



Canada-New Brunswick Labour Market Agreement for
Persons with Disabilities

Annual Report
Fiscal Year 2014/2015

Post-Secondary Education Training and Labour
November 2014

The Canada-New Brunswick Labour Market Agreement for Persons with Disabilities (LMAPD) is a bilateral agreement that provides federal and provincial funding for the delivery of programs and services with the goal enhance the employability of persons with a disability. In New Brunswick, the Departments of Post-Secondary Education Training and Labour, Social Development, Health and Human Resources have programs and services funded under this agreement.

New Brunswick has the second highest rate of disability in Canada at 17.2%¹ of the population an our employment rates and employer participation rates for persons with disabilities continue to be below the National average.

Labour Market Trends and Challenges

The labour force challenges NB faces are two-fold: the Province must maximize participation rates to fill vacancies and support the need for skilled workers while continuing to support those who lack the literacy skills needed to compete in a modern economy. To help alleviate the challenges the province is facing we are working to :

- Increase literacy and essential skills;
- Increase participation in Post-Secondary Education;
- Increase the size, skill level and productivity of New Brunswick's work force; and
- Collaborate with workers and employers to help them meet their workforce training needs
- Strategic investments in such areas as skills development, assisting employers to find skilled individuals, literacy and continuous learning will assist in our economic recovery.
- Seamless programming to all clients regardless of attachment to the labour force.

Employment

Employment in New Brunswick remained at a level similar to 2012, edging down 0.1% to 351,200 in 2013. Job growth shifted from the service-producing sector to the goods-producing sector, with gains in construction, agriculture and natural resources. Part-time employment in the province recovered most of the losses from 2012, increasing by 1,900 in 2013. Full-time employment experienced declines of 2,200.

Goods-Producing Sector Rebounds

Shifting from the service-producing sector, job gains in 2013 occurred in the goods-producing sector (+3,400). Except for manufacturing (-900), all the goods-producing industries reported employment increases, led by gains in construction (+3,600). Employment in the service-producing sector fell in 2013 (-3,700), with professional, scientific and technical services suffering the largest hit (-1,300).

¹ Statistics Canada, 2008

Unemployment Rate Pushed Up

With labour force growth outpacing essentially flat employment growth, New Brunswick's unemployment rate was pushed up 0.2 percentage points to 10.4% in 2013. The unemployment rate for women fell to 8.0% while that for men increased to 12.7%.

Employment Insurance Beneficiaries

In 2013, on average, there were approximately 34,055 people drawing regular, training, job creation, self-employment, or fishing employment insurance benefits in the province, slightly lower than the 36,625 in 2012 and the 37,455 in 2011, but still higher than the 32,955 in 2008.

Social Assistance Caseloads (Transitional Assistance Program)

After several years of noticeable declines in the number of transitional assistance caseloads for social assistance, falling from 21,400 in the 2002/03 fiscal year to 17,208 in the 2008/09 fiscal year, there has been a noticeable increase in the number of caseloads under this program. In the 2013/14 fiscal year there were 18,289 caseloads for transitional assistance, 6.3% higher than the 2008/09 fiscal year.

Campbellton-Miramichi Reports Healthy Job Gains

Campbellton-Miramichi led employment gains in 2013 (+2,100). Fredericton-Oromocto and Edmundston-Woodstock also reported increases. Unemployment rates improved from the previous year in three of the five regions, with Fredericton-Oromocto posting the largest decline. Campbellton-Miramichi maintained the highest unemployment rate despite a solid showing in employment.

Immigration Stays Strong

Solid immigration to the province helped keep net international migration in positive territory (+1,900), a gain which partially offset the net loss in interprovincial migration (-3,200). A low natural increase and interprovincial migration losses explained a lack of growth in New Brunswick's population in 2012-2013. As of July 1, 2013, the provincial population was estimated at 756,050, a slight decrease (-0.1%) from July 1, 2012.

