

# Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities

## Annual Report 2017-18

December 3, 2018



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## Ministers' Message

The Province of Nova Scotia is pleased to present the final annual report on 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 ended on March 31, 2018. It was replaced by the Canada-Nova Scotia Workforce Development Agreement (C-NS WDA) which comprises funding from the former C-NS LMAPD and the former Canada-Nova Scotia Job Fund Agreement (C-NS JFA).

LMAPD annual reports are released each year to coincide with the United Nations International Day of Persons with Disabilities, December 3. People with disabilities do not experience the same access as others to employment, education, social and economic inclusion, and political participation in society. The right and ability to participate fully in society is essential to the creation and maintenance of stable democracies, active citizenship, and reduction of inequalities. Since 1992, the International Day of Persons with Disabilities promotes understanding about disability issues and draws attention to the benefits of an inclusive and accessible society for all citizens.

The goal of the 2014 Canada – Nova Scotia Labour Market Agreement for Persons with Disabilities was to improve the employability and employment outcomes for persons with disabilities by enhancing employability skills, increasing employment opportunities, and increasing labour market participation rates. This report includes the results of an evaluation of the LMAPD funded labour market programs. Evidence supports the premise that labour market programs offered to Nova Scotians and funded by the C-NS LMAPD have had positive outcomes on the employability and employment outcomes of program participants.

All Nova Scotians benefit when people with disabilities can reach their full potential in their own communities. This positive partnership will

continue under the terms of the C-NS Workforce Development Agreement, which allocates the same level of federal and provincial funding to labour market programs designed and delivered to persons with disabilities as was allocated under the former C-NS LMAPD. The Workforce Development Agreement funds the development and delivery of programs and services that help Canadians get training, develop their skills, and gain work experience. The transfer of federal funds to the province provides programming flexibility to respond to the diverse employment and skills training needs of Nova Scotians, including those with disabilities and those further removed from the labour market.

Through partnerships with the disability community, the Government of Canada, employers, and other organizations, the Nova Scotia government is committed to working to meet the current and future needs of persons with disabilities. Our two departments will continue to work together to support people with disabilities, including by increasing their employability and employment opportunities.

*Kelly Regan*  
Minister of Community Services

*Labi Kousoulis*  
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 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 2014 and ended on March 31, 2018. A new Canada-Nova Scotia Workforce Development Agreement includes provisions for cost-shared funding of labour market programming for persons with disabilities and continues the commitment to inclusion of persons with disabilities in the labour force.

The 2014 Canada-Nova Scotia Labour Market Development Agreement for Persons with Disabilities [2014 C-NS LMAPD] provided joint funding for labour market related programs and supports for persons with disabilities in Nova Scotia. In fiscal year 2017-2018, Nova Scotia spent

approximately \$16.6M on programs and services funded under the 2014 C-NS 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 LMAPD agreements. This is the fourteenth and final annual LMAPD report. It describes the programs and services funded under the 2014 C-NS LMAPD agreement, including program objectives, descriptions, target populations and cost-shared expenditures for the April 2017 to March 2018 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 2014 C-NS 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 50% 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. LMAPD 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

The 2012 Canadian Survey on Disability (CSD) is a post-census national survey of Canadians aged 15 and over whose everyday activities are limited because of a long-term condition or health-related problem. The survey is conducted every five years by Statistics Canada. Previous surveys dedicated to providing information on persons with disabilities are the Health and Activity Limitations Survey (HALS) and the Participation and Activity Limitations Survey (PALS). The 2012 CSD adopted newly developed Disability Screening Questions (DSQ) and the content was streamlined and updated to provide greater consistency in identifying different types of disability. Comparison of CSD data to PALS or other previous surveys are, therefore, neither possible nor recommended as these changes should be assumed to affect comparability of the surveys. For the purposes of this report, data on persons with disabilities will focus on the 'working age population' of people aged 18 to 64 years unless stated otherwise.

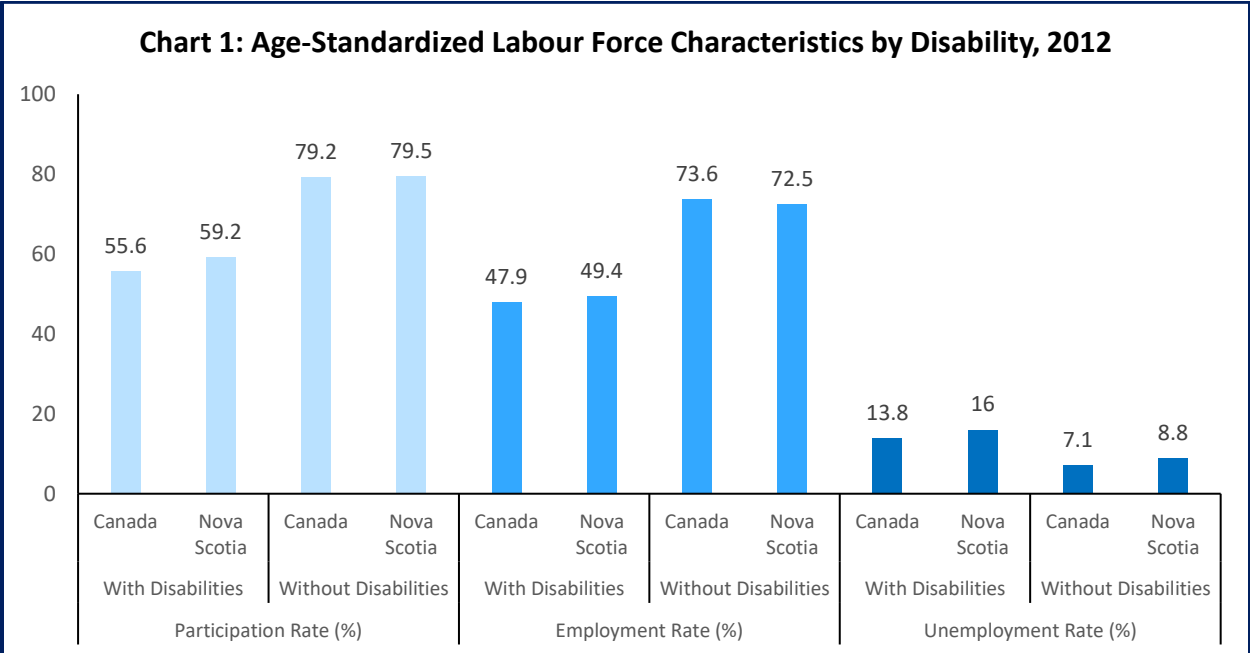
The Canadian Survey on Disability (CSD) reported approximately 2.3 million people, or 10.1% of Canadians aged 15 to 64 years, described

themselves as being limited in their daily activities because of a disability. In Nova Scotia, 89,410 people or 14.2% of the working age population described themselves as having limitations, which was the highest prevalence of disability among the ten provinces.

In Nova Scotia, prevalence of disability increased by age. Among adults aged 15 to 24 years old, 5.8% reported being limited in their daily activities by a mental or physical disability. Prevalence of disability among middle aged workers (25 to 44 years) was higher at 9.3%. Among older workers (45 to 64 years), 21.7% reported having a disability. Prevalence of disability was higher among females than males. There was a slightly higher incidence of disability among working aged females (14.9%) compared to working aged males (13.5%). Similar trends were also observed nationally though the disability rates were lower compared to Nova Scotia across all age groups and genders.

The CSD captures ten 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 because of a long-term condition or health related problem and experienced a limitation in their daily activities. Canadians and Nova Scotians reported different types of disability depending on their age. The youngest age group (15 to 24 years) 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. Persons with disabilities were classified into four severity levels using the severity score: mild, moderate, severe, and very severe. There was a higher proportion (49%) of people who had severe and very severe levels of disability nationally than in Nova Scotia (46%) among those 18 to 64 years old.

Age-standardized values are used to compare labour market statistics to account for age, gender, and other characteristic differences in the composition of people with disabilities when compared to those without disabilities. Age differences between those with and without disabilities may affect employment rates, since the rates go down significantly around 55 years of age. In addition, people with disabilities were more likely to be females who statistically also have lower employment rates.



Source: Statistics Canada, Canadian Survey on Disability, 2012, CANSIM Table 115-0005

Labour market indicators for people with disabilities in Nova Scotia are reassuring when one compares them separately from those of people without disabilities in Nova Scotia to the national averages. The age-standardized proportion of people with disabilities who are employed (employment rate) in Nova Scotia was 49.4% and higher than the Canadian rate of 47.5%. On the other hand, people without disabilities in Nova Scotia had a lower age-standardized employment rate (72.5%) compared to the Canadian rate of 73.6%. Similarly, the age-standardized

proportion of people with disabilities in Nova Scotia that were participating in the workforce was 59.2% and higher than the national average of 55.6%. The age-standardized unemployment rate of people without disabilities was 1.24 times greater than the national rate while the age-standardized unemployment rate of people with disabilities was 1.16 times greater than the national rate.

## Labour Market in Nova Scotia

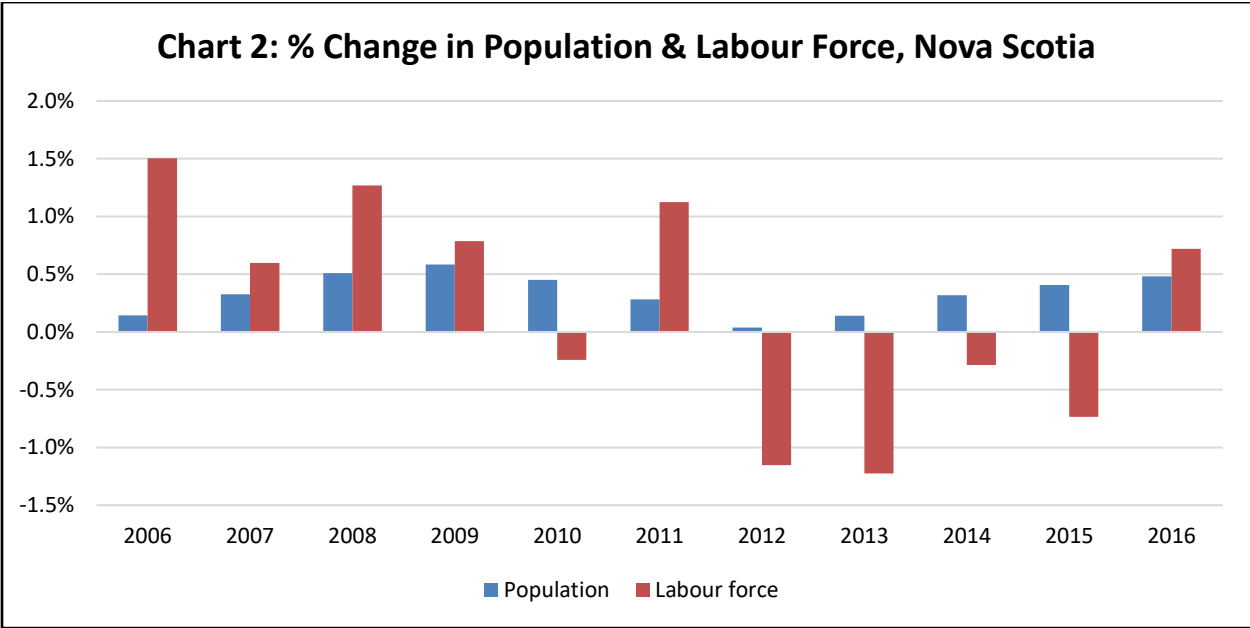
Nova Scotia's labour market saw modest increases in labour force and employment levels in 2017 following four years of decline, as the population grew, and the participation, and employment rates held steady. There has been a downward trend in the levels of the labour force and employment levels in the last five years because of demographic pressures.

Geography: Nova Scotia Labour Force Characteristic	Year 2017	10 Yr Trend 2007-2017		5 Yr Trend 2012-2017		1 Yr Trend 2016-2017	
		Change	% Change	Change	% Change	Change	% Change
		Population, 15 years and over	792,500	27,500	3.5%	10,900	1.4%
Labour force	490,100	4,000	0.8%	-13,400	-2.7%	3,500	0.7%
Employment	449,000	1,700	0.4%	-8,600	-1.9%	2,800	0.6%
Full-time employment	364,100	-100	0.0%	-4,100	-1.1%	400	0.1%
Part-time employment	84,900	1,800	2.1%	-4,400	-5.2%	2,400	2.8%
Unemployment	41,000	2,200	5.4%	-5,000	-12.2%	600	1.5%
Not in Labour Force	302,500	23,600	7.8%	24,500	8.1%	500	0.2%
Unemployment rate	8.4%	0.4		-0.7		0.1	
Participation rate	61.8%	-1.7		-2.6		0.1	
Employment rate	56.7%	-1.8		-1.8		0.1	

Source: Statistics Canada. Table 282-0002 - Labour force survey estimates (LFS), by sex and detailed age group, annual (persons unless otherwise noted)

People who are actively seeking employment but unable to find work or are employed are counted in the labour force. Since 2012, the number of

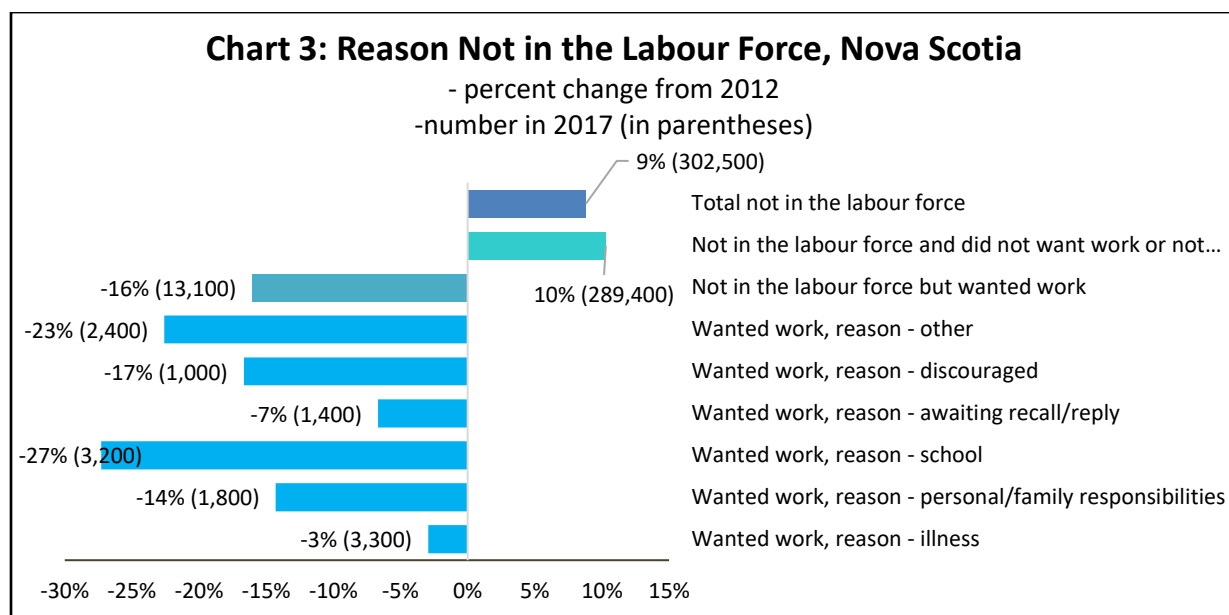
people in the labour force has been trending down while the population has steadily increased. Compared to 2007, the labour force has increased only 0.8% while the adult population (15 years and older) in Nova Scotia has increased by 3.5%. The labour force has declined by 13,400 people since the year 2012. Employment includes 1,700 (0.4%) more people than 2007, and the labour force includes 4000 (0.8%) more people than ten years ago. The 3,500 (0.7%) increase in people in the labour force in 2017 marks the first increase following four consecutive years of labour force decline in Nova Scotia. Chart 2 shows the annual percent changes in population and labour force estimates in Nova Scotia between 2007 and 2017.



