

**CANADA-BRITISH COLUMBIA LABOUR MARKET AGREEMENT
FOR PERSONS WITH DISABILITIES**

**CANADA-BRITISH COLUMBIA LABOUR MARKET AGREEMENT
FOR PERSONS WITH DISABILITIES**

This Agreement made in duplicate this day of

BETWEEN: HER MAJESTY THE QUEEN IN RIGHT OF CANADA (hereinafter referred to as "Canada") as represented by the Minister of Human Resources Development (hereinafter referred to as "the federal Minister")

-and-

HER MAJESTY THE QUEEN IN RIGHT OF BRITISH COLUMBIA (hereinafter referred to as "British Columbia") as represented by the Minister of Human Resources of British Columbia (hereinafter referred to as "the provincial Minister")

REFERRED to collectively as the "Parties"

WHEREAS section 20 of the *Department of Human Resources Development Act* authorizes the federal Minister to enter into agreements with the Provinces and Territories, for the purpose of facilitating the formulation, coordination and implementation of any program or policy within the powers, duties and functions of the federal Minister;

WHEREAS in the context of the Multilateral Framework for Labour Market Agreements for Persons with Disabilities (the "*Multilateral Framework*"), which is attached to, and forms part of this Agreement, Canada and British Columbia wish to support people with disabilities in their efforts to participate successfully in the labour market;

WHEREAS by way of and pursuant to the terms of this Agreement Canada will provide funds to British Columbia for the development and delivery of programs and services consistent with the priority areas as set out in the *Multilateral Framework*;

WHEREAS the *Multilateral Framework* provides a new opportunity for governments to work together under more flexible arrangements to improve the labour market situation of persons with disabilities and report to Canadians on progress made;

NOW THEREFORE, Canada and British Columbia agree as follows:

1.0 MULTILATERAL FRAMEWORK

1.1 Canada and British Columbia agree to the principles, goals and objectives of this Agreement as set out in the *Multilateral Framework* which is attached to, and forms part of this Agreement.

2.0 PERIOD OF AGREEMENT

2.1 This Agreement shall come into effect on April 1, 2004 and will remain in effect until March 31, 2006 unless renewed in writing by Canada and British Columbia in accordance with section 9 or terminated in accordance with section 11.

3.0 ELIGIBLE COSTS

- 3.1 The costs incurred by British Columbia to which Canada will contribute are costs of programs and services as described in the Annual Plan referred to in section 5.1, which are consistent with the priorities outlined in the *Multilateral Framework*, but do not include any costs incurred in the provision of services in respect of a disability which is the result of an injury for which benefits are the responsibility of third parties such as insurance companies or Workers' Compensation Boards.
- 3.2 Canada will not share any costs under this Agreement that are incurred by British Columbia if the costs are or will be subject to cost-sharing under any other agreement with British Columbia or pursuant to any other federal program or Act of Parliament.

4.0 FINANCIAL ARRANGEMENTS

- 4.1 In this Agreement, "fiscal year" means the period commencing on April 1 of any calendar year and terminating on March 31 of the immediately following calendar year.
- 4.2 The maximum federal contribution to British Columbia for each fiscal year of this Agreement is \$27,000,000. Should additional funding be provided by Canada for the *Multilateral Framework*, the maximum federal contribution to British Columbia may be amended pursuant to section 9 of this Agreement.
- 4.3 Federal contributions for each year of this Agreement are subject to an annual appropriation by the Parliament of Canada.
- 4.4 Provincial contributions for each year of this Agreement are subject to an annual appropriation by the Legislature of the Province of British Columbia.