Proportion of Seniors Accelerates

With the baby boomers reaching the age of 65, the number of seniors is increasing at an accelerated pace. For the fifth year in a row, the proportion of seniors (65+ years) exceeded the proportion of children (0-14 years), at 17.6% and 14.7% respectively. With the baby boomers reaching the age of 65, the number of seniors is increasing at an accelerated pace. For the fifth year in a row, the proportion of seniors (65+ years) exceeded the proportion of children (0-14 years), at 17.6% and 14.7% respectively. The median age in the province reached 43.9 years in 2013, older than the national average of 40.2 years.

Interprovincial migration

There continues to be population migrating from rural to urban regions of the province. Over the last 5 years, pronounced population declines have occurred in the north and other rural regions of the province, while significant population increases have occurred in the south, particularly in

close proximity to Moncton, Fredericton, and Saint John. In 2013, 68.0% of the province's working age populations (15+) were residing in the three southern economic regions. Madawaska, Restigouche, Gloucester, and Northumberland counties have been steadily losing population since 1996.

Provincial Economy Stable

Real economic growth was unchanged in 2013. The closure of the Brunswick Mine, the completion of several major projects and the continued move towards sustainable budgets by all levels of government impacted economic output. Slower employment, weaker exports and flat consumer expenditures also constrained growth. While real GDP growth in New Brunswick was flat in 2013, the economy showed signs of improvement as the year progressed. Output of the services industries advanced 0.6% in 2013, while the goods-producing industries fell 1.9%. Fourteen of twenty sectors showed gains in 2013.

Wages and Salaries Growth Steady

In 2013, growth in provincial wages and salaries fell below 2% for the second year in a row at 1.6%. This was less than the national increase. Increases were reported in 12 of the 15 major industries for New Brunswick with the strongest impact from health care and social assistance, trade, and transportation and storage. Declines were exhibited in mining and oil and gas extraction, professional and personal services industries and utilities.

Average Weekly Earnings Growth Slows

Average weekly earnings for New Brunswick were up 0.1% in 2013, below the national increase of 2.0%. At \$807.90, the province's weekly earnings represented 88.7% of the Canadian average of \$910.74. Provincial weekly earnings ranged from \$355.94 in accommodation and food services to \$1,131.49 in public administration.

Inflation Falls Below 1%

Consumer prices in New Brunswick rose by 0.8% in 2013, the smallest increase since 2009. The increase was slightly below the national rate of inflation, which slowed to 0.9% in 2013.

Exports Display Mixed Results

Foreign exports of goods from New Brunswick fell 2.2% to \$14.5 billion in 2013, mainly from the closure of Brunswick Mine. Seven of the twelve product groups reported lower levels. Increases in basic and industrial chemical, plastic and rubber products; forestry products and building and packaging materials; and metal and non-metallic mineral products partially offset the decline in energy products.

Manufacturing Sales Turnaround

Manufacturing sales in New Brunswick increased 3.2% to \$20.4 billion in 2013; this followed a decline the previous year. At the same time, employment in the sector fell 3.0%. Provincial sales of non-durable goods, which represent 85% of the total, rose 2.3% and durable goods were up 8.6%. The manufacturing sector represents over 10% of provincial GDP.

Housing Starts Struggle

Housing starts in New Brunswick have decreased over the past three years. In 2013, the number of starts fell 13.8% to a low of 2,843 units, a level not seen since 1999.

Capital Investment Falls

Capital investment in New Brunswick declined for the second year in a row, to \$4.5 billion (-14.3%) in 2013. Investment in the private sector fell 7.2%, while the public sector decreased 29.3%. For the 12 sectors with complete information, lower investment in public administration, utilities and housing overshadowed increases in educational services, and health care and social assistance.

