
Labour Market Agreement for Persons with Disabilities (LMAPD)

**LMAPD Report
2005 / 2006**

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INTRODUCTION

This Canada-Manitoba Labour Market Agreement for Persons with Disabilities (LMAPD) Report describes activities that were cost-shared under the LMAPD during the 2005/06 fiscal year. Societal indicators of labour market participation in Manitoba for the period of 2002 – 2004 from Statistics Canada's Survey of Labour and Income Dynamics data are also included.

The LMAPD provides for the transfer of federal funding to provinces and territories for a range of programs and services that enhance the economic participation of working age adults with disabilities in the labour market. Programs and services eligible for funding under the LMAPD must recognize the unique labour market challenges faced by persons with disabilities and consider the distinct needs of each individual with a disability in determining the set of interventions required to prepare for, attain and retain employment.

BACKGROUND

The Government of Canada and the Provinces and Territories have offered many programs over the years to assist persons with disabilities. In 1962, the Vocational Rehabilitation of Disabled Persons Agreement (VRDP) was introduced. The VRDP established funding arrangements between the federal and provincial governments to provide comprehensive programs for the vocational rehabilitation of persons with disabilities. The VRDP was replaced by the Employability Assistance for People with Disabilities Agreement (EAPD) on April 1, 1998.

The Canada-Manitoba EAPD Agreement was a five-year, cost-sharing arrangement between the federal and provincial governments covering the period April 1, 1998 to March 31, 2003. The EAPD placed a stronger focus on employment within programs that are funded to assist persons with disabilities. The EAPD Agreement expired on March 31, 2003 and was provided a one-year extension to March 31, 2004, while governments negotiated a successor agreement. The EAPD Agreement was replaced by the Labour Market Agreement for Persons with Disabilities on April 1, 2004.

CANADA-MANITOBA LMAPD

The Canada-Manitoba LMAPD was a two-year, cost-sharing arrangement between the Government of Canada and the Government of Manitoba, covering the period April 1, 2004 to March 31, 2006. The LMAPD was subsequently extended to March 31, 2007. The LMAPD outlines the funding arrangements between the federal and provincial governments to provide programs and services that will enhance the economic participation of working age adults with disabilities in the labour market by helping them overcome barriers to employment.

The new LMAPD multilateral framework provides greater flexibility in funding activities and increased accountability requirements which focus on outcomes and public reporting.

Priority Areas to be Addressed

Under the LMAPD, provincial and territorial governments will have the flexibility to determine the programs and services that are to be funded in their jurisdictions, provided the 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, which contributes to continuous improvement of labour market policies and programs for people with disabilities.

Federal Contribution

Canada originally agreed to contribute 50 per cent of the expenditures that Manitoba incurs in providing eligible programs and services under the LMAPD, up to a maximum of \$7,914.0 million annually for the two-year period of the Agreement.

The March 2004 federal budget included an additional \$30 million nationally for Labour Market Agreements for Persons with Disabilities. Beginning in 2004/05, this additional funding was allocated on a per capita basis, following deductions of funds required to create a base funding level of \$1.25 million for smaller jurisdictions (Prince Edward Island, Yukon, Northwest Territories and Nunavut).

This new funding amounted to an additional \$1,051.0 million for Manitoba, resulting in an increase in the federal contribution level from \$7,914.0 million to \$8,965.0 million annually.

PRINCIPLES OF LMAPD

The LMAPD is guided by the following principles:

- Persons with disabilities should be fully included in Canada's social and economic mainstream, a key element of which is successful participation in the labour market. Fostering greater self-reliance through obtaining and maintaining meaningful employment will help persons with disabilities achieve inclusion;
- A diverse set of approaches is required to support both persons with disabilities and employers in order to improve the employment situation of persons with disabilities;
- Persons with disabilities should have access to mainstream and targeted employment programming to ensure their successful participation in the labour market;
- Employment-related and workplace supports are critical to the success of persons with disabilities in the labour market;
- Supports and services should be individualized, holistic, linked to other needed support systems, easy to access, portable across life transitions, timely and inclusive;
- Co-operation and partnership between governments, persons with disabilities, community-based organizations, business, labour, Aboriginal, Métis and Inuit peoples and other stakeholders is key to the success of a comprehensive labour market strategy; and
- Accountability and reporting to citizens in order to demonstrate results and inform program and policy development is a foundation of this framework.

CONSULTATIONS WITH THE DISABILITY COMMUNITY

To ensure that funds are effectively allocated to best achieve the goals of the LMAPD, mechanisms for assessing and evaluating the anticipated and actual results involve persons with disabilities.

There are two primary mechanisms used to involve the disability community in the accountability and evaluation components of the LMAPD. The first mechanism is through representation of the disability community in the LMAPD Outcome Measures Working Group. The Working Group is composed of representatives from the disability community, service providers, Social Development Canada – Manitoba Region, and Manitoba departments which currently deliver services that are funded under the LMAPD or are anticipated to be cost-shared in the future. As a result of the agreement to extend the LMAPD in its current form until March 31, 2007, the LMAPD Outcomes Measures Working Group did not meet in 2005/06 and is not scheduled to reconvene until such time that the LMAPD successor agreement is reached.

The second mechanism for community input is the Joint Community and Government Members Committee on Disability-Related Employment and Income Assistance Issues, established to provide a forum for the disability community and government to discuss issues affecting the employment of people with disabilities. The Joint Committee is co-chaired by a representative of the disability community and a representative of the provincial government and is composed of members of the disability community (consumers, service providers and advocates) and government staff from the two provincial departments that provide employment-related services to persons with disabilities (Advanced Education and Training; and Family Services and Housing).

ACCOUNTABILITY REQUIREMENTS

Governments recognize the important role that accountability plays in an effective, long-term approach towards reaching our shared goal of improving the labour market situations of persons with disabilities. As the LMAPD emphasizes accountability to stakeholders and the general public, a key part of the LMAPD is the accountability framework which includes the following components:

- reporting on program indicators;
- reporting on societal indicators; and
- evaluation.

The Agreement requires that accountability and evaluation mechanisms accommodate quantitative and qualitative approaches and focus on changes in the employment and employability status of program participants.

Program Indicators

The LMAPD requires government to report annually on programs and services funded under this framework to demonstrate the activities undertaken to improve the employment situation of persons with disabilities. Program indicators include:

- the number of people actively participating in programs;
- the number of people successfully completing programs;
- the number of people completing employment preparation programs who subsequently progress to other interventions ;
- the number of people employed after participation; and
- the number of people sustained in employment in the case of vocational crisis.

Each program area is responsible for developing mechanisms to track these indicators. As a result, there is the possibility that some participants may be counted more than once if they are receiving services from more than one program area.

Societal Indicators

The LMAPD also requires government to report annually on societal indicators of labour market participation of persons with disabilities. Societal indicators include:

- employment rate;
- education attainment; and
- employment earnings.

Evaluation

Evaluation activities are intended to measure the long-term and qualitative impacts and outcomes of LMAPD-funded programs and services for persons with disabilities.

As part of the new multilateral framework for the LMAPD, the federal government agreed to fully fund a demonstration evaluation of Manitoba EAPD/LMAPD programming. The demonstration evaluation will assess EAPD/LMAPD programming rationale and relevance to the needs of persons with disabilities, review design and delivery processes and examine the extent to which services reflect best practices.

The phase one Canada-Manitoba EAPD Evaluation Framework and Methodology Report was received in April 2005. Phase two, which has yet to commence, will consist of the actual evaluation activity as supported by the Framework and Methodology Report. It is anticipated that this activity, along with a follow up survey will be completed by mid-2007. The final EAPD/LMAPD Evaluation Report is anticipated by the fall of 2007.

COMPONENTS OF MANITOBA LMAPD PROGRAMMING

The five major program areas in which employment-focused services are provided to assist eligible participants with disabilities in preparing for, obtaining and maintaining employment are:

- **Vocational Rehabilitation Programs** (Manitoba Family Services and Housing) - adults with mental, physical, psychiatric, or learning disabilities;
- **Mental Health Programs** (Manitoba Health) - adults with psychiatric disabilities;
- **Addictions Programs** (Manitoba Health) - adults with drug or alcohol addictions;
- **Community Based Employability Projects** (Manitoba Advanced Education and Training) - income assistance recipients with a disability; and
- **CareerOptions for Students with Disabilities Program** (Manitoba Education, Citizenship and Youth) - students with a disability.