5.0 PAYMENT ARRANGEMENTS

- 5.1 Canada agrees to provide advance payments in full by May 15 of each fiscal year. The payments will be based on the Annual Plan submitted to the Department of Human Resources Development by British Columbia for each year of the Agreement. The Annual Plan shall be submitted by British Columbia to the Director of Programs, Office for Disability Issues (25 Eddy Street, Suite 100, Gatineau, Quebec, K1A 0M5), by April 30 of each fiscal year. The Annual Plan will provide information about programs and services to be funded under this Agreement and will initiate payment. Jurisdictions may update and resubmit their Annual Plans to reflect any shifts in provincial funding and priority exercises.
- 5.2 Within 365 days after the end of each fiscal year, British Columbia will provide an annual statement of provincial expenditures on programs and services consistent with the priority areas outlined in the *Multilateral Framework*. This statement shall be certified by the provincial auditor or a designated auditor acceptable to the Parties.
- 5.3 The Government of Canada will review British Columbia's certified expenditure statement within three months of receiving it. Where it is determined as a result of a federal review, and after discussion with British Columbia that an overpayment has been made to British Columbia, that overpayment will be a debt due to Canada and will be recovered from advances not yet paid to British Columbia for any remaining years under this Agreement or in such other manner as the federal Minister may determine after consulting with British Columbia. Where it is determined as a result of a federal review that an underpayment has been made to

British Columbia, that underpayment will be a credit due to British Columbia and will be included in advances not yet paid to British Columbia for any remaining fiscal years under this Agreement or in any such manner as the federal Minister may determine after consulting with British Columbia.

6.0 ACCOUNTABILITY

- 6.1 The *Multilateral Framework* establishes an accountability framework focusing on outcomes for persons with disabilities.
- 6.2 The Annual Plan that British Columbia will share with the Department of Human Resources Development under section 5.1 will include priority areas to be addressed, programs and descriptions, and projected expenditures.
- 6.3 British Columbia is committed to reporting to its constituents on its programs. Reporting under this initiative will include objectives, descriptions, target populations, and expenditures for programs and services funded under the *Multilateral Framework* as well as program and societal indicators as outlined in the *Multilateral Framework*.
- 6.4 British Columbia's annual reports will be publicly released on December 3, the International Day of Disabled Persons. The first report will be released in 2005 and annually thereafter. A baseline report will be publicly released by British Columbia on December 3, 2004.

7.0 LIABILITY OF CANADA

- 7.1 Whenever any question arises as to the obligations of Canada to contribute to any expenditures certified by British Columbia pursuant to section 5.2 of this Agreement, the federal Minister's decision with respect to Canada's obligations, made after discussion with British Columbia, shall be final and conclusive.

8.0 DISPUTE AVOIDANCE AND RESOLUTION

- 8.1 Canada and British Columbia are committed to government-to-government information exchange, discussion and clarification of issues, as they arise. If a dispute arises between the Parties with respect to the interpretation or implementation of any of the terms of this Agreement, Canada and British Columbia will endeavour to resolve the issue in dispute bilaterally. Either Minister may at any time enlist the assistance of a third-party, agreed to by both Parties, to make recommendations in an effort to resolve the conflict. Every effort will be made to attempt to find a resolution in a timely manner.

9.0 AMENDMENTS TO THE AGREEMENT

- 9.1 This Agreement may be amended or renewed at any time by mutual consent of the Parties. To be valid, any amendment shall be in writing and signed, in the case of Canada by the Minister of Human Resources Development, and in the case of British Columbia by the Minister of Human Resources or the federal and provincial Ministers responsible for any successor departments or ministries.

10.0 EQUALITY OF TREATMENT

- 10.1 If a province or territory other than British Columbia negotiates an agreement under the *Multilateral Framework*, and British Columbia determines that an applicable provision of that agreement is more favourable to that province or territory than what was negotiated with

British Columbia and set out in this Agreement, Canada agrees, if requested to do so by British Columbia, to amend this Agreement in order to afford similar treatment to British Columbia.

11.0 TERMINATION

- 11.1 Either Canada or British Columbia can terminate this Agreement at any time by giving one fiscal year's written notice of intention to terminate to the other Party.
- 11.2 In the event of termination of this Agreement, Canada and British Columbia agree that they will work together to ensure that services covered by this Agreement will be affected or interrupted as little as possible by the termination.

