

Guide to the Interactive Supported Employment Map

Background

In [The Aspiring Workforce: Employment and Income for People with Serious Mental Illness](#), the Mental Health Commission of Canada (MHCC) showed that recovery in mental health means living a satisfying, hopeful, and contributing life, even while experiencing ongoing symptoms. Based on this concept, the report called for the development of extensive employment support options in keeping with the recovery journey of the individual.

Evidence shows that government-supported employment programs that provide persons with disabilities (including people living with a mental illness) training and supports that reflect their preferences result in sustained employment. Similarly, programs that use evidence-based employment models are one of many mechanisms that help individuals with mental illness return to the labour market.

The [Interactive Supported Employment Map](#) is the result of an MHCC environmental scan that identified over 518 programs offering employment services for persons living with mental illness. This user-friendly tool is based on provincial, regional, and 2016 Canada Census data.

Overall, according to this data, 2,919,140 individuals (13.4 per cent of the 18 to 64 age group) in Canada reported an emotional, psychological, or mental health condition that limits their activities. The actual numbers are likely to be much higher, however, given that many people do not admit to having a mental illness for fear of being labelled and stigmatized.¹

Map Legend

Map 1 (see Appendix A) shows the ratio between the number of people reporting mental illness and the number of supported employment program sites in a given geographical area. In the example of Newfoundland and Labrador, 43,250 people age 18 to 64 reported mental illness, and there are seven identified sites. To determine the ratio, divide the number of people by the number of sites: $43,250 \div 7 = 6,178$ persons per site.

That figure exceeds the ratio of 5,635 persons per site for the country as a whole. In fact, as Table 1 (below) reveals, there is great variation across the country. In Seven provinces or territories, the ratios are lower than Canada, while three of the remaining six — Saskatchewan, Nova Scotia, and Alberta — are considerably higher.

¹ Regarding the accuracy of these numbers, it is also important to note that the population reporting mental illness in the 2016 Census is larger than the population in the 2017 Canadian Survey on Disability (CSD) that identified having a disability as a result of a mental health condition. The CSD population excludes individuals who only rarely experience a limitation in their activities and never have difficulty with daily activities. For more information, see [Canadian Survey on Disability, 2017: Concepts and Methods Guide](#).



Table 1. Ratio between supported employment program sites (SEPS) identified and persons reporting mental illness, by province/territory and Canada

Geographic Area	No. of SEPS	No. of people age 18 to 64 reporting mental illness ²	Ratio of people to SEPS
Newfoundland and Labrador	7	43,250	6,178
Prince Edward Island	5	14,395	2,879
Nova Scotia	13	113,945	8,765
New Brunswick	24	77,380	3,224
Quebec	82	525,875	6,413
Ontario	242	1,169,435	4,832
Manitoba	37	109,685	2,964
Saskatchewan	12	93,910	7,825
Alberta	30	343,545	11,452
British Columbia	63	419,065	6,651
Yukon	1	3,675	3,675
Northwest Territories	1	3,320	3,320
Nunavut	1	1,660	1,660
CANADA	518	2,919,140	5,635

Map 2 (see Appendix A) shows the percentage of unemployed³ 18-to-64-year-olds in a specific geographical area who report a mental illness.

Map 3 (see Appendix A) shows the percentage of employed 18-to-64-year-olds in a specific geographical area who report a mental illness.

See detailed instructions for navigating the map in Appendix B.

² Unpublished data on Question 11e of the 2016 census obtained through a special request to Statistics Canada.

³ Refers to unemployed persons actively seeking work.

Criteria for Inclusion in the Map

Organizations included in the map offered supported employment programs only to people with mental illness (or all types of disabilities including mental illness).

Supported employment programs that were excluded required a particular disability other than mental illness, such as developmental, autism, seeing, physical, etc.⁴

Models of Supported Employment

MHCC's environmental scan identified seven models of supported employment being used in Canada.