Other Manitoba programs that provide direct employability support for persons with disabilities and which may be eligible under LMAPD, have not been included for cost-sharing as the expenditures of the existing programs currently exceed the cost-shareable amount, which is capped at \$8,965.0 million.

The following table provides a summary of 2005/06 expenditures by program area:

MANITOBA LMAPD PROGRAM AREAS			
ADMINISTRATION AND PROGRAM EXPENDITURES (\$000)			
2005/06			
Program Area	Administration	Program	Total
Family Services and Housing Programs	1,346.9	7,049.9	8,396.8
Mental Health Programs	754.0	7,881.2	8,635.2
Addictions Programs	1,540.2	2,639.1	4,179.3
Community Based Employability Projects	0.0	382.3	382.3
CareerOptions for Students with Disabilities Program	0.0	153.9	153.9
Total Expenditures	3,641.1	18,106.4	21,747.5
Federal Contribution*	1,344.7	7,620.3	8,965.0
Provincial Contribution	2,296.4	10,486.1	12,782.5

* For purposes of this report, administrative costs constitute no more than 15 per cent of the total annual federal contribution.

FAMILY SERVICES AND HOUSING PROGRAMS

The Department of Family Services and Housing offers a range of vocational rehabilitation services for persons with disabilities through its Vocational Rehabilitation Program. Vocational Rehabilitation services are delivered by eight regional provincial offices, Regional Health Authorities and three designated agencies funded by Family Services and Housing: The Canadian National Institute for the Blind (CNIB) Manitoba Division, Canadian Paraplegic Association (CPA) (Manitoba) Inc. and Society for Manitobans with Disabilities (SMD) Inc.

In addition, seven centres are utilized to provide a range of services including evaluation, work training, placement, school-to-work transition and follow-up. These centres include Career Connections Inc., Sair Centre of Learning, Employment Preparation Centre, Premier Personnel Corp., Segue Career Options Inc., SCE Lifeworks Inc. and Connect Employment Services Ltd. (formerly Network South Enterprises Inc.).

Other programming supported by Manitoba Family Services and Housing that is eligible for funding under the LMAPD includes Employment and Income Assistance Work Incentive Program, Day Services Follow-up Services, Employability Support Unit and inFact development costs.

Vocational Rehabilitation Program

The Vocational Rehabilitation Program offers a wide range of employment-focused services to assist adults with disabilities in preparing for, obtaining and maintaining employment.

To be eligible to receive vocational rehabilitation services in the Province of Manitoba, the applicant must meet the following eligibility conditions:

- Be living with a mental, physical, psychiatric, vision, hearing or learning disability;
- Be a Canadian citizen or a person legally entitled to remain and work in Canada on a permanent basis;
- Be a resident of Manitoba;

- Be 16 years of age or older; and
- Show a willingness to prepare for, obtain and maintain employment.

Applications for services must include proof of a qualifying disability that has been diagnosed or assessed by an appropriate professional.

The objective of the Vocational Rehabilitation Program is to provide appropriate vocational rehabilitation services for adults with disabilities in Manitoba in order to enhance their independence and ability to contribute socially and economically through employment in the competitive labour force. The Vocational Rehabilitation Program assists eligible persons with disabilities to prepare for, attain and maintain employment through the provision of vocational assessments, counselling, case management, vocational planning, job placement, training, developmental activities and support services.

The Individual Vocational Rehabilitation Training Fund may be accessed for disability related supports such as special equipment and adaptive devices, tutoring, medical and psychological assessments, sign language interpreting, wage subsidies, educational support and transportation.

The Vocational Rehabilitation Program is delivered by Vocational Counsellors in Manitoba Family Services and Housing regional offices, Regional Health Authorities and three designated agencies that receive provincial funding to deliver services to specific disability groups. The three designated agencies are:

- The Canadian National Institute for the Blind-MB Division (CNIB) – provides vocational assessment, training, counselling, job placement services and adjustment training programs for daily living for participants with visual disabilities;
- Canadian Paraplegic Association (CPA) (Manitoba) Inc.– provides counselling, assessment, vocational training and job placement services to participants with spinal cord injuries; and
- Society for Manitobans with Disabilities Inc. (SMD) – provides assessment, counselling, vocational training and job placement services to individuals with physical and hearing disabilities.

The Vocational Rehabilitation Program also purchases evaluation, work training, placement, school-to-work transition and follow-up services from seven non-profit centres. These centres share a common goal of assisting program participants to prepare for, obtain

and maintain employment, but each has developed its own method of achieving this objective and each serves a different disability group. The seven centres are:

- **Career Connections Inc.** – is an Evaluation and Training Centre located in Brandon and provides work assessment, work training and follow-up services to individuals with a mental, physical, psychiatric, or learning disability in western Manitoba;
- **Employment Preparation Centre** – is an Evaluation and Training Centre located in Winnipeg and operated by the Society for Manitobans with Disabilities Inc. and provides work assessment, work training and follow-up services to persons with a physical, psychiatric or learning disability in central, eastern, north-western and northern areas of Manitoba;
- **Connect Employment Services Ltd.** – (formerly Network South Enterprises Inc.) is located in Winnipeg and provides work assessment, work training and follow-up services to persons with a mental disability;
- **Premier Personnel Corp.** – is located in Winnipeg and provides school-to-work transition services and follow-up services to persons with a mental disability;
- **Sair Centre of Learning** – is an Evaluation and Training Centre located in Winnipeg and provides work assessment, work training and follow-up services to persons primarily with a psychiatric or learning disability;
- **SCE Lifeworks Inc.** – is located in Winnipeg and provides work assessment, work training and follow-up services to persons with a mental disability; and
- **Segue Career Options Inc.** – is an Evaluation and Training Centre located in Winkler and provides work assessment, work training and follow-up services to persons with a psychiatric, physical or learning disability in south-central Manitoba.

The centres are paid a per diem that reflects operating costs, salaries and benefits for staff that are dependent on the volume of services provided.

Service Purchase Agreements are signed with the designated agencies and the centres. The Agreements outline the services that are to be provided, funding levels and mechanisms, expected service outcomes and reporting requirements.

Description of Programs and Services

The LMAPD-funded activities of the Vocational Rehabilitation Program can be divided into the following three components:

- Administration;
- Service Coordination; and
- Training.

Administration

Manitoba Family Services and Housing's Service Delivery Support Branch, Community Service Delivery Division provides policy direction to the provincial staff, designated agencies and external service providers who deliver the Vocational Rehabilitation Program. Service Delivery Support staff also approve and monitor the funding for goods and services provided under the program to assist eligible participants in preparing for, obtaining and maintaining employment.

Manitoba Family Services and Housing also plays a coordinating role in the administration of the LMAPD for the Province of Manitoba. This includes ensuring programs funded under the Agreement meet the eligibility criteria and that appropriate data collection systems are in place to meet the accountability and evaluation requirements. Administration costs also include a portion of the grants to the three designated agencies (CNIB, CPA and SMD) and the Evaluation and Training Centres.

Service Coordination

The Vocational Rehabilitation Program provides individualized services, based on a vocational rehabilitation model in which vocational counselling responsibilities include vocational assessments, adjustment and psychosocial counselling, case management, vocational planning, job placement and development activities. This model is participant-centred, with the Counsellor acting as an information and counselling resource designed to assist the participant in preparing for, obtaining and/or maintaining employment. The Vocational Counsellor coordinates the delivery of a range of goods and services required by the participant to achieve this goal.

The activities of the Vocational Counsellor vary for each participant, and can include:

- Determining eligibility for the Vocational Rehabilitation Program;
- Basic assessment;
- Pre-employment and vocational counselling, taking into consideration disability-related factors that impact employment;
- Development of an individualized vocational plan;
- Coordination of services required to implement and support the plan;
- Direct assistance in job search and employment placement; and
- Monitoring and follow-up after employment has been obtained to enhance the stability of the job by addressing disability-related issues as they arise or arranging appropriate employment-related supports.

A wide variety of resources can be utilized to contribute to the development, implementation and successful outcome of the participant's vocational plan. These resources may be funded under the LMAPD or from other sources, such as Employment Insurance, Workers' Compensation, or other disability insurance. The resources may be designed to address specific disability-related issues but are often mainstream services.

The development of a vocational plan may include purchasing assessment services from private psychologists or from one of the Evaluation and Training Centres. After the assessment is completed, educational/work training or direct employment support plans are developed.

Training

When the vocational plan includes formal educational or skill training, the Vocational Counsellor will assist the participant in selecting the appropriate training facility and accessing funding resources. When other funding resources are not available, the participant may be assisted to apply for funding through the Vocational Rehabilitation Program's Individual Vocational Rehabilitation Training Fund which provides funding for educational and vocational training.

