



Moving Forward Together: Disability and Work in Canada (DWC) Initiative

Summary of Provincial Disability & Work Strategies in Canada

Prepared by the Disability and Work in Canada (DWC) Steering Committee in conjunction with our partners across Canada

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Province/ Territory	Name of Strategy	Strategy Scope	Strategy Development Process	Strategy Document Structure	Key Findings & Recommendations	Details for Inclusion in National Strategy	Strategy Status and Notes
British Columbia (prepared in 2014 by the BC Provincial Government as a cross departmental /ministerial initiative)	Accessibility 2040: Making BC the most progressive province in Canada for people with disabilities by 2024	A 10-year plan with 12 building blocks: 1) inclusive government, 2) accessible service delivery, 3) accessible internet, 4) accessible built environment, 5) accessible housing, 6) accessible transportation, 7) income support, 8) employment, 9) financial security, 10) inclusive communities, 11) emergency preparedness, and 12) consumer experience	Public consultations were undertaken for a 3-month period from Dec 2013 to March 2014	Overview of 12 building blocks including success measures and what can be committed to/done now	Goals, measures, and commitments are outlined for each of the 12 building blocks. There is a plan to prepare an annual report and an Accessibility 2024 website	Building blocks' goals and success measures, outlining current realistic commitments, and a yearly progress report	The 2017 annual report is available online. Notes: The strategy document development process involved of consulting with various stakeholders and interest groups; comprehensive plan cuts across provincial departments and ministries
Alberta (one-page plan created in 2018 by the Premier's Council on the Status of Persons with Disabilities)	Premier's Council on the Status of Persons with Disabilities: 2018-2020 Strategic Plan	Six focus areas: 1) housing, 2) employment, 3) income security, 4) support services, 5) indigenous communities and rural/remote communities, and 6) communications and community engagement	Strategic planning process involving surveying 182 parties, leading to the 2018-2020 Strategic Plan	1-page flow chart schema	Annual reports have been prepared by the Premier's Council on the Status of Persons with Disabilities since 1981; no recommendations (still in initial stages)	Flowchart or logic diagram	Recently developed (next steps not provided online)

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Saskatchewan (created by a 15-member Citizen Consultation Team in June 2015)	People before systems: Transforming the experience of disability in Saskatchewan	Broad strategy including new term “People experiencing disability” using an impact-based approach to program eligibility	15-member Citizen Consultation Team (CCT) including public meetings, focus groups, social media feedback, online surveys, and written submissions	Four drivers of transformation, 12 strategy recommendations are organized into six broad priority outcome areas; Vision, Values and Principles are included in the appendix.	Includes statistics on employment, income, and education as well as personal profiles	Four drivers of transformation; examination of broader picture work disability policy	Implementation plans are being developed



<p>Manitoba (created in 2001 by the Government of Manitoba)</p>	<p>Full Citizenship: A Manitoba Provincial Strategy on Disability</p>	<p>Four Basic Building Blocks of Citizenship: 1) Income supports 2) Access to government 3) Disability supports 4) Employment; each containing an Action Plan</p>	<p>Disability community was consulted</p>	<p>1) Income Supports 2) Access to government 3) Disability Supports 4) Employment - Special section on Action Plan for Aboriginals with disabilities (emphasis on cultural sensitivities) - Accountability measures</p>	<p>- 31.3% of Aboriginal people are people with disabilities - Half of those with disabilities not in the workforce cite barriers and disincentives as the reason -Recommendations include: improving access to government buildings, services, publications, public meetings and hearings, government employment and policy making; redefine disability; remove disincentives to employment in income programs, separate access to disability supports from eligibility for financial assistance; ensure financial assistance is quickly available</p>	<p>Include section on aboriginal people with disabilities; section on accountability</p>	<p>In implementation. Notes: The "Action Plan" sections are a handy reference</p>
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<p>Ontario (prepared on June 20, 2017 by Minister Tracy MacCharles, Minister Responsible for Accessibility)</p>	<p>Access Talent: Ontario's Employment Strategy for People with Disabilities</p>	<p>High unemployment rate for people with disabilities, even though most people with disabilities want to work and are capable of working. Views Ontario as a leader and builds upon previously constructed strategies through four pillars. Concludes with a general call to action for employers with more than 20 employees to hire one person with a disability (creating 56,000 new jobs)</p>	<p>Built on multiple initiatives: Partnership Council on Employment Opportunities for People with Disabilities, the Highly Skilled Workforce Strategy, and the Mental Health and Addictions Strategy', public consultations</p>	<p>Includes vision, guiding principles, and four pillars: 1) Start early, 2) Engage, 3) Integrate, 4) Trail blaze.</p>	<p>Each pillar contains 5-6 general action items focused on youth with disabilities (pillar #1) designed to promote dialogue and raise awareness overall.</p> <ul style="list-style-type: none"> -Unemployment rate for people with disabilities is about 16% -86% of people with disabilities rate average or better on attendance, 98% average or better in work safety -Job turnover among people with disabilities is 20% of the rate of other employees. - 60,000 people with disabilities aged 18 to 29 receive assistance through the Ontario Disability Support Program 	<p>Provincial pillars should be included in National Strategy to avoid confusion and redundancy</p>	<p>In implementation (Employers Partnership Table announced on September 27, 2017). Notes: Strategy lacks deadlines or targets, overt focus on youth with disabilities (and disregard for older workers with disabilities); strategy relies heavily on Partnership Council on Employment Opportunities for People with Disabilities (good resource)</p>

