

Multilateral Framework for Labour Market Agreements for Persons with Disabilities

Saskatchewan Report 2009-2010

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Introduction

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

Under the Multilateral Framework, it was agreed this report would include objectives, descriptions, target populations and expenditures for programs and services funded under the framework. Societal indicators would include at a jurisdictional or national level, subject to data availability, the following indicators:

- Employment rate of working age persons with disabilities;
- Employment income; and
- Education attainment.

Objectives

The goal of the Multilateral Framework is to improve the employment situation of persons with disabilities. All of the programs and services included in this report achieve one or more of the following objectives:

- Enhancing the employment of persons with disabilities;
- Increasing the employment opportunities available to persons with disabilities; and
- Building on the existing knowledge base.

Programs and Services

In March 2004, Saskatchewan entered into the Canada-Saskatchewan Labour Market Agreement for Persons with Disabilities. This two-year Agreement with the Government of Canada cost shared up to 50% of the cost of programs and services meeting the objectives of the Agreement up to a maximum of \$9,953,000 per year. The Agreement was amended in 2005 to increase the federal maximum to \$10,852,608 for both the 2004-05 and 2005-06 fiscal years. The agreement was extended for 2006-07, 2007-08, 2008-09 and 2009-11.

Advanced Education, Employment and Labour

Employability Assistance for People with Disabilities Program (EAPDP)

The EAPD Program provides goods and services that are required to allow meaningful and successful inclusion of persons with disabilities in mainstream programs.

Each person with a disability consults with a career and/or vocational counsellor to determine what type and level of disability-related supports are needed to pursue a career goal. Examples of supports that may be provided include tutor, note-taker, interpreter, special format material and/or technical equipment.

Categories of assistance provided under EAPDP are described below.

Assessments

The EAPD Program provides individuals with assistance to pay for psycho-educational, vocational and work placement assessments, and may be used for purposes such as determining the exact disability or determining disability-related needs for planning and program purposes or to help individuals determine their suitability for training or for a job.

Disability-Related Supports

Funds under this category are used to purchase a wide range of disability-specific goods and services which allow individuals with disabilities to participate meaningfully and successfully in mainstream programs. Individuals who attend the programs are responsible for the normal costs of participation, such as tuition, books, transportation, and daily living costs, but are not expected to cover the extra costs of participation that are the result of a disability. The extra costs for supports such as tutors, interpreters, note-takers, specialized equipment, specialized transportation, job coaches, and so on, are paid for through grants from the EAPDP.

Specialized Basic Education and Related Services

Funds under this category are used to purchase specialized basic education and related services specific to disability from public institutions, private trainers and community-based organizations. Specialized Basic Education and Related Services provides adult upgrading, academic skill development, life skills and employment readiness training for adults with disabilities with a view toward moving on to further education or directly to employment.

Accommodation Grants

Accommodation grants fund timely and flexible responses to people with disabilities who need smaller types of supports within their learning environment. Eight Regional Colleges and Dumont Technical Institute each receive grants to provide these accommodations.

Examples of the type of supports that may be provided are: flashing fire alarms; short-term individual tutors; note takers; interpreters; and special (adapted) equipment. The grant also makes special provisions for approved students with disabilities to write General Equivalency Diploma (GED) Tests.

Transportation Support

This component provides transportation supports to individuals with disabilities who require out-of-the-ordinary transportation assistance in order to attend post-secondary education.

Employment Supports/Training

This program provides employers with financial or other supports needed to hire persons with disabilities. Employment supports include: Job Coaching, Training-on-the-Job (TOJ) and Supported Employment.

A second component of EAPDP (the EAPD-TOJ Program) provides career, vocational and personal counselling to individuals. Vocational Counselling is provided through a contractual arrangement between EAPD and eight provincial agencies. Counsellors are expected to:

- Assist clients in identifying vocational goals;
- Arrange appropriate vocational opportunities;
- Monitor and report client progress; and
- Provide follow-up services as required.

Income Support

Saskatchewan Advanced Education, Employment and Labour provides income support to students attending post-secondary programs either through loans (if student-loan eligible) or through the Provincial Training Allowance.

• Student Loans and Bursary Assistance

This program provides loans for students (including students with disabilities) to attend post secondary education programs that prepare them for employment. Saskatchewan's loan program provides bursary assistance to ease the debt load for students.

- **Provincial Training Allowance**

This program provides income support for individuals (including individuals with disabilities) who are in adult education/training programs for which Canada and Saskatchewan Student Loans are not available. The Provincial Training Allowance supports open access for adults involved in these programs.

- **Saskatchewan Study Grant**

This grant supplements the Canada Study Grant for people with disabilities by up to \$2,000 per student per year.

