

*“The Government of Canada should acknowledge and act on its responsibility for citizens with disabilities to ensure equality and to promote their full inclusion and participation in the life of the country.”*

— **Federal Task Force on Disability Issues** (1996), *Equal Citizenship for Canadians with Disabilities: The Will to Act*<sup>1</sup>

*“Canadians feel that people with disabilities should have the opportunity to participate in life to their fullest potential – that this is part of the ‘Canadian way’ of doing things.”*

— **Government of Canada** (2004), *Advancing the Inclusion of Persons with Disabilities*<sup>2</sup>

*“For us to realize our full potential as a province, we need to ensure that all Ontarians can reach their full potential, as individuals. We can’t afford to leave any one behind. This is why our goal is full inclusion of Ontarians with disabilities in all areas of society. This is the right thing to do for Ontarians with disabilities. It’s also the right thing to do for our economy and our society.”*

— **Premier Dalton McGuinty** (May 2004)<sup>3</sup>



# The Time to Act is Now:

## Including People with Disabilities in Employment & Community Life

In June 1996, Canada’s Prime Minister, together with provincial and territorial premiers, identified meeting the needs of people with disabilities as a national priority.<sup>4</sup> Ten years later, there has been little progress — people with disabilities continue to be unemployed, to live in poverty, and to face barriers to full inclusion.

The will to act is not enough. People with disabilities need *action*. Partners in Employment is calling on all levels of government to *act now* to advance inclusion through effective labour market programs and a national strategy for disability supports.

<sup>1</sup> [www.sdc.gc.ca/en/hip/odi/documents/scottTaskForce/scottTaskForce.pdf](http://www.sdc.gc.ca/en/hip/odi/documents/scottTaskForce/scottTaskForce.pdf).

<sup>2</sup> [www.sdc.gc.ca/en/hip/odi/documents/advancingInclusion04/aipd04.pdf](http://www.sdc.gc.ca/en/hip/odi/documents/advancingInclusion04/aipd04.pdf).

<sup>3</sup> [www.cfcs.gov.on.ca/NR/MCFCS/Publications/LabourMarketAgreement.doc](http://www.cfcs.gov.on.ca/NR/MCFCS/Publications/LabourMarketAgreement.doc).

<sup>4</sup> [http://socialunion.gc.ca/pwd/unison/unison\\_e.html](http://socialunion.gc.ca/pwd/unison/unison_e.html).

**Partners in  
Employment  
London-  
Middlesex**

# FUNDING MATTERS

## Labour Market Development Agreements

Labour Market Development Agreements (LMDAs) provide federal funding to the provinces for the design and delivery of labour market programs for Canadians eligible for Employment Insurance (EI). The federal government allocates \$1.95 billion annually to LMDAs. In November 2005, Ontario became the last province to sign an LMDA. The Canada-Ontario LMDA takes effect January 2007. It will provide \$525 million a year to assist about 200,000 Ontarians, including people with disabilities, to prepare for, obtain, and keep employment through EI-funded Employment Benefits and Support Measures (EBSMs).

## Labour Market Agreements for Persons with Disabilities

Labour Market Agreements for Persons with Disabilities (LMAPDs) provide federal funding to the provinces for programs and services to improve the employability of Canadians with disabilities, through post-secondary education, employment planning, skills training, and assistive devices. In 2004, the federal government committed \$223 million annually for LMAPDs. The Canada-Ontario LMAPD was signed in May 2004. It is a two-year agreement that will assist an estimated 90,000 Ontarians with disabilities, through the cost-sharing of 18 programs, including Ontario Disability Support Program-Employment Supports (ODSP-ES),



Supported Employment, and Community Mental Health Employment programs. In 2004-2005, the federal government contributed \$71.5 million to the Canada-Ontario LMAPD, and the Ontario government contributed \$71.4 million.

