

Annual Report 2017-2018

Setting the Stage



The ACDS Value

The Alberta Council of Disability Services (ACDS) is a member-driven, not-for-profit organization committed to strengthening the community disability sector to benefit Albertans with developmental disabilities.

Our vision: People with disabilities live full lives as citizens supported by a vibrant network of services in their communities

Our mission: ACDS is the collective voice of our members, advancing excellence and best practices, advocating for effective public policy, and championing professional disability services

With over 145 member organizations from the community disability sector, we are collectively influencing the policy agenda related to persons with disabilities and the organizations that support them. And, through our progressive standards, programs and services, we are engaging and elevating the sector towards our shared vision.

80%

of all PDD-funded community disability service providers in Alberta are ACDS members



Members across the province

Representation in all regions

Message from the President of the Board and CEO

In 2017-2018, ACDS capitalized on the opportunity to reflect, strategize and reposition ourselves as we moved through a leadership transition and developed a new strategic framework. The strategic framework focused our work on three key areas and associated priorities: Advocacy and Giving Voice; Strengthening and Building Capacity in the Sector; and, Building Connections and Opportunities for Collaboration.

We used this framework as a foundation to examine our programs, services, activities and structures for alignment and responsiveness to sector and membership needs and emerging issues. Key to our accomplishments was re-engaging our membership, resetting our relationship with government and external partners, and reviewing and restructuring our staffing, committees and councils, as well as bylaws and board governance structures. ACDS has also begun reviewing and updating programs and services with a key focus on renewing our training and accreditation programs.

This year, we increased our capacity to achieve our mission and strategic priorities through a new leadership structure focused on responsive programs and services and a new capacity for membership-driven and evidence-based advocacy. We are working to solidify a collaborative partnership with government through the negotiation of a Memorandum of Understanding (MoU) with Alberta Community and Social Services. The MoU will serve as a platform to advance sector priorities and ensure a voice for service providers in system change and improvement.

We also engaged in extensive membership consultation through regional membership meetings and through the establishment of two new provincial committees: the Government Relations Committee and the Human Resources Coordinating Committee. This engagement provided critical feedback that is supporting the development of our advocacy and policy agenda. As well, it is fueling changes and improvements to the Creating Excellence Together (CET) Accreditation program, workforce initiatives, and improving the content, quality and access to training and education services.

In this report we share all of our high-level achievements from 2017-2018. We are proud of our accomplishments and know these have helped set the stage for a strong and impactful ACDS future. We want to thank our Board Members for their leadership and time, our staff for their patience and commitment, our partners for their support, and our membership for their critical engagement, feedback, and trust. We also extend our thank you to our retiring Board Members, Darrin Stubbs, Peter Stoye and Judy Galbraith for their years of service and championing of ACDS and community disability services.



Helen Ficocelli
President, Board of Directors, ACDS



Andrea Hesse
CEO, ACDS

A Strategic Focus

Setting the stage: new strategic framework

In late 2017, in consultation with our membership, the Board of Directors and staff, we approved a new strategic framework. The 2017-2020 Strategic Framework is ACDS' core strategic tool to inform and drive the development and delivery of our programs, services and initiatives.

The framework sets 9 strategic priorities around three core businesses:



1. Advocate for issues that affect the disability sector (give voice and **influence**)



2. **Strengthen** the disability sector (build capacity)



3. Build **connections** and networks (connectivity and collaboration)

Public Policy Advocacy and Influencing Change

ACDS is viewed by the Government of Alberta (GoA) and the community disability sector as a credible and trusted voice in the community disability field. In 2017-2018, ACDS worked hard to represent sector issues and needs, and we advocated—with success—for changes that addressed these. We informed our members about legislative changes and sought clarity from the GoA, when required.

In addition, we implemented strategies to strengthen our relationship with the GoA, as well as strategies to further engage our members in our advocacy efforts.

