

Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities

Annual Report 2014–15

December 3, 2015



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Ministers' Message

The Province of Nova Scotia is pleased to present this annual report about the province's commitments and investments under the 2014 Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities (C-NS LMAPD). The C-NS LMAPD was originally signed in 2004 and was renewed in July 2014.

This report is the first under the terms of the new agreement. Annual reports are released each year on December 3, the United Nations International Day of Persons with Disabilities, which aims to promote an understanding of people with disability and encourage support for their dignity, rights and well-being. The theme for 2015 is *Inclusion matters: access and empowerment for people of all abilities*.

People with disabilities have a right to full inclusion in society. We know that full inclusion of people with disabilities in our community will improve their quality of life, and make our province more diverse. Government-sponsored labour market programs for persons with disabilities are intended to address the additional employment, education and training challenges that people with disabilities face. Our goal is to improve employment outcomes for persons with disabilities by enhancing employability skills, increasing employment opportunities and increasing labour market participation rates.

Nova Scotia supports persons with disabilities in many ways including labour market supports specifically for persons with disabilities as well as including persons with disabilities in other programs and supports available to all Nova Scotians. Also, Nova Scotia continues to work on drafting accessibility legislation that will enhance every aspect of full participation by persons with disabilities, including access to employment. A recent panel report on accessibility legislation for Nova Scotia provides government with direction and recommendations on what the legislation should contain to make Nova Scotia accessible to all.

Through partnerships with the disability community, Government of Canada, employers and other organizations, the Nova Scotia government is committed to continue working to meet the current and future needs of persons with disabilities. The departments of Community Services and Labour and Advanced Education, work together to support people with disabilities, increase their employability, and increase employment opportunities. It benefits all Nova Scotia when people with disabilities are able to meet their full potential in their own communities.

Joanne Bernard
Minister of Community Services

Kelly Regan
Minister of Labour & Advanced
Education

Introduction

The government of Nova Scotia understands the importance of ensuring that persons with disabilities experience social inclusion in all aspects of their lives in their communities. Canada and Nova Scotia recognize that persons with disabilities would like, and are able, to make significant contributions to their communities and have offered many programs over the years to help persons with disabilities participate fully in the labour market.

The Province of Nova Scotia has partnered with the Government of Canada for more than 45 years delivering cost-shared programs to assist persons with disabilities begin the path toward greater economic and financial independence through employment. This partnership began with the Vocational Rehabilitation of Disabled Persons Agreement in 1962, which was replaced in April 1998 with the Employability Assistance for Persons with Disabilities Agreement [EAPD]. In 2004 EAPD was succeeded by a Multilateral Framework for Labour Market Agreements for Persons with Disabilities [LMAPD] and associated bilateral agreements with provinces. The bilateral agreement signed in 2004 by Canada and Nova Scotia ended March 31 2014. A new 2014 Canada-Nova Scotia Labour Market Agreement was signed in July 2014 and will be effective until March 31 2018.

The Canada-Nova Scotia Labour Market Development Agreement for Persons with Disabilities [C-NS LMAPD] provides joint funding for labour market related programs and supports for persons with disabilities in Nova Scotia. In fiscal year 2014-15, Nova Scotia spent approximately \$16.6M on programs and services funded under the Canada-Nova Scotia LMAPD. The annual federal transfer is capped at \$8.29 million.

Nova Scotia made a commitment to release an annual public report about the programs and services funded under the agreement. This is the tenth edition of an annual LMAPD report. It describes the programs and services funded under the C-NS LMAPD agreement, including program objectives, descriptions, target populations and cost-shared expenditures for the April 2014 to March 2015 fiscal year.

Nova Scotia considers the achievements made through this partnered, cost-shared agreement beneficial to the well-being of the individual recipients of program

services and to their communities. Employment and education related programs and services targeted to persons with disabilities have helped Nova Scotians with disabilities to enter the labour force, maintain employment and improve their quality of life.

Background

The goal of the LMAPD agreement is to improve the employability and employment outcomes of people with disabilities. The Agreement attempts to meet this goal by:

- enhancing the employability of persons with disabilities
- increasing the employment opportunities available to them, by better addressing employer needs and encouraging employers to remove barriers faced by persons with disabilities; and
- demonstrating the best possible results for Canadians on these investments.

The Government of Canada commits to sharing fifty per cent of the costs of eligible provincial labour market programs for persons with disabilities up to \$8.29 million per year. The Province of Nova Scotia offers a range of employment related programs and services to people with disabilities. The eligible programs and services delivered by the Department of Community Services and Department of Labour and Advanced Education are included in this report. This report builds on the annual reports made under the terms of the 2004 C-NS LMAPD, and fulfills Nova Scotia's commitment to report annually on activities under the 2014 C-NS LMAPD agreement.

Persons with Disabilities in Nova Scotia

Since the 2004 LMAPD was signed, there have been some promising signs of improving social and economic conditions among persons with disabilities.¹ There has been a steady increase in the educational achievements of working aged adults who have disabilities, an increase in employment and a decrease in the proportions of persons with disabilities who do not participate in the labour force. As the economy grew between 2001 and 2009, the numbers of persons with disabilities

¹ 2013, Nova Scotia Department of Community Services *2012-2013 Annual Report Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities*

who were able to participate in the labour force increased. Greater labour force participation was accompanied by increases in average annual incomes and more persons with disabilities with earned income. The constant dollar value of average incomes for persons with disabilities has fluctuated year to year registering an increase overall between in 2001 and 2011. The average earned income in constant dollars² among persons who have a disability increased 5 percent from \$29,900 in 2001 to \$31,300 in 2011. Over the same period, there has been a decline in the average earnings (constant dollars) of persons with disabilities expressed as a percentage of the average earnings (constant dollars) of persons who do not have a disability because the earnings of persons not having a disability increased more. The average earned income among persons who do not have a disability increased 11 percent over this period. In 2010 the average earnings of persons with disabilities were equivalent to eighty-five percent of the average earnings of persons without a disability (higher than the same measure in 2006 through 2009). Possible explanations could be that new earners enter the labour force at lower rates of pay than experienced workers, or earners working part-time may depress the average earnings of the whole group. The numbers of persons with disabilities reporting earned incomes has recovered from the last recession.

The first Canadian Survey on Disability³ [CSD] conducted in 2012, reported approximately 3.8 million people, or 13.7% of Canadians aged 15 and older, described themselves as being limited in their daily activities because of a disability. In Nova Scotia, 143,760 people or 18.8% of the population aged 15 or older described themselves as having limitations. The CSD captures 10 disability types - seeing, hearing, mobility, flexibility, dexterity, pain, learning, developmental, mental/psychological, and memory. Persons were identified as having a disability if they had difficulty performing tasks as a result of a long-term condition or health-related problem and experienced a limitation in their daily activities.

² The term 'constant dollars' refers to a metric for valuing the price of something over time, without that metric changing due to inflation or deflation. The term specifically refers to dollars whose present value is linked to a specific year. Constant dollars are used to compare the 'real' value of an income or price over time. The relative value of the constant dollar in any given year remains the same no matter what year is used as the baseline for the value of money over time as long as the same reference year is used for the comparison of all years in a series. In this series 2010 is the reference year.

³ Statistics Canada *Canadian Survey on Disability* December 2013

The response to the CSD 2012 indicates the prevalence of disability increases steadily with age. Nearly 1 in 10 working-age Canadians (aged 15 to 64) reported having a disability in 2012, compared with almost one-third of Canadian seniors (aged 65 and older). Women (14.9%) have a higher prevalence of disability than men (12.5%). Approximately 14.2% of working aged Nova Scotians reported having a disability. This figure increased to almost 48% among senior Nova Scotians (aged 65 and over). Men (18.4%) and women (19.2%) in Nova Scotia report similar prevalence of disability.

Canadians and Nova Scotians reported different types of disability depending on their age. The youngest age group (15 to 24) most commonly reported mental/psychological disabilities, learning disabilities and pain. Among those aged 45 to 64 and seniors the most common types of disability were pain, flexibility and mobility.

A severity score, which was developed for the survey, takes into account the number of disability types, the intensity of difficulties and the frequency of activity limitations. Persons with disabilities were classified into four severity levels using the severity score: mild, moderate, severe and very severe. In 2012, 26.0% of persons with disabilities were classified as very severe; 22.5%, severe; 19.8%, moderate; and 31.7%, mild among Canadians. Among Nova Scotians 24.9% were classified as very severe, 21.1% as severe, 21.2% as moderate and 32% as mild disabilities.

Labour Market in Nova Scotia

The labour market in Nova Scotia has experienced very little growth since 1990. The annual growth in the working aged population has fallen below half of 1 percent since 2000. A decline in population growth reflects a variety of demographic factors, primarily a lower birth rate combined with the out-migration of working aged people. Nova Scotia's economy has sustained several negative economic shocks over the period 2009-2014.⁴ Nova Scotia's real gross domestic product [GDP] has lagged behind the Canadian growth rate for the past three years. Nova Scotia economic activity was stable during the global financial crisis of 2008-09 followed by

⁴ 2014, Nova Scotia Department of Finance *Current Economic Environment and Outlook – Nova Scotia* http://www.novascotia.ca/finance/statistics/archive_news.asp?id=10389&dg=&df=&dto=0&dt1=3

a period of slower than expected growth during the recovery. Real GDP grew 0.3 per cent in 2013 offsetting a 0.3 percent decline in 2012. A recent economic forecast (December 11, 2014) predicts real GDP growth of 1.6 per cent in 2014 followed by 2 per cent in 2015⁵.