Source: Statistics Canada. Table 282-0002 - Labour force survey estimates (LFS), by sex and detailed age group, annual (persons unless otherwise noted)

People who are students, retirees or family-care givers who voluntarily choose not to work and others who would like to work but are not actively seeking employment for various reasons are classified as ‘not in the labour force’. In total, there were 302,500 people in Nova Scotia who were ‘not in the labor force’ in 2017, accounting for 38% of the work-age

population. Chart 3 shows the reasons why people are not in the labour force in Nova Scotia in 2017 compared to 2012. People who voluntarily chose not to work constitute 96% of the total number of people 'not in the labour force'. The 'not in the labour force' group has increased by 24,500 since 2012. People who were voluntarily not available to work increased by 10% in 2017 compared to 2012. On the other hand, the number of people who were involuntarily out of the labor force decreased by 16% during the same period. A closer analysis gives more insight on the reasons why 13,100 were not in the labor force in 2017 even though they wanted to work. Statistics Canada defines discouraged searchers as those persons who reported wanting to work but did not look for employment because they believed no suitable work was available. The number of people who were discouraged from looking for work and thus not in the labour force was down 17% in 2017 compared to 2012. During the same period, the number of people who were not in the labour force because they were waiting for a recall or reply from employers decreased by 7%. Those who gave schooling as a reason for not being in the labour force decreased by 27%. The number of people who gave personal/family responsibilities as a reason decreased by 14% and those who wanted work but were not in the labour force due to illness decreased by 3%.



Source: Statistics Canada, Labour Force Survey (LFS), CANSIM Table 282-0219

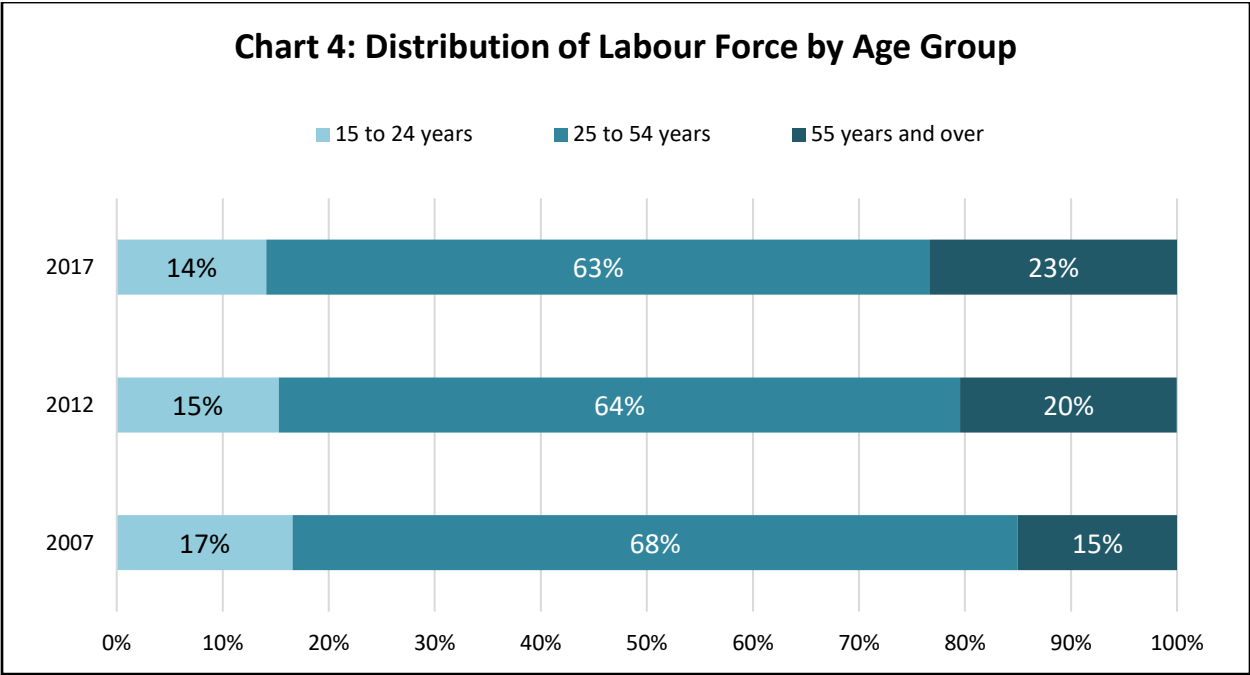
Nova Scotia's employment level increased by 2,800 jobs (0.6%) in 2017. The number of part-time jobs increased by 2,400 while full-time jobs increased by 400. Changes in full-time or part-time employment can be due to changes in hours worked within the same position as well as changes in the number of jobs.

Despite the overall gain in employment, the unemployment rate in 2017 increased slightly from 8.3% in 2016 to 8.4%, the first increase in five years. This was due to a larger increase in the labour force than in employment in 2017. The number of people who were actively looking for employment and were unable to find work increased by 400. During 2017, youth unemployment rates increased to 16.8% following four consecutive years of decline. The increase in the youth unemployment rate was due to a loss of employment of 1,400. Outside of the youth cohort, the unemployment rate decreased to 6.9% among those aged 25 to 54 and decreased to 7.2% for those aged 55 and older.

In 2017, 82% of the people employed in Nova Scotia worked in the services producing sector. Wholesale and retail trade was the largest employing industry group in the province with 75,800 persons employed, followed by healthcare and social assistance with 72,000. Together, these two industry groups represented 33% of employment in Nova Scotia in 2017. Employment in the services producing sector has grown by 0.2% on average, per year, since 2007 when it accounted for 80.3% of all jobs in the province. The goods producing sector accounted for 19.7% of Nova Scotia's total employment in 2007, but the sector's employment level has diminished since then, and in 2017 the sector accounted for 18.1% of all jobs in the province.

Employment in the goods producing sector in 2017 was up by 100 more jobs than the sector supported in 2016. The increase was due mostly to job growth in manufacturing for a second consecutive year, gaining 1,900. This was offset by construction employment, which continued a four-year downward trend, falling by 1,300 in 2017. Forestry, fishing, mining, quarrying, oil, and gas employment declined by 1,200 while agriculture employment grew by 200. These primary industry groups have also experienced a downward employment trend in Nova Scotia since the early 1990s. Employment in the services producing sector grew by 2,700 in 2017. Job gains were led by the wholesale and retail trade sector, which added 3,900 jobs in 2017. The fastest growing industry group in the services producing sector has been professional, scientific, and technical services. This industry group has been creating jobs in Nova Scotia at a rate of 5.1% annually since the year 2007.



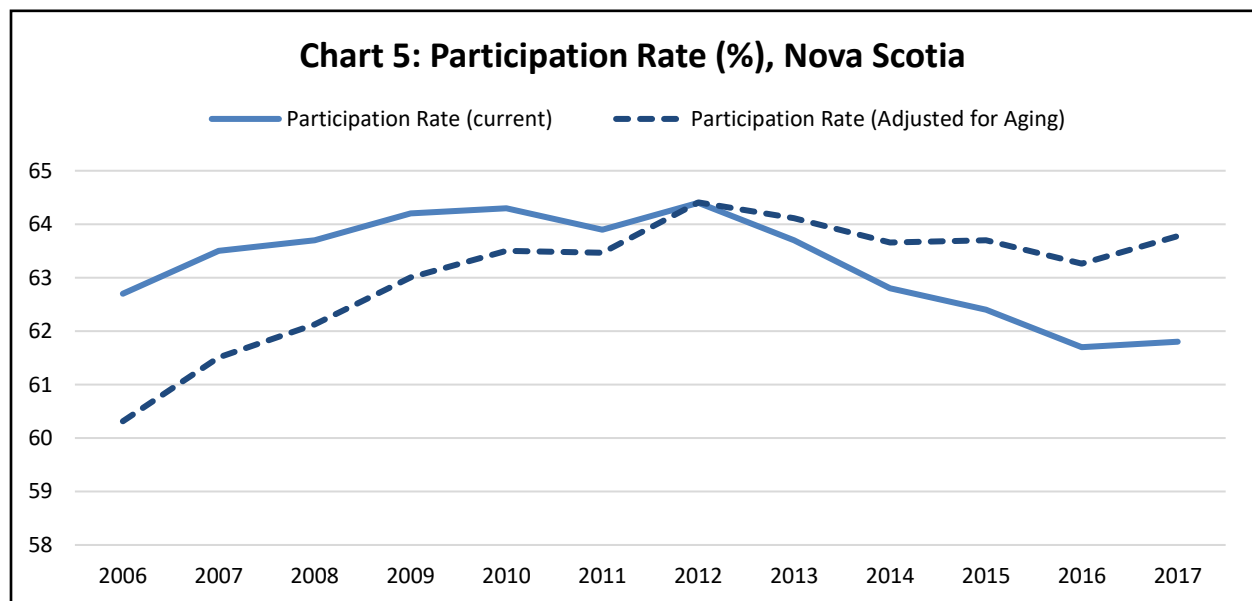


Source: Statistics Canada. Table 282-0002 - Labour force survey estimates (LFS), by sex and detailed age group, annual (persons unless otherwise noted)

Nova Scotia’s overall population growth has been affected by aging, low birth rates, and out-migration, even though the working-age population, continues to grow because of international migration in to the province. In 2017, the working-age population was 792,500 having grown 0.5% compared to 2016. This follows a growth of 0.4% in 2016 and 0.3% in 2015. The changing composition of the different age groups in the labour force is also having an impact on the active portion of Nova Scotia’s labour market (Chart 4). The decrease in the labour force participation observed in the last few years has been driven by the decrease in the population shares of youth (ages 15 to 24 years) and to an even greater extent that of the prime working age group (25 to 54 years) in the workforce. In 2017, older workers (ages 55 years and over) comprised 23% of the Nova Scotian workforce compared to 20% five years ago or 15% ten years ago in 2007. On the other hand, the prime-working age group was down to 63% of the workforce in 2017 compared to 64% in 2012. Overall, the proportion of people who are either employed or actively looking for

work (participation rate) increased modestly in 2017 to 61.8% but is down from a recent peak of 64.4% in 2012.

The 2017 labour force participation rate of 61.8% was the second lowest since the year 2000. If the composition of the working-age population in 2017 was the same as it was in 2012, the participation rate would be 63.8%. This implies most of the five-year decline in the participation rate (2.0 percentage points or 76% of the decrease) is due to changes in the age distribution of the working-age population while only 0.6 percentage points is due to structural or cyclical changes in the labour market.



Source: Statistics Canada. Table 282-0002 - Labour force survey estimates (LFS), by sex and detailed age group, annual (persons unless otherwise noted); Author's calculations

The labour market outlook for 2018 looks promising with the labour force up by 2,500 in the first seven months of 2018. During this period compared to the first seven months of 2016, there was an increase of 5,600 (1.2%) in the average employment level. Average full-time employment was up 9,500 jobs while there were 4,000 fewer part-time jobs. According to the 2018-2019 budget documents released by the

Department of Finance, the decline in the labour force is projected to pause in 2017, allowing for a slight rise in the labour force and employment, and for the unemployment rate to remain below the long run average at 8.5%.

## Consultations & Engagement with Stakeholders

The Minister's Advisory Panel on Accessibility Legislation held public consultation sessions in 2015 for response 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. The Minister's Advisory Panel reported its recommendations regarding accessibility legislation *Access and Fairness for All Nova Scotians* in February 2016<sup>1</sup>.

Nova Scotia became the third Canadian province to pass accessibility legislation on April 28, 2017 when Bill 59, *The Accessibility Act*, became law. Accessibility legislation is the first step in making the province more accessible for all Nova Scotians. The Nova Scotia Department of Justice is the responsible department for the Accessibility Act. The Accessibility Directorate has consulted with persons with disabilities and representatives of organizations that provide services to persons with disabilities. The input they provided is summarized in *Working Toward an Accessible Nova Scotia*<sup>2</sup>. The Accessibility Directorate will hold more

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<sup>1</sup> 2015, Department of Community Services *Access and Fairness for All Nova Scotians, The Minister's Advisory Panel Report and Recommendations* [http://novascotia.ca/coms/accessibility/docs/Accessibility-Leg\\_Eng\\_Accessible.pdf](http://novascotia.ca/coms/accessibility/docs/Accessibility-Leg_Eng_Accessible.pdf)

<sup>2</sup> <https://novascotia.ca/accessibility/consultation/working-toward-an-accessible-ns-consultation-document.pdf>

public engagement sessions across Nova Scotia in 2018 so Nova Scotians can provide their input on what accessibility means to Nova Scotians and how it can be achieved. The Accessibility Directorate developed a strategy and implementation plan outlining how to achieve an accessible Nova Scotia by 2030. It was released by the Minister of Justice in September 2018.

The Government of Nova Scotia has actively engaged and listened to stakeholders about labour market programs and policies for people with disabilities. 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. 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, annual *Ability Starts Here Symposiums*, the Minister's Advisory Panel on Accessibility Legislation, meetings with the Ability Employers Association, and the DIRECTIONS Council Spring and Fall Conferences.

In September 2016, the Department of Community Services announced that Anne MacRae, Executive Director of Disabled Persons Commission, would join the department to focus on employability of persons with disabilities. Her work builds on *A Blueprint for Action to Achieve Equitable Access to Employment Opportunities for Persons with Disabilities in Nova*

*Scotia*<sup>3</sup> and brings an inclusion focus to Community Services' employment initiatives in all program areas.

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. Concerns were expressed about under-represented groups in the labour force. 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 time, who lack the requisite literacy and essential skills to partake in education and training programs, and who may need pre-employment interventions. Participants shared 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.<sup>4</sup>

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

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<sup>3</sup> 2013, Nova Scotia Persons with Disabilities Employability Table *A Blueprint for Action to Achieve Equitable Access to Employment Opportunities for Persons with Disabilities in Nova Scotia*  
<http://disability.novascotia.ca/sites/default/files/Blueprint-for-Action-March-2014.pdf>

<sup>4</sup> 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>

with disabilities in their community. The member organizations provide clients, who are all persons with a disability, a variety of training, skills development, and job opportunities 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 agrees that more can be done to develop the skills necessary to gain employment and to support individuals with disabilities in employment.

## Intervention Types

The intervention types used in this report are intended to be inclusive of all programs and services designed and delivered by provinces and territories and funded under the terms of bilateral Labour Market Agreements for Persons with Disabilities. Most LMAPD funded programs and services are delivered by third party service providers in Nova Scotia. Service providers within a program area may deliver different types of interventions compared with another service provider within the same program area. *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. *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. *Work-place based skills development and training* interventions are skills development and training interventions that take place in the work-place. *Work experience* types of interventions include services such as wage subsidies, earnings supplements, job placements, project-based job creation, and on-the-job employment supports for persons with disabilities. The principal focus of this type of intervention is employment. This intervention type 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. Interventions that offer both *skills development and work experience* components as integrated programs have a separate category for the purposes of LMAPD reporting. Table 1 on page 41 provides a listing of programs and services and the numbers of people served by intervention types.

## Program Descriptions

### **Provincial Access Grants, Student Grants, Post-Secondary Disability Services**

#### **Department of Labour and Advanced Education**

*Provincial Access Grants* are a financial needs-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 C-NS LMAPD. *Provincial Access Grants* reached 305 post-secondary students in 2017-2018.

### **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 C-NS LMAPD. Equipment and Services Grants reached 96 post-secondary students with disabilities in 2017-2018.

### **Learning Disability Assessment Bursary (LDAB)**

#### **Student Grants,**

#### **Post-Secondary Disability Services**

#### **Department of Labour and Advanced Education**

The Learning Disability Assessment Bursary [LDAB] is intended to remove financial barriers associated with learning disability assessment for students with learning disabilities so they can be properly assessed and can subsequently receive the assistance and accommodation they require to successfully achieve post-secondary education. LDAB is a provincially funded program delivered through the Disability Services offices at public post-secondary institutions in Nova Scotia. It provides eligible recipients with a bursary of up to \$2000 to offset the cost of a psycho-educational assessment, which is the diagnostic tool utilized to identify and characterize learning disabilities. LDAB will assist students with disabilities to access the supports they require to successfully complete their post-secondary studies, which has an impact on their labour market outcomes. Bursaries will be available to students who have been identified as potentially having a learning disability, but who do not have the financial resources available to pay for professional assessment. Without an assessment, the student cannot access additional post-secondary disability financial assistance, services, and equipment programming. The LDAB is consistent with the education and training priority area of the 2014 C-NS LMAPD. The LDAB reached 30 students in 2017-2018.