12.0 NOTICE

- 12.1 The address for notice or communication to the federal Minister shall be:

14th floor
Phase IV, Place du Portage,
140 Promenade du Portage,
Gatineau, Quebec
K1A 0J9

- 12.2 The address for notice or communication to the provincial Minister shall be:

PO Box 9058 Stn Prov Govt
Room 133 Parliament Buildings
Victoria, BC
V8W 9E2

13.0 GENERAL

- 13.1 The selection of applicants for employability assistance under the provincial programs and services cost-shared under this Agreement shall be made in a manner consistent with provincial human rights legislation and the *Canadian Charter of Rights and Freedoms*.
- 13.2 Canada and British Columbia shall notify each other as soon as possible of any changes to their respective legislation, regulations or policies that would have an impact on this Agreement.
- 13.3 No Member of Parliament or of the Legislature of the Province of British Columbia shall be admitted to any share or part of any contract, agreement, or commission made pursuant to this Agreement, or to any benefit arising therefrom.
- 13.4 This Agreement including all attachments constitutes the entire Agreement entered into by Canada and British Columbia. No other collateral representations or warranties concerning this Agreement have been made by Canada or British Columbia.

SIGNED on behalf of Her Majesty
the Queen in Right of
Canada

SIGNED on behalf of Her Majesty
the Queen in Right of British
Columbia

at _____ this ____ day
of _____, 2004

at _____ this ____ day
of _____, 2004

Minister of Human Resources
Development

Minister of Human Resources of
British Columbia

In the Presence of

In the Presence of

**Attachment to the Canada-British Columbia
Labour Market Agreement for Persons with Disabilities**

**MULTILATERAL FRAMEWORK FOR LABOUR MARKET AGREEMENTS FOR
PERSONS WITH DISABILITIES**

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BACKGROUND

Federal, provincial and territorial (FPT) Ministers Responsible for Social Services¹ are committed to building a strong, inclusive society and securing a high quality of life for all Canadians with disabilities. In Canada, all citizens should have the opportunity to contribute to our social and economic fabric. This means removing barriers so that persons with disabilities can live with dignity and realize their capacity for independence.

Employment is a key element of full inclusion of persons with disabilities. Many persons with disabilities can and want to work, but still face barriers that prevent them from realizing their full potential.

With a view to improving the employment situation of persons with disabilities, the Government of Canada and provincial/territorial governments have worked collaboratively in determining how best to move forward with a new initiative that builds on the successes of Employability Assistance for People with Disabilities (EAPD).

In Unison: A Canadian Approach to Disability Issues (1998) and In Unison 2000, identified many of the challenges and opportunities for persons with disabilities. In Unison recognized that the achievement of a vision is a responsibility shared by all Canadians:

Persons with disabilities participate as full citizens in all aspects of Canadian society. The full participation of persons with disabilities requires the commitment of all segments of society. The realization of the vision will allow persons with disabilities to maximize their independence and enhance their well-being through access to required supports and the elimination of barriers that prevent their full participation.

A *Framework for a Comprehensive Labour Market Strategy*, which was approved in 2002 by Ministers, has served to guide negotiations for a new initiative to replace EAPD. The disability community, business and labour, and Aboriginal organizations have been consulted in developing a new strategy, and there is broad support for a new labour market agreement between the Government of Canada and provincial/territorial governments.

This FPT Multilateral Framework for Labour Market Agreements for Persons with Disabilities reaffirms the commitment of governments to work towards ensuring that persons with disabilities can participate successfully in the labour market.

¹ While the Quebec government subscribes to the general principles of this document, it did not participate in its elaboration. However, it does contribute by sharing information and best practices. The Quebec government intends to continue treating this question with the federal government in a bilateral way. All references to joint positions of the federal, provincial and territorial governments in this document do not include the Quebec government.

PRINCIPLES

Ministers agree that the following principles underlie the new initiative.

