

**Ontario-Canada Labour
Market Agreement
For Persons with Disabilities**

Baseline Report

December 3, 2004

A Message from Sandra Pupatello, Minister of Community and Social Services

On behalf of the government of Ontario, I am pleased to present Ontario's Baseline Report of programs and services cost-shared under the Ontario-Canada Labour Market Agreement for Persons with Disabilities.

The programs and services provided under this agreement share a common goal – to help people with disabilities obtain competitive employment and to remove disability-related barriers to employment. Through the supports provided under these programs, people with disabilities are given an opportunity to improve their employment training, vocational and life skills.

This baseline report provides a snapshot of the employment-related programs and services provided by the government of Ontario to people with disabilities. The report represents the first of many steps in a new era of federal/provincial/territorial commitment to work together to remove disability-related barriers to employment and to work together to improve the lives of people with disabilities.

The Ontario government is committed to achieving real and lasting change. Working with our federal, provincial and territorial colleagues, we are committed to building a strong, inclusive society and securing a high quality of life for all Canadians with disabilities. In Canada, all citizens should have the opportunity to contribute to our social and economic fabric. This means removing barriers so that persons with disabilities can live with dignity and realize their capacity for independence.

In partnership with individuals, the community and the government of Canada, we will continue to work together to achieve even more.

Sandra Pupatello
Minister of Community and Social Services

Introduction

In May 2004 the Canada-Ontario Labour Market Agreement for Persons with Disabilities was signed. Under this Agreement, Ontario and the federal government cost-share employment-related programs and services for people with disabilities provided by Ontario.

The goal of this initiative is to improve the employment situation of persons with disabilities. To attain this goal, the following objectives are being pursued:

- Enhancing the employability of persons with disabilities;
- Increasing the employment opportunities available to persons with disabilities; and,
- Building on the existing knowledge base.

As part of the Labour Market Agreement for Persons with Disabilities, Ontario will provide annual public reports, including a baseline report of programs and services cost-shared under the Agreement. This baseline report describes the objectives, descriptions, and target populations for the province's employment-related programs and services for people with disabilities. In addition, the report contains societal indicators data taken from the Government of Canada's *Participation and Activity Limitation Survey 2001* (PALS). PALS was conducted by Statistics Canada in order to collect information on adults and children who have a disability that places limits on their everyday activities.

In order to establish the baseline, this report also includes final expenditures for the 2003/04 fiscal year on the programs cost-shared under the final year of the Canada-Ontario Employability Assistance for Persons with Disabilities Agreement (EAPD). The new Labour Market Agreement for Persons with Disabilities is the successor agreement to EAPD and builds on the successes of the former agreement. Programming cost-shared under the EAPD agreement continues to be cost-shared under the new Agreement.

Background

Employment is a key element of full inclusion of persons with disabilities. Many persons with disabilities can and want to work, but still face barriers that prevent them from realizing their full potential.

The Federal/Provincial/Territorial Multilateral Framework for Labour Market Agreements for Persons with Disabilities, which is the foundation document for all Federal/Provincial Labour Market Agreements for Persons with Disabilities, reaffirms the commitment of governments to work towards ensuring that persons with disabilities can participate successfully in the labour market.

Programs and Services Cost-Shared Under the Agreement

In May 2004 Ontario entered into the Canada-Ontario Labour Market Agreement for Persons with Disabilities — a two-year agreement with the Government of Canada. Under this agreement the federal government agreed to share up to 50% of the cost of programs and services that meet the objectives of the Agreement.

Ontario and the Government of Canada cost-share a variety of programs for people with disabilities funded by the ministries of Community and Social Services, Health and Long-Term Care, and Training, Colleges and Universities.

Ministry of Community and Social Services

Ontario Disability Support Program – Employment Supports

The Employment Supports component of the Ontario Disability Support Program is a customer choice driven program that focuses on removing disability-related barriers to competitive employment. The goal of the program is to ensure that people with disabilities find competitive employment or are able to maintain their jobs in the case of job crises situations.