Provincial domestic economic indicators deteriorated in 2014 with declining employment, labour force, residential and non-residential construction.⁶ Nova Scotia's real gross domestic product [GDP] has lagged behind the Canadian growth rate in recent years. Since 2008, labour force growth in Nova Scotia has outpaced employment growth keeping the unemployment rate above pre-recession lows. Employment growth was forecast to be negligible in 2014⁷ and to pick up moderately in 2015 by one and a half percent⁸. However, five thousand jobs were lost in 2014 and this followed a loss of 5,000 jobs in 2013 and situated the province in 2014 with a comparable employment level to that of 2007.⁹ Over the last two years, Nova Scotia's labour force has decreased by 11,900 workers and employment has fallen by 10,000 jobs. The job losses during 2014 were mostly (78%) in part-time positions. The level of unemployment decreased only slightly (1,100) because of the substantial number of people who left the labour force. This is reflected in a lower provincial labour force participation rate and in an unemployment rate that has fallen only slightly since 2012 due to a shrinking labour force.¹⁰

The provincial economy has been less than successful in the creation of full-time jobs since 2008. Over the last six years, employment has expanded only in part-time jobs, which produce fewer hours of work, less pay and more precarious employment for workers. Annual average employment growth in the pre-recession years between 2000 and 2008 was 1.3% and the number of full-time jobs also increased by 1.3%, while part-time employment growth was slower at 0.9% per year. Since the

⁵ 2014, Nova Scotia Department of Finance *Current Economic Environment and Outlook – Nova Scotia* http://www.novascotia.ca/finance/statistics/archive_news.asp?id=10389&dg=&df=&dto=0&dt1=3

⁶ 2015, *Current Economic Environment and Outlook – Highlights* Nova Scotia Department of Finance http://www.novascotia.ca/finance/statistics/topic_news.asp?id=10738&fto=22v&rdval=2015-04

⁷ 2013, *Current Economic Environment* Nova Scotia Department of Finance – Statistics Division <http://www.novascotia.ca/finance/statistics/analysis/default.asp?id=1>

⁸ 2014, *Provincial Outlook – March 2014*, Royal Bank of Canada, <http://www.rbc.com/economics/economic-reports/pdf/provincial-forecasts/provfcst-mar2014.pdf>

⁹ 2015, *Labour Market Bulletin – Nova Scotia* Labour Market Information Division, Employment and Social Development Canada http://www.esdc.gc.ca/eng/jobs/lmi/publications/bulletins/ns/ns-lmb-2014_en.pdf

¹⁰ 2015, *Labour Market Bulletin – Nova Scotia* Labour Market Information Division, Employment and Social Development Canada http://www.esdc.gc.ca/eng/jobs/lmi/publications/bulletins/ns/ns-lmb-2014_en.pdf

recession ended in 2009, overall annual average employment has fallen in the Nova Scotia signaling a decline in the number of full-time jobs over the last five years while part-time employment growth has been positive (0.9% per year on average).¹¹

The overall employment decline experienced in 2014 was evident for both men and women, but women experienced the bigger decline accounting for 68% of the total job loss. The female employment decline was almost exclusively in part-time work where female employment is relatively high. Part-time employment in Nova Scotia was 67% female in 2014, while males accounted for 54% of all full-time jobs. Full-time employment among males decreased by 1,400 jobs while part-time job losses were slight. The male unemployment rate rose marginally in 2014 to 10.6% from 10.5% in 2013, while the female unemployment rate decreased to 7.2% from 7.5%.¹² Employment growth is expected to pick up moderately in 2015 by one and a half percent¹³.

Nova Scotia's economy is struggling to create new jobs. Working aged persons with disabilities have been under-represented in the Nova Scotia labour force compared to their non-disabled peers. There is real concern that a stagnant or declining labour market will further depress the labour market attachment of persons with disabilities in Nova Scotia. The 2006 Participation and Activity Survey reported the labour force participation rate of persons with a disability in Nova Scotia to be fifty-two percent compared to seventy-nine percent among working aged Nova Scotians who did not report having a disability¹⁴. At 18.8%, the prevalence of disability among adults in Nova Scotia is the highest among all the provinces and territories in Canada. Among the 765,100 Nova Scotians older than fifteen as of May 2011, 143,700 have a disability according to the 2012 *Canadian Survey on Disability*.¹⁵ The prevalence of disability increases as the population ages. The prevalence of disability is 5.8% among young adults (15 to 24 year olds) and 16.2% among 25 to 64 year olds. Among older workers (45 to 64 year olds) the prevalence of disability reaches 21.7% and

¹¹ 2015, *Labour Market Bulletin – Nova Scotia* Labour Market Information Division, Employment and Social Development Canada http://www.esdc.gc.ca/eng/jobs/lmi/publications/bulletins/ns/ns-lmb-2014_en.pdf

¹² 2015, *Labour Market Bulletin – Nova Scotia* Labour Market Information Division, Employment and Social Development Canada http://www.esdc.gc.ca/eng/jobs/lmi/publications/bulletins/ns/ns-lmb-2014_en.pdf

¹³ 2014, *Provincial Outlook – March 2014*, Royal Bank of Canada, <http://www.rbc.com/economics/economic-reports/pdf/provincial-forecasts/provfcst-mar2014.pdf>

¹⁴ 2013, *A Blueprint for Action to Achieve Equitable Access to Employment Opportunities for Persons with Disabilities in Nova Scotia* Nova Scotia Persons with Disabilities Employability Table, p.4

¹⁵ 2013, Statistics Canada *Canadian Survey on Disability* Catalogue no. 89-654-X

among Nova Scotians older than sixty-four it is 39.7%¹⁶. Among adults of working age (15 to 64) the incidence of disability in Nova Scotia is 14.2%.

Provincial labour market programming targeted specifically to the needs of persons with disabilities will hopefully mitigate the economic pressures, however, there is concern the labour market attachment of persons with disabilities in Nova Scotia will not see real improvement without robust growth in the labour market. Major projects such as the Maritime Link, Halifax convention centre and military vessel construction at the Halifax Shipyard are expected to have significant medium term economic impact. Nova Scotia is expected to benefit as export demand improves from the United States and the softening exchange rate provides a competitive edge to Canadian products.

Consultations and Engagement with Stakeholders

The government of Nova Scotia has heard from stakeholders about labour market programs and policies for people with disabilities in a number of settings in recent years. Initiatives for public engagement have been sponsored by government and by interested stakeholders. Labour market and employment programming has been the sole focus in some discussions and part of a larger discussion in other settings. A selection of engagement opportunities include the Nova Scotia Joint Community-Government Advisory Committee on Transforming the Services to Persons with Disabilities Program, the Nova Scotia Persons with Disabilities Employability Table, consultations about the new Labour Market Agreements and Canada Jobs Grants, the 2014 *Ability Starts Here Symposium*, the Minister's Advisory Panel on Accessibility Legislation, meetings with the Ability Employers Association, and the DIRECTIONS Council Fall Conference 2014.

*Choice, Equality and Good Lives in Inclusive Communities: A Roadmap for Transforming the Nova Scotia Services to Persons with Disabilities Program*¹⁷ report was submitted to the Nova Scotia Government in June 2013 by the Nova Scotia Joint Community-Government Advisory Committee on Transforming the Services to

¹⁶ 2013, Statistics Canada *Canadian Survey on Disability* Catalogue no. 89-654-X

¹⁷ https://novascotia.ca/coms/putpeoplefirst/docs/SPD_Transformation_Plan_and_Roadmap.pdf.

Persons with Disabilities Program. Among the many recommendations for transforming the provision of services to persons with disabilities, the Advisory Committee recommended the Services for Persons with Disabilities programs at Community Services adopt an employment focus for SPD funded service providers delivering day programs and employability support services. Proposals supporting an enhanced employment focus included expanding funding for employment supports such as job coaches and job site accommodations; mentoring; transitional planning for students with disabilities; increasing resources for entrepreneurship and social enterprise opportunities; increased after school and summer employment opportunities for students with disabilities; and additional resources for Adult Services Centres to increase their capacity to find and maintain competitive employment for their clients.

The Nova Scotia Persons with Disabilities Employability Table produced a draft *A Blueprint for Action to Achieve Equitable Access to Employment Opportunities for Persons with Disabilities in Nova Scotia* in September 2013. The Nova Scotia Persons with Disabilities Employability Table was established by Employment Nova Scotia, a division of the Department of Labour and Advanced Education, to take an active guiding role in building an integrated Labour Market Strategy for Nova Scotians with Disabilities. Among its many proposals, the NS Disability Employment Table recommended the expansion of youth post-secondary programs and youth transition programs from education to employment. Other proposals related to promoting social enterprise models with the objective of providing competitive employment opportunities for persons with disabilities; promoting work experiences for persons with disabilities in the open labour market; expanding the provision of employment supports including job coaches, workplace assessment, workplace accommodations and employment maintenance supports; removing disincentives to labour market participation within the Employment Support and Income Assistance Programs. The Disability Employment Table also recommended the province adopt an “Ability Starts Here Challenge”¹⁸ modeled on the 10 by 10 Challenge in British Columbia. The *Blueprint for Action*¹⁹ recommends the Province of Nova Scotia develop proactive measures to improve the labour force participation of persons with disabilities. The Nova Scotia Persons with Disabilities Employability Table endorsed the recommendation of the Nova Scotia Joint Community-

¹⁸ http://abilityhere.ca/wpcms/wp-content/uploads/2013/08/Campaign-Strategy-and-Design_F_2012-11-27.pdf

¹⁹ http://abilityhere.ca/wpcms/wpcontent/uploads/2013/09/blueprint_for_action_draft_09_25_2013.pdf

Government Advisory Committee on Transforming the Services to Persons with Disabilities Program that Nova Scotia adopt an employment focus for SPD funded service providers delivering day programs and employability support services.

