

Labour Market Agreement for Persons with Disabilities (LMAPD)

LMAPD Baseline Report 2004 – 2005

An electronic version of this report is available at the Manitoba Family Services and Housing Web site at: www.gov.mb.ca/fs

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INTRODUCTION

This Canada-Manitoba Labour Market Agreement for Persons with Disabilities (LMAPD) Baseline Report describes objectives, services, target populations and planned expenditures for programs and services to be cost-shared under the LMAPD Multilateral Framework for the 2004/05 fiscal year. Societal indicators of labour market participation from Statistics Canada's Participation Activity Limitation Survey for Canada and Manitoba 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 is 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 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.

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 will be 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 will amount to an additional \$1,049.9 million for Manitoba, resulting in an increase in the federal contribution level from \$7,914.0 million to \$8,963.9 million annually.

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;
- **CareerOptions for Students with Disabilities Program** (Manitoba Education, Citizenship and Youth) - students with a disability; and
- **Community Based Employability Projects** (Manitoba Advanced Education and Training) - income assistance recipients with a disability.

The following table provides a summary of 2004/05 planned expenditures by program area:

MANITOBA LMAPD PROGRAM AREAS PLANNED EXPENDITURES FOR 2004/05 (\$000)	
Program Area	Planned Expenditures
Family Services and Housing Programs	7,659.8
Mental Health Programs	6,368.5
Addictions Programs	3,709.6
Education Programs	553.2
Total Expenditures	18,291.1
Federal Contribution	8,963.9
Provincial Contribution	9,327.2

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 Services program. Vocational Rehabilitation Services are delivered by eight regional provincial offices, Regional Health Authorities and three designated agencies funded by Family Services and Housing (Canadian National Institute for the Blind-Manitoba Division, Canadian Paraplegic Association (Manitoba) Inc. and Society for Manitobans with Disabilities 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., Skills Unlimited (Sair Centre of Learning), Employment Preparation Centre, Premier Personnel Corp., Trainex Centre Inc., S.C.E. Lifeworks Inc. and Network South Enterprises Inc..

Other programming supported by Manitoba Family Services and Housing that is eligible for funding under the LMAPD include the Employment and Income Assistance Work Incentive Program and Day Services Follow-up Services.

Vocational Rehabilitation Program

The Vocational Rehabilitation Program is part of a larger range of services designed to provide and/or ensure access to goods and services that will assist participants to prepare for, attain and maintain 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 vocational rehabilitation services to specific disability groups. The three designated agencies are:

- 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 Inc.(CPA) – provides counselling, assessment, vocational training and job placement services to participants with paraplegia and quadriplegia; and
- Society for Manitobans with Disabilities Inc. (SMD) – provides assessment, counselling, vocational training and job placement services to individuals with physical and hearing disabilities (excluding persons with visual disabilities or spinal cord injuries).

The Vocational Rehabilitation Program also purchases evaluation, work training, placement, school-to-work transition and follow-up services from seven not-for-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;
- **Employment Preparation Centre** – is an Evaluation and Training Centre located in Winnipeg (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;
- **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;
- **Skills Unlimited’s 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
- **The Trainex Centre 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.

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 eligible activities of the Vocational Rehabilitation Program can be divided into the following four components:

- Administration;
- Service Coordination;
- Training; and
- Direct Employment Support.

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-centered, with the Counsellor being 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 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 (e.g., 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 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.

Direct Employment Support

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 Service Delivery Support for approval.

School to Work Transition

The 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.

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 and Day Services Follow-up Services.

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 participants receiving income assistance enrolled in the Persons with Disabilities category with 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 cost-shared under the LMAPD Agreement.

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. Follow-up Services are provided at the employment site by a variety of agencies.

Planned Expenditures

The following table provides a breakdown of Family Services and Housing planned LMAPD program expenditures for 2004/05.