**Nova Scotia Community College Disability Service Delivery,  
Partner Grants,  
Post-Secondary Disability Services  
Department of Labour and Advanced Education**

The Nova Scotia Community College [NSCC] provides direct on-site supports and services for students with disabilities including functional assessments, orientation, instructor-student liaison, facilitation of services, and equipment such as tutoring, note-taking, assistive technology, and exam accommodations at each campus. 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 C-NS LMAPD. *NSCC Disability Service Delivery* reached 792 community college students with disabilities in 2017-2018.

**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, facilitation of services, and equipment such as tutoring, note-taking, assistive technology, 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 C-NS LMAPD. *University Disability Service Delivery* reached 1,251 university students with disabilities in 2017-2018.

**Self-managed attendant care services,  
Independent Living Nova Scotia**

**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 [ILNS]. 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 C-NS LMAPD. ILNS provided self-managed attendant care services to nine students in 2017-2018.

**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 in post-secondary education settings through partnership with the Society for the Deaf and 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 C-NS LMAPD. *Sign Language Interpreter Services* served seven students with disabilities participating in post-secondary education in 2017-2018.

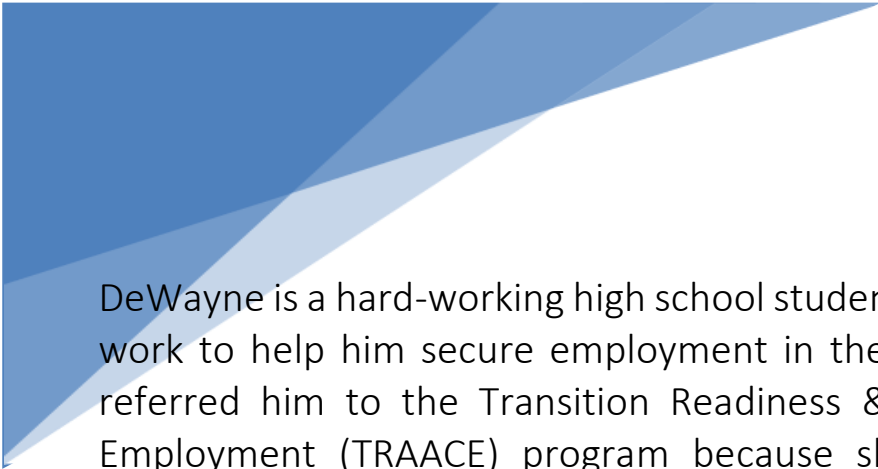
## Direct Skills Link, Collaborative Partnership Network [CPN]

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 C-NS LMAPD. *Direct Skills Link* reached 48 students with short term training in 2017-2018.




DeWayne is a hard-working high school student who wanted to gain work to help him secure employment in the future. His teacher referred him to the Transition Readiness & Autism Community Employment (TRAACE) program because she thought it would benefit him. After completing the program modules, DeWayne was placed at a café near his school where he was able to have hands on experience with the skills he had learned throughout the modules. In the beginning DeWayne was quiet while he worked hard and efficiently. As DeWayne became more comfortable, he began to have conversations with his manager, Sarah, rather than one-word responses. Customers also enjoyed DeWayne's presence and made him feel like he was part of the community by greeting him as they walked through the door to the café. Sarah was impressed by DeWayne's polite demeanour and work ethic. She noticed that as he became more comfortable, he began to smile more often and could see he enjoyed his work and liked being part of the group. She described the high level of productivity, cleanliness, and organization that DeWayne demonstrated in his work. On the last day of his placement, Sarah offered DeWayne a paid part-time position at the café. DeWayne was thrilled to accept this opportunity and eager to continue to gain work experience while being a part of his community.

- [Transition Readiness & Autism Community Employment](#)

**Autism Works, Autism Nova Scotia  
Partner Grants,  
Post-Secondary Disability Services  
Department of Labour and Advanced Education**

*Autism Works* summer transition program *Transition Readiness & Autism Community Employment (TRAACE)* and *Launchpad* are pre-vocational employment programs designed to assist youth 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. *Autism Works* is consistent with the 2014 C-NS LMAPD priority areas of employment participation, employment opportunities, and connecting employers and persons with disabilities. *Autism Works* has a youth focus. It served 43 students with disabilities in 2017-2018.



Corey graduated from LaunchPad in September 2017. Corey reflected upon the LaunchPad program and how it helped him grow: “When I was in high school, I was always the quiet one during group work. No one really cared about what I thought. But now I know that I can be a leader and help make important decisions that actually make a difference with what we’re doing. Since joining LaunchPad, my confidence has increased three times. I’m literally walking taller, because I can go out into the community knowing that I can take on new challenges.” After years of struggling to find meaningful employment, Corey secured his first-ever permanent full-time job working at Purolator.

- *LaunchPad, Autism Works*

**Inclusive Post-Secondary Program  
University Partner Grants,  
Post-Secondary Disability Services  
Department of Labour and Advanced Education.**

*Axcess Acadia* and *MountAbility* are inclusive post-secondary education programs 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. *Axcess Acadia* and *MountAbility* students choose courses they are interested in that will relate to individualized learning goals and to potential employment paths. During the summer, *Axcess Acadia* and *MountAbility* students are supported to seek, obtain, and engage in summer employment opportunities. This program contributes to the goal of increasing the employability of persons with disabilities and are consistent with the LMAPD priority areas of education & training, employment participation, employment opportunities, and connecting employers and persons with disabilities. *Post-Secondary*

*Inclusionary Programs* served ten students with disabilities at Acadia University and Mount Saint Vincent University in 2017-2018.

**Entrepreneurs with Disabilities Network (EDN),**

**Partner Grants,**

**Post-Secondary Disability Services**

**Department of Labour and Advanced Education**

The *EDN* Program serves entrepreneurs and aspiring entrepreneurs with disabilities in rural communities and urban centres throughout Nova Scotia. *EDN* uses entrepreneurship and self-employment as vehicles for individuals to become attached to the workforce and to increase the labour market participation rate for individuals with disabilities. A significant portion of the program revolves around skills training, selling opportunities, networking, education, and activities that enhance participants' abilities to take further control of their economic lives. These interventions will contribute to participants' abilities to identify, connect to, and maintain self-employment opportunities. This program contributes to the goal of increasing the employability of persons with disabilities. *EDN* is consistent with the 2014 C-NS LMAPD priority areas of education and training. The program served 13 entrepreneurs with disabilities in 2017-2018.

**Repayment Assistance Plan for Students with Permanent Disability,**

**Student Grants,**

**Post-Secondary Disability Services**

**Department of Labour and Advanced Education**

*Repayment Assistance Plan for Students with Permanent Disability (RAP-PD)* is designed to assist students with disabilities over the life of their student loans to reduce financial burdens for those desiring to attend post-secondary education. The target population are students with a permanent disability recognized by the Canada Student Loans Program,



who are having trouble repaying their student loans based on their current financial position. At least six months must have passed since they have graduated or left post-secondary to be eligible. The program is consistent with the education and training priority area. RAP-PD reached 757 persons with disabilities in 2017-2018.

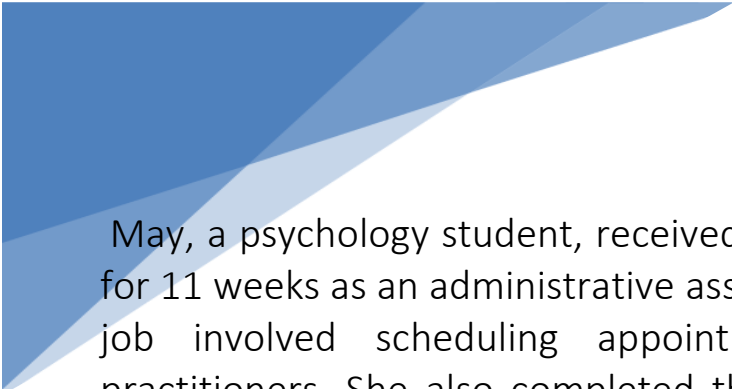
**Permanent Disability [PD] Loan Forgiveness,  
Student Grants,  
Post-Secondary Disability Services**

**Department of Labour and Advanced Education**

*Permanent Disability [PD] Loan Forgiveness* is aimed towards providing a grant, in addition to existing grants available for students with permanent disabilities, which will pay down their student debt. Students with disabilities often take longer to complete their studies, incurring greater debt. Students who qualify for *PD Loan Forgiveness* will be placed on a more equal footing with non-disabled peers regarding post-graduation debt load. The target population are students with permanent disabilities who have graduated from an eligible post-secondary program, studied at a full-time reduced rate between 40% and 60%, and are entering repayment on or after August 1, 2015. The program is consistent with the education and training priority area. This program served 11 persons with disabilities in 2017-2018.

**Saint Mary's University Summer Co-Op Program,  
Partner Grants,  
Post-Secondary Disability Services,  
Department of Labour and Advanced Education**

Post-secondary students with disabilities are less likely to participate in experiential learning such as co-op terms, internships, or volunteer work that aligns with their field of study, leaving them with little or no work experience compared to their peers. This creates barriers when students with disabilities seek to transition to the workforce after they graduate. Saint Mary's University offers a *Summer Co-Op Program* to post-



May, a psychology student, received a full-time summer term job for 11 weeks as an administrative assistant at a health clinic. May's job involved scheduling appointments for all the health practitioners. She also completed the billing, handled telephone calls, email inquiries, and interacted with people in person regarding the clinic's services. This job was challenging and required multitasking. Once May became accustomed to the tasks and the flow of the clinic, she performed to a level of excellence. May interacted with patients and clients. She loved supporting them as they were experiencing varying degrees of pain, discomfort, and struggles in their lives. The clinic was impressed with May and they kept her on part time after the wage subsidy ended. This work experience has given May confidence that her chosen field of study was the right one for her.

- [Saint Mary's University Summer Co-op Program](#)

secondary students with disabilities. The program provides employers with wage subsidies to assist employers in hiring students with disabilities over the summer. Also, it provides students with paid experiential learning opportunities in their related areas of study, while providing employers with an enhanced understanding about how to accommodate students with disabilities. This program is consistent with the LMAPD priority areas of employment participation, employment opportunities, and connecting employers and persons with disabilities. *The Summer Co-Op Program* served ten persons with disabilities in 2017-2018.

### **ACHIEVE Inclusive Post-Secondary Program**

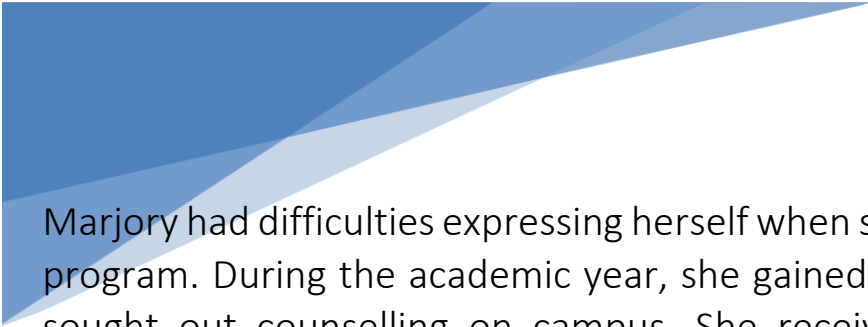
**Nova Scotia Community College**

**Partner Grants,**

**Post-Secondary Disability Services**

**Department of Labour and Advanced Education.**

*Achieve* is an inclusive post-secondary education program for students who self-identify as having an intellectual or a developmental disability



Marjory had difficulties expressing herself when she joined the Achieve program. During the academic year, she gained many skills and even sought out counselling on campus. She received a job placement through Achieve. She would bike to work each day, never missing a day of work. She volunteered on the weekends to help with special promotions as well. The employer was very pleased with Marjory's performance and mentioned that when an opportunity arises they will reach out to her and offer a job. Marjory received a job placement award because of the wonderful job she did.

- [Achieve program](#)

and who would not meet the current admission criteria set by the Nova Scotia Community College (NSCC). *Achieve* is a unique 1-year post-secondary transition program for youth between 18-21 years. Participants will experience applied learning, workshops and community-based placements. The program is designed to promote students' self-development and wellness, independent living skills, social networking, and employability. This program contributes to the goal of increasing the employability of persons with disabilities. *Achieve* is consistent with the LMAPD priority areas of education & training, employment participation, employment opportunities, and connecting employers and persons with disabilities. *Achieve* served 50 students with disabilities at four NSCC campuses in 2017-2018.



Meet two Halifax Regional School Board graduates who completed the *Achieve* program in June 2017 -- and are ready to conquer the world! Learn about their success here:

<https://www.youtube.com/watch?v=woHM3wYuODc&feature=youtu.be>

**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 of their programs and 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 2014 C-NS LMAPD priority areas of education and training. The initiative also has a youth focus. The *Disability Services* initiative served 30 persons with disabilities in 2017-2018.

### **Ability Works Program**

#### **Employment Support Services**

#### **Department of Community Services**

*Ability Works* provides funding to community-based service providers that offer employment programs and 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. *Ability Works* projects are consistent with the LMAPD priority areas of employment participation, employment opportunities, connecting employers and persons with disabilities, and education and training. *Ability Works* projects reached 1,106 persons with disabilities in 2017-2018.

### **Work Activity Program**

#### **Employment Support Services**

#### **Department of Community Services**

The *Work Activity Program* is a program initiative offered by six 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 60% of all program participants have a disability. 2014 C-NS 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 2014 C-NS LMAPD priorities of employment participation, employment opportunities, and education and training. *Work Activity Programs* served 541 persons with disabilities in 2017-2018.

## **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. There are two components to the Workplace Support Program - 1) Workplace Attendant Support component and 2) Technical Aids and Assistive Devices component. The Workplace Attendant Support component is intended to support individuals having a significant disability who are starting an employment opportunity in the competitive labour market and require supports related to the performance of the job. Success in the workplace is dependent on employment supports 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 Technical Aids and Assistive Devices component of the Program is intended to support individuals having a disability who are currently

employed or are starting an employment opportunity in the competitive labour market and require a technical aid and/or assistive device to do the job. The *Workplace Support* Program is consistent with the 2014 C-NS LMAPD priority areas of employment participation and employment opportunities and provided supports to 140 persons with disabilities in 2017-2018.

## **Employment Support and Vocational Development**

### **Adult Service Centres**

#### **Disability Support Program**

#### **Department of Community Services**

Supports include, employment and training services provided by job coaches, vocational supervisors, and instructors, including vocational training and employment placement support services (co-ordination of client training and employment placements). These activities are supported by the supervision, teaching, monitoring of clients in placements, vocational training in Adult Service Centres, development of written vocational developmental plans for each client, and 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. Services are provided to persons with an intellectual disability, physical disability, or long-term mental illness, who are at least 19 years old. 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 the 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. Coordination of an employment placement plan includes employer recruitment, job search assistance, job placement, referral,

follow up, on the job training, and employer supports. Employment Support and Vocational Development programs reached 1,800 persons with disabilities in 2017-2018.



## Summary Table of Programs & Estimated Expenditures 2017-2018

Program Name	Priority Areas				Youth Focus	Targets <sup>5</sup>	Reach <sup>6</sup>	Estimated Expenditures
	Education & Training	Employment Participation	Employment Opportunities	Connecting Employers & Persons with Disabilities				
PSDS Student Grants, DLAE	X				X	705	1199	\$510,932
PSDS Partner Grants, DLAE	X	X	X	X	X	1587	2264	\$4,444,952
Ability Works, ESS DCS	X	X	X			850	1106	\$1,953,190
Work Activity Program, ESS DCS	X	X	X			400	541	\$2,500,000
Workplace Support Program, ESS DCS		X	X			130	140	\$529,489
Employment Support and Vocational Development, DSP DCS	X	X	X	X		2100	1838	\$6,078,374
Administration								\$563,755
<b>Total program expenditures</b>								<b>\$16,580,692</b>
<b>Canada contribution</b>								<b>\$ 8,290,346</b>
<b>Nova Scotia contribution</b>								<b>\$8,290,346</b>

<sup>5</sup> Numbers of participants expected to be reached in 2017-2018

<sup>6</sup> Numbers of actual participants reached in 2017-2018 by program.

