



# **Canada – Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities**

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Annual Report  
2016-17

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## **Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities 2016-17 Annual Report**

### **Introduction**

In the *Multilateral Framework for Labour Market Agreements for Persons with Disabilities*, Federal, Provincial and Territorial (FPT) Ministers Responsible for Social Services committed to building a strong, inclusive society and securing a high quality of life for all Canadians with disabilities. They agreed that in Canada all citizens should have an opportunity to contribute to the social and economic fabric. This means removing barriers so that persons with disabilities can live with dignity and realize their capacity for independence.

In December 2003, the Government of Newfoundland and Labrador signed the FPT *Multilateral Framework for Labour Market Agreements for Persons with Disabilities*. The goal of this framework is to improve the employment situation for persons with disabilities within Newfoundland and Labrador through the pursuit of three objectives:

- Enhance the employability of persons with disabilities;
- Increase the employment opportunities available to persons with disabilities; and
- Build on the existing knowledge base.

In April 2004, Newfoundland and Labrador signed the *Canada – Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities* (LMAPD). The LMAPDs give provinces and territories flexibility to determine priorities and approaches to best address the needs of persons with disabilities within each of their jurisdictions. Provinces and territories are responsible for the design and delivery of employment programming in five areas:

1. Education and training;
2. Employment participation;
3. Employment opportunities;
4. Connecting employers and persons with disabilities; and
5. Building knowledge.

In its *Economic Action Plan 2013*, the Government of Canada committed to introduce a new generation of LMAPD. The goal of this plan was to better meet the employment needs of Canadian businesses, improve the employment prospects for persons with disabilities, and put stronger accountability mechanisms in place.

In September 2014, the 2014-18 Canada – Newfoundland and Labrador LMAPD was signed between the Government of Newfoundland and Labrador and the Government of Canada. Under this Agreement, the Federal Government agreed to share up to 50 per cent of the cost of programs and services, up to a maximum fiscal-year federal contribution of \$4.6 million.

The LMAPD supports a range of provincially-delivered programs and services to enhance the labour market participation of working-age persons with disabilities. These programs and services provide the skills, experience and supports necessary to prepare persons with disabilities for employment or to help them retain employment.

This Annual Report includes program descriptions, expenditures by program area, outcome data for participants and where individualized data was not available, a qualitative overview of program successes.

## **NL SUMMARY 2016-17**

- In 2016-17, Newfoundland and Labrador spent \$20.9 million on programs and services funded under the LMAPD, of which the federal contribution was \$4.6 million.
- There are 14 employment-related programs and services for persons with disabilities funded under the LMAPD. These programs and services are delivered by three provincial departments: Advanced Education, Skills and Labour; Health and Community Services; and Human Resource Secretariat.
- In 2016-17, 7,318 clients were served by programs and services funded under the LMAPD.
- In 2016-17, 689 individuals reported obtaining or maintaining employment as a result of a program or service, where this indicator was relevant for the program or service being offered.

### **Program and Service Delivery**

In Newfoundland and Labrador, the Department of Advanced Education, Skills and Labour<sup>1</sup>, the Department of Health and Community Services, and the Human Resource Secretariat provide programs and services to assist persons with disabilities with funding made available under the LMAPD. In addition, the Provincial Government partners with community agencies to provide programs and services. Interventions to assist with employment preparation and attachment to the workforce, or to address vocational crisis tend to vary in intensity and duration, based on individual need.

### **Advanced Education, Skills and Labour (AESL)**

Funding under the LMAPD supports a range of services and programs to assist persons with disabilities acquire the skills, experience and supports necessary to successfully prepare for, obtain and maintain employment. There are five service components provided by the Department of Advanced Education, Skills and Labour:

#### **1. Training Services and Employment Supports Program**

This program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of an employment plan collaboratively developed with AESL. Benefits and services available include: living allowances during the period of training; transportation costs to attend a post-secondary institution; tuition and student fees; text books; and, disability-related supports, such as interpreters and/or adaptive technology. Other services and supports include employment counseling and assessment, employment planning, pre-employment training, skills training, the provision of technical aids and other supports to assist individuals obtain access to job opportunities and training. With Budget 2016, the Training Services program was commenced to be phased out over a four year period whereby all new students were required to apply to the Canada-Newfoundland and

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<sup>1</sup> The Department's name was changed in August 2016.