In response to Canada's proposed new Labour Market Agreements and Canada Jobs Grants, Nova Scotia held consultations with stakeholders about the proposed changes and the impacts on employers and the unemployed. Sessions were held with employers, industry associations and service providers and written submissions were also received. Concern was expressed about under-represented groups in the labour force, including persons with disabilities. Persons with disabilities were identified among the most vulnerable who face significant barriers to employment, who have never been employed or have been unemployed for an extended period of time, who lack the requisite literacy and essential skills to partake in education and training programs and who may need pre-employment interventions. Participants also expressed that employers are looking to hire job-ready workers; that all Nova Scotians should have access to job readiness, training and skills development programs so they will be prepared to fill new jobs; that many employers have limited knowledge of disability issues, how to recruit persons with disabilities and how to access available resources to support persons with disabilities in the work place; and that employers are reluctant to hire persons who have little or no work experience and who may have other barriers.²⁰

Officials representing the Departments Labour and Advanced Education and Community Services attended the 2014 *Ability Starts Here Symposium* which was sponsored by government agencies, community groups and employer groups. The Symposium included professional development workshops and panel discussions for employers, labour organizations, educators and service providers and networking opportunities for more than three hundred participants during the two-day Symposium. Topics included disability employment management and human resources, disability and diversity issues in the workplace, developing creative employment opportunities for persons with disabilities and employee retention, the opportunities of youth engagement and participation. Key note speakers Dr. Richard Pimentel and Dr. Frazee and other participants with disabilities, community stakeholders and employers discussed the future of social and economic inclusion

²⁰ 2013 *Stakeholder Discussions on the Renewal of the Labour Market Agreement* Nova Scotia Department of Labour and Advanced Education <http://novascotia.ca/lae/policy/docs/LMACJGConsultationsSummary.pdf>

of persons with disabilities. Workshops dealt specifically with hiring and retaining employees in a world of competition and change; disability management for employers and service providers; changing attitudes and motivations in the workplace; innovative return to work strategies; supporting inclusive practices in the public school system; enhancing diversity and access for learners with disabilities; making the transition from education to employment with technology supports; employment equity in practice; and creating a positive workplace culture.

Immediately following the *Ability Starts Here Symposium*, the Minister's Advisory Panel on Accessibility Legislation held a public consultation session to hear feedback to the *Invitation for Input on Accessibility Legislation*. The Panel considered issues related to access to information, communications, labour market and employment opportunities, removing structural barriers in the built environment, attitudes and public awareness, transportation, client services, and housing. The public response to the discussion paper supported the ideas proposed by the Panel that all Nova Scotia workplaces be open, inclusive, fair and accessible. Policies, procedures and regulations should encourage employers to provide workplace accommodations; equal opportunities for hiring and advancement; equal pay for work of equal value, as well as safe and healthy working conditions.

Officials representing the Departments Labour and Advanced Education, and Community Services have met with the Ability Employers Association (AEA). Ability Employer Association Directors agree employers have an important role to play in increasing the employment opportunities for persons with disabilities. They recognize they could do more with help from partners in government, community groups, other employers and associations, and person with disabilities. AEA directors confirmed the importance of labour market programs aimed at improving the job readiness and employability of persons with disabilities; providing basic, post-secondary and work-related education opportunities; expanding the availability, accessibility and quality of employment opportunities for persons with disabilities, in partnership with business, employer and community stakeholders; increasing work related experiences to strengthen persons' with disabilities competencies to approach the labour market with confidence; and the importance of building knowledge among employers and in the work place about the benefits of labour market participation and attachment among persons with disabilities.

AEA Directors communicated the need for their partners to recognize the multiplicity of challenges a person with disabilities might face participating in the labour market and the accompanying complexity that might attend accommodating their presence in a workplace. Employers need assistance with identifying and putting in place appropriate workplace accommodations to mitigate or eliminate the barriers faced by a person with a disability. Workplace accommodations involve increased awareness and knowledge among employers and co-workers. Employers would benefit from increased awareness of the supports and programs available for persons with disabilities. AEA member companies are looking to hire job-ready employees and it would be beneficial if all potential hires had access to job readiness, training and skills development programs to help them adjust to the workplace.

DIRECTIONS Council for Vocational Services Society is a not for profit organization representing 29 member agencies throughout Nova Scotia. The Council's mandate is to assist and support member organizations in the delivery of services that promote the abilities and inclusion of persons with disabilities in their community. The member organizations provide clients, who are all persons with a disability, a variety of training and job opportunities designed to develop skills and promote independence including employment support, vocational and prevocational training, and social enterprise. Each DIRECTIONS member agency is an integral part of the community it serves; providing training and employment opportunities for participants. Vocational agencies offer a wide variety of services ranging from prevocational programs to community employment placements. Clients develop meaningful relationships and expand upon skills that increase self-reliance and independence. Agencies offer comprehensive skills assessment, case planning and other program options. The Directions member agencies have expressed their commitment to increasing employment amongst individuals with disabilities. While many individual agencies have made great strides in helping individuals with disabilities to gain workforce attachment, the Council is in agreement that more can be done to develop the skills necessary to gain employment and to support individuals with disabilities in employment.

Intervention Types

Nova Scotia agreed to report on indicators by intervention type. The intervention types are intended to be inclusive of all programs and services designed and delivered by provinces and territories. In instances where a program or service is composed of more than one of the intervention types, the program will be categorized by the type of intervention that represents the largest component of the program or service or the best fit with the spectrum of programming being offered. Programs and services are delivered by third party service providers, which provide a similar diversity of interventions. Some service providers within a program area deliver a different mix interventions compared with another service provider within the same program area. The descriptions of programs and services are ordered by the intervention type that aligns with the most significant portion of the activities delivered by the service providers within a program area. Programs and services funded under the terms of the C-NS LMAPD fall into the following primary intervention types – employment services, skills development, work experience, skills development and work experience, work place based skills development and training, and healthcare related interventions.

Employment Services

Employment services include services such as labour market information, service needs determination, employment assessment, counseling and referral, resume-writing and job interview assistance, other one-on-one coaching sessions or short group workshops. This intervention type includes generic employment information and assistance services that are not related to a specific job. It also includes any additional enabling supports that individuals require to participate in employment such as assistive devices, workplace or educational attendants.

Skills Work! For Persons with Disabilities Program

Employment Support Services

Department of Community Services

Skills Work! provides funding to community based service providers that offer employment counselling and employment support services to individuals who have a disability to assist them in gaining the necessary skills to attach to the labour market. Employment programs include workshops, job specific skills training, on the job/work experiences, job coaching and supported employment offerings. *Skills*



Andy S was out of work for about a year, when he began working with a job developer and employment maintenance worker at Team Work Cooperative. He subsequently was offered part time employment at a local restaurant, and then found part time employment with another business which suited him better regarding his age and disability. After a few challenges related to employment were resolved with the help of an employment maintenance counsellor and case manager, he was promoted to full time hours.

Team Work Cooperative

Work! projects are consistent with the LMAPD priority areas of education and training, employment participation, employment opportunities, and connecting employers and persons with disabilities.

Skills Development

Skills development and upgrading interventions include all types of formal training provided by public, private, community, and project-based trainers, usually in a classroom setting and where there is an instructor/pupil relationship and an established curriculum. Any additional enabling supports persons with disabilities require to participate in skills development or upgrading would also be included within this intervention type.

Provincial Access Grants, Student Grants, Post-Secondary Disability Services Department of Labour and Advanced Education

Provincial Access Grants are a financial-need based tuition grant provided to increase participation in post-secondary education and training for students with disabilities by reducing debt load. Students with disabilities frequently take a decreased course load as a disability accommodation, increasing the length of their studies and simultaneously increasing their debt. The target population is adult Nova Scotians with permanent disabilities who are studying in a post-secondary program recognized by the Canada Student Loan Program. This program contributes to the

goal of increasing the employability of persons with disabilities. The program is consistent with the education and training priority area of the 2014 LMAPD.

Equipment and Services Grants,

Student Grants,

Post-Secondary Disability Services

Department of Labour and Advanced Education

Equipment and Services Grants are provided to Nova Scotia students with disabilities enrolled in post-secondary education and training for assistive technology, adaptive equipment and services such as tutoring and note-taking. The target population is adult Nova Scotians with permanent disabilities who make application for a Nova Scotia student loan and have exhausted or are ineligible for the Canada Student Grant for Services and Equipment for Persons with Disabilities. This program contributes to the goal of increasing the employability of persons with disabilities. The program is consistent with the education and training priority area of the 2014 LMAPD.

Nova Scotia Community College [NSCC] Disability Service Delivery,

Partner Grants,

Post-Secondary Disability Services

Department of Labour and Advanced Education

NSCC campuses provide direct on-site supports and services for students with disabilities including functional assessments, orientation, instructor-student liaison, tutoring, note-taking, assistive technology provision, and exam accommodations at each campus of the Nova Scotia Community College. This program contributes to the goal of increasing the employability of persons with disabilities. The program is consistent with the education and training priority area of the 2014 LMAPD.

University Disability Service Delivery,

Partner Grants,

Post-Secondary Disability Services

Department of Labour and Advanced Education

Nova Scotia Universities provide direct on-site supports and services for students with disabilities including functional assessments, orientation, instructor-student liaison, tutoring, note-taking, assistive technology provision, and exam accommodations. This program contributes to the goal of increasing the

employability of persons with disabilities. The program is consistent with the education and training priority area of the 2014 LMAPD.