Eligible clients can choose from a wide range of supports, such as employment preparation and planning, skills training, job coaching, job placement, job maintenance, interpreter/intervenor services, adaptive software and mobility devices. The client selects the specific goods and services they need, as well as the supplier. The supports are identified in an employment plan, which also states the client's employment goal and the specific disability-related barriers to reaching that goal.

Supported Employment Programs

Supported employment programs help people with physical and developmental disabilities who need extra assistance to adjust to employment, whether it be physically adapting to a workplace, responding to new stresses and challenges on the job, or simply becoming accustomed to the daily demands of working.

Ontario Works Addiction Services

The objective of the Ontario Works Addiction Services Initiative is to improve participants' employability by facilitating access to addiction treatment for Ontario Works participants whose substance abuse problem is a barrier to employment.

Many of the participants often have multiple barriers to employment. People receiving income support from the Ontario Disability Support Program may also participate in the program on a voluntary basis.

The program has three elements: screening, assessment and treatment for substance abuse.

Referrals to addiction screening take place where there are reasonable grounds to believe that a participant's substance use may be a barrier to employment and when participants come forward voluntarily, seeking help for a substance abuse problem that is a barrier to employment. Caseworkers refer participants to specialized staff, who complete a screening process with the participant.

If the screening process indicates the possible presence of an addiction that may be a barrier to employment, the participant is referred to an assessment at an addiction services agency. If the screening does not indicate that addiction is a barrier to employment, the participant and his or her caseworker investigate participation in other employment assistance activities.

Foundations Program

The Foundations Program, a transition program for young adults who have a developmental disability and are leaving school, was created in 2000 to assist young people and their families to make the transition from school to life as adults in the community.

The program is administered by an approved transfer payment agency and offers innovative and time-limited supports for participants using community partnerships. Participants are exposed to a wide variety of experiences that focus on continuing education and personal growth and development needed by each individual to achieve his/her goals for community living, including employment.

The key objective of this program is for each participant to make plans that lead to a successful transition from school to community-based activities, community living, and/or work opportunities. This is achieved through the development of identified skills and exposure to a wide range of appropriate opportunities that can best support the unique needs of participants upon leaving the program.

Ministry of Health and Long-Term Care

Alcohol and Drug Programs

Alcohol and drug programs are funded by the Mental Health and Addiction Branch, Ministry of Health and Long-Term Care. All programs are funded on a transfer payment basis to independent agencies.

Services include:

- Non-medical withdrawal management services which allow clients to participate in other services in the continuum of addiction treatment.
- Non-residential services including individual, group, day/evening counselling and programming that assist clients to develop the skills required to manage their addictions, related problems and lifestyles. Assessment services, often delivered on a non-residential basis, involve an in-depth assessment of the client's ability to be successful in addiction treatment and referral to the type of services where the client is likely to receive the most appropriate treatment. Ontario has implemented standardized assessment tools for all clients and programs.
- Residential services including assisting clients to develop the skills required to manage their addictions related problems and lifestyles in a substance free environment. Recovery homes include addiction treatment and practical programming such as lifeskills and pre-vocational training.

The key objective of all drug and alcohol programs is that employed clients maintain their employment and unemployed clients receive lifeskills and pre-vocational programming which enhances their employability.

Mental Health Programs:

The Ministry of Health and Long-Term Care funds a variety of programs that provide employment services to people with serious mental illness. Services are provided directly, in the case of Provincial Psychiatric Hospitals, or through third parties, which include general hospitals and community mental health agencies.

The following key employment supports elements are delivered in the various settings described above:

Job Development / Creation / Employer Outreach

The goal of job development, job creation and employer outreach is to increase the overall number of employment opportunities available, and improve consumers' access to those opportunities. Employment opportunities include paid temporary employment and permanent jobs.

Jobs may be created through the development of a consumer-operated alternative business, an agency-sponsored business or another enterprise. Outreach, education and support is provided to employers who may be interested in hiring people with mental illness.

Skills Development / Training / Education

To develop the general and/or technical skills that consumers need to succeed in their chosen job search, or to pursue their chosen educational goals, clients participate in skills development, training and education.

Key features include teaching generic skills, such as getting organized for work or getting along with colleagues, as well as teaching specific technical skills, such as operating a cash register or a computer software program. These services may be delivered through volunteering, job coaching in unpaid or paid temporary placements with employers, or through educational programs or apprenticeships.