FAMILY SERVICES AND HOUSING PLANNED EXPENDITURES FOR 2004/05 (\$000)	
Component	2004/05
VR and Agency Administration	949.2
VR Case Management	3,112.3
Individual Vocational Rehabilitation Training Fund	2,973.3
Employment and Income Assistance Work Incentive Program	500.0
Day Services Follow-up Services	125.0
Total	7,659.8

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

LMAPD eligible activities and services within mental health services can be divided into the following three categories:

- 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

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

One primary goal of the Selkirk Mental Health Centre is to explore vocational aptitudes and develop job readiness through interdisciplinary assessments and skill development opportunities.

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 Vocational Incentive Program also provides opportunity for assessment and training in specific work activities and enables individuals to maintain their work skills in a structured setting.

Mental Health Programs Administration

Direct delivery of services has devolved to the Regional Health Authorities, however, Manitoba Health continues to be responsible for overall standards for province-wide programs and for the evaluation of specific outcomes of 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 (10 in rural and northern Manitoba, 1 in Winnipeg) are responsible for the direct delivery of core mental health services to clients. These services are delivered through the Community Mental Health Program by a number of different types of service providers, including Community Mental Health Workers, Intensive Case Managers, Employment Development Counsellors, and Proctors.

Community Mental Health Program

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

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.

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.

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-shareable relates to the percentage of time focused on work-related supports such as job coaching, individualized “Choose” activities, and work skills training.

Program of Assertive Community Treatment

A self-contained Program of Assertive Community Treatment (PACT) team comprised of multidisciplinary mental health team of professionals which include a psychiatrist, social workers, nurses, and other professionals provide rehabilitation, support and treatment services to individuals with a primary diagnosis of schizophrenia,

bipolar disorder, or a major psychotic disorder. PACT is delivered in Winnipeg through the Winnipeg Regional Health Authority.

PACT staff assist participants to secure work opportunities and match the needs of each job with the existing skills of participants, 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 PACT program is flexible, allowing people to move in and out and take various work opportunities as they arise. PACT assists individuals with severe and persistent symptoms of mental illness in selecting, securing, and maintaining employment. 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.

Eden Mental Health Centre

The 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".

Eden Health Care Services operates the Trainex Centre, a vocational related agency that provides employment preparation related services.

Services Delivered by External Agencies

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

Employment Dimensions (Canadian Mental Health Association)

Employment Dimensions assists mental health consumers in selecting, securing and maintaining employment. Program activities include:

- Employment counselling;
- Skill development;
- School-to-work transition;
- Vocational crisis intervention and management;
- Pre-employment training;
- Post-secondary education support;
- Ongoing active employment support;
- Supported employment; and
- Self-employment.

In addition, the program assists mental health consumers who want to return to school full time to develop a career goal, explore educational options, access funding and complete their course of study, before they resume active status in the program and look for paid work in their field.

Self Starting Creative Opportunities for People in Employment

Self Starting Creative Opportunities for People in Employment (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.

Selkirk and Interlake Mental Health Support Centres Inc.

One of the goals of 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 Centres 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.

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. Specific and 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.

Planned Expenditures

The following table provides a breakdown of Mental Health planned LMAPD program expenditures for 2004/05.

MENTAL HEALTH PROGRAM PLANNED EXPENDITURES FOR 2004/05 (\$000)	
Component	2004/05
Selkirk Mental Health Centre	709.1
Mental Health Programs Admin	92.5
Community Mental Health Program	4,065.1
Eden Mental Health Centre	56.7
Proctors	692.1
Program of Assertive Community Treatment	285.0
Employment Dimensions	248.1
SSCOPE	86.4
Selkirk and Interlake Mental Health Support Centre	76.1
Ventures	57.4
Total	6,368.5

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 treatment program 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. 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.

Planned Expenditures

The following table provides a breakdown of planned LMAPD expenditures for addiction programming in 2004/05.