Table 2. Key elements of the models

Models	Description
Individual Placement and Support	Matches an individual's strengths and experiences with rapid placement opportunities. Continuous support is also provided to maintain employment.
Choose-Get-Keep (Choose-Get-Keep-Leave)	Client-driven model that blends employment and mental health services with the goal of establishing competitive employment.
Diversified Placement Approach	Focuses on job readiness and prevocational support to help clients move gradually toward paid work.
Assertive Community Treatment (ACT)	Geared to individuals whose needs are not being met by traditional approaches, uses a multidisciplinary team (7-10 people) to provide 24/7 support.
Clubhouse	Clients (called members) work with staff to operate the clubhouse and develop skills to transition into independent employment.
Job Coach	Job coaches work one-on-one with individuals once they're employed to help them learn and carry out their duties.
Demand-Led	Employers communicate a need to a vocational specialist, who prepares an employee to fill the position and helps identify and secure any necessary accommodations.

⁴ Examples of excluded programs are (1) Ready, Willing, and Able (specifically for youth with intellectual disabilities); (2) the Neil Squire Society (specifically for people with physical disabilities); and (3) all social enterprises.



Table 3. Differences in model characteristics

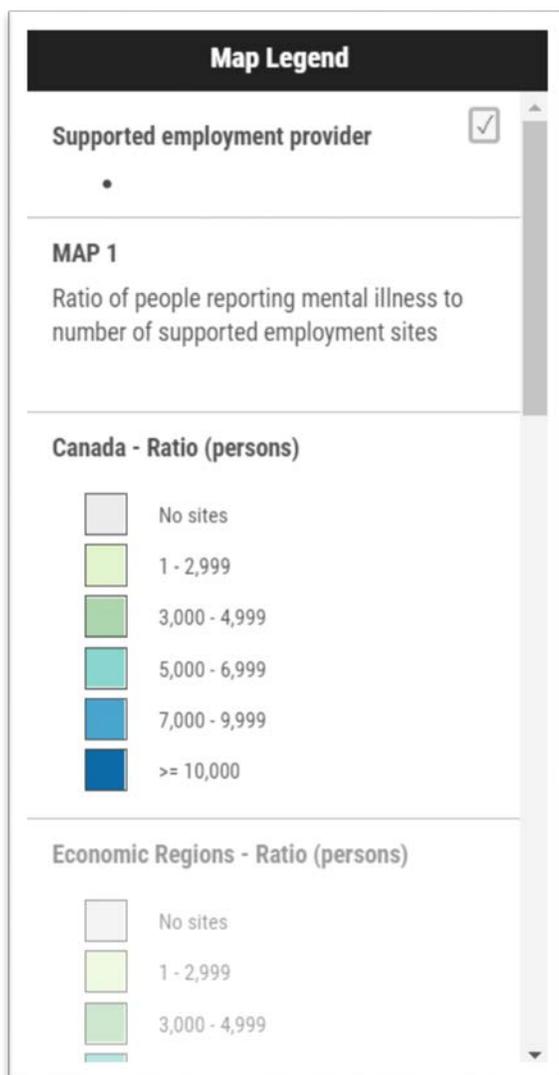
	Zero mental illness exclusions	Integration with mental health services	Goal of competitive employment	Rapid employment approach	Continuous, time-unlimited support	Client driven
Individual Placement and Support	X	X	X	X	X	X
Choose-Get-Keep		X	X		X	X
Diversified Placement	X				X	X
ACT Teams	X	X	X		X	X
Clubhouse	X	X	X		X	X
Job Coach			X		X	X
Demand-Led	X		X		X	



Appendix A

Map 1 Legend

Ratio between the number of people age 18 to 64 reporting mental illness and the number of supported employment program sites in a given geographical region.



Map 2 Legend

Percentage of unemployed 18-to-64-year-olds in a specific geographical area who report a mental illness.





Map 3 Legend

Percentage of employed 18-to-64-year-olds in a specific geographical area who report a mental illness.





Appendix B

MHCC - Organizations supporting people living with a mental illness to find employment
Mental Health Commission of Canada

Table 1 - Overview

Description	British Columbia	Canada
Total population ages 18 to 64	2,876,030	21,763,785
Reporting mental illness ages 18 to 64	419,065	2,919,135
% reporting mental illness	14.57	13.41
# supported employment sites	63	518
Ratio of people reporting mental illness to supported employment sites	6,651	5,635

Callouts in the screenshot include: "Zoom in and out", "Search for an area", "Hide or unhide feature information. Scroll down to view more information on an area", "Bookmark an area of interest", "Refresh map to Canada level", "Hide panel", "Show legend", "Click to bring up saved bookmarked areas of interest", "Click on an area to bring up attribute table. Double click or zoom in to bring up other levels of geographies", "Query tool to select sites by model or program type", and "Turn off or on map. Scroll up or down to see legend classes".