Addressed concerns and successfully advocated for changes to Bill 17 (Fair and Family-Friendly Workplaces Act)

- ✓ Successfully advocated for retroactive top-up to agency contracts to address organizations' financial shortfalls resulting from the increase in the minimum wage
- ✓ Successfully advocated for retroactive top-up to agency contracts to address the increased costs for statutory holidays
- ✓ In collaboration with other member associations and the GoA Ministries of Community and Social Services and Children's Services, advocated for proper exemptions to the legislative requirements so that workers and organizations have flexibility related to overtime calculations. The Ministry of Labour's, "Am I a Caregiver" tool was a direct result of this close collaboration

Sought clarity and shared information about Bill 30 (Act to Protect the Health and Well-Being of Working Albertans)

- ✓ Worked extensively with Alberta Community and Social Services and Alberta Labour to clarify requirements of the Bill, and address the human resources, administrative, and financial impacts of the changes on our sector
- ✓ Developed strategies to share the information more comprehensively, and collaborated with ALIGN Association of Community Services and the GoA to provide information sessions about the Bill 30 to service providers

Kept our members informed about legislative and policy changes through regular e-updates and other communication vehicles



Created a new vehicle to develop a collective voice and build advocacy capacity

- ✓ Established the ACDS Government Relations Committee with member representatives from across the province. The committee will advise on policy issues and political developments, and support us to develop collective messages and tools to enhance the advocacy and government relations capacity of member organizations

Strengthened government relations by initiating a Memorandum of Understanding (MoU) between ACDS and the GoA

- ✓ Initiated the work to draft a MoU between the ACDS Board of Directors and Alberta Community and Social Services. The MoU will create a framework for a stronger relationship with government on communication and information-sharing, collaboration on policy initiatives, and a data strategy

Raising Professional Standards through Accreditation

This year, ACDS evaluated and reviewed many of our processes related to the accreditation program and implemented strategies to strengthen the program. We also encouraged and supported organizations to achieve the higher, Creating Excellence Together (CET) Level 2 designation as well as additional standards. In 2017-2018, we:

Implemented strategies to improve the accreditation process

- ✓ Streamlined many accreditation processes, including those related to human resources
- ✓ Increased pre-survey visits and provided assistance with the 2016 digital self-study guide tool
- ✓ Redeveloped reporting tools
- ✓ Invited all team leaders and surveyors to refresher training. **100% of team leaders and 71% of surveyors took refresher training in 2017-2018**
- ✓ Offered training on the consistent interpretation of standards related to supports for people with complex medical and behavioural needs

Supported the achievement of higher-level and additional designations

- ✓ Encouraged and supported organizations to achieve CET Level 2 designation. Level 2 service providers are recognized for their innovative and creative approaches to the delivery of quality services. **18 organizations were awarded CET Level 2 designation, an 80% increase from 2016-2017**
- ✓ Recognizing the complexity and breadth of services provided, we engaged more organizations to meet additional standards including: Services for Children with Disabilities; Complex Support Needs, and Respite for Children and Adults with Disabilities

24 organizations
accredited at CET Level 1

Bringing the total number of
CET accredited
organizations in Alberta to

150

That's **80%** of all PDD-
funded Community Disability
Service providers in Alberta

Building Capacity through Training and Development

ACDS continued to offer relevant, industry and Alberta-specific training and development programs for service providers and for trainers in the field. To increase reach and access to our training and development programs, this year we set the stage for more online and blended programs. We also piloted an online version of one of our core training programs, while encouraging uptake of existing online programs.

In 2017-2018, ACDS offered **27** sessions of the following training and development programs:

- Foundations Face-to-Face
- Online Foundations
- Foundations Train-the-Trainer
- Community Inclusion to Community Presence
- Positive Behaviour Supports (PBS) Level 1 and 2 Workshops
- Online pilot of PBS Level 1 and 2
- PBS Train-the-Trainer Workshops



413 Graduates



707 active learners

80 organizations participated in one or more ACDS training programs

Supporting an Energy Efficient Sector

To support a more energy efficient future for the sector, ACDS pursued and was awarded a Community Environment Action grant from the Alberta Ministry of Environment and Parks in late 2017.