Adult Basic Education (ABE) at Public Education Centres

This program provides education/training programs and services for adults (including adults with disabilities) who left the K-12 system without completing a grade 12.

ABE provides a wide range of opportunities to gain academic and other skills that are required for successful/meaningful attachment to the labour force.

Job Start/Future Skills and Quick Skills

This program responds to the training needs of individuals in order to meet the emerging employment skills for industry and employers. Participation in the program increases the employment skills of employees and potential employees by providing financial support for employers to train new employees and supporting student access to credit skills training through Saskatchewan Institute of Applied Science and Technology (SIAST), Regional Colleges and Dumont Technical Institute.

Employment Supports for Persons with Disabilities

Employment supports are available to persons with disabilities who are receiving social benefits; unemployed; or in need of supports to remain employed. They can assist persons with learning, developmental, mental health and physical disabilities. This initiative supports a range of activities to reduce or eliminate the impact of an individual's disability within the work environment. Funds may be provided directly to the individual or through a community based organization.

Education

Transition Planning

Transition is the movement of an individual with disabilities from one training program or employment experience to another. The intention is generally, but not always, that the movement involves an increase in skills and demands required for the next job or level of training. Transition may occur from high school to work or further education, or for a person who

has left the educational system, from one established job or training program to another. In any transition situation, supports may include such things as tutoring, training-on-the-job, job coaching, education or training and specialized equipment.

Health

Saskatchewan Aids to Independent Living Program (SAIL)

This program provides aids and devices for people with disabilities. One of the components of the program is providing aids or devices to people who require them in order to maintain their employment or to pursue employment.

Alcohol and Drug Services

Saskatchewan Health through the Regional Health Authorities provides a range of addiction recovery services aimed at promoting healthy living without chemical dependency, including individual and family counselling, detoxification programs and vocational counselling.

For people with substance addictions, these services provide an avenue to gain knowledge, skills and on-going supports to participate in society including obtaining, maintaining and regaining employment.

Mental Health Services

A range of general mental health services is available from Regional Health Authorities, such as crisis intervention, case management and individual and group counselling.

A range of vocational services are also available such as pre-employment training in daily living skills, job search training, and supervised work experience.

Municipal Affairs

The Transit Assistance for People with Disabilities Program

This program provides financial assistance, encourages and supports cities and towns operating public transportation services for persons with disabilities. The numbers provided in this report relate to service provided for post-secondary and employment purposes.

Program Results for 2009-2010

The table below summarizes information from programs and services where data is available or applies to the indicators.

Ministry/Program	# of People Participating	# of People Completing a Program	# of People Obtaining/ Maintaining Employment
Advanced Education, Employment and Labour			
EAPD Assessments	537	***	***
EAPD Disability Supports	449	262	109
Specialized Basic Education and Related Services	574	231	94
Accommodation Grants	***	***	***
Transportation Supports	49	xxx	xxx
EAPD Training	964	493	203
Student Loans, Bursary Assistance Program	757	xxx	xxx
Provincial Training Allowance	467	xxx	xxx
Study Grant	52	xxx	xxx
Basic Education at Public Education Centres	372	xxx	xxx
Job Start/Future Skills	120	xxx	xxx
Employment Supports for Persons with Disabilities	1,557	481	909
Education			
Transition Planning	xxx	xxx	xxx
Health			
SAIL	782	***	***
Alcohol and Drug Services	12,751	6,442	xxx
Mental Health Services	1,428	326	167
Municipal Affairs¹			
Municipal Transit Assistance for People with Disabilities	134,543	***	***

*** - Indicator does not apply to the program or service.

xxx - Data is not available.

¹ Number of post secondary and employment trips in a calendar year.
The number of persons is not available.

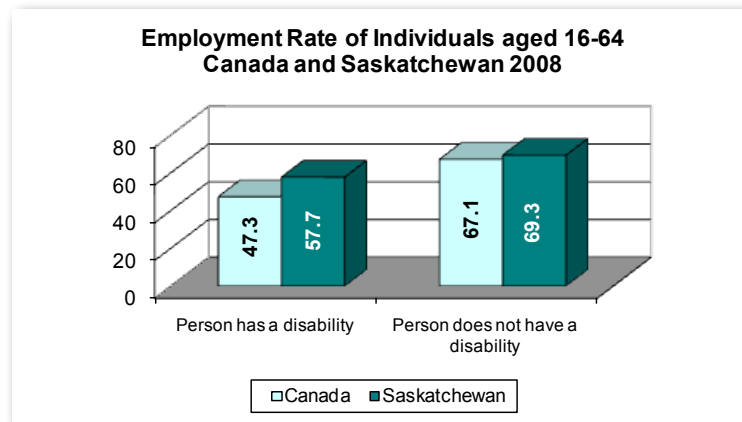
Expenditures for 2009-2010

Ministry	Provincial Contribution	Government of Canada Contribution	Total Expenditures
Advanced Education, Employment and Labour	\$11,270,112	\$ 5,824,000	\$17,094,112
Education	745,733	507,000	1,252,733*
Health	21,910,702	4,321,000	26,231,702
Municipal Affairs	394,523	200,608	595,131
Total	\$34,321,070	\$10,852,608	\$45,173,678

* Estimate based on 2008-09 actuals.

