

WAGE SUBSIDIES

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WITH
CAUTION!**

This book contains
over 200 pages!

**Made
easy.**

includes:

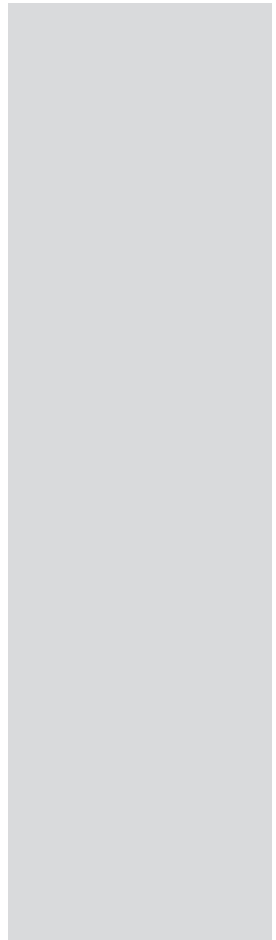
step by step guides to easily access
the millions of dollars in Canadian
government grants every time you
hire a new employee!



GRANTS INTERNATIONAL INC.
THE EI REFUND EXPERTS

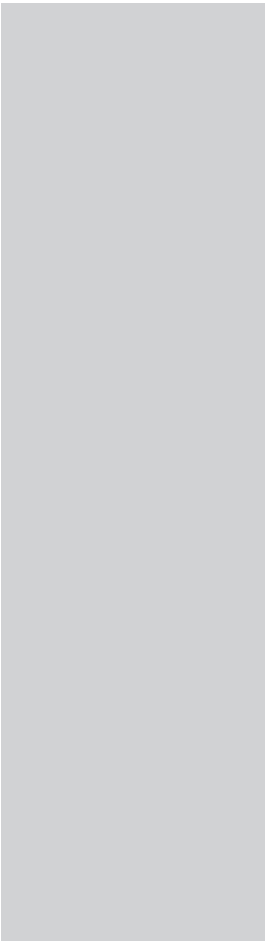


Wage Subsidies Made Easy





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HOW TO USE THIS BOOK



To quickly find a program that may be applicable to your organization you must understand a few things. First, the programs are generally geared around the employee, not your business. Second, once you know that your prospective employee qualifies under a specific program then you must make sure that the geographic region of the program includes your area. Third, your proposed project must fit within the objectives of the program. So,

1st – Look at the chapter headings and see if the employee that you are thinking of matches one of the chapters areas

2nd – Make sure that the program in that chapter is available in your area. Each Program has a title identifying the geographic scope of that program. (Canada means it should be available across the country)

3rd – Read the remaining programs carefully and pick the one that has objectives that best match your proposed project (job description of the new employee's duties). If multiple programs are applicable, first look at the one that provides the best financial incentives and make an application for that first but also make applications for the others in case one program runs out of budget or the first program takes too long to give you an approval and you need to hire the employee sooner.

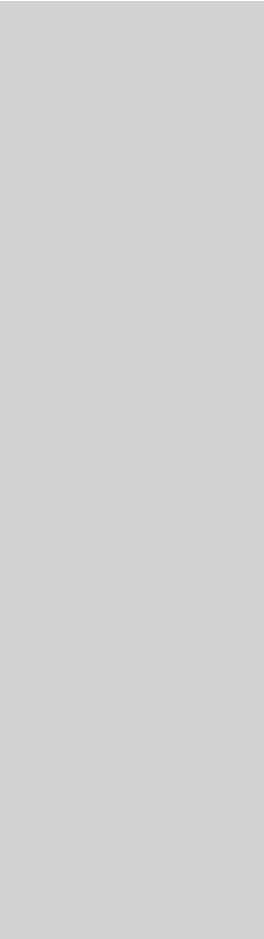
Finally,

Never hire the employee before you have been approved for the grant or subsidy. If you do, they will deny your claim for reimbursement.



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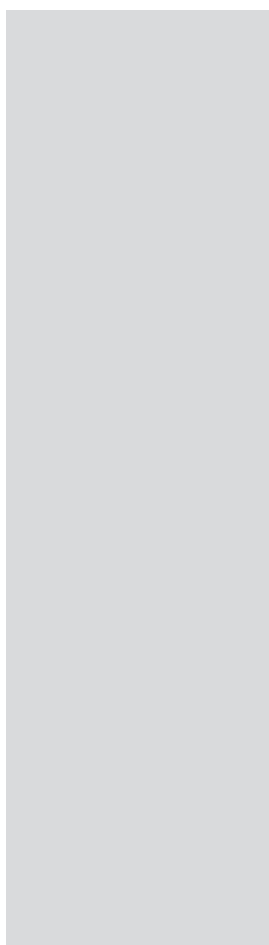
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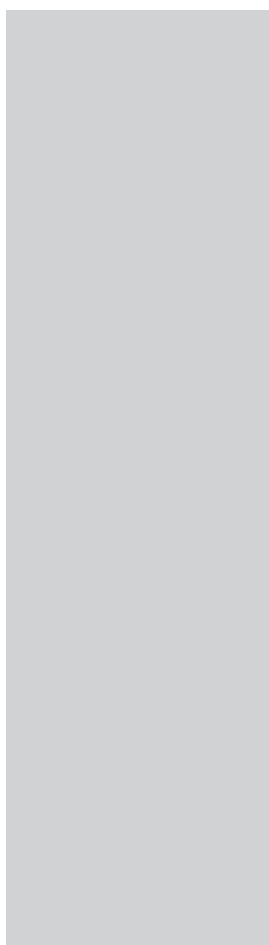
Without the assistance of my lovely wife Dr. Wai-Ming Leung, this book would never have been possible. She slaved for countless hours in front of her computer screen at a time while our twin 2 year olds were sleeping (after slaving all day tending to them while awake). She helped me do all the heavy digging to gather the latest information on all the programs that we historically processed on behalf of our clients in the 90s and many, many, news ones that even I have never heard of before.