The grant supported ACDS to hire an Energy Efficiency Coordinator, responsible for conducting energy audits for our members and educating the sector about energy efficiency. The coordinator:

Planned for, researched and began implementing the program

Piloted the initiative and conducted energy audits of some ACDS members and advised them on the potential for energy savings

Identified energy and cost savings for our members

Developed strategies for further engaging the sector to participate in the program and began building the educational component of the program to be implemented in 2018-2019



Analysis of the member organizations engaged in the pilot found they could save up to

\$13,650 annually

through electricity and gas efficiencies, such as lighting measures and boiler upgrading

Connecting and Building Capacity through our Conference

In 2018 ACDS hosted our 32nd annual Spring Conference

- In collaboration with representatives from member agencies and others, ACDS planned and hosted the conference titled, “Navigating the Journey...To Who We Are!” in Edmonton
- This pirate-themed conference saw the largest attendance in ACDS’ history, with 58 more delegates than the 2017 conference and greater participation of front line workers
- 338 representatives from the community disability sector benefited from 39 workshops and sessions, hosted by over 70 presenters covering a range of pertinent and engaging topics from complex needs to building policy capacity



Recognizing Innovation in the Sector

Presented the 2nd annual ACDS Innovation Award

- The award recognizes and promotes innovative initiatives in the sector
- The 2018 ACDS Innovation Award was presented to St. Paul Abilities Network (SPAN) for its new social enterprise: the St. Paul Hampton Inn. SPAN demonstrated great leadership by establishing its seventh, and largest, social enterprise with the St. Paul Hampton Inn. SPAN’s innovative venture is addressing a community need, creating employment for people with disabilities and Indigenous people, while also generating income for the agency
- Other organizations nominated for excellence in innovation:
 - Accredited Supportive Living Services Ltd
 - Saskatoon Lake Facility
 - Chrysalis
 - Rehoboth Christian Ministries
 - Skills Society
 - Vecova Centre for Disability Services and Research



Minister Sabir (centre) with 2018 ACDS Innovation Award winners St. Paul Abilities Network, Board President Tom Melnyk (left) and CEO Tim Bear (right)

Advancing the Sector's Workforce

ACDS has a long history of supporting organizations to address workforce challenges and develop sustainable strategies. In 2017-2018 ACDS:

Conducted the 9th Annual Workforce Survey

- The survey is the only publicly-available source of detailed information about the workforce profile and turnover in Alberta's Community Disability Services sector
- It provides provincial and regional data on workforce distribution by gender, age, education, position, employment status, wage level and length of employment. Overall turnover rates were also reported
- It is a vital source of information, used by ACDS, sector organizations, and funders to help develop provincial and regional human resource strategies, policies and processes

Revised the Workforce Classification System (WCS)

- WCS is a critical tool for service providers to identify the current and future staff competencies
- WCS was revised significantly in 2017-18, to reflect changes to the sector over the five years since the 4th edition was released. The 5th edition incorporates feedback from numerous service providers and the Alberta Disabilities Workers Association who provided their input on the revisions

Created a new mechanism to address workforce issues

- The ACDS Human Resources Coordinating Committee replaces the old Provincial Workforce Council
- With member representation from across the province, this new body will coordinate activities to address sector-wide human resource issues that are priorities for our members

2017 Annual Workforce Survey

31% of

ACDS member organizations participated in the survey

They represented a workforce of

4,700

employees, supporting

4,100

individuals

Engaging our Membership

This year, ACDS made engaging our membership a strategic priority and created a senior leadership position to elevate ACDS' strategic and membership engagement capacities. A rapid outcome of this was the implementation of new vehicles and mechanisms for province-wide membership engagement and collaboration. We:

Hosted a leadership forum in October. The forum engaged membership with the 2017-2020 Strategic Framework and identified priority actions associated with the core businesses identified in the framework

Hosted a series of membership engagement sessions. Sessions were held in all regions in the first half of 2018, to discuss issues, challenges, potential solutions, and the role of ACDS in addressing these needs and concerns. The findings from these sessions will provide a platform to develop collective strategies for future action

Began creating a new membership association database. The new database will improve efficiency in membership administration processes. It will also enable us to produce better aggregate data about member organizations to support our advocacy work