Employment

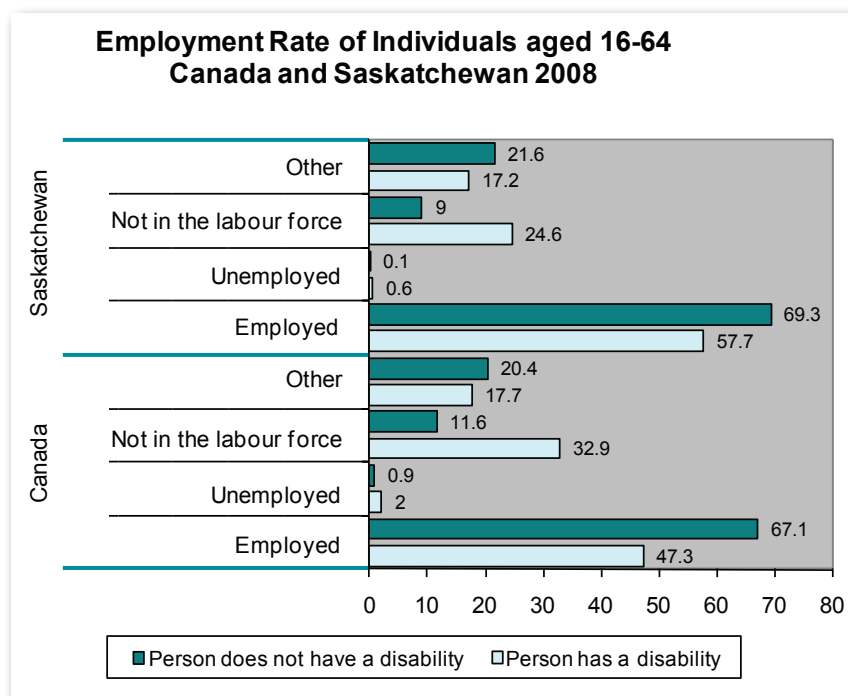
In 2008, the employment rate for persons in Saskatchewan with disabilities was higher than the Canadian average. In Saskatchewan, the employment rate was 57.7%. The Canadian average was 47.3%.



Source - Statistics Canada, Survey of Labour and Income Dynamics

In Saskatchewan, the employment rate is considerably lower for individuals who have a disability compared to persons who do not have a disability. Persons without a disability had an employment rate of 69.3%; whereas, it is 57.7% for those with a disability.

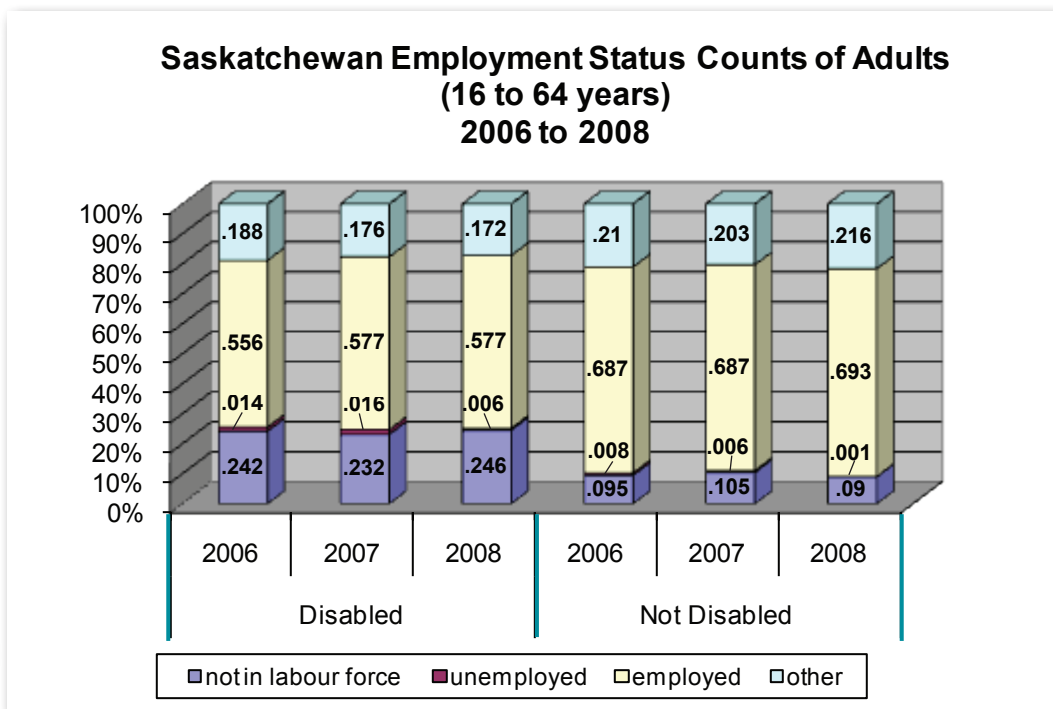
The number of persons with a disability who were not in the labour force is significantly higher than for persons who do not have a disability. In Saskatchewan, 24.6% of persons with a disability were not in the labour force; whereas, 9.0% of persons with no disabilities were not in the labour force. This is a difference of 63.4%. Nationally, 32.9% of persons with a disability were not in the labour force compared to 11.6% for those without a disability. This results in persons with a disability to be 64.7% more likely not to be in the labour force as compared to a person with no disabilities.