ADDICTIONS PROGRAMS PLANNED EXPENDITURES FOR 2004/05 (\$000)	
Agency	2004/05
Addictions Foundation of Manitoba	2,742.2
Behavioural Health Foundation	967.4
Total	3,709.6

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. These services include employment needs assessment, employment/career counselling, job search assistance and information on training options and opportunities, community organizations, educational institutions and job openings.

Description of Programs and Services

ETS offers additional eligibility-based programs and services directly and through partnerships with educational institutions, community and/or employer groups.

Individuals may be eligible for these additional programs if they fit into one of the following categories:

- Unemployed (working less than an average of 20 hours/week) and a current or previous Employment Insurance recipient;
- Unemployed and receiving or eligible for income assistance benefits;
- Low income parent(s) with dependant child(ren); and
- An individual about to lose his/her job.

Community Based Employability Projects

The Community Based Employability Projects (CBEP) is one of these additional programs and services administered by ETS.

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.

Planned Expenditures

The following table provides a breakdown of Manitoba Advanced Education and Training planned LMAPD program expenditures for 2004/05.

ADVANCED EDUCATION AND TRAINING PLANNED EXPENDITURES FOR 2004/05 (\$000)	
Program	2004/05
Community Based Employability Projects	390.0
Total Expenditures	390.0

EDUCATION, CITIZENSHIP AND YOUTH

The MB4Youth Division of Manitoba Education, Citizenship and Youth works closely with youth, businesses, not-for-profit organizations, community groups, educational institutions, provincial departments, and other levels of government to accomplish three main goals:

- To work with prospective employers to facilitate the hiring of students and youth up to age 29 by providing internships, grants, job referrals, mentorship and bursary opportunities, and wage incentives. The Division delivers over 20 employment programs.
- To provide opportunities for students and youth to participate in citizenship activities and have access to career development resources.
- To be the single source of information for the over 200 youth programs and services offered by the Government of Manitoba.

CareerOptions for Students with Disabilities

CareerOptions for Students with Disabilities (CareerOptions) is a component of STEP Services and is administered by the MB4Youth Division of Manitoba Education, Citizenship and Youth. 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 Part-Time STEP.

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 job search. CareerOptions also assists students to make the transition from school to work while providing them with career exploration opportunities in the provincial government.

Planned Expenditures

The following table provides a breakdown of Manitoba Education, Citizenship and Youth planned LMAPD program expenditures for 2004/05.

EDUCATION, CITIZENSHIP AND YOUTH PLANNED EXPENDITURES FOR 2004/05 (\$000)	
Program	2004/05
CareerOptions	163.2
Total Expenditures	163.2

SOCIETAL INDICATORS

Ministers agree to report on societal indicators of labour market participation for their jurisdiction, subject to data availability. The following tables extracted from Statistics Canada's Participation Activity Limitation Survey provide a breakdown of these indicators by education attainment, employment rate and employment income of persons with disabilities for Canada and Manitoba.

