

EMPLOYMENT & TRAINING PROGRAMS

Apprenticeship Pays

Tel: 613-235-4004

Email: info@caf-fca.org

Web: www.apprenticeshippays.com

This website provides information about the benefits of hiring an apprentice and allows for a forum to discuss with other business about apprenticeship in the workplace.

Every apprentice you hire does something to improve your productivity, your competitive edge and your bottom line. The revenue-cost benefit is about \$1.47, on average, for every dollar you invest in training. That's almost a 50% return.

The BEST thing is you are developing the certified tradespeople to keep our business growing ... AND to keep our TRADE growing and adapting to industry changes. That's good for everyone ... and it's great for Canada's future. You may be a small or medium sized business, but you would be making a huge difference. It's easier than you think, and [this website](#) will help.

Apprenticeship Training Tax Credit

Tel: 1-800-262-0784 ext. 5450

Web: www.rev.gov.on.ca/en/bulletins/ct/3020.html

This program of the Ministry of Revenue, Corporations Tax Branch provides a refundable tax credit for businesses employing apprentices in certain skilled trades during the first 36 months of an apprenticeship program. The value of the assistance is 25% of eligible expenditures up to a maximum tax credit of \$5,000 per qualifying apprentice per taxation year.

Career Edge for Recent Graduates

Tel: 416-977-3343 / 1-888-507-3343

Web: www.careeredge.ca/about.asp

Career Edge is an employer-driven organization that provides 6, 9 and 12-month internships to post-secondary graduates (university bachelor's degree or college diploma/certificate). It provides employers with access to a database of over 11,000 graduates in a wide variety of fields. The employers incur a total cost of approximately \$27,454 for a 12-month internship, of which \$22,000 is a stipend for the student. Firms must also provide students with designated mentors and meet Career Edge's host agreement and code of conduct guidelines.

Career Focus – Biotechnology Wage Subsidy Program

Tel: 613-235-1402 / 1-866-243-2472

Web: www.biotalent.ca/default_e.asp?id=76

Canadian biotechnology employers, particularly small ventures, are eligible to receive up to \$10,634 in federal wage subsidies for hiring new graduates into biotechnology-related positions. To be eligible, firms must provide a full-time contract at a minimum of 4 months to prospective participants. In addition, they must develop a formal learning plan prior to the start of the placement.

Career Focus Program - Investing in the Future of Agriculture

Tel: 204-983-0575

Web: www.agr.gc.ca/careerfocus

The Career Focus Program provides employers with up to \$20,000 in matching funds to create internship opportunities for recent graduates from agriculture-related programs.

For employers, the program offers an economical way to attract new talent and helps provide new graduates with a valuable first job that will help pave the way to a career in the ever-changing agriculture and agri-food industry.

Eligible employers:

- Must offer projects that will give graduates meaningful agriculture career-related work experiences in Canada and skills acquisition through mentoring and coaching
- Could include organizations such as farm businesses, industry, not-for-profit organizations, provincial and municipal governments, associations, boards, councils, colleges and universities

Eligible employees:

- Must be a Canadian citizen or landed immigrant
- Must be 30 years old or younger
- Must have graduated from a university, college, CEGEP or provincial institution within the last three years, specializing in biology, agriculture, veterinary sciences or applied technology

Currently the delivery for Career Focus for the Ontario Region is being handled out of Winnipeg by Jürgen Kohler. His direct phone number is 204-983-0575 and his email address is Jurgen.Kohler@agr.gc.ca.

Co-operative Education Tax Credit (CETC)

Tel: 1-866-668-8297

Web: www.rev.gov.on.ca/en/credit/cetc/index.html

The CETC is administered through the Canada Revenue Agency on behalf of the Ontario Ministry of Revenue. It reimburses employers 25% of eligible expenditures for co-operative placement expenses to a maximum of \$3,000. Smaller business may be eligible for a higher credit rate of 30%. Eligible expenditures for reimbursement include salaries, wages and taxable benefits paid to the student, or fees paid to an employment

agency with respect to the services of the hired student. Work placements must last a minimum of 10 consecutive weeks and be administered in conjunction with an academic program.

