

1980
AUG.

SHELTERED INDUSTRY NEEDS
FOR EDMONTON

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ABSTRACT

The primary purpose of the study was to examine the status of sheltered industry within the Edmonton community, comparing the need for sheltered industry placements for handicapped individuals with the availability of such work placements.

The secondary purpose was to identify the characteristics of individuals indentified as appropriate for sheltered industry employment.

Information gathered from representatives of 25 community agencies regarding the need for positions indicated that 199 placements are required at this time, with this requirement possibly extending to 460. In the ensuing year the minimal requirement will increase to 281 positions with a possible requirement extending to 542 positions. The information indicates that as of June, 1983 the minimal requirement will increase to 384 with a possible need for 645 positions. Information regarding the present provision of sheltered industry opportunities indicated that 79 positions existed within the Edmonton community, thus indicating the need for a substantial increase in resources to meet the needs of community.

Information gathered relating to the characteristics of individuals identified indicated that within each category of disability specified there are individuals for whom sheltered industry is required at this time.

The findings of this study are:

- 1. That a minimum of 199 sheltered industry positions are needed in Edmonton at this time.**
- 2. That the number of sheltered industry positions currently required in Edmonton may exceed 199.**
- 3. That the minimum number of sheltered industry positions needed in Edmonton will increase to 281 in one year and to 384 in three years.**

INTRODUCTION

Sheltered industry, one sheltered employment option for handicapped individuals, has been recognized in the literature and in communities throughout the world as an essential and meaningful component of a comprehensive vocational service system for handicapped individuals.

The 1979 strike of trainees at the Canadian National Institute for the Blind's Sheltered Workshop, and a variety of factors which ensued drew to the attention of the Edmonton Social Planning Council a need to examine the status of sheltered industry within the community. Thus, the Sheltered Industry Study, 1980 was undertaken.

The primary purpose of the study was to examine the status of sheltered industry within the Edmonton community, comparing the need for sheltered industry placements for handicapped individuals with the availability of such work placements.

The secondary purpose of the study was to identify the characteristics of individuals in the Edmonton community for whom sheltered industry would be an appropriate work placement.

Definition of Terms

With the above purposes in mind, the following definitions were used.

Sheltered Industry

"(An) industry designed to provide permanent remunerative employment for the handicapped with no emphasis on rehabilitation." (Cawood, 1975, p.43)

This definition as proposed by Cawood (1975) was supported by Settle (quoted in Harshman, 1977), Pocock (1978) and Perry (1979). Cawood's definition was accepted for the purpose of this study.

Individuals for Whom Sheltered Industry Would Be Appropriate

- (1) individuals for whom the likelihood of open market employment within the foreseeable future is minimal,
- (2) individuals capable of working in sheltered industry,
- (3) individuals possessing skills required to produce at least one-third of normal production of non-handicapped workers, and
- (4) individuals not possessing the immediate potential of becoming employable in the open market through vocational rehabilitation.

These four criteria were necessary conditions for an individuals to be considered appropriate for sheltered industry placement, and as such, a component of this study.

It should be noted that criteria 1, 2 and 4 were deemed as being self-evident preconditions to being considered a prospective sheltered industry employee. The third criterion was derived from Policy for Vocational Training Programs funded by The Vocational Rehabilitation Branch (1977, p. 7) and is supported by Pocock (1978, p. 7).

METHODOLOGY

The collection of data on the characteristics of identified individuals was contingent on the use of a disability framework. The characteristics were compiled using the Disability Profile (1978) employed by Goodwill Rehabilitation Services of Alberta. This profile grouped individuals according to seven categories and was such that categories identified in the literature (The United States Department of Labor, 1973; Goreenleigh Associates, 1976) could be accommodated. The categories were:

- (1) intellectually disabled individuals,
- (2) emotionally disabled individuals,
- (3) physically disabled individuals,
- (4) intellectually and emotionally disabled individuals,
- (5) intellectually and physically disabled individuals,
- (6) emotionally and physically disabled individuals, and
- (7) intellectually, emotionally and physically disabled individuals.

Provision was made for respondents to add appropriate categories not covered by this profile.

Data Collection Process

Background information on vocational services was gathered to determine the scope of the project. Information was collected through a literature review focusing on provincial and federal legislation, comprehensive vocational service systems, examples of existing sheltered industries, and through interviews with local professionals in the field. This was followed by the development of an initial list of agencies and organizations to be represented in this study. The list was compiled from AID: A Directory of Community Services for Edmonton and District (Summer, 1979).

Two questionnaires were employed to enable the collection of uniform information: one designed for agencies involved with vocational training programs, education programs for special need students, life skills programs, and/or sheltered industry; and the second for employment placement agencies (see Appendix A for the two questionnaires). An introductory letter (Appendix B)

and the appropriate questionnaire were mailed to the agencies initially identified. Interviews with representatives from the agencies were scheduled to:

- (1) describe the purpose of the research,
- (2) clarify the questionnaire,
- (3) clarify the information received,
- (4) collect the completed questionnaires,
- (5) identify additional agencies to be included in the study.

When an additional agency/organization was identified, it was added to the list and representatives from the agency were contacted. (See Appendix C for a list of the agencies that were contacted, and Appendix D for a description of the services/programs offered by these agencies.)

RESULTS

The Results section of this report presents the information obtained from 25 of the 35 agencies contacted (Appendix E lists the agencies and organizations providing information). The Results section is divided into two sub-sections: Results I and II.

Results I presents the information obtained regarding:

- (1) the number of handicapped individuals identified as appropriate for sheltered industry,
- (2) the characteristics of the identified individuals, and
- (3) the number of existing sheltered industry placements.

Results II presents the comments - written and verbal - made by participating representatives regarding the status of sheltered industry within the Edmonton community.

Results I

In keeping with the necessity to separate employment placement agencies from agencies involved with vocational rehabilitation, education programs for special need students, life skills programs, and/or sheltered industry when collecting the data, it is also advisable to present the data obtained from the two groups separately. Part I presents information obtained from non-employment placement agencies (vocational training programs, education programs for special need students, life skills and/or sheltered industry). Part II presents information gathered from placement agencies. It was also appropriate to include information from the Edmonton Epilepsy Association with this information.

Part I:

Representatives from non-placement agencies identified 192 individuals (Table 1) for whom they (the respondents) considered sheltered industry placements appropriate at this time. Results indicated that in the ensuing year an additional 82 individuals (Table 1) will require sheltered industry positions,

TABLE 1

DISTRIBUTION OF INDIVIDUALS IDENTIFIED BY NON-PLACEMENT AGENCIES AS APPROPRIATE FOR SHELTERED INDUSTRY BY AGENCY AND PROGRAM

NAME OF ORGANIZATION/AGENCY	PROGRAM	TOTAL NUMBER OF PROGRAM PARTICIPANTS	NUMBER OF INDIVIDUALS IDENTIFIED AS APPROPRIATE FOR SHELTERED INDUSTRY				TOTAL NUMBER OF INDIVIDUALS FOR THE THREE-YEAR PERIOD
			AT THIS TIME	NOT AT THIS TIME BUT WITHIN ONE YEAR	NOT WITHIN ONE YEAR BUT WITHIN THREE YEAR		
Enterprise & Training Association of Alberta	Vocational Training Centre	48	13	8	6		27
Enterprise	Activity Centre	15	0	2	4		6
Enterprise	Vocational Training Centre	40	10	10	10		30
Enterprise	School Hospital Grades 7-11	25	1	1	3		5
Enterprise Prov. General Hosp.	Activity Centre	94	0	1	7		8
Enterprise Rehabilitation Services of Alberta	Vocational Rehab. Centre	100	12	18	20		50
	Sheltered Industry	79	79	-	-		79
	Trainable Mentally Handicapped Program	42	5	3	6		14
Enterprise Junior High School	See Appendix E	51	5	*	*		5
Enterprise Skills Training Centres	See Appendix E	450	10	10	20		40
Enterprise Vocational School	See Appendix E	6	2	0	0		2
Enterprise MacEwan Community College	Residential Aide Train. Prog.	20	1	1	2		4
Enterprise Hood Schools	Activity Centre	75	1	3	*		8*
Enterprise Basil School	Learning Assistance Program & Senior Educable Mentally Handicapped Program	120	8	*	*		8
Enterprise Sheltered Workshop Society	Work Activity Program with Research Component Excluded	10 Full-Time 6 Half-Time	0	2	0		2
Enterprise With Edmonton Bottle Depot	See Appendix E	220	40	20	20		80
Enterprise Western Industrial Research Training Centre	Activity Centre and Vocational Training Centre	-	0	2	3		5
Enterprise Identified Stewart School for the Mentally Retarded	See Appendix E	-	0	2	3		5
Enterprise Community Enrichment Program	Activity Centre	11	5 192	1 82	2 103		8 377
TOTAL							

* Cannot be determined at this time

for a total of 274 placements. The subsequent two years will see an additional 103 individuals (Table 1) requiring sheltered industry positions resulting in a total of 377 individuals identified as needing sheltered industry positions within the next three years.

It should be noted that of the 192 individuals identified as appropriate for sheltered industry at this time 79 individuals (Table 1) were employed in a sheltered industry with Goodwill Rehabilitation Services of Alberta. Table 1 outlines in more detail the above findings.

The categorization of individuals identified by non-placement agencies is presented in Table 2. The information indicated that approximately two-thirds of the individuals identified were classified as having a single type of disability (Categories (1), (2), and (3)). It was interesting to note that of the 113 individuals identified as now requiring sheltered industry by non-placement agencies, almost half are identified as intellectually disabled individuals. It was also noteworthy that for the 10 individuals identified as having an intellectual, emotional, and physical disability (Category 7) none were employed with sheltered industry at this time.

Part II:

The following information was gathered from employment placement agencies.

The six agencies specified in Table 3 identified a minimum of 205 to a maximum of 251 individuals for whom sheltered industry would be considered an appropriate work placement. Of this total, 37 individuals were known to be involved with another agency participating in the study. Seven individuals were known not to be involved with another participating agency. Information regarding the remaining 161 to 207 individuals involvement with another participating agency was not available.

The categorization of individuals identified by employment placement agencies according to the Disability Profile is presented in Table 4.