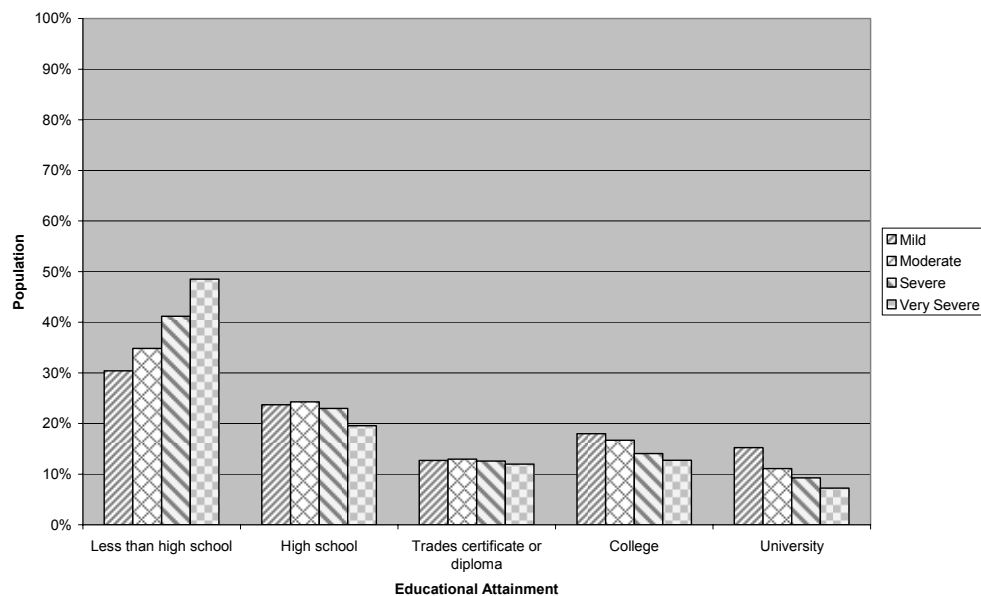
It should be noted that the counts and percentages do not always equal the total amounts as some data may not be presented due to unreliability of the data collected e.g. sample size was too small.

P6: Table ED1B - Highest level of educational attainment by severity, Canada, 2001

Canada	Total		Mild		Moderate		Severe		Very severe	
	Count	%	Count	%	Count	%	Count	%	Count	%
Less than high school	728,560	37.1	196,580	30.4	172,240	34.8	225,190	41.2	134,540	48.5
High school	453,030	23.1	153,210	23.7	120,030	24.3	125,540	23.0	54,240	19.6
Trades certificate or diploma	248,180	12.6	82,270	12.7	64,100	13.0	68,640	12.6	33,170	12.0
College	310,900	15.8	116,160	18.0	82,470	16.7	76,940	14.1	35,340	12.7
University	224,040	11.4	98,520	15.2	54,860	11.1	50,590	9.3	20,070	7.2
Total	1,964,700		646,730		494,580		546,900		277,360	

Source: Participation and Activity Limitation Survey, 2001.

Canada, Educational Attainment by Severity of Disability for Adults Age 15 to 64



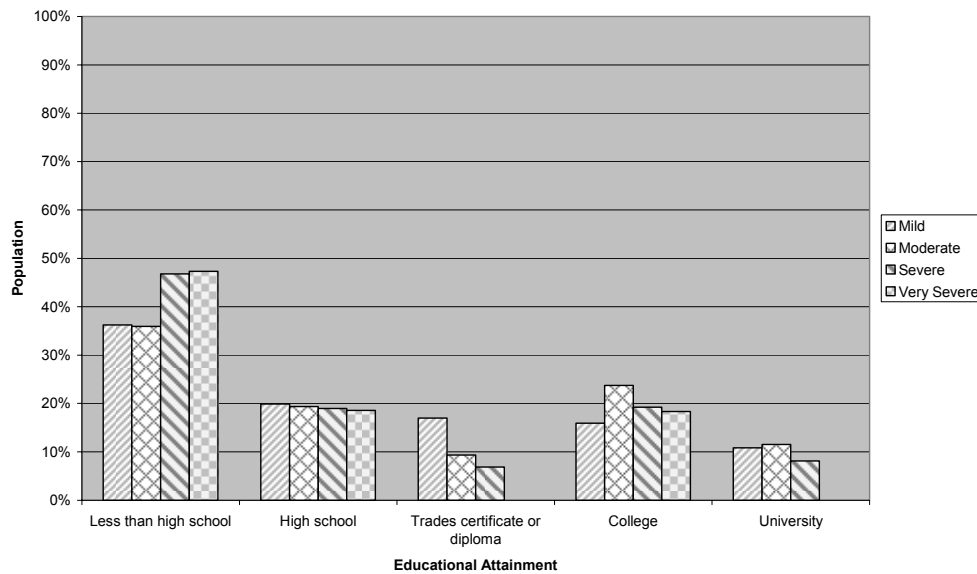
P6: Table ED1B - Highest level of educational attainment by severity, Manitoba, 2001