## Opportunities Fund

The Opportunities Fund (OF) was established by the federal government in 1997 to assist persons with disabilities to prepare for employment, find paid work, or become self-employed. It is available to persons with disabilities who have little or no work experience and are not eligible for EI benefits. The OF serves an estimated 3,000 Canadians each year through programs similar to those funded through EI, as well as support for volunteer activity. In the February 2000 budget, the OF was renewed with an annual budget of \$30 million. Ontario receives about \$9 million annually in OF funding. With the 2004 signing of the LMAPD, Social Development Canada announced a review of the OF, to be completed by summer 2006.<sup>1</sup>



## Labour Market Partnership Agreements

The Canada-Ontario Labour Market Partnership Agreement (LMPA) was signed on November 23, 2005, just prior to the election of a new federal government in January 2006. The LMPA is intended to support targeted programs in the areas of apprenticeship, literacy and essential skills for Aboriginal people, immigrants, and others facing barriers to employment, such as older workers, youth at risk, and persons with disabilities. In the November 2005 Economic and Fiscal Update, the federal government committed \$3.5 billion over six years for LMPA funding. To date, only Ontario and Saskatchewan have signed LMPAs. Subject to budget approval, the Canada-Ontario LMPA may provide \$1.3 billion (\$30 million in 2005-2006, rising to \$314 million in 2009-2010) in labour market assistance. Funding for programs to address barriers to employment is set to begin in 2006-2007, with \$9 million allocated, for a total of \$79 million over six years.

<sup>1</sup> Social Development Canada (2004) *2004-2005 Estimates: A Report on Plans and Priorities*. [www.tbs-sct.gc.ca/est-pre/20042005/SDC-DSC/pdf/SDC-DSC\\_e.pdf](http://www.tbs-sct.gc.ca/est-pre/20042005/SDC-DSC/pdf/SDC-DSC_e.pdf).

# WORKPLACE REALITIES

## About one in eight Ontarians has a disability.

In 2001, Statistics Canada reported that 1.5 million Ontarians have a disability, or about 13.5% of the population.<sup>1</sup> The City of London's 2006 Accessibility Plan estimates that 43,000 Londoners have some form of disability.<sup>2</sup>

## People with disabilities are much less likely to be employed, and more likely to be out of the labour force, than other Canadians.

Over the last decade, employment rates for people with disabilities have been consistently lower than employment rates for people without disabilities. Between 1991 and 2001, employment levels for people with disabilities averaged about one-half to three-quarters the employment level of people without disabilities, regardless of the data source used.<sup>3</sup>

Statistics Canada's 2001 Physical and Activity Limitation Survey (PALS) shows that more than half of all working age people with disabilities are neither working nor seeking work.

## People with multiple disabilities, and those with severe disabilities, are most likely to be unemployed.

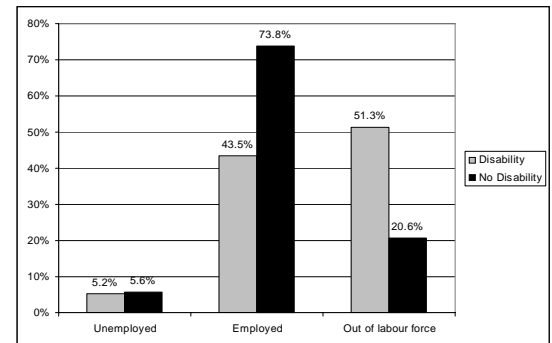
More than half of all Canadians with disabilities have between three and five disabilities, and 8% have six or more. As shown in Figure 2, employment levels decrease as the number of disabilities increases.<sup>4</sup>

Two out of five Canadians with disabilities report that their disabilities are severe or very severe.<sup>5</sup> As shown in Figure 3, those with severe disabilities are most likely to be unemployed.

## Employment equity is not working for people with disabilities.

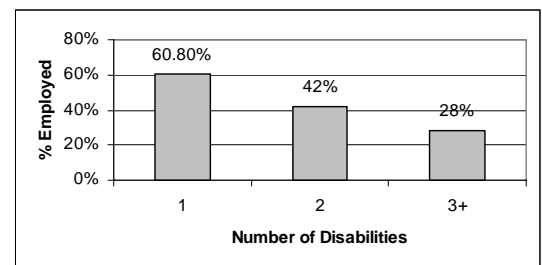
Since 1996, when people with disabilities represented 2.7% of the federally-regulated workforce, there has been a steady, year-over-year decline in the participation of people with disabilities.<sup>6</sup> In 1995, 16,100 people with disabilities were employed in federally-regulated workplaces. In 2004, this number decreased to only 14,400 employees, or 2.3% of the workforce, a figure well below the 5.3% labour availability benchmark for persons with disabilities in the Canadian labour market workforce.

