

Government of
Northwest Territories

**Canada-Northwest Territories
Labour Market Agreement for
Persons with Disabilities**

**Annual Report
2015-16**





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English

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French

Kīspin ki nitawihtīn ē nīhīyawihk ōma ācimōwin, tipwāsinān.

Cree

Tł̄icho yati k'èè. Dı wegodi newo dè, gots'o gonedede.

Tłóżco

Periht'ís Dëne Sułiné yati t'a huts'elkér xa beyáyatı thepə pat'e, nuwe ts'ën yólti.

Chipewyan

Edi gondı dehgáh got'je zhatié k'ée edat'eh enahddhe nide naxets'é edahhlí.

South Slavey

K'áhshó got'jne xədə k'é hederi ɬedjhtl'é yeriniwe nídé dúle.

North Slavey

Jii gwandak izhii ginjìk vat'atr'ijahch'uu zhit yinohthan jì', diits'at ginohkhìi.

Gwich'in

Uvanittuaq ilitchurisukupku Inuvialuktun, guquaqluta.

Inuyialuktun

Inuktitut

Hapkua titiqqat pijumagupkit Inuinnagtun, uvaptinnut hivajarlutit.

Inuinnagtun

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Introduction

The Government of the Northwest Territories (GNWT) signed the Labour Market Agreement for Persons with Disabilities (LMAPD) with the Government of Canada on February 20, 2014, completing action 8.1 of the Northwest Territories' Action Plan for Persons with Disabilities.

The inaugural year of the LMAPD was focused on the development of an implementation plan of the program across the Northwest Territories (NWT), and the development of guidelines and programs specific to the LMAPD. The 2014-15 budget was applied to existing GNWT programs.

In the 2015-16 fiscal year, the implementation plan was accomplished, with consultations and information on how to access the programs being delivered to numerous third-party organisations.

For the 2015-16 fiscal year all third-party organisations who applied for funding were awarded the full requested amount, with the LMAPD spending a total of \$851,978. This funding provided enhancements to existing supports for persons with disabilities, in addition to enhancing the teaching methods used to educate adults with disabilities.

LMAPD Programming Priorities and Objectives

The Department of Education, Culture and Employment (the Department) has a mandate to ensure NWT residents have access to high quality programs and services. Through the LMAPD, the Department aims to increase the workforce participation and improve the employment outcomes of persons with disabilities.

The programs and services provided by the GNWT and third-party organizations in the NWT supported eligible clients in accessing education and training, increased employment participation and assisted in obtaining healthcare-related treatment.

The LMAPD focused its 2015-16 priorities on:

- Implementing evaluation tools and methods for cross-departmental and third-party programs/ initiatives as set out in the performance indicators discussion paper developed multilaterally with the other jurisdictions in Canada.
- Improving the level of basic and post-secondary education and work-related skills for persons with disabilities.
- Improving the labour market situation and independence of persons with disabilities through employment-related activities, with an increased focus on work experience for youth with disabilities.
- Expanding the availability, accessibility, and quality of employment opportunities for persons with disabilities, in partnership with business and labour.
- Enhancing employer awareness of the abilities and availability of persons with disabilities.
- Strengthening persons with disabilities' knowledge of labour market opportunities.
- Enhancing the knowledge base to support continuous improvement of labour market policies and programs for persons with disabilities through the sharing of best practices and increased engagement of employers and disability organizations in program design.
- Assessing current programs and work with research partners to identify new programs and services to improve employment outcomes for persons with disabilities.

Program Options

The LMAPD provided support to GNWT initiatives and to third-party organizations who offered programs aimed at engaging persons with disabilities in the labour market.

There are four priority areas under the LMAPD. All programs and services must meet at least one to qualify under the LMAPD:

- Education and Training
- Employment Participation and Opportunities
- Building Knowledge
- Healthcare Related Programs

In 2015-16, all applicants to the programs were accepted and awarded full requested funds.

Programs that were funded in the 2015-16 fiscal year fell under:

- Education and Training
- Building Knowledge

Education and Training

Support was provided for eligible clients to participate in short-term training opportunities to develop essential employability skills and/or upgrade their skills and knowledge to meet the demands of the labour market.

Eligible activities included academic upgrading, workplace essential skills, life skills, employment readiness programs, pre-employment training courses, and skill-specific training programs. Financial assistance included tuition, books, travel, living allowances, special equipment, childcare, and licenses or certificate fees.

Support was also provided to individuals attending postsecondary education through the Study Grant for Persons with Permanent Disabilities. This Grant is intended to help individuals with extraordinary expenses related to permanent disability.

The Grant provided assistance with tuition, books, travel, accommodation, tutors, interpreters, readers, transportation, attendant care (while in school), special equipment, and one-time medical assessments.

Building Knowledge

Support was provided to eligible projects designed to enhance the knowledge base of individuals, trainers, and employers to support continuous improvement of labour market policies and programs for persons with disabilities, through research, the sharing of best practices, and the increased engagement of employers and organisations serving persons with disabilities.