Manitoba	Total		Mild		Moderate		Severe		Very severe	
	Count	%	Count	%	Count	%	Count	%	Count	%
Less than high school	29,950	39.7	10,310	36.2	7,790	35.9	8,190	46.8	3,660	47.3
High school	14,620	19.4	5,660	19.9	4,200	19.4	3,320	19.0	1,440	18.6
Trades certificate or diploma	8,440	11.2	4,830	17.0	2,030	9.4	1,200	6.9	0	0.0
College	14,480	19.2	4,530	15.9	5,150	23.8	3,370	19.3	1,420	18.3
University	7,820	10.4	3,090	10.9	2,500	11.5	1,420	8.1	0	0.0
Total	75,380		28,460		21,680		17,500		7,740	

Source: Participation and Activity Limitation Survey, 2001.

Note: Count of 0 may indicate sample size was too small to be presented accurately.

Manitoba, Educational Attainment by Severity of Disability for Adults Age 15 to 64



P3.2: I2A - Total employment income for adults 15 - 64 by sex, age groups and disability status, Canada, 2001

Canada	Persons with Disabilities		Persons without Disabilities	
	Count	%	Count	%
Without Income	925,300	47.1	3,296,910	18.3
\$0 - \$19,999	481,350	24.5	5,755,140	32.2
\$20,000 - \$59,999	459,210	23.3	7,003,880	39.2
\$60,000 - over	99,900	5.1	1,833,940	10.3
Total	1,968,490		17,889,850	

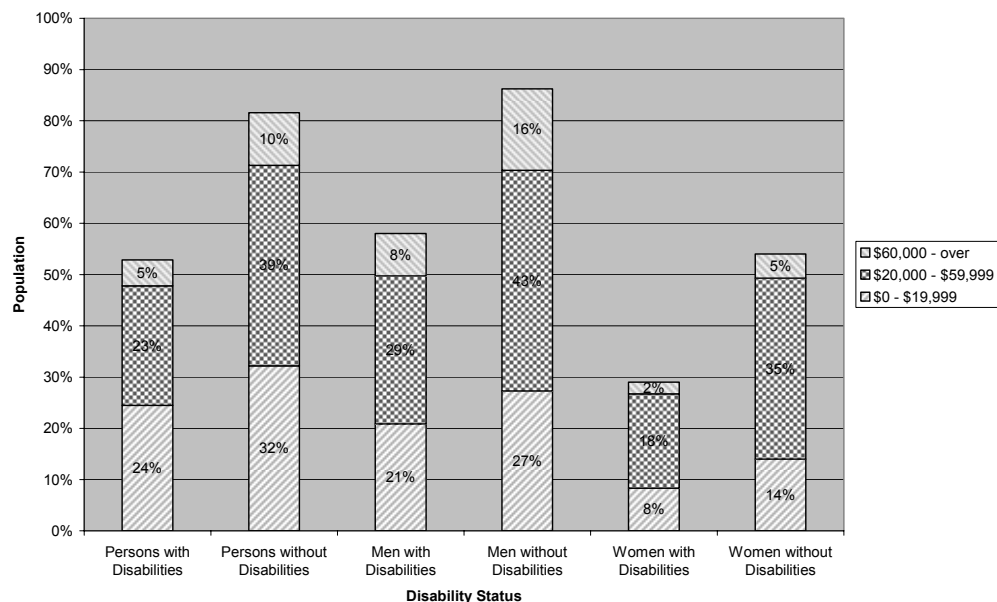
Source: Participation and Activity Limitation Survey, 2001.