Labrador Student Financial Assistance Program which is a needs-based, income-tested and an established program that is benefitting students throughout Canada. At the same time, a new Grant for High-Need Students with Permanent Disabilities was introduced to assist students with permanent disabilities whose eligible training costs exceed the maximum limits of the Student Financial Assistance Programs.

## **2. Supported Employment Program**

This program is delivered in partnership with community employment groups to develop employment opportunities for people who have an intellectual disability. The program provides the necessary support to allow eligible individuals to participate in meaningful, integrated employment in the community. Supports range from orientation and work analysis, to full-time support from a job trainer to ensure that the required duties of the job are completed to the satisfaction of the employer. The types of employment options which may be supported include individually-supported employment in the labour force, contractual employment, self-employment and small business development.

## **3. Disability Supports to Post-Secondary Institutions**

AESL provides funding to College of the North Atlantic (CNA) to support the participation of students with disabilities in education and training programs. CNA offers assessment and training interventions focused on addressing disability-related barriers in post-secondary training environments. Students with disabilities are provided support while in training and on job sites. Assistive and adaptive technologies, attendants and tutors may be provided to enable persons with disabilities to participate and complete post-secondary training. These services enhance students' capacity to participate and compete in post-secondary training and in the labour force.

## **4. Grants to Community Partners Program**

AESL also provides funding to a number of community partners to deliver services and supports to eligible individuals with disabilities, which are consistent and compatible with the departmental mandate and augment programs and services offered directly by AESL. These community partners provide additional expertise and relationships with clients to deliver services which assist individuals with disabilities prepare for, attain or maintain employment. Services include information and referral to appropriate services and programs, assessment, employment and career counseling, skills training, and provision of technical aids and other enabling supports.

## **5. High Needs Grant for Students with Permanent Disabilities**

The High Needs Grant provides assistance to cover education-related costs associated with a permanent disability over the amount available from the Canada Student Grant for Services and Equipment for Students with Permanent Disabilities.

## **Health and Community Services (HCS)**

The Department of Health and Community Services provides funding to a variety of community agencies to support individuals with disabilities, and to Regional Health Authorities to support persons accessing addictions services. Rehabilitative services are provided to help an individual adapt to a disability, maintain their health and address barriers to meaningful participation in society. Services include: workplace assessments and accommodations support; employment supports to enable adaptation to work environments; assistance with maintaining health, technical aids and housing; training, employment preparation and employment counseling; support to find and maintain employment; assistance for adults accessing services that would help them prepare to enter and continue involvement in the labour force; and, rehabilitative supports to persons who are working.

## **Human Resource Secretariat (HRS)**

The Human Resource Secretariat delivers the *Opening Doors* program which provides opportunities for individuals with disabilities to obtain employment within the province's public service. In addition, *Opening Doors* provides information, advice and training, on issues related to the employment of individuals with disabilities, to directors of human resources, managers, supervisors and executive within the public service. As well, career support services are available to provide practical job search and career counselling assistance to persons with disabilities registered with the program.

*"Opening Doors has helped me a great deal with the various programs and services available. Over the years, the office has helped me find various positions that focused on my strengths. They have always been there to provide guidance for me even when sometime it was not easy due to the challenges I faced because of my disability, but with their help, I stayed positive through it all. The job they have done and will continue to do have been a great help to me in finding employment."*

**– Participant C.F. (2016-17)**

*"I had always known that I was "different" but was unsure of what it meant for me and how it had affected my post-secondary education and career options. To say that I felt trapped in a cycle of minimum wage jobs is an understatement. I had spent seven years at university but left no further ahead than when I started. Despite knowing just how important getting an education was, I could not seem to advance through a program no matter how hard I tried or how badly I wanted it.*

*Finally, at age 25, I was diagnosed with Adult ADHD. It was at this time that I was introduced to two programs, one to assist with me getting an education at my pace and in an environment conducive to my learning needs, the other was Opening Doors – via the Office of Employment Equity for Persons with Disabilities. From the initial orientation, I felt truly welcomed and not like a person with a disability, but rather as a person who was differently abled."*

**– Participant A.L. (2016-17)**

*"There are many barriers and challenges for Persons with Disabilities in the workforce. Some barriers are physical; others are social. The physical barriers can be overcome. Social barriers, however, are more insidious. Co-workers are not always accepting of persons with disabilities in their workplace. The Opening Doors Program plays a vital role in knocking down this social barrier."*

**– Participant R.H. (2016-17)**

### Program Expenditures, Funding, and Results

The following tables summarize information on program expenditures, program funding, and program results under the LMAPD from 2009-10 to 2016-17. The LMAPD Review Engagement Report has been completed and being submitted as an attachment to this report.