In 2015-16, LMAPD help fund training for participatory workshops in three communities across the NWT on integrating practical supports for learners with cognitive challenges. These workshops trained adult educators how to apply practical strategies to lesson plans and delivery to support students with cognitive challenges such as Fetal Alcohol Spectrum Disorder, learning disabilities and Attention Deficit Hyperactivity Disorder.

Consultations

In 2015-16, the Department followed an implementation plan that had been developed in 2014-15. The foundation for implementation of the LMAPD was direct consultation with third-party service providers for persons with disabilities.

Face-to-face meetings and teleconferences were held with various third-party organisations across the NWT to discuss how the LMAPD and the GNWT could work directly with the organisation on either funding new programs or enhancing funding for existing programs that would qualify under the LMAPD.

Additionally, through various conversations with Career Development clients, both job seekers and employers, the Department identified a need for programming to assist clients with suspected, but undiagnosed disabilities that are presenting barriers in the advancement of their training or attempts at obtaining or retaining employment. The Department developed a program to be launched in the 2016-17 fiscal year that would allow for Career Development Officers to facilitate client referrals for and receive recommendations related to:

- Learning/Academic Assessments
- Vocational Assessments
- Cognitive Assessments
- Transferable Skills Analysis

The Department's Assistant Deputy Minister, Labour and Income Security meets twice monthly with the Regional Superintendents of the five administrative regions of the NWT (Beaufort-Delta, Sahtu, North Slave, Dehcho, and South Slave) and with the Directors of Income Security and Labour Development and Standards. During these branch meetings, broad plans for the social and economic wellbeing of persons with disabilities are discussed and developed.

The Regional Superintendents, along with the Department's Coordinator of Labour Market Training, who is responsible for the coordination of the LMAPD, meet on a regular basis with Regional Training Partnership Committees or partnership representatives with participation of the GNWT, Aurora College, Aboriginal Governments, community organizations, industry, and other stakeholders involved in education and training to determine regional training and labour market priorities.

Program Expenditures

The total budget for LMAPD for 2015-16 was \$2,498,926, funded by the Government of Canada and the Government of the Northwest Territories, each contributing \$1,249,463. A total of \$851,978 of the budget was spent.

The project expenditures for the 2015-16 fiscal year are as follows:

Programs and Services	Total
<i>Education and Training</i>	
Skills Development and Upgrading	\$312,058
Skills Development and Work Experience	
Workplace Based Skills Development & Training	\$6,900
<i>Employment Participation</i>	
Employment Services	
Work Experience	
<i>Healthcare Related Programs (25% cap)</i>	
Building Knowledge	\$33,542
Administration (20% cap)	\$499,478
TOTAL	\$851,978
DIFFERENCE	\$1,646,948

Results

In 2015-16 the Department set out a goal to provide services to a minimum of 200 individuals through LMAPD programs throughout the year. With 2015-16 being the first year of third party organisations participating in service and program delivery of the LMAPD, a total of 79 individuals were helped through LMAPD in 2015-16.

Below are the outcomes for 2015-16 programming (when information was provided).

Target Population	Target	Result
# of unemployed clients through individual and employer supports	100	33
# of employed clients through individual and employer supports	100	46
% of clients who were prepared for new or better employment	25%	59%
% of clients who received credentials/certification as a result of their intervention	25%	54%
% of employed clients who experienced career advancement because of their intervention	25%	29%

For a full representation of these results and more of the LMAPD performance indicators please see Appendix A – Performance Metrics.

Although there are numerous GNWT funded programs that support employability of persons with disabilities, either directly or indirectly, the LMAPD was under-utilized in 2015-16. While some of this may be attributed to the newness of the programs and 2015-16 as the first full year program delivery, other considerations are tied to the nature of the program. Consultations with third-party service providers suggest several reasons for modest uptake in the first full year of the LMAPD. They advise that the reporting requirements are prohibitive in two respects: additional administrative burden, and by adding another label and further marginalization to current clients experiencing multiple barriers to employment.

Evaluation

The GNWT recognises the important role that accountability plays in an effective, long-term approach toward reaching the shared goal of improving the labour market situation of persons with disabilities.

In 2015-16, the Department began to work on the development of an LMAPD Evaluation Schedule for submission to the Government of Canada in the first half of the 2016-17 fiscal year. The Evaluation Schedule and development of guidelines and reporting mechanisms were discussed through the bilateral joint management committee for LMAPD as well as through provincial, territorial and federal working groups.

Northwest Territories agreed to undertake an evaluation of key programs and services which are funded under the LMAPD using commonly accepted research designs and methodologies. The LMAPD Evaluation will focus both on how well programs are being implemented and how well they are achieving their stated objectives.

Evaluation will be conducted in the Northwest Territories on programs and services offered through LMAPD for the 2016-17 and 2017-18 fiscal years.