P3.2: I2A - Total employment income for adults 15 - 64 by sex, age groups and disability status, Canada, 2001

Canada	Men with Disabilities		Men without Disabilities		Women with Disabilities		Women without Disabilities	
	Count	%	Count	%	Count	%	Count	%
Without Income	384,600	41.8	1,227,470	14.0	540,700	51.6	2,069,440	23.0
\$0 - \$19,999	192,190	20.9	2,430,440	27.3	289,170	27.6	3,324,690	37.0
\$20,000 - \$59,999	266,050	28.9	3,830,430	43.0	193,180	18.4	3,173,450	35.3
\$60,000 - over	76,130	8.3	1,412,340	15.9	23,770	2.3	421,590	4.7
Total	921,020		8,900,690		1,047,470		8,989,160	

Source: Participation and Activity Limitation Survey, 2001.

Canada, Employment Income for Adults 15-64 by Sex and Disability Status



P3.2: I2A - Total employment income for adults 15 - 64 by sex, age groups and disability status, Manitoba, 2001

Manitoba	Persons with Disabilities		Persons without Disabilities	
	Count	%	Count	%
Without Income	27,090	36.0	107,590	18.0
\$0 - \$19,999	23,140	30.7	209,020	34.0
\$20,000 - \$59,999	21,770	28.9	250,080	41.1
\$60,000 - over	3,310	4.4	42,320	6.9
Total	75,380		608,990	

Source: Participation and Activity Limitation Survey, 2001.

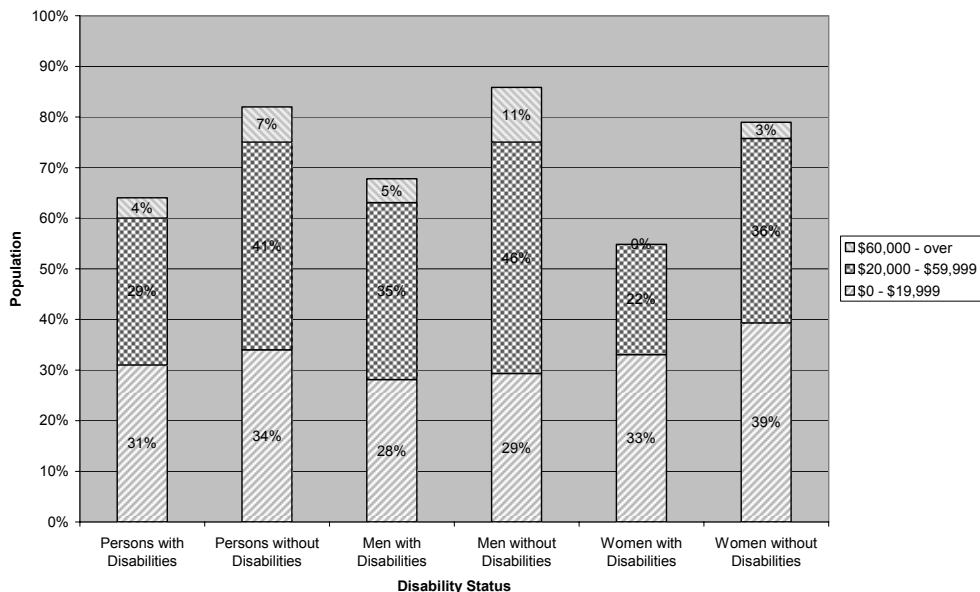
P3.2: I2A - Total employment income for adults 15 - 64 by sex, age groups and disability status, Manitoba, 2001

Manitoba	Men with Disabilities		Men without Disabilities		Women with Disabilities		Women without Disabilities	
	Count	%	Count	%	Count	%	Count	%
Without Income	10,580	30.0	43,020	14.0	16,510	42.0	64,570	21.0
\$0 - \$19,999	10,060	28.1	89,010	29.3	13,100	33.0	120,000	39.3
\$20,000 - \$59,999	12,480	35.0	138,750	45.7	8,640	21.8	111,330	36.5
\$60,000 - over	1,680	5.0	32,850	10.8	X	X	9,740	3.2
Total	35,740		303,630		39,640		305,360	

Source: Participation and Activity Limitation Survey, 2001.