DISTRIBUTION OF THE INDIVIDUALS IDENTIFIED ACCORDING TO DISABILITY

DISABILITY PROFILE	DISTRIBUTION OF INDIVIDUALS IDENTIFIED AS BEING APPROPRIATE FOR SHELTERED INDUSTRY AT THIS TIME		DISTRIBUTION OF INDIVIDUALS PRESENTLY PARTICIPATING IN SHELTERED INDUSTRY		DISTRIBUTION OF INDIVIDUALS IDENTIFIED AS APPROPRIATE FOR SHELTERED INDUSTRY AT THIS TIME YET NOT NOW PARTICIPATING WITHIN SHELTERED INDUSTRY	
	Frequency	Percentage Of Total	Frequency	Percentage Of Total	Frequency	Percentage Of Total
(1) intellectually disabled individuals	74	38.5	19	24.1	55	48.8
(2) emotionally disabled individuals	22	11.5	17	21.5	5	4.4
(3) physically disabled individuals	32	16.7	22	27.8	10	8.8
(4) intellectually and emotionally disabled individuals	9	4.7	4	5.1	5	4.4
(5) intellectually and physically disabled individuals	9	4.7	6	7.6	3	2.7
(6) emotionally and physically disabled individuals	6	3.1	3	3.8	3	2.7
(7) intellectually, emotionally & physically disabled individuals	10	5.2	0	0	10	8.8
(8) socially, culturally or age related disabled individuals	8	4.2	8	10.1	0	0
(9) information not available	22	11.5	0	0	22	19.5
TOTAL	192	100.1	79	100	113	100.1

DISTRIBUTION OF INDIVIDUALS IDENTIFIED BY PLACEMENT AGENCIES AS APPROPRIATE FOR SHELTERED INDUSTRY
BY AGENCY/ORGANIZATION

AGENCY/ ORGANIZATION THE IDENTIFICATION	NO. OF INDIVIDUALS REQUESTING HELP LOCATING EMPLOY- MENT BETWEEN JAN. 1 & MAR. 1/80	NO. OF INDIVIDUALS IDENTIFIED AS AP- PROPRIATE FOR SHELTERED INDUSTRY AT THIS TIME	NO. OF THE IDENTIFIED INDIVIDUALS KNOWN TO BE INVOLVED WITH ANOTHER AGENCY PARTI- CIPATING IN THE STUDY	NO. OF THE IDENTIFIED INDIVIDUALS KNOWN NOT TO BE INVOLVED WITH ANOTHER AGENCY PARTI- CIPATING IN THE STUDY	NO. OF THE IDENTIFIED INDIVIDUALS FOR WHOM INVOLVEMENT WITH ANOTHER AGENCY PARTICIPATING IN THE STUDY IS NOT KNOWN
Porta Govt. Employment unities Program	Average total caseload per month for Jan. & Feb. 1980 - 922	Minimum 15% of total - 138. Maximum 20% of total - 184	0	0	138 - 184
Porta Govt. Social Place- ment Program	58	6	4	0	2
Porta National Centre for Placement Service	*	3	3	0	0
Canadian Nat. Institute for Blind	41	32	25	7	0
Canadian Social Services for Disabled	18	5	0	0	5
C.C.A. Employment Program	45	21	5	0	16
TOTAL		205 - 251	37	7	161 - 207

* Data not collected.

TABLE 4

DISTRIBUTION OF THE INDIVIDUALS IDENTIFIED ACCORDING TO DISABILITY

DISABILITY PROFILE	DISTRIBUTION OF INDIVIDUALS IDENTIFIED AS BEING APPROPRIATE FOR SHELTERED INDUSTRY AT THIS TIME. INFORMATION SOURCE:	
	(1) Alberta Government Employment Opportunities Program, (2) Alberta Government Special Placement Program, (3) Alberta Vocational Centre - Work Placement Service, (4) Canadian National Institute for the Blind, (5) Edmonton Social Services for the Disabled, (6) Y.M.C.A. Employment Program	
	Frequency	Percentage of Total
(1) intellectually disabled individuals	0	0
(2) emotionally disabled individuals	4	2
(3) physically disabled individuals	5	2.4
(4) intellectually and emotionally disabled individuals	5	2.4
(5) intellectually and physically disabled individuals	26	12.7
(6) emotionally and physically disabled individuals	21	10.2
(7) intellectually, emotionally and physically disabled individuals	5	2.4
(8) physically, intellectually and socially disabled individuals	1	0.5
(9) information not available	138*	67.3
TOTAL	205	99.9

* Specific information regarding the disability of the individual identified was not available for the 138-184 individuals identified by the Alberta Government Employment Opportunities Program. However, representatives from this program indicate that the individuals identified are: (a) intellectually disabled individuals; (b) emotionally disabled individuals; (c) physically disabled individuals; (d) emotionally and physically disabled individuals and (e) culturally deprived individuals.

It should be noted that only minimum numbers are given. It was particularly noteworthy that for at least 138 individuals representing approximately two-thirds of the total information is not available.

It should be noted that Tables 5 and 6 present estimated data. Representatives from the four agencies specified in Table 5 identified 137 individuals for whom sheltered industry would be considered an appropriate work placement. Eighty-three of the individuals identified were known to be involved with another agency participating in the study. Information regarding the remaining 54 individuals involvement with another participating agency was not available.

Information regarding the characteristics of individuals identified by the agencies specified in Table 5 are presented in Table 6. Note that information is not available for 36.5% of the total identified.

Results II

The questionnaires and the interviews provided an opportunity for agency representatives to address the status of sheltered industry within the Edmonton community. There was consensus among representatives from the four agencies involved with vocational training and vocational rehabilitation programs that sheltered industry was needed. Representatives from eight of the nine employment placement programs/agencies supported the need for sheltered industry within the community. The representative from the remaining agency did not offer an opinion as to the need for sheltered industry. Comments from the two groups included:

"There is definitely need for sheltered industry in Edmonton."

"Sheltered industry greatly needed for 'borderline' clients who are employable, but cannot function in a competitive situation."

"We have felt there is a need for a sheltered industry for physically disabled people."

"Sheltered industry would bridge the gap between a mentally or emotionally handicapped person looking after themselves and being productively employed."

TABLE 5

DISTRIBUTION OF INDIVIDUALS IDENTIFIED BY PLACEMENT AGENCIES AS APPROPRIATE FOR SHELTERED
INDUSTRY BY AGENCY/ORGANIZATION

NAME OF AGENCY/ ORGANIZATION	NO. OF INDIVIDUALS REQUESTING HELP LOCATING EMPLOY- MENT BETWEEN JAN. 1 AND MAR. 1, 1980	NO. OF INDIVIDUALS IDENTIFIED AS AP- PROPRIATE FOR SHELTERED INDUSTRY AT THIS TIME	NO. OF IDENTIFIED INDIVIDUALS KNOWN TO BE INVOLVED WITH ANOTHER AGENCY PARTICIPATING IN THE STUDY	NO. OF IDENTIFIED INDIVIDUALS KNOWN NOT TO BE INVOLVED WITH ANOTHER AGENCY PARTICIPATING IN THE STUDY	NO. OF IDENTIFIED INDIVIDUALS FOR WHOM INVOLVEMENT WITH ANOTHER AGENCY PARTICI- PATING IN THE STUDY IS NOT KNOWN
Canada Employment Centre - Special Needs Unit	355	24	16	0	8
Community Employment Services of Alberta d.	50 regular plus 20-30 new appli- cations per day	23	3	0	20
Distinctive Employ- ment Counselling Services of Alberta	Total caseload January, 1980 - 1984; Total caseload February, 1980 - 266.	40	14	0	26
Edmonton Epilepsy Association	*	50	50	0	0
	TOTAL	137	83	0	54

* Question no applicable

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TABLE 6
DISTRIBUTION OF THE INDIVIDUALS IDENTIFIED BY PLACEMENT AGENCIES ACCORDING TO
DISABILITY

INFORMATION SOURCE:

- (1) Canada Employment Centre - Special Needs Unit
- (2) Community Employment Services of Alberta Ltd.
- (3) Distinctive Employment Counselling Services of Alberta.
- (4) Edmonton Epilepsy Association

Disability Profile	Distribution of individuals identified as being appropriate for Sheltered Industry at this time.	
	Frequency	Percentage of Total
(1) intellectually disabled individuals	11	8.0
(2) emotionally disabled individuals	50	36.5
(3) physically disabled individuals	14	10.2
(4) intellectually and emotionally disabled individuals	4	2.9
(5) intellectually and physically disabled individuals	4	2.9
(6) emotionally and physically disabled individuals	4	2.9
(7) intellectually, emotionally, and physically disabled individuals	0	0
(8) information no available	50	36.5
	137	99.9

"Biggest gap in service ..(is).. sheltered industry. For those unable to make it in competitive employment, they (currently) have to be trained for the rest of their lives."

(Note: Respondents are not identified by name or agency since permission to do so was not obtained during the interviews.)

The questionnaires and interviews also provided an opportunity for representatives to address related areas. The Addendum presents ideas expressed and recommendations made by agency representatives regarding the actual establishment of sheltered industry.

DISCUSSION

The primary purpose of the study was to examine the status of sheltered industry within the Edmonton community, comparing the need for sheltered industry placements for handicapped individuals with the availability of such work placements. Data from the 25 agencies documented the need to increase the number of sheltered industry positions in the community. This need was further supported by comments made by representatives of agencies involved with vocational training, vocational rehabilitation and employment placement.

The secondary purpose of the study was to identify the characteristics of individuals for whom sheltered industry would be an appropriate work placement. To a large extent meaningful information regarding characteristics was not collected.

Prior to discussing the Results in more detail two limitations must be noted. The first limitation relates to the inability to identify potential sheltered industry employees if the individual is not in contact with one of the twenty-five agencies participating in the study. Thus the possibility exists that the need is greater than that identified by this study. However, without documentation no definite statement may be made. The second limitation relates to the fact that for employment agencies, information regarding client involvement with other employment placement agencies was not collected, thus making it impossible to determine whether an individual was identified by more than one employment agency. As well, it was not possible to determine the extent of client duplication between employment placement agencies and those agencies involved with vocational training, education programs for special need students, life skills, and sheltered industry. It is thus acknowledged that the number of placements may be less than the maximum numbers documented; although no information exists to suggest that in fact this is true. Where possible, known non-duplicated results are presented. These results represent the minimum number of placements needed, and can be viewed with confidence.

In discussing the results, the above limitations must be kept in mind.

The discussion of the results follows the sequence in which data was presented in the results section. In addition, the discussion addresses information derived from combining data from placement and non-placement agencies. The final area addressed is the Disability Profile.

Non-Placement Agencies

Data from non-placement agencies indicated that 192 (Table 1) sheltered industry positions were required at this time. Seventy-nine of the required positions were currently available through Goodwill Rehabilitation Services of Alberta; resulting in a requirement to increase the number of available positions from 79 to 192 to meet the needs of individuals identified by non-placement agencies. It should be noted that current funding requirements limits the number of positions Goodwill Rehabilitation Services of Alberta is able to provide to 79.

It was interesting to note that within a three-year period the demand for sheltered industry positions will almost double.

A final point to note was that of those programs designed to train individuals to return them to competitive employment (i.e. activity centres, vocational training centres, and vocational rehabilitation centres) 89 individuals of the 668 total, or 13.3% of the total placements, were occupied by individuals judged as being unlikely of obtaining open market employment in the foreseeable future (Table 1). This fact was particularly noteworthy in light of the fact that the objective of such programs was to prepare individuals for open market employment.

In light of current and projected demand on vocational training programs as suggested in (the) Vocational Rehabilitation Source File (pp. 5-6), it would seem reasonable that sheltered industry placements for these 89 individuals be established. This would permit the vacated placements to be made available

for individuals for whom open market employment is a realistic expectation. This action has been suggested by Brown (1977), who states:

"... the individual should not continue to take up space in a training agency ... but should make his way to some form of sheltered employment". (pp. 4-5)

Of the four programs specially identified as Activity Centres, it was found that 4.3% of the individuals were currently appropriate for sheltered industry (Table 1). The two vocational training centre programs identified 26.1% of their individuals as being appropriate for sheltered industry. The fact that 4.3% of Activity Centre clients were suitable for sheltered industry was not surprising given that the majority were identified from the Community Enrichment Program. It was however somewhat surprising that one-quarter of the individuals in vocational training centres were deemed as being good candidates for sheltered industry. (Note: The figures for Western Industrial Research and Training Centre are not included in the above since no differentiation was made between Activity Centre and Vocational training centre data.)