Source - Statistics Canada, Survey of Labour and Income Dynamics

The SLID (Statistics Canada – Survey of Labour and Income Dynamics) data was used to compare the employment status of persons with and without a disability in Saskatchewan. The percentages for the different categories in the table below remained fairly constant for those who were disabled over the three years and likewise, for those who were not disabled. The percentage of individuals who were unemployed fell between the years 2006 to 2008. For persons who were disabled, the unemployment rate fell from 1.4% to 0.6%; whereas, the unemployment rate fell from 0.8% to 0.1% for non disabled persons. Increases occurred in individuals who were employed. The employment rate increased from 55.6% to 57.7% for disabled persons. The employment rate increased from 68.7% to 69.3% for non disabled persons. The employment rate increased from 68.7% to 69.3% for non disabled persons.

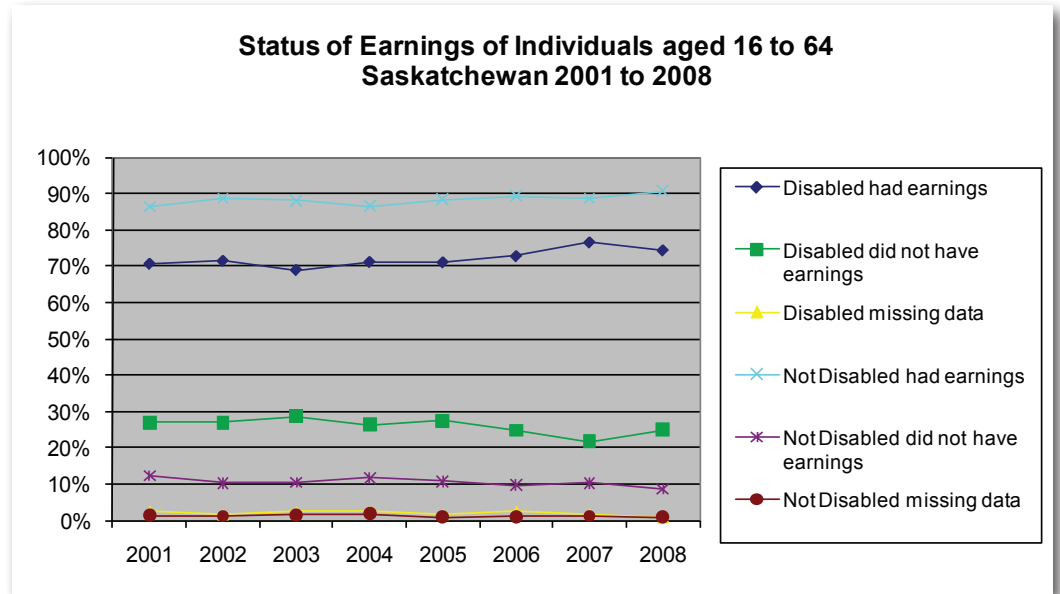
A fairly substantial group is the “other” category. This category consists of individuals who were employed part of the year, unemployed part of the year, not in the labour force part of the year or a combination of two out of the three.