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Quebec (prepared in 2008 by the Government of Quebec)	For Equal Employment Opportunities: National Strategy for Labour Market Integration and Retention of Persons with Disabilities	Actively promote greater labour market participation by persons with disabilities, both from government and labour market stakeholders. Guiding Principles: - Integrating people into the labour market an investment in human capital and a source of savings for Quebec - Choice of an inclusive approach - Deployment of gender-specific approaches - Flexible development and deployment of efforts - Single solution is not adequate - Participation of persons with disabilities or their representatives in developing and deploying projects - Personal responsibility of persons with disabilities with respect to entering and remaining in the labour market	Government consulted representatives of associations, employers, trade unions, and 12 government departments and agencies across 6 regions coordinated by the Ministry of Work and Social Solidarity, and invited the Commission of Partners of the Labour Market to identify a unifying objective	Key points: - Mobilizing stakeholders around a shared objective - A Government in Action including equal employment opportunities in the public service - Heightening the awareness of citizens and labour market players - Recognizing and developing the potential of persons with disabilities (starting in childcare) - Neutralizing barriers to job entry and job retention	-No specific figures identified -Key recommendations: Simultaneous efforts in: - Raising awareness of population and labour market stakeholders - Recognizing and developing potential of persons with disabilities - Neutralizing barriers to job entry and job retention	-Very comprehensive, each specific action they aim to pursue, a specific organization or group is identified as responsible for ensuring that action is carried out.	The first Strategy (2008-2013) included a significant number of measures (61) implemented by about ten government departments and agencies. The result was a strong mobilization around various issues related to the employment of persons with disabilities. Notes: Early intervention strategies for children with disabilities may be an important reference to avoid later struggles



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<p>Quebec (launched in 2019 by the Government of Quebec)</p>	<p>National Strategy for the Employment Integration and Retention of Persons with Disabilities 2019-2024: For a Quebec that is rich in all its talents</p>	<p>Persons with disabilities are one of the most under-represented segments of the workforce in the labour market; they could participate more in community development through better access to jobs. Quebec must rely on all its talents, including those of persons with disabilities.</p>	<p>Consultations were held with the Quebec Office of Persons with Disabilities (OPHQ), community organizations, including advocacy groups for the rights of persons with disabilities, as well as with partners of the Ministry of Employment & Social Solidarity (MTESS), including the Quebec Council of Adapted Companies (CQEA) and the Association of Organizations Specialized in the Employment of Persons with Disabilities (ROSEPH).</p>	<p>The Strategy is based on three challenges, three principles and four strategic directions that are broken into different axes. It aims to implement 33 measures that will be the focus of government intervention in the employment integration and retention of persons with disabilities.</p>	<p>The main highlights of the Strategy:</p> <ul style="list-style-type: none"> - Create 250 positions in companies that are equipped to enable young people with disabilities to have a first meaningful work experience. - Support the employment of disabled students. - Experiment with a new service to support young people as part of the school-to-work transition process (TEVA). - Increase investments in work integration contracts to enable an additional 500 persons with disabilities to enter the labour market over the next five years. - Create 400 permanent 	<p>Like the first strategy, this strategy is very comprehensive, each specific action they aim to pursue, a specific organization or group is identified as responsible for ensuring that action is carried out.</p>	<p>In implementation from 2019 - 2024</p>



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					<p>positions adapted companies.</p> <ul style="list-style-type: none"> - Conduct an awareness campaign with employers. - Implement the program for equal access to employment for persons with disabilities. - Strengthen the Employability Development Program for People with Disabilities (EDPPDP). - Improve the continuum of services between the network of employment and social solidarity, the network of health and social services, and the one of education and higher education. - Improve the supply of services in terms of socio- 		



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					professional and community activities. - Support and accompany persons with disabilities who participate in internships or work placements. - Continue the implementation of a new individualized support service in the workplace.		