Retail Trade Improves

Retail trade in New Brunswick picked up in the second half of 2013 to show an increase overall (+0.7%), while total growth for Canada rose 3.2%. Higher provincial sales (in dollar terms) were reported in seven of eleven subsectors, led by gasoline stations and motor vehicle and parts dealers. The largest decrease was in food and beverage stores. This industry accounts for over 6% of provincial GDP.

Wood Product Sales Still Strong

New Brunswick's wood product manufacturers saw sales increase for the second consecutive year, rising by 11.6% in 2013. Sales reached \$1,067.1 million in 2013 – up from \$955.8 million in 2012 – to register the highest volume since 2007. Wood product manufacturing represents 1% of New Brunswick's GDP.

Transportation Positive

Transportation and warehousing employment was up 4.0% in 2013. Transit and ground passenger transportation, and postal service showed gains, while truck transportation fell. This sector represents over 4% of provincial GDP.

Farm Cash Receipts Rebound

New Brunswick's farm cash receipts are expected to rise in 2013 by over 7% to \$576 million after declining the year before. Increases in both crop receipts (+17%) and livestock receipts (+4%) are anticipated. The agriculture industry represents less than 2% of provincial GDP and in 2013 employed 4,500, a 9.8% increase from 2012.

Mining Production Declines

Mineral production in New Brunswick dropped 43.2% to \$656.1 million in 2013, largely due to Xstrata Zinc officially closing the Brunswick Mine just south of Bathurst. The dollar value of potash production fell by 15.3% for the year, while metallic mineral production was down 68.5%. The mining and oil and gas extraction industry represents less than 2% of provincial GDP.

ICT Sector Faces Challenges

Employment in the information and communication technologies sector (ICT) decreased 11.1% in 2013. Losses were reported for wired telecommunications carriers and computer systems design and related services. ICT accounts for over 3% of provincial GDP.

Canada-New Brunswick Labour Market Agreement for Persons with a Disability Priority Areas

Education and Training:

Improve the level of basic and post-secondary education and work-related skills for persons with disabilities.

Employment Participation:

Improve the labour market situation and independence of persons with disabilities through employment-related activities, with an increased focus on work experience for youth with disabilities.

Employment Opportunities:

Expand the availability, accessibility and quality of employment opportunities for persons with disabilities, in partnership with business and labour.

Connecting Employers and Persons with Disabilities:

Enhance employer awareness of the abilities and availability of persons with disabilities and strengthen persons with disabilities' knowledge of labour market opportunities.

Building Knowledge:

Enhance the knowledge base to support continuous improvement of labour market policies and programs for persons with disabilities, e.g., through the sharing of best practices and increased engagement of employers and disability organizations in program design.

Programs and Services funded under the Canada-New Brunswick LMAPD

Department of Post Secondary Education, Training and Labour

Training and Employment Support Services (TESS) - Provided as part of the Employment Services Program, **TESS** is directed towards individuals with physical, intellectual, psychiatric or cognitive disabilities. The service will enable persons with disabilities to obtain or resume employment when it has been interrupted. The objective of **TESS** is to assist individuals with permanent or long-term disabilities to gain access to training and employment opportunities. The **TESS** component provides the following support services:

- Training benefits;
- Employment benefits;
- Job-crisis benefits;
- Adaptive and assistive benefits;
- Employment counseling/case management.

The programming under **TESS** reflects the priority areas of **educational training** and **employment participation** through transitional supports to training and employment and job crisis supports.

Clients Served: 766

Work Ability Program

The **Work Ability Program** provides workplace opportunities to individuals with an employment action plan. The program is meant to assist individuals in developing the skills necessary for permanent employment. The program provides wage subsidies to eligible employers who are willing and able to provide job experience as defined in an individual's employment action plan. Duration of placements may vary depending on the case plan. The objectives of the **Work Ability Program** are to:

- Provide unemployed individuals, who are being case managed, with appropriate skills to obtain work;
- Assist unemployed individuals, who are being case managed, with an opportunity for career exploration to establish a career goal;
- Assist unemployed individuals, who are case managed become eligible for Training Skills and Development or facilitate their access to academic upgrading (7-9);
- Provide unemployed individuals, who have long-term employment barriers and are case managed, with work experience to help them commit to a long-term employment action plan.