With respect to the disability breakdowns, it was felt that two points should be emphasized. The first related to the fact that approximately 50% (55 of 113, Table 1) of those requiring sheltered industry but not so employed were intellectually disabled. This would suggest that strong consideration be given to this disability group in the establishment of any future sheltered industry.

The second point related to intellectually, emotionally and physically disabled individuals. It was found that currently there are no individuals so classified employed in sheltered industry. As above, it was suggested that particular consideration be given to the sheltered industry needs of these individuals.

Placement Agencies

Although between 205 and 251 placements were identified by the agencies specified in Table 3, this figure must be qualified because of 37 known

duplications. It can thus be stated that the real need ranges between 168 and 214; however, because of the possible duplication of 161 to 201, the above figure must be treated with caution. Since it was known that seven individuals were not duplicated it can be said with certainty that seven sheltered industry placements are not required with this requirement possibly extending to 214.

It was felt that because of the high percentage of individuals for whom information regarding characteristics was not available, discussion of the information would have little meaning.

Although 137 placements were identified by the agencies specified in Table 5, it must be emphasized that this data was based on estimates only. The data must therefore be treated with extreme caution due to the inherent limitations of estimated data.

The above limitation notwithstanding, a maximum of 54 placements were identified as being required at this time (Table 5). This figure was derived from the fact that 83 of the estimated 137 individuals requiring sheltered industry were known to be involved with another participating agency and would probably have been included in the other agency's count.

The facts that the data was estimated with a high proportion of known duplication, and no disability differentiation made between individuals known and not known to be involved with another agency precludes meaningful discussion of information regarding characteristics.

Placement and Non-Placement Agencies

Although 534 to 580 (Tables 1, 3 and 5) placements were identified as being required this time, this figure must be qualified because of 120 known duplications (Tables 3 and 5). It can thus be stated that the real need ranged between 414 to 460; however, because of the possible duplication of 215 to 261, the above figure must be treated with caution. Since it was known that 199 individuals were not duplicated (Tables 1 and 3) it can be said that 199 placements

were currently required with this requirement possibly extending to 460. In addition, the study documented the need for 82 additional placements (Table 1) within the ensuing year resulting in a minimum requirement of 281 positions extending to a possible 542 positions. The Results document that the subsequent two years will see an additional 103 positions being required. This will result in a minimum of 384 positions required as of June, 1983, with this need possibly extending to 645.

Information presented in this report regarding the characteristics of individuals identified as appropriate for sheltered industry at this time but not now employed with sheltered industry, must be viewed with caution. From the limitations previously discussed, it was deemed that meaningful discussion of the data was not possible. However, the results indicate that within each category of disability specified there are individuals for whom sheltered industry is required.

It should be noted that in conducting the research a number of issues/questions regarding the disability profile emerged. This was particularly true regarding those categories involving physical disabilities. While it was found that the physical disability category was valid in the context of this study, it became evident that finer differentiations would be helpful in planning for sheltered industry. With respect to the categories of emotional and intellectual disabilities, it was not apparent that finer differentiations were required; however, this possibility should not be ignored. As such, the questions of finer classifications for intellectual and emotional disabilities should be raised in the planning of sheltered industry.

FINDINGS

1. That a minimum of 199 sheltered industry positions are needed in Edmonton at this time.
2. That the number of sheltered industry positions currently required in Edmonton may exceed 199.
3. That the minimum number of sheltered industry positions needed in Edmonton will increase to 281 in one year and to 384 in three years.

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APPENDIX A

INTRODUCTORY LETTER

EDMONTON SOCIAL PLANNING COUNCIL

#418, 10010 - 105th Street, Edmonton, Alberta T5J 1C4 Telephone 424-0331

March 5, 1980.

Our file: 5-1-46

The Edmonton Social Planning Council is presently engaged in a project to examine the status of sheltered industry in the Edmonton community. The primary purpose of this study is:

To review the present status of sheltered industry in the Edmonton community in order to ascertain the fit between the employment needs of individuals for whom sheltered industry would be appropriate and the availability of such work placements.

A secondary purpose of the study is:

To identify the characteristics of individuals in the Edmonton community for whom sheltered industry would be an appropriate work placement.

Your assistance in providing information related to the purposes of this study is essential and would be appreciated. I will be contacting you within the next few weeks to set up an appointment for your input to the study.

Sincerely,

Jackie Gaboury.

EDMONTON SOCIAL PLANNING COUNCIL

JG/sb



United Way
A Member Agency

APPENDIX B

Questionnaires used to collect information from

- (1) employment placement agencies
- (2) agencies involved with vocational rehabilitation programs, education programs for special need students, life skill programs, and/or sheltered industry.

SHELTERED INDUSTRY STUDY 1980
EDMONTON SOCIAL PLANNING COUNCIL
Research conducted by Jackie Gaboury

EMPLOYMENT PLACEMENT SURVEY FOR HANDICAPPED INDIVIDUALS

AGENCY: Name _____ Date _____
Address _____ Phone number _____

Person(s) contacted within agency:

(1) _____ (Name)
_____ (Position)
(2) _____ (Name)
_____ (Position)

SERVICE: What program(s) is/are offered

_____ employment placement
_____ vocational assessment
_____ (specify others)

Description of program(s): (objectives/vehicle(s) for achieving objectives)

(1) _____ (name)

(2) _____ (name)

(3) _____ (name)

(4) _____ (name)

Questions 1 - 7 deal with individuals receiving services from the agency for the period from January 1, 1980, to March 1, 1980.

1. How many individuals requested help in locating employment through this agency in the period from January 1, 1980, to March 1, 1980?
-

2. How many of these people were placed in competitive employment?
-

3. Based on the following definitions, how many of the people not placed in competitive employment would be considered individuals for whom sheltered industry would be appropriate?
-

Sheltered industry -- industry designed to provide permanent, remunerative employment for the handicapped, with no emphasis on rehabilitation.

The necessary conditions for individuals for whom sheltered industry would be an appropriate work placement include:

- (1) individuals for whom the likelihood of open market employment within the foreseeable future is minimal,
- (2) individuals capable of working in sheltered industry,
- (3) individuals possessing skills required to produce at least one-third of normal production of non-handicapped workers, and
- (4) individuals not possessing the immediate potential of becoming employable in the open market through vocational rehabilitation.

4. Characteristics of people identified as individuals for whom sheltered industry would be an appropriate work placement. *(For the individuals identified in Question 3, specify the number of individuals in each of the mutually exclusive sub-categories.)*

- | | | |
|-----|----------|---|
| (1) | _____ | intellectually disabled individuals |
| | (number) | |
| (2) | _____ | emotionally disabled individuals |
| (3) | _____ | physically disabled individuals |
| (4) | _____ | intellectually and emotionally disabled individuals |
| (5) | _____ | intellectually and physically disabled individuals |
| (6) | _____ | emotionally and physically disabled individuals |
| (7) | _____ | intellectually, emotionally and physically disabled individuals |
| (8) | _____ | _____ (specify others) |

Of the number of people identified as individuals for whom sheltered industry would be an appropriate work placement, how many were referred to:

5. (1) agencies offering vocational assessment

(name of agency)	(number)

6. (2) agencies offering vocational training

(name of agency)	(number)

7. (3) sheltered industry

(name of agency)	(number)

Questions 8 - 14 deal with individuals receiving services from the agency for the period from January 1, 1979, to December 31, 1979.

8. How many individuals requested help in locating employment through this agency in the last year (January 1, 1979, to December 31, 1979)?

9. How many of these people were placed in competitive employment?

10. Based on the above definitions, how many of the people not placed in competitive employment would be considered individuals for whom sheltered industry would have been an appropriate work placement?

11. Characteristics of people identified as individuals for whom sheltered industry would be an appropriate work placement. *(For the individuals identified in Question 10, specify the number of individuals in each of the mutually exclusive sub-categories.)*

- (1) _____ intellectually disabled individuals
(number)
- (2) _____ emotionally disabled individuals
- (3) _____ physically disabled individuals
- (4) _____ intellectually and emotionally disabled individuals
- (5) _____ intellectually and physically disabled individuals
- (6) _____ emotionally and physically disabled individuals, or
- (7) _____ intellectually, emotionally and physically disabled individuals.

Of the number of people identified as individuals for whom sheltered industry would be an appropriate work placement, how many were referred to:

12. (1) agencies offering vocational assessment

(name of agency)	(number)
_____	_____
_____	_____
_____	_____
_____	_____

Descriptions of Disability Profile:

Intellectually disabled individuals include:

- individuals identified as mentally retarded at infancy or sometime during their life
- someone who has less than average capabilities
- someone who is unable to take advantage of the regular school system.

Emotionally disabled individuals are people with mental health problems (e.g. depression psychosis, personality disorders, etc.). This includes someone in receipt of services from Alberta Hospital or community mental health services.

Physically disabled individuals include:

- individuals with visual disabilities
- individuals with hearing disabilities
- individuals with neuromuscular disorders: polio; muscular dystrophy, multiple sclerosis, cerebral palsy.
- individuals who have epilepsy
- individuals with circulatory disorders
- individuals with respiratory disorders
- individuals with cardiac disorders
- individuals with orthopedic disabilities, rheumatoid arthritis, congenital amputation limb, traumatic amputation.

SHELTERED INDUSTRY STUDY 1980

EDMONTON SOCIAL PLANNING COUNCIL

Agencies offering services in the area of vocational assessment, vocational rehabilitation, employment placement, or sheltered industry for handicapped individuals within the Edmonton community.

- (1) Goodwill Rehabilitation Services of Alberta
- (2) A.R.C.H. Enterprises
- (3) Cerwood Enterprises
- (4) Western Industrial Research and Training Center
- (5) Sheltered Workshop Society
- (6) Jack Bredin Community Institute
- (7) Community Enrichment Program
- (8) Robin Hood Schools
- (9) Distinctive Employment Counselling Services of Alberta (D.E.C.S.A.)
- (10) Y.M.C.A. Employment Program
- (11) Edmonton Social Services for the Disabled
- (12) Canadian Paraplegic Association
- (13) Canadian National Institute for the Blind
- (14) Life Skills Training Centers
- (15) Workers Compensation Board of Alberta - Rehabilitation Center

Specify agencies not identified who work in the above mentioned areas:

- (1) _____
- (2) _____
- (3) _____
- (4) _____
- (5) _____

AGENCY: Name _____

Person(s) contacted within agency:

- (1) _____
- (2) _____

March 10/80

SHELTERED INDUSTRY STUDY 1980
EDMONTON SOCIAL PLANNING COUNCIL
Research conducted by Jackie Gaboury

AGENCY: Name _____ Date _____

Address _____ Phone number _____

Person(s) contacted within agency:

(1) _____ (name)
_____ (position)

(2) _____ (name)
_____ (position)

SERVICE: What program(s) is/are offered?

_____ activity center

_____ vocational training center

_____ vocational rehabilitation center

_____ sheltered industry

_____ (specify others)

For each program offered
by your agency complete
one section of this
questionnaire.