## 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 collection and reporting of client profile, outcome, and impact indicators would not have been possible without the cooperation and assistance of our service delivery partners. The development and implementation of new program data and administration systems has had its challenges as we continued to work towards improving the annual reports.

A multilateral workshop for federal, provincial and territorial officials 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 through 2018. The following are a list of the client profile, outcome, and impact indicators required by 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 Outcome 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 described in Tables 1 thru 6. The client profile indicators are collected from program administrative databases. In 2015-16 Community Services introduced agreement management to third party service providers. This included adapting the LaMPSS<sup>7</sup> system to collect relevant LMAPD client indicators within a new service registration component. Most third-party service providers were novice LaMPSS users in 2015-16. Post-Secondary Disability Services, Department of Labour and Advanced Education does not use LaMPSS and gathers client profile data from existing program administrative databases including the provincial student loan database.

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<sup>7</sup> Labour Market Programs Support System (LaMPSS) is a common system and set of business processes developed to administer labour market programs and services.

Client outcome and impact indicators are collected after interventions have been completed. Post-intervention data collection systems were developed and implemented during the 2015-16 fiscal year. All service providers collected outcome and impact data through follow-up surveys of former program participants. We have found that it is not always possible to contact former participants months after their program has ended and former participants may choose not to answer some or all the follow-up questions. There were 324 former participants who agreed to answer the 3-month follow-up survey, and 205 answered the 12-month follow-up survey.

## Client Profile Indicators

Table 1 shows the numbers of unique clients by program and intervention types. Interventions are delivered by third party service providers. Programs are listed within more than one intervention type because the individual service providers within a program deliver more than one intervention type. Some service providers within a program deliver a different mix of interventions compared with another service provider within the same program, which results in programs listed in more than one intervention type in Table 1.

Client profile indicators are drawn from program administrative databases in the 2016-17 fiscal year. Labour market programs funded by the Canada-Nova Scotia Labour Market Agreement for Persons with Disabilities reached 7,066 individuals. Twenty-two Post-Secondary Disability Support clients are known to have received both Learning Disability Assessment Bursaries and Equipment and Service grants. Consequently, the total number of clients in Tables 2 through 6 are reported as 7,066. Employment services type of interventions were provided to 129 clients. Skills development interventions were used by

3,652 clients and another 841 participated in work experience types of intervention. Work-place based skills development and training types of interventions were used by 362 participants. Skills development and work experience types of interventions provided programs to 2,104 clients. Chart 6 presents a graphical representation of the distribution of unique clients by intervention type. Skills development interventions had the most participants (51%). Interventions that included skills development activities were used by 86% of clients.

<b>Table 1 – Number of clients served by intervention type</b>		
<b>Intervention type</b>	<b>Program names</b>	<b>Number</b>
Employment Services	<i>Ability Works</i> ESS DCS	129
	Total	129
Skills Development	Provincial Access Grants, PSDS DLAE	305
	Equipment and Services Grants, PSDS, DLAE	96
	NSCC Disability Service Delivery, PSDS DLAE	792
	University Disability Service Delivery PSDS DLAE	1251
	Learning Disability Assessment Bursary PSDS DLAE	30
	Self-managed attendant care services, PSDS DLAE	9
	Sign Language Interpreter Services, PSDS DLAE	7
	<i>Direct Skills Link</i> , PSDS DLAE	48
	Post-secondary Inclusionary Program (Access Acadia & MountAbility), PSDS DLAE	10
	Entrepreneurs with Disabilities Network, PSDS DLAE	13
	Repayment Assistance Plan for Students with Permanent Disability, PSDS, DLAE	757
	Permanent Disability Loan Forgiveness	11

<b>Table 1 – Number of clients served by intervention type</b>		
<b>Intervention type</b>	<b>Program names</b>	<b>Number</b>
	PSDS, DLAE	
	<i>Ability Works</i> ESS DCS	323
	Total	3652
<b>Work-place Based Skills Development &amp; Training</b>	Employment Supports and Vocational Development, DSP DCS	143
	<i>Ability Works</i> , ESS DCS	219
	Total	362
<b>Work Experience</b>	Saint Mary's University Summer Co-op Program, PSDS DLAE	10
	Autism Works (Launchpad and TRAACE) PSDS DLAE	43
	ACHIEVE Partner Grants, PSDS DLAE	50
	Workplace Support Program ESS DCS	140
	<i>Ability Works</i> , ESS DCS	23
	Employment Supports & Vocational Development, DSP DCS	34
	Work Activity Program ESS DCS	541
	Total	841
<b>Skills Development &amp; Work Experience</b>	Employment Supports and Vocational Development, DSP DCS	1662
	Skills Canada Nova Scotia, PSDS DLAE	30
	<i>Ability Works</i> , ESS DCS	412
	Total	2104
<b>Total for all intervention types</b>		<b>7088</b>

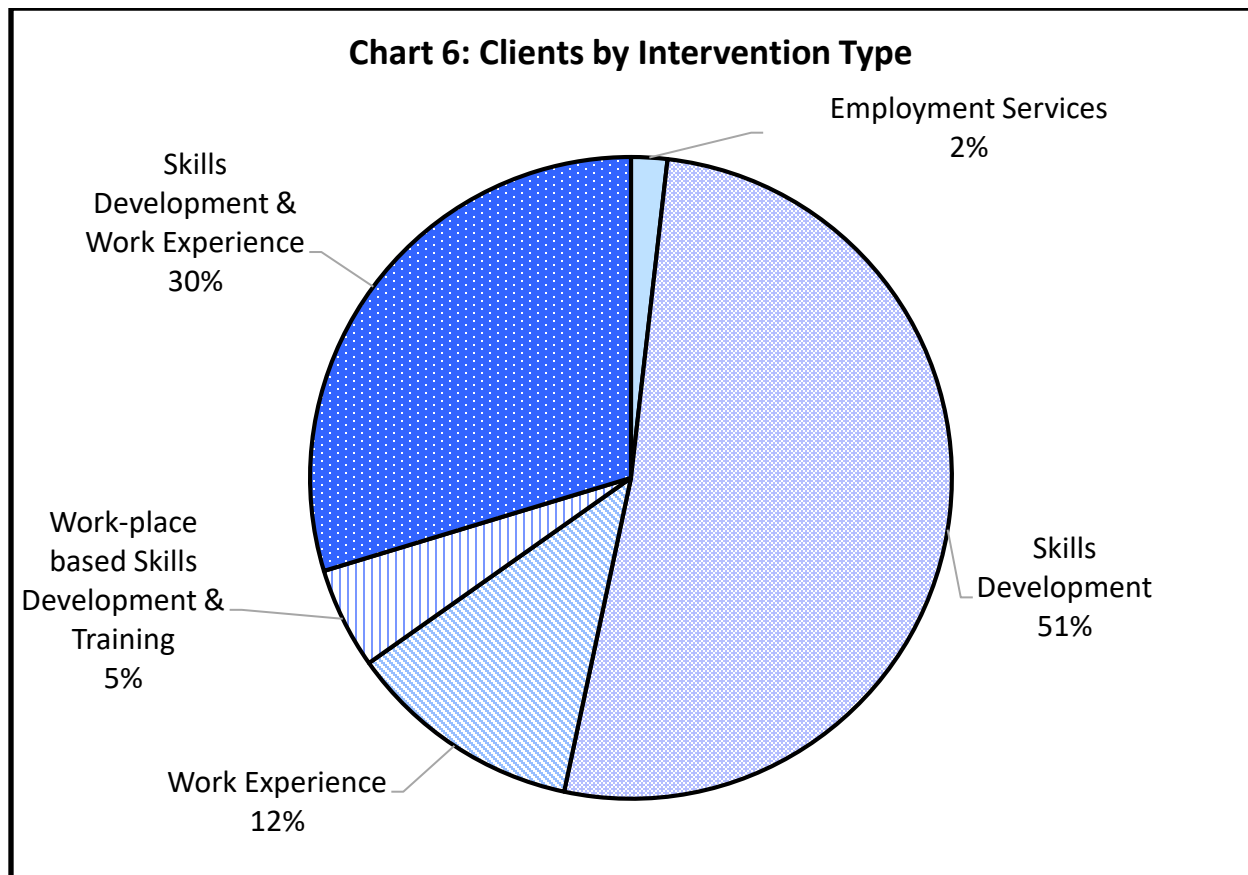
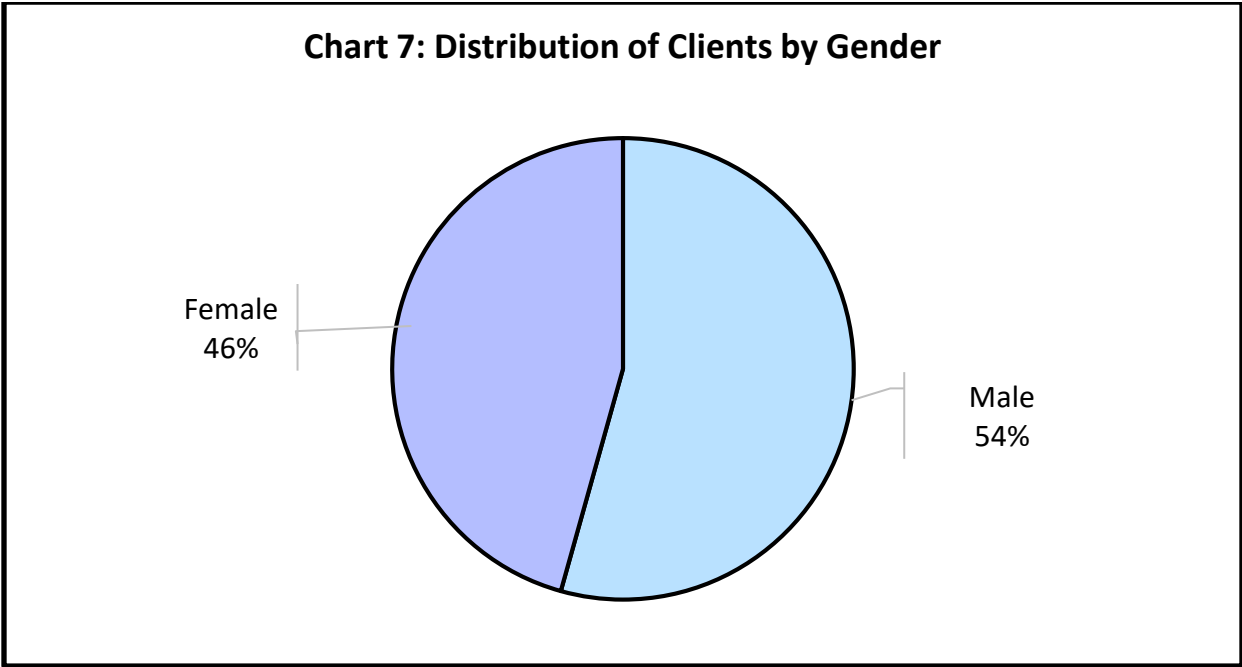


Table 2 and Chart 7 show the numbers and proportions of program participants by gender. Among program participants, 46% were women and 54% were men in fiscal year 2017-18.

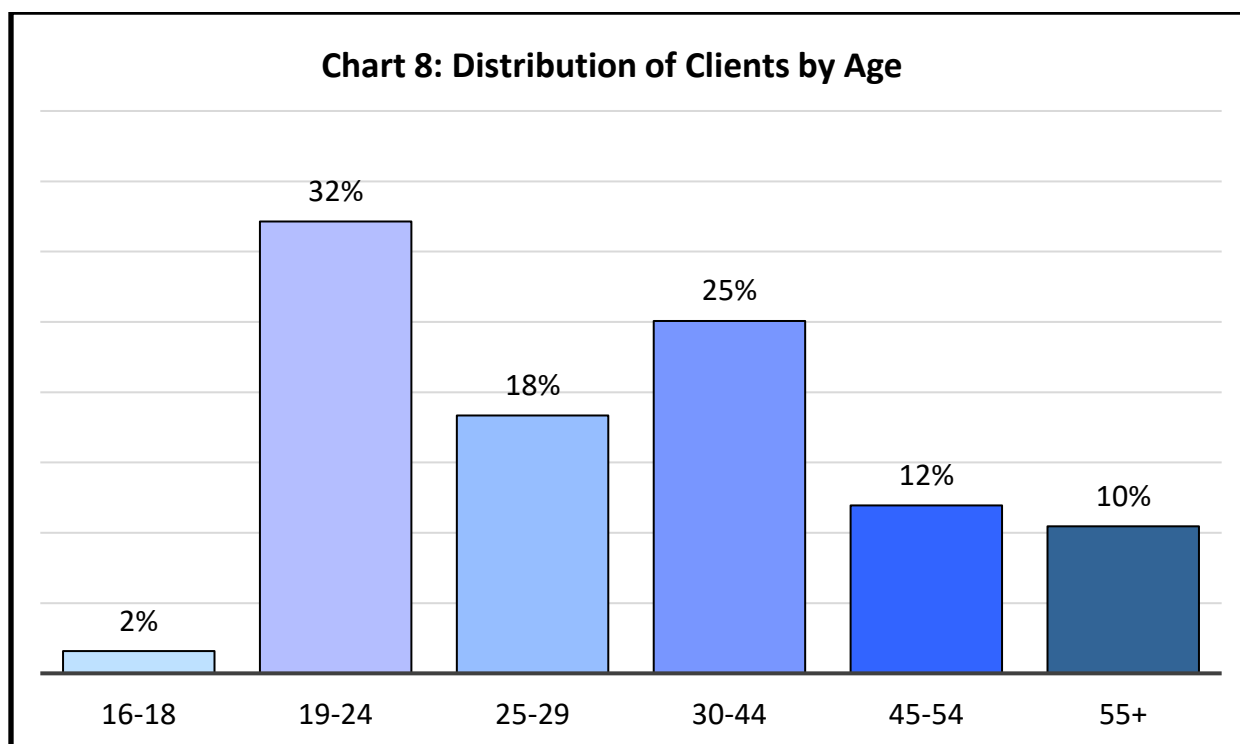
Gender	Number of clients
Male	3828
Female	3216
Unknown	22
Total	7066



The age distribution of clients is shown in Table 3 and Chart 8. Most clients of LMAPD funded interventions are young, aged 19 to 24 (32%). More than half of participants (52%) are younger than 30. Program participation declines as participants age. Middle-aged workers are 25% of participants, and 22% are older workers (45 and older).

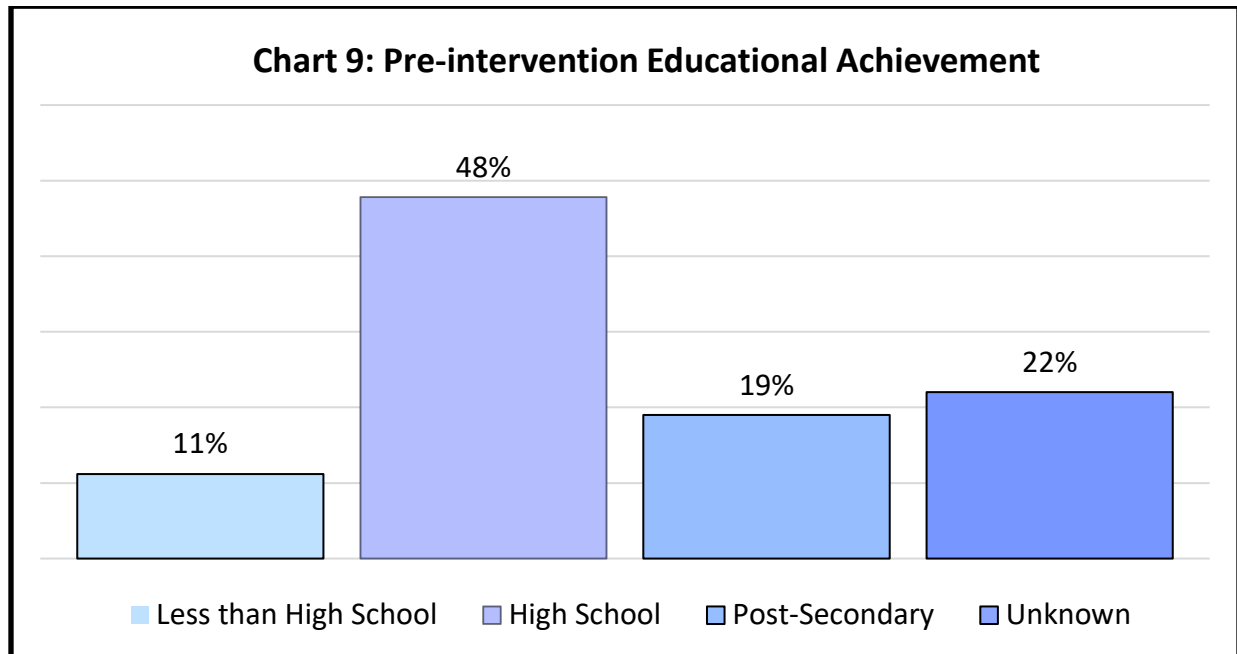
<b>Table 3 – Number of clients by age</b>	
<b>Age</b>	<b>Number of clients</b>
16-18	112
19-24	2271
25-29	1296
30-44	1771
45-54	844
55 and over	739
Unknown	33
<b>Total</b>	<b>7066</b>





The highest level of educational achievement before entering an intervention is shown in Table 4 and Chart 9. Most program participants (48%) achieved high school graduation or equivalent credentials. Only 11% achieved less than high school, 19% have some post-secondary education and 22% did not report their pre-intervention educational achievement.