**Table 1: Program Expenditures 2009-10 to 2016-17**

NEWFOUNDLAND AND LABRADOR LABOUR MARKET AGREEMENT FOR PERSONS WITH DISABILITIES								
PROGRAM SERVICES	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>AESL</b>	\$10,858,000	\$11,632,302	\$11,388,409	\$10,931,632	\$9,883,442	\$9,996,276	\$10,419,690	\$9,507,862
<b>AESL (College of the North Atlantic)</b>	\$1,241,764	\$1,265,181	\$1,565,581	\$1,391,431	\$1,287,552	\$1,290,638	\$1,501,051	\$424,800
<b>HCS</b>	\$909,305	\$909,305	\$909,305	\$909,305	\$909,305	\$4,699,000	\$6,964,991	\$6,988,947
<b>HRS</b>	\$3,338,574	\$3,755,701	\$3,975,041	\$4,297,500	\$3,883,912	\$3,642,670	\$3,824,688	\$3,694,053
<b>TOTAL</b>	<b>\$16,347,643</b>	<b>\$17,562,489</b>	<b>\$17,838,336</b>	<b>\$17,529,868</b>	<b>\$15,964,211</b>	<b>\$19,628,584</b>	<b>\$22,710,420</b>	<b>\$20,615,662</b>

**Table 2: Program Funding 2009-10 to 2016-17**

<b>NEWFOUNDLAND AND LABRADOR LABOUR MARKET AGREEMENT FOR PERSONS WITH DISABILITIES</b>									
<b>PROGRAM SERVICES</b>		<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>
<b>PROVINCIAL CONTRIBUTION</b>		\$11,768,489	\$12,983,335	\$13,259,182	\$12,950,714	\$11,385,057	\$15,050,216	\$18,132,052	\$16,037,294
<b>CANADA CONTRIBUTION</b>		\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,579,154	\$4,578,368	\$4,578,368	\$4,578,368
<b>TOTAL</b>		<b>\$16,347,643</b>	<b>\$17,562,489</b>	<b>\$17,838,336</b>	<b>\$17,529,868</b>	<b>\$15,964,211</b>	<b>\$19,628,584</b>	<b>\$22,710,420</b>	<b>\$20,615,662</b>



**Table 3: Program Results 2009-10 to 2016-17\***

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Training Services Program</b>								
Number of people participating in programs/or services	332	351	310	270	233	277	189	126
Number of people employed as a result of a program and/or service	N/A	N/A	N/A	33	19	10	N/A	N/A
<b>Supported Employment Program</b>								
Number of people participating in programs/or services	1,265	1,308	1,452	1,940	1,663	1,390	1,437	1,482
Number of people employed as a result of a program and/or service	779	498	544	478	503	538	568	586
<b>Grants to Community Partners</b>								
Number of people participating in programs/or services	1,200	1,000	982	987	800	331	1,002	311
Number of people employed as a result of a program and/or service	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Human Resource Secretariat</b>								
Number of people participating in programs/or services	1,344	1,107	1,203	852	930	998	1,065	1,139
Number of people employed as a result of a program and/or service	79	62	54	38	108	113	111	103
<b>College of the North Atlantic</b>								
Number of people participating in programs/or services	520	509	403	563	432	617	722	722
Number of people employed as a result of a program and/or service	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>High Needs Grant for Students with Permanent Disabilities**</b>								
Number of people participating in programs/or services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	38
Number of people employed as a result of a program and/or service	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

<b>Health and Community Services</b>								
Number of people participating in programs/or services	1,510	1,510	1,510	1,530	1,530	2,842	3,000	3,500
Number of people employed as a result of a program and/or service	185	185	185	N/A	N/A	N/A	N/A	N/A

\*Some individuals may be included more than once as a result of having participated in more than one type of intervention.