Taylor M. is a 19 year old student at Cape Breton University, living with autism spectrum disorder. He speaks highly of the supports the Jennifer Keeping Centre has been able to provide him. “The wonderful people at the Jennifer Keeping Centre have helped me tremendously, and without the help, guidance and knowledge I’ve received there so far I’d be severely doubting myself right now. But they can give all people with disabilities exactly what they need, let me tell you. I have every tool I could possibly need at my disposal.”

**Self-managed attendant care services,
Independent Living Nova Scotia [ILNS]
Partner Grants,
Post-Secondary Disability Services
Department of Labour and Advanced Education**

Self-managed attendant care services are provided to eligible students with disabilities participating in post-secondary education for educational purposes through partnership with Independent Living Nova Scotia. This program contributes to the goal of increasing the employability of persons with disabilities. The program is consistent with the education and training priority area of the 2014 LMAPD.

**Sign Language Interpreter Services,
Society for the Deaf and Hard of Hearing Nova Scotia [SDHHNS]
Partner Grants,
Post-Secondary Disability Services
Department of Labour and Advanced Education**

American Sign Language interpreting and Communication Access Realtime Translation [CART] services are provided to Nova Scotian students with disabilities participating in post-secondary education in post-secondary education settings through partnership with Society and Deaf of Hard of Hearing Nova Scotians. This

program contributes to the goal of increasing the employability of persons with disabilities. The program is consistent with the education and training priority area of the 2014 LMAPD.

Direct Skills Link, Collaborative Partnership Network [CPN]

Partner Grants,

Post-Secondary Disability Services

Department of Labour and Advanced Education

CPN *Direct Skills Link* provides support for short term non-student loan eligible training programs. Short term skills development interventions are provided for unemployed persons with disabilities by the Collaborative Partnership Network of Agencies. Through this program, clients with disabilities will have an avenue to apply for financial resources for skills development opportunities. These training programs will be of short term duration, not eligible for student loan funding and available through local educational organizations and institutions as well as on-line. *Direct Skills Link* is a significant resource in providing a diversity of short term educational interventions in response to employers' needs. This program contributes to the goal of increasing the employability of persons with disabilities. The program is consistent with the education and training priority area of the 2014 LMAPD.



Tyler M. is a high school student who took part in the Autism Works Transition Readiness and Autism Community Awareness program. The program covers career exploration, resume writing, interview skills, communication in the workplace, and finishes with an 8 week volunteer placement. Tyler was very excited to have a placement at a local retailer. After his volunteer placement ended, he was hired as a part-time employee. Tyler began working with a job coach, but is now fully independent and integrated into the team as a valuable employee with an unbelievable work ethic. He is very much respected by his co-workers for his work ethic and ability to get along with his co-workers and customers.

Autism Nova Scotia

Autism Nova Scotia - Autism Works summer transition program

Partner Grants,

Post-Secondary Disability Services

Department of Labour and Advanced Education

Autism Works summer transition program is a pre-vocational employment program designed to assist high school students on the autism spectrum gain work related skills and experience which would help boost self-esteem and confidence in their abilities to seek out, attain, and maintain successful employment or transition to a relevant post-secondary environment. This program contributes to the goal of increasing the employability of persons with disabilities. The program is consistent with the LMAPD priority areas of employment participation, employment opportunities and connecting employers and persons with disabilities. *Autism Works* has a youth focus.

***Access Acadia* – Inclusive post-secondary program,**

Partner Grants,

Post-Secondary Disability Services

Department of Labour and Advanced Education.

Access Acadia is an inclusive post-secondary education program for students who self-identify as having an intellectual or a developmental disability and who would not meet the current admission criteria set by the university. *Access Acadia* students choose courses they are interested in that will relate to individualized learning goals and to potential employment paths. During the summer, *Access Acadia* students will be supported to seek, obtain, and engage in summer employment opportunities. This program contributes to the goal of increasing the employability of persons with disabilities. *Access Acadia* is consistent with the LMPAD priority areas of education & training, employment participation, employment opportunities and connecting employers and persons with disabilities.

Work Experience

Work experience types of interventions include services such as wage subsidies, earnings supplements, job placements, and project-based job creation and on-the-job employment supports for persons with disabilities. The principal focus of this type of intervention is employment. However, the intervention may also include a short training component that is a prerequisite for the job in question, such as

Workplace Hazardous Materials Information System (WHMIS) training. Any additional enabling supports that individuals require to participate in work experiences would also be included in this intervention type.

Work Activity Program

Employment Support Services

Department of Community Services

The *Work Activity Program* is a program initiative offered by the six existing Work Activity Program Centers in the province – Horizon Achievement Center, Employment Development Center, Futureworx, Solutions Learning Centre, Metroworks, Peopleworx and South Shore Community Services Association. These organizations assist Nova Scotians who are experiencing employment barriers to achieve entry, or return, to work or further training programs that will connect program participants to the labour market. The focus of these programs is life skills development, job skills training and work experience through job placements. A conservative estimate indicates that sixty percent of all program participants have a disability. LMAPD funding is limited to that portion of the programs' expenditures that is proportional to numbers of participants who are living with a disability. The *Work Activity Programs* are consistent with the LMAPD priorities of employment participation, employment opportunities, and education and training.

Workplace Support Program

Employment Support Services

Department of Community Services

The *Workplace Support Program* provides workplace accommodations to support persons with disabilities to attach to, or remain attached to, employment. This program would provide funding to support a person with disability's success in the workplace through a supported employment support in the form of a job coach or through the provision of a workplace attendant supports and services and/or other related workplace accommodations. The *Workplace Support Program* is consistent with the LMAPD priority areas of employment participation and employment opportunities.

Skills Development and Work Experience

Interventions that offer both skills development and work experience components as integrated projects that focus on both skills development and work experience belong in this category of intervention. Any additional enabling supports that

individuals require to participate in these type of intervention would also be included within this intervention type.

**Skills Canada Nova Scotia – Disability Services Initiative,
Partner Grants,
Post-Secondary Disability Services
Department of Labour and Advanced Education**

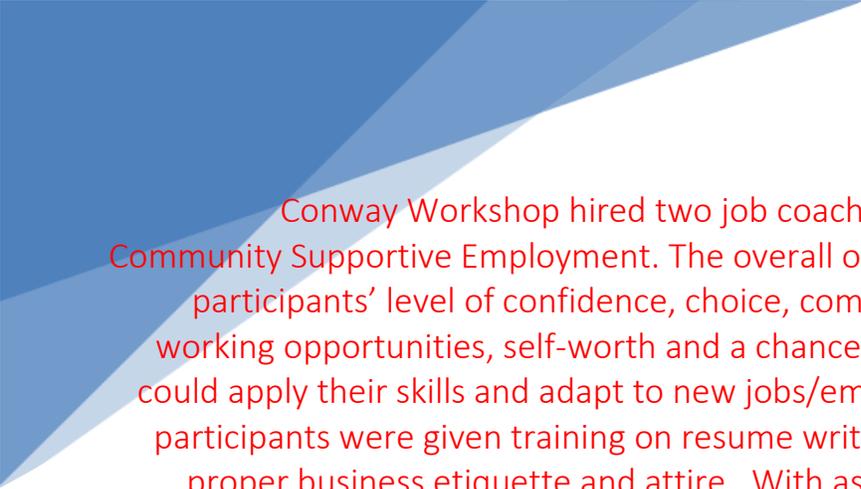
Skills Canada Nova Scotia's [SCNS] mission is to allow Nova Scotians to explore skilled trades and technologies, discover their passion, and strive for excellence. Through the *Disability Services* initiative, Nova Scotians with disabilities are given these same opportunities to discover skilled trades and technologies. The *Disability Services* initiative provides accommodations for persons with disabilities to participate in any



Brian D. participated in a few workshops hosted by Skills Canada – Nova Scotia. Although he enjoyed cake decorating and photography, he hadn't found a passion and knew he needed to explore more career options. He was invited to attend the Nova Scotia Skills Competition at NSCC Waterfront Campus. After quickly going through the electrical wiring and carpentry shops, Brian approached his guide and said, "This is cool, but none of this stuff really interests me." His guide encouraged him to stay because there was a lot more to see. The next stop was the Refrigeration HVAC shop, where the instructor explained what the competitors were doing. Brian's interest became clear, as he spent the next five minutes asking an array of questions. As the instructor explained the use of science and chemistry behind refrigeration, Brian's attention never wavered. At the end of the tour, the guide asked Brian what he thought. "I saw a lot of things that weren't too interesting, but the refrigeration shop was cool. I never even thought I'd be interested in something like that! Sometimes it is just as important to see all of the things you don't want to do. It makes finding the right thing that much better."

Skills Canada - Nova Scotia

of their programs, and also tailors specific programming to introduce youth with disabilities to the options that exist in trades and technologies. The SCNS *Disability Services* initiative is split into three main areas - accommodating persons with disabilities into all programs offered by SCNS; a workshop series to introduce persons with disabilities to various skilled trades and technology areas; and community outreach and awareness. This program contributes to the goal of increasing the employability of persons with disabilities. The *Disability Services* initiative is consistent with the LMAPD priority areas of education and training. The initiative also has a youth focus.