Employment Placement Program – Ontario Works– County of Middlesex Office

Tel: 519-434-7321 x2281

Web:

www.mcass.gov.on.ca/en/mcass/programs/social/ow/help/employment_activities.aspx

Individuals eligible for financial assistance under Ontario Works gain access to a number of employment assistance programs including job-specific skills training, literacy screening and training, Learning, Earning and Parenting (LEAP) and placement services. Local Ontario Works offices arrange for connections and interview preparation between their clients and local businesses. Employers hiring Ontario Works clients are eligible for funding to offset the employee's formal and on-the-job training.

Environmental Youth Corporation (EYC) Internship Program

Tel: 403-233-0748

Web: www.eco.ca/portal/viewContent.aspx?display=internships

The EYC Internship Program is administered through the Environmental Careers Organization (ECO) Canada. ECO Canada offers employed or unemployed post-secondary graduates the opportunity to gain work experience in the environmental profession. Approved employers can select an intern from ECO Canada's pre-screened candidates and recruit a suitable candidate independently or using the ECO Job Board. These businesses can receive up to \$12,000 in wage subsidies to support intern positions for post-secondary graduates.

Industrial Research Assistance Program (IRAP) – Collaborative Research Internship Program / Internship Program with Innovative SMEs

Tel: 416-973-4484 / 1-877-994-4727

Web: www.nrc-cnrc.gc.ca/eng/ibp/irap.html

Innovative SMEs can receive up to \$15,000 toward the salary of a new post-secondary graduate hire. To be eligible, firms must have less than 500 employees, be incorporated and for-profit, and be willing and able to partner with an IRAP Industrial Technology advisor and an NRC or CRC laboratory to develop and submit a proposal. Qualifying internships last between 6 and 12 months.

Graduate Enterprise Internship

Tel: 1-866-593-5505

Web: http://www.feddevontario.gc.ca/eic/site/723.nsf/eng/h_00335.html

The Graduate Enterprise Internship provides financial support to eligible not-for-profit organizations and post-secondary institutions in southern Ontario to arrange internships

with structured mentoring opportunities for graduate students and recent graduates of undergraduate programs in science, technology, engineering and mathematics with small- and medium-sized companies in southern Ontario.

Up to \$80 million has been allocated to this program from 2010 to 2014.

Applications are being accepted on an ongoing basis for projects submitted by eligible not-for-profit organizations and post-secondary institutions.

Job Connect

Tel: 519-432-1220 or 1-800-387-5656

Web: www.jobconnectontario.org/newsite/index.html

Ontario employers looking to hire and provide on-the-job training may receive a training subsidy of up to \$4,000 per employee. Job Connect also provides a pre-screening process to narrow the number of potential employees.

Job Creation Partnership – Service Canada

Tel: 1-800-622-6232

Web: www.servicecanada.gc.ca/eng/epb/sid/cia/grants/jcp/desc_jcp.shtml

The federal Job Creation Partnerships are delivered by Human Resource and Skill Development Canada via Labour Market Development Agreements with the provinces. Employment Ontario is the administering agency in Ontario and individuals who are unemployed (as defined by the Employment Insurance Act) can apply for assistance. Sponsor organizations can include businesses, governments and institutions. Funding granted to sponsor organizations varies and the maximum duration of any partnership is 52 weeks.

Keg Spirit Foundation

Web: <http://www.kegsteakhouse.com/en/foundation/apply-for-a-grant/>

The Keg Spirit Foundation will consider funding for both new and established projects based on the following criteria:

- The organization must hold, in good standing, a current charity registration number.
- The project must relate to children or youth in some way.
- The program should contain a mentoring component.

Each year, The Keg Spirit Foundation will make grants to successful applicants. Grants are typically in the range of \$2,000 to \$5,000. The application process consists of two-stages: an initial Letter of Interest, which if invited, is followed by a full proposal.

Letters of Interest may be submitted throughout the calendar year and are reviewed on an ongoing basis. If an organization is chosen for further consideration, they will be

invited to submit a full proposal that will consist of a more detailed application. Please note that funding decisions are traditionally made in the first quarter of the year based on the prior year's proposals.

All applications are to be sent to The Keg Spirit Foundation at the address below. Please note that we request complete written information, as we will evaluate all proposals based on the information provided. Respectfully, we request that correspondence be via mail or fax.