\*\* High Needs Grant for Students with Permanent Disabilities was launched in 2016-17.

## **2016-17 Program Profile and Outcomes**

Newfoundland and Labrador has a diverse population of working-age persons with disabilities, representing a variety of skills, abilities and needs. More than 10 per cent of the population lives with a disability. Newfoundland and Labrador is enhanced by the diverse perspectives, skills and talents that citizens with disabilities contribute. The community of persons with disabilities provides input on issues related to disability and strong partnerships have been developed between stakeholders and the Provincial Government. These partnerships provide opportunities for collaboration on initiatives to promote the full inclusion of persons with disabilities. The development of the LMAPD provides an opportunity to strengthen programs and services. Over the course of this Agreement, the Government of Newfoundland and Labrador continues to engage the community to review current programs and services, to identify new initiatives in an effort to ensure the effectiveness and efficiency of existing services, and to respond to identified gaps.

## **Limitations**

Since the implementation of the Labour Market Programs Support System (LaMPSS), Newfoundland and Labrador has the capability of providing more consistent and timely reporting functionality than was previously available. This annual report represents program information that was available at the time.

To ensure appropriate data is collected for future programming, Newfoundland and Labrador will work with the Federal Government, along with other provinces/territories, to develop a new Performance Measurement Strategy for the new Workforce Development Agreement. This will help to ensure that reliable and credible data is collected for longer-term evaluation purposes and for answering broader questions about program and service performance.

For some programs, funding is provided to an employer or organization for a service to individuals. As a result, individual level data is not available for reporting as the province does not have the authority to obtain client consent to collect this information. For programs where individualized data could not be collected, some qualitative measures of program successes are provided.

For 2016-17, demographic and pre-intervention information was available for individuals receiving direct funding in the Training Services Program and the High Needs Grant for Students with Permanent Disabilities. Outcome data resulted from a combination of administrative data and follow-up surveys to a sample of individual clients and employers participating in programs funded by the LMAPD. Consequently, only individuals who agreed to participate in follow-up are reported on in this document.

As part of the performance indicators, follow-up with individuals is required three and twelve months after program participation. As not all clients participating in programs in 2016-17 could be followed up at twelve month intervals, outcomes are reported for all clients who reached their twelve month post program in 2016-17. As a result, some of these clients may have completed their programming in the previous fiscal year.

## Participant Profile

In 2016-17, 164 clients benefited from the Training Services Program and the High Needs Grant for Students with Permanent Disabilities. Most of these clients (83.9 per cent) were unemployed prior to participating in the program. These results are displayed in Table 4.

**Table 4: Pre-intervention Employment Status 2016-17**

Pre-intervention Employment Status	#	%
Employed	10	6.0%
Underemployed	16	10.1%
Unemployed	138	83.9%
<b>Grand Total</b>	<b>164</b>	<b>100.0%</b>

As the Training Services Program and the High Needs Grant for Students with Permanent Disabilities assist individuals enter post-secondary training, 94 per cent of individuals were between 15-29 years of age. The average age of these participants was 22 years of age. Most of the clients were male (57.3 per cent), while 42.7 per cent were female.

Almost 83 per cent of the participants' highest reported level of education was a high school diploma or equivalency. The remainder (17 per cent) had completed some post-secondary before participating in the Training Services Program and the High Needs Grant for Students with Permanent Disabilities programs.

## Outcomes

During the 2016-17 fiscal year, follow-up was conducted for 118 clients. This included follow-up at the intervention conclusion, at the closure of the client's employment plan, as well as 12 and 52 weeks post-intervention. Collected data included employment status and wages, whether an education program/course was completed, any credential earned as a result of the program, whether the client felt that their job skills improved as a result of the program, and whether their goals for the program were met.

## Job Skills and Goals

For clients indicating whether their job skills improved, 89.3 per cent indicated that their job skills had improved as a result of their program participation. Of these clients, 53.6 per cent indicated that their goals for the program were met.