Formed new vehicles to support the strategic framework

Over **100** leaders attended the membership engagement sessions

Representing **65** member organizations



Our ACDS

Board of Directors

Helen Ficocelli President
Ryan Geake Vice President

Darrin Stubbs Regional Director, NW
Diane Magill Regional Director, NE/North Central
Erin Waite Regional Director, Calgary
Esther McDonald Regional Director, Central
James Woodall Regional Director, South
Peter Stoye Regional Director, Edmonton

Judy Galbraith Director
Sean Hann Director

2017-2018 ACDS Staff

Andrea Hesse CEO

Clova Lehr
Director, Services & Accreditation

Nilima Sonpal-Valias
Director, Strategic Initiatives
& Engagement

Alison Long
Executive Assistant

Anne Gosnell Business Administration/Accounting
Chinekwa Ibeabuchi Standards Accreditation Coordinator
Christine Do Training and Development Coordinator
Doreen Hogarth Manager, Training and Development
Elizabeth Klein Administrative Assistant
Maxine Innes Manager, Business & Finance
Mel Griswold Standards Accreditation Coordinator
Neil Delorme Energy Efficiency Coordinator
Sheila Trew Senior Accreditation Coordinator
Valerie McKinney Accreditation Administrative Assistant

Our ACDS

Our Members

Calgary

Association for the Rehabilitation of the Brain Injured
Calgary Alternative Support Services Inc.
Calgary Community Day Services Inc.
Calgary Scope Society
Calgary Society for Persons with Disabilities
Calgary Society of Community Opportunities
Columbia College
Community Living Alternative Services
Connections Counselling and Consulting Foundation
Developmental Disabilities Resource Centre of
Calgary
Foothills Advocacy In Motion Society
In-Definite Arts Society
L'Arche Association of Calgary
New Age Services Inc.
Optional Rehabilitation Services Inc.
Prospect Human Services Society
Resicare Society of Calgary
Resourceful Futures Community Support Ltd
Carol Seaman Rise and Shine
Southern Alberta Supportive Services
Springboard Centre for Adults with Disabilities
Supported Lifestyles Ltd.
Universal Rehabilitation Service Agency
Vantage Enterprises Ltd.
Vecova Centre for Disability Services and Research

Edmonton

Alberta Adaptabilities Association
Arch Enterprises & Training Association of Edmonton
Association for Supported Community Connections
Association Supporting Choices of People, Edson
Catholic Social Services
Centre for Autism Services Alberta
Chimo Youth Retreat Centre
Chrysalis
Edmonton Integrated Services Ltd.
Elves Special Needs Society
EmployAbilities
Entrust Adult Inc.
Excel Resources Society
Gateway Association for Community Living
Good Samaritan Society, The
Goodwill Industries of Alberta
Home-Within-A-Home Society of Edmonton
Hope 4 Life
I Have A Chance Support Services Ltd.
Independent Advocacy Inc.
Key Support Services Inc.
L'Arche Association of Edmonton
Leduc Community Living Association
Leduc Linx Connect Centre
Lo-Se-Ca Foundation
McMan Youth, Family & Community Services
Association
Mill Woods Society for Community Living
MIRA Facilitation Center
MirkaCare Services Inc.
Nina Hagerty Centre for the Arts
Prince Charles Residence
Rehoboth Christian Ministries
Residential Aide Placement Service
Robin Hood Association
Skills Society
Society for Selections & Career Support Service
The Tralee Residential Services Ltd
Transitions Rehabilitation Association of St. Albert
and District
Wildrose Caregivers Ltd.
Winder Inclusive Communities Service
Winnifred Stewart Association
WJS Alberta
YWCA of Edmonton

Our ACDS

North Central

Blue Heron Support Services Association
Blue Heron Vocational Training Centre
Dove Centre
Empowering Citizens for Health and Opportunity Society
Lac La Biche Disability Services Inc.
Life Empowerment Support Services
St. Paul Abilities Network
Vegreville Association for Living in Dignity
Westlock Independence Network

Northwest

Accredited Supportive Living Services
Canadian Mental Health Association North West (Grande Prairie)
Community Life Acceptance Independence Resources
Falher Friendship Corner Association
Centrepont Facilitation Inc.
Marigold Enterprises Rehabilitation Society
Northern Lights Ranch
Signature Support Services