**Figure 1: 2001 Labour Market Participation Rates in Canada**



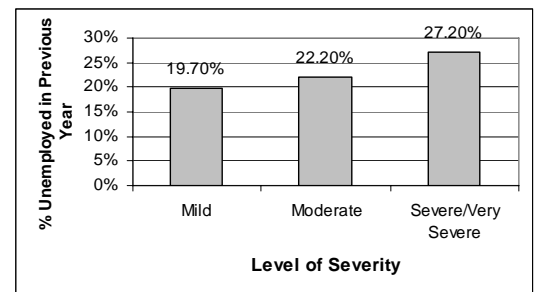
Source: Statistics Canada 2001 Physical and Activity Limitation Survey (PALS).

**Figure 2: Employment by Number of Disabilities**



Source: Crawford, Cameron (2004) *Improving the Odds: Disability, Employment and Public Programs in Canada*. Toronto: Roehrer Institute.

**Figure 3: Unemployment by Severity of Disability**



Source: Canadian Council on Social Development (2005) *Disability Information Sheet No. 18*. [www.ccsd.ca/drip/research/drip18/drip18.pdf](http://www.ccsd.ca/drip/research/drip18/drip18.pdf).

<sup>1</sup> Statistics Canada (2002) *A Profile of Disability in Canada, 2001*. [www.statcan.ca/english/freepub/89-577-XIE/canada.htm](http://www.statcan.ca/english/freepub/89-577-XIE/canada.htm).

<sup>2</sup> City of London (2005) *2006 Accessibility Plan*. [www.london.ca/Planning/Accessibility\\_06\\_finalplan.pdf](http://www.london.ca/Planning/Accessibility_06_finalplan.pdf).

<sup>3</sup> Crawford, Cameron (2004) *Improving the Odds: Disability, Employment and Public Programs in Canada*. Toronto: Roehrer Institute.

<sup>4</sup> See also the Canadian Council on Social Development (2005) *Disability Information Sheet No. 19* <http://www.ccsd.ca/drip/research/drip19/drip19.pdf>.

<sup>5</sup> Statistics Canada (2002) *A Profile of Disability in Canada, 2001*. [www.statcan.ca/english/freepub/89-577-XIE/canada.htm](http://www.statcan.ca/english/freepub/89-577-XIE/canada.htm).

<sup>6</sup> HRSDC (2005) *Annual Report: Employment Equity Act 2004*. [http://www.hrsdc.gc.ca/en/lp/lo/lsws/we/ee\\_tools/reports/annual/2004/2004AnnualReport.pdf](http://www.hrsdc.gc.ca/en/lp/lo/lsws/we/ee_tools/reports/annual/2004/2004AnnualReport.pdf).

# LABOUR MARKET PROGRAMS

## People with disabilities are frequently ineligible for EI programs.

The 1996 Federal Task Force on Disability Issues recognized that people with disabilities often lack the number of weeks of employment required to establish eligibility for mainstream programs. Ten years later, the participation of people with disabilities in EI-funded Employment Benefits and Support Measures (EBSMs) remains lower than any other designated group.<sup>1</sup> Those who do qualify for EBSMs typically receive short-term services, such as employment assistance and counseling, rather than longer-term employment benefits, including self-employment assistance, work experience opportunities, and skills development.<sup>2</sup>

## Labour market programs are least effective for those who face the greatest barriers to employment.

The issue of “creaming” – choosing clients who are most job-ready in order to improve outcomes – was recognized by the 1996 Federal Task Force on Disability Issues. A decade later, creaming remains a problem. A 2004 study by the Canadian Abilities Foundation found that job-seekers with mild disabilities were twice as likely as those with severe, or even moderate, disabilities to find work through employment organizations serving people with disabilities.<sup>3</sup>

## Despite its success, the Opportunities Fund has been frozen at 1997 funding levels, and faces an uncertain future.

The Opportunities Fund (OF) offers individualized and flexible approaches for delivery of services to clients, supports more intensive interventions than under EI, and uses a wider range and different mix of activities. The OF also provides funding for voluntary activity, helping people with disabilities gain job skills and make connections to potential employers. As of March 2005 in Ontario, voluntary activity is no longer funded through EBSMs, making the OF the *only* source of support for voluntary activity. In 2001, a summative evaluation of the OF strongly supported the continuing need for the program, as part of a comprehensive labour market strategy for persons with disabilities.<sup>4</sup> A 2002 audit found that 60% of those assisted by the OF became employed or self-employed.<sup>5</sup>