Skills Training on the Job

Skills training on the job is designed to develop an individual's general and/or technical job skills during paid permanent employment.

Training can be delivered by a job coach, supervisor or colleagues at a local business, consumer-operated business or agency-sponsored business.

Job Search Skills / Job Placement

Job Search Skills programs teach people how to prepare resumes and how to conduct themselves during job interviews. Job Placement programs approach prospective employers, attempt to match consumers to jobs, and help consumers prepare for employment interviews. Agencies and programs may provide one or both components of this core support element.

Employment Planning / Career Counselling

Employment planning and career counselling is designed to help people to develop a vocational or employment plan that leads either to further education, or to entry into the labour market.

A thorough assessment of aptitudes, abilities and interests as well as the local employment market is conducted prior to the development of an employment

plan.

Supports to Sustaining Education / Employment

The goal of this service is to provide support as required to ensure that consumers can keep their jobs or remain in their chosen educational program.

Key features include education or problem solving for consumers, employers, and co-workers as well as coordination and advocacy to ensure consumers have access to necessary community supports including income, housing, counselling and medical benefits.

Supported Education

Supported education helps consumers develop a vocational goal which may involve finding employment or pursuing further education.

Support may be delivered through a range of activities, such as providing instruction in English as a Second Language, academic upgrading and/or remediation, and sessions on career planning.

Leadership Training

Leadership training teaches mental health consumers the skills they need to take on a leadership role in creating and running a consumer-operated alternative business, or an agency-sponsored business.

This may involve mentoring and job shadowing, or training consumers/survivors in community development techniques. The expertise of local employers represents a vital resource for leadership training.

Community Mental Health Programs:

Supported Employment

Supported employment and other employment-related services are offered by a variety of agencies and businesses in the community that focus on meeting the needs of people with serious mental illness. Agency-sponsored businesses are owned and operated by mental health agencies to provide rehabilitation and employment for people with serious mental illness. These kinds of businesses offer employment opportunities which pay consumers minimum wage or higher.

As well, some community agencies focus exclusively on providing employment supports to people with mental illness while other agencies offer additional services such as case management, which may include an employment support component. The overall objective of these programs is to increase employability by helping individuals to prepare for, obtain and maintain employment.

Supported Education

Supported education programs operate within the community college system. The programs are offered to people with serious mental illness who are interested in furthering their education and/or finding employment. Services include providing instruction in English as a second language, academic upgrading, career planning and on-site support. The objective is to help individuals develop a vocational goal.

Consumer Operated Alternative Businesses

Alternative businesses are developed and operated by consumer employees. The businesses offer full time and part-time employment at market rate or higher. The services provided include, job development, work adjustment, job placement and supported employment. Self-employment development opportunities also exist for consumers who want to earn income through independent contract work.

Employment Related Programs in Provincial Psychiatric Hospitals

Inpatient and outpatient programs in psychiatric hospitals offer the following services: skills development/training, job placement, job development/creation, employment planning/career counselling and skills training on the job, as described above.

Ministry of Training, Colleges and Universities

Enhanced Services Fund

Enhanced Services funds up to two full-time positions at each public postsecondary institution to help college and university students with learning disabilities get help from learning strategists and assistive technologists with expertise in learning disabilities.

Regional Assessment and Resource Centres

Funding is provided to two Regional Assessment and Resource Centres at Queen's University, Kingston and Cambrian College, Sudbury. These centres provide diagnoses, research and support to public institutions in their respective service catchment areas to help ensure successful academic outcomes for postsecondary students with learning disabilities.

French Language Assessment Project

Under this project, funding is used to support the French language adaptation of a number of standard psychological and other assessment tools to make them available for the first time in French.

Accessibility Fund for Students with Disabilities

Funding is provided to colleges and universities to assist them in meeting their obligations under the Ontario Human Rights Code to make their programs and services accessible to students with disabilities. This funding is intended to supplement any expenditures colleges and universities make from their general revenues to meet their legal obligations.