South

Ability Resource Centre
Alfred Egan Home, Alberta Health Services
Bluefox Association
Bulwark Homes
Cardston and District Association for the Handicapped
CBI Greystoke Home Health
CORE Association
Crownsnest Community Support Society
Edenbridge Family Services Inc.
Health Care Homes Ltd
Interdependent Social Accountability Housing Inc.
L'Arche Lethbridge
Lethbridge Family Services
Newell Community Action Group
Next Step Residential Services (Medicine Hat) Ltd.
Opokaa'sin Early Intervention Society
Peak Vocational Services Inc.
Quest Support Services Inc.
REDI Enterprises Society
SASH Disability Support Services
Southern Alberta Community Living Association
Southern Alberta Individualized Planning Association
Taber Special Needs Society
Wheat Country Special Needs Society

Central

Ability Development Services
Accredited Supports to the Community
Advance Society Innisfail: Support for Developmentally Disabled
Beehive Support Services Association
Camrose Association for Community Living
Centra Cam Vocational Training Association
Cosmos Community Support Services Ltd.
Drumheller and Region Transition Society
Employment Placement and Support Services
Falcon Enterprise, Wainwright & District Association
Horizons Training Centre Society
Lacombe Action Group for the Handicapped
Padnoma Support Services Inc.
Parkland Community Living and Supports Society
Providing Residential Options and Services
Regional Living Skills
Rocky Support Services Society
The SS I*C*E*
Vermilion Association for Persons with Disabilities - FOCUS
Wainwright Association for Community Living
Westward Goals Support Services Inc.
Wetaskiwin & District Association for Community Service

Northeast

Salvation Army START Program

Affiliate members

WCG Services - British Columbia

Associate Individual Members

Andrea Tombrowski
Angela Irvin
Bob Greig
Dale Peterson
Gail Stephens
Ibrahim Oyebo
Jean Jones
Laurie Williams
Lin W Hermanson
Linda Maxwell
Lori Miller
Nyah Aben Collins
RalChukwu Gloria Nwaobi
Rita O'Connor
Sheila Foster

Acknowledgments

We thank the following for their support in 2017-2018

Commission on Accreditation

Jane Rotnem Chair, Legal Representative
Carolyn Mills Alternate Chair, Legal Representative
Helen Cowie Alternate Chair, Legal Representative

Dr. Aileen Wight Felske
Ann Sims
Doug Luft
Janice Gerbrandt
Karen Gingras
Linda McLean
Michelle Cole
Pam McGladdery
Pat Whyte
Verlie Weiss

Team Leaders

Ashley Dreger
Bonnie Hall
Cindy Wiebe
Lin Hermanson
Lynn Graville
Rita O'Connor
Sandi Pesklevis
Wayne Thompson

Survey Editors

Corinne Thomas
Janna Willard
Krista Wiebe

2018 ACDS Conference Planning Committee

Alex Stoye MirkaCare Services
Elaine Caskie Echo Society
Jerome Babyn Chrysalis
John Stinson Community and Social Services
Linda Staszko Robin Hood Association
Lisa Cardinal WJS
Nicole Fuhsel Leduc LINX Connect Centre

Peter Stoye MirkaCare Services
Richard McKay Mira Facilitation Center

ACDS Staff Support

Christine Do
Doreen Hogarth

Our partners and allies

Post-secondary institutions: Bow Valley College, Norquest College, MacEwan University, and the Department of Community Rehabilitation and Disability Studies, University of Calgary

Other member advocacy organizations in Alberta: Inclusion Alberta, Alberta Disability Workers Association, ALIGN Association for Community Services, Edmonton Chamber of Voluntary Organizations, Calgary Chamber of Voluntary Organizations and Alberta Home Visitation Network Association

Member associations in other provinces: Saskatchewan Association of Rehabilitation Centres

Our Funders and Sponsors

ACDS is grateful to the following organizations for their financial support this year