<b>Table 4 – Number of clients by pre-intervention educational achievement</b>	
<b>Education level</b>	<b>Number of clients</b>
Less than high school	790
High school	3379
Post-Secondary	1341
Unknown	1556
<b>Total</b>	<b>7066</b>



The pre-intervention employment status of participants is shown in Table 5 and Chart 10. Most participants were unemployed (80%) prior to beginning a labour market intervention. This is not surprising since labour market programs are targeted to individuals who are unemployed, under-employed, and employed in precarious jobs. Seven percent of program participants were known to have employment before beginning an intervention. Three percent were employed full-time (more than 29 hours per week). Four percent were employed part-time (fewer than 30 hours per week). Thirteen percent of program participants did not report their pre-intervention employment status.

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

Employment status	Number of clients
Employed full time	206
Employed part time	266
Employed – hours unknown	23
Not employed	5645
Unknown	926
Total	7066

**Chart 10: Pre-intervention Employment Status**

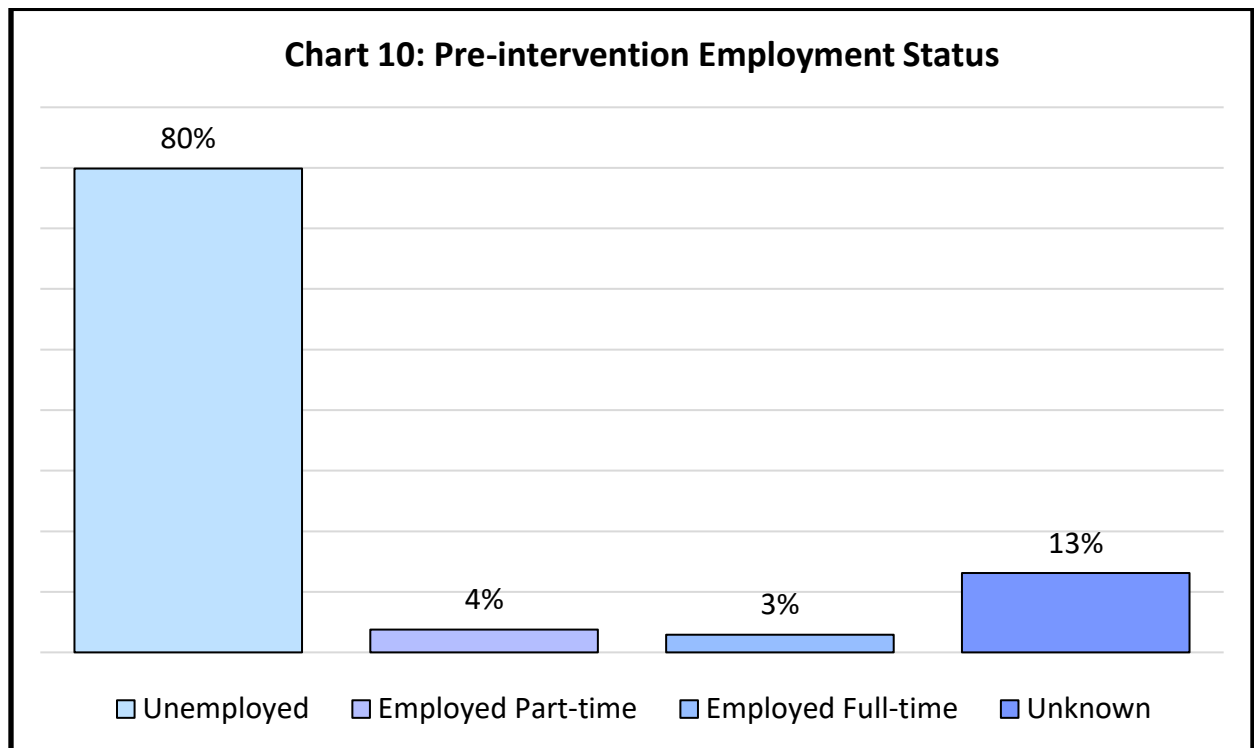
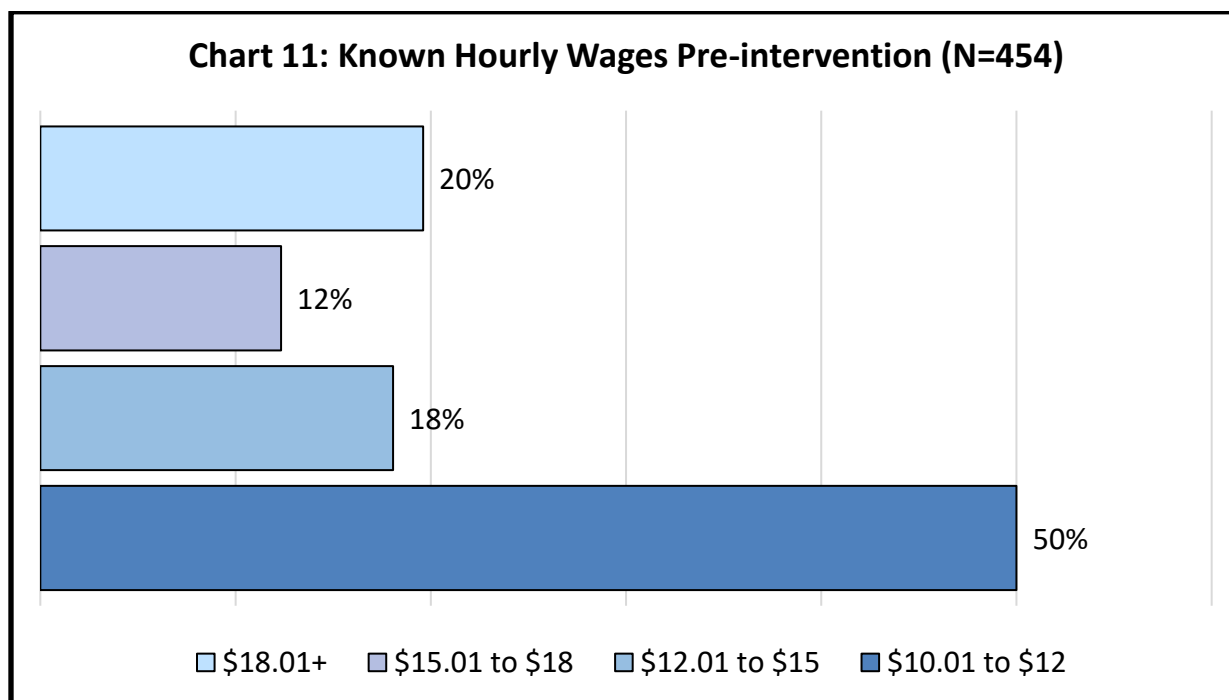


Table 6 – Number of clients by pre-intervention hourly earnings	
Hourly earnings (\$)	Number of clients
0	5645
\$10.01 - \$12.00	227
\$12.01 - \$15.00	82
\$15.01 - \$18.00	56
\$18.01 and over	89
Unknown	967
Total	7066

Pre-intervention hourly wages are reported in Table 6 and Chart 11. Among the 454 participants who reported hourly wages, half (50%) had earnings in the \$10 to \$12 range, 18% had earnings between \$12 and \$15 dollars an hour, 12% earned between \$15 and \$18 an hour, and 20% reported earnings greater than \$18 per hour.



## Client Outcome and Impact Indicators

Client outcome and impact indicators are collected by asking former program participants a series of questions about their program experience and current employment status 3 months and 12 months after the end of their intervention. Third party service providers and Post-Secondary Disability Services contacted their former participants by telephone or e-mail. We found it was not always possible to contact former participants months after their program ended and former participants who could be reached may have chosen not to answer the follow-up questions.

Community Services funded programs reached 248 former participants who agreed to answer the 3-month follow-up survey and 76 answered the 12-month follow-up survey. Among former Post-Secondary Disability Supports clients 136 responded to the 3-month follow-up survey and 88 responded to the 12-month survey questions. In total, 384 former participants responded to the 3-month post-intervention survey and 164 former participants responded to the 12-month follow-up survey.

Table 7 –Clients who earn Credentials by Intervention Type						
Credential	Intervention Type					
	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
High School Diploma	18	1	2	1	6	8
Post-Secondary	69		69			
Industry (< 10 Hours)	26	9	9	4		4
Industry (> 10 hours)	77	1		50	1	25
Other	23	1	7	15		
None	145	16	24	55	11	39
Don't Know	26		12	14		
Total	384	28	123	139	18	76

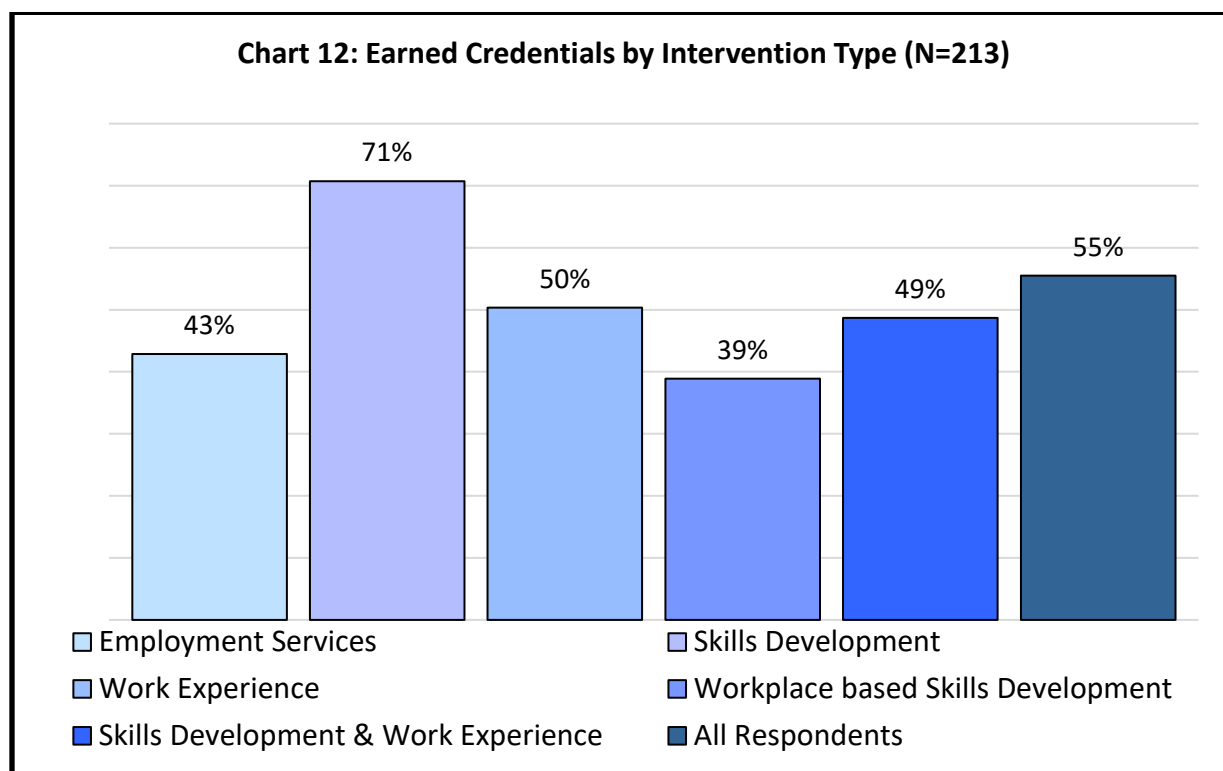
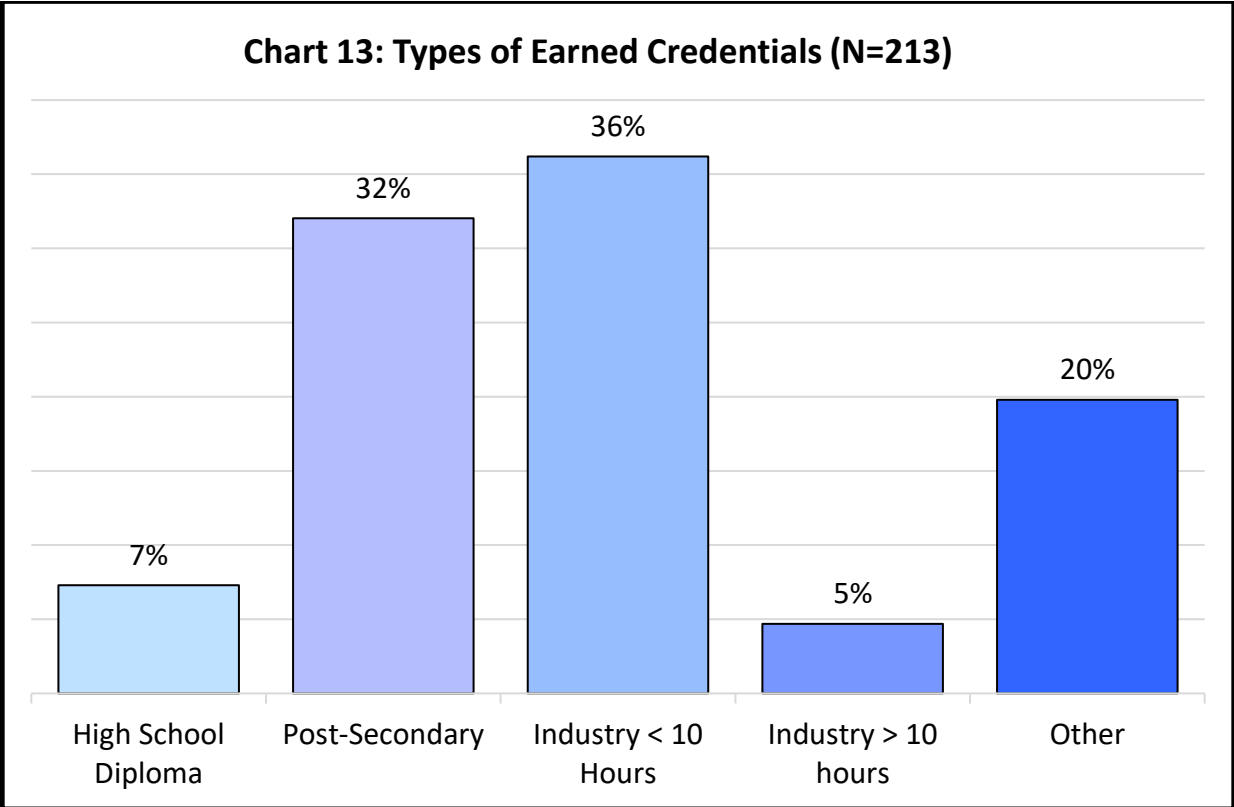


Table 7 and Chart 12 displays the percentage of participants reporting earned credentials by intervention type. Among former participants 55% reported earning a credential. More than two-thirds of skills development program participants (71%) earned a credential. Most skills development interventions are provided to persons with disabilities to help them earn a post-secondary degree or diploma. Other types of interventions do not always include training associated with an earned credential. The variability of types of earned credentials by intervention type can be seen in Table 7. Chart 13 displays the distribution of earned credential types among all respondents reporting a credential earned during an LMAPD funded intervention.