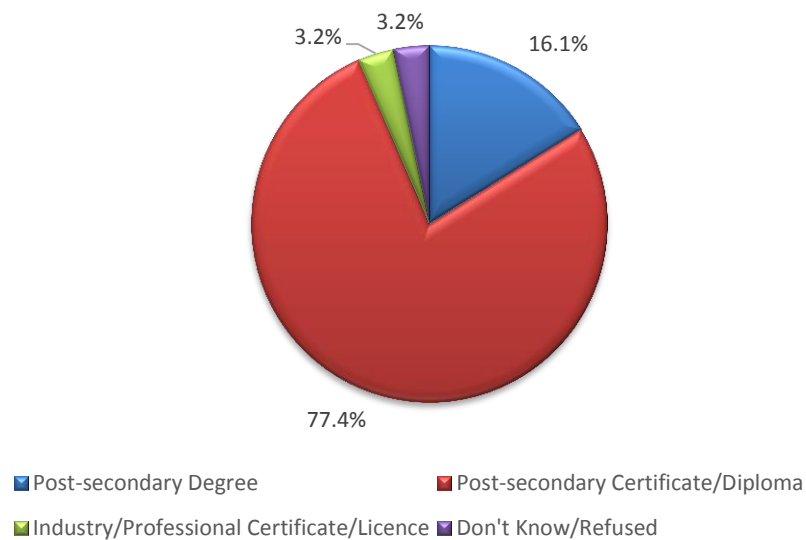
## Education Completed

Almost 71 per cent of clients who indicated whether or not they had completed an education program as part of their intervention had completed the education program, while over 29 per cent of clients had not completed their education program.

## Credential Earned

For some clients, a credential was obtained as a result of program participation. Most of these clients (77.4 per cent) obtained a post-secondary certificate or diploma, such as for an apprenticeable trade. A further 16.1 per cent of clients obtained a post-secondary degree, while the remainder obtained either an industry or professional certificate or license, or refused to answer.

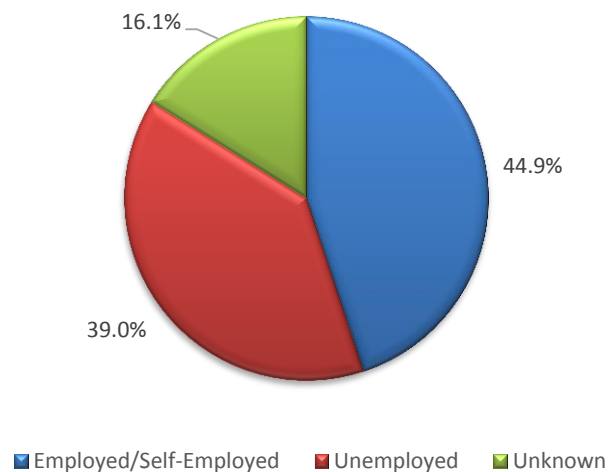
**Figure 1: Percentage of clients by Type of Credential Earned, Clients Followed-up 2016-17**



### Employment Status

For clients who were followed-up with during 2016-17, 44.9 per cent were employed or self-employed, as shown in Figure 2.

**Figure 2: Employment Status of Clients Followed-up 2016-17**

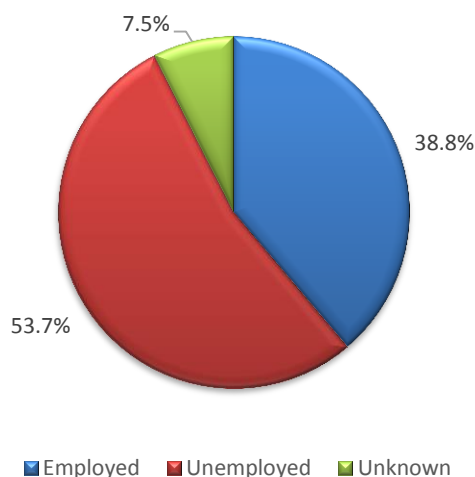


Of the employed clients, 56.6 per cent were employed full-time and 5.7 per cent were employed part-time. A further 37.7 per cent of employed clients were employed seasonally, contractually, with variable hours or the hours were unknown.

For employed clients who reported their hourly wage, 55.6 per cent reported wages higher than \$20 per hour.

