

# LABOUR MARKET AGREEMENT FOR PERSONS WITH DISABILITIES (LMAPD)

ANNUAL REPORT 2014-2015



Yukon

*A comprehensive review of LMAPD programming supported by the Department of  
Education, Advanced Education Branch in 2014-2015*

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## Minister's Message

Yukon is pleased to present this annual report detailing the territory's commitments and investments under the Labour Market Agreement for Persons with Disabilities (LMAPD). This agreement is the first of its kind in Yukon, with programming for persons with disabilities being established in August 2014. This report is the first under the terms of this agreement.

Persons with Disabilities are a priority group currently under-represented in the Yukon Labour Market. The LMAPD is intended to facilitate the additional needs determination, assessments training and accommodations necessary to improve employment outcomes for this group. By enhancing individual employability skills, we expect to increase employment opportunities and labour market participation rates for persons with disabilities.

It is a benefit to all Yukoners when persons with disabilities are able to meet their full potential in all aspects of their lives. Through consultations with members of the disability community, employers, First Nations, the Government of Canada and other interested stakeholders, Yukon is committed to continuing the development of initiatives under this agreement.

Hon. Doug Graham  
Minister of Education

## Introduction

The intent of this report is to provide a comprehensive review of activities and programs covered under the Labour Market Agreement for Persons with Disabilities (LMAPD) for 2014-15. The LMAPD provides for the transfer of funds to the provinces and territories for programming that enhances the participation of persons with disabilities in the labour market.

## Background

The Government of Canada, along with the provinces and territories, have offered various programs and services to assist persons with disabilities to better engage with the labour market. Unlike the provinces, Yukon has never cost-shared with the Government of Canada in offering services to persons with disabilities. In Budget 2013, the Government of Canada proposed a new generation of LMAPDs as part of its plan for jobs, growth and long-term prosperity. This LMAPD aims to better meet the employment needs of employers, improve the employment prospects for persons with disabilities and includes enhanced accountability and reporting requirements.

The LMAPD was signed between the Yukon Department of Education and the Government of Canada in February 2014, with programming made available on August 1, 2014. Thus, this report covers the time period August 2014 to March 2015.

The LMAPD is four years in length and Yukon will be allocated up to \$1.25 million annually to provide employment-related supports to Yukon persons with disabilities. The Department of Education is working with the Department of Health and Social Services in the administration and delivery of the LMAPD.

The key principles of Yukon's delivery of the LMAPD are as follows:

- Provide labour market supports to persons with disabilities;
- Have eligible participants provide informed consent to address an identified or suspected disability; and
- Have services to participants include a strong focus on case management and participant follow-up.

## Definition of disability

For the purpose of applying for funding under the LMAPD, Yukon has defined disability as a physical condition, a mental condition or a health problem that restricts the performance of one or more of a person's significant life activities for an extended period of time.

## Priority areas

Integral to the LMAPD is the flexibility to allow provinces and territories to determine their own programs and services, provided that the aforementioned programs and services are consistent with the following priority areas:

- Education and Training – improve the level of basic and post-secondary education, and work-related skills for people with disabilities;
- Employment Participation – improve the labour market situation and independence of people with disabilities through employment-related activities;
- Employment Opportunities – expand the availability, accessibility and quality of employment opportunities for people with disabilities in partnership with business and labour;
- Connecting Employers with Persons with Disabilities – enhance awareness of the abilities and availability of people with disabilities, and strengthen people with disabilities’ knowledge of labour market opportunities; and
- Building Knowledge – enhance the knowledge base to support continuous improvement of labour market policies and programs for people with disabilities.

### Yukon LMAPD programming

In order to effectively deliver the LMAPD, the Department of Education consulted with community service providers to identify gaps in the existing services provided to persons with disabilities. Therefore, the three streams of programming that the department developed represent the most significant service gaps identified in these consultations. Three programs were developed and the objectives of each are as follows:

#### Capability Assessment and Accommodation Program (CAAP)

This program supports the activities necessary to assess an individual’s workplace capabilities and challenges in order to determine the accommodations necessary for successful engagement with an employer. This requires a broad list of eligible activities to cover a range of assessment tools and strategies, including the creation of individualized assessment strategies, such as a trial work experience placement with the direct involvement of an occupational therapist. Case management service providers apply for funding to meet the needs of their participants.