PROGRAM: _____ (name)

DESCRIPTION OF PROGRAM: (objectives/vehicle(s) for achieving objectives)

Questions 1 through 7 deal with individuals who are presently involved with the program, or are presently on the waiting list for the program.

1. Who does the program serve at present? (Specify the number of individuals in each of the mutually exclusive sub-categories.)
 - (1) _____ intellectually disabled individuals
 - (2) _____ emotionally disabled individuals
 - (3) _____ physically disabled individuals
 - (4) _____ intellectually and emotionally disabled individuals
 - (5) _____ intellectually and physically disabled individuals
 - (6) _____ emotionally and physically disabled individuals
 - (7) _____ intellectually, emotionally and physically disabled individuals, or
 - (8) _____ (specify others)
2. The total number of participants in this program at this time:

3. The total number of participants that can be accommodated in this program at this time:

4. Is there a waiting list? YES NO (circle)

5.A. How many people are on the waiting list? _____

5.B. Characteristics of people whose names are presently on the waiting list.
(For the people identified in Question 5, specify the number of individuals in each of the mutually exclusive sub-categories.)

- (1) _____ intellectually disabled individuals
- (2) _____ emotionally disabled individuals
- (3) _____ physically disabled individuals
- (4) _____ intellectually and emotionally disabled individuals
- (5) _____ intellectually and physically disabled individuals
- (6) _____ emotionally and physically disabled individuals
- (7) _____ intellectually, emotionally and physically disabled individuals, or
- (8) _____ (specify others)

6. Based on the following definitions, how many people who are presently participating in this program would be considered individuals for whom sheltered industry would be an appropriate work placement?

- 6.A _____ at this time
- 6.B _____ not at this time but within one year
- 6.C _____ not within one year but within three years

Sheltered industry:

industry designed to provide permanent, remunerative employment for the handicapped, with no emphasis on rehabilitation.

The necessary conditions for individuals for whom sheltered industry would be an appropriate work placement include:

- (1) individuals for whom the likelihood of open market employment within the foreseeable future is minimal
- (2) individuals capable of working in sheltered industry
- (3) individuals possessing skills required to produce at least one-third of normal production of non-handicapped workers, and
- (4) individuals not possessing the immediate potential of becoming employable in the open market through vocational rehabilitation.

7. The characteristics of people identified as individuals for whom sheltered industry would be an appropriate work placement. *(For the individuals identified in Question 6.A., specify the number of individuals in each of the mutually exclusive sub-categories.)*

- (1) _____ intellectually disabled individuals
(2) _____ emotionally disabled individuals
(3) _____ physically disabled individuals
(4) _____ intellectually and emotionally disabled individuals
(5) _____ intellectually and physically disabled individuals
(6) _____ emotionally and physically disabled individuals
(7) _____ intellectually, emotionally, and physically disabled individuals, or
(8) _____ (specify others).

Questions 8 through 10 deal with individuals involved with the program for the period of January 1, 1979, to December 31, 1979.

8. How many individuals participated in the program last year (January 1, 1979 to December 31, 1979)? _____

9. How many individuals left the program last year? _____

10. How many individuals moved into:

- (1) _____ competitive employment
(2) _____ (specify others)
(3) _____
(4) _____
(5) _____

DO YOU WISH TO RECEIVE A COPY OF THE REPORT OF THE COMPLETED STUDY? YES _____
NO _____

APPENDIX C

Letter Accompanying Questionnaire

EDMONTON SOCIAL PLANNING COUNCIL

#418, 10010 - 105th Street, Edmonton, Alberta T5J 1C4 Telephone 424-0331

Our file: 5-1-46

This letter is in follow-up to our telephone conversation regarding the Sheltered Industry Study being conducted by the Edmonton Social Planning Council. The Edmonton Social Planning Council is presently collecting data on the status of sheltered industry within the Edmonton community. The primary purpose of the study is to review the present status of sheltered industry in the Edmonton area in order to ascertain the fit between the employment needs of individuals for whom sheltered industry would be appropriate and the availability of employment placements within sheltered industry. A secondary objective of this study is to identify the characteristics of individuals for whom sheltered industry would be an appropriate work placement.

The method for collecting this information includes presenting directors and other personnel representing agencies involved with vocational assessment, vocational rehabilitation, employment placement for handicapped individuals and/or sheltered industry with a questionnaire to obtain the information required. This will be followed by an interview with the participants in the study for the purpose of collecting the completed questionnaire and clarifying any areas of concern.

Accompanying this letter is the questionnaire to be completed by representatives from your agency. If there are any questions regarding the Study or the questionnaire, please call me at 423-2031.

Thank you in anticipation of your continuing co-operation.

Sincerely,

Jackie Gaboury,
EDMONTON SOCIAL PLANNING COUNCIL.

JG/sb
Enc.



United Way
A Member Agency

APPENDIX D

Agencies Contacted

AGENCIES CONTACTED

- (1) Alberta Career Centre
- (2) Alberta Government Employment Opportunities Program
- (3) Alberta Government Special Placement Program
- (4) Alberta Vocational Centre - Work Placement Service
- (5) Arch Enterprises and Training Association of Edmonton
- (6) Assured Income for the Severely Handicapped - Government of Alberta Program
- (7) Boyle Street Community Services Co-op (Liaison Unit)
- (8) Canada Employment Centre - Special Needs Unit
- (9) Canadian National Institute for the Blind
- (10) Canadian Paraplegic Association, Alberta Division
- (11) Cerwood Enterprises
- (12) Community Employment Services of Alberta Ltd.
- (13) Community Enrichment Program
- (14) Distinctive Employment Counselling Services of Alberta
- (15) Edmonton Epilepsy Association
- (16) Edmonton Social Services for the Disabled
- (17) Glenrose Provincial General Hospital - Glenrose School Hospital
- (18) Goodwill Rehabilitation Services of Alberta
- (19) Hardisty Junior High School
- (20) Jack Bredin Community Institute
- (21) L'Arche Association of Edmonton
- (22) Life Skills Training Centres Ltd.
- (23) L.Y. Cairns Vocational School
- (24) Marina Creations
- (25) Native Outreach Association - Job Placement Section
- (26) Residential Aid Training Program - Grant MacEwan College
- (27) Robin Hood Schools/Robin Hood Residences
- (28) St. Basil School
- (29) Sheltered Workshop Society
- (30) South Edmonton Bottle Depot - St. Basil School
- (31) Western Industrial Research and Training Centre
- (32) Winnifred Stewart School for the Mentally Retarded
- (33) Workers Compensation Board of Alberta
- (34) W.P. Wagner High School
- (35) Y.M.C.A. Employment Program

APPENDIX E
DESCRIPTION OF SERVICES/PROGRAMS
OFFERED BY THE AGENCIES CONTACTED

The description of the services provided for the agencies contacted was compiled using information obtained from:

- (1) A Directory of Community Services for Edmonton and District (1979);
- (2) Directory of Placement Services in Alberta (First Edition);
- (3) Directory of Canadian Sheltered Workshops (1980); and
- (4) Sheltered Industry Study 1980 Questionnaires.

The information presented has been verified by agency representatives.

Legend

- * Agency participating in the Study.
- ** Agency contacted but not participating in the Study.

ALBERTA CAREER CENTRE

**

10924 - 119 Street
Edmonton, Alberta
T5H 3P5
427-5659

HOURS: 8:00 a.m. - 5:00 p.m.
Monday, Tuesday, Wednesday
and Friday
8:00 a.m. - 9:00 p.m.
Thursday

Director, Career Counselling: Geoff Anderson
Regional Supervisor: Karen Fingas

SERVICES PROVIDED:

- Provision of career information.
- Career counselling.
- Referral for placement.
- Referral for training (financial assistance available if requirements are met).
- Special consideration in programs length of study and eligibility for disabled.

Representative Contacted:
Karen Fingas
Regional Supervisor

ALBERTA GOVERNMENT EMPLOYMENT OPPORTUNITIES PROGRAM *

Northern Alberta
11713 - 82 Street
Edmonton, Alberta
T5B 2V9
474-6424

HOURS: 8:15 a.m. - 12:00 a.m.
1:00 p.m. - 4:30 p.m.
Monday - Friday

Program Administrator: Wayne Wright

SERVICES PROVIDED:

- Provides employment preparation and temporary and permanent placement services to adults in receipt of other programs within Alberta Social Services and Community Health (such as public assistance and child welfare).
- Clients of the program are primarily semi-skilled or unskilled persons.
- Employment counsellors endeavour to match all persons with the appropriate type of employment according to their background and experience (this includes skilled workers).
- Employment preparation groups.
- Training-on-the-job placements.
- Placements in upgrading courses.
- Job finding.
- Follow-up to ensure placement is satisfactory.
- Employment Opportunities Program services are designed to complement programs offered by other private or public agencies.

Representatives Contacted:

Wayne Wright
Program Administrator

Mrs. Wyn Welton
Casework Supervisor

ALBERTA GOVERNMENT SPECIAL PLACEMENT PROGRAM *

10th Floor, Jarvis Building
9925 - 107 Street
Edmonton, Alberta
T5K 2H9
427-2169

HOURS: 8:15 am. - 4:30 p.m.
Monday - Friday

Manager: Mrs. A. Joy Young

SERVICES PROVIDED:

- The goal of the Special Placement Program is to assist handicapped and disadvantaged citizens of Alberta to obtain and maintain meaningful employment in the Alberta Public Service.
- The program is designed to assist the following groups of citizens:
 - physically handicapped
 - mentally handicapped
 - immigrants who are culturally disadvantaged
 - people 45 years of age and over.
- Assistance is provided by:
 - assessing the client's capabilities
 - aiding in the job search
 - arranging interviews
 - providing follow-up assistance and support services after placement.
- Employment is usually into permanent positions and most opportunities arise in the clerical field.
- This program is available in Edmonton and surrounding areas. Assistance is also provided through the Calgary and Lethbridge Personnel Administration Offices, and through the Special Units, Canada Employment Centres, in smaller centres.

Representative Contacted:
Mrs. A. Joy Young
Manager

ALBERTA VOCATIONAL CENTRE, DEPARTMENT OF ADVANCED EDUCATION AND MANPOWER *

10215 - 108 Street
Edmonton, Alberta
427-2741 (Information)
427-5529 (Registrar)

HOURS: 8:15 a.m. - 4:30 p.m.
Monday - Friday

Centre Supervisor: Mr. D. Hubert
Assistant Centre Supervisor: Mr. W. Sokolik

SERVICES PROVIDED:

- Academic upgrading from basic education through to high school.
- Occupational skill training courses such as business education, nursing assistant, homemaker, health care aide, academic upgrading, custodial training, accounting for general business, and clerk-typist refresher.
- Work Placement Service - provides information on job opportunities; provides instruction in job preparation, job search, etc.; refers to appropriate agencies in the community for assessment and training.
- Full-time day classes in occupational basic job readiness training and life skills training.
- English for new Canadians.
- Operates a day care centre for students (call 427-5493).

For more information concerning courses for continuing education, contact A.V.C. at 427-2938 (Registration Clerk).