Conway Workshop hired two job coaches to run a new program, Community Supportive Employment. The overall objective is to increase the participants' level of confidence, choice, community involvement, networking opportunities, self-worth and a chance to show others how they could apply their skills and adapt to new jobs/employers. The first twelve participants were given training on resume writing, mock interviews, and proper business etiquette and attire. With assistance, all twelve found employment in the Digby and surrounding area. After a year, all participants are doing well in a variety of different employment placements. One participant is now working permanent part-time in a retail situation working cash, debit, air miles and lottery machines. Another is working at housekeeping and another is working in the kitchen earning minimum wage at a local restaurant and hotel. Another participant was able to begin self-employment repairing small engines on site at Conway Workshop, and another gentleman started a shredding business. Two more participants have since begun work in the community through the Community Supportive Employment program. Employers have begun to call Conway Workshop when they are looking for new workers. The program has been a positive enterprise as it helped increase Conway Workshop's profile in the community and provided proof that people with disabilities have the **ABILITY** to work.

Conway Workshop

**Job Coach Program
Adult Service Centres
Disability Support Program
Department of Community Services**

The *Job Coach* Program provides assessment, job coaching and job placements for adults with disabilities. Program goals are to provide a range of employment supports that will facilitate and enhance training and employment opportunities for eligible clients. Assessments of clients include an inventory of skills; assessment of capability and potential, and evaluation of interest and recommendations.



Blomidon Nurseries approached The Flower Cart for help with their spring perennial potting process which involves preparing and potting approximately 1,000 plants. Under the job coach's direction and using a supported employment model, a team of as many as six Flower Cart clients worked on site at Blomidon Nurseries between five and seven hours a day. The length of the work day depended on the skills and abilities of the clients, and the tasks that were required each day. Some clients required constant job coach support and some were able to work more independently. One participant in particular benefited greatly from this project and was able to secure employment after the project ended in March. Blomidon Nurseries hired him for the remainder of the spring summer months until November and has agreed to bring him back next year. The potting project was so successful that more projects at Blomidon have been identified to provide Flower Cart participants seasonal employment in the future.

The Flower Cart

Vocational counselling and support include vocational guidance and assistance with planning; monitoring; regular follow-up meetings with clients; and problem solving support and assistance as it relates to the vocational rehabilitation process. Vocational training and employment placement support include co-ordination of

client training and employment placements; supervision, teaching and monitoring of clients in placements; on the job training in community based work settings; and development of written vocational developmental plans for each client. Coordination of an employment placement plan includes employer recruitment, job search assistance, job placement, referral, follow up, on the job training, and employer supports. This program is consistent with the LMAPD priority areas of education and training, employment participation and employment opportunities.



When Betty began her program with Haley Street more than 10 years ago, she was living in a boarding home with little social or economic freedom. She expressed an interest in becoming more independent in her life. Haley Street helped identify that she needed budgeting support, meal preparation training, domestic skill development and retail sales experience and training. Betty began work experience in a local grocery store. When Haley Street opened “Nora’s’ New to you “thrift store Betty was given the opportunity for work experience there. Betty quickly proved herself to be such an invaluable part of the work team at Nora’s that she was hired 2 years ago as a retail associate. The opportunities provided to Betty by Haley Street and Haley Street’s ability to assess her needs, design the appropriate training to meet her needs and to recognize her strengths and build on them helped Betty grow as an individual. After self-advocating for a more independent living arrangement, Betty now lives in her own apartment with 15 hours of support a week. She has travelled across the country with Special Olympics and has an active and rewarding employment and social life. Once the right supports and opportunities are available amazing things can happen.

Haley Street Adult Service Centre

Vocational Training

Adult Service Centres

Services for Persons with Disabilities

Department of Community Services

Employment and Training Services provided by vocational supervisors and instructors include vocational training and employment placement support services (co-ordination of client training and employment placements; supervision, teaching and monitoring of clients in placements; vocational training in Adult Service Centres; development of written vocational developmental plans for each client; co-ordination of an employment placement program which will include employer recruitment, job search assistance to clients, placement referral and follow up, on the job training and supported employment). Persons with an intellectual disability, physical disability or long-term mental illness, who are at least nineteen years old and approved by a Care Coordinator at Services for Persons with Disabilities (SPD) to receive the employment and training services provided by vocational supervisors and instructors. Program planning includes the development of an individual client case management plan (fundamental life skills training, health, wellness, leisure, safety and security) and a plan to transition to self-sufficiency, to the degree possible. Program planning also includes appropriate action to assist a client to accomplish objectives established for and with client and the service provider at the time of referral; as well as an evaluation of the clients' progress against the plan and making alterations to the plan as required. This program is consistent with the LMAPD priority areas of education and training, employment participation and employment opportunities.

Workplace-based Skills Development

Workplace-based skills development and training interventions include training offered by the employer to their employees, either in the workplace or off-site. Skill development initiatives for employed persons who lack a high school diploma or recognized credential are included in this intervention type. Any additional enabling supports that individuals require to participate in workplace-based skills development and training would also be included within this intervention type. In fiscal year 2014-15, Nova Scotia did not support any programs and services that had workplace based skills development interventions as the primary type of intervention offered. Where workplace based skills development activities were offered they were secondary to other intervention types of activity.

Healthcare Related

Healthcare related interventions include any programs and services that support health interventions (e.g., treatment of substance abuse and addictions, personal support services and devices) which fall within the priority areas of the LMAPD and support the goal of increased employability and improved employment outcomes for persons with disabilities. Any additional enabling supports that individuals require to participate in healthcare-related interventions would also be included within this intervention type. In fiscal year 2014-15, Nova Scotia did not support any health care related employment interventions with the C-NS LMAPD transfer from Canada.

Summary Chart of Programs & Estimated Expenditures 2014-15

Program Name	Priority Areas				Youth Focus	Targets ²¹	Reach ²²	Estimated Expenditures
	Education & Training	Employment Participation	Employment Opportunities	Connecting Employers & Persons with Disabilities				
PSDS Student Grants, DLAE	X				X	350	1093	\$973,000
PSDS Partner Grants, DLAE	X	X	X	X	X	1590	1825	\$4,493,231
Skills Work!, ESS DCS	X	X	X			300	1500	\$1,226,300
Work Activity Program, ESS DCS	X	X	X			1000	117	\$938,150
Workplace Support Program, DCS		X	X			18	3	\$41,400
Job Coaches and Employment Support, DSP DCS		X	X	X		200	300	\$2,000,000
Vocational Supports, Adult Service Centres, DSP, DCS	X	X	X			600	1855	\$6,058,700
Administration								\$849,891
Total program expenditures								\$16,580,672
Canada contribution								\$ 8,290,336
Nova Scotia contribution								\$8,290,336

²¹ Numbers of participants expected to be reached in 2014-15

²² Numbers of actual participants reached in 2014-15

Performance Indicators

Nova Scotia and Canada have agreed that Nova Scotia will report on a new set of performance indicators under the terms of the 2014 C-NS LMAPD. The performance indicators will be used to describe the clients reached by C-NS LMAPD-funded programs and services, as well as some indicators of enhanced employability and employment outcomes. The performance indicators will be reported in annual reports beginning December 3, 2015. Employment and Social Development Canada (ESDC) has committed to compiling the provincial reports into a national report.

Nova Scotia agreed to begin reporting annually on the performance indicators below, beginning in 2014-2015. Fiscal year 2014-15 is an initial transition period regarding reporting on all indicators, because data collection systems were not in place at the time the agreement was signed. Consequently this report includes those indicators which are available for 2014-15 for as many programs and services as possible. Data collection systems are being developed and will be place in 2015-16. An additional transition year (2015-16) may be needed, if necessary, for jointly agreed upon indicators. It is the expectation that complete reporting on all indicators will be provided in the Annual Report for 2016-2017.

A multilateral workshop, including officials from the Government of Canada and all provinces and territories, was held in October 2014. Jurisdictions worked together to define and specify the level of data for each of the indicators to be included in annual reports beginning in 2015 and for the remainder of this agreement. The following are a list of the client profile, client outcome and impact indicators included in the terms of the agreement.

Client profile indicators

- [1] Number of clients served by intervention type
- [2] For those unemployed pre-intervention, number of clients by pre-intervention hours worked, hourly earnings, education, gender, age
- [3] For those employed pre-intervention, number of clients by pre-intervention hours worked, hourly earnings, education, gender, age

Client outcomes and impact indicators

Enhanced employability

- [4] Proportion who earn credentials/certification as a result of intervention, by intervention type
- [5] Proportion who indicate career advancement (e.g., promotion, increased responsibilities, better wages) as a result of intervention, by intervention type
- [6] Proportion who indicate they are prepared for new or better employment as a result of intervention, by intervention type

Employment

- [7] For those unemployed pre-intervention, proportion of clients by employment status at 3 and 12 months post-intervention (employed/unemployed, hours worked, hourly earnings), by intervention
- [8] For those employed pre-intervention, proportion of clients by employment status at 3 and 12 months post-intervention (employed/unemployed, hours worked, hourly earnings), by intervention type
- [9] Proportion of clients indicating employment is closely related to educational background / work undertaken during intervention
- [10] Proportion of clients satisfied with intervention, by intervention type

Client profile indicators are included in this report in Tables 1 thru 6 on the following pages. Client outcome and impact indicators are collected after interventions have been completed. Post-intervention data collection systems were not developed and implemented in 2014-15 and are not available for this report. They will be available in future reports.

Table 1 provides the numbers clients by program and intervention types. Interventions are delivered by third party service providers. Programs are listed within more than one intervention type because individual service providers within a program were asked to choose the intervention type they primarily deliver. Some service providers within a program area deliver a different mix of interventions compared with another service provider within the same program area, resulting in program areas displaying under more than one intervention type in Table 1. There is no duplication of service providers and clients are only counted once. Client profile indicators are available for 7089 clients in the 2014-15 fiscal year. Eight hundred thirty-four clients were provided employment services type of interventions. Three

thousand one hundred forty-seven clients participated in skills development interventions and another one hundred seventy-four in work experience types of intervention. Skills development and training types of interventions served 263 clients. Skills development and work experience types of interventions provided programs for two thousand six hundred seventy-one clients. Chart 1 provides a percentage representation of the distribution of clients among types of interventions. Interventions involving skills development are the most common types of interventions.