Note: Count of X may indicate sample size was too small to be presented accurately.

Manitoba, Employment Income for Adults 15-64 by Sex and Disability Status



P3.1: Table E1C - Labour force status by sex and severity, Canada, 2001

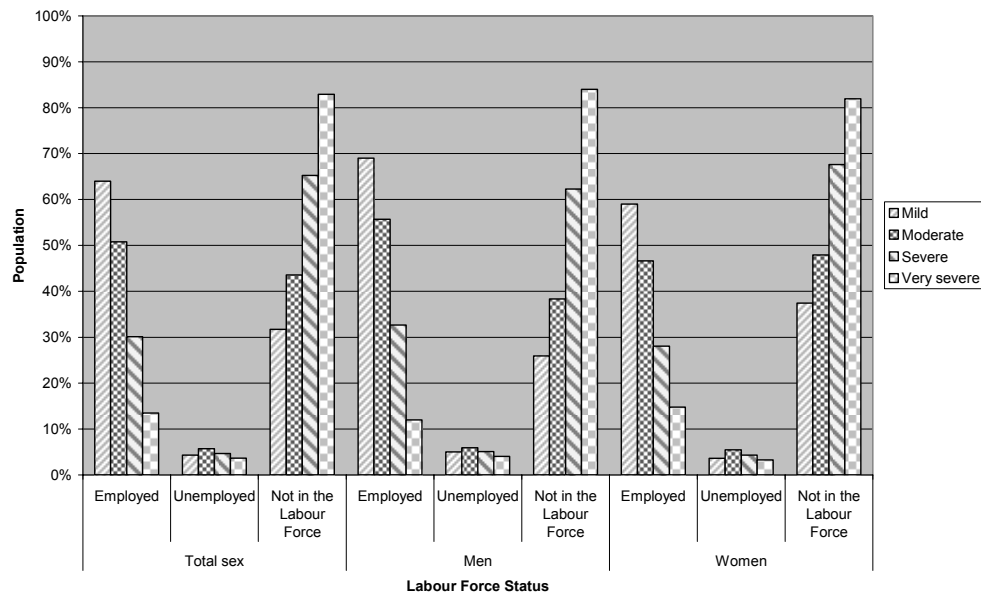
Corrected January 14, 2004

Canada	Total		Mild		Moderate		Severe		Very severe	
Total sex	Count	%	Count	%	Count	%	Count	%	Count	%
Employed	764,670	43.7	354,360	64.0	225,920	50.8	151,120	30.1	33,260	13.5
Unemployed	81,460	4.7	23,840	4.3	25,280	5.7	23,340	4.6	9,000	3.6
Not in the Labour Force	902,180	51.6	175,730	31.7	193,930	43.6	327,580	65.2	204,950	82.9
Total	1,748,310		553,930		445,130		502,040		247,210	
Men										
Employed	389,260	47.6	189,640	69.0	112,780	55.7	72,890	32.7	13,960	12.0
Unemployed	41,880	5.1	13,790	5.0	12,010	5.9	11,360	5.1	4,720	4.0
Not in the Labour Force	385,950	47.2	71,310	26.0	77,640	38.4	138,980	62.3	98,020	84.0
Total	817,090		274,740		202,430		223,220		116,700	
Women										
Employed	375,410	40.3	164,720	59.0	113,150	46.6	78,230	28.1	19,300	14.8
Unemployed	39,570	4.2	10,050	3.6	13,260	5.5	11,980	4.3	4,280	3.3
Not in the Labour Force	516,240	55.4	104,420	37.4	116,290	47.9	188,600	67.6	106,930	81.9
Total	931,220		279,190		242,700		278,820		130,510	

Source: Statistics Canada, Participation and Activity Limitation Survey, 2001.