Former program participants were asked a series of questions about their opinions of the interventions they had participated in three months after

their interventions had ended. They were asked to rate their agreement with five statements on a five-point scale. The response ranged from strongly agree, agree, neither agree or disagree, disagree, or strongly disagree. The response to the questions is cross-tabulated with the type of intervention in Tables 8 to 12 and the total response is displayed in the accompanying charts (Chart 14 to Chart 18). The statements former participants were asked to consider are associated with job preparation (Table 8 and Chart 14); career advancement (Table 9 and Chart 15); job related interventions (Table 10 and Chart 16); program satisfaction (Table 11 and Chart 17); and program effectiveness (Table 12 and Chart 18).

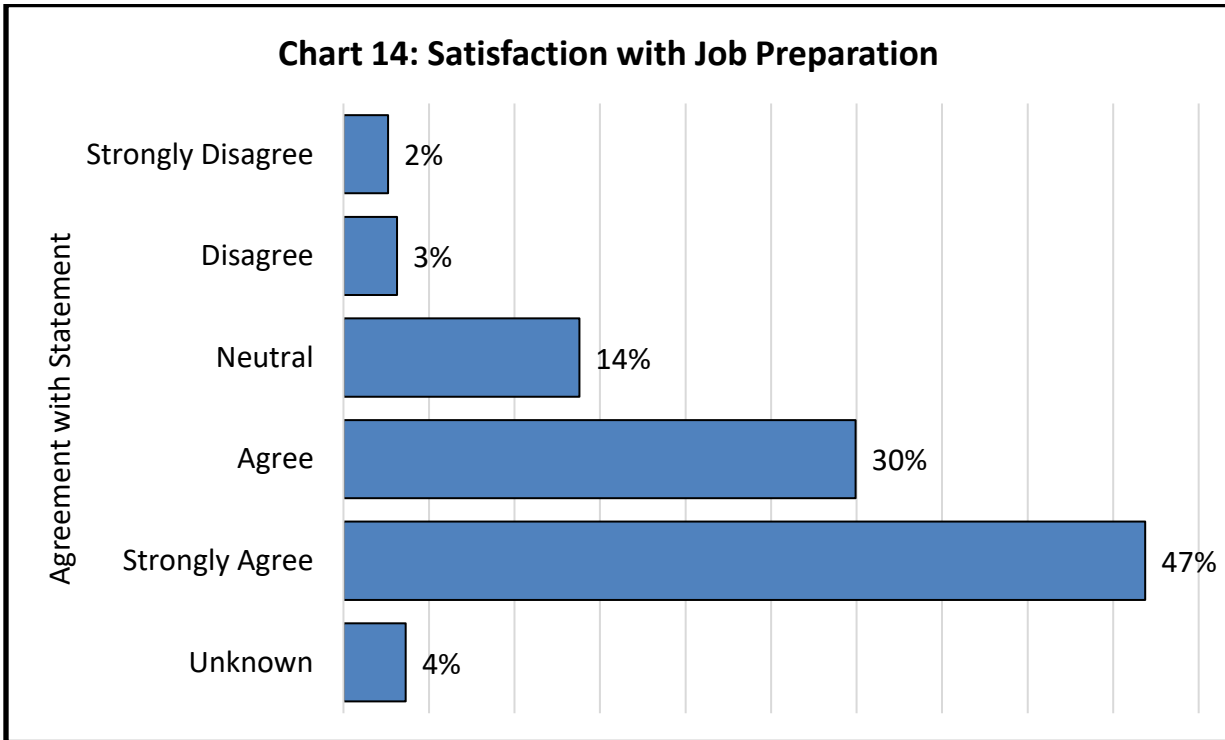
A high proportion of respondents (83%) agreed they are satisfied with the quality of the program or service they participated in. Approximately three-quarters of respondents (77%) reported their participation in an intervention had prepared them to work in a new or better job. Most (60%) agreed their participation in an intervention had helped them advance in their career or improved their position in their current job, and 58% agreed their participation in an intervention helped them get a job. Almost half (47%) agreed their intervention is closely related to their current job.



**Table 8 – Proportion of Clients indicating Job Preparation Agreement with statement “My participation in <<program/intervention>> has prepared me to work in a new job or better job. “**

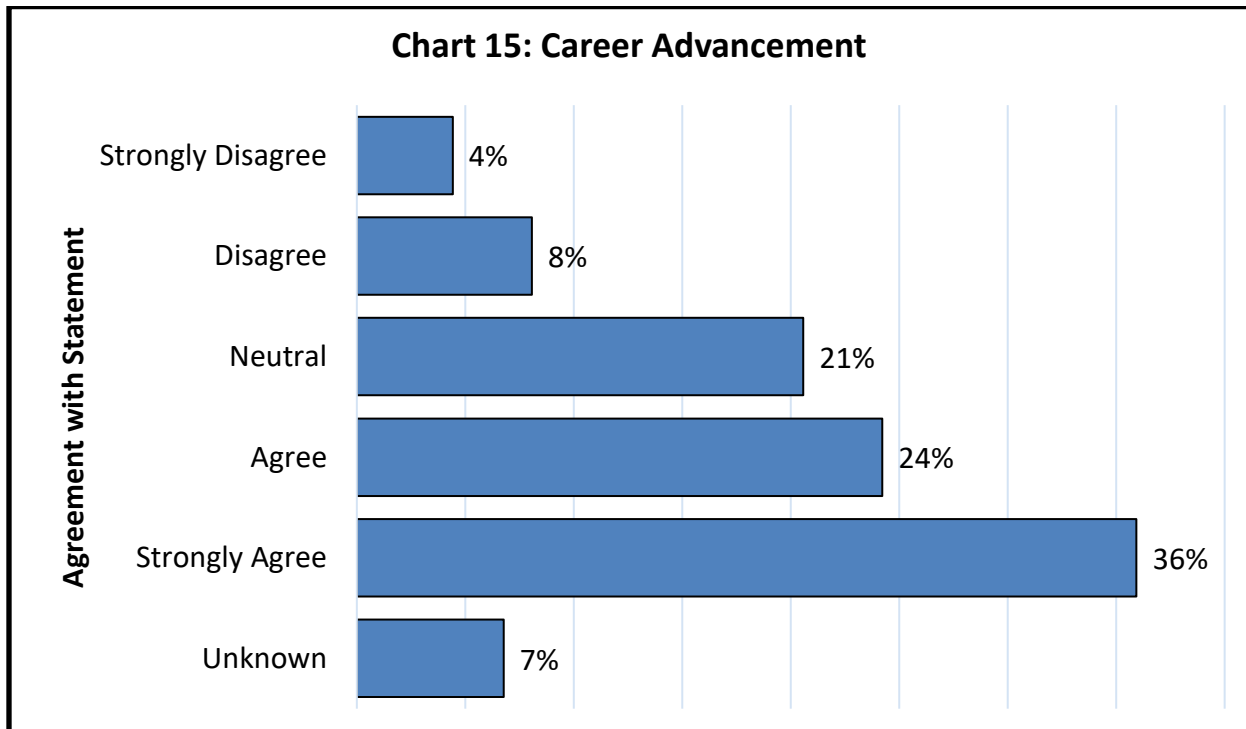
Agreement	Intervention Type					
	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Strongly Disagree	10		4	5	1	
Disagree	12		9	2		1
Neutral	53	1	17	22	4	9
Agree	115	9	31	50	2	23
Strongly Agree	180	17	55	56	11	41
Unknown	14	1	7	4	1	1
Total	384	28	123	139	18	74

**Chart 14: Satisfaction with Job Preparation**



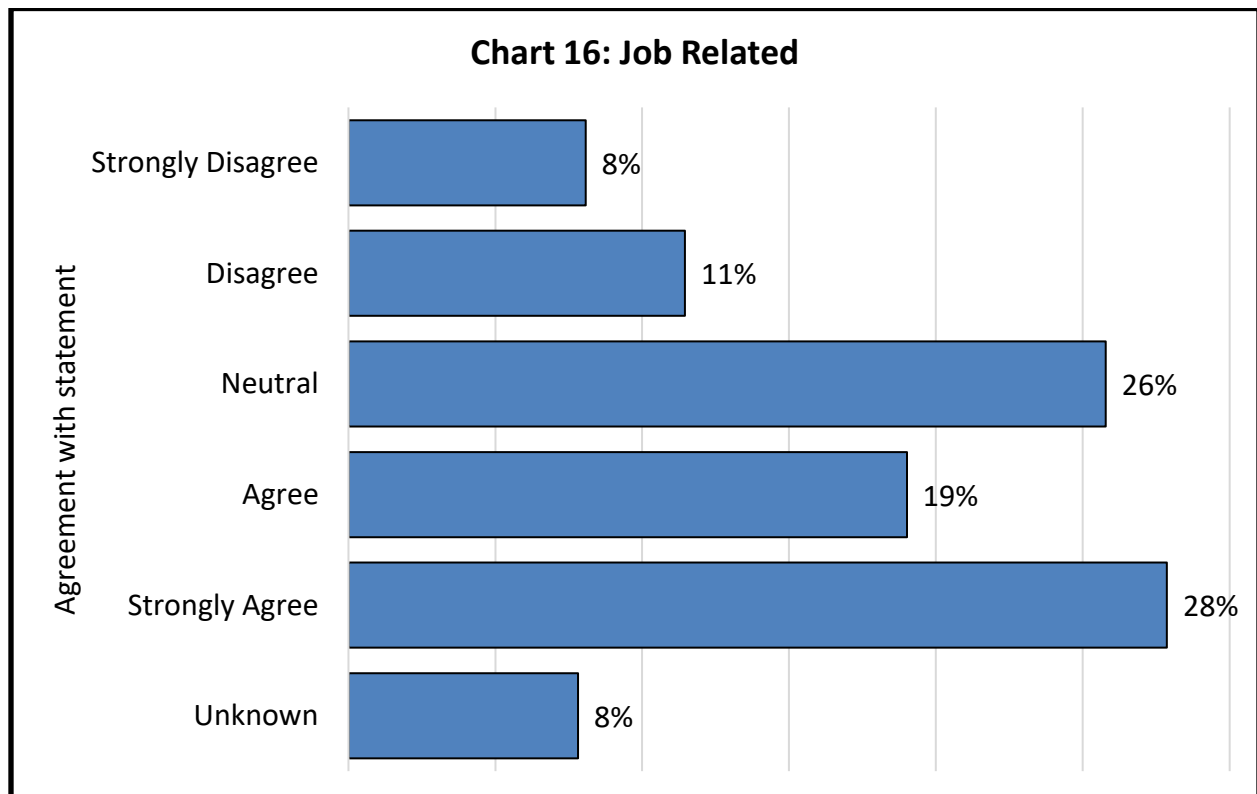
**Table 9 – Proportion of Clients indicating Career Advancement Agreement with statement “My participation in <<program/intervention>> has helped me advance in my career or improved my position in my current job. ”**

Agreement	Intervention Type					
	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Strongly Disagree	17		9	3	3	2
Disagree	31		14	12		5
Neutral	79	3	21	38	3	14
Agree	93	9	23	34	2	25
Strongly Agree	138	16	41	42	10	29
Unknown	26		15	10		1
Total	384	28	123	139	18	76



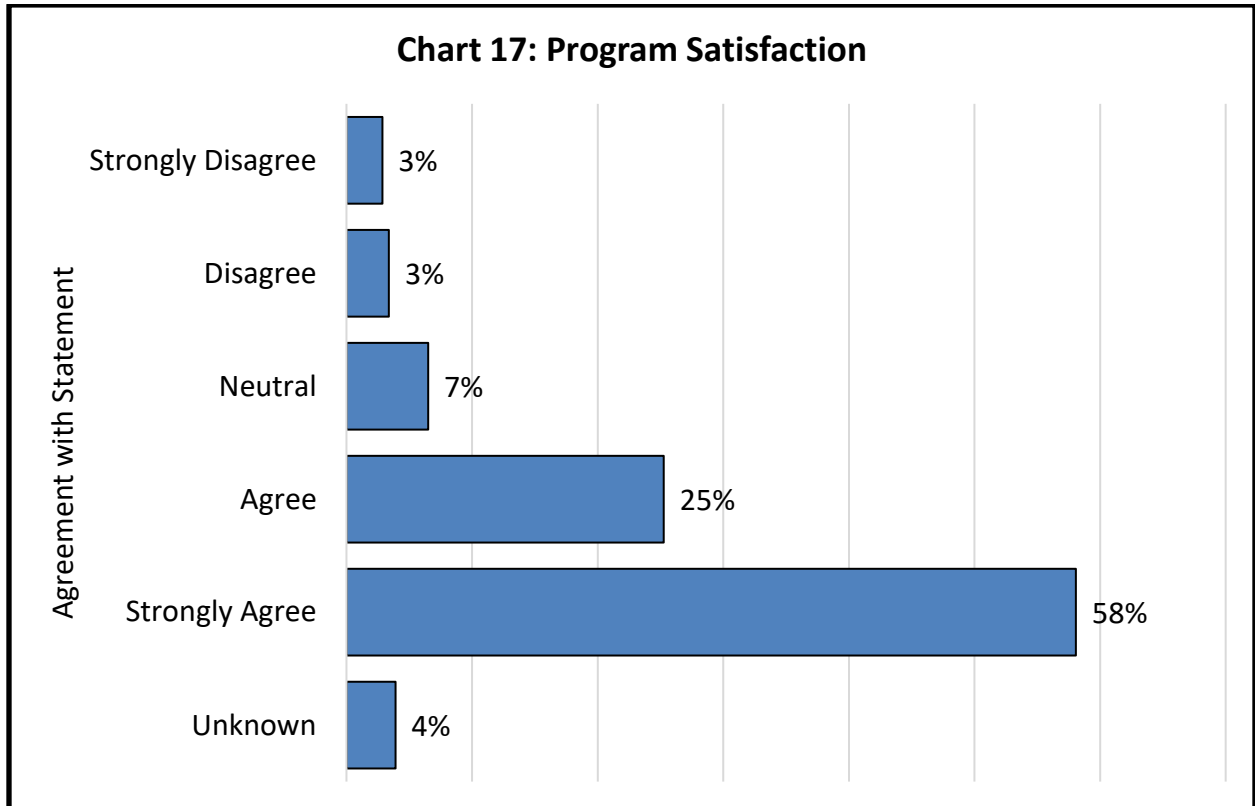
**Table 10 – Proportion of Clients indicating Intervention is Related to Employment Agreement with statement “The program or service in which I participated is closely related to my current job. ”**

Agreement	Intervention Type					
	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Strongly Disagree	31		21	6	2	2
Disagree	44	1	15	18	2	8
Neutral	99	8	16	54	2	19
Agree	73	6	21	23	5	18
Strongly Agree	107	13	35	26	7	26
Unknown	30		15	12		3
Total	384	28	123	139	18	76



**Table 11 – Proportion of Clients indicating Program Satisfaction**  
 Agreement with statement *“In general I am satisfied with the quality of the program or service in which I participated. ”*

Agreement	Intervention Type					
	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Strongly Disagree	11		5	4	2	
Disagree	13		8	4		1
Neutral	25	2	12	6	1	4
Agree	97	7	25	41	3	21
Strongly Agree	223	18	63	81	12	49
Unknown	15	1	10	3		1
Total	384	28	123	139	18	76



**Table 12– Proportion of Clients indicating Program Effectiveness**

Agreement with statement “*My participation in <<program/intervention>> has helped me get a job.*”

Agreement	Intervention Type					
	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Strongly Disagree	22		13	5	2	2
Disagree	29		9	12	2	6
Neutral	87	3	17	50	1	16
Agree	53	5	14	18	1	15
Strongly Agree	168	19	54	48	12	35
Unknown	25	1	16	6		2
Total	384	28	123	139	18	76