Funders



Sponsors



ALIGN
Association of
Community Services

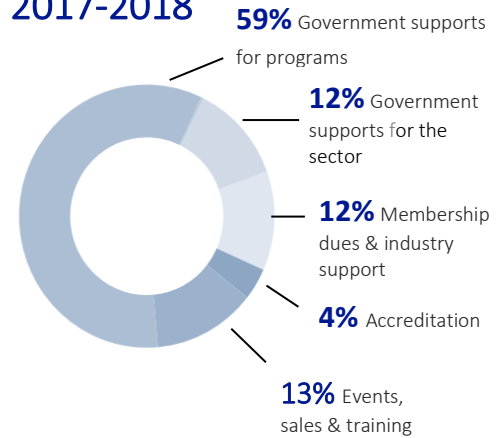


Financial Summary

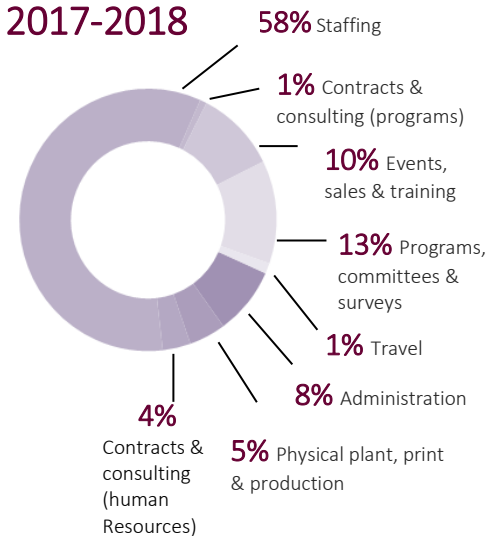
	2017-2018	2016-2017
REVENUE		
Program Revenue		
Accreditation	67,540	51,713
Events, Sales & Training	223,436	290,366
Government Support For Programs	1,003,060	929,660
Other Income\Interest Received	5,111	4,049
Sector Support Revenue		
Government Support For The Sector	209,000	209,000
Industry Initiatives		52,216
Membership Dues & Industry Support	208,900	199,725
TOTAL REVENUE	1,717,047	1,736,729

EXPENSES		
Administrative Expenses		
Administration And Professional Fees	140,524	101,455
Physical Plant, Print, Production	77,409	75,713
Human Resource Expenses		
Contracts & Consulting	59,106	81,957
Staffing	982,447	934,896
Program Expenses		
Contracts & Consulting	14,274	47,768
Events, Sales & Training	170,398	163,577
Industry Initiatives		49,277
Programs, Committees & Surveys	213,673	206,387
Travel	21,671	22,453
TOTAL EXPENSES	1,679,502	1,683,482
Net Surplus (Deficit)	37,545	53,247

Total Revenue 2017-2018



Total Expenditures 2017-2018



45 Years of ACDS

Provincial Context

**1971 – 1985 PREMIER PETER LOUGHEED
(Progressive Conservative Party)**

Sexual Sterilization Act repealed
Services for the Handicapped (SFH) program created

Handicapped Children's Services (HCS) created

1985 – 1992 PREMIER DON GETTY (PC Party)

Community-based residential arrangements funded to facilitate
deinstitutionalization. Many are parent-operated agencies

Premier's Council on the Status of Persons with Disabilities created
Brassard report *Claiming My Future* produced

Services for Persons with Disabilities (SPD) program created

1992 – 2006 PREMIER RALPH KLEIN (PC Party)

Persons with Developmental Disabilities (PDD) Foundation formed to
fund capital projects, research, and innovation

PDD Community Governance Act creates six regional boards and
PDD Provincial Board. Michener Centre Board established

Zwozdesky report *Building Better Bridges* reviews PDD program

ACDS Developments

1972

A group of sheltered workshop managers are supported by
government to come together to facilitate cooperation with each
other and with government

1973

Alberta Association of Rehabilitation Centres (AARC) incorporated
as a membership-funded not-for-profit society

1982

AARC receives government funding to be a collective voice for
policy advocacy, standards development, and staff training for
vocational services. Membership of about 30 agencies

1985

AARC funded to develop accreditation standards

1987

First Annual ACDS Spring Conference

1988

AARC members vote to withdraw services due to low funding for
wages, but decide not to follow through on this confrontational act
For the first time in ACDS history, an advocacy strategy involving all
members is developed, enabling fully coordinated action