Interpreter Funds

Funds are used to provide resources for colleges outside the greater Toronto area, and for universities throughout the province, to assist these institutions in defraying the actual expenses for sign-language interpreters, intervenors, computerized notetakers and real-time captioning for deaf, deafened and hard-of-hearing students.

Support Services for the Hearing-Impaired

These funds are administered by George Brown College to provide support services, including sign-language interpreters, to deaf, deafened and hard of hearing students at colleges in the greater Toronto area and those in special programs offered at George Brown College.

Educational Support Services

Through an agreement with the Canadian Hearing Society, funds are used to provide interpreter and computerized notetaking services for part-time deaf, deafened and hard of hearing students at postsecondary institutions.

Print-Alternate Materials Fund

This fund covers expenses related to the provision of print-alternate materials for disabled students in colleges and universities.

Ontario Out-of-Country Bursary for Deaf Students

This bursary is available through the Ontario Student Assistance Program to assist deaf, deafened, and hard-of-hearing students who attend out-of-country institutions because they require instruction in American Sign Language. Students receive the bursary for all eligible education costs including tuition, books and supplies, and living expenses, above the weekly loan maximum of

\$275 per week of study. The first \$275 of assistance per week is through the Canada-Ontario Integrated Student Loan.

**2003/04 Final Expenditures
Under the Canada-Ontario Employability Assistance for
Persons with Disabilities Agreement**

Program	2003/04 Final Expenditures (\$ Millions)
Ministry of Community and Social Services	
ODSP Employment Supports	31.9
Supported Employment	9.9
OW Addiction Services (75% of total expenditures are cost-shared)	2.2
Foundations Initiative (60% of total expenditures are cost-shared)	8.8
Ministry of Health and Long-Term Care	
Alcohol and Drug Programs (21.3% of total expenditures are cost-shared)	17.6
Employment-Related Mental Health Programs	3.5
Community Mental Health	10.7
Ministry of Training, Colleges and Universities	
Accessibility Fund for Students with Disabilities	16.9
Print-Alternate Materials	1.1
George Brown College	0.5
Interpreters/Intervenors Fund	0.9
Learning Opportunities Task Force	2.4
French Language Assessment Project	1.0
Enhanced Services Fund	4.9
Deaf-out-of-Country Bursary	2.9
Administration Cost @ 15%	17.3
Total Eligible Expenditures	132.5
Federal Contribution	\$65.3

SOCIETAL INDICATORS

The following information on societal indicators has been provided by Social Development Canada and is based on Statistics Canada data and the *Participation and Activity Limitation Survey (PALS), 2001*.

The *Participation and Activity Limitation Survey* was conducted based on the information provided in the 2001 Census report and is a self-reporting survey. All of the data collected is based on information of adults who have self-identified as disabled.

According to the survey results, in 2001, 3.6 million Canadians living in households reported having activity limitations.¹ In the case of Ontario, 13.5% of the total population reported one or more disabilities.