For clients who had a three-month post-intervention follow-up during 2016-17, 38.8 per cent were employed, as shown in Figure 3.

**Figure 3: Employment Status of Clients, Three-Month Follow-up 2016-17**

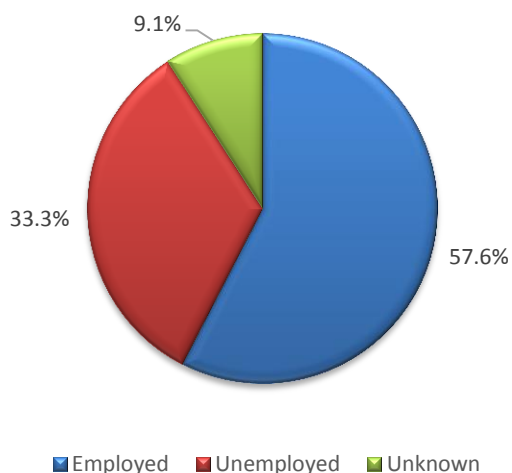


Of the employed clients, 38.5 per cent were employed full-time and 15.4 per cent were employed part-time. A further 46.2 per cent of employed clients were employed seasonally, contractually, with variable hours or the hours were unknown.

There was insufficient data to report wages for this group of clients.

For clients who had a twelve-month post-intervention follow-up during 2016-17, 57.6 per cent were employed, as shown in Figure 4. Given that only 38.8 per cent of clients were employed at the three-month follow-up, employment outcomes appear to be improved at the twelve-month mark.

**Figure 4: Employment Status of Clients, Twelve-Month Follow-up 2016-17**



Of the employed clients, 73.7 per cent were employed full-time. The rest of the clients (26.3 per cent) were employed seasonally, contractually, with variable hours or the hours were unknown. Again, there was an increased percentage of clients employed full-time at the twelve-month

follow-up point than there were at three months. There was insufficient data to report wages for this group of clients.

### **Grants to Community Partners Successes**

While individualized information is not collected as part of AESL's grants to community partners, qualitative examples of program successes are highlighted to demonstrate the success of program funding.

#### ***Autism Society of Newfoundland and Labrador***

In 2016-17, the Autism Society of Newfoundland and Labrador (ASNL) were provided with \$143,000 to administer the Transitions Program. This program aims to identify the strengths and interests of individual participants and provide a full year of enriching classroom, volunteer and experiential learning. The ASNL assist individuals in finding the 'right fit'; aligning the strengths of individuals with Autism Spectrum Disorder and their interests with the needs of employers to establish sustainable employment.

Following initial pre-employment skill assessments, participants engaged in on-site harvesting of vegetables grown on-site. Participants learned a variety of skills including proper harvesting techniques, cleaning vegetables, and weighing. In addition, volunteer opportunities were provided with two organizations to allow participants to further develop social and communicative skills required for successful employment. In 2016-17, six participants took part in the Transitions program. One participant successfully graduated from the program and is now on their way to further opportunities.

#### ***Calypso Foundation***

In 2016-17, the Calypso Foundation was provided with \$245,287 to Work Oriented Rehabilitation Centre (WORC). This program assists individuals with intellectual disabilities to acquire the skills, experience and support necessary to successfully prepare for, enter and remain in the workforce. This program is based on a Supported Employment Model. In 2016-17, Calypso served 22 clients on a continuing basis and provided occasional services to 10 more. In addition to continuing education components, the training provides clients with experience both in community settings and with work placements in business and industry.

#### ***Empower, The Disability Resource Centre (formerly the ILRC)***

Empower, The Disability Resource Centre received \$422,744 in 2016-17 to deliver an Internship and Adaptive Technology program to assist people with disabilities to prepare for, attain and maintain employment. The Internship Program component will assist people with disabilities in making employment choices, weighing out risks, and gaining ownership over their personal career development and goal setting. The Adaptive Technology component will promote inclusion for people with disabilities through technology. Program activities are geared towards informing everyone about the benefits of Adaptive Technology, demystifying technology, connecting people with resources, and increasing the technological capacity of people so they can become more active participants in their communities.