Source - Statistics Canada, Survey of Labour and Income Dynamics

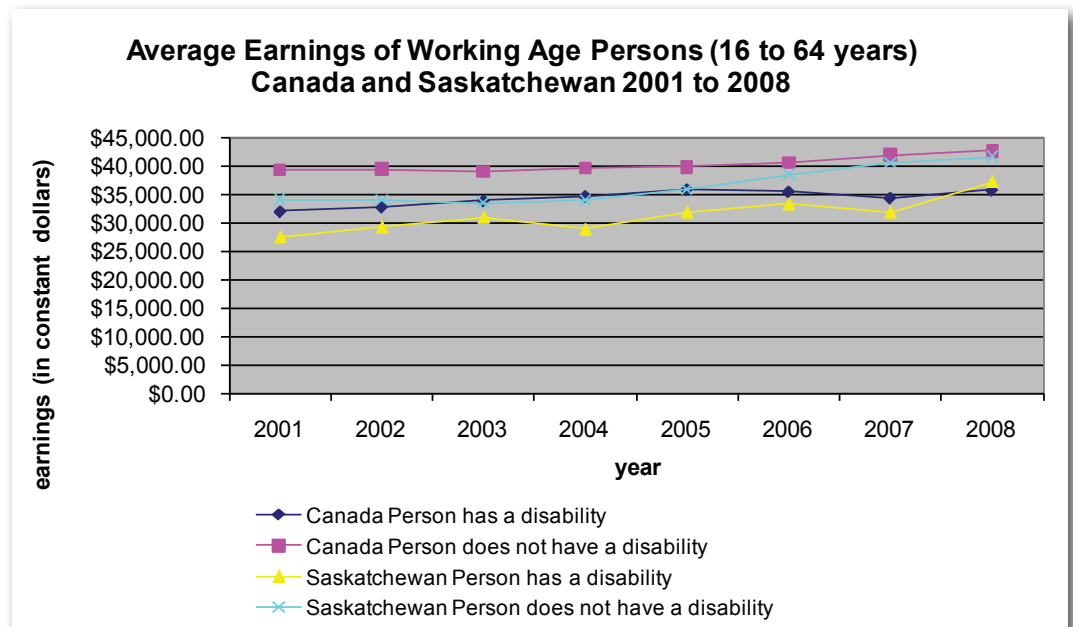
Earnings

The percentage of persons with a disability who had earnings has continued to increase. The rate increased from 70.6% in 2001 to 74.3% in 2008, a difference of 5.2%. This increase is equivalent to the non disabled individuals who had earnings. The rate of earnings increased from 86.4% to 90.6% for those individuals, an increase of 4.9%.



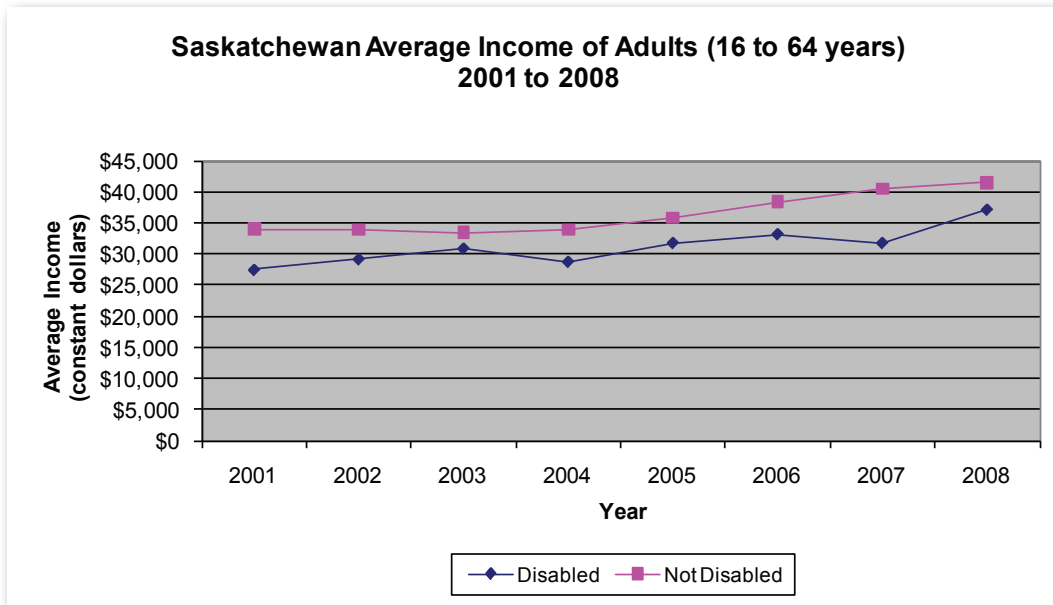
Source - Statistics Canada, Survey of Labour and Income Dynamics

The average earnings of persons with a disability, in Saskatchewan, increased by 34.9% from the year 2001 to the year 2008, compared to 11.9% for Canada. The corresponding rate for persons without a disability, in Saskatchewan, increased by 22.1% compared to 8.7% for Canada. The average earnings for persons with a disability, in Saskatchewan, for 2008 were \$37,100.