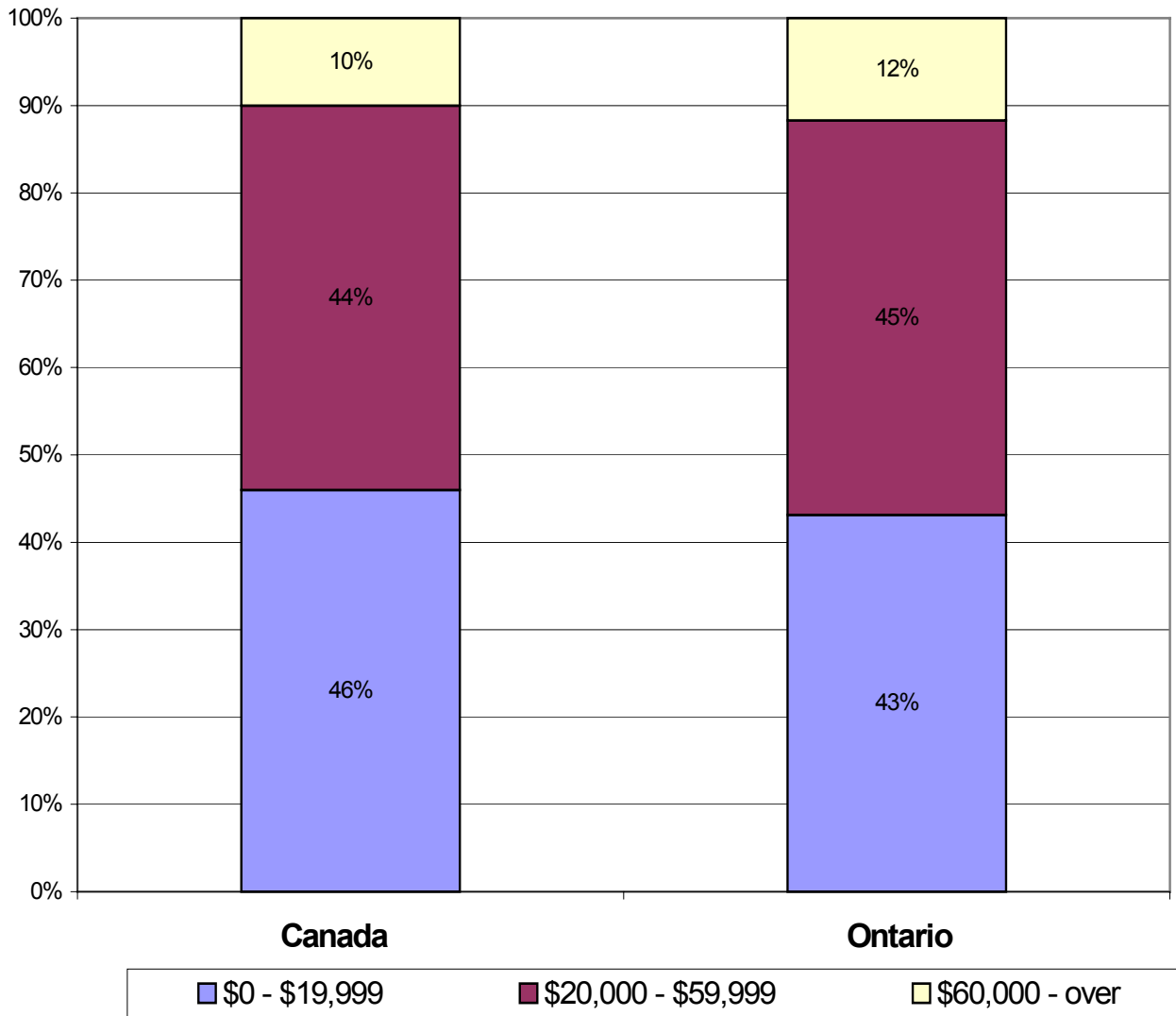
The following charts provide information on employment income, educational attainment and labour force activity.

¹ *Participation and Activity Limitations Survey. A Profile of Disability in Canada, 2001.* Statistics Canada