**Chart 18: Helped Get a Job**

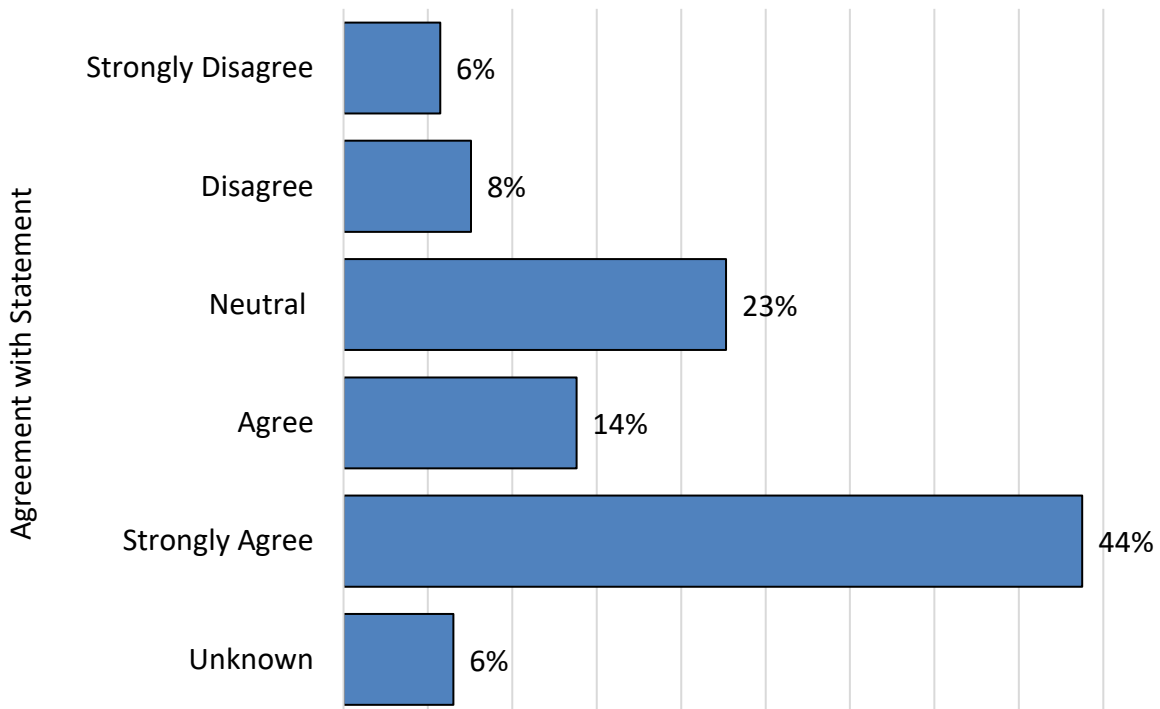
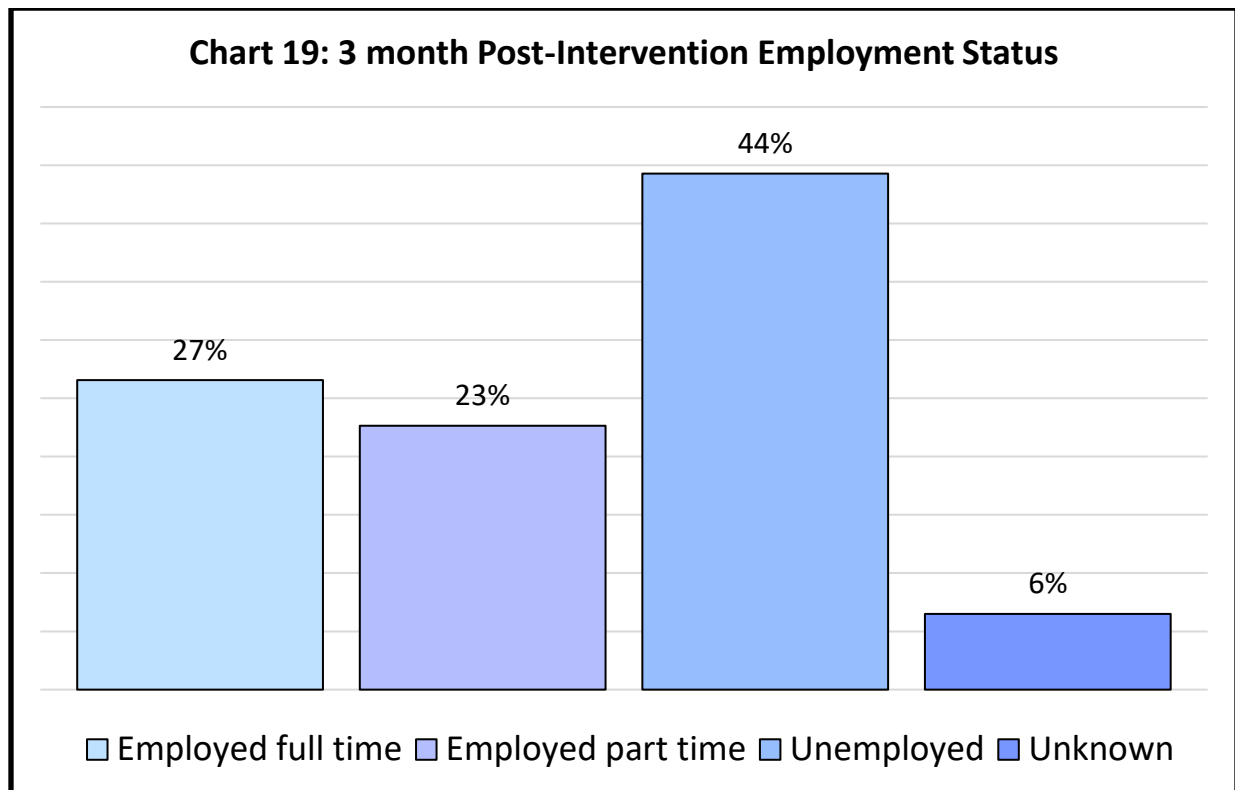


Table 13 shows the numbers of respondents who report employment effort as hours worked per week by intervention type. Chart 19 displays the percentage of former participants at 3-month post-intervention employment status. Current participants and former participants described on in this report are different sets of people. Employment status is significantly different between the pre-intervention employment status of current participants and the employment status of former participants. Current participants (Chart 10) had much higher unemployment incidence (80%) prior to program participation compared to former participants (44%) three months after ending an intervention. More former participants are employed full-time (27%) and part-time (23%) than current participants (3% full-time employment and 4% part-time employment).

<b>Table 13 – Employment Status post-intervention 3 months - hours worked</b>						
<b>ALL RESPONDENTS</b>						
		<b>Intervention Type</b>				
<b>Employment status</b>	<b>All Response</b>	<b>Employment Services</b>	<b>Skills Development</b>	<b>Work Experience</b>	<b>Workplace based Skills Development</b>	<b>Skills Development &amp; Work Experience</b>
Employed full time	102	8	59	30		5
Employed part time	87	8	24	30	4	21
Employed – unknown hours	0					
Unemployed	170	10	35	70	14	41
Unknown	25	2	5	9		9
Total	384	28	123	139	18	76



Tables 14, 15 and 16 separate the pre-intervention employment status among unemployed, employed, and unknown employment status of respondents and cross-tabulates their 3-month post-intervention employment status by intervention type.

**Table 14 – Employment Status post-intervention 3 months - hours worked**

<b>UNEMPLOYED Pre-Intervention</b>						
		<b>Intervention Type</b>				
<b>Employment status</b>	<b>All Response</b>	<b>Employment Services</b>	<b>Skills Development</b>	<b>Work Experience</b>	<b>Workplace based Skills Development</b>	<b>Skills Development &amp; Work Experience</b>
Employed full time	54	7	17	26	1	3
Employed part time	45	3	13	12	2	15
Employed unknown	9					9
Unemployed	111	8	21	51		31
Unknown	25	2	1	9	11	2
<b>Total</b>	<b>244</b>	<b>20</b>	<b>52</b>	<b>98</b>	<b>14</b>	<b>60</b>

**Table 15 – Employment Status post-intervention 3 months - hours worked**

<b>EMPLOYED Pre-Intervention</b>						
		<b>Intervention Type</b>				
<b>Employment status</b>	<b>All Response</b>	<b>Employment Services</b>	<b>Skills Development</b>	<b>Work Experience</b>	<b>Workplace based Skills Development</b>	<b>Skills Development &amp; Work Experience</b>
Employed full time	47	4	40	2		1
Employed part time	23	3	11	6	1	2
Employed unknown	0					
Unemployed	22	1	14		3	4
Unknown	2		2			
<b>Total</b>	<b>94</b>	<b>8</b>	<b>67</b>	<b>8</b>	<b>4</b>	<b>7</b>



<b>Table 16 – Employment Status post-intervention 3 months - hours worked</b>						
<b>Pre-Intervention Employment Status UNKNOWN</b>						
	<b>Intervention Type</b>					
<b>Employment status</b>	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Employed full time	4		2	2		
Employed part time	16			12		4
Employed unknown	0					
Unemployed	23			18		5
Unknown	3		2	1		
<b>Total</b>	<b>46</b>	<b>0</b>	<b>4</b>	<b>33</b>	<b>0</b>	<b>9</b>

<b>Table 17 – Employment Status post-intervention 12 months - hours worked</b>						
<b>ALL RESPONDENTS</b>						
	<b>Intervention Type</b>					
<b>Employment status</b>	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Employed full time	55	1	41	4	2	7
Employed part time	36		7	10		19
Employed – Unknown Hours	3					3
Unemployed	56	1	24	18		13
Unknown	14		6	2	6	
<b>Total</b>	<b>164</b>	<b>2</b>	<b>78</b>	<b>34</b>	<b>8</b>	<b>42</b>

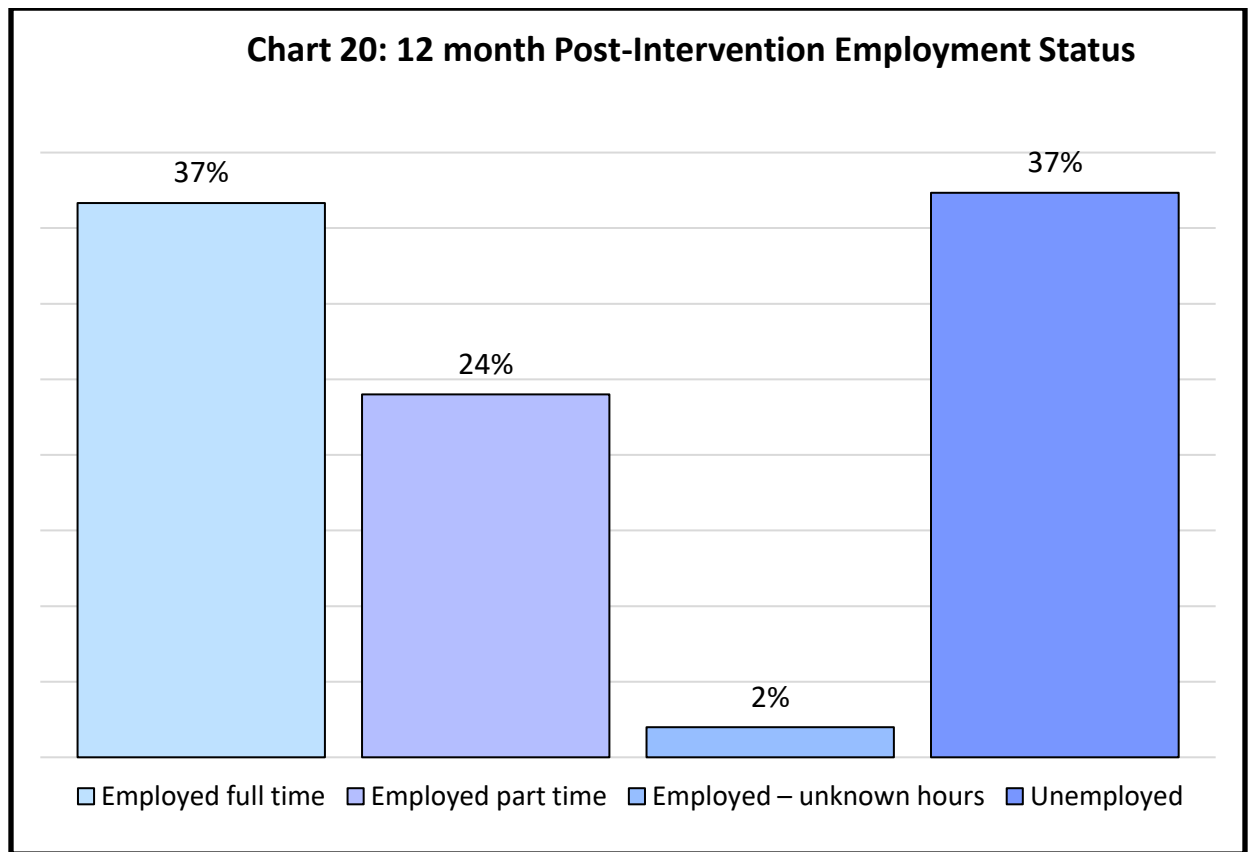


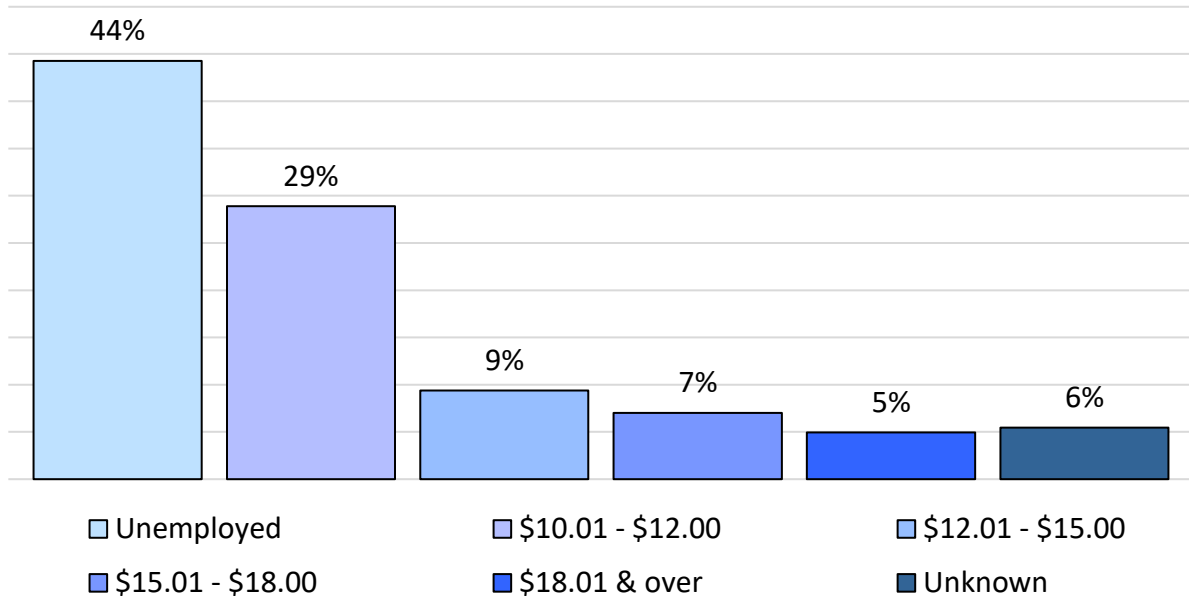
Table 17 displays the reported one-year post-intervention employment status of former program participants. Chart 20 presents a graphical representation of known employment status at 12 months. Among those who can be reached and are willing to answer questions about their employment status, a very significant proportion are employed. Almost two-thirds of respondents have employment. Almost twice as many people are employed full-time as are employed part-time. The incidence of employment one year later compares very favourably with the pre-intervention employment status of current participants (Chart 10). Most former participants responding to the follow-up survey at 12 months had participated in skills development type of interventions.

Former participants were also asked about their hourly wages. Table 18 shows the distribution of all respondents by hourly wages at 3-month post-intervention cross-tabulated by type of intervention. Most employed respondents earned between \$10 and \$12 per hour. Chart 21 provides a graphical representation of the proportions of participants reporting hourly earnings.

Significantly more people report post-intervention (Chart 18) employment than pre-intervention employment (Chart 10). It is important to note these are two different sets of program participants. Only 7% of current program participants report having been employed before beginning their program and 80% report being unemployed. Among former program participants, 44% are unemployed three months post-intervention and 50% report employment. One year after the end of their intervention 63% of respondents report employment (Chart 20). Employment status among former program participants is much improved compared to pre-intervention employment status.