<p>New Brunswick (prepared May 29, 2018 by the Government of New Brunswick's Premier's Council on Disabilities)</p>	<p>New Brunswick's Employment Action Plan for Persons with a Disability 2012–2018 Progress Report May 29, 2018 Premier's Council on Disabilities</p>	<p>Employment Action Plans (EAP) for Persons with a Disability were developed in 2012 following extensive consultation with the NB disability sector. In 2018, the Premier's Council on Disabilities initiated a new consultation process to review accomplishments and refresh. The intent is to have a cohesive, specific target approach thereby creating real opportunities for PWD</p>	<p>The Department of Postsecondary Education, Training and Labour and the Premier's Council on Disabilities consulted with the disability sector in 2010 to identify specific employment-related goals and targets. They created an Action Plan monitored by stakeholders designed to have a cohesive approach (with provincially-financed initiatives)</p>	<p>The EAP was created with 38 recommendations and 65 specific action items designed to respond to issues identified by key stakeholders. The stakeholders (led by the Premier's Council on Disabilities) met periodically to evaluate the progress reports and provide alternate measures/recommendations</p>	<p>The outcome indicator chosen was the rate of employment of people with disabilities in the labour force in New Brunswick (78% in 2014) as compared to people in the labour force without disabilities (90% in 2014). This "employment gap" in 2014 was 12 percentage points, reduced further to 9 points between 2014-2017. The EAP concluded on March 31, 2018 and the Premier's Council on Disabilities have initiated another consultation with stakeholders to revamp and create a second Disability Action Plan with, the goal of reducing the rate of employment between PWD and people without disabilities</p>	<p>Consultation and coordination, with one organization leading the initiative</p>	<p>Some recommendations in the implementation phase but consultation phase for NEW EAP expected for 2018</p>
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Prince Edward Island (prepared by the Government of PEI, Public Service Commission)	Workforce Diversity Policy Province of Prince Edward Island	The Workforce Diversity Policy includes but is not limited to four groups (Aboriginal peoples, people with disabilities, members of visible minority groups and women in leadership and women/men in non-traditional occupations) and is intended to create a workplace that represents the diversity of the population it serves, that integrates diversity into all management practices and provides guidance for the development and implementation of relevant plans, programs and initiatives	No information provided online	-Build a diverse and skilled workforce, increase opportunities within the public service, build an inclusive workplace culture, raise staff awareness of their rights and responsibilities, implement a framework that includes fairness, equity and diversity, eliminate workplace barriers	N/A	N/A	N/A

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Nova Scotia (new strategy prepared in Autumn 2018 by the Nova Scotia government, former strategy prepared in 2013)	Nova Scotia's Accessible Act (formerly Raising the Bar: A strategy to build diversity and inclusion in the public service 2014-2018)	The principles of the act align with the Canadian Charter of Rights and Freedoms, the Nova Scotia Human Rights Act, the United Nations Convention on the Rights of Persons with Disabilities -Established the Accessibility Directorate and Accessibility Advisory Board	Consultation process with multiple disability communities	The government will develop accessibility standards in the following six areas: Built Environment, Education, Employment, Goods and Services, Information and Communication, Transportation	- Almost 1 in 5 (19%) Nova Scotians age 15 years and older identify as having a disability (largest percentage of any Canadian province) -29.9% of questionnaire respondents said standards should be developed for the built environment first, followed by education (19.9%) and employment (19.1%)	Detailed Meaning of Accessibility (Inclusive and Equitable, Barrier-Free, Safe and Respectful Educated and Aware, Proactive)	In implementation



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<p>Nova Scotia (prepared in 2013 by the Government of Nova Scotia)</p>	<p>Raising the Bar: A strategy to build diversity and inclusion in the public service (2014-2018)</p>	<p>Mission: Work collaboratively to attract, develop, and retain skilled people that are representative of all our communities Values: We value respect, integrity, diversity, accountability, and the public good.</p>	<p>Public Service Commission collaborated with the Human Resource Policy and Programs Working Group, the Diversity and Social Equity Steering Committee, the Diversity Round Table, employee networks, and the Public Service Renewal Team</p>	<p>Strategic Goals: 1. We demonstrate, and are accountable for, our ongoing commitment to diversity and inclusion. 2. We equitably represent the public we serve at all levels of the workforce. 3. We ensure an inclusive and respectful workplace, free of harassment and discrimination. 4. We are a culturally competent workforce that values diversity and inclusion.</p>	<p>N/A</p>	<p>N/A</p>	<p>In implementation</p>