Note: Excludes full-time students.

Canada, Labour Force Activity for Adults Ages 15-64 by Sex and Severity of Disability



P3.1: Table E1C - Labour force activity by sex, labour force activity and severity, Manitoba, 2001

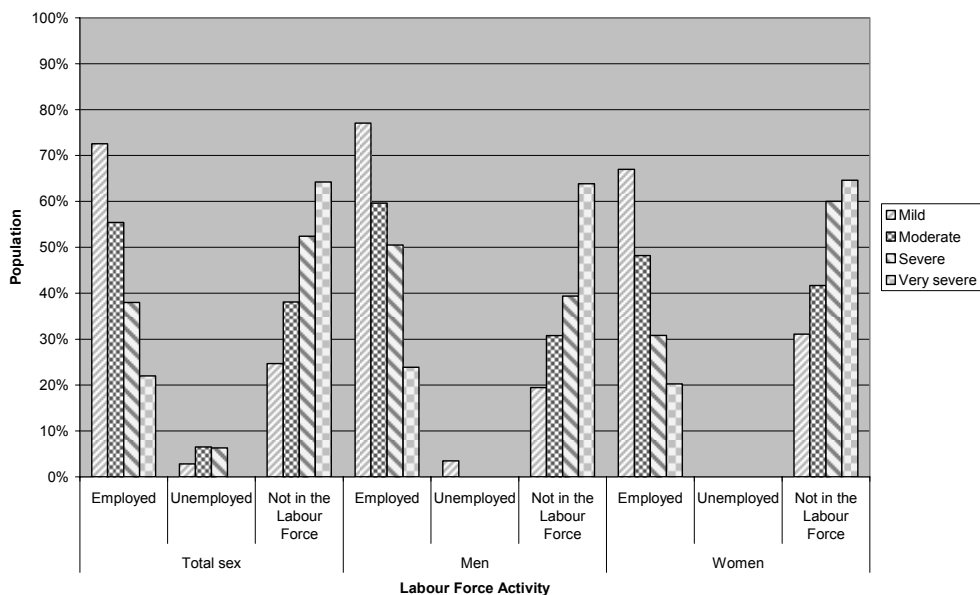
Manitoba	Total		Mild		Moderate		Severe		Very severe	
	Count	%	Count	%	Count	%	Count	%	Count	%
Total sex										
Employed	37,030	55.1	18,600	72.6	10,650	55.4	6,210	38.0	1,580	22.0
Unemployed	3,320	4.9	720	2.8	1,250	6.5	1,030	6.3	0	0.0
Not in the Labour Force	26,840	40.0	6,320	24.7	7,320	38.1	8,570	52.4	4,620	64.3
Total	67,180		25,630		19,210		16,350		7,190	
Men										
Employed	20,120	63.3	10,940	77.0	5,390	59.6	3,040	50.5	740	23.9
Unemployed	1,770	5.6	490	3.5	0	0.0	0	0.0	0	0.0
Not in the Labour Force	9,890	31.1	2,760	19.4	2,780	30.8	2,370	39.4	1,980	63.9
Total	31,770		14,200		9,040		6,020		3,100	
Women										
Employed	16,920	47.8	7,660	67.0	5,250	48.2	3,180	30.8	830	20.2
Unemployed	1,550	4.4	0	0.0	0	0.0	0	0.0	0	0.0
Not in the Labour Force	16,950	47.9	3,560	31.1	4,540	41.7	6,200	60.0	2,650	64.6
Total	35,420		11,440		10,890		10,330		4,100	

Source: Statistics Canada, Participation and Activity Limitation Survey, 2001.

Note: Count of 0 may indicate sample size was too small to be presented accurately.

Note: Excludes full-time students.

Manitoba, Labour Force Activity for Adults Ages 15-64 by Sex and Severity of Disability



CONCLUSION

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

Manitoba is committed to the integration of persons 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 persons with disabilities.