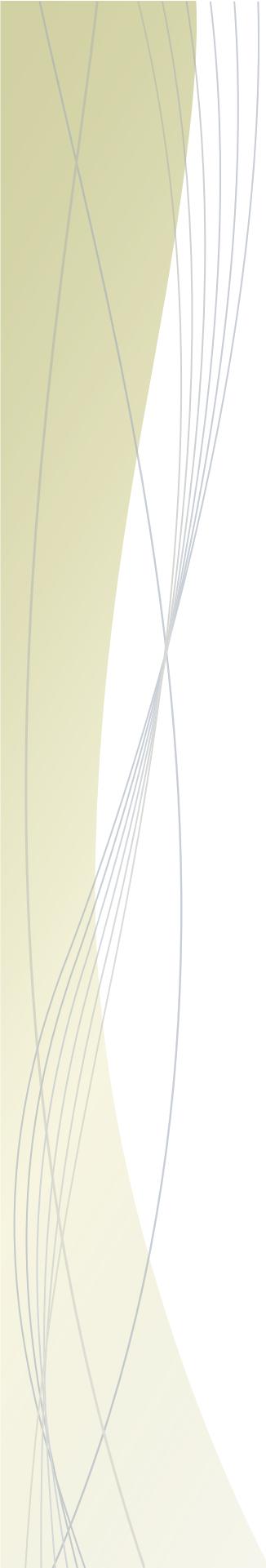
- **Education and Training:** The Disability Support Program provides funding to purchase services and supports such as training, 1:1 support, assessments, technical aids, assistive devices, note takers and interpreters.
- **Employment Participation:** The Disability Support Program provides supports for planning (transition from school to work), assessment, pre-employment and employment supports, 1:1 support, assistance with planning and volunteer placement opportunities, and specialized employment planning.
- **Employment Opportunities:** The Disability Support Program works with government and community stakeholders, sector councils, and private sector businesses to analyze labour market needs, determine barriers to employment for persons with disabilities, and collaborate on the development of skills programs to meet employer and labour market demands.

- **Connecting Employers and Persons with Disabilities:** The Disability Support Program works with government and community stakeholders, sector councils and private sector businesses to create programs to develop the skills and knowledge of individuals with disabilities to fulfill labour market needs. Engagement strategies increase employer awareness of the programs and supports available to hire individuals with disabilities.
- **Building Knowledge:** The Disability Support Program works with government and community stakeholders, sector councils and private sector businesses to develop policies and programs for persons with disabilities with a focus on sharing best practices, employer engagement, policy development, and program design. Knowledge base enhancement will support continuous improvement of labour market policies and programs for persons with disabilities.

Additional Priorities Through Formal Consultation with Stakeholders

Two steering committees have been set up in Eastern and Western Prince Edward Island. Comprised of members representing disability organizations, the steering committees bring government and community stakeholders together to discuss the issues around employment for persons with disabilities. These committees examine barriers to employment, skills development, labour market gaps, and employer needs. They also work with government and non government organizations to develop programs and supports to overcome these barriers.

A priority for 2014-2015 is to work with and support the steering committees as they create specific projects that a) focus on enhancing employment outcomes for persons with disabilities, b) support families and care providers of persons with disabilities, and c) develop stakeholder recommendations. Expected implementation / completion date for these projects is 2015-2016.



Projected Expenditures

See Appendix 2

Expected Results

In 2014/15, the Department of Community Services and Seniors developed and filled an EmployAbilities Development Officer position. This position will provide direction in planning and program design related to delivering a range of disability specific employment supports and services to clients of the Disability Support Program. The EmployAbilities Development Officer will work collaboratively with colleagues, community, and applicants. Through the provision of enhanced employment case management services, Disability Support Program staff will work with clients to increase participation in the labour force. The focus is on a person centered planning approach related to employment case management based on needs versus entitlement.

The EmployAbilities Development officer will profile the Disability Support Program caseload to determine opportunities and/or potential for employment for its clients. A data collection system and reporting procedures will be developed and implemented for 2015-2016 fiscal reporting.

With a focus on enhancing employability and increasing employment opportunities, the EmployAbilities Development Officer will work with employers to address employer needs and encourage and support employers to remove barriers to employment. Disability Support Program staff will collect and monitor data relevant to employable persons and employment opportunities.

Targets for the Disability Support Program during the 2014/15 year by priority area are as follows:

- Education and Training: 50 individuals
- Employment Participation: 300 individuals
- Connecting Employers and Persons with Disabilities: less than 20 individuals (PEI will not report on fewer than 20 individuals for reasons of confidentiality)

Consultation Process

In early 2015, the EmployAbilities Development Officer will start working collaboratively with existing employment services present in the community. The focus for 2015 is to identify disability-related client and employment trends, needs for employment interventions, and innovative group service delivery strategies. Stakeholder recommendations resulting from meetings and special projects will help determine and set annual priorities for 2015-2016.