Representatives Contacted:

Karen Aird
Work Placement Officer

Dawn Quinlan
Director of Student Services

ARCH ENTERPRISES AND TRAINING ASSOCIATION OF EDMONTON

*

7953 Argyll Road
Edmonton, Alberta
T6C 0K1
465-9336

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday
10:00 a.m. - 6:00 p.m.
Saturday

Call re: extended hours during
the Summer

President: Mr. B. L. Ramachandran

SERVICES PROVIDED:

- Provides vocational training to handicapped individuals, between the ages of 16 to 60, to facilitate employment in competitive community work or sheltered industry within the community.
- Provides vocational training in woodwork, sewing, horticulture, janitorial, grounds maintenance and cafeteria skills.

Representative Contacted:

Mr. B. L. Ramachandran
President

Wendy A. Webber
Program Specialist

ASSURED INCOME FOR THE SEVERELY HANDICAPPED **

Alberta Social Services and Community Health
Income Security Branch
10030 - 107 Street
Edmonton, Alberta
T5J 3E4

HOURS: 8:15 a.m. - 4:30 p.m.
Monday - Friday

Director: R. H. Morrisette
Assistant Director: J. Parai

SERVICES PROVIDED:

- The program is designed to enhance the living conditions of severely handicapped Albertans. The program will guarantee them a level of income equivalent to benefits available to Alberta's senior citizens.
- The maximum level of financial benefits as of July 1, 1980, is \$415.00. A modified handicap benefit is available to severely handicapped persons living in designated facilities such as nursing homes or auxiliary hospitals.
- In addition to financial benefits, recipients, their spouses and dependent children will be covered for Alberta Health Care Insurance Plan, drugs, optical and dental care.

Conditions of Eligibility:

- A. Applicants must have a severe physical or mental handicap which is:
 - 1. So severely impairing that it substantially limits ability to earn a livelihood.
 - 2. A permanent condition.
 - 3. A condition for which no remedial therapy is available in Alberta to substantially lessen the impairment.

The applicant must also demonstrate that he is at the maximum of his employment potential and has fully utilized all applicable rehabilitative resources available within the Province of Alberta.

- B. Applicants must be 18 years of age or older and have not reached the age whereby they become eligible for benefits under the Old Age Security Act.
- C. Severely handicapped Albertans are eligible for Alberta Assured Income for the Severely Handicapped unless they are living in an institution where their total needs are provided, such as an Alberta Hospital or Michener Centre.
- Income of an applicant and spouse which is not exempted is taken into consideration in determining eligibility and level of benefits. Assets do not determine eligibility or level of benefits.

- Applications may be made by contacting one of the forty-one district offices of Alberta Social Services and Community Health, or by writing to:

Alberta Social Services and Community Health
Income Security Branch
10030 - 107 Street
Edmonton, Alberta T5J 3E4

Representative Contacted:

Mr. B. P. Reichwein
Regional Manager
Alberta Social Services and Community Health

J. Parai
Assistant Director
Income Security Branch

BOYLE STREET COMMUNITY SERVICES CO-OP (LIAISON UNIT) **

10229 - 96 Street
Edmonton, Alberta
T5H 2G7
424-4106

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday

Facilitator: Doug Wilson
Supervisor: Trudy Richardson

SERVICES PROVIDED:

- Provides a liaison between the 5 inner city communities of Boyle Street, McCauley, Riverdale, Norwood and Parkdale and established service agencies in the City of Edmonton.
- Liaison unit linking residents and transients in inner city communities and established service agencies.
- School program with Norwood, Alex Taylor, and Riverdale schools.
- Home visiting on request from any agency or individual.
- Services are available in unit itself; need identification readying for self help, information and referral and advocacy.
- Boyle Street Co-op Housing - placement and research for the five communities and liaison.
- Student legal services.

Representative Contacted:
Betty Hurd
Volunteer Co-ordinator

CANADA EMPLOYMENT CENTRE, CANADA EMPLOYMENT AND IMMIGRATION COMMISSION *

Metro Edmonton Office
2nd Floor, 10210 - 107 Street
Edmonton, Alberta T5J 1J9
420-2207

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday

Metro Manager: R. Brown
Manager Labour Market and Benefit Programs: H. MacKay

SERVICES PROVIDED:

To individuals

- Provide information on, and referral to available jobs.
- Intensive efforts to help Unemployment Insurance claimants find employment.
- Counsel workers on employment and related matters, including how to look for their own jobs (Creative Job Search Techniques).
- Counselling and other services for the disadvantaged and Special Needs Groups, (Outreach).
- Specialized services to students (Youth Employment, On-Campus Canada Employment Centres, Student Summer Employment).
- Aptitude testing.
- Collection and dissemination of Labour Market information.
- Assistance in obtaining certain types of training (Canada Manpower Training Program).
- Assistance in relocating in areas where work is available (Canada Manpower Mobility Program).
- Provision of temporary income during periods of unavoidable unemployment and related benefits (Unemployment Insurance, Sickness, Maternity and Retirement Benefits).
- Provides an itinerant service (C.M.I.S.) to extend services to outlying areas.
- Visits two days each month to Swan Hills, Barrhead, Westlock, Drayton Valley, Vegreville.
- Seek employment opportunities in other areas for clients whose skills are not in demand where they reside (Clearance).
- Registration of Social Insurance Number.

To employers:

- Maintain an inventory of persons seeking employment, ready for referral on your job order.
- Provide Labour Market information, including supply and demand of workers.
- Arrange advertising for workers, and screening applicants to save you time and money.
- Conduct cross-Canada search for workers that are not available locally. (Clearance).

- Supply temporary help during holidays or seasonal peaks - Casual Labour C.E.C.s, C.E.C.s for student employment, Farm Labour Pools for seasonable agricultural work. (C.F.L.P.)
- Provide advice and assistance on foreign worker recruitment when qualified Canadians are not available, either temporary (Employment Visas), OR permanent (Landed Immigrants).
- Technical and financial assistance in adjusting to changes (New Technology, Expansions, Curtailments, Plant Closure) through a Canada Manpower Consultative Service (C.M.C.S.).
- Unemployment Insurance Benefit Control, Liaison service, Records of Employment.
- Assist you in training that are in short supply through the Canada Manpower Industrial Training Program.
- Direct Job Creation Programs to alleviate Unemployment and improve worker skills - Canada Works Program, Young Canada Works Program, Local Employment Assistance Programs.
- The Employment Tax Credit Program offering tax rebates to businesses which expand their normal work force by hiring unemployed persons.
- Job Experience Training, a program designed to assist new entrants to the labour force in their search for work by reimbursing employees for a percentage of their wages.

BRANCH OFFICES:

- Edmonton Centre, 10704 - 102 Avenue, 420-2207
- Edmonton North, 8216 - 118 Avenue, 471-2953, 471-2962 or 471-4043
- Edmonton South, 10454 - 82 Avenue, 420-2443 or 420-2444
- Edmonton West, 10158 - 156 Street, 484-0801, 484-0802, 424-0803
or 484-0804
- Casual Labour Office, 10615 - 101 Street, 425-5090
- Distinctive Employment Counselling Services of Alberta (See separate listing).
- Native Outreach - (See separate listing).
- Services for students: Grant MacEwan College 425-8810
N.A.I.T. 477-4369
University of Alberta 432-4291
Summer Employment for Students
- Youth Employment Centre - Sprague Bldg., 9943 - 109 St., 425-7492
- Help individuals from 15 to 24 years find employment.

Canada Employment Centre, SPECIAL NEEDS UNIT

10210 - 107 Street
Edmonton, Alberta
T5J 0G2
420-2243

Program Counsellor: Joe Dauvin

SERVICES PROVIDED:

- Serves people who are not able to find work on their own, because of physical, mental, emotional or attitudinal difficulties.
- Assistance in terms of marketing and referring a client to employers for employment if the person has marketable skills.
- Financial subsidies to employers who agree to hire disabled individuals for a training-on-the-job situations; for example, 85% of client's salary to a maximum of \$170.00/week during the agreed training period.
- Training in colleges and institutions if deemed necessary to assist the client to become employable. Tuition and allowance issued for a period up to a year.
- Diagnostic testing by a psychologist to help define strengths and limits of a client.
- Work assessment to define skills and capabilities of a client.

Representative Contacted:

Mr. Joe Dauvin
Program Counsellor

CANADIAN NATIONAL INSTITUTE FOR THE BLIND (C.N.I.B.) *

12010 Jasper Avenue
Edmonton, Alberta
T5K 0P3

Mailing Address:
P.O. Box 748
Edmonton, Alberta
T5J 2L4
488-4871

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday

Executive Director: Mr. R. A. Elton
Administrator, N. Alta.
District: James W. Sanders

SERVICES PROVIDED:

- Provides counselling, vocational guidance, employment and assistance in obtaining medical care.
- Offers rehabilitation, teaching, mobility training and home study courses.
- Library services include braille books and tapes.
- Residence service provided year-round at \$244.00 per month. Transients (on training programs or for medical appointments) \$15.00 per day.
- Operates a residence for elderly blind persons who are in good health.
- Recreational activities include social clubs, for dancing, games, swimming, etc.
- Provides financial assistance in the form of E.T.S. passes, theatre passes, reduced rail and bus warrants, transportation and accommodation while under medical eye care and arranges purchase in co-operating stores.
- Provides glasses in cases where Alberta Social Services and Community Health cannot.
- "Eye Bank of Canada" is open 24 hours a day 482-3838.
- Operates a sales room of games and appliances.

Representatives Contacted:
James W. Sanders
Administrator, N. Alta. District
W. A. Tymchuk
Employment Counsellor

CANADIAN PARAPLEGIC ASSOCIATION, ALBERTA DIVISION, NORTHERN DISTRICT **

#302 Kingsway Garden Mall
Edmonton, Alberta
T5G 3A6
474-8406

HOURS: 9:00 a.m. - 5:00 p.m.
Monday - Friday

Executive Director: Richard Hiatt

SERVICES PROVIDED:

- Counselling services to those persons who have received a traumatic injury to the spinal column rendering them either paraplegic or quadraplegic.
- Professionally trained rehabilitation counsellors, some of whom are themselves physically disabled, aid the injured individual and his/her family in returning to as near normal life as is physically possible within the limits of their injury.
- Counsellors assist in helping the individual to co-ordinate and use goods and services offered within the surrounding community for his/her best interest.
- Counselling services are extended to individuals with other disabilities as time permits.

Representative Contacted:

Richard Hiatt
Executive Director

Diane Earl
Supervisor of Rehabilitative Services

CERWOOD ENTERPRISES *

42 Airport Road
Edmonton, Alberta
T5G 0W7
452-0687

HOURS: 8:00 a.m. - 4:30 p.m.
Monday - Friday

Program Manager: Victor Robert
Intake Co-ordinator: Janet Murchison

SERVICES PROVIDED:

- Cerwood Enterprises has been developed to maximize the vocational potential of mentally retarded and developmentally handicapped individuals over the age of 18.
- The ultimate program goal is to provide intensive training and experience in various areas of development which will enable each individual to obtain gainful employment in the community.
- Work oriented rehabilitation program with a controlled work environment, using individual goal setting, work experience, and other related services.
- The program has two training areas:
an activity centre, and a vocational training centre.
- Activity Centre: designed to instill acceptable standards of appearance and behaviour in the handicapped adult. Program includes such features as grooming, community awareness, life skills, pre-vocational training, etc. The goal is to increase an individual's independence skills so he/she is ready for vocational training.
- Vocational Training Centre: intended to provide training and experience in essential work skills. The program is work oriented and consists of three major components: ceramics, woodwork, and industrial sub-contracting.