Governments agree that:

1. Persons with disabilities should be fully included in Canada's social and economic mainstream, a key element of which is successful participation in the labour market. Fostering greater self-reliance through obtaining and maintaining meaningful employment will help persons with disabilities achieve inclusion;
2. A diverse set of approaches is required to support both persons with disabilities and employers in order to improve the employment situation of persons with disabilities;
3. Persons with disabilities should have access to mainstream and targeted employment programming to ensure their successful participation in the labour market;
4. Employment-related and workplace supports are critical to the success of persons with disabilities in the labour market;
5. Supports and services should be individualized, holistic, linked to other needed support systems, easy to access, portable across life transitions, timely and inclusive;
6. Co-operation and partnership between governments, persons with disabilities, community-based organizations, business, labour, Aboriginal, Métis and Inuit peoples and other stakeholders is key to the success of a comprehensive labour market strategy;
7. Accountability and reporting to citizens in order to demonstrate results and inform program/policy development is a foundation of this framework.

GOAL AND OBJECTIVES

The goal of this initiative is to improve the employment situation of persons with disabilities. To attain this goal, the following objectives will be pursued:

- Enhancing the employability of persons with disabilities;
- Increasing the employment opportunities available to persons with disabilities; and,
- Building on the existing knowledge base.

PRIORITY AREAS

Governments will work together in full respect of each other's responsibilities, recognizing that the Provinces and Territories have primary responsibility for the development and delivery of programs and services funded under this Framework.

Labour market programs and services funded under the new initiative will be consistent with one or more of the priority areas outlined below. Governments have the flexibility to determine their own priorities and approaches to address the needs of persons with disabilities in their jurisdiction.

Interventions will recognize the unique labour market challenges faced by persons with disabilities. For this reason, the distinct needs of each individual with a disability will be considered in determining the set of interventions required to support the preparation for and economic participation in the labour market.

Governments have identified the following priority areas:

a. Education and Training

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

b. Employment Participation

Improve the labour market situation and independence of persons with disabilities with disabilities through employment-related activities.

c. Employment Opportunities

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

d. Connecting Employers and Persons with Disabilities

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

e. Building Knowledge

Enhance the knowledge base, which contributes to continuous improvement of labour market policies and programs for persons with disabilities.

Provinces and territories will determine the programs and services funded under this initiative that will be consistent with the priority areas set out in this Framework.

Examples of interventions which provinces and territories may consider in deciding on the mix of programs and services to be funded under this initiative are outlined Appendix 1.

Ministers recognize that the progress made in shifting toward an employability focus under EAPD will continue. Ministers further acknowledge that programs and services, which are primarily oriented to medical treatment or services provided in a sheltered workshop,

which do not demonstrate preparation of persons with disabilities for entry into the labour market, are not funded under this initiative.

ANNUAL PLAN

Each jurisdiction will share an annual plan with HRDC at the start of each fiscal year, for information purposes only, and not for determination of program eligibility. The annual plan, which initiates payment, will include the following elements:

Priority Areas to be Addressed

Includes reference to one or more of the Priority Areas outlined in the Multilateral Framework.

Programs and Descriptions

A brief description of provincial/territorial programs to be funded in the upcoming year.

Projected Expenditures

Expenditures by program for the upcoming year.

In keeping with the commitments in this Multilateral Framework to accountability and reporting, annual plans may also include:

Reporting Plans

Program and societal indicators that can be reported on in the upcoming year.

Evaluation Plans

Programs expected to be evaluated in the upcoming year.

FUNDING ARRANGEMENTS

In each year of the initiative, the Government of Canada will contribute 50 percent of the costs incurred by provinces/territories for programs and services funded under the initiative, up to the amount of the Government of Canada allocation identified in the bilateral agreement.

Based on the submission of the annual plan, the Government of Canada will make an advance annual payment, or some other schedule of payment as set out in bilateral agreements, to provinces and territories.

BASE FUNDING

Ministers agree that, when additional federal funding related to the Multilateral Framework becomes available, the base funding level for participating small jurisdictions² will be given priority attention. Any resources required to address this issue would be sourced out of the additional federal funding. The establishment of an enhanced base funding level will not negatively impact any current provincial or territorial funding allocations.