When the vocational planning process results in the participant requiring academic or skills training, arrangements are made to provide funding assistance through the program toward costs associated with tuition, books, supplies, transportation and disability-related supports.

When the vocational plan includes more practical hands-on training, the Vocational Counsellor will assist the participant in accessing placement, assessment, work training and follow-up services from an Evaluation and Training Centre. These centres generally carry out assessments and work training in regular, community-based employment settings. Occasionally, the Vocational Counsellor will arrange work training directly with an employer, usually in areas not served by one of the Evaluation and Training Centres.

Vocational Counsellors can access a number of support services to assist the participant in attending specific training activities. These services include assistance towards transportation costs, a nominal monthly miscellaneous allowance for incidental expenses, and room and board for those attending training out-of-province in situations where the training is designed specifically to address disability-related needs such as Gallaudet University in Washington D.C. for individuals with hearing disabilities.

In addition, Vocational Counsellors can access funding for special disability-related supports such as special equipment and adaptive devices, tutoring, medical and psychological assessments, sign language interpreting, and graphic interpreting.

Adults who develop visual disabilities may also receive specific training services from the CNIB which are aimed at helping them adjust to their blindness or progression of their vision impairments. These services are primarily designed to assist the participant in learning the new skills required to prepare for, obtain and maintain employment.

When the participant demonstrates employment readiness, the Vocational Counsellor will assist directly or indirectly with job placement activities as well as a range of support services, if required. Support services can include wage subsidies for Training on the Job Agreements, work site accommodations, specialized equipment and interpreting services during an orientation period. Follow-up services, including a limited amount of job coaching, are generally purchased from Evaluation and Training Centres.

Other Options, Services and Supports

In 2000/01, the Vocational Rehabilitation Program was expanded to include the following two options and services:

- Self-Directed Vocational Rehabilitation; and
- School to Work Transition.

Self-Directed Vocational Rehabilitation

The self-directed option provides persons with disabilities a choice in how they can apply for Individualized Vocational Rehabilitation Training Funding. This choice allows eligible participants who do not want or need assistance from a Vocational Counsellor the opportunity to submit requests for funding assistance. A Self-Directed Vocational Rehabilitation Services Handbook For Applicants is available to assist applicants, and includes the necessary forms for determining service eligibility and service plan requests. A review committee, consisting of community representatives and Manitoba Family Services and Housing Vocational Rehabilitation staff, review self-directed applications and forward recommendations to the Service Delivery Support Branch for approval.

School to Work Transition

School to Work Transition provides funding supports to assist participants in obtaining and maintaining competitive employment. Funding is provided to purchase job coach services to support adults with developmental disabilities in their transition from the school system to competitive employment at minimum wage or higher.

Program Participants

The Vocational Rehabilitation Program serves approximately 4,000 participants at any one time. The following tables provides information on the primary disability of program participants and the region or agency providing case management services for program participants as of the end of March 2006.

VOCATIONAL REHABILITATION PROGRAM AS AT MARCH 31, 2006	
Disability	Number of Participants
Developmental	752
Hearing	247
Learning	293
Physical*	1,011
Psychiatric	1,279
Visual	461
Total	4,043

* Other than a hearing or visual disability.

**VOCATIONAL REHABILITATION PROGRAM
AS AT MARCH 31, 2006**

Region / Agency	Number of Participants
Family Services and Housing Regional Offices	
Central	103
Eastman	119
Interlake	48
Norman	16
Parkland	92
Thompson	7
Westman	202
Winnipeg	1,256
Subtotal	1,843
The Canadian National Institute for the Blind (CNIB)*	454
Canadian Paraplegic Association (CPA)*	140
Society for Manitobans with Disabilities (SMD)	888
Employment and Income Assistance	484
Reaching E-Quality Employment Services	2
Self Directed	23
Mental Health	209
Total	4,043

* Represents efforts to include only those participants receiving VR services. Does not include follow-up services with participants with new injuries. CPA has re-structured its follow-up services system and as a result, case numbers are expected to increase.

In addition to the Service Coordination provided by the Vocational Counsellors, 1,472 participants received funding from the Individual Vocational Rehabilitation Training Fund in 2005/06.

VOCATIONAL REHABILITATION PROGRAM INDIVIDUAL VOCATIONAL REHABILITATION TRAINING FUND 2005/06	
Disability	Number of Participants
Developmental	265
Hearing	94
Learning	141
Physical*	398
Psychiatric	534
Visual	40
Total	1,472

* Other than a hearing or visual disability.

Program Indicators

Information on the five program indicators is provided in the following table for 2005/06. Some participants may have received more than one service throughout the year and may be counted more than once.

VOCATIONAL REHABILITATION PROGRAM 2005/06	
LMAPD Program Indicators	Number of Participants
1. Number of people actively participating in programs	3,892
2. Number of people successfully completing programs	958
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	1,618
4. Number of people employed after participation	1,539
5. Number of people maintained in employment in the case of vocational crisis	250

For those participants who were employed during 2005/06, the following additional information is provided on the type of employment.

VOCATIONAL REHABILITATION PROGRAM 2005/06	
Type of Employment	Number of Participants
1-15 hours per week, casual or seasonal	173
1-15 hours per week, term	41
1-15 hours per week, permanent	88
16-30 hours per week, casual or seasonal	145
16-30 hours per week, term	59
16-30 hours per week, permanent	310
31 or more hours per week, casual or seasonal	79
31 or more hours per week, term	99
31 or more hours per week, permanent	545
No response	4
Total	1,539

Information is also provided on the reasons participants did not complete or progress in their programs during 2005/06. It should be noted that the determination of whether participants successfully or unsuccessfully completed or progressed in their programs are from the perspective of the Vocational Counsellor.

VOCATIONAL REHABILITATION PROGRAM 2005/06

Reason for Not Completing Program	Number of Participants
Continuing in their plan	1,618
Found employment	66
Disability-related reasons	651
Family / personal matter	161
Other funding not available	6
Could not access program of choice	16
No longer interested in program or plan	234
Other source of funding	12
Moved	51
Retired	13
Deceased	8
Other	98
Total	2,934

VOCATIONAL REHABILITATION PROGRAM 2005/06

Reason for Not Progressing in Program	Number of Participants
Disability-related reasons	593
Family / personal matter	174
Lack of motivation	134
Voluntary withdrawal	201
Supports / funding not available	28
Other	143
Total	1,273

Expenditures

The following table provides a breakdown of Vocational Rehabilitation Program expenditures for 2005/06.

VOCATIONAL REHABILITATION PROGRAM 2005/06			
Component	Expenditures (\$000)		
	Administration	Program	Total
Administration	1,346.9	0.0	1,346.9
Service Coordination	0.0	4,020.3	4,020.3
Training*	0.0	3,029.6	3,029.6
Total	\$ 1,346.9	7,049.9	8,396.8
	%	16.0	84.0
			100.0

* Includes expenditures from the Individual Vocational Rehabilitation Training Fund and portions of the Employment Preparation Centre and Sair Centre of Learning grants that are not allocated as Administration.

The following table provides more detailed information on the expenditures of the Individual Vocational Rehabilitation Training Fund.

VOCATIONAL REHABILITATION PROGRAM INDIVIDUAL VOCATIONAL REHABILITATION TRAINING FUND 2005/06	
Activity	Expenditures (\$000)
Educational Training	710.6
Vocational Training	1,318.8
Transportation	305.6
Special Support Services	439.8
Miscellaneous	122.4
Total	2,897.2

Additional Family Services and Housing Programming

Other programming supported by Manitoba Family Services and Housing that is eligible for cost-sharing under the LMAPD are the Employment and Income Assistance Work Incentive Program, Day Services Follow-up Services, Employability Support Unit and Integrated Financial and Case Tracking development costs.

Employment and Income Assistance Work Incentive Program

Manitoba Family Services and Housing's Employment and Income Assistance Division administers the Work Incentive Program. This program provides work incentives, in the form of earnings exemptions, to encourage and support participant attachment to the labour force.

The work incentive formula allows individuals to retain portions of income earned while maintaining income assistance benefits. The Work Incentive Program also includes exemptions for certain work expenses and it is this category that is eligible for cost-sharing under the LMAPD.

In 2005/06, transportation expenses were provided to 946 participants, clothing expenses were provided to 1,384 participants, telephone expenses were provided to 5 participants. Participants may be counted more than once if they are receiving more than one type of work related expense.