1989

AARC membership extended to residential and for-profit services

1992

AARC begins offering Basic Skills Training (BST). Community
Rehabilitation Careers Project (CRCP) initiated to improve service
quality through enhanced workforce skills

1995

AARC Striving for Quality Accreditation Standards developed in
collaboration with government and service providers
BST surpasses over 1,000 learners trained since implementation

1997

PDD Boards recognize AARC as a valued collaborator. AARC
successfully lobbies for greater community representation at the
interviews to select regional board members
CRCP publishes Functional Description Manual describing
community rehabilitation work

1998

Creating Excellence Together (CET) standards approved. Job
Evaluation Manual published. Membership of about 60 agencies

1999

Minister Lyle Oberg tables CET Accreditation Standards and
introduces Board President Connie Cook and ED Gail Davis in the
Alberta Legislature
AARC's partnership with the government to create CET receives
the Premier's Award of Excellence
CRCP publishes Human Resources Administration Manual

45 Years of ACDS

Zwozdesky report results in a long awaited wage increase to community service provider staff	2001	The Treaty 7 and AARC Committee for Full Citizenship is inaugurated to develop collaborative strategies to address supports for First Nations people with disabilities A 3-year business plan is developed in close consultation with membership. Membership of about 115 agencies
	2002	AARC celebrates 30 years. First 3-year cycle of CET completed BST surpasses over 4,000 successful graduates
First Self-Advocacy Summit held	2003	PDD and AARC partner to launch and co-chair Workforce 2010, a series of collaborative initiatives to address workforce issues
	2006	AARC is renamed Alberta Council of Disability Services (ACDS) CEO Gail Davis retires and is replaced by Ann Nicol
2006 – 2011 PREMIER ED STELMACH (PC Party)		
PDD pilots new accountability and contract monitoring processes Family Managed Supports funds families to manage care directly	2007	<i>Human Resources Crisis in the Disability Services Field</i> is produced to enhance workforce awareness and advocacy
Six priority areas identified to increase PDD program consistency, access, responsiveness, and efficiency	2009	Human Resources Strategy implemented in collaboration with provincial and regional workforce councils
PDD administrative review conducted by KPMG	2010	Workforce Classification System implemented. Data collection tool developed. ACDS receives Community Futures Treaty 7 award
2011 – 2014 PREMIER ALISON REDFORD (PC Party)		
PDD Change Initiatives Project identifies series of activities and directions from community consultations and KPMG review	2011	ACDS and members engage with the new Premier to increase awareness of the sector's priority issues and challenges
PDD program transferred to Disability Services Division Associate Minister for person with disabilities appointed	2012	ACDS and Alberta Disability Workers Association (ADWA) collaborate to work toward developing a certification process
Alberta's new Social Policy Framework released Outcomes-focused contract and performance management framework implemented	2013	ACDS advocates successfully against funding cuts to community access supports
<i>Building Families and Communities Act</i> repeals PDD regional boards	2014	ACDS continues to advocate for fair contracts and living wages
2014 – 2015 PREMIER DAVE HANCOCK (Interim) PREMIER JIM PRENTICE (PC Party)		
PDD boards dissolved. Administration continues via regional offices	2015	Advocacy revolves largely around PDD Safety Standards
2015 – Present PREMIER RACHEL NOTLEY (New Democratic Party)		
Over 40 consecutive years of PC Party government end Disability, Inclusion & Accessibility Division created to administer PDD program	2016	ACDS engages with new MLAs to increase awareness PDD Safety Standards successfully repealed
<i>Fair and Family Friendly Workplace Act</i> phases in minimum wage increases and other compensation calculations <i>Occupational Health and Safety Act</i> is revised	2017	Workforce Councils draw extensively on ACDS data to inform government of impact of labour changes on organizations New CET Standards launched. First Innovation Award presented CEO Ann Nicol retires and is replaced by Andrea Hesse



Alberta Council of Disability Services

Suite 160, 3015 12 Street NE

Calgary, AB T2E 7J2

Tel: (403) 250-9495

Fax: (403) 291-9864

Website: www.acds.ca

Email: acds@acds.ca

Twitter: [@ACDS_online](https://twitter.com/ACDS_online)