Representatives Contacted:

Victor Robert
Program Manager

Janet Murchison
Intake Co-ordinator

COMMUNITY EMPLOYMENT SERVICES OF ALBERTA LTD. *

10508 - 98 Street
Edmonton, Alberta
T5H 2N4
429-6051

HOURS: 6:00 a.m. - 9:30 a.m.
1:00 p.m. - 6:00 p.m.
Monday - Friday
6:00 a.m. - 9:30 a.m.
Saturday

Manager: Stephen Crocker
Accountant: Daryle Roberts
Dispatchers: Larry Light and Wendy Cushing

SERVICES PROVIDED:

- Full-time placements.
- Non-profit temporary employment placement, by soliciting jobs from companies requiring temporary workers.
- Employability assessment for clients referred to C.E.S. for employment (long-term clients only).
- Employment counselling for all clients upon request: provided through individual counselling and programs such as creative job search techniques and community liaison work with other agencies.
- Personal counselling.
- Make referrals to other agencies in the community.

Representative Contacted:
Stephen Crocker
Manager

COMMUNITY ENRICHMENT PROGRAM *

11728 Kingsway Avenue
Edmonton, Alberta
T5G 0X5
452-3033

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday

Supervisor: Raylene Manolescu

SERVICES PROVIDED:

- The project is designed to assist participants who are mentally alert, physically disabled young adults, through individualized programs defined by their own skills and goals, to be developed and directed to a fuller and more independent community life style through teaching of independent living skills.
- Provides opportunities for an individual to continue his personal, social, educational and vocational development.

Representatives Contacted:

Raylene Manolescu
Supervisor

Robert A. Metcalfe
Program Co-ordinator

DISTINCTIVE EMPLOYMENT COUNSELLING SERVICES OF ALBERTA (DECSA) *

Rm. 810 Centennial Bldg.
10015 - 103 Avenue
Edmonton, Alberta
T5H 0H1
424-0251

HOURS: 8:00 a.m. - 4:00 p.m.
Monday - Friday

✓ Administrator: Ian Ross
Pres. of Desca Society: Ted Sax

SERVICES PROVIDED:

- Assist people whose employment has been interrupted and made difficult because of emotional, auditory and ocular disorders.
- Supportive employment counselling and information regarding community services and agencies and to give follow-up employment counselling.
- Five day employment readiness program, offered at the beginning of each month.
- Individual employment readiness program available upon request.
- Individual consultation with clients and employers while in placement. Weekly group support session, two evenings per week.
- Hospital employment program using the psychiatric unit of various City hospitals.
- Operates an extension service of Canada Employment Centre and so will have access to their lists of job opportunities.

Representative Contacted:
Ian Ross
Administrator

EDMONTON EPILEPSY ASSOCIATION *

308 Robert Armstrong Bldg.
10012 Jasper Avenue
Edmonton, Alberta
T5J 1R7
422-2710
422-4034

HOURS: 9:00 a.m. - 5:00 p.m.
Monday - Friday

Executive Director: Betty Holmes

SERVICES PROVIDED:

- Individual counselling to assist clients to understand their Epilepsy.
- Assists in rehabilitation and provides a field work service which enables a comprehensive job of referrals for clients.
- As an information, recreational and referral agency it works closely with existing agencies.
- Assists in rehabilitation either directly or in team work with other workers - Medical and Non-Medical.
- To search out present research and plan seminars for medical personnel as relates to Epilepsy.
- Education program to assist public awareness.

Representative Contacted:
Betty Holmes
Executive Director

EDMONTON SOCIAL SERVICES FOR THE DISABLED *

5537 - 103 Street
Edmonton, Alberta
434-6445

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday

Co-ordinator: Ms. Sandy Kadey

SERVICES PROVIDED:

- Assists physically disabled people in finding employment.
- Works towards educating employers by focusing on abilities rather than disabilities.
- The agency can:
 - assist in preparation of a resume
 - give hints on handling interviews
 - encourage an independent, realistic job search
 - contact possible employers on the client's behalf
 - arrange interviews with prospective employers
 - provide a follow-up service
 - advise on upgrading and career planning.
- For the employer the agency will:
 - assess job requirements
 - refer capable individuals to the company
 - inform the company of training programs
 - inform the company of possible funding for renovations.
- Service is free to clients and employers.

Representative Contacted:
Ms. Sandy Kadey
Co-ordinator

GLENROSE PROVINCIAL GENERAL HOSPITAL *

10230 - 111 Avenue
Edmonton, Alberta

HOURS: 24 hours
7 days a week

T5G OB7

474-5451

479-3252 (Speech and Psychology)

SERVICES PROVIDED:

- An approved general convalescent, rehabilitation hospital providing medical care, rehabilitation and education services.
- Convalescent rehabilitation unit provides services for persons recovering from surgery, injury or an acute medical condition who require long term medical rehabilitation.
- The school hospital provides services for multiply handicapped children (physically handicapped or emotionally disturbed) up to 18 years old whose disabilities are amendable to medical treatment and educational services on an in-patient or day care basis.
- Special out-patient clinics include:
 - Convulsive Disorder Clinic
 - Juvenile Amputee Clinic
 - Meningomyelocele Clinic
 - Milwaukee Brace Clinic
 - Neo-Natal Clinic
 - Neuromuscular Clinic
 - Pre-school Nursery.
- Treatment services include:
 - Occupational Therapy
 - Physiotherapy
 - Psychology
 - Social Work
 - Speech Pathology and
 - Audiology.

Representative Contacted:

✓ Allan Clarke
Social Worker
Glenrose School Hospital
§ Dorothy Charuk.

GOODWILL REHABILITATION SERVICES OF ALBERTA *

10215 - 112 Street
Edmonton, Alberta
T5K 1M7

Mailing address:
P.O. Box 1680
Edmonton, Alberta
T5J 2N9
426-2255

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday

Executive Director: Mr. K. W. Delooze
Director of Rehabilitation Services: Mrs. Sheila Perry

SERVICES PROVIDED:

- Serves individuals who are disabled emotionally, physically, socially, intellectually or culturally.
- Goodwill operates the following:
 - Community Resource Centre, Canora:
15450 - 105 Avenue; 426-2255
 - Elves Memorial Child Development Centre:
10825 - 142 Street; 426-2255
 - Goodwill Employment Program/Donated Goods Program (Sheltered Industry)
10301 - 104 Street; 426-2255
 - Vocational Assessment Unit:
10215 - 112 Street; 426-2255
 - Work Adjustment Training Program:
10215 - 112 Street, and contract workshop.
- Goodwill Recycling Plant and stores contract workshops which do printing, sewing and light assembly.
- Sheltered and Work experience units.
- Pre-vocational training such as life skills, social skills.

Representatives Contacted:

Mr. K. W. Delooze
Executive Director

JoAnn Bullock
Program Supervisor
Community Resource Centre, Canora

Pearl Kredentser
Program Supervisor
Work Adjustment Training Program

Barry Ulmer
Director
Goodwill Employment Program

HARDISTY JUNIOR HIGH SCHOOL *

10534 - 62 Street
Edmonton, Alberta
T6A 2M3
469-0426

HOURS: 8:30 a.m. - 3:30 p.m.
Monday - Friday
September - June

Principal: Vic Nakonechny

SERVICES PROVIDED:

The school offers a program which will assist the trainable mentally handicapped student to attain those skills which will allow him/her to become as socially, personally and occupationally self-sufficient as is possible. The program includes:

- self-care skills
- social competence skills
- academic skills
- sensory and motor skills
- skills for adult living, and
- a program to provide training to the student to prepare him for work in the community.

Representative Contacted:
Vic Nakonechny
Principal

JACK BREDIN COMMUNITY INSTITUTE

**

11225 - 105 Avenue
Edmonton, Alberta
T5N 0X3
482-6961 (Admissions)

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday

Program Co-ordinator: Peggy Robbins
Registrar: Norman R. Dunne

SERVICES PROVIDED:

- Provides training and job placement for socially and economically disadvantaged adults in skills which are in demand in the labor market.
- Provides students with an individualized training program stressing development of both social and technical skills and allowing students to advance at their own pace.
- Carries out research which is related to education and training with emphasis on community and human resources development.
- Training in office skills, repairs and renovations, open to men and women, particularly Native, who have not been satisfactorily employed due to personal, social and/or economic difficulties or insufficient formal education. The course approximates the real job situation as much as possible.
- Adjustment to the work environment is an integral part of the skill training, supported by sessions in human relations, practise interviews and temporary placements for work experience.

Representative Contacted:
Peggy Robbins
Program Co-ordinator

L'ARCHE ASSOCIATION OF EDMONTON **

6109 - 97 A Avenue
Edmonton, Alberta
T6B 1E2
466-4106

HOURS: 9:00 a.m. - 1:00 p.m.
Monday - Friday

Director: Susan J. Zimmerman

SERVICES PROVIDED:

- The L'Arche Association of Edmonton sponsors and provides facilities for the Shalom Community.
- The Shalom Community is composed of approximately 50 members living in Edmonton and Sherwood Park. Most members live in one or another of four homes owned by the L'Arche Association of Edmonton. Other members live in apartments in the area and maintain contact on both a social and practical level.
- The goal of the Shalom Community is to provide a stable network of relationships for individuals who have lost contact with their own families because of institutionalization or a history of being mentally handicapped. The goal of the community is achieved by volunteers living with handicapped individuals and working to establish a stable network of relationships for those individuals.

Representative Contacted:
Susan J. Zimmerman
Director

LIFE SKILLS TRAINING CENTRES LTD. *

#203, 11751 - 95 Street
Edmonton, Alberta
T5G 1M1
477-9174

HOURS: 9:00 a.m. - 5:00 p.m.
Monday - Friday

President: Madeleine Dunkley
Secretary-Treasurer: Vicki Jolin

SERVICES PROVIDED:

- Teaches coping skills - life skills - basic job readiness training, job preparation and coach training.
- Life Skills Training Centre is a private school which charges fees for services provided.
- Life Skills Student Program:
 - a course in applied problem solving teaching behaviours used appropriately and responsibly in the management of one's personal affairs in five areas: self, family, community, leisure and job-education
 - experiential learning based on an educational model using group method and video tape recording and conducted by trained lifeskills coaches (Saskatchewan Newstart).
- Coach Training Program: Prepares successful candidate to conduct life skills program. Offers self development, coaching techniques, theory, community development and practicum.
- Basic Job Readiness Training (B.J.R.T.): A full-day program including life skills in the morning and job preparation training in the afternoon. Job preparation consists of testing, community orientation, job search, interviewing skills, up-grading, work experience, etc. The program is tailored to individual needs. B.J.R.T. also offered at:
 - Fort McMurray
 - Wetaskiwin
 - Leduc
 - Camrose

Representative Contacted:
Madeleine Dunkley
President

Vicki Jolin
Secretary-Treasurer

L. Y. CAIRNS VOCATIONAL SCHOOL *

10510 - 45 Avenue
Edmonton, Alberta
T6H 0A1
434-9561

HOURS: 8:00 a.m. - 4:00 p.m.
Monday - Friday
September - June

Eileen Bowden

Principal: R. F. Melnychuk
Assistant Principals: H. P. Hobbs
O. Mestinsek

SERVICES PROVIDED:

- Special vocational education under the operation of the Edmonton Public School Board for the educable mentally handicapped between 12½ and 20 years old who are socially and emotionally able to cope with the program.
- Major emphasis in the junior years, 1 and 2, are placed on academic and social development and introduction to vocational area.
- Intermediate years, 3 and 4, give opportunity to explore eight different vocational areas with the other half time devoted to academic subjects.
- Senior years, 5 and 6, devote at least half the time to vocational training with strong emphasis on work study and placement in final years.
- Job placement team members and counsellors are involved with the assessment of students. For permanent placement in work and industry.