The programming under the **Work Ability Program** reflects the priority area of **employment participation** through facilitating labour market transitions and employment preparation.

Client Served: 85

Workforce Expansion (WFE) Program – Wage Subsidy Component

The **WFE Program** provides wage subsidies to eligible employers (Private Sector Company, non-profit organization or First Nations) who are providing an opportunity for the client's skill development with the ultimate result being long-term sustainable employment. The program also aims at encouraging the hiring of New Brunswick's post-secondary graduates. The objectives of the **WFE Program** are:

- To stimulate the creation of long-term employment opportunities in the private sector;
- To assist unemployed individuals secure sustainable employment;
- To stimulate the hiring of identified target groups in New Brunswick.

The **WFE Program** reflects the priority area of **employment opportunities** through providing supports and financial incentives for employers.

Clients Served: 16

Student Employment and Experience Development Program² (SEED)

The **SEED** program provides post-secondary students with employment experience through summer jobs, co-operative placements and self-employment opportunities.

This is accomplished through three components: Summer Employment Placements, for which a wage subsidy is available to hiring employers, Student Entrepreneurship for which an interest-free loan is available to start a summer business and Co-op placements for which a wage subsidy is available. The objectives of the **SEED Program** are to:

- Provide students with employment related to their skills and education;
- Provide students with entrepreneurship experience;
- Provide students with work experience and exposure related to their skills and education (Co-operative placements).

The activities under the **SEED Program** reflect the priority area of **employment participation** through facilitating labour market transitions and employment preparation.

Clients Served: 10

Employment Assistance Services (EAS)

EAS provides a variety of employment services to targeted clients. EAS is typically delivered through external contracts in partnership with non-profit, private and/or public organizations, where direct measurable employment results (placements) are achieved. The program objective of **EAS** is to:

- Provide specialized employment services to assist individuals experiencing barriers in making the transition to employment.

The activities under EAS reflect the priority areas of **education and training and employment participation** through facilitating labour market transitions and employment preparation.

Clients Served: 1,430

Post-Secondary Access Projects

The Department of Post-Secondary Education Training and Labour provides funding to public post-secondary institutions to implement new and innovative programs and services for under-represented groups including persons with disabilities. *(the projects funded under the LMAPD will fund projects specifically for persons with disabilities)*

The access projects are aimed to increase the participation rate of students from under-represented groups in post-secondary education (including persons with disabilities). This includes all steps in the participation process: recruitment, application, retention, progression (persistence) and graduation.

² The SEED program provides students with work experience through summer employment related to their skills and/or education.

In addition these projects assist the government of New Brunswick in meeting its post-secondary mandate of having more people working in quality jobs by increasing access for more persons from under-represented groups including persons with disabilities to participate in post-secondary education.

The programs and services reflect the priority areas of **education and training** and **building knowledge**.

Clients Served: 1,413

Department of Health

Addictions - The Department of Health provides addictions services through 2 Regional Health Authorities. The overall goal is to reduce the human and economic costs by intervening with individuals, families, employers and community partners in order to stimulate the client to positively interact with their environment and become a healthy, fully functioning, productive individual. The objectives of the programming included are:

- To assist employed individuals in crisis to maintain their employment;
- To assist employed individuals not in crisis to prevent an employment crisis;
- To assist unemployed individuals to prepare for employment by initiating the recovery process and setting employment goals.

The programs and services provided reflect the priority areas of **education and training** and **employment participation**.

Clients Served: 1,886

Outpatient Programs - provide a series of outpatient services and programs for dependent individuals. The objectives of these programs are to:

- Assist employed individuals to maintain their employment;
- Assist unemployed individuals to prepare for employment;
- Assist unemployed individuals to be identified and referred to the appropriate employment agency;
- Conduct bio-psycho-social assessment including employment assessment;
- Provide individual and group employment counseling;
- Undertake multi-agency teaming;
- Provide aftercare.