The expected result is a determination of the accommodations required for the participant to gain and maintain a successful employment situation, or to determine that such an outcome is unlikely or undesirable. This intervention would reasonably be expected to be an early step in a participant work action plan.

#### Individual Training and Supports Program (ITSP)

To provide support for an eligible participant seeking training to enable employment or personal supports in order to accommodate a declared or demonstrated disability that hinders employment.

#### Workplace Supports Program (WSP)

This program allows for a wide range of employment supports including equipment purchase, physical workplace adaptation, tailored job descriptions, job coaching and mentoring, mediation, disability management professionals and wage and earnings subsidies. As with the other program streams, case management is a key ingredient of the program. The participant and employer are directly involved in designing the accommodation necessary to achieve the desired result.

Notwithstanding the objective of each of the above programs, a project outcome which determines that the participant is not ready for employment is not considered a project failure.

The following programs meet the Education and Training priority area of the LMAPD: Capability and Accommodation Program, Individual Training and Supports Program and the Workplace Supports Program.

The following programs meet the Employment Participation priority area of the LMAPD: Capability and Accommodation Program, Individual Training and Supports Program and the Workplace Supports Program.

The following programs meet the Employment Opportunities priority area of the LMAPD: Individual Training and Supports Program and the Workplace Supports Program.

The following programs meet the Connecting Employers and Persons with Disabilities priority area of the LMAPD: Individual Training and Supports Program and the Workplace Supports Program.

Yukon is still developing a 'project-based funding' program wherein specific projects aimed at assisting Persons with Disabilities will be funded.

## Program results indicators

The LMAPD requires Yukon to report annually on programs and services to demonstrate that these activities increased the employment situation of persons with disabilities. A one-year transition period (2014-15) to phase-in reporting on performance indicators has been provided, with complete reporting on all indicators beginning in 2015-16.

The CAAP program provided 21 individuals with 22 assessments in 2014-15. These assessments included Diagnostic Assessments (11), Psycho-Educational Assessment (1) and Neuropsychological Assessments (10). The Department of Education expended a total of \$22,186.00 in the CAAP program.

Nine individuals applied for ITSP programming, of which eight received funding. A total of \$43,996.90 was expended for individual training supports.

There was one WSP started in 2014-15 at a total cost of \$2,693.19.

LMAPD Program Results		
	Number of Participants	Total Expenditures
CAAP	21	\$22,186.00
ITSP	8	\$43,996.90
WSP	1	\$2,693.19

The Department of Education signed a Memorandum of Understanding (MOU) with the Department of Health and Social Services to work in partnership in delivering the LMAPD. The scope of the MOU is four-years in length and allows for the Department of Education to transfer up to \$275,000 per year for program delivery expenditures. This includes an administrative cost allocation of \$100,000. For 2014-15, the Department of Health and Social Services had access to \$195,000 of LMAPD funds.

With this allocation, the Department of Health and Social Services enlisted a third-party consultant to augment the existing Head Start programming. Head Start is a work placement program for persons collecting social assistance. These placements last up to 20 weeks and help the individual build a strong resume by developing skills and work experience.

## Looking ahead

The LMAPD is intended to assist with the labour market attachment of persons with disabilities, be more responsible to the needs of employers and be more demand-driven and measurable, all the while continuing to meet the needs of persons with disabilities.

Reporting on indicators began in 2014 and are reflected in this 2014-15 Annual Report. Additional outcome and impact indicators will be available in the 2015-16 Annual Report. The LMAPD was signed before systems and templates were put in place for the collection of client profile, client outcome and impact indicators required under the terms of the Agreements. These indicators include both data that is collected at participant intake/assessment and data that can only be collected once the intervention has closed and the participant has completed the program. Processes are now under construction to collect this data and should be included in the 2015-16 Annual Report.

A five-year evaluation plan has been submitted by Yukon to the federal government. This evaluation will look at all of the programs offered under the LMAPD including those offered under other Yukon government departments, namely the Department of Health and Social Services and the Public Service Commission. The results will be reported before the end of the current agreement, which ends on March 31, 2018.

The LMAPD has given Yukon the ability to maintain and strengthen its labour market programs and services for persons with disabilities. Yukon will continue to demonstrate its commitment to the employment of persons with disabilities by providing labour market and employment programs to assist in the attaining and maintaining of employment.