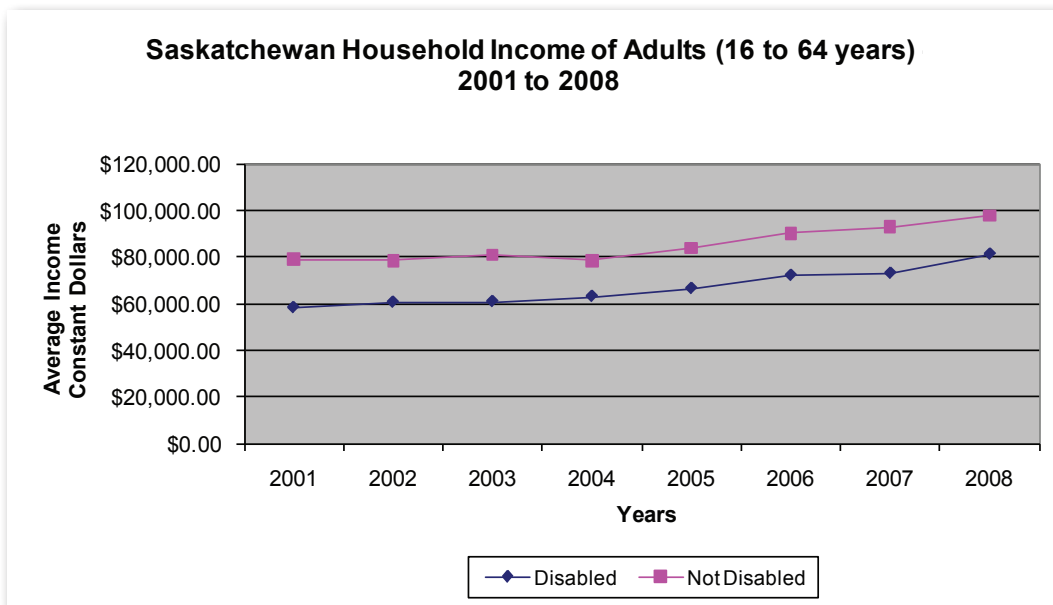
Source - Statistics Canada, Survey of Labour and Income Dynamics

The following chart compares the average total income of adults in Saskatchewan from 2001 to 2008. The employment earnings increased for all individuals in the province. The average income for those without a disability increased from \$34,000 to \$41,500, an increase of 22.1%. The average income for an individual with a disability increased from \$27,500 to \$37,100, an increase of 34.9%.



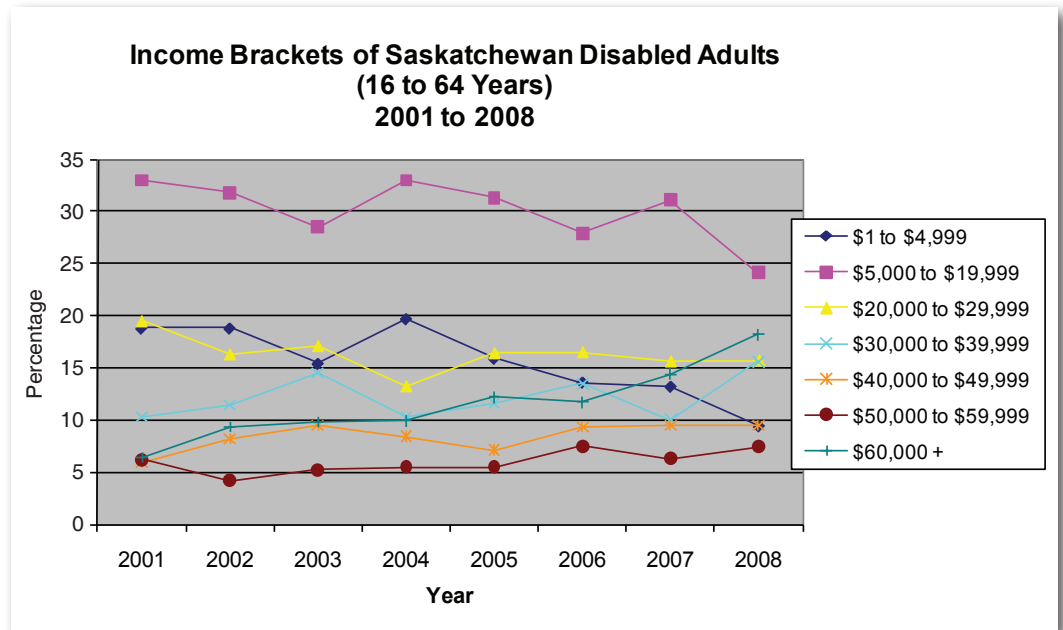
Source - Statistics Canada, Survey of Labour and Income Dynamics

The following chart is similar to the previous chart, but instead of using individual income it uses household income. The gap between the household income of a person with a disability and without a disability had decreased. The gap was 26.5% in 2001; where it was 17.2% in 2008.