Representative Contacted:
H. P. Hobbs
Assistant Principal

MARINA CREATIONS **

10809 - 124 Street
Edmonton, Alberta
T5M 0H4
452-4025

HOURS: 11:00 a.m. - 4:00 p.m.
Monday - Saturday

Director: Mrs. Joyce Chisholm

SERVICES PROVIDED:

- Arouses an interest and self-confidence in the disabled person through pride of workmanship, and provides an income to that individual.
- Supplies materials to housebound handicapped persons who know a craft, thus providing employment.
- Drivers deliver materials.
- Handicraft items are sold to the public in the retail outlet which is operated by volunteers.

Representative Contacted:
Mrs. Joyce Chisholm
Director

NATIVE OUTREACH ASSOCIATION JOB PLACEMENT SECTION

**

1B, 11125 - 107 Avenue
Edmonton, Alberta
T5H 0X9
428-9350

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday

Co-ordinator: A. Piche

SERVICES PROVIDED:

- Native Outreach Job Placement Section is funded by the Canadian Employment and Immigration Commission, and works closely and co-operatively with them to:
 - place Native people in employment by utilizing the services of the Canada Employment and Immigration Commission and any other related departments
 - promote the hiring of Native people into all sectors of employment but particularly into agencies that deal largely with Native people
 - promote the development of Native people to become self-sustaining citizens within their own communities and within the larger Canadian community.
- The agency can help clients apply for training programs, deal with other agencies by referral or personal contact, and apply for employment programs such as LEAP or any provincial program.
- Counsellors can assist after a job placement by providing contact with the employer, if necessary.
- Native Outreach counsellors all speak a Native language.
- Native Outreach provides services without cost or charge to client or employer.
- Offices throughout the Province:

Box 480
High Level, Alta.
TOH 1Z0
Phone 926-3635

2, 1232 - 17 Ave. S.W.
Calgary, Alta. T2T 0B8
Phone 245-4374

General Delivery
Grande Centre
Alberta TOA 1T0
Phone 594-7360

Box 1080
Lac La Biche, Alta.
TOA 2C0
Phone 623-4438

201 Professional Bldg.
9908 Franklin Avenue
Fort McMurray, Alta.
T9H 2K5
Phone 743-4040

Box 454
Whitecourt, Alta.
TOE 2L0
Phone 778-6114

Representatives Contacted:

A. Piche
Co-ordinator

F. Whitstone
Senior Job Counsellor

RESIDENTIAL AIDE TRAINING PROGRAM - GRANT MacEWAN COLLEGE *

8020 - 118 Avenue
(Cromdale Campus)
Edmonton, Alberta
T5B 0R8
474-8521 Ext. 258

HOURS: 9:00 a.m. - 4:30 p.m.
Monday - Friday

Co-ordinator: Douglas A. Bovee

SERVICES PROVIDED:

- Train mildly retarded students as personal care attendants to physically handicapped individuals.
- Follow-up and limited counselling services are available.
- Placement and follow-up services provided through the Residential Aide Placement Service, Distinctive Employment Counselling Services of Alberta (DECSA).

Representatives Contacted:

Douglas A. Bovee
Co-ordinator

Russ Pacey
Co-ordinator Community Services

ROBIN HOOD SCHOOLS / ROBIN HOOD RESIDENCES *

3 Spruce Avenue
Sherwood Park, Alberta
T8A 2B7
467-7140

HOURS: 9:00 a.m. - 5:00 p.m.
Monday - Friday

Managing Director: Mr. Ed Riediger
Program Supervisor: Mr. Earl Krushelnicki

SERVICES PROVIDED:

- Operate a residential program of 5 group homes for the mentally and physically handicapped.
- Provides a day school for the mentally retarded, multiple handicapped $3\frac{1}{2}$ years and older who have an I.Q. of 50 or lower.
- Adult activity centre and continuing education program for activity level adults over the age of 18.
- Parental relief program - 2 relief spaces for short term placement of mentally retarded persons.

Representatives Contacted:

Mr. Ed Riediger
Managing Director

Mr. Earl Krushelnicki

Program Supervisor

~~ROBIN HOOD SCHOOLS / ROBIN HOOD RESIDENCES~~

3 Spruce Avenue
Sherwood Park, Alberta
T8A 2B7
467-7140

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Program Supervisor: Mr. Earl Krushelnicki

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- Adult activity centre and continuing education program for activity level adults over the age of 18.
- Parental relief program - 2 relief spaces for short term placement of mentally retarded persons.

Representatives Contacted:

Mr. Ed Riediger
Managing Director

Mr. Earl Krushelnicki

Program Supervisor

ST. BASIL SCHOOL *

10210 - 115 Avenue
Edmonton, Alberta
T5G 0L8
477-3584

HOURS: 8:30 a.m. - 3:30 p.m.
Monday - Friday
September - June

Principal: Mr. B. Grattan

SERVICES PROVIDED:

- St. Basil School is a unique school within the Edmonton Separate School System; unique in that it houses socially integrated educational programs for four different groups of students.
- Programs include:
 - (1) Regular elementary program:
Kindergarten through Grade Six
 - (2) Regular junior high program:
Grades Seven through Nine
 - (3) Learning Assistance Program:
 - designed for students of junior high age having an intelligence quotient between 75 and 95 and experiencing difficulties in both reading and mathematics to the degree where they are at least two grade levels behind
 - at the completion of grade nine, the year a work experience program is offered, students transfer to St. Joseph Composite High School where they enroll in a Special Vocational X Program, this being the last year of special education
 - students who have demonstrated reasonable success will continue on in both Grade XI and Grade XII regular programs.
 - (4) Senior Educable Mentally Handicapped Program:
 - designed for students of junior and senior high school age having an intelligence quotient between 50 and 75
 - early years deal mostly with academics and life skills whereas the latter years emphasize more the vocational skills and the world of work
 - students become involved in an extensive work experience program, one which most likely will include placement at the South Edmonton Bottle Depot, a business which is operated by the school
 - with extensive training involving the world of work many students are capable of securing full-time employment which is certainly a major objective of the program
 - although most students in both special education programs are referred from the Edmonton Separate feeder schools, referrals from outside the school system do occur.

Inquiries should be made to:

Pupil Personnel Services
Edmonton Separate School System
9807 - 106 Street
Edmonton, Alberta T5K 1C2

Representative Contacted:

Mr. B. Grattan
Principal

SHELTERED WORKSHOP SOCIETY *

7305 - 99 Street
Edmonton, Alberta
T6E 3R7
432-0342
432-0322

HOURS: 8:00 a.m. - 3:45 p.m.
Monday - Friday
8:00 a.m. - 3:45 p.m.
Saturday (retail sales only)

Director: Mr. L. Markwort
Intake and Placement Officer: Mr. Joe Budak

SERVICES PROVIDED:

- Serves as a social service link between the hospital and the community for those persons whose abilities are sub-marginal either temporarily, or permanently, but whose treatment would not be further enhanced in an active or auxiliary facility (hospitals, etc.).
- The aim of the Sheltered Workshop Society is to re-integrate patients into the ordinary train of life as far as possible.
- Serves clients referred from Alberta Hospital, Edmonton, and other community agencies.
- Assessment is provided by the Workshop prior to the clients' enrollment in the training areas. The Assessment Period runs between four and six weeks. Termination of the assessment period results in:
 - (1) placement in an appropriate department for skill development;
 - (2) referral to an appropriate community agency;
 - (3) direct employment placement (internal or external);
 - (4) refused acceptance to program if inappropriate.
- Once the client is accepted for the program, work adjustment and skill training are available in ten training areas. Training areas include:
 - (1) leather and assembly
 - (2) paint shop
 - (3) upholstery and sewing
 - (4) woodwork
 - (5) picture framing
 - (6) transportation
 - (7) janitorial
 - (8) sales floor
 - (9) cafeteria
 - (10) off-site contracts.

Representatives Contacted:
Mr. L. Markwort
Director

Mr. Joe Budak
Intake and Placement Officer

SOUTH EDMONTON BOTTLE DEPOT *

4214 - 99 Street
Edmonton, Alberta
T6E 5B3
463-3232

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Saturday

Project Co-ordinator: John Scherban

SERVICES PROVIDED:

- Provides vocational training in a realistic business environment for mentally handicapped students.
- Accent is on developing characteristics that are necessary to obtain and maintain full-time employment. This is to be achieved through practical experience, weekly evaluations and weekly instruction.

Representative Contacted:
John Scherban
Project Co-ordinator

WESTERN INDUSTRIAL RESEARCH AND TRAINING CENTRE *

13325 St. Albert Trail
Edmonton, Alberta
T5L 4R3
454-9656

HOURS: 7:45 a.m. - 4:00 p.m.
Monday - Friday

President: Thomas A. Ebert

SERVICES PROVIDED:

- Vocational training and placement services utilizing an industrial model for mentally retarded adults, 16 years and over.
- Vocational Training Programs in printing, plastics, packaging and assembly, metal working, janitorial, wood working.
- Organizes, conducts and evaluates pertinent research for education, training and employment of mentally retarded adults.

Representative Contacted:
Thomas A. Ebert
President

WINNIFRED STEWART SCHOOL FOR THE MENTALLY RETARDED *

11130 - 131 Street
Edmonton, Alberta
T5M 1G1

100% person
School Hours: 9:00 a.m. - 3:00 p.m.

retarded children. The areas to which attention is given include developmental skills, academic skills, pre-vocational skills, physical development and a variety of leisure and recreational activities.

- Serves children whose I.Q. is within the moderate range as interpreted by a certified psychologist. The child must be ambulatory, toilet trained, able to function in a classroom, and have no severe physical or behavioural problems. The child may also be at a rate of academic and social development of 1/3 to 1/2 of his/her chronological age.
- The program begins with Sense Training, a program which organizes skills in a recognized, developmental sequence, and provides the students with situations designed to improve self-care, language, cognition, social, gross and fine motor skills. The children in this program are 3½ to 12 years of age.
- Functional academic skills form the basis of the program offered to students 12 to 18. The core of this program includes Reading, Mathematics, Language and Social Knowledge. Additional subject areas include Career Awareness, Consumer Awareness, Health and Safety and Perceptual-Motor Development.
- Students who have completed work in the Academic Section move into the Pre-vocational Training Centre. The students receive instruction in a variety of vocational areas, including Woodwork, Pottery, Business Machines, Weaving, Commercial Arts, General Maintenance, Home Economics and Slip Casting. An academic maintenance program forms part of the training in this section. Students are exposed to work experience in the community whenever possible.