The programs and services provided under this program reflect the priority areas of **education and training** and **employment participation**.

Clients Served: 3,100

Short-term Residential Programs - provide short-term (1 day to 4 weeks) intensive addiction treatment in a residential setting for dependent clients who need more support than outpatient services. The objectives of these programs are to:

- Assist employed individuals to maintain their employment;
- Assist unemployed individuals to prepare for employment by completing the recovery process;
- Provide on-going employment assessment;
- Refer to other employment agencies;
- Provide group and individual employment counseling;
- Undertake multi-agency teaming.

Client Served: 158

Methadone Clinics:

Methadone maintenance is the most widely used form of treatment for people who are dependent on opioids. Methadone is a synthetic opioid which suppresses withdrawal and craving for about 24 hours, allowing individuals to function normally.

There are presently four principle methadone maintenance clinics (Miramichi, Saint John, Moncton and Fredericton) operating within Horizon Health Network's Addiction Services.

DoH funds a nurse practitioner to support the Saint John Uptown Methadone Clinic, established by Horizon Health Network within the St. Joseph's Community Health Centre. The clinic now operates under the Community Addiction and Mental Health Services - Ridgewood Addiction Services (since July 2013). Primary Health Care Services remain part of the Uptown Clinic Service Delivery Model.

- To assist employed individuals in crisis to maintain their employment;
- To assist employed individuals not in crisis to prevent an employment crisis;
- To assist unemployed individuals to prepare for employment by initiating the recovery process and setting employment goals.

Client Served: 1,142

Long-term Residential Programs - provide long-term (6 months) residential care for dependent clients who lack community supports and resources. The objectives of these programs are to:

- Assist unemployed individuals to prepare for employment by providing employment counseling and completing the recovery process;
- Provide job readiness training;
- Provide on-going employment assessment;
- Refer to other employment agencies;
- Undertake group and individual counseling;
- Provide educational programming;
- Undertake multi-disciplinary teaming;
- Promote family involvement as appropriate.

The programs and services provided reflect the priority areas of **education and training and employment participation**.

Clients Served: 181

Portage- is a substance abuse residential rehabilitation center for adolescents. It provides an integrated program to help people who are suffering from substance abuse. Based on the therapeutic community approach, the program stimulates personal development that teaches residents how to overcome their substance abuse problems take back control of their lives. The objective of this program is to have the youth meeting the admission criteria be able to resume or be involved in future education and employment post treatment.

Clients Served: 82

The programs and services provided reflect the priority areas of **education and training and employment participation**.

Mental Health Services - mental health services are provided through 14 Community Mental Health Centers (serving 7 Health Regions), 8 Psychiatric Units within Regional Hospitals and 2 Psychiatric Hospitals. The overall objective of **Mental Health Services** is to assist people to lead full and satisfying lives in the community. The goal of **Mental Health Services** is to improve, restore and/or maintain the mental and emotional well-being of the citizens. Programs and/or services are provided in the following areas:

- Prevention;
- Treatment;
- Rehabilitation;
- Maintenance;
- Promotion.

Mental Health Services are provided in many aspects of the “Employability Continuum” from preparation for employment to finding employment and/or to employment maintenance. Interventions include:

- Life skills development;
- Social skills development;
- Coping with job related stress;
- Case management;
- Rehabilitation support;
- Rehabilitation supplies;
- Partnering with community agencies who offer vocational programs.

The programs and services reflect the priority areas of **education and training and employment participation**.