MHCC - Organizations supporting people living with a mental illness to find employment
Mental Health Commission of Canada

Selected Supported Employment Provider (SEP) clicked on highlighted in yellow. Corresponding data for level of geography also returned. To access province, economic region or CMA/CA click on greater than sign in popup window.

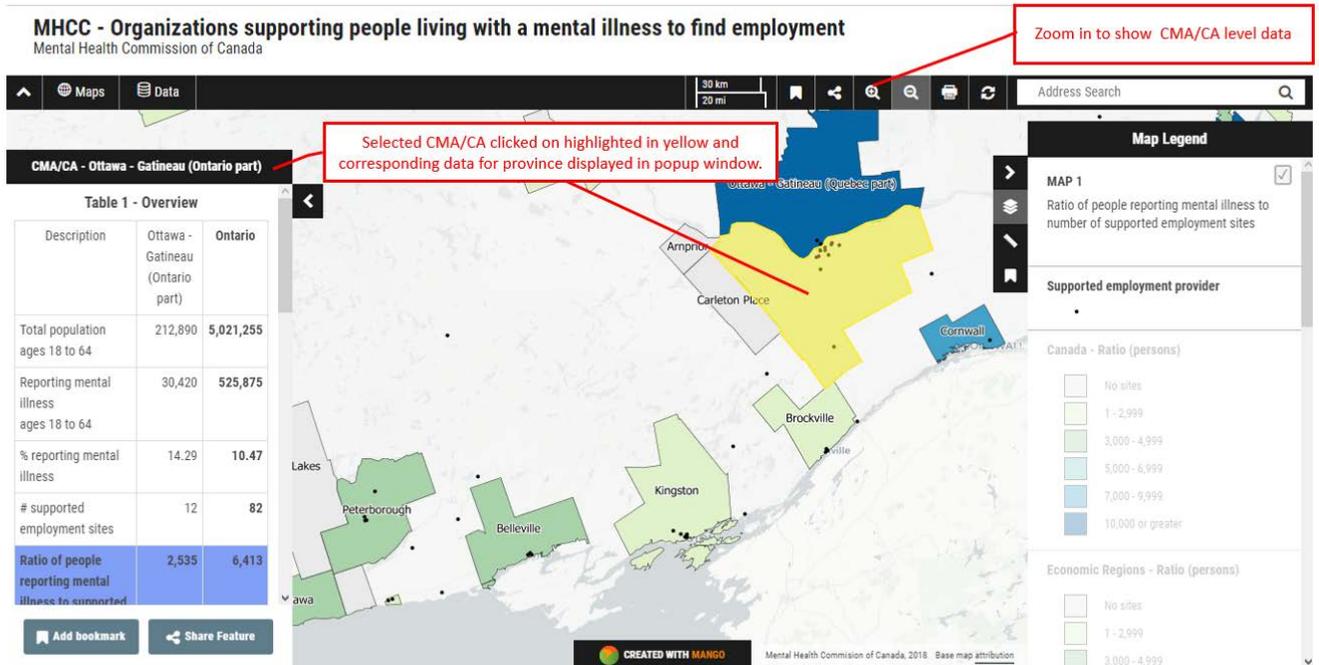
Supported employment provider

Multiple Features Selected (1/2)

CSE Consulting
125 Prescott Street, PO Box 1319
Kemptville, Ontario, K0G1J0

Model: **Unclassified**
Program : **Any**

Callouts in the screenshot include: "Selected Supported Employment Provider (SEP) clicked on highlighted in yellow. Corresponding data for level of geography also returned. To access province, economic region or CMA/CA click on greater than sign in popup window." and "Supported employment provider".



ORDRE DE L'EXCELLENCE



RÉCIPIENDAIRE SANTÉ MENTALE AU TRAVAIL