Employment Income for Persons with Disabilities

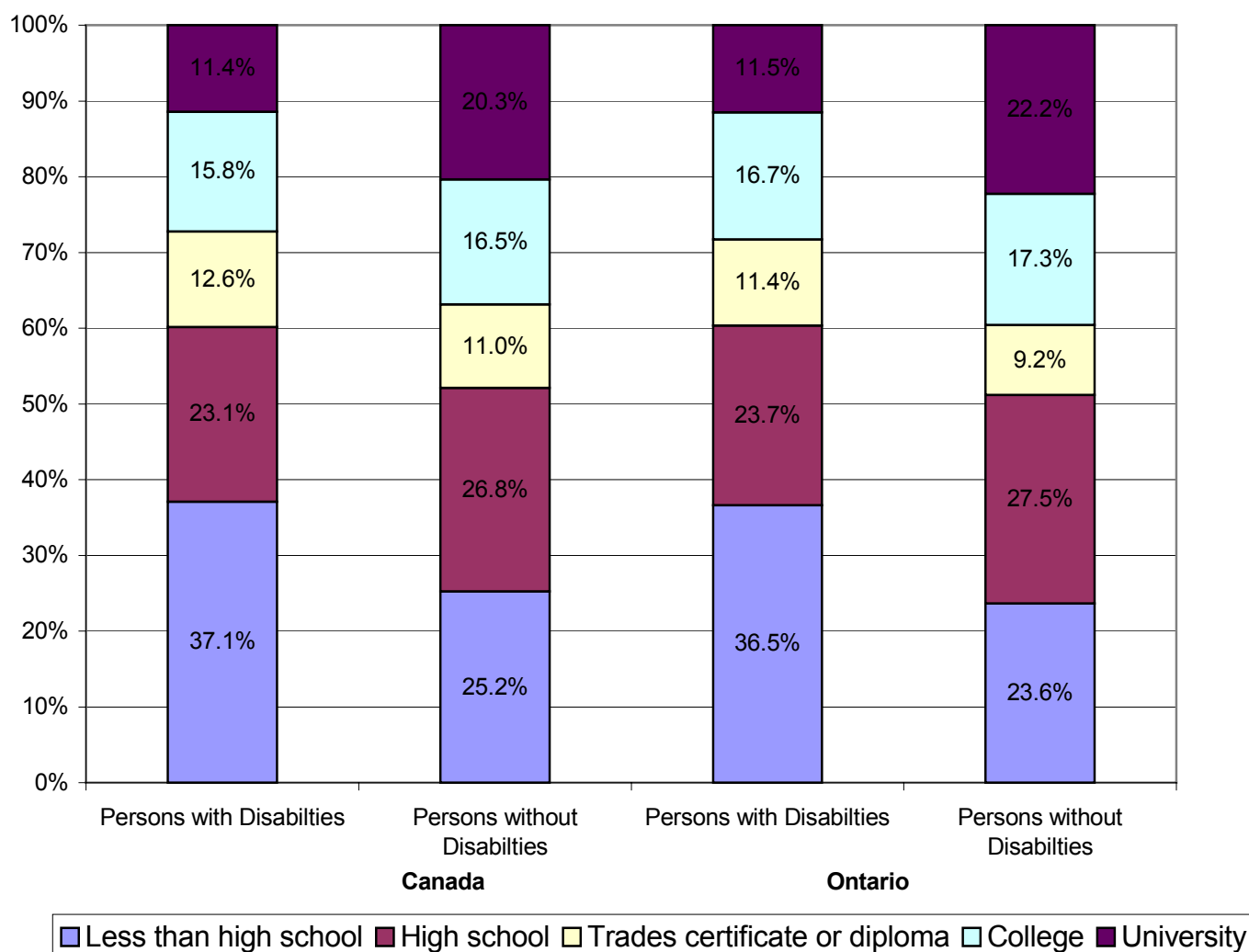
In Ontario, 51% of the disabled population reported receiving employment income, compared to 52% nationally. For the rest of the population, 83% of Ontarians reported receiving employment income, compared to 81% nationally.

The chart below shows the breakdown by level of income for persons with disabilities receiving an employment income.



Source: Statistics Canada, 2001. Participation and Activity Limitations Survey (PALS), 2001
***Note: Data collected for PALS is based on self-reporting and therefore may not be comprehensive**