Source - Statistics Canada, Survey of Labour and Income Dynamics

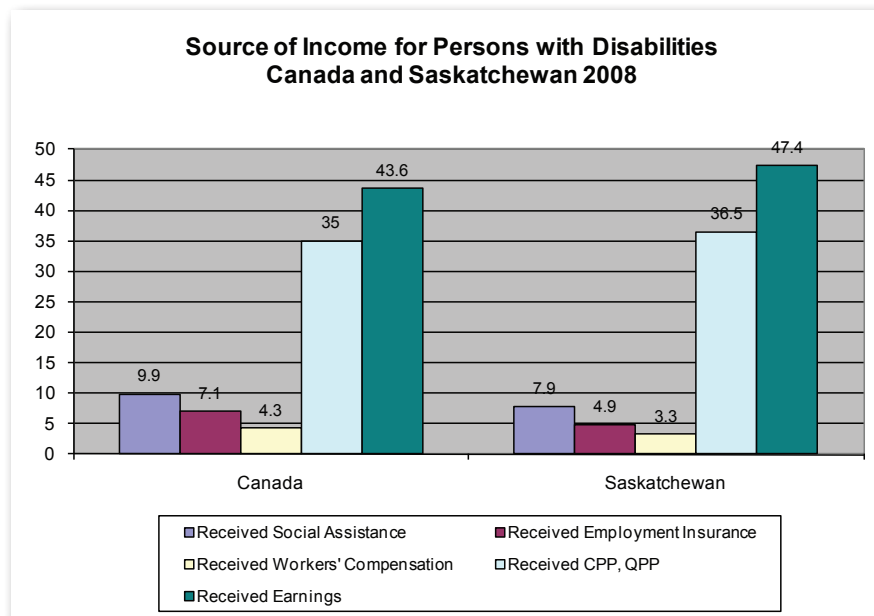
The chart of income brackets shows that a large number of persons with a disability in Saskatchewan had yearly income of between \$5,000 and \$19,999. In 2001, 33.0% had income that fell in this bracket; whereas, the number fell to 24.1% in 2008. The number of disabled persons in the highest income bracket, \$60,000 or more, increased substantially from 6.4% to 18.2%. Similarly, the number of individuals in the lowest income bracket, \$1 to \$4,999, decreased from 18.8% to 9.4%.



Source - Statistics Canada, Survey of Labour and Income Dynamics

Income Source

The percentage of disabled persons receiving Social Assistance, Employment Insurance and Worker's Compensation is lower in Saskatchewan than the national average; whereas, the percentage of disabled persons receiving Canada Pension Plan and earnings is higher than the national average.