## Labour market programs need to address the specific barriers and issues facing people with disabilities.

Many mainstream employment programs lack expertise with the disability supports essential for people with disabilities to succeed. A 2004 study by the Canadian Abilities Foundation found that – after friends – organizations that serve people with disabilities were the most frequent source of employment opportunities, and most useful source of job search information, for job-seekers with disabilities.<sup>6</sup> These organizations are knowledgeable about the unique needs and barriers facing people with

disabilities, and have expertise in accessing disability supports. However, they often lack the stable funding necessary to undertake the formal and informal networking required to build relationships with employers, or they lack adequate funding to effectively support people with disabilities in employment settings.

## Effective labour market programs help build vibrant local economies.

The ability to draw upon the skills, strengths and talents of all citizens has been recognized as the key to local and regional competitiveness.<sup>7</sup> People with disabilities offer an untapped resource for London and Middlesex employers. Providing opportunities for people with disabilities to participate in the local economy – as workers and consumers – is a win-win for our community. It enhances local prosperity and reduces reliance on social assistance programs.

<sup>1</sup> Canada Employment Insurance Commission (2005) *Employment Insurance 2004 Monitoring and Assessment Report*. [www.hrsdc.gc.ca/en/ei/reports/annex3\\_eimar\\_2004.pdf](http://www.hrsdc.gc.ca/en/ei/reports/annex3_eimar_2004.pdf).

<sup>2</sup> Crawford, Cameron (2005) *Tapping into LMDAs to Improve the Employment Prospects of People with Intellectual Disabilities*. Toronto: Roehrer Institute.

<sup>3</sup> Canadian Abilities Foundation (2004) *Neglected or Hidden: Connecting Employers and People with Disabilities in Canada*. [www.enablelink.org/features/noh/noh/noh\\_report\\_en.pdf](http://www.enablelink.org/features/noh/noh/noh_report_en.pdf).

<sup>4</sup> HRDC (2001) *Summative Evaluation of the Opportunities Fund for Persons with Disabilities*. [www.rhdcc.gc.ca/en/cs/sp/edd/reports/2001-000459/OFPD2\\_E.pdf](http://www.rhdcc.gc.ca/en/cs/sp/edd/reports/2001-000459/OFPD2_E.pdf).

<sup>5</sup> HRDC (2003) *Audit of Opportunities Fund for Persons with Disabilities*. [www.sdc.gc.ca/en/cs/sp/sdc/audit/6571-00e/6571\\_00\\_e.pdf](http://www.sdc.gc.ca/en/cs/sp/sdc/audit/6571-00e/6571_00_e.pdf).

<sup>6</sup> Canadian Abilities Foundation (2004) *Neglected or Hidden: Connecting Employers and People with Disabilities in Canada*. [www.enablelink.org/features/noh/noh/noh\\_report\\_en.pdf](http://www.enablelink.org/features/noh/noh/noh_report_en.pdf).

<sup>7</sup> Florida, R. (2000) “Competing in the Age of Talent: Environment, Amenities, and the New Economy.” [www.heinz.cmu.edu/~florida/talent.pdf](http://www.heinz.cmu.edu/~florida/talent.pdf).

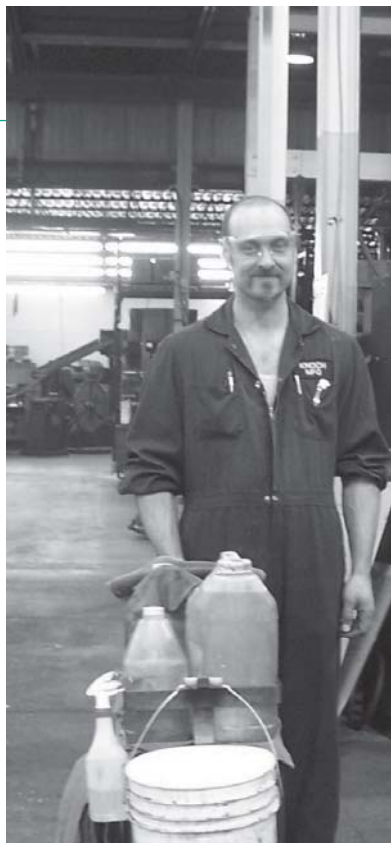
# REMOVING BARRIERS

## People with disabilities want to work.

A 2004 study by the Canadian Abilities Foundation found that most people with disabilities want to work, and would *rather* work than collect disability benefits.<sup>1</sup> In fact, given suitable workplace accommodations, most people with disabilities want to work full-time.