Programs Focusing on Youth with Disabilities

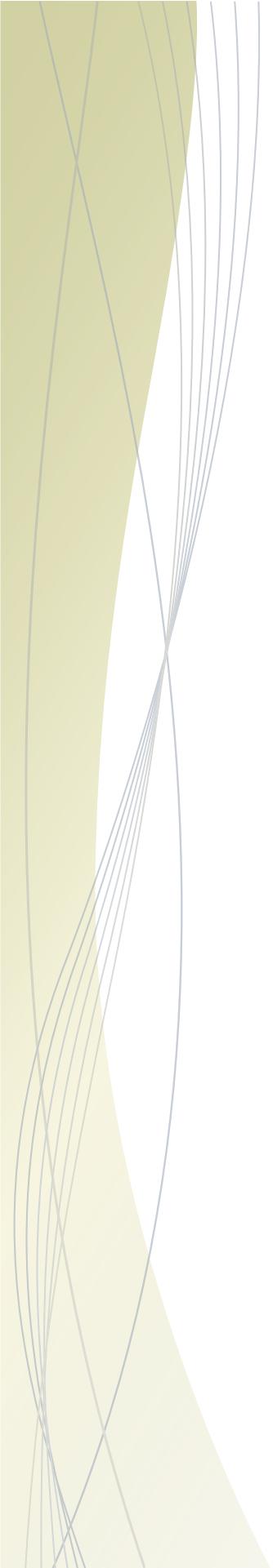
In early 2015, the Disability Support Program will begin research on developing a program focusing on youth transition from high school directly to employment for individuals not pursuing post secondary studies. The EmployAbilities Development Officer will work with business leaders and high school transition teams within the Department of Education, Early Learning, and Culture to ensure students have the skills required to enter into paid employment directly upon graduation. Priority areas may include paid summer employment programs, job coaching, and wage subsidy programs.

Environmental Scan

In early 2015 research will begin with respect to conducting an environmental scan outlining the labour market challenges in Prince Edward Island, particularly labour market challenges that affect persons with disabilities. The results of this scan will determine priorities for future Disability Support Program initiatives.

Accountability And Reporting

The Disability Support Program is enhancing its software in order to report on required performance indicators as per the Canada/Prince Edward Island LMAPD Agreement. Information Technology Shared Services is working on expanding its current software to allow for collecting information required for reporting on indicators. Software upgrades are scheduled for spring, 2015 and will be further developed for 2015-2016 reporting.



Annual Report

The 2014/15 Annual Report will be posted to the Government of PEI website and Employment and Social Development Canada will be notified how to access the report.

Appendix 1

PEI Disability Support Program

Why is the Disability Support Program unique in removing disincentives to employment for people with disabilities?

Prince Edward Island was the first jurisdiction in Canada to fully separate disability supports from social assistance funding. This separation effectively removed the primary disincentive that has historically prevented many individuals with disabilities from seeking a long-term attachment to the labour force. People with disabilities, in particular those with more severe limitations, are often dependent on receiving disability specific financial supports for such needs as supervision or personal care. If these supports are attached to eligibility criteria for social assistance benefits, then the applicant could have his or her supports affected. The Disability Support Program is an income tested program for adult applicants. An income test looks only at adjusted net income, based on information from the most recent Notice of Assessment from Canada Revenue Agency. It does not consider individual or family assets.

The Disability Support Program is designed to assist Islanders with a qualifying disability to overcome barriers. It is a social program with a financial component. The program offers support planning resources to assist with the development and determination of required supports. The program may also provide referrals to other agencies.

Person-Centered Approach: The person-centered approach to program delivery is based on a philosophy that places the client at the centre of all interactions and planning processes. This approach combines efficiency, commitment, and empathy.

A person-centered approach provides:

- Customized supports to individuals and families;
- Opportunities for the individual and family define the situation from their viewpoint;
- Active participation in the coordination of services and supports; and
- Frequent reviews of individual and family strengths and resources.

The separation of disability support services from the social assistance program in October, 2001, resulted in a twenty percent increase in the number of individuals with disabilities to receive financial benefits. Many new applicants were people with disabilities who did not qualify for social assistance and were therefore not eligible for supports.

For more information regarding the Disability Support Program visit:

www.gov.pe.ca/go/peidsp

Appendix 2

LMAPD Plan - Financial Component Summary - 2014-2015	
	2014/15 Budget
Education and Training	\$39,700
<ul style="list-style-type: none"> ■ Disability Support Program provides supports for training, assessments, technical aids and assistive devices, note takers and interpreters, etc. 	\$39,700
Employment Participation	\$3,556,100
<ul style="list-style-type: none"> ■ Disability Support Program provides supports for planning (transition from schools to work), assessment, pre-employment and employment supports, assistance with planning and volunteer placement opportunities, specialized employment planning. ■ Human resources such as front-line staff to delivery Disability Support Program. 	\$336,000
Connecting Employers and Persons with Disabilities	\$32,600
<ul style="list-style-type: none"> ■ Disability Support Program provides funding for job coaching, mentoring and disability supports for self employment and entrepreneurship. 	\$32,600
Administration	\$194,000
<ul style="list-style-type: none"> ■ Program Coordination ■ Audit Fee 	\$5,000
Total	\$4,163,400