- The Library, Adult Development, Practical Skills programs augment the mainstream programs already described.
- Special resource staff include a School Counsellor, an Occupational Therapist, two Speech Therapists and two Psychologists.
- Special programs offered by the school include music classes, physical education and an active swimming program.
- The school provides bus service to and from school for students in Edmonton, Sherwood Park and St. Albert.

Representative contacted:
Pat Bickersteth
Principal

WORKERS COMPENSATION BOARD OF ALBERTA

**

9912 - 107 Street
Edmonton, Alberta
T5J 2S5
427-1100

HOURS: 8:15 a.m. - 4:30 p.m.
Monday - Friday

Executive Director, Claims Services: G. E. Hickson

SERVICES PROVIDED:

- Provides compensation to workers injured on the job.
- Provides life pension if permanently disabled.
- Pays medical expense of injured workers.
- Pays compensation to dependents if death results from job related accidents.
- Provides placement and/or counselling services for workers who have been injured on the job.
- The vocational rehabilitation department provides retraining through: (1) training on the job,
(2) upgrading of education, and/or
(3) job placement.
- Rehabilitation Centre, 7123 - 119 Street, Edmonton, Alberta
T6G 1V7; 434-3441.
 - Provides physical, psychological, and vocational rehabilitation services in order to return the injured worker to a position of function in society following an industrial illness or injury.
- The Workers' Compensation Board has vocational rehabilitation counsellors at the following regional offices:

9912 - 107 Street
Edmonton, Alberta
T5J 2S5
Phone: 427-1100

132 - 16 Ave. N.E.
Calgary, Alberta
T2E 1J5
Phone: 276-3381

10022 - 102 Avenue
Grande Prairie, Alberta
T8V 0Z7
Phone: 539-2421

1277 - 3 Ave. S.
Lethbridge, Alberta
T1J 0K3
Phone: 329-5339

204 Chinook Place
623 - 4 St. S.E.
Medicine Hat, Alberta
T1A 0L1
Phone: 529-3624

401 Professional Bldg.
Red Deer, Alberta
T4N 1X5
Phone: 343-5357

Representatives Contacted:

W. L. Jarman
Administrative Director
Rehabilitation Centre

E. M. Jones
Director of Vocational Rehabilitation

W. P. WAGNER HIGH SCHOOL **

6310 Wagner Road
Edmonton, Alberta
T6E 4N5
469-1315

HOURS: 8:45 a.m. - 3:00 p.m.
Monday - Friday
September - June

Principal: Eric J. Harder

SERVICES PROVIDED:

- Provides vocation high school education for persons over 15 years of age which includes direct work experience.
- Provides student counselling services, personal education and vocational training.

Representative Contacted:
Eric J. Harder
Principal

Y.M.C.A. EMPLOYMENT PROGRAM *

10826 - 124 Street
Edmonton, Alberta
T5M OH3
452-9111

HOURS: 8:00 a.m. - 5:00 p.m.
Monday - Friday

Supervisor: Andrea McLean

SERVICES PROVIDED:

- Assists mentally handicapped young adults in finding and maintaining permanent employment.
- The Employment Program Staff (one supervisor and three and one-half placement officers) attempt to provide a very individual and specialized service by assisting clients on a one-to-one basis.
- The staff works with the family, as well as other agencies that are involved with the client.
- A leisure program is offered to clients to facilitate the development of social skills through recreational activities.
- The staff make regular employer contacts for their client.
- Once a client is placed in a job, the program offers on-the-job follow-up for one year of successful employment.

Representative Contacted:

Andrea McLean
Supervisor

ADVANCED EDUCATION
AND MANPOWER

Manpower Services Division

403/427-5659

Alberta Career Centre
Parkside Office
10924 - 119 Street
Edmonton, Alberta, Canada
T5H 3P5

May 1, 1980

Ms. Jackie Gaboury
Edmonton Social Planning Council
#418, 10010 - 105 Street
EDMONTON, Alberta
T5J 1C4

Dear Jackie:

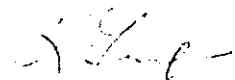
RE: Study on Sheltered Employment

Further to our discussion this morning this letter confirms that

- 1) the Career Centre does not do employment placement and, therefore, does not have statistics related to numbers and types of placements
- 2) we do not keep statistics which could give you reliable data on employment needs
- 3) we do not categorize our clientele in accordance with the characteristics requested in your survey (eg. emotionally and physically handicapped, intellectually disabled).

In short, we are unable to provide you with data relevant to your survey. We do, however, wish you success in completing it.

Yours truly,



Karen Fingas
A/Regional Supervisor, Northwest

KF/lrm

APPENDIX F

AGENCIES PARTICIPATING IN THE STUDY

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- (1) Alberta Government Employment Opportunities Program
- (2) Alberta Government Special Placement Program
- (3) Alberta Vocational Centre - Work Placement Service
- (4) Arch Enterprises and Training Association of Edmonton
- (5) Canada Employment Centre - Special Needs Unit
- (6) Canadian National Institute for the Blind
- (7) Cerwood Enterprises
- (8) Community Employment Services of Alberta Ltd.
- (9) Community Enrichment Program
- (10) Distinctive Employment Counselling Services of Alberta
- (11) Edmonton Epilepsy Association
- (12) Edmonton Social Services for the Disabled
- (13) Glenrose Provincial General Hospital - Glenrose School Hospital
- (14) Goodwill Rehabilitation Services of Alberta
- (15) Hardisty Junior High School
- (16) Life Skills Training Centres Ltd.
- (17) L. Y. Cairns Vocational School
- (18) Residential Aid Training Program - Grant MacEwan College
- (19) Robin Hood Schools/Robin Hood Residences
- (20) St. Basil School
- (21) Sheltered Workshop Society
- (22) South Edmonton Bottle Depot - St. Basil School
- (23) Western Industrial Research and Training Centre
- (24) Winnifred Stewart School for the Mentally Retarded
- (25) Y.M.C.A. Employment Program

APPENDIX G

AN EXAMPLE OF THE CONSIDERATIONS WHICH
PRECLUDED AN AGENCY PARTICIPATING IN
THE STUDY

75

ADVANCED EDUCATION
AND MANPOWER

Manpower Services Division

403/427-5653

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A/Regional Supervisor, Northwest

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ADDENDUM

During the course of the research, interviewees expressed a number of valuable ideas related to the development and operation of sheltered industries. The following material reflects those ideas which did not have a place in the main body of the report. The material in this addendum is an attempt to compile these ideas in a manner which will facilitate information sharing and a further exploration of the issues and should not be seen as a comprehensive outline of the issues.

ISSUE: ESTABLISHMENT OF POLICY FOR SHELTERED INDUSTRY PROGRAM IN ALBERTA.

Alternative Processes:

- 1) 1) make draft of proposed policy available to representatives of all agencies involved with vocational training programs for handicapped individuals;
 - ii) request representatives to respond to draft policy;
 - iii) refine policy in light of responses to draft.
- 2) Establish policy through legislation with the provision for regular review and amendment.

ISSUE: INTEGRATION OF SHELTERED INDUSTRY WITH PRIVATE INDUSTRY OR SHELTERED WORKSHOPS

Alternatives:

- 1) Sheltered industry established within existing private industry;
- 2) Sheltered industry established distinct from established industry;
- 3) Sheltered industry established in co-operation with sheltered workshops.

ISSUE: CENTRALIZED SUPPORT SYSTEM FOR SHELTERED INDUSTRY

Components:

- 1) Centralized Assessment & Referral Unit to insure individuals are referred to training or employment programs which can best meet their individual needs;

2) Centralized Contact Procurement Department

Benefits:

- workshops or industries would be able to work co-operatively rather than competing for the same contracts
- lucrative contracts could be referred to sheltered industry while contracts with training value could be referred to sheltered workshops
- would facilitate procuring large or province-wide contracts with the possibility for a number of agencies working together to fulfill contracts
- facilitate purchasing in bulk.

3) Centralized Information Bureau for assisting anticipated industries or workshops in becoming established.

Benefits:

- could work as a clearing house for ideas.

4) Centralized Management Consultants for Industry and Workshops to draw upon similar to Counselling Assistance to Small Enterprises.

ISSUE: PILOT PROJECTS FOR SHELTERED INDUSTRY

Benefits:

- provides the opportunity to monitor and evaluate projects

Requirements:

- specify evaluation criteria at commencement
- rented site for 3-5 years

ISSUE: FUNDING FOR SHELTERED INDUSTRY

Start up funding requirements:

- i) capital costs
- ii) initial operating costs
- iii) costs of preparing program proposal.

Prospectives on Subsidization:

- i) sheltered industry should be self-sufficient thus not requiring subsidization
- ii) the need for on-going subsidy will depend on productivity level of employees - need for subsidization will vary
- iii) sheltered industry will require on-going study.

Sources of Funding

Alternatives:

1) Government funding

Benefits:

- secure funding
- less staff and/or volunteer energy required to maintain a secure financial base

Disadvantages:

- taxpayers totally bearing the brunt of capital and deficit costs
- government funded program competing with private industry

Specific Recommendations:

- funding currently available for vocational training programs be channeled into sheltered industry.
- advanced education funding being made available to vocational training programs

Rationale:

- vocational training programs are similar and equal to other forms of post secondary education (university, NAIT, SAIT, etc.) in that they prepare students for competitive employment. The only variant is the type of student served.

2) Co-operative Government-Community Funding

Benefits:

- recognizes both the community's responsibility and the third sector's past contribution

- community fund-raising may make sheltered industry more visible

Disadvantages:

- funding may not be as secure.

ISSUE: EMPLOYEE PAY

Alternatives:

- 1) Sheltered industry employees paid minimum wage or better.

Benefits:

- recognizes the dignity the paycheque represents to the disabled person
- avoids exploitation.

Disadvantages:

- increases the direct operational costs.

- 2) Sheltered Industry employees should be paid according to their rate of productivity against the industrial norm.

Benefits:

- decreases the direct operational costs, therefore, increasing the probability of less reliance on subsidization
- provides employees with incentive to increase their productivity.

Disadvantages:

- some items produced would not lend themselves to paying employees according to productivity
- possibility for exploitation of the disabled employee.

- 3) Employees should be paid the maximum allowable under existing allowance and assistance programs, thus ensuring the maintenance of benefits including:

- i) Alberta Health Care
- ii) drugs
- iii) optical and dental care.

ISSUE: SHELTERED INDUSTRY OPERATION

Management:

Sheltered industry should:

- run on sound management principles
- have business-oriented and trained staff
- take advantage of current industrial technology; modernization increases productivity
- carry out extensive research into product or service suitability and viability
- have a growth potential.

Production Options:

i) Rely on contracts:

Requirements:

- staff responsible for contract procurement
- computerized job contracts

ii) Produce finished product:

Requirements:

- extensive market research
- sales staff for products produced.

Siting Conditions:

- i) Employee transportation requirements
- ii) Employee housing/accommodation requirements.

Deployment of Employees:

- i) Incorporate model worker concept
- ii) Use job sharing strategies to accommodate varying needs.

Support Services:

- i) Provide counselling for employees and their families
- ii) Ensure provision of life skill programs for disabled persons functioning at a sheltered industry level
- iii) Provide for citizen advocacy to assist sheltered industry employees.