## Removing barriers is key to employment success.

People with disabilities are most likely to be successful finding a job if they have the accommodations they need to work, or travel to their workplace. Among those with disabilities who are not in the labour force, environmental factors often pose significant barriers to working, or looking for work. The 2001 Physical and Activity Limitation Survey (PALS) showed that one-third of persons with disabilities who were unemployed or not in the labour force were potentially employable,<sup>2</sup> suggesting that the interaction between the disability condition and such factors as physical barriers, negative employer attitudes, and a lack of workplace accommodations – rather than the disability itself – is the greatest barrier to full workforce participation. In addition to accessibility improvements and workplace accommodations, barrier removal must also include employer education to dispel myths and challenge stigmas associated with disability.



## Fear of loss of income benefits or disability supports is a major barrier to employment.

Once they become employed, people with disabilities often become ineligible for disability-related supports and services, such as subsidized medication, special transportation, assistive devices, and medical services not covered by provincial health plans. They risk losing income support if they find they are unable to keep their job.

Partners in Employment acknowledges the recently announced changes to Ontario Disability Support Program-Employment Supports (ODSP-ES), which are expected to take effect in November 2006 and will start to address some of these income-related barriers. However, these changes will *only* apply to the relatively small number of people who receive ODSP-ES, excluding many people with disabilities.

## Without accessible transportation, it is difficult for people with disabilities to seek or keep a job.

Lack of transportation is a particular barrier in rural areas and small communities without public transit systems. People with disabilities are often unable to obtain or maintain employment without a means to travel to and from work. Travel subsidies should be available for individuals with disabilities who are involved in employment preparation or employment activities. Such a subsidy should not be considered as earnings, or result in a claw-back of income supports.

<sup>1</sup> Canadian Abilities Foundation (2004) *Neglected or Hidden: Connecting Employers and People with Disabilities in Canada*. [www.enablelink.org/features/noh/noh/noh\\_report\\_en.pdf](http://www.enablelink.org/features/noh/noh/noh_report_en.pdf).

<sup>2</sup> Social Development Canada (2004) *Disability Research Bulletin 2003-2004*, Vol. 3, Issue 1. [www.hrsdc.gc.ca/en/hip/odi/documents/researchBulletin04/researchBulletin04.pdf](http://www.hrsdc.gc.ca/en/hip/odi/documents/researchBulletin04/researchBulletin04.pdf).

# DISABILITY SUPPORTS

## Two-thirds of adult Canadians with disabilities require assistance with daily activities.

The vast majority rely on family and friends for help with everyday needs. As Canada's population ages, and family and friends become less able to provide disability supports, the demands on the formal infrastructure to provide support will skyrocket.<sup>1</sup>

## Just over half of adult Canadians with disabilities need assistive aids or devices.

About one-third of those who require assistive devices do not have their needs met. Those with the highest levels of unmet needs are Canadians with severe disabilities, those with low incomes, those of working age, and those who require high cost supports.

**Figure 4: Need for Work Supports**



Source: Canadian Council on Social Development (2004) *Supports and Services for Adults and Children Aged 5-14 With Disabilities in Canada: An Analysis of Data on Needs and Gaps*. [http://socialunion.gc.ca/pwd/\\_GAPS\\_Report\\_Eng\\_rev.pdf](http://socialunion.gc.ca/pwd/_GAPS_Report_Eng_rev.pdf).

## Working age Canadians with disabilities require modifications to jobs or workplace aids more often than changes to physical structures.

Whether employed or unemployed, Canadians with disabilities have greater needs for job modifications (job redesign, modified hours, human supports, technical aids, communication aids, etc.) than modified workplace structures (handrails/ramps, accessible parking, accessible elevator, modified workstation, etc.) These needs are higher among unemployed people with disabilities, suggesting that the need for work supports increases the likelihood of unemployment.<sup>2</sup> Flexible work hours and job redesign are the most frequently required job modifications. Modified workstations and accessible parking are the most frequently required physical structures. Although these items are not costly or difficult to provide, 39% of working age Canadians with disabilities report that their needs for assistive aids or devices are only partially met, or not met at all.<sup>3</sup> These unmet needs act as major barriers to labour force participation and economic security.