Table 1 – Number of clients served by intervention type		
Intervention type	Program names	Number clients
Employment Services	<i>Skills Work!</i> for persons with disabilities Employment Support Services, DCS	684
	Job Coach Program Disability Supports Program, DCS	150
	Total	834
Skills Development	Provincial Access Grants Post-Secondary Disability Supports, DLAE	1093
	Equipment & Services Grants Post-Secondary Disability Supports, DLAE	118
	NSCC Disability Service Delivery Post-Secondary Disability Supports, DLAE	691
	University Disability Service Delivery Post-Secondary Disability Supports, DLAE	786
	Self-managed attendant care services Post-Secondary Disability Supports, DLAE	7
	Sign Language Interpreter Services Post-Secondary Disability Supports, DLAE	5
	<i>Direct Skills Link</i> CPN Post-Secondary Disability Supports, DLAE	218
	Autism Works Post-Secondary Disability Supports, DLAE	NA
	Axcess Acadia Post-Secondary Disability Supports, DLAE	NA
	<i>Skills Work!</i> for persons with disabilities Employment Support Services, DCS	229
	Total	3147

Table 1 – Number of clients served by intervention type (cont'd)		
Intervention type	Program names	Number clients
Work Experience	Work Activity Program Employment Support Services, DCS	117
	Workplace Support Program Employment Support Services, DCS	3
	Job Coach Program Disability Supports Program, DCS	44
	<i>Skills Work!</i> for persons with disabilities Employment Support Services, DCS	10
	Total	174
Work-place Based Skills Development & Training	Job Coach Program Disability Supports Program, DCS	146
	<i>Skills Work!</i> for persons with disabilities Employment Support Services, DCS	117
	Total	263
Skills Development & Work Experience	Vocational Training Disability Supports Program, DCS	1808
	Skills Canada Nova Scotia Disability Services Initiative, Partner Grants Post-Secondary Disability Supports, DLAE	356
	<i>Skills Work!</i> for persons with disabilities Employment Support Services, DCS	460
	Total	2671
Total for all intervention types		7089

Chart 1 - Clients by Intervention Type

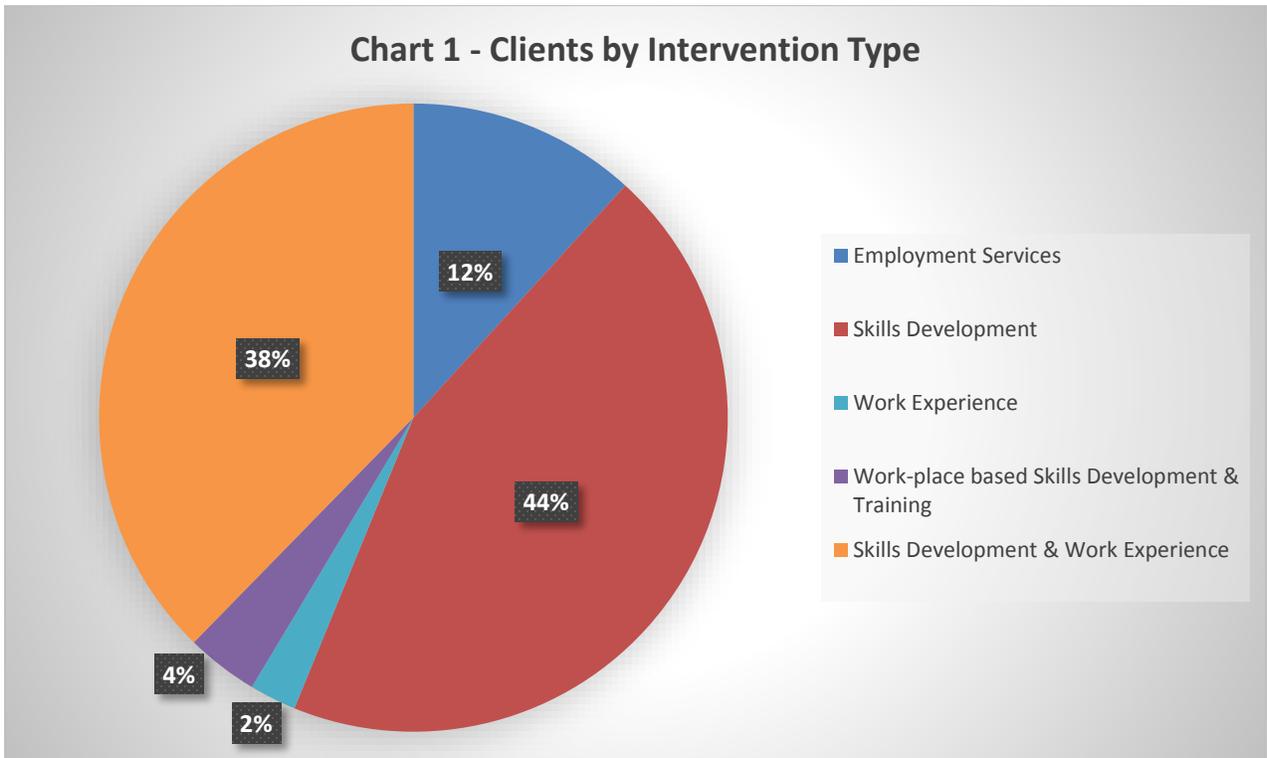
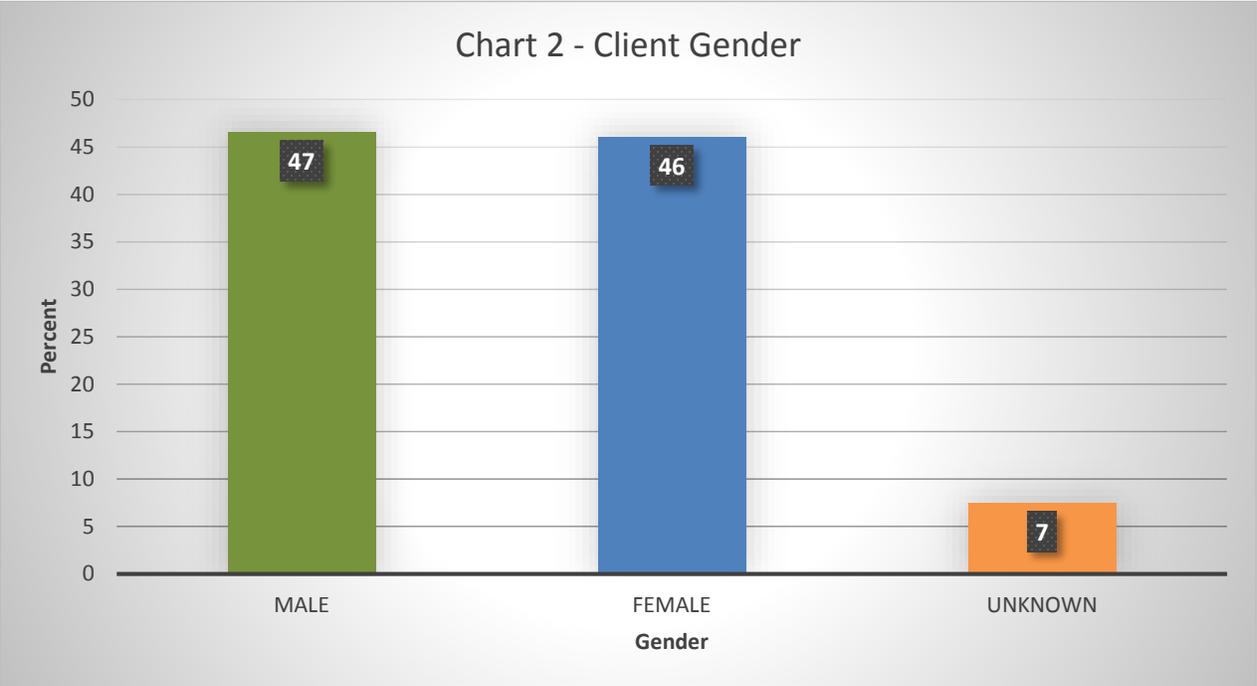