Highest Level of Educational Attainment

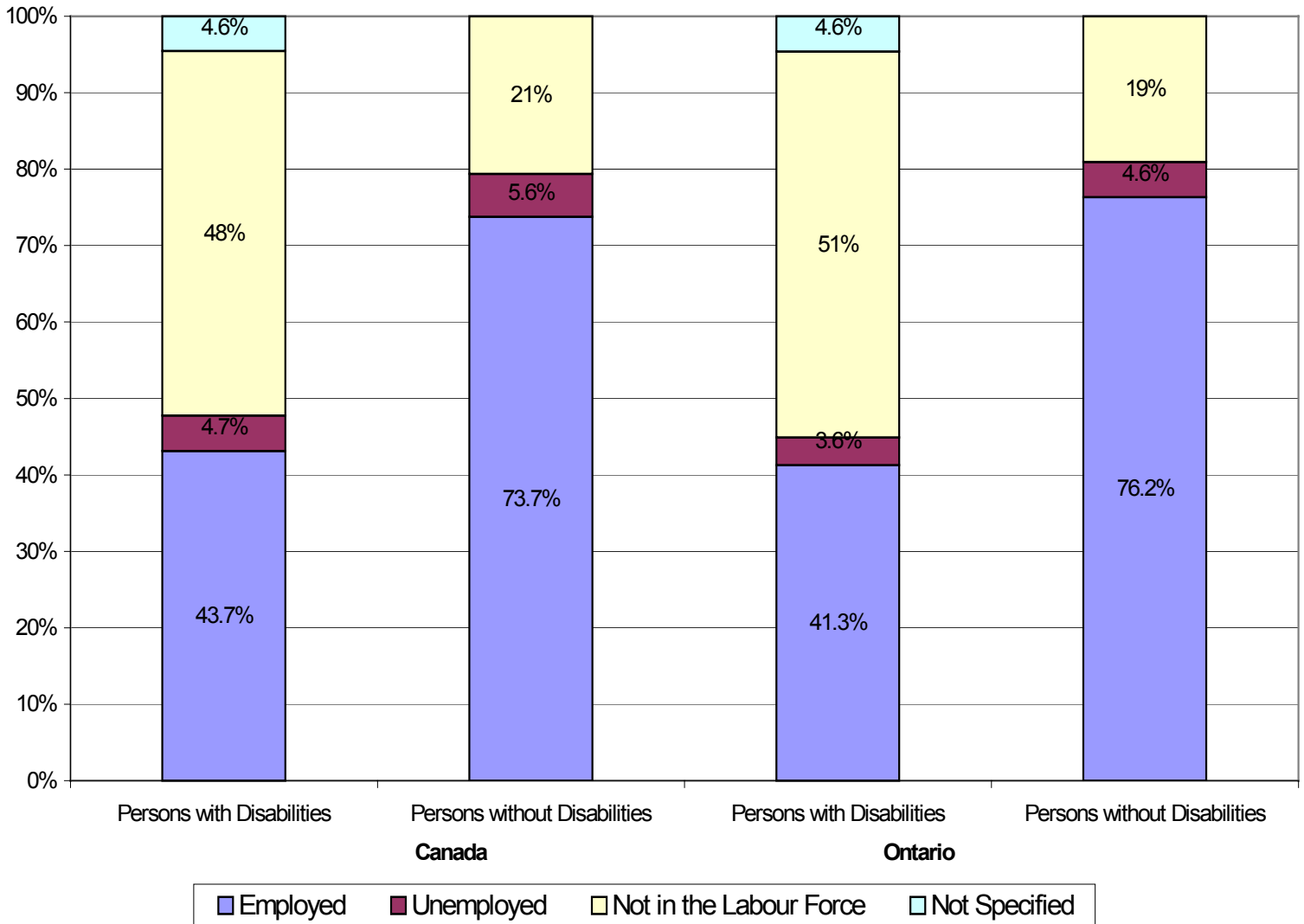


Source: Statistics Canada, 2001. Participation and Activity Limitations Survey (PALS), 2001

***Note: Data collected for PALS is based on self-reporting, and therefore may not be comprehensive**

The above chart shows that a greater percentage of persons with disabilities did not complete high school, compared with the rest of the population. In addition, the chart shows that fewer persons with disabilities obtained a university degree compared with the rest of the population. Persons with disabilities obtained either a trades certificate/diploma or a college-level education at relatively the same percentage rates as the rest of the population.

Labour Force Activity



Source: Statistics Canada, 2001. Participation and Activity Limitations Survey (PALS), 2001

***Note: Data collected for PALS is based on self-reporting, and therefore may not be comprehensive**

The above chart shows that a larger percentage of persons with disabilities in both Ontario and Canada are not in the labour force, compared with the rest of the population. About the same percentage of persons with disabilities in Ontario and Canada reported being employed.

LOOKING AHEAD

Ontario looks forward to continuing to assist Ontarians with disabilities to overcome challenges they often face when seeking employment. We know that more needs to be done, and the statistics included in this report paint a compelling picture. We need to look for more ways to work together to enhance the supports and services we provide so that no one who wants to work is left out. Ontario will continue to pursue our goal of full inclusion for our citizens with disabilities in all areas of society, by funding programs that provide disabled people with an opportunity to prepare for the workplace and to secure jobs.