All small jurisdictions will have the same base funding level. This base funding level will be greater than the highest existing federal allocation level for any one of the small jurisdictions, meaning that all small jurisdictions will receive a funding increase.³ Small jurisdictions will be eligible for increases to their allocation, over and above the base funding level, using an allocation approach developed and agreed to by all jurisdictions as referenced in the Future Commitments section.

ACCOUNTABILITY

Governments recognize the important role that accountability plays in an effective, long-term approach towards reaching our shared goal of improving the labour market situation of persons with disabilities. Public reporting forms the basis of accountability under this framework, which reflects the commitments made under the Social Union Framework Agreement to monitor and measure outcomes of social programs and report regularly to citizens on the performance of these programs.

Measuring and reporting on program and societal indicators and undertaking evaluation activities are crucial to assessing progress towards enhancing program effectiveness and ultimately improving the employment situation of persons with disabilities.

Accountability activities will be guided by:

- Partnership and cooperation;
- Transparency and commitment to public reporting;
- A focus on results;
- Commitment to continual improvement based on evaluation and reporting, feedback from stakeholders and the public.

Governments agree to work together on research and knowledge development and dissemination, and to share information on effective practices. Ministers recognize the role of the disability community and agree that their Governments will consult, as appropriate, to inform the development of effective policies and programs and review results and progress under this framework.

² For the purposes of this Framework, the following jurisdictions have been identified as small: Nunavut, Northwest Territories, Prince Edward Island, and the Yukon.

³ Of the small jurisdictions, the federal allocation for the Yukon is currently set at the highest level.

Governments agree to report on program and societal indicators, beginning in 2005 and annually thereafter. Each jurisdiction will release its report publicly on December 3, the International Day of Disabled Persons.

Governments also agree to publicly release baseline reports on December 3, 2004. These baseline reports will include objectives, descriptions, target populations, and planned expenditures for programs and services funded under this Framework, and societal indicators as outlined in this Framework.

Each government will make its report widely available to the public, including by posting on the Internet. Governments will develop a joint communications effort consisting of common messaging to be used on an opt-in basis.

Ministers will receive regular updates on how governments are meeting their reporting commitments.

Reporting on Program Indicators

Governments will report annually to their citizens on programs and services funded under this framework to demonstrate the activities undertaken to improve the employment situation of persons with disabilities.

Jurisdictions commit to reporting on employment-related indicators where data is available. When data is not readily available, provinces and territories can undertake evaluation, as set out in the Evaluation Framework, or utilize surveys to report on these indicators. Provinces and territories will determine the timing of evaluations.

Reporting under this initiative will include objectives, descriptions, target populations, and expenditures for programs and services funded under this Framework. Reporting will also include the following indicators:

- a) Number of participants in programs and services;
- b) Number of participants completing a program or service where there is a specific start and end point to the intervention;
- c) Number of participants who obtained or were maintained in employment where the program or service supports this activity.

Ministers recognize that refining accountability and performance measures is a continuous process. Jurisdictions are committed to reporting to their constituents on their programs and will strive to improve the quality and effectiveness of reporting over time.

The application of federal policy on accountability for federal transfers takes into account the comprehensive accountability mechanisms that provinces and territories have in place.

Provincial/territorial governments agree to recognize the financial contribution of Canada under this Framework in their annual reports.

Reporting on Societal Indicators

Ministers agree to report on societal indicators of labour market participation for their jurisdiction or at the national level, subject to data availability. Common indicators include:

1. Employment rate of working age persons with disabilities;
2. Employment income;
3. Education attainment.

Governments may choose to report on other indicators as appropriate.

EVALUATION

Governments recognize the importance of evaluating programs and services supported under the Multilateral Framework to help determine impacts and outcomes. Provinces and territories have responsibility for developing evaluation plans and undertaking evaluations for their programs and services.