Clients Served: 704

Early Psychosis Program - works within a biopsychosocial framework. The interdisciplinary team works in therapeutic partnership with the client, his/her family, and other involved professionals. Intervention is aimed at treating the client's primary psychotic symptoms. Practical educational and supportive approaches are used to empower clients and their families to cope with a first episode of psychotic illness. The goal of early intervention is to reduce the degree of disruption created by the illness, maximizing recovery potential. The goals of the Early

Psychosis Program include the following:

- Promote early recognition/identification of psychosis;
- Provide the best available treatment to individuals with psychosis at the earliest possible point in their illness;
- Promote recovery and prevention of persistent disability;
- Improve the quality of life of persons affected with psychosis and their families;
- Develop a model for best practice in the diagnosis, treatment and evaluation of psychosis.

Adult Psychiatric Units - provide assessment, treatment and rehabilitation to adult clients who are suffering from an acute psychiatric disorder either through an inpatient and/or day program service. The day program service is an ambulatory alternative to full inpatient care for clients who require more intensive treatment than can be provided in the community and yet whose illness is not sufficiently severe as to require full hospitalization.

The objective is to assess and treat the acute psychiatric disorder resulting in preventing further dysfunction or chronicity, reducing rehabilitation needs, promoting illness management, returning to pre-morbid levels of functioning and a prompt return to the community.

The units provide specialized services delivered in a holistic continuum by various service providers where employment elements are integrated. Programs are aimed at helping clients manage the symptoms of their illness, increasing various skills such as communication, problem solving, coping, vocational, recreational and social.

The programs and services reflect the priority areas of **education and training** and **employment participation**.

Clients Served: 1,133

Department of Human Resources

Equal Employment Opportunity (EEO) Program (One year term placements)

This program provides Aboriginals, **persons with disabilities** and members of a visible minority with equal access to employment, training and promotional opportunities in the New Brunswick Public Service. The objective is to provide a more balanced representation of qualified persons from the designated groups in the Public Service by helping individuals find meaningful employment with opportunities for advancement. The objectives of the **EEO** program are to:

- Administer a special hiring fund, which provides financial assistance to departments or employers under parts I & II hiring individuals under the program;
- Maintain an inventory of Aboriginals, **persons with disabilities** and members of a visible minority job seekers;

- Supply information to Human Resource personnel in government departments when attempting to fill temporary, short term or regular positions when applicable.

The program reflects the priority areas of **employment opportunities** and **connecting employers** and **persons with disabilities**.

Client Served: 10

Department of Social Development

Case management - The Department delivers integrated, comprehensive and individualized **case management** services to clients. Case planning begins with a comprehensive assessment of client needs. Case plans build on the strengths of clients and are mutually agreed upon with the case management team. The department offers a varied menu of benefits and services that may be selected by staff and the client as required to meet the needs of clients. The career development opportunities that may be included in the case plan include:

- Personal development (i.e. communication skills, budgeting, problem solving, goal setting);
- Literacy – basic, intermediate and senior levels;
- Basic computer skills;
- Life skills;
- Career Counseling;
- Employment preparation;
- Just-in-time training;
- On-the-Job training;
- Training and employment related special benefits.

The programs and services reflect the priority area of **education and training**.

Clients Served: 663

The **Father J. Angus MacDonald Centre** is an Independent Living "Transitional" Centre which offers young adults with **physical** disabilities the opportunity to experience "community living" in a "learning" environment that is safe and supportive. The program is individualized, goal-oriented and time-limited.

The Centre's mission is to provide, to adults with physical disabilities, the opportunity to plan and prepare for mainstream life, by rebuilding their instrumental and interpersonal survival skills. The Centre is the intermediate step which provides a bridge between institutional and independent community living. The Centre encourages self-sufficiency in a supportive environment and provides participants access to learning the Living and Life Skills necessary for an independent life in the community of their choice.

Many participants have completed the program and are now living on their own, directing their support services, participating in gainful employment and enjoying partnership in their community.