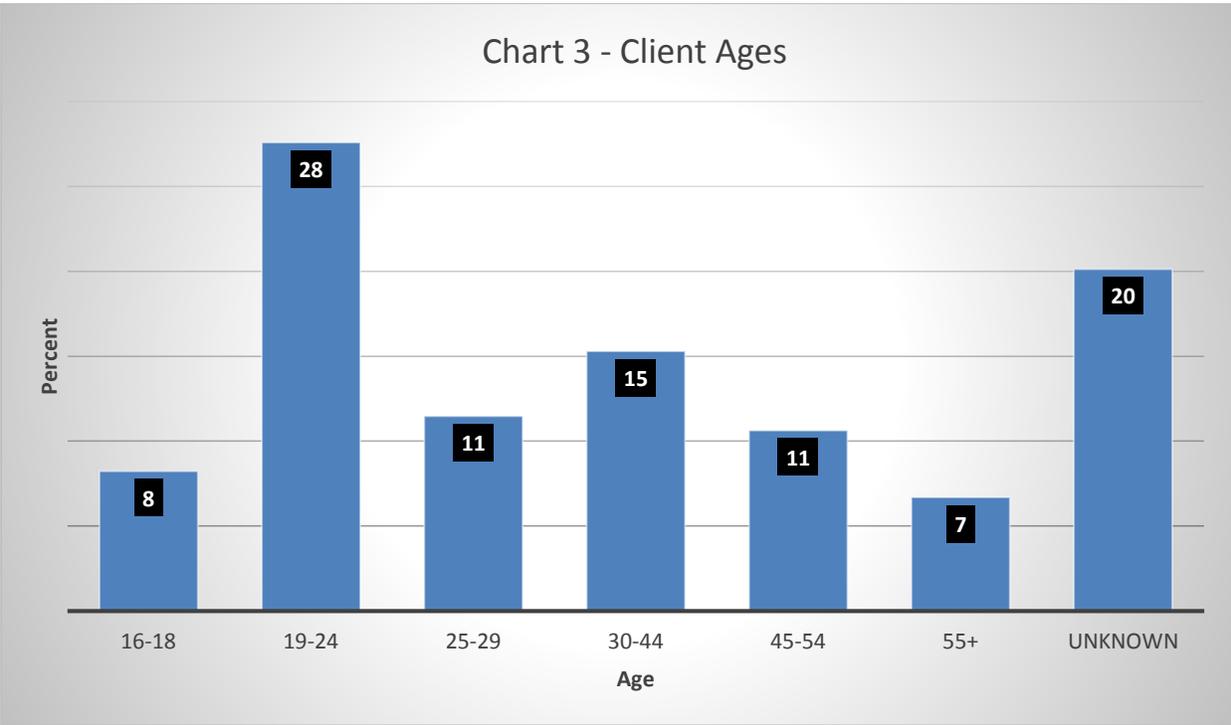
Table 2 and Chart 2 represent the numbers and percentages of clients by their gender. The gender of most clients had been recorded in service providers' administrative records. The clients of LMAPD funded programs were very evenly split between men and women. Forty-seven percent of clients are known to be men and forty-six are known to be women.

Table 2 – Number of clients by gender	
Gender	Number of clients served
Male	3296
Female	3263
Unknown	530
Total	7089



Client records were also able to provide the age of most clients in 2014-15. Table 3 provides numbers of clients by age categories and Chart 3 provides the percentages of clients distributed among the age categories. Forty-seven percent of clients are younger than thirty years of age. Fifteen percent are middle-aged and eighteen percent are considered older workers. The ages of twenty percent of clients had not been recorded and was unknown.

Table 3 – Number of clients by age	
Age	Number of clients served
16-18	583
19-24	1954
25-29	813
30-44	1083
45-54	753
55 and over	474
Unknown	1429
Total	7089



The educational achievement of clients is shown in Table 4 and Chart 4. Fifty percent of clients have high school or less education. The educational achievement of clients is unknown for forty-seven percent of clients. Only two percent of clients are known to have some post-secondary education.

Table 4 – Number of clients by education level	
Education level	Number of clients served
Less than high school	709
High school	2848
Post-Secondary	173
Unknown	3359
Total	7089

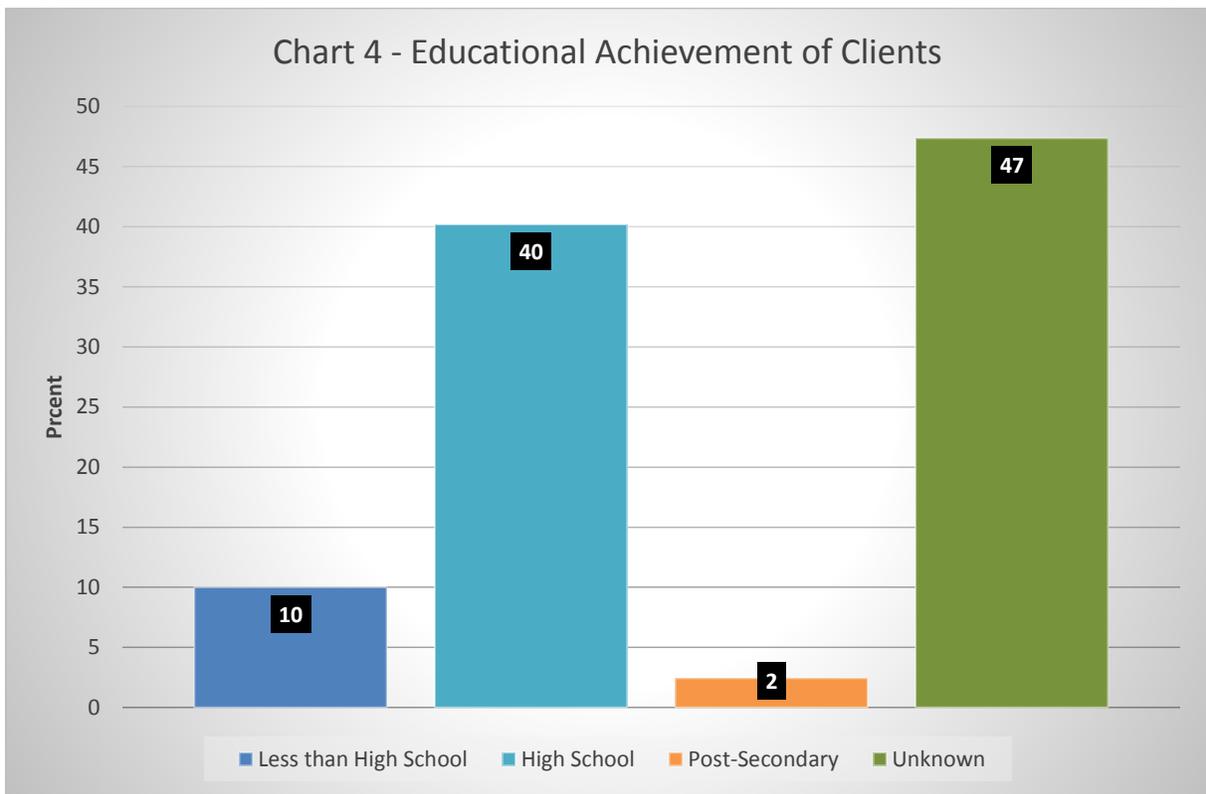


Table 5 – Number of clients by pre-intervention employment status and hours worked

Employment status	Number of clients served
Employed full time	125
38 or more hours	36
34 to 37 hours	43
30 to 33 hours	46
Employed part time	91
23 to 29 hours	30
16 to 22 hours	22
9 to 15 hours	29
1 to 8 hours	10
Not employed	2932
Unknown	3941
Total	7089

Pre-intervention employment status of clients is provided in Table 5 and Chart 5. The pre-intervention employment status of most clients is not known, fifty-seven

percent. Forty-one percent of clients are known to have not been employed before they began participating in labour market interventions for persons with disabilities. This is not unexpected, since people who are employed would not be expected to seek assistance attaching to the labour market. Available records indicate three percent of clients were employed prior to participating in interventions. One hundred twenty five people worked full-time, more than 29 hours per week, and ninety- one people worked part-time, less than 30 hours per week.

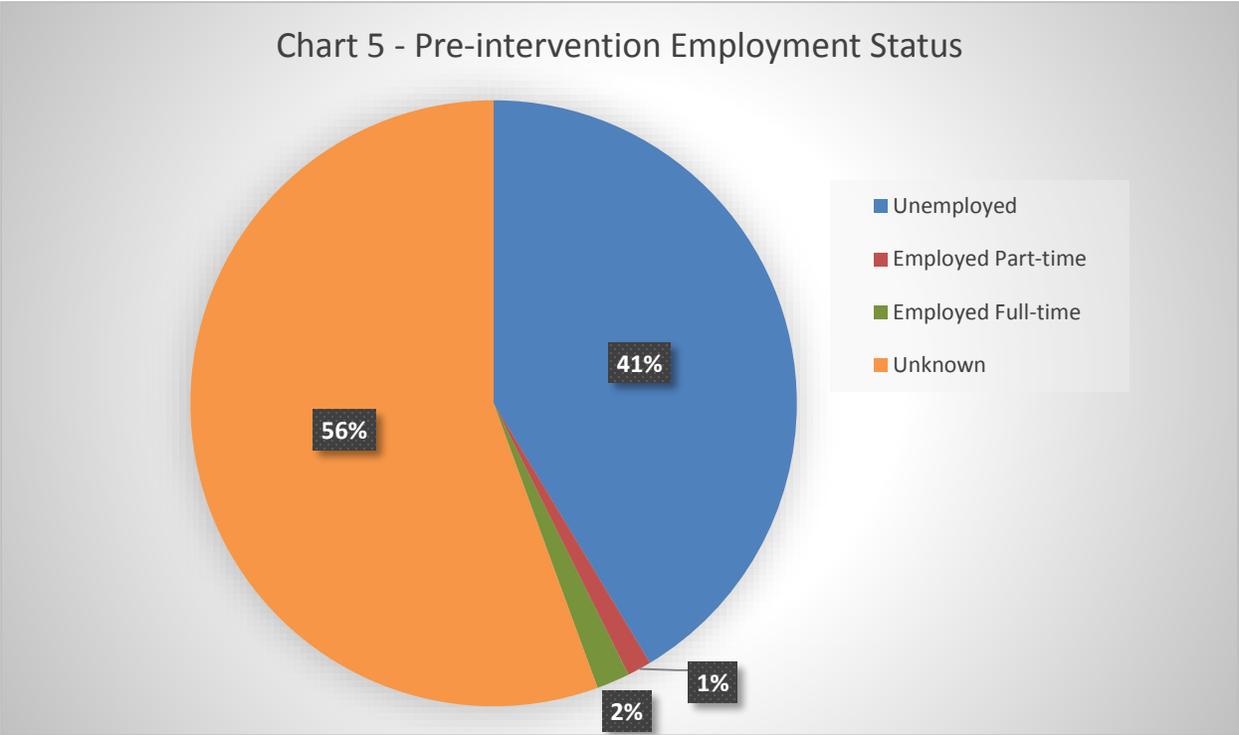


Table 6 – Number of clients served by pre-intervention hourly earnings

Hourly earnings (\$)	Number of clients served
0	2932
Less than 10	3
10.01 - 12.00	17
12.01 - 15.00	61
15.01 - 18.00	23
18.01 and over	40
Don't know	4013
Total	7089