Day Services Follow-up Services

Day Services is part of the Supported Living Program within Manitoba Family Services and Housing. Day Services provides a range of supports to people with mental disabilities. One component of the program is the provision of Follow-up Services to those participants employed in the community and receiving minimum wage or better. Most Follow-up Services are provided at the employment site by a variety of agencies.

In 2005/06, Follow-up Services were provided to 153 participants. Of those, 90 participants received services in Winnipeg, 19 in Westman, 5 in Eastman, 13 in Central, 24 in Interlake and 2 in Norman.

Employability Support Unit

Manitoba Family Services and Housing's Employability Support Unit assists people with disabilities enrolled in the Employment and Income Assistance program to move into employment by identifying those interested in employment, assessing their employment needs, promoting their employment abilities and providing employment-related supports and services.

The Employability Support Unit will also refer individuals to appropriate employment organizations for people with disabilities and will assist individuals directly with their employment plans and supports.

In 2005/06, the Employability Support Unit provided services to 135 participants. Of those, 77 participants were referred to appropriate programming, with 21 of these individuals subsequently securing employment. 33 participants decided not to continue with their employment plans, primarily due to health-related reasons. The remaining 25 participants continued their engagement in the Employability Support Unit beyond the end of 2005/06.

Integrated Financial and Case Tracking (inFact)

InFact is a customized software application designed to allow Manitoba Family Services and Housing staff to better manage client and service provider information, process financial requests, approvals and payments and generally manage budgets.

Development costs related to moving the Vocational Rehabilitation Program into inFact are eligible for cost-sharing under the LMAPD.

Expenditures

The following table provides a breakdown of other Manitoba Family Services and Housing programming expenditures for 2005/06.

OTHER FAMILY SERVICES AND HOUSING PROGRAMS 2005/06			
Program	Expenditures (\$000)		
	Administration	Program	Total
Day Services – Follow Up Services	0.0	127.5	127.5
EIA Work Incentive Program	0.0	463.1	463.1
Employability Support Unit	0.0	164.2	164.2
inFact development costs	28.1	17.0	45.1
Total	\$ 28.1	771.8	799.9
	%	4.0	96.0

Mental Health Programs

There are several LMAPD eligible programs and services, directly or indirectly supported by Manitoba Health, which provide a wide range of employment-focused services to assist adults experiencing mental illness in preparing for, attaining and retaining employment.

In Manitoba, a “**Choose, Get and Keep**” approach to employability services is used in the mental health field. Within this framework, supported employment services are used to help people experiencing mental illness to be satisfied and successful in the work environments of their choice, with the least possible professional support. The main components of the model are as follows:

- **Choose** – the selection of a job compatible with a participant’s values and qualifications. Three major “choosing” activities are employment goal setting, job development and decision-making.
- **Get** – the acquisition of a job from an employer in a desired competitive work setting. Three major “getting” activities are placement planning, direct placement and placement support.
- **Keep** – the maintenance of employee success and satisfaction through development and enhancement of the participant’s skills and supports. Three major “keeping” activities are skill development, service co-ordination and consultation.

Description of Programs and Services

Employment activities funded under the LMAPD, within the context of mental health services, can be divided into three categories:

- employability services funded directly through Manitoba Health;
- services delivered by the Regional Health Authorities; and
- services provided by external agencies and funded by a Regional Health Authority.

Services Funded Directly Through Manitoba Health

Selkirk Mental Health Centre

The Selkirk Mental Health Centre is a provincial health care facility that provides extended treatment and rehabilitation services to people experiencing severe and persistent mental illness, acute treatment for residents of Manitoba and Nunavut and longer term forensic treatment.

The primary goal of the Selkirk Mental Health Centre is to explore vocational interests and aptitudes and to develop job readiness through interdisciplinary assessments and skill development opportunities. Services provided primarily related to the pre-employment (“**Choose**”) phase of the “**Choose, Get and Keep**” approach.

The Selkirk Mental Health Centre’s Vocational Incentive Program provides work-oriented experiences in different workstations within the Centre. It provides individuals the opportunity to learn, develop or improve work skills and habits that would increase their employment potential. The program also provides opportunity for assessment and training in specific work activities and enables individuals to maintain their work skills in a structured setting.

In 2005/06, SMHC provided vocational rehabilitation services to approximately 150 individuals. Of those, all individuals were involved in “Choose” related activities. An average of 60 individuals participated in the Vocational Incentive Program on a weekly basis

Mental Health Programs Administration

Although the direct delivery of services has devolved to the Regional Health Authorities, Manitoba Health continues to be responsible for overall standards in province-wide programs and for the evaluation of specific outcomes for individuals involved in employment-related programs, services and initiatives. As well, Manitoba Health is responsible for providing financial support to the Regional Health Authorities for services provided to the community.

Services Delivered by the Regional Health Authorities

The eleven Regional Health Authorities (RHA's) are responsible for the direct delivery of core mental health services to clients (10 in rural and northern Manitoba, 1 in Winnipeg). These services are delivered through the Community Mental Health Program by different types of service providers, including Community Mental Health Workers, Intensive Case Managers, Employment Development Counsellors, and Proctors.

Community Mental Health Program

Community Mental Health Program of Regional Health Authorities provides services to adults who experience acute mental illness, adults with severe and persistent mental illness, and older adults with mental health problems.

In 2005/06, the Community Mental Health Program provided services to 12,283 individuals, 3,605 whom were of employable age (18 - 64 years)¹. Of these, 1,576 individuals received employment related services. Of approximately 430² Community Mental Health Program service providers in Manitoba, 169.3 are considered cost-shareable under the LMAPD in 2005/06. Other workers, including Child and Adolescent workers and Psychogeriatric workers, are not eligible for LMAPD cost sharing.

Community Mental Health Program service providers can be divided into three types of workers, as follows:

- Generic Community Mental Health Workers (CMHW);
- Intensive Case Managers (ICM); and
- Employment Development Counsellors (EDC).

Community Mental Health Workers

Community Mental Health Workers (CMHW) provide comprehensive assessment, planning and intervention and rehabilitation services to adults experiencing acute, or severe and persistent mental illness. They assist individuals in dealing with crises, link them with clinical supports and other resources, and provide counselling and case management services.

¹ Employable age data available on cases open for the year.

² Mental Health Management Information System (MHMIS) data as of March 31, 2006. This data excludes physicians.

Intensive Case Managers

Intensive Case Managers (ICMs) provide a rehabilitation case management model of service to individuals with severe and persistent mental illness who require ongoing and intensive case management and rehabilitation services in order to obtain a satisfactory level of success in living in the community. ICMs assist individuals in reaching their goals in the areas of living, working, and learning.

Employment Development Counsellors

Employment Development Counsellors (EDCs) assist adults with a psychiatric disability in choosing, getting and keeping a job. The EDCs engage in all aspects of case management, job and resource development, and skill development with clients. In some situations, the EDC will conduct the skill development training, but in more involved and intense interventions, the EDC will engage proctors or job coaches.

The type of employment-focused activities provided by these service providers varies according to the client's needs. The employment-related services provided could include:

- resume preparation;
- practice interviews;
- completing job applications;
- vocational goal setting;
- referrals (e.g., Vocational Rehabilitation Program, employment centres);
- exploring employment opportunities with clients;
- exploring barriers to employment;
- assisting in waking up, preparing for work; and
- providing support through vocational crisis.

Program of Assertive Community Treatment

The Winnipeg Regional Health Authority (WRHA) has a self-contained Program of Assertive Community Treatment (PACT) team which assists individuals with severe and persistent symptoms of mental illness to select, secure and maintain employment.

The multidisciplinary PACT team (i.e. psychiatrist, social workers, nurses and other professionals) provides rehabilitation, support and treatment services to individuals with a primary diagnosis of schizophrenia, bipolar disorder, or a major psychotic disorder. Program activities include:

- employment counselling;
- skill development;
- vocational crisis intervention and management;
- pre-employment training;
- education support and facilitation;
- job search development skills;
- accessing the hidden job market; and
- ongoing active employment support.

In 2005/06, PACT provided services to 72 individuals. Of those, 19 were involved in work or employment activities (employment was identified as a goal on the Recovery Plan), 2 obtained full-time or part-time employment as a result of participating in the program and 6 continued to use PACT services after work was secured in order to maintain their employment (note: some obtain employment prior to this fiscal year).

Proctors

Proctors are casual support workers who provide support and assistance to individuals with a mental illness in the areas of living, learning and working. These workers fall under the direction of the Community Mental Health Workers.