The Keg Spirit Foundation - Review Committee
Keg Restaurants Ltd.
10100 Shellbridge Way
Richmond, B.C. V6X 2W7
Fax: (403) 670-8839

Mitacs-Accelerate Research Internship Program

Tel: 905-921-7557
web: www.mitacs.ca

Through Mitacs-Accelerate, graduate students and postdoctoral fellows from over 50 universities apply their specialized expertise to business research challenges. Armed with the very latest tools, techniques, and innovations, the intern (a graduate student or postdoctoral fellow) brings a new perspective to the problem faced by the industry partner.

- Interns spend approximately half of the time on-site with the industry partner; the remainder is spent at the university advancing the research under the guidance of a faculty supervisor.
- Open to all disciplines, projects can span a wide range of areas, including: manufacturing, technical innovation, business processes, IT, social sciences, design, and more.

Through unique research and training programs, Mitacs is developing the next generation of innovators with vital scientific and business skills. In partnership with companies, government and academia, Mitacs is supporting a new economy using Canada's most valuable resource – its people.

To learn more about Mitacs and the programs we offer, visit www.mitacs.ca

Specialized Language Training Pilot Project

Tel: 1-800-267-7329
Web: www.citizenship.gov.on.ca/english/news/2007/b20071116.shtml

This pilot project is being administered by 15 school boards throughout Ontario and is funded within the province's budget for adult non-credit ESL/FSL training. Each school board offers sector-specific training for newcomers to enhance their language skills and improve their job prospects in their chosen fields, according to the needs of the local

labour market. The Thames Valley District School Board (Tel: 519-452-2000) offers language training focused on the healthcare sector.

Targeted Wage Subsidies- Service Canada

Tel: 1-800-277-9914

Web: <http://www.servicecanada.gc.ca/eng/epb/ebsm/index.shtml>

The Targeted Wage Subsidies (TWS) assist unemployed eligible individuals and employers in the improvement of their skills and employability. Businesses, organizations, municipalities, band/tribal councils, public health and educational institutions, and provincial/territorial governments are eligible for assistance. Employers benefit from financial assistance in the form of a subsidy, which is intended to cover the cost of the participant's wage.

Workplace Accessibility Tax Incentive (WATI)

Tel: 1-866-668-8297

Web: www.rev.gov.on.ca/en/bulletins/ct/wati_frost_9901.html

The WATI is available to corporations and unincorporated businesses for hiring and accommodating qualified employees with disabilities. It allows corporations to deduct up to \$500 for job interview-related accommodation expenses, up to \$50,000 per employee per year in qualifying expenditures. Unincorporated businesses receive a 15% tax credit for any related expenses totalling no more than \$50,000 per employee per year. Qualifying expenditures include installation of accessibility hardware and equipment, the purchase of accessibility software or the retention of a job coach or attendant.

Workplace Safety & Insurance Board (WSIB) – Safe Communities Incentive Program

Tel: 1-800-387-0750

Web: www.wsib.on.ca/wsib/wsibsite.nsf/public/PreventionTIP#incentive

WSIB member firms can receive a 5% rebate on their WSIB insurance premiums by having the owner/senior manager complete a training program which covers issues such as hazard identification and control, emergency response, and leadership in health and safety. The firm must also work with an approved provider and currently be paying less than \$90,000 in annual WSIB premiums.

Work-Sharing – Service Canada

Tel: 1-866-891-5319

Web: www.servicecanada.gc.ca/eng/work_sharing/index.shtml

The work-sharing program is a temporary EI benefit program designed to help employers retain workers and workers to keep their jobs when there is a "reduction in the normal level of business activity that is beyond the control of the employer". Employers must demonstrate the need for a reduction in hours and the nature of the

work shortage, with a demonstrated decrease in sales/orders of at least 10%. Work-sharing agreements must include a reduction of between 20% and 60% of the employee's usual schedule, and all hours worked must be reported. Agreements must last between 6 and 52 weeks.

Youth Employment Strategy (YES)

Tel: 1-800-935-5555

Web: www.servicecanada.gc.ca/eng/epb/yi/yep/newprog/yesprograms.shtml

The YES program is a federal career and skill-development strategy for young people (ages 15-30), which encompasses a broad range of federal departments, programs and funding agencies. The major sponsor is Human Resources and Skill Development Canada (HRSDC). The strategy includes three key programs: Career Focus, which funds employers that hire and develop post-secondary graduates; Skills Link, which funds community organizations that help youth address barriers to employment; and the Summer Work Experience program, which provides wage subsidies to employers that create summer positions for secondary and post-secondary students.