The **Centre** provides interventions/services to individuals through a transitional living program touching on the following eleven components:

Budget Management	Leisure
Home Management	Social Skills
Activities of Daily Living	Communication
Mobility	Directing Services
Vocational-Education	Health
Use of Community Services	

Clients Served: 24

Programs that focus on youth with disabilities

As described above our Student Employment and Experience and Development (SEED) program focuses on youth providing post-secondary students with employment experience through summer jobs, co-operative placements and self-employment opportunities.

Consultation Process

In 2012 the Province of New Brunswick released the *Employment Action Plan for Persons with Disabilities (2012-2017)*. The work under this plan is guided by a Steering Committee and Working group. This development of this plan involved an extensive consultation and engagement process that is ongoing. The stakeholders include employers, educational institutions, various organizations representing persons with disabilities and several, government departments.

As the work under the *Employment Action Plan for Persons with Disabilities* is ongoing we felt this was the most appropriate and relevant information we would obtain through a consultation.

The government of New Brunswick and this Department is committed to engaging citizens and stakeholders in to ensure we have effective and responsive programming for individuals and employers.

Internal and interdepartmental consultations continuously take place as New Brunswick strives to maximize its labour force to meet challenges of today's labour market and into the future. These consultations have taken place through formal and informal meetings, working groups, and strategic planning processes.

Labour Force and Skills Development Strategy

In 2013 the Province of New Brunswick launched the Labour Force and Skills Development Strategy to ensure that New Brunswickers are given the skills and training support they need to meet the current and future needs of the province's labour force and remain in the province.

This strategy has involved extensive and ongoing consultation with employers, employer groups, training institutions, community organizations and government departments including Social Development and Education.

Regional Offices

PETL's regional and satellite offices across the province play an important role in these consultations, working to identify best practices and gaps in programs and services to many clients everyday. Our Regional Directors and staff live in the communities in which they work. They are committed to improving the economic situation in those communities and their consultations are regular and ongoing with stakeholders in their cities, towns and villages. Consultations with their regional partners include the Department of Economic Development including the Regional Development Corporation, organizations working for underrepresented groups like the Canadian National Institute for the Blind (CNIB), Multicultural Associations, Aboriginal communities and private skills training operators and public training institutions such as colleges and universities.

Our 7 regional offices each have committees made up of the Business Community, Educational Sector, Employer Groups and Municipalities that meet at minimum two times a year (depending on the region). Based on the discussions that take place at these meetings priorities are set, and that is how we align ourselves to address stakeholder needs.

Internal and interdepartmental consultations continuously take place as New Brunswick strives to maximize its labour force to meet challenges of today's labour market and into the future. These consultations have taken place through formal and informal meetings, working groups, and strategic planning processes.

Programs and Services Expenditures

Program Service	Priority Area	Projected Provincial Expenditure
Department of Post-Secondary Education Training and Labour (PETL)		
Training and Employment Supports Services (TESS)	Education and training Employment participation	\$ 2,500,749.00
Work Ability Program (WA)	Employment participation	\$ 503,480.00
Workforce Expansion (WFE)	Employment opportunities	\$ 88,861.00
Student Employment and Experience Development Program (SEED)	Employment participation Connecting employers and persons with disabilities	\$ 46,265.00
Access Support for PSE	Education and training	\$ 2,406,450.00
Employment Assistance Services	Education and training Employment participation	\$ 2,225 780.00
Total		\$ 7,771,555.00
Department of Health		
Addictions	Education and training Employment participation	
Methadone Clinics	Employment participation	
Mental Health Services	Education and training Employment participation	
Adult Psychiatric Units	Education and training Employment participation	
Portage	Education and training Employment participation	
Total		\$2,975,424.00
Department of Human Resources		
Equal Employment Opportunity Program	Employment opportunities Connecting employers with persons with disabilities	\$ 161,007.00
Total		\$ 161,007.00
Department of Social Development		
Case Management	Education and training	\$ 300,000.00
Father J. Angus MacDonald	Employment participation	\$1,285,820.00
Total		\$1,585,820.00
Total		\$12,493,836.00