The portion of the Proctor Program that is cost-shared under the LMAPD relates to the percentage of time focused on work-related supports such as job coaching, individualized “**Choose**” activities, and work skills training.

In 2005/06, there were 345 Proctors employed by the RHAs throughout the province, serving a total of 705 clients. Of those, 149 clients received employment-related Proctor services.

The following tables provide a breakdown of these workers by Regional Health Authority and type of worker.

COMMUNITY MENTAL HEALTH PROGRAMS EMPLOYMENT SERVICES TO ADULTS 2005/06					
Regional Health Authority	Type of Community Mental Health Service *				
	CMHW	ICM	EDC	PACT**	Total
Assiniboine	10	0	0	0	10
Brandon	20	9	3	0	32
Burntwood	11.0	0	0	0	11.0
Central	9.0	2.0	1.0	0	12.0
Churchill	0	0	0	0	0
Interlake	9.8	1.7	1.0	0	12.5
Norman	6.0	0	0	0	6.0
North Eastman	5.0	1.0	0	0	6.0
Parkland	8.0	2.8	2.0	0	12.8
South Eastman	10.0	2.0	0	0	12.0
Winnipeg	27.0	8.0	0	20.0	55
Total	115.8	26.5	7	20.0	169.3

* Number of Equivalent Full Time (EFT) positions cost-shareable under LMAPD, (Does not include managers, administration or other positions that are also eligible for cost sharing).

** PACT is a type of service provided, rather than a specific program or agency.

Eden Mental Health Centre

Eden Mental Health Centre is a division of Eden Health Care Services, which operates a continuum of mental health services. Eden Mental Health Centre provides adult acute in-patient treatment services as well as community mental health services to the Central Regional Health Authority on a service contract basis.

Employment preparation related services are provided by the Centre's community mental health workers through the provision of intensive case management services. The Occupational Therapy department also provides employment preparation related services. These services are considered to be in the initial "Choose" stage.

When the clients express an interest in employment then they are referred to Eden's Segue Career Options, which is the vocational division of Eden Health Care Services. Segue Career Options provides employment activities in the "Choose, Get and Keep" stages.

In 2005/06, Segue Career Options provided employment preparation related services to 20 people with psychiatric disabilities. Of these, 10 were involved in "Choose" related activities, 11 were involved in "Get" related activities, and 7 were involved in "Keep" related activities. Segue Career Options is also an Evaluation and Training Centre for the Vocational Rehabilitation Program

Services Delivered by External Agencies

There are five external agencies funded by the Winnipeg Regional Health Authority which provided employability services to mental health consumers.

Doray Enterprises Inc.

Doray Enterprises provides support, guidance and training for participants with severe and persistent psychiatric illness. Doray's program provides three functional areas of service:

Active Rehabilitation Program

In a controlled, low-pressure environment, participants develop basic work habits and perform variable light assembly tasks. Ongoing assessment, evaluation and support is provided to assist participants explore whether paid work might be a manageable and realistic goal for themselves.

Community Employment Support Program

Participants are active in competitive work settings for work experience, trial employment or permanent employment with supports.

Long term participation

Long term participation is provided to individuals who are not intending to pursue competitive employment in the near future, but who wish to participate within the secure environment at Doray. The long term participation component of programming does provide shorter term work experience, volunteer positions and potential permanent work in order to maximize participants' chances of actively pursuing competitive employment goals.

During the 2005/06 fiscal year, Doray served 77 individuals, with 45 participating in the Active Rehabilitation Program, 9 involved in long term employment with follow-up supports provided by the Community Employment Support Program, and 23 individuals participating in the long term participation component of programming.

Rehabilitation & Recovery Service (Canadian Mental Health Association)

Rehabilitation & Recovery Service (formerly Employment Dimensions), a service of Canadian Mental Health Association, Winnipeg Region assists mental health consumers in selecting, securing and maintaining employment. Service activities related to employment include:

- employment counselling
- skill development
- school to work transition
- vocational crisis intervention and management
- pre-employment training (e.g., work experience)
- post secondary education support
- ongoing employment search support
- supported employment
- self employment

In addition, the service assists mental health consumers who want to return to school to a career goal, explore educational options, access funding and complete their course of study.

In 2005/06, Rehabilitation and Recovery Services supported 100 participants in working on an employment goal (other participant goal options include living, learning and socializing). 89 new participants were admitted to the service, with 42 of these individuals working on an employment goal. 25 participants with an employment goal found new/other jobs and 29 participants that exited the service in 2005/06 had worked on an employment goal. Of those 29 participants, 14 individuals were working at time of exit from the service (7 full-time, 5 part-time, 2 casual). There were 15 participants who exited the service and were not working at the time of exit. In addition, the service supported 19 participants to retain jobs obtained in previous period(s).

Self Starting Creative Opportunities for People in Employment Inc.

Self Starting Creative Opportunities for People in Employment Inc. (SSCOPE) is a non-profit mental health agency that provides casual work opportunities for men and women living in Winnipeg, who are coping with mental health problems and seeking meaningful work experience.

SSCOPE offers attainable work experience at a flexible, choice-based level, meeting those needs within the spectrum not necessarily offered by other vocational programs. The program provides support, guidance and training for participants and assists them in planning and implementing individualized vocational goals. Currently, SSCOPE is the only service in Winnipeg which seeks to meet the need for casual work opportunities for consumers of mental health services.

SSCOPE provides services such as light hauling, flyer delivery, furniture moving, lawn care, snow removal, house cleaning (e.g., housekeeping or window washing), painting, general cleaning and other odd jobs to seniors, community centres, private businesses, government departments and other residents of Winnipeg.

SSCOPE staff secure work opportunities and match the needs of each job with existing skills of participants. Support Worker staff accompany an individual to a job site to provide support, guidance, on-the-job training, transportation and customer relations while evaluating and assessing the needs of the participant. The program is flexible, allowing people to move in and out and take various work opportunities as they arise.

In 2005/06, 33 people participated in SSCOPE for a total of 2,317 hours. Of those, 10 were new to the program and 1 participant moved on to full-time or part-time work as a result of participating in the program

Selkirk and Interlake Mental Health Support Centres Inc.

One of the goals of the Selkirk and Interlake Mental Health Support Centres is to train and develop individuals with persistent mental illness to maximize their employment potential in a supportive work environment. Employment Development Counsellors meet with clients on an individual basis to seek and maintain employment in the community.

The Selkirk and Interlake Mental Health Support Centers operate a Transitional Employment Program in which positions at different levels of skill and difficulty are created in the community. There are four positions available at all times, and as one participant leaves another participant is hired for the position. The Interlake Regional Health Authority manages this program.

In 2005/06, 12 people participated in the Transitional Employment Program in Selkirk, Ashern, Arborg and Lundar. Of these, 10 are continuing in the program, 3 went on to community employment and 0 went to the Sunflower Café.

In 2005/06, 5 people participated in the Sunflower Café program. Of those, 3 individuals came from the Transitional Employment Program, 0 individuals were new to the program. During the year, 1 participant obtained employment in the community.

Ventures

Ventures is a vocational skills assessment and training program primarily for adults with significant mental health issues that have compromised the individuals capacity for obtaining and maintaining employment. Ventures provides an assessment of current basic vocational skills and, as appropriate, specific goal-directed training to strengthen or build these skills. Focused work training plans are developed with individuals to address their specific needs. Ventures has a number of partners that provide work-training opportunities in job stations both within the Regional Health Authority and the Brandon community.

In 2005/06, Ventures provided employment related services to 49 individuals. Of those, 18 had attended the program for less than 2 years and 31 had attended the program for more than 2 years. In 2005/06, 3 clients obtained full-time or part-time employment as a result of participating in the program

Program Results Indicators

The following tables provide a detailed breakdown, by program or service, of the number of mental health clients who received employability services during 2005/06.

MENTAL HEALTH PROGRAM 2005/06	
Program / Service	Number of Participants
Selkirk Mental Health Centre	150
Community Mental Health Program	1,576
Program for Assertive Community Treatment	72
Proctors	149
Eden Mental Health Centre	20
Doray Enterprises	77
Rehabilitation & Recovery Service (CMHA)	100
SSCOPE	33
Selkirk and Interlake Mental Health Support Centres	17
Ventures	49
Total	2,243

MENTAL HEALTH PROGRAM 2005/06	
LMAPD Results Indicator	Number of Individuals
1. Number of people actively participating in programs.	1,576
2. Number of people successfully completing programs.	416
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment.	N/A
4. Number of people employed after participation.	904
5. Number of people sustained in employment in the case of vocational crisis.	457

Expenditures

In 2005/06, Mental Health expenditures for programs and services eligible for cost-sharing under the LMAPD totaled \$8,635.2. The following table provides a breakdown of these expenditures by program component.