Chart 6 - Pre-Intervention Earning among Clients

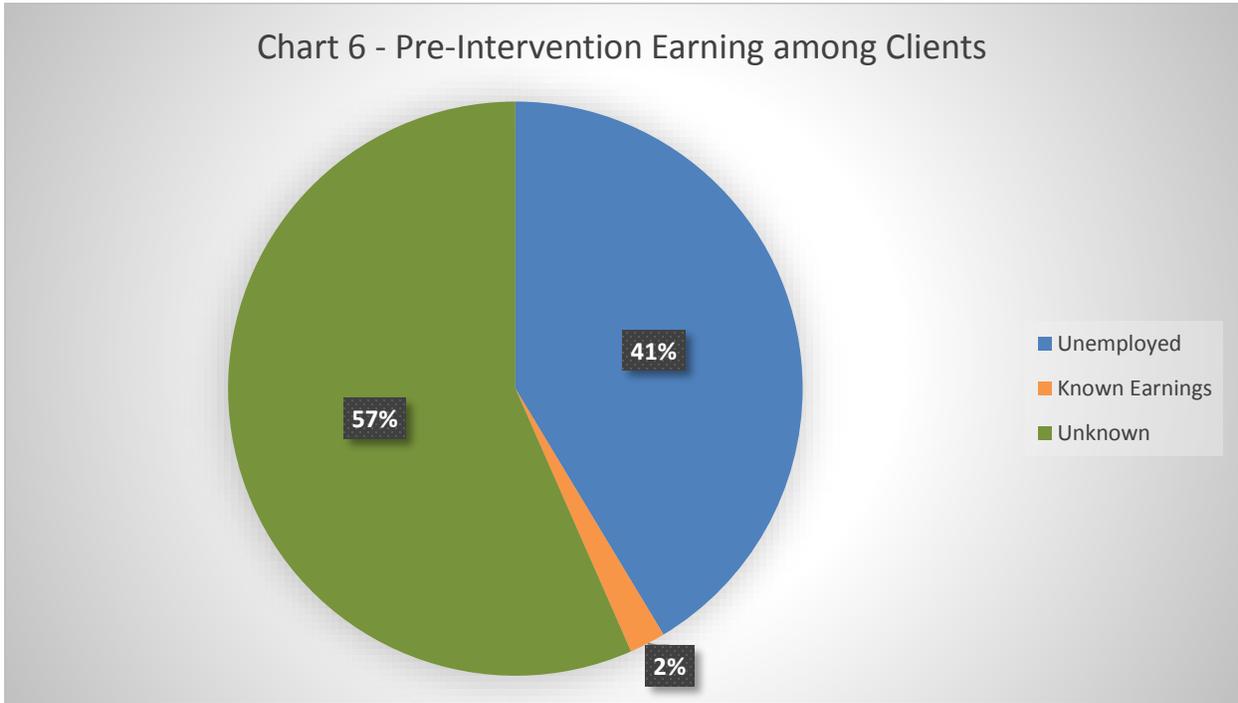
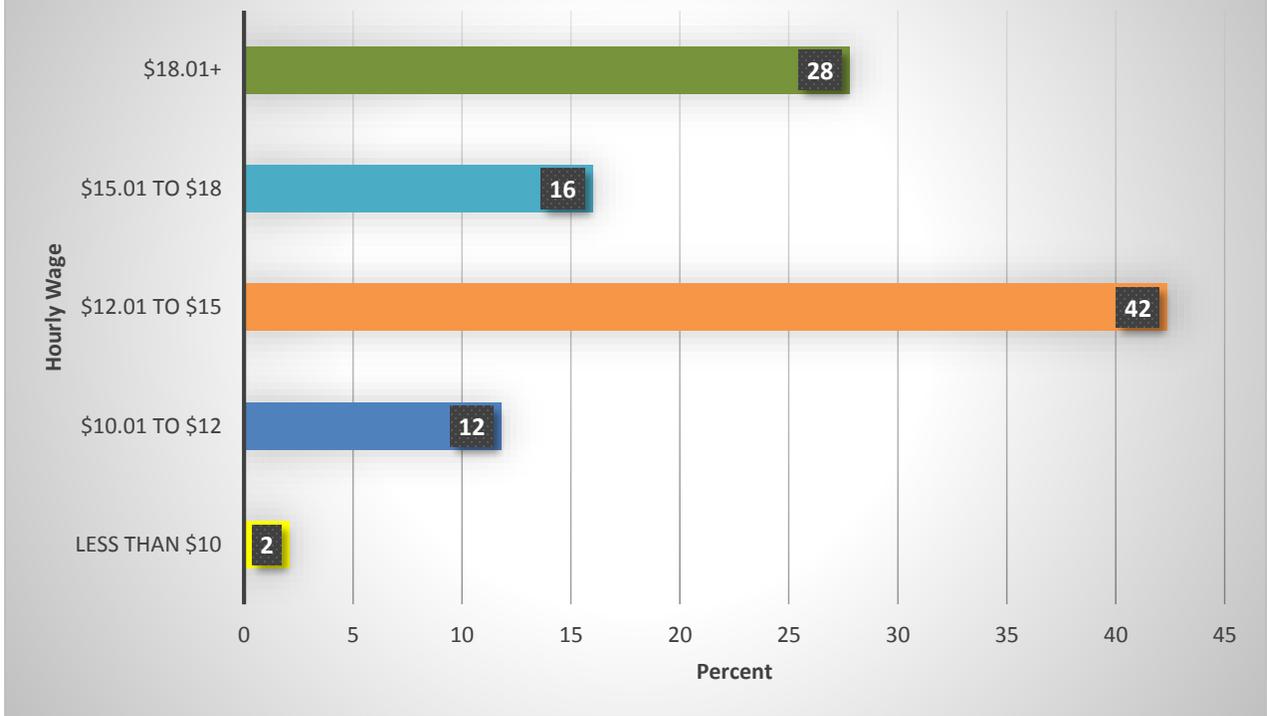


Table 6, Chart 6 and Chart 7 represent the earnings of clients. Although three percent of clients are known to have been employed there are records of pre-intervention earnings for only two percent of clients. Chart 7 shows the distribution of hourly wages among the one hundred forty-four people who have known pre-intervention wages. Two percent reported receiving less than the current market wage in Nova Scotia. Most, eighty-six percent, report having earned in excess of the current minimum wage, including twenty-eight percent who have reported earnings in excess of eighteen dollars per hour. It is not known whether clients were employed immediately prior to participating in labour market interventions.

Chart 7 - Hourly Wages among Clients with Known Earnings



Looking Ahead

Since 2004 Canada and Nova Scotia have collaborated to improve the employment outcomes of persons with disabilities by funding labour market programs and activities for persons with disabilities under the C-NS Labour Market Agreement for Persons with Disabilities [LMAPD]. Minister Kenney, Employment and Social Development Canada and Minister Bernard, Community Services signed a new Canada – Nova Scotia Labour Market Agreement for Persons with Disabilities [C-NS LMAPD] in July 2014. The 2014 C-NS LMAPD is intended to encourage the labour market attachment of persons with disabilities, be more responsive to employers' needs, be more demand driven and measurable, while continuing to address the diverse needs of Canadians living with disabilities.

Reporting on indicators begins in this 2014-15 Annual Report. Outcome and impact indicators will be available in the 2015-16 Annual Report. The 2014 agreement was signed before systems were in place for the collection of client profile, client outcome and impact indicators required under the terms of the 2014 C-NS LMAPD. The required indicators include both data which can be collected at intake and data which can only be collected after the services have been delivered and the client has completed their program. Systems are being designed and will be implemented in 2015-16 to achieve the collection of the LMAPD required indicators. Collection of client indicators began in 2015 for the fiscal year 2014-2015. A post-intervention questionnaire is being designed to collect client outcome and impact indicators.

A five year evaluation plan has been developed for C-NS LMAPD funded programs and results will be reported before the end of the current agreement, March 31 2018. The active partners in the design and implementation of the evaluation plan are the responsible programs – Disability Support Services and Employment Support Services, Department of Community Services and Post-Secondary Disability Services, Higher Education, Department of Labour and Advanced Education. The evaluation plan will be designed around the availability of program administrative and follow-up data. Additional supplemental data may be included in the survey design to provide additional information for a summative evaluation of the programs funded under the LMAPD. The data collection will expand each year with the intention of achieving the full data set that will be used in the evaluation before the end of 2016-17 in order to have evaluation results released before the agreement ends in 2018.

The 2014 Canada-Nova Scotia Labour Market Agreements for Persons with Disabilities provides an opportunity to maintain and strengthen Nova Scotia's labour market programs and services for persons with disabilities by continuing to support these important provincial labour market programs and services. The government of Nova Scotia welcomes the opportunity to work with the Government of Canada to maintain and develop effective ways to provide meaningful supports for persons with disabilities in order that they may partake fully in all aspects of society. Nova Scotia will continue to demonstrate its commitment to the employment of persons with disabilities by providing labour market and employment programs to assist persons with disabilities to become more employable, to attain and maintain employment.