<b>Table 18 – Post-intervention hourly earnings 3 months ALL RESPONDENTS</b>						
<b>Intervention Type – Number of clients</b>						
<b>Hourly earnings (\$)</b>	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Unemployed	170	10	35	70	14	41
\$10.01 - \$12.00	111	9	24	43	4	31
\$12.01 - \$15.00	36	3	22	7		4
\$15.01 - \$18.00	27	3	19	5		
\$18.01 & over	19	1	16	2		
Unknown	21	2	7	12		0
<b>Total</b>	<b>384</b>	<b>28</b>	<b>123</b>	<b>139</b>	<b>18</b>	<b>76</b>

**Chart 21: 3 month Post-Intervention Hourly Wages**



**Table 19 – Post-intervention hourly earnings 3 months  
UNEMPLOYED Pre-Intervention**

Intervention Type – Number of clients						
Hourly earnings (\$)	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Unemployed	122	8	21	51	11	31
\$10.01 - \$12.00	72	6	11	25	3	27
\$12.01 - \$15.00	20	3	9	7		1
\$15.01 - \$18.00	12	2	6	4		
\$18.01 & over	2		2	0		
Unknown	15	1	3	11		1
Total	244	20	52	98	14	60

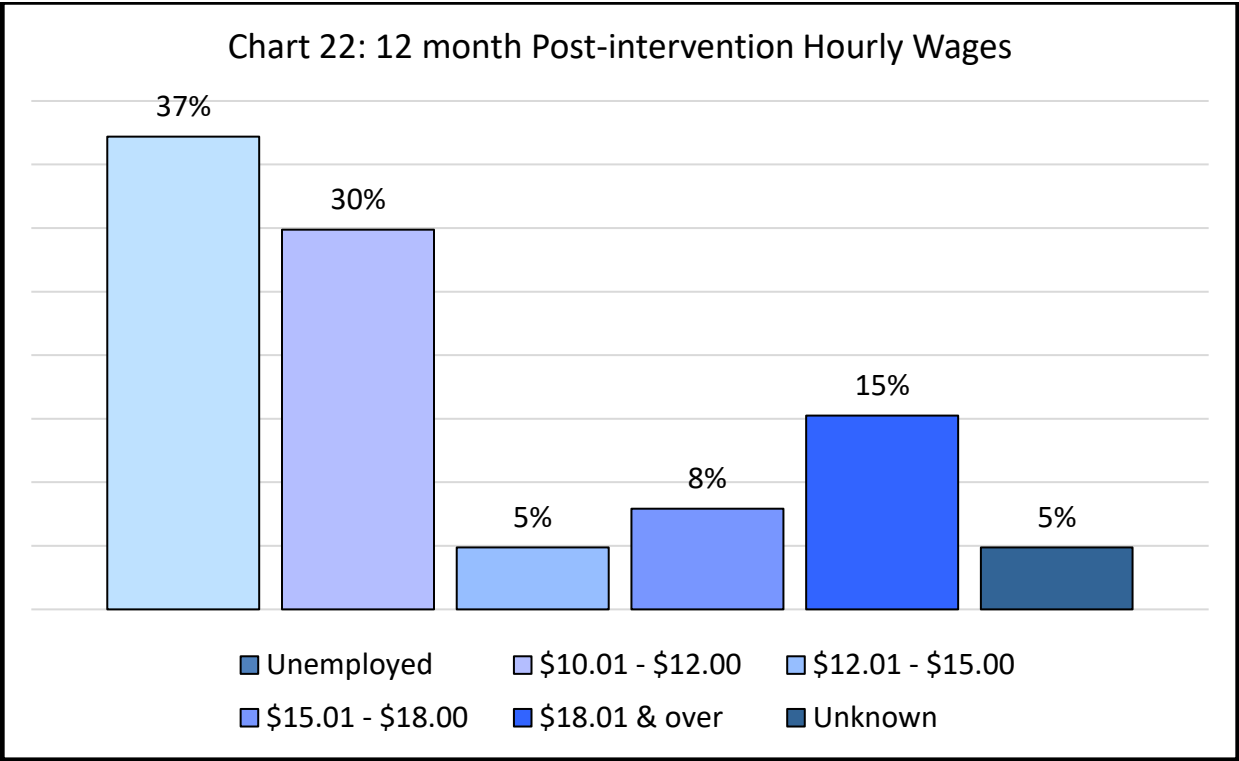
Tables 19, 20, and 21 separate the pre-intervention employment status (unemployed and employed) of respondents and cross-tabulates their three-month post-intervention earnings by intervention type.

<b>Table 20 – Post-intervention hourly earnings 3 months EMPLOYED Pre-Intervention</b>						
<b>Intervention Type – Number of clients</b>						
<b>Hourly earnings (\$)</b>	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Unemployed	20	1	14		1	4
\$10.01 - \$12.00	26	3	14	6	1	2
\$12.01 - \$15.00	13	1	11			1
\$15.01 - \$18.00	15	1	13	1		
\$18.01 & over	14	1	13			
Unknown	4	1	2	1	2	
Total	94	8	67	8	4	7

<b>Table 21 – Post-intervention hourly earnings 3 months Pre-Intervention Employment Status UNKNOWN</b>						
<b>Intervention Type – Number of clients</b>						
<b>Hourly earnings (\$)</b>	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Unemployed	23			18		5
\$10.01 - \$12.00	4					4
\$12.01 - \$15.00	1		1			
\$15.01 - \$18.00	1		1			
\$18.01 & over						
Unknown	17		2	15		
Total	46		4	33		9

Table 22 and Chart 22 report the hourly earnings of all respondents 12 months post-intervention. Almost two-thirds (63%) report being employed. Among the employed, most earn between \$10 and \$12 an hour.

<b>Table 22 – Post-intervention hourly earnings 12 months ALL RESPONDENTS</b>						
<b>Intervention Type – Number of clients</b>						
<b>Hourly earnings (\$)</b>	All Response	Employment Services	Skills Development	Work Experience	Workplace based Skills Development	Skills Development & Work Experience
Unemployed	61	1	24	18	6	12
\$10.01 - \$12.00	49	1	11	11	2	24
\$12.01 - \$15.00	8		5			3
\$15.01 - \$18.00	13		12	1		
\$18.01 & over	25		21	2		2
Unknown	8		5	2		1
Total	164	2	78	34	8	42



The employment outcomes of former program participants are more positive than the pre-intervention employment status of current participants. Three months and one year after program participation has ended, more former participants are employed; more are employed full-time and more earn higher wages than current participants before they began their programs.

## Evaluation Results

Canada and Nova Scotia recognize the importance of evaluating programs and services funded under the C-NS LMAPD to help determine impacts and outcomes. Nova Scotia agreed to evaluate key programs and services funded by the agreement using commonly accepted research designs and methodologies. Nova Scotia shared an evaluation plan with Canada in 2015 and shared evaluation findings with Canada in 2018.

The active partners in the design and implementation of the evaluation plan were the program staff who deliver C-NS LMAPD funded programs and services – Disability Support Program and Employment Support Services, Department of Community Services, and Post-Secondary Disability Services, Higher Education, Department of Labour and Advanced Education.

It was relatively straight forward to combine client indicators from the LaMPSS data system used by the Disability Support Program and Employment Support Services, Department of Community Services with the response to 3- and 12-month follow-up questionnaires solicited from program clients who had finished their programs. Although not required, several service providers recorded immediate employment outcomes when program clients exited their programs. It was possible to collect data about clients at four points in time – at entry, at exit, and at three months and one year after exit. Post-Secondary Disability Services [PSDS] used the Student Assistance database to collect client indicators. Program participants who had ended their intervention were invited to complete follow-up surveys three months and one year after their intervention had ended. Participation of PSDS program clients was solicited after their program had ended, or after the academic year ended. Responses to surveys were combined with individuals' administrative data. Identifying information was not included in the database used for reporting and evaluation purposes.

This evaluation used the data collected for the annual reports to consider whether the interventions funded under the LMAPD have had positive outcomes for participants. The data were collected between April 1, 2015 and March 31, 2017. The time of program entry and exit vary between clients and programs. Consequently, the duration of intervention for clients varies. Although there are as many as four data collection points



in a program participation trajectory for each client, the timing of data collection is different for each client. There are 844 program clients included in the sample set.

The goal of the 2014 C-NS LMAPD agreement was to improve the employability and employment outcomes of persons with disabilities. The programs funded under the 2014 Canada-Nova Scotia LMAPD agreement attempted to meet this goal by enhancing the employability of persons with disabilities and increasing the employment opportunities available to them.

A summative evaluation assesses the impact of an intervention on clients as outcomes relate to the goals of the program being evaluated. The stated goals of the 2014 C-NS LMAPD were to improve the employability and employment outcomes of persons with disabilities. Did the LMAPD funded interventions result in better employment outcomes for participants? Were more participants employed after completing interventions than before? The key outcome indicators required under the terms of the C-NS LMAPD are fixed on the employment status, work effort, and hourly wages of program clients after clients have completed their interventions. Agreed upon outcome indicators collected 3 months and 12 months after intervention end dates for C-NS LMAPD annual reports were used to assess whether the employment outcomes experienced by clients and their participation in the labour market improved after the end of their LMAPD funded interventions.

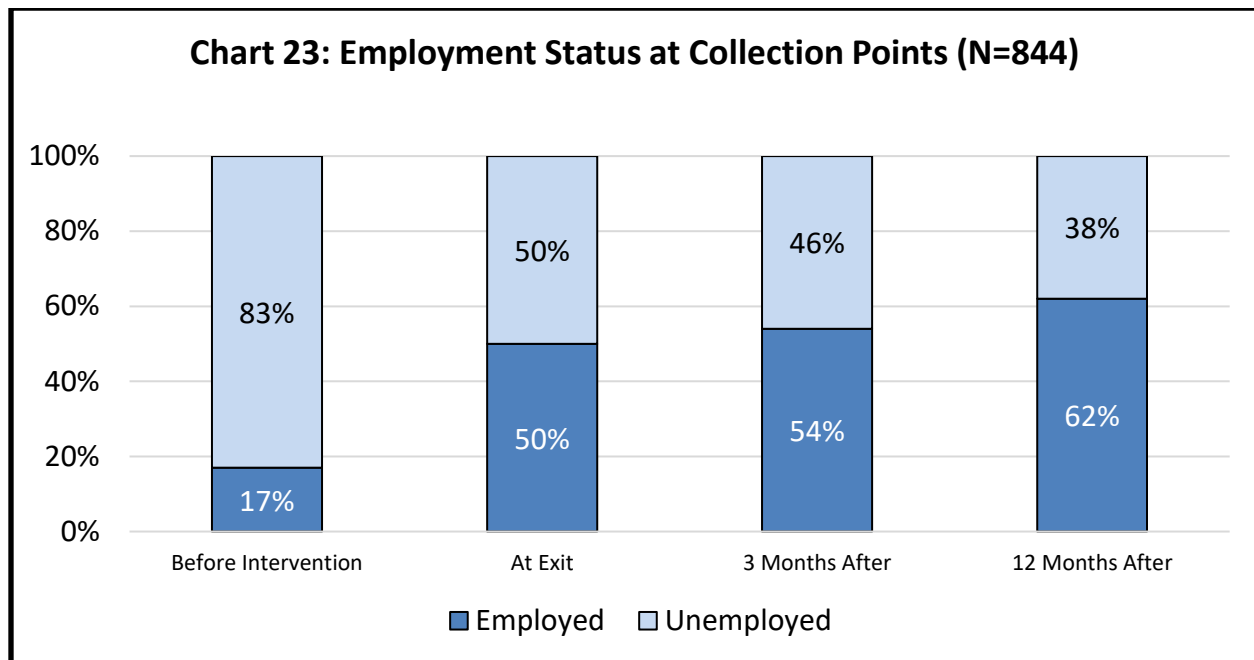
The collected data allowed for a comparison between pre-intervention and post-intervention employment related status of clients who volunteered to answer the follow-up survey questions. The LMAPD funded programs were evaluated by comparing employment related outcomes of program participants with their pre-intervention employment status, work effort, and hourly wages and conducting a

comparative analysis of pre-intervention and post-intervention employment related indicators.

Labour market programs and services are intended to help unemployed individuals find employment. The results of the analysis suggests the LMAPD funded labour market interventions lead to better employment outcomes for program clients compared to their experience prior to participation in an LMAPD funded intervention. It is not known what other activities or conditions may also have affected the employment status of clients between data collection points.

Approximately two-thirds (68%) of participants reported earning a credential related to employment during an intervention. Industry related credentials are the most common earned credential. These credentials include training required for employment such as first aid, WHMIS or a recognized skill standard, license or occupational proficiency. The acquisition of credentials is assumed to make an individual more employable because they are more job ready and attractive to prospective employers.

Respondents reported positive opinions of the interventions they participated in. Most (84%) were satisfied with their interventions. Most respondents agreed their interventions had helped them advance in their career or improved their position in their current job (54%); had helped them get a job (59%); and had prepared them for a new or better job (78%). Close to half (48%) of respondents agreed their intervention was closely related to their current job.



More program participants are employed post-intervention than were employed before they began an intervention. Employment rates among respondents vary from 17% before beginning an intervention, to 50% at exit, 54% three months after exit to 60% one year after exit. The chi-square statistic indicates the differences in employment status before and after clients participated in LMAPD funded interventions are statistically significant at all three post-intervention data collection points.<sup>8</sup> It is important to note that a statistical relationship does not imply causation between the two variables. Although the results do not imply a causative

<sup>8</sup> The chi-square statistic is typically used to assess whether an association exists between two variables in a two variable table (crosstabulation). The chi-square statistic measures whether a correlation exists between the two variables by comparing the observed cell counts (the response from clients) to the expected cell counts if the variables are independent of each other. The expected cell counts assume there is no correlation between the two variables (employment status before and after an intervention). To reach a conclusion whether there is an association between the variables, the *p*-value of the chi-square statistic should be less than .05 (which is the value associated with a 95% confidence level). If the *p*-value is less than .05 the variables are not independent of each other and there is a statistical relationship between the categorical variables. Chi-square results for all respondents before and at exit is 129.49 with a *p* value < .00001. Chi-square results for all respondents before and three months post-intervention is 183.22. with a *p* value < .00001. Chi-square results for all respondents before and twelve months post-intervention is 135.70 with a *p* value < .00001.

relationship, they do provide supporting evidence that LMAPD funded interventions contributed to a positive impact on the employment outcomes of program participants. More respondents are employed post-intervention than pre-intervention suggesting the interventions they participated in helped them find employment.

A large majority of respondents who report they are able to work are employed, or are in education or training at three months post-intervention (78%) and one year after their interventions have ended (83%). The participants of LMAPD funded labour market interventions appear highly motivated to find and maintain employment. The analysis of evidence collected from administrative databases and post-intervention surveys of clients provide credible corroboration that the LMAPD funded labour market programs for persons with disabilities contribute to improved labour market attachment, employability, and employment outcomes for program participants.

## 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]. The 2014 C-NS LMAPD was 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.

The 2014 Canada-Nova Scotia Labour Market Agreements for Persons with Disabilities provided an opportunity to maintain and strengthen Nova Scotia's labour market programs and services for persons with disabilities by supporting important provincial labour market programs and services. The 2014 agreement ended on March 31, 2018.

Together federal, provincial, and territorial governments negotiated a new generation of labour market transfer agreements (LMTAs) to support Canadians in achieving their labour market goals based on what governments heard during public consultations in 2016. The new LMTAs provide an additional federal investment of \$2.7 billion over six years beginning in 2017-2018 and consolidated the Canada Job Fund, Labour Market Agreements for Persons with Disabilities, and the Targeted Initiative for Older Workers into new simplified and flexible bilateral Workforce Development Agreements. In Nova Scotia the federal government will transfer \$700 million over six years. A portion of this funding is allocated to labor market programs targeted to persons with disabilities.

The Government of Nova Scotia appreciates the opportunity to work with the Government of Canada to maintain and develop effective ways to provide meaningful supports for persons with disabilities to help them participate more fully in the Nova Scotia labour market. Nova Scotia will continue 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 attach to the labour market in meaningful ways, and sustain their employment over time.

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