MENTAL HEALTH PROGRAMS 2005/06			
Program	Expenditures (\$000)		
	Administration	Program	Total
Selkirk Mental Health Centre	248.3	717.9	966.2
Mental Health Programs Admin	98.3	0.0	98.3
Community Mental Health Program	407.4	5,351.7	5,759.1
Proctors	0.0	835.6	835.6
Program of Assertive Community Treatment	0.0	366.5	366.5
Eden Mental Health Centre	0.0	51.5	51.5
Doray Enterprises	0.0	60.8	60.8
Rehabilitation & Recovery Service	0.0	260.6	260.6
SSCOPE	0.0	90.8	90.8
Selkirk and Interlake Mental Health Support Centres	0.0	78.4	78.4
Ventures	0.0	67.4	67.4
Total	\$ 754.0	7,881.2	8,635.2
	%	9.0	100.0

ADDICTIONS PROGRAMS

Manitoba Health provides grants to two agencies that provide treatment for alcohol and drug addictions.

There is a significant link between reducing the use of substances and obtaining employment. If an individual is unable to moderate or control the use of an addictive substance, their ability to participate in the labour force is severely limited. For these individuals, the risk of harm associated with the use of addictive substances will therefore impact on their ability to participate meaningfully in society.

The Canadian Human Rights Commission and the Manitoba Human Rights Commission recognize persons that are dependent on alcohol, drugs, or other addictive substances as having a physical or mental disability.

Description of Programs and Services

The main focus of these agencies is to work with clients in treating their addiction(s). However, within each treatment program, there is an employability component that concentrates on supporting clients by assisting them in the development of the skills required to prepare for, attain or retain employment.

Addictions Foundation of Manitoba

The Addictions Foundation of Manitoba (AFM) programs provide a wide range of employment-focused services to assist adults with disabilities in preparing for, attaining and retaining employment. AFM programs are delivered on a regional basis throughout Manitoba. AFM programs provide the opportunity for employment success by coordinating a range of support and counselling services that can facilitate the participant's entry into the labour force or maintenance of employment.

Administration

Administration at AFM consists of the Executive component which provides policy direction and goal setting which govern all aspects of AFM's operations. The Finance and Personnel component provides financial management and human resource services to all program areas of AFM. The Awareness and Information component provides statistical, research/evaluation, public relations, awareness information and library services regarding alcohol and other drug use/abuse.

Adult Residential Programs

AFM's Adult Residential Programs facilitate a participant's reintegration from the structured environment of a residential rehabilitation setting back into the community. The participants are men and women 18 years of age and older, who have been screened and assessed as dependently involved with alcohol and other drugs and requiring extensive ongoing intervention.

This program is designed to return the participant to an optimal level of functioning by dealing with the impact of an addiction. The program allows participants to stabilize vocational crisis matters and provides skills for preparing for and attaining employment. Employment-focused skill development is provided in areas such as time, stress and anger management, communication, accountability, healthy lifestyle and job search skills.

A short-term (21-28 days) alcohol/other drugs residential rehabilitation service is available through the AFM's five facilities located in Brandon (1), Ste. Rose du Lac (1), Thompson (1) and Winnipeg (2). Residential clients are referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support after completion of the program.

Adult Community-Based Programs

Similar to residential programs, AFM's Adult Community-Based Programs are designed to facilitate the return of a participant to an optimal level of functioning which includes employability. The direct clients are men and women 18 years of age and older who have been screened and assessed as being harmfully and dependently involved with alcohol and other drugs but have a stable living environment and strong community and family supports, conducive to a community-based method of service.

This program provides participants living in the community with a supportive environment and information regarding risks and other life functioning problems (employment/vocational, family, and social life skills) affected by their involvement with alcohol and other drugs. As appropriate, links are also established with psychological service providers, such as a clinical psychologist, community mental health worker or psychiatrist. As with residential programs, employment-focused skill development is provided to enable participants to obtain or retain employment.

Upon completing the program, participants may be referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support.

Methadone Program

The direct clients of the Methadone Program are individuals who have been diagnosed as being opiate dependent. The program provides methadone dispensing, urine testing, counselling and planning/goal setting, education, vocational stabilization and employment readiness for opiate dependent clients. Methadone maintenance enables individuals to function normally and to perform mental and physical tasks without impairment.

The goal of the program is to allow individuals the opportunity to safely withdraw from opiates and to develop and maintain positive daily functioning including the attainment and maintaining of employment.

Workplace Services

Workplace intervention is an effective process to address employment matters which may be related to addiction issues and any compounding personal problems. Workplace services include workplace interventions, policy development, consultations, customized training and employee awareness seminars.

Behavioural Health Foundation

Behavioural Health Foundation is a long-term (three to six months is recommended, but longer stays are allowed) residential, co-occurring disorder treatment facility providing addictions counselling and lifestyle skills to individuals and families (men, women and youth). The program is designed to offer graduated opportunities for equipping individuals with the vocational, intellectual and communicative skills necessary for successful reintegration into society, while remaining free from addictive behaviours.

Men's, Women's and Family Program

Behavioural Health Foundation's Men's, Women's and Family Program provides services for men, women and dependent children who are unable to function satisfactorily in their lives because of an addiction and/or mental health concern. The focus of the program is to assist individuals to develop positive lifestyle changes by pursuing further education or employment and reducing or eliminating addictions to alcohol and other drugs.

Through individual and group counselling, residents become aware of the dynamics of addiction, and how to experience emotions and feelings without the use of chemicals. A focus on conflict resolution and assertiveness skills, as well as communication and problem solving techniques, assists residents in developing constructive coping behaviours. Educational and vocational training, as well as developing and enhancing employment-related skills, are presented as methods of creating positive lifestyle changes.

Staff at the Behavioural Health Foundation work with residents to overcome their addiction by utilizing a variety of pre-employment preparation activities, including skill assessments, resume writing, interview skills, acquiring positive work attitudes, habits and skills, establishing work routines and pursuing education.

This program includes training for and referrals to employment. Graduates of the program are those individuals who have not only corrected the destructive behaviours that brought them to the Behavioural Health Foundation, but have also obtained meaningful employment or entered education or vocational training programs. Continued support is provided to clients after they have secured employment or entered training programs.

Program Results Indicators

The following table provides a detailed breakdown, by program or service, of the number of addiction program participants who received employability services during 2005/06.

ADDICTIONS PROGRAMS 2005/06					
Addictions Agency	LMAPD Program Indicators				
	Active Participants	Successful Completion	Progressed	Employed	Vocational Crisis
Addictions Foundation of Manitoba	5,632	NA	NA	NA	NA
Behavioural Health Foundation	362	214	137	52	22

Expenditures

In 2005/06, addictions program expenditures for programs and services eligible for cost-sharing under LMAPD totaled \$4,179.3. The following table provides a breakdown of these expenditures.

ADDICTIONS PROGRAMS 2004/05			
Agency	Expenditures (\$000)		
	Administration	Program	Total
Addictions Foundation of Manitoba	1,089.8	2,011.7	3,101.5
Behavioural Health Foundation	450.4	627.4	1,077.8
Total	\$ 1,540.2	2,639.1	4,179.3
	%	37.0	63.0
		100.0	

ADVANCED EDUCATION AND TRAINING

The Employment and Training Services Branch (ETS) of Manitoba Advanced Education and Training provides a range of services to help people prepare for, find and keep employment. Basic services available to all Manitobans include employment needs assessment, employment/career counselling, job search assistance and information on training options and opportunities.

ETS offers additional eligibility-based programs and services, such as supports for education and training, through partnerships with educational institutions, community and/or employer groups. This programming is primarily for Employment Insurance (EI) and Employment and Income Assistance (EIA) clients.

Community Based Employability Projects

The Community Based Employability Projects (CBEP) is one of these additional programs.

The purpose of CBEP is to assist persons with disabilities who are eligible for or in receipt of income assistance to enter or re-enter the labour market. CBEP assists non-profit community organizations to develop and deliver supported employment activities for these individuals, with an emphasis on employability skills development and work experience/job placements leading to employment.

CBEP provides funds for approved costs associated with the delivery of supported employment activities, including staff salaries and operating expenses.

Specific outcomes for each project are based on the individual goals established in the contract with each project/organization. Generally, it is expected that the services provided will improve the participant's general employability, prepare them for further training or job search, or result in direct employment. As such, not all individuals who complete the program will go on to find employment post-participation.