Governments agree to use commonly accepted research designs and methodologies to ensure that evaluation activities are reliable and credible, and can be used to determine sound program and service outcomes. Evaluations can focus both on how well programs are being implemented and how well they are achieving their stated objectives.

Provinces and territories agree to undertake evaluation of key programs and services which are funded under this Framework. Provinces and territories will determine which programs and services to evaluate and the timing of evaluations.

Each province or territory may choose to undertake evaluations on its own or engage in bilateral or demonstration evaluations with the Government of Canada. Governments have developed an evaluation framework for bilateral and demonstration evaluations, which can also be used for jurisdictional evaluations where appropriate.

Recognizing that both parties may choose to conduct evaluations independently, governments agree, to the extent possible, to make information available to each other and to share findings produced. With the agreement of both parties, bilateral and demonstration evaluation reports will be made available to the public.

BILATERAL AGREEMENTS

This Multilateral Framework is to be used as the basis for bilateral agreements which will supercede the Employability Assistance for People with Disabilities agreements between the Government of Canada and provincial governments.

Upon approval of the Multilateral Framework by Ministers, negotiations on bilateral agreements will begin immediately. Bilateral agreements will come into effect on April 1, 2004 and will remain in effect until March 31, 2006. The terms specified for the duration of this Framework do not preclude additional investments being made prior to March 31, 2006.

FUTURE COMMITMENTS

FPT governments agree to work together to review the Framework and will report annually to Ministers on the status of its implementation.

Jurisdictions will begin work to develop an allocation approach which would apply to any future investments.

Appendix 1

Priority Areas and Examples of Actions

Education and Training

- Improve the quality, accessibility and availability of employment-related programs and supports.
- Improve access to the continuum of individualized, affordable, portable, education-related disability supports (e.g. technical aids, equipment, interpreter services and transportation).
- Expand pre-employment training and skills upgrading opportunities (e.g. technical aids and equipment, interpreter services and transportation).
- Increase training and education assistance to students with disabilities.
- Reduce education-related disincentives in income support and tax programs.
- Enhance transitional supports to post-secondary education and other training.
- Enhance education and training opportunities for Aboriginal people with disabilities.

Employment Participation

- Increase access to affordable, individualized, portable, employment-related disability supports.
- Improve tax credit programs and other measures to reduce the costs of employment-related disability supports.
- Strengthen programs that facilitate labour market transitions (e.g. school to work).
- Improve mechanisms for identifying and addressing job crisis situations.
- Increase and support work and volunteer placements.
- Enhance assessment, pre-employment and post-employment programs and services.
- Improve access to mainstream employment preparation programs.
- Improve accessibility of labour market information.
- Increase labour market opportunities for those whose disability may be episodic or degenerative.
- Increase tax incentives, which support labour market attachment for persons with disabilities.
- Provide more equitable services to all citizens, especially in rural and northern regions.
- Enhance employment services for Aboriginal People.

Employment Opportunities

- Increase the provision of portable, individualized workplace disability supports.
- Increase employment placement initiatives, supports and financial incentives for employers.
- Increase government employment of persons with disabilities.
- Enhance job coaching and mentoring services.
- Promote self-employment and entrepreneurship.

Connecting Employers and Persons with Disabilities

- Promote innovative recruitment, retention and disability management approaches.
- Improve accessible job placement networks.
- Improve access to labour market information and services to employers.
- Enhance education and awareness strategies to address employer concerns related to hiring persons with disabilities.
- Improve services that assist persons with disabilities obtain and maintain employment.

Building on the Existing Knowledge Base

- Build a comprehensive knowledge base through research and reporting on best practices.
- Improve data collection systems and program evaluation to better assess program effectiveness.
- Share research findings and promising practices.

Minister
of Human Resources and
Skills Development



Ministre
des Ressources humaines et du
Développement des compétences

Ottawa, Canada K1A 0J9

The Honourable Don McRae, M.L.A.
Minister of Social Development and Social Innovation
Government of British Columbia
PO Box 9934 Stn Prov Govt
Victoria BC V8W 9R2

Dear Minister:

I am pleased to offer you a one-year renewal of the Canada-British Columbia Labour Market Agreement for Persons with Disabilities to March 31, 2014.