## The cost of accommodating people with disabilities in the workplace is minimal.

The Canadian Abilities Foundation found that, for more than half of the workers with disabilities who required some type of accommodation, the estimated cost of workplace accommodations was less than \$500 per year. For almost *all* Canadian workers who have a disability, annual workplace accommodation costs are under \$1,500.<sup>4</sup>

## Many essential disability supports are unavailable or unaffordable to Canadians with disabilities.

Living with disability can be costly. Disability supports include assistive devices and supplies (such as mobility aids, hearing aids and other communication aids, incontinence supplies, home oxygen), prescription drugs and health needs (such as special diets), and personal support services (such as self-directed attendant care, home support services, sign language interpretation, communication supports, and support workers). Disability supports should be provided equally to all Canadians with disabilities – regardless of place of residence, living arrangements, or eligibility for income programs. They should be available across the life span of people with disabilities, and should include educational supports for children and youth, and respite services for parents and informal caregivers.

<sup>1</sup> Canadian Council on Social Development (2005) *Disability Information Sheet No. 17*. <http://www.ccsd.ca/drip/research/drip17/drip17.pdf>.

<sup>2</sup> *Ibid.*

<sup>3</sup> Canadian Council on Social Development (2004) *Supports and Services for Adults and Children Aged 5-14 With Disabilities in Canada: An Analysis of Data on Needs and Gaps*. [http://socialunion.gc.ca/pwd/\\_GAPS\\_Report\\_Eng\\_rev.pdf](http://socialunion.gc.ca/pwd/_GAPS_Report_Eng_rev.pdf).

<sup>4</sup> Canadian Abilities Foundation (2004) *Neglected or Hidden: Connecting Employers and People with Disabilities in Canada*. [www.enablelink.org/features/noh/noh/noh\\_report\\_en.pdf](http://www.enablelink.org/features/noh/noh/noh_report_en.pdf).

# MOVING FORWARD:

## A Labour Market Strategy for Persons with Disabilities

A Labour Market Strategy for persons with disabilities, **involving all levels of government**, is needed to integrate federal, provincial, and local funding programs, and provide additional measures to fill the gaps not covered by these initiatives.

The strategy will:

- ✓ Promote the abilities and contributions of persons with disabilities to employers, to dispel myths, reduce barriers, and enhance opportunities for workforce participation.
- ✓ Involve persons with disabilities in the design, assessment and evaluation of employment-related programs, and in the development of both qualitative, as well as quantitative, outcome measures.
- ✓ Ensure equity of access to mainstream EI-funded employment programs by including people with disabilities in Labour Market Development Agreements (LMDAs).
- ✓ Provide targeted programs for people with disabilities who are not eligible for EI to address the unique employment barriers faced by persons with disabilities, through guaranteed funding for the Labour Market Partnership Agreements (LMPAs).
- ✓ Maintain and expand the Opportunities Fund to build on its demonstrated success.
- ✓ Support people with complex or more challenging disabilities by making employment services available to those who require *employability* assistance, not just employment assistance.
- ✓ Make *long-term* employment supports available to people with disabilities, based on participant needs, to recognize that people with disabilities and their employers require flexibility and a range of accommodations to be successful in the workplace.
- ✓ Support people with disabilities in accessing all forms of employment (contract, temporary, seasonal, part-time, and full-time) to match the realities of the changing nature of employer/employee relationships.
- ✓ Expand the definition of “preparation for employment” to include time-limited voluntary activity in the non-profit sector and unpaid work placements, to help build self-confidence, skills, knowledge and experience.
- ✓ Provide funding for people with disabilities to participate in life-skills training, to recognize that social supports and life-skills training are essential first steps to employability.
- ✓ Encourage efforts to attempt or complete training, education and literacy, rehabilitation, or employment by removing disincentives and barriers from income support programs (such as loss of drug and dental benefits, or loss of eligibility for income supports).
- ✓ Expand eligibility for disability supports to persons with disabilities who are working, not just those on income supports.
- ✓ Require governments to demonstrate leadership as model employers in hiring people with disabilities.
- ✓ Develop a specific employment strategy for youth with disabilities within the Youth Employment Strategy to assist students making the transition from school to employment (or from school to job-specific training), and strengthen the Special Opportunity Grants program for students with disabilities.
- ✓ Provide stable funding for organizations that serve the employment needs of persons with disabilities, to support the long-term employment success of people with disabilities.
- ✓ Guarantee that municipal transportation, physical and social infrastructure projects in cities and communities funded through the gas tax will be inclusive and barrier-free.
- ✓ Involve organizations that serve people with disabilities in community economic development and local labour market planning, to match skills training for people with disabilities with labour market needs.