In 2005/06, a total of 177 individuals participated in CBEP projects, with 110 clients successfully completing a CBEP service. Of those, 65 individuals successfully ended a CBEP service as a result of finding employment.

Expenditures

In 2005/06, CBEP expenditures for programs and services eligible for cost sharing under LMAPD totaled \$382.3. The following table provides a breakdown of these expenditures.

ADVANCED EDUCATION AND TRAINING 2005/06			
Program	Expenditures (\$000)		
	Administration	Program	Total
Community Based Employability \$ Projects	0.0	382.3	382.3
	%	0.0	100.0

EDUCATION, CITIZENSHIP AND YOUTH

The MB4Youth Division of Manitoba Education, Citizenship and Youth leads Manitoba's employment, career and citizenship programs for youth by working closely with youth, businesses, not-for-profit organizations, community groups, educational institutions, provincial departments, and other levels of government to accomplish these goals:

- To improve access to education and training opportunities and career development information, to assist youth in the transition from school to work and further learning opportunities;
- To facilitate employment opportunities by providing job referral and placement services for students and youth; and
- To develop youth citizenship including community participation and leadership.

These goals are achieved through the delivery of 27 programs and services throughout Manitoba to students and youth between the ages of 16 and 29. These programs use employment equity policies as a guiding principle. CareerOptions for Students with Disabilities creates employment opportunities in the provincial government for students with disabilities.

CareerOptions for Students with Disabilities

CareerOptions for Students with Disabilities (CareerOptions) is a component of STEP Services and is administered by the MB4Youth Division. CareerOptions provides salary dollars and full-time equivalents to provincial government departments to hire high school and post-secondary students with disabilities in career-related jobs. Post-secondary students are able to use and expand existing skills and develop new skills while high school students may experience their first job.

Although most of the jobs occur during the summer months, part-time jobs are also available for post-secondary students during the school year through the Part-Time STEP program.

Students are assessed to determine their skills, education, employment interests, career goals and work place accommodations, when required. Students must be 16 years of age or over on or before their first day of work. Students must be currently enrolled in school full-time (or part-time due to their disability) and returning to studies in the next academic year or be out of school for approximately one year due to their disability and returning to studies in the next academic year.

The purpose of CareerOptions is to be inclusive of all students and break down the barriers that students with disabilities face in their career path. CareerOptions also assists students to make the transition from school to work while providing them with career exploration opportunities in the provincial government.

In 2005/06, 44 students were employed through the CareerOptions program. A total of 39 students were hired for full-time summer STEP positions and of these students, 9 were placed in jobs during the school year through part-time STEP. An additional 4 students were hired in 2005/06 through Part-Time STEP, with one of these students extended into Full-Time summer STEP. One student with a disability was hired for a one-year employment term within the provincial government during 2005/06.

Expenditures

In 2005/06, CareerOptions expenditures for programs and services eligible for cost sharing under LMAPD totaled \$153.9. The following table provides a breakdown of these expenditures.

EDUCATION, CITIZENSHIP AND YOUTH			
2005/06			
Program	Expenditures (\$000)		
	Administration	Program	Total
CareerOptions for Students with Disabilities \$	0.0	153.9	153.9
%	0.0	100.0	100.0

SOCIETAL INDICATORS

The 2004/05 LMAPD Baseline Report presented societal indicators using data from the Participation and Activity Limitation Survey (PALS), Canada's principal source of detailed statistical information about disability issues. PALS was first conducted in 2001 and it will be conducted again following the 2006 census.

This year's report uses another important Statistics Canada survey, the Survey of Labour and Income Dynamics (SLID) data, to present societal indicators. SLID is conducted annually and is a rich source of information about income, employment, education and other topics for the adult Canadian population. One of the important features of SLID is that it tracks the same individuals over a period of years thus supporting the reporting of trends.

Using SLID data, LMAPD Reports will be able to show changes in education levels, employment and earnings and compare the trends for people with and without disabilities. While basic statistical patterns for education, employment and earnings shown by PALS and SLID are consistent, differences in the two surveys prevent precise comparison of their results.

The following SLID tables provide a breakdown of societal indicators by employment rate, education attainment and employment earnings of persons with and without disabilities in Manitoba for 2002-2004.

The following three tables provide the employment rate of Manitobans aged 16-64 by sex and disability status during 2002-2004.

It should be noted that employment rates and labour market status are reported using a variable from SLID signifying annual employment status. Individuals are considered “employed” only if they are employed for the entire year. Similarly, people are considered “unemployed” or “not in the labour force” only if they are unemployed for the entire year. People who are employed for part of the year or who experience other changes in their labour market status are included in the “other” category. This approach provides a conservative and somewhat understated picture of overall employment experience.

Table 1: Employment rate of individuals aged 16-64 by sex, disability status, Manitoba, 2002

Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
Employed	481,000	67.7	66,000	55.5	369,000	70.4
Unemployed or Not in the Labour Force	102,000	14.4	34,000	28.5	59,000	11.2
Other	127,000	17.8	19,000	16.0	96,000	18.4
Total	709,000	100.0	119,000	100.0	524,000	100.0
Males						
Employed	258,000	72.1	36,000	59.6	198,000	75.1
Unemployed or Not in the Labour Force	36,000	10.1	14,000	23.0	18,000	6.9
Other	64,000	17.8	10,000	17.4	47,000	18.0
Total	358,000	100.0	60,000	100.0	264,000	100.0
Females						
Employed	222,000	63.2	30,000	51.3	171,000	65.7
Unemployed or Not in the Labour Force	66,000	18.8	20,000	34.0	40,000	15.5
Other	63,000	17.9	9,000	14.6	49,000	18.8
Total	351,000	100.0	59,000	100.0	260,000	100.0

Table 1: Employment rate of individuals aged 16-64 by sex, disability status, Manitoba, 2003

Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
Employed	487,000	67.8	72,000	56.4	357,000	71.1
Unemployed or Not in the Labour Force	98,000	13.6	34,000	26.9	51,000	10.2
Other	133,000	18.6	21,000	16.8	94,000	18.7
Total	718,000	100.0	127,000	100.0	502,000	100.0
Males						
Employed	258,000	71.4	36,000	61.5	189,000	74.6
Unemployed or Not in the Labour Force	36,000	10.1	14,000	22.8	18,000	7.0
Other	67,000	18.5	9,000	15.8	47,000	18.5
Total	361,000	100.0	59,000	100.0	254,000	100.0
Females						
Employed	229,000	64.2	35,000	51.9	167,000	67.6
Unemployed or Not in the Labour Force	61,000	17.2	21,000	30.5	34,000	13.6
Other	67,000	18.7	12,000	17.6	47,000	18.8
Total	357,000	100.0	68,000	100.0	248,000	100.0

Table 1: Employment rate of individuals aged 16-64 by sex, disability status, Manitoba, 2004

Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
Employed	490,000	67.7	77,000	56.3	396,000	70.5
Unemployed or Not in the Labour Force	105,000	14.4	36,000	27.2	59,000	11.4
Other	129,000	17.9	22,000	16.4	102,000	18.2
Total	724,000	100	136,000	100	562,000	100
Males						
Employed	263,000	72.3	40,000	59.4	213,000	75.3
Unemployed or Not in the Labour Force	39,000	11.1	16,000	23.8	21,000	8.1
Other	60,000	16.6	11,000	16.8	47,000	16.5
Total	364,000	100	68,000	100		100
Females						
Employed	227,000	63	36,000	53.2	183,000	65.7
Unemployed or Not in the Labour Force	60,000	17.8	20,000	30.8	38,000	14.6
Other	69,000	19.1	11,000	16	55,000	19.8
Total	360,000	100	68,000	100	279,000	100

The following three tables provide the highest education level of Manitobans aged 16-64 by sex and disability during 2002–2004.