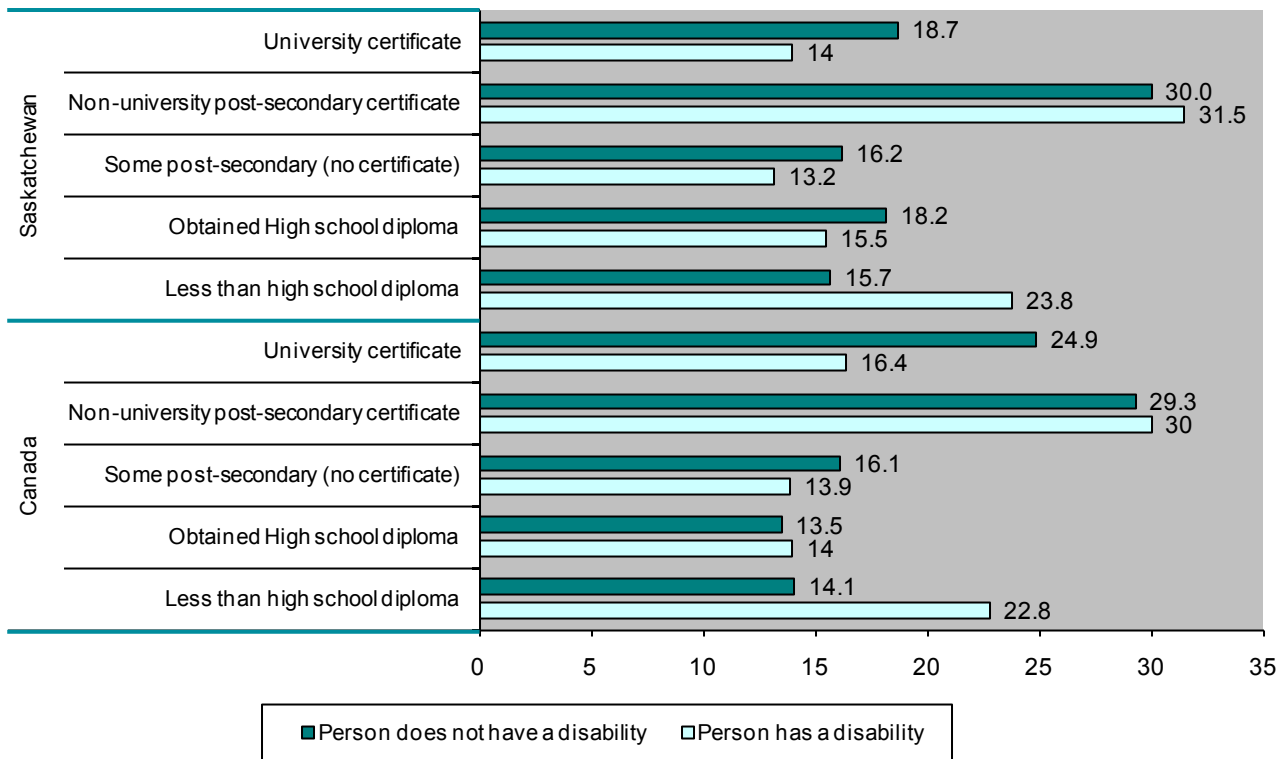


Source - Statistics Canada, Survey of Labour and Income Dynamics

Educational Attainment

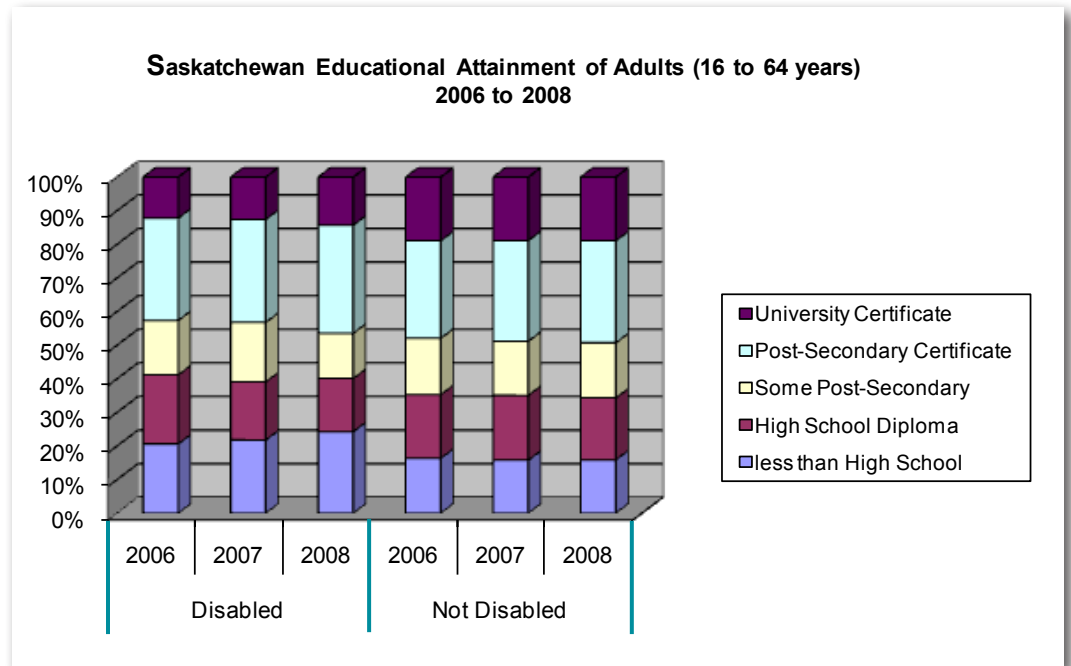
For the most part, the level of education for persons with a disability and those with no disability is similar when looking at the provincial and national data. The areas where substantial differences exist is in 'university certificate' and in the 'less than high school diploma' categories. In Saskatchewan, 14.0% of persons with a disability, compared to 18.7% of persons with no disability completed a university certificate. A large difference exists nationally where 16.4% of persons with a disability have a university certificate and 24.9% of persons with no disability have a university certificate.

**Highest level of education of individuals
Canada and Saskatchewan 2008**



Source - Statistics Canada, Survey of Labour and Income Dynamics

The following chart for Saskatchewan compares the educational levels of disabled and non disabled individuals. The levels of educational attainment remained relatively constant over the three year period for persons with a disability and similarly for persons without a disability. Significant differences exist between the two groups though. In 2008, 23.8% of disabled persons had less than a high school education. This is compared to 15.7% for a non disabled person. Similarly in 2008, 39.3% of disabled individuals had a grade 12 education or less compared to 33.9% for non-disabled persons. As indicated in the previous chart, a gap exist between disabled and non disabled persons in the area of university education, but the gap has been closing over the years.



Source - Statistics Canada, Survey of Labour and Income Dynamics