

2014-2015 Annual Report for the Northwest Territories

Canada-Northwest Territories
Labour Market Agreement for
Person with Disabilities

March 2016



INTRODUCTION

The Northwest Territories' Action Plan for Persons with Disabilities identifies enhancing employability, encouraging (re)entry into the labour market and supporting more work opportunities for persons with disabilities as a main goal throughout the action plan. The negotiation and signing of the Labour Market Agreement for Persons with Disabilities on February 20, 2014 completes action 8.1 of the action plan:

8.1 Negotiate an agreement with ESDC for the multi-lateral framework for Labour Market Agreements for Persons with Disabilities (formally EAPD) that minimizes spending commitments of the GNWT without affecting current federal funding.

2014-15 was the inaugural year for the Labour Market Agreement for Persons with Disabilities (LMAPD).

LMAPD PROGRAMMING PRIORITIES AND OBJECTIVES

The vision for northerners under the department of Education, Culture and Employment (ECE) is 'Northern people leading fulfilled lives and contributing to a strong and prosperous society'. ECE has a mandate to ensure NWT residents have access to high quality programs and services. Through the programs and services under the LMAPD, ECE expects 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 will support eligible clients in accessing education and training, increase employment participation and assist in obtaining healthcare-related treatment.

As part of the many programs and services that ECE delivers, the LMAPD focussed its 2014-15 priorities on:

- Developing evaluation tools and methods for cross-departmental and third party programs/initiatives.
- Improving the level of basic and postsecondary 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 and strengthen 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, e.g., through the sharing of best practices and increased engagement of employers and disability organizations in program design.
- Consulting with stakeholders to clearly define the term 'person with a disability'.
- Assessing current programs and work with research partners to identify new programs and services to improve persons with disabilities employable outcomes.

PROGRAM OPTIONS

Each region and person with a disability in the NWT has varying needs and reflects different cultures and languages. 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.

For the first year of the LMAPD, there were two areas in which programs were funded.

- Education and Training
- Healthcare-Related Programs

During this implementation year, ECE focussed efforts on developing further ways to administer and enhance funding under the LMAPD which will be reflected in the 2015-16 Annual Plan and Report.

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 intends to help individuals with extraordinary expenses related to their 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.

Healthcare-Related Programs

Support was provided for clients to obtain treatment for substance abuse, addictions, mental health issues, etc. with the goal of enhancing employability. Provisions of prostheses and other personal devices to support employability were also considered.

CONSULTATIONS

The 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 ECE's Coordinator of Labour Market Training, meet on a regular basis with Regional Training Partnership Committees or partnership representatives, made up 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.

Consultation with employers, organisations and disability community stakeholders were made in the lead up to the signing to identify key labour market barriers and

opportunities for persons with disabilities. Further consultations with key stakeholders are planned to take place in the second year of the agreement to develop additional priorities and goals.

ECE was also an active participant in the multilateral workshops that took place between Provincial and Territorial governments, and the Government of Canada to define and specify the level of data to be included in the Annual Reports beginning 2015-16, as outlined as part of the LMAPD.

PROGRAM EXPENDITURES

The project expenditures for the 2014-15 fiscal year are as follows:

Programs and Services	GNWT Share	Canada Share	Total
<i>Education and Training</i>			
Skills Development and Upgrading	\$175,107	\$175,107	\$350,214
Skills Development and Work Experience			
Workplace Based Skills Development & Training			
<i>Employment Participation</i>			
Employment Services			
Work Experience			
Healthcare Related Programs (25% cap)	\$312,500	\$312,500	\$625,000
<i>Employment Opportunities</i>			
<i>Connecting Employers and Persons with Disabilities</i>			
<i>Building Knowledge</i>			
<i>Administration (20% cap)</i>	\$249,998	\$249,998	\$499,996
TOTAL	\$737,605	\$737,605	\$1,475,210

RESULTS

During the implementation year of the LMAPD, ECE participated on a committee that would determine the Performance Indicators for the program. Given that performance indicators were not established at the start of LMAPD program delivery, GNWT programs funded under the LMAPD for the 2014-15 fiscal year

were not able to fully report on specific indicators as per the performance indicators outlined in the LMAPD Indicators Discussion Paper. However, where possible, program providers produced information on what was delivered and to whom.

ECE has identified the following outcomes for 2014-15 as a result of this Labour Market Agreement for Persons with Disabilities (when information was presented):

- 364 total clients supported through LMAPD programming.
- 120 unemployed clients through skills development and upgrading supports.
- 244 unemployed clients through healthcare related interventions.
- At least 322 individuals supported were youth.
- 3 locally-designed programs were supported to specifically address barriers and service gaps to employability of persons with disabilities.

EVALUATION

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

In its introductory year, the evaluation process for the NWT was being developed and created through discussions that took place with the bilateral joint management committee for LMAPD, and through the development of guidelines and reporting mechanisms. Evaluation tools are continuing to be developed to conduct measures for short-term and medium-term outcomes for all programs and participants. All results of the evaluations will be shared with the public and the Government of Canada when they become available.