Table 2B: Highest level of educational certification of individuals aged 16-64 by sex, disability status, Manitoba, 2002

Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
Less than High School Diploma	139,000	19.6	31,000	26.4	99,000	19.0
High School Diploma	118,000	16.6	21,000	17.6	92,000	17.6
Some Post-Secondary (no certificate)	93,000	13.1	15,000	12.3	72,000	13.8
Non-University Post-Secondary Certificate	176,000	24.8	29,000	24.2	140,000	26.7
University Certificate	105,000	14.8	18,000	15.3	86,000	16.3
Total	709,000	100.0	119,000	100.0	524,000	100.0
Males						
Less than High School Diploma	83,000	23.1	19,000	31.6	59,000	22.4
High School Diploma	58,000	16.2	9,000	15.4	46,000	17.6
Some Post-Secondary (no certificate)	47,000	13.0	7,000	11.8	37,000	14.0
Non-University Post-Secondary Certificate	78,000	21.8	13,000	21.6	62,000	23.3
University Certificate	50,000	13.9	10,000	16.2	39,000	14.9
Total	358,000	100.0	60,000	100.0	264,000	100.0
Females						
Less than High School Diploma	56,000	16.0	12,000	21.1	40,000	15.5
High School Diploma	59,000	16.9	12,000	19.8	46,000	17.6
Some Post-Secondary (no certificate)	46,000	13.1	7,000	12.7	35,000	13.5
Non-University Post-Secondary Certificate	98,000	27.8	16,000	26.8	78,000	30.1
University Certificate	55,000	15.8	8,000	14.5	46,000	17.8
Total	351,000	100.0	59,000	100.0	260,000	100.0

Table 2B: Highest level of educational certification of individuals aged 16-64 by sex, disability status, Manitoba, 2003

Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
Less than High School Diploma	138,000	19.3	35,000	27.8	88,000	17.5
High School Diploma	121,000	16.9	21,000	16.8	86,000	17.1
Some Post-Secondary (no certificate)	96,000	13.4	13,000	9.8	73,000	14.6
Non-University Post-Secondary Certificate	182,000	25.3	34,000	26.8	133,000	26.6
University Certificate	111,000	15.5	19,000	14.9	84,000	16.8
Total	718,000	100.0	127,000	100.0	502,000	100.0
Males						
Less than High School Diploma	81,000	22.6	21,000	35.0	52,000	20.5
High School Diploma	62,000	17.2	9,000	15.3	46,000	18.0
Some Post-Secondary (no certificate)	47,000	13.0	F	7.5	37,000	14.8
Non-University Post-Secondary Certificate	82,000	22.6	15,000	25.5	58,000	23.0
University Certificate	53,000	14.6	8,000	13.4	40,000	15.9
Total	361,000	100.0	59,000	100.0	254,000	100.0
Females						
Less than High School Diploma	57,000	15.9	14,000	21.4	36,000	14.4
High School Diploma	59,000	16.6	12,000	18.1	40,000	16.2
Some Post-Secondary (no certificate)	49,000	13.8	8,000	11.9	36,000	14.4
Non-University Post-Secondary Certificate	100,000	28.1	19,000	28.0	75,000	30.2
University Certificate	59,000	16.5	11,000	16.2	44,000	17.8
Total	357,000	100.0	68,000	100.0	248,000	100.0

Table 2B: Highest level of educational certification of individuals aged 16-64 by sex, disability status, Manitoba, 2004

Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
Less than High School Diploma	136,000	18.8	33,000	24.6	100,000	17.8
High School Diploma	118,000	16.3	20,000	15	95,000	16.9
Some Post-Secondary (no certificate)	101,000	13.9	16,000	11.5	80,000	14.7
Non-University Post-Secondary Certificate	194,000	26.7	39,000	28.5	153,000	27.2
University Certificate	120,000	16.6	21,000	15.6	97,000	17.2
Total	724,000	100	136,000	100	562,000	100
Males						
Less than High School Diploma	82,000	22.5	19,000	28.2	61,000	21.5
High School Diploma	58,000	15.9	9,000	12.7	48,000	17
Some Post-Secondary (no certificate)	49,000	13.5	8,000	12.3	39,000	13.9
Non-University Post-Secondary Certificate	87,000	23.8	18,000	27.1	67,000	23.8
University Certificate	59,000	16.2	10,000	14.4	49,000	17.2
Total	364,000	100	68,000	100	283,000	100
Females						
Less than High School Diploma	54,000	15.1	14,000	21	39,000	14
High School Diploma	60,000	16.7	12,000	17.2	47,000	16.8
Some Post-Secondary (no certificate)	51,000	14.3	7,000	10.7	43,000	15.4
Non-University Post-Secondary Certificate	107,000	29.7	20,000	29.9	86,000	30.7
University Certificate	61,000	17.1	11,000	16.9	48,000	17.3
Total	360,000	100	68,000		279,000	100

The following three tables provide employment earnings of Manitobans aged 16-64 by sex and disability status during 2002-2004.

Table 3C: Distribution of earnings, in constant dollars, of individuals aged 16-64 by sex, disability status, Manitoba, 2002.

Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
\$1 - \$4,999	78,000	12.8	13,000	15.5	58,000	12.5
\$5,000 - \$19,999	183,000	30.0	27,000	31.9	135,000	28.7
\$20,000 and over	349,000	57.2	44,000	52.6	275,000	58.8
Total Population	610,000	100.0	84,000	100.0	468,000	100.0
Males						
\$1 - \$4,999	28,000	8.7	F	F	21,000	8.6
\$5,000 - \$19,999	82,000	25.8	12,000	27.8	62,000	25.2
\$20,000 and over	209,000	65.5	27,000	62.6	162,000	66.3
Total Population	318,000	100.0	44,000	100.0	245,000	100.0
Females						
\$1 - \$4,999	50,000	17.3	9,000	21.7	37,000	16.7
\$5,000 - \$19,999	100,000	34.5	15,000	36.2	73,000	32.6
\$20,000 and over	140,000	48.2	17,000	42.0	113,000	50.6
Total Population	291,000	100.0	41,000	100.0	223,000	100.0

Note: Count of F may indicate sample size was too small to be considered reliable.

Table 3C: Distribution of earnings, in constant dollars, of individuals aged 16-64 by sex, disability status, Manitoba, 2003.

Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
\$1 - \$4,999	82,000	13.2	15,000	16.1	57,000	12.7
\$5,000 - \$19,999	184,000	29.8	27,000	29.4	131,000	29.2
\$20,000 and over	353,000	57.0	49,000	54.4	260,000	58.1
Total Population	619,000	100.0	91,000	100.0	448,000	100.0
Males						
\$1 - \$4,999	33,000	10.2	F	F	23,000	9.7
\$5,000 - \$19,999	80,000	25.0	12,000	26.8	54,000	23.5
\$20,000 and over	207,000	64.8	28,000	63.3	155,000	66.7
Total Population	320,000	100.0	45,000	100.0	232,000	100.0
Females						
\$1 - \$4,999	49,000	16.5	10,000	22.2	34,000	15.9
\$5,000 - \$19,999	104,000	34.9	15,000	31.9	76,000	35.3
\$20,000 and over	146,000	48.6	21,000	45.9	105,000	48.8
Total Population	299,000	100.0	46,000	100.0	216,000	100.0

Note: Count of F may indicate sample size was too small to be considered reliable.

Table 3C: Distribution of earnings, in constant dollars, of individuals aged 16-64 by sex, disability status, Manitoba, 2004.

Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
\$1 - \$4,999	73,000	11.8	12,000	12.9	54,000	11.6
\$5,000 - \$19,999	190,000	30.6	26,000	28.5	138,000	29.9
\$20,000 and over	357,000	57.7	53,000	58.7	271,000	58.5
Total Population	620,000	100	91,000	100	463,000	100
Males						
\$1 - \$4,999	29,000	8.9	F	F	21,000	8.9
\$5,000 - \$19,999	85,000	26.4	12,000	26.2	60,000	25.1
\$20,000 and over	207,000	64.6	30,000	64.7	159,000	66
Total Population	321,000	100	47,000	100	240,000	100
Females						
\$1 - \$4,999	44,000	14.8	7,000	16.8	32,000	14.5
\$5,000 - \$19,999	105,000	35.1	14,000	30.9	78,000	35.1
\$20,000 and over	150,000	50.2	23,000	52.3	112,000	50.5
Total Population	299,000	100	44,000	100	223,000	100

Note: Count of F may indicate sample size was too small to be considered reliable.

CONCLUSION

The Government of Canada and the Provinces and Territories have offered many programs over the years to assist people with disabilities. Beginning with the VRDP Agreement, governments have worked collaboratively to provide people with disabilities with comprehensive vocational rehabilitation programs and services.

Successive cost sharing agreements between governments, including the EAPD, have continued to enhance the independence and ability of people with disabilities to contribute socially and economically through employment in the competitive labour force. Most recently, the LMAPD demonstrates government commitment to further the aims of integration and full citizenship of people with disabilities.

Manitoba is committed to the integration of people with disabilities into the labour market and regards the LMAPD as an opportunity for Manitoba to build on the successes of the VRDP and EAPD Agreements and further enhance its programs and services for people with disabilities.