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Nova Scotia (prepared in 2011 by the Government of Nova Scotia)	Nova Scotia's Workforce Strategy	-Action items under three priority areas: increasing the amount of workplace learning and skills development; helping Nova Scotians to prepare for and connect with good jobs; and growing the workforce	N/A	Each of the 3 items contains priority action items	- Nova Scotia has one of the lowest levels of labour market participation in Canada.	N/A	In implementation
Newfoundland and Labrador (strategy released in 2012 by Newfoundland and Labrador's Department of Children, Seniors, Social Development)	Access. Inclusion. Equality. A Provincial Strategy for the Inclusion of Persons with Disabilities in Newfoundland and Labrador.	-will remove and prevent barriers. -provides a framework to guide Provincial Government planning -endorses guiding principles and identifies five strategic directions for moving forward -based on a social model of disability, aligned with the Newfoundland and Labrador Human Rights Act, the Canadian Charter of Rights and Freedoms and the United Nations Convention on the Rights of Persons with Disabilities	Consultations held in 2010 with over 600 individuals and organization focused on solutions needed to address barriers	Contains Vision, Guiding Principles, and 5 Strategic Directions: 1. Creating a Positive Image of Disability 2. Moving Forward Together: Nothing About Us Without Us 3. Accessibility for All in the Built Environment 4. Strengthening Disability Related Supports 5. Delivering Services with Dignity, Fairness and Respect	N/A	N/A	In implementation 2015-2018

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Yukon (strategy effective on February 24, 2012, revised in January 2016 and January 2017 by the Government of Yukon)	Disability Management and Accommodation Framework	-Includes disability management but also has information about accommodations for injured/ill workers, worker's compensation and insurance details -Includes 5 Guiding Principles: Respect for dignity, Individualized accommodation, Integration and full participation, Confidentiality and protection of privacy, Good faith	Based on the Yukon Human Rights Act and the Yukon Workers' Compensation Act, disability community unlikely to have been involved	Contains a Vision Statement, outlines the Fundamentals of Disability Management and Accommodation, simple and complex case management, training and support, roles and responsibilities	- Those absent from work due to illness, injury or disability have a 50% chance of returning to work after 6-month absence, 20% after one-year absence, 10% after two years away from work - Recommendations include ongoing communication, continued support, healthy workplace culture, proactivity, early identification of key services	-Roles and responsibilities of many different people and groups involved	In implementation. Notes: This strategy is heavily focused on ill and injured employees who are attempting to return to work
Nunavut (prepared in April 2015 by the Government of Nunavut)	Continuing Care in Nunavut - 2015 to 2035	Broad strategy on caring for those who are ill or disabled. Focuses on providing residential care (short and long term), caregiver supports and assessments.	In 2014, the Department of Health initiated a needs assessment of residential long-term care.	Outlines levels of care, continuing care programs, care assessment, different care options	Type of care sought, and costs associated with levels of care are included; focus on dementia rates -Recommendations include consolidate the continuing care system, support aging in place, increase capacity of residential long-term care	Key recommendations could apply but centred around the elderly	In implementation. Notes: This strategy is solely about caring for those with disabilities and does not focus on employment

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<p>North West Territories (prepared February 20, 2018 by the Government of North West Territories)</p>	<p>NWT Disability Strategic Framework – 2017 to 2027</p>	<p>Broad strategy on disability but defines disability in depth and explains the complexity of disability, including the political, social, economic and other contextual factors that play a role. The framework provides a holistic approach to disability and how to consider the multiple factors when attempting to be inclusive, accessible and equitable.</p>	<p>The framework resulted from findings of NWT Disability Program Review and Renewal Project and was undertaken in collaboration with the Disability Reference Panel.</p>	<p>-Vision, Values, Principles and Goals, and Action Plan with five Objectives: Education, Awareness and Training, Transition Planning and Options, Universal Design and Living Options, Caregiver Supports</p>	<p>- Key demographic statistics from 2012 (rates of disability across the territory) are included as well as 2016-2015 projections -Recommendations include: Recognize the significant and expansive impacts of disability on people, use a collaborative approach, evidence and best practices from multiple organizations, establish a common language, consider a bio-psycho-social model of disability, consider disability supports and removing environmental barriers</p>	<p>Extensive consultation process</p>	<p>In implementation. Notes: Very holistic</p>