# ADVANCING INCLUSION

If Canada is truly to become “a steadfast advocate of inclusion,”<sup>1</sup> people with disabilities must have full opportunities to participate in community life. While notable progress is being made in Ontario to reduce physical barriers, many Canadians with disabilities continue to face barriers to inclusion – as workers, as volunteers, and as citizens.

## Participation in community activities improves health, well-being, and quality of life, and contributes to lifelong learning.

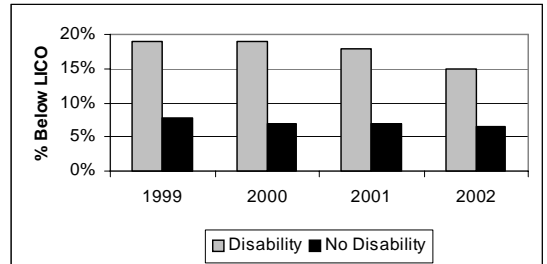
All Canadians deserve opportunities to contribute to their communities and become involved in community life, regardless of their level of workforce participation. Community involvement increases self-esteem, and fosters feelings of helpfulness, belonging, and accomplishment. For voluntary sector organizations, engaging people with disabilities as volunteers increases the pool of available volunteers, and builds stronger, more cohesive communities.

## Canadians with disabilities are more than twice as likely to live in poverty as other Canadians.

To participate fully in society, people with disabilities need incomes adequate to meet basic needs for housing, food, clothing, health, transportation, and the added costs of disability supports. In 2002, 15% of working age people with disabilities lived below the low-income cut-off (LICO), more than double the rate for working-age Canadians without disabilities. Poverty limits the participation of people with disabilities in community life by restricting their ability to volunteer, attend cultural events, participate in sports and recreation, join community organizations, and more. This not only negatively affects health and well-being, but increases social isolation by making it difficult to establish and maintain social networks. Accessibility for people with disabilities must include federal and provincial income support programs, as well as municipal efforts to reduce fee-based barriers to participation.

<sup>1</sup> *Speech from the Throne* (October 5, 2004). <http://pm.gc.ca/eng/sft-ddt.asp>.

**Figure 5: After-Tax Household Incomes Below Low-Income Cut Off (LICO)**



Source: Government of Canada (2004) *Advancing the Inclusion of Persons with Disabilities*. [www.sdc.gc.ca/en/hip/odi/documents/advancingInclusion04/aipd04.pdf](http://www.sdc.gc.ca/en/hip/odi/documents/advancingInclusion04/aipd04.pdf).

*In a time of rapidly changing public policies, skills shortages, and a looming demographic crunch, effective labour market programs and comprehensive disability supports have never been more critical. Providing opportunities for people with disabilities to learn, become employed, raise families, and contribute to their communities builds stronger and healthier local economies, enhancing Canada's social and economic well-being.*

*The time to act is now.*

### Partners in Employment

PIE is a coalition of agencies in London and Middlesex County that provide employment services for people with disabilities. PIE's mission is to build a coordinated, person-centred employment and training service system for people with disabilities.

Special thanks to our sponsors:



### Member Agencies:

- ATN (Accommodation Training & Networking for Persons with Disabilities)
- The Canadian Hearing Society
- Chippewas of the Thames First Nation
- Community Living London
- Cornerstone Clubhouse / Dale Brain Injury Services
- Crest Centre
- Goodwill Industries
- Hutton House Association for Adults with Disabilities
- Leads Employment Services Inc.
- Middlesex Community Living
- Ontario March of Dimes
- QUAD County Support Services
- Regional Mental Health Care London
- Strathroy Middlesex Assertive Community Treatment Team (ACTT)
- Strathroy Residential Homes
- Western Ontario Therapeutic Community Hostel (WOTCH)