APPENDIX A - Performance Metrics

LEGEND:

BK = Building Knowledge

SD = Skills Development and Upgrading Interventions

ES = Employment Services

WE = Work Experience Interventions

SD/WE = Interventions that offer both Skills Development and Work Experience Components

WSD = Workplace-based Skills Development and Training

HC = Healthcare-related Interventions

CLIENT PROFILE INDICATORS

Table 1 – Number of clients served by intervention type

Intervention Type	Clients Served
BK	36
SD	43
ES	0
WE	0
SD/WE	0
WSD	0
HC	0
Total for all program/services	79

Table 2 – Number of clients served by gender

Gender	Clients Served
Female	48
Male	31
Other	0
Don't know	0
Refusal	0
Total	79

Table 3 – Number of clients served by age group

Age Group	Clients Served
15-29	37
30-54	31
55 and over	10
Don't know	1
Refusal	0
Total	79

CLIENT PROFILE INDICATORS CONTINUED

Table 4 – Number of clients served by education level

Education Level	Clients Served
Less than High School	0
High School	10
Some Post-Secondary	34
Trades Certificate	0
Diploma	3
University Degree	31
Don't know	1
Refusal	0
Total	79

Table 5 – Number of clients by pre-intervention employment status

Employment Status	Clients Served
Employed fulltime	39
Employed part-time	7
Student	23
Unemployed	10
Don't know	0
Refusal	0
Total	79

Table 6 – Number of clients by pre-intervention hourly earnings

Hourly Wage	Clients Served
Less than 10	0
10.01 - 12.00	1
12.01 - 15.00	4
15.01 - 18.00	0
18.01 and over	14
Don't know	60
Refusal	0
Total	79

ENHANCED EMPLOYABILITY OUTCOMES

Table 7 – Number of clients served who are prepared for new or better employment by intervention type

Intervention Type	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Refusal	Total
BK	5	19	4	3	0	5	36
SD	0	23	3	0	15	2	43
ES							0
WE							0
SD/WE							0
WSD							0
HC							0
Total	5	42	7	3	15	7	79

Table 8 – Number of clients served who earned credentials/certification as a result of intervention by intervention type

Intervention Type	Education	Ind <10*	Ind >10**	Proprietary	Don't Know	Refusal	Total
BK	0	36	0	0	0	0	36
SD	7	0	0	0	35	1	43
ES							0
WE							0
SD/WE							0
WSD							0
HC							0
Total	7	36	0	0	35	1	79

Table 9 – Number of clients served who indicate career advancement as a result of intervention by intervention type

Intervention Type	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Refusal	Total
BK	5	18	5	3	0	5	36
SD	0	0	1	0	38	4	43
ES							0
WE							0
SD/WE							0
WSD							0
HC							0
Total	5	18	6	3	38	9	79

* Ind <10 = Industry/Occupation less than 10 hours

** Ind >10 = Industry/Occupation more than 10 hours

ENHANCED EMPLOYABILITY OUTCOMES CONTINUED

Table 10 – Employment status 3 months post-intervention

3 Months Post-Intervention									
Pre-intervention employment status	Post-intervention employment status	BK	SD	ES	WE	SD/WE	WSD	HC	Total
Employed (46)	Employed fulltime	31	1						32
	Employed part-time	1							1
	Student		8						8
	Unemployed		1						1
	Don't know								
	Refusal	4							
	Total	36	10						46
Not Employed (33)	Employed fulltime		3						3
	Employed part-time								
	Student		5						5
	Unemployed								
	Don't know		23						23
	Refusal		2						2
	Total		33						33

Table 11- Hourly earnings 3 months post-intervention

3 Months Post-Intervention									
Pre-intervention employment status	Post-intervention hourly earnings	BK	SD	ES	WE	SD/WE	WSD	HC	Total
Employed (46)	Less than 10								
	10.01 - 12.00								
	12.01 - 15.00								
	15.01 - 18.00								
	18.01 and over	9	1						10
	Don't know		9						9
	Refusal	27							27
Total	36	10							46
Not Employed (33)	Less than 10								
	10.01 - 12.00								
	12.01 - 15.00								
	15.01 - 18.00		1						1
	18.01 and over								
	Don't know		28						28
	Refusal		4						4
Total			33						33

ENHANCED EMPLOYABILITY OUTCOMES CONTINUED

Table 12 – Number of clients served who indicate employment is related to educational background or work during intervention by intervention type

Intervention Type	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Refusal	Total
BK	22	11	0	0	0	3	36
SD	0	4	0	0	35	4	43
ES							0
WE							0
SD/WE							0
WSD							0
HC							0
Total	22	15	0	0	35	7	79

Table 13 – Number of clients served who are satisfied with the intervention by intervention type

Intervention Type	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Refusal	Total
BK	19	14	0	0	0	3	36
SD	1	25	1	0	14	2	43
ES							0
WE							0
SD/WE							0
WSD							0
HC							0
Total	20	39	1	0	14	5	79