Interns were supported to finalize their personal portfolios and update their resumes in preparation for their upcoming job search. In addition to this, the activities of work placements led to interns developing new skills and enhancing existing skills. Participants reported learning things such as technical skills, public speaking skills, and networking skills. Many interns stated that the personal growth they experienced as a result of the internship was beyond their expectations. Prior to the program a number of interns were struggling with low self-esteem and a lack of confidence in abilities. Each expressed that at the end of the program they were much more confident in their ability to complete interviews, conduct job searches and network with employers.

In addition, Empower, the Disability Resource Centre received \$53,227 for the Full Steam Ahead (FSA) program. This is a career development program designed to assist people with disabilities gain an attachment to the labour force. The program operates under the principles of Independent living and consumer empowerment. The coordinator provides information, support and skill building opportunities as consumers find solutions to disability related barriers that have prevented them from attaining those career goals.

During the 2016-17 year, 148 clients were supported by the FSA program. This year was one of the most successful years with the most new client referrals (60) compared to any of the program's previous ten years. Out of 120 clients actively looking for work, 27 clients found positions. Of these, 15 were unsubsidized positions and 12 were subsidized. Additionally, 75 clients were interested in exploring their education and training options. Thirteen clients began post-secondary or skills development training (eight were subsidized, five unsubsidized), with four clients graduating.

#### ***Newfoundland and Labrador Association for Community Living***

The Newfoundland and Labrador Association for Community Living received \$60,000 to deliver the Students Exploring through Mentoring (SET) program. This is a program for youth and students who face intellectual, social and emotional barriers, and challenges to employment by helping them prepare for post-secondary training and employment. SET takes students through a process of assessment based on their skills, interests, and abilities, and matches with an appropriate adult mentor. Without SET, these students may not understand how to overcome their barriers to employment and might enter into adulthood without experiences that will help them make informed decisions.

Presently operating in 47 schools in the province, in 2016-17, 76 students were identified by school representatives. Of these, 33 students were assessed for placement with a mentor, with 25 receiving mentoring placements in 2016-17. This is the highest number of students so far to date to be successfully placed within the SET program in a fiscal year. Mentors and school staff are satisfied with the SET program. Each student receiving a placement gained skills, experience and had a better understanding of the employer's expectations. All indicated they improved the support networks and established connections with local employers and other people in the community.

#### ***Newfoundland and Labrador Association for the Deaf***

The Newfoundland and Labrador Association for the Deaf (NLAD) was provided with \$115,970 to enhance employment readiness for individuals who are culturally Deaf so that these clients achieve increased self-reliance. NLAD seeks to ensure that:

1. Deaf clients have full access to career and employment services which enables them to seek, obtain and keep employment; and
2. Potential employers are provided with the expertise and resources necessary to increase hiring opportunities.

The mandate of the program is to help Deaf individuals on income support move toward self-sufficiency and increased independence. In 2016-17, 50 clients were served. Two of these clients received employment opportunities and two others are receiving support for job accommodations.

#### ***Vera Perlin Society***

The Vera Perlin Society was provided with \$259,350 to offer a Work Oriented Rehabilitation Centre (WORC) program. This is an employment program to provide opportunities for



individuals with a developmental disability to work independently in the business community in St. John's and surrounding areas, including the Button Shop owned by the agency. In 2016-17, 80 clients took part in this program to obtain employment supports, with seven clients beginning skills training opportunities.

## **Conclusion**

This annual report details the continued commitment of the Government of Newfoundland and Labrador to work in collaboration with the Government of Canada to address the issues affecting persons with disabilities. In April 2004, the Governments of Newfoundland and Labrador and Canada signed the Labour Market Agreement for Persons with Disabilities (LMAPD). The LMAPD confirms the commitment to ensure that Newfoundlanders and Labradorians with disabilities can participate successfully in the labour market. This report describes the important programs and services that are funded under the LMAPD to help persons with disabilities integrate into the workplace. It outlines provincial objectives, program descriptions, target populations and planned expenditures intended to increase the employment opportunities and enhance the employability of Newfoundlanders and Labradorians with disabilities.

The Government of Newfoundland and Labrador continues to work in partnership with the Government of Canada, the community of persons with disabilities, post-secondary training institutions and employers, on approaches to best meet the needs of persons with disabilities and to achieve the objectives of the LMAPD.