Canada's long-term prosperity depends on the labour market participation of all its citizens, including persons with disabilities. The Government of Canada values our partnership in supporting programs that enhance the employability of persons with disabilities.

Through Economic Action Plan 2013, we re-affirmed our commitment to work with provincial and territorial governments, employers, and disability organizations to connect Canadians with available jobs. We also announced that the Government of Canada will introduce a new generation of Labour Market Agreements for Persons with Disabilities by 2014.

We are looking forward to working with you to reform the Labour Market Agreements for Persons with Disabilities to better meet the employment needs of Canadian businesses and improve the employment prospects for persons with disabilities.

Enclosed you will find two copies of the renewal agreement for your review and signature. I ask that you sign both copies and return one completed copy at your earliest convenience to Mr. Christopher Bates, Director of Youth and Labour Market Programs for Persons with Disabilities, at the Employment Programs and Partnerships Directorate, Skills and Employment Branch, Human Resources and Skills Development Canada, 140 Promenade du Portage, Phase IV, 4th Floor, Gatineau, QC K1A 0J9.


.../2

Canada

- 2 -

I appreciate your continued cooperation and your commitment to improving the lives of Canadians with disabilities.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Diane Finley".

The Hon. Diane Finley, P.C., M.P.

Enclosures: 2

**RENEWAL OF THE
CANADA – BRITISH COLUMBIA
LABOUR MARKET AGREEMENT FOR PERSONS WITH DISABILITIES**

BETWEEN: HER MAJESTY THE QUEEN IN RIGHT OF CANADA (hereinafter referred to as "Canada") as represented by the Minister of Human Resources and Skills Development

- and -

HER MAJESTY THE QUEEN IN RIGHT OF BRITISH COLUMBIA (hereinafter referred to as "British Columbia") as represented by the Minister of Social Development and Social Innovation

WHEREAS Canada and British Columbia entered into the *Canada-British Columbia Labour Market Agreement for Persons with Disabilities* (the "Agreement") on April 1, 2004, under which Canada shares the costs of British Columbia's labour market programs and services designed to improve the employment situation of persons with disabilities;

WHEREAS Canada and British Columbia previously amended the Agreement on six occasions, namely in 2005, 2006, 2007, 2008, 2009 and 2011;

WHEREAS the Agreement expired on March 31, 2013; and,


WHEREAS Canada and British Columbia wish to renew the Agreement for a period of one year commencing April 1, 2013 and ending March 31, 2014, on the same terms and conditions as in the Agreement;

NOW THEREFORE, Canada and British Columbia agree as follows:

1. The Agreement is hereby renewed for a period of one year commencing April 1, 2013 and ending March 31, 2014, on the same terms and conditions as in the Agreement.
2. The Agreement as amended in all other respects remains the same.

SIGNED on behalf of Her Majesty
the Queen in Right of Canada,

At Ottawa this 3rd day
of July 2013


The Honourable Diane Finley, P.C., M.P.,
Minister of Human Resources and Skills
Development


In the presence of

SIGNED on behalf of Her Majesty
the Queen in Right of British Columbia,

At VICTORIA this 9th day
of July 2013


The Honourable Don McRae, M.L.A.
Minister of Social Development and
Social Innovation

In the presence of



**RENEWAL OF THE
CANADA – BRITISH COLUMBIA
LABOUR MARKET AGREEMENT FOR PERSONS WITH DISABILITIES**

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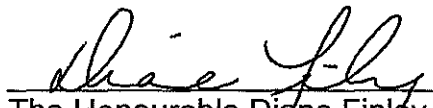
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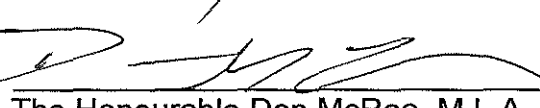
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