I also want to thank Carrie Onofreychuk for her input into the writing about the methodology for how to prepare the grant applications as she was primarily responsible for streamlining these application processes in the 90s and making it easy for our clients to access these programs. Carrie saved our clients millions of dollars using wage subsidies in the 90s and in this book she condenses and shares all of her tips and tricks to make the application process easy for you. If not for Carrie I would not have had the time to concentrate on the new grants and tax credits that I was researching at the time which ultimately lead to where we are today of Grants International becoming the EI Refund Experts right across Canada.



“Give a man a fish and he will eat for a day,
teach a man to fish and he will eat for a lifetime”

Confucius 551 B.C.E. – 479 B.C.E.



Letter from the President of Grants International




I dedicate this book to the most important people related to our business, YOU, our Clients,

Back when Grants International Inc. started in 1991, we tracked thousands of different government grants, tax credits, and subsidy programs and then processed applications on behalf of our clients to recover the money. Almost twenty years later, we no longer have the resources to process such a wide variety of grants but it does not mean that they are no longer out there and available to business people across Canada. Since we have not had the resources to help all 10,000 of our clients take advantage of the vast variety of programs out there, I thought it would be a great idea to get our clients familiar with some of these programs on their own so that if you have the time and inclination to claim some of these grants, we could help by teaching you the process of finding what you need, navigating you to the front door of some of the programs and showing you some of the basic principles that make attaining the funding from the government much easier.

Doing all of the work for our clients has profited them and us in the past however, teaching our clients how to get grants for themselves will have much broader benefits to the economy in general and your company. This is the reason I am writing this how-to book (and possibly more like it on different types of grants in the future). Learn how to fish and take advantage of these programs that the government gives away and your business can grow its bottom line.

Sincerely,

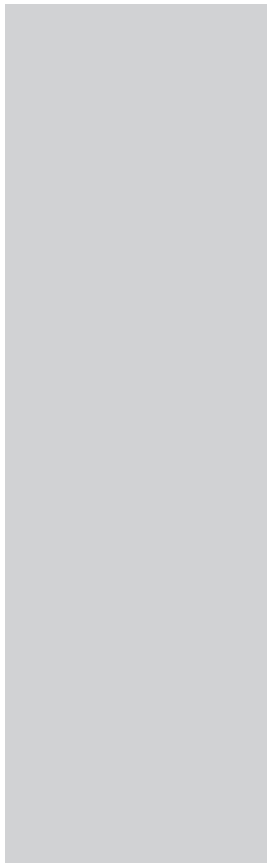


Darren Earn
President, Grants International Inc.

chapter

1

How to Search and Apply for Wage Subsidies



The most important thing to help you find a grant for your project is to think about who may have a vested interest in what you are doing. For example, if you are inventing a new product or process that will reduce the CO2 emissions from a polluting process that is damaging the environment, it may be obvious that you should look at the various government departments in all levels (federal, provincial, and municipal) that care about the environment. In turn if we get to thinking about subsidization of wages for employees we must question who has a vested interest in subsidizing them. If you are hiring a person that is collecting employment insurance, you can bet that EI has a program that will help get those people off the public roll. Same with WCB, welfare, CPP disability etc...

Before I get into a detailed discussion about wage subsidies I will add one last MAJOR point. NEVER, NEVER, NEVER, hire someone just because you get a wage subsidy for that person. First find the right person and then find out if they qualify for a wage subsidy BEFORE you hire them. If you hire them before you get approved for the grant or subsidy, the government will not approve the application.

Wage Subsidies

Over the years, we found that some of the easiest to attain, most lucrative, and broadly available grants and subsidies that are available to private businesses in ALL industries and regions are for subsidizing the wages of new employees. There are hundreds of these programs. I do not suggest that we have found all of them in this book however, we have found many of them (you can find more by thinking about which government department has a vested interest in your project's success). It is also important to note that it is probably from the time of this writing that many of the programs in this book have already been cancelled or have changed their names and/or departments. This is a continuous journey so, its all the more import that you learn how to "fish" (find those who have a vested interest in what you are

doing) rather than to be given a fish (us doing it for you).

These programs have combined budgets of BILLIONS of dollars that they MUST give away or they will not get any funding in the following year (this is how government budget bureaucracies work, use it or lose it!). In the millions of dollars of wage subsidies that we have attained for our clients over the years there are some very common similarities in all of the programs. The following key points will help you get it right the first time and speed up your learning curve.

THINGS THAT YOU CAN NOT DO

- You can not hire family on a wage subsidy.
- You can not hire before your grant application is approved. (They will sometimes ask to see the payroll records so insure person is not on those records prior to the approved start date.)
- You can not get grant money up front, you will have to pay it out and then get reimbursed.
- You can not typically get wage subsidies for part time workers (working less then 30 hours a week).
- You can not get a wage subsidy when you currently have employees on a layoff.
- You can not hire the employee as a subcontractor. (The person must be paid as an employee with all the proper deductions).

THE GOVERNMENT GIVES PRIORITY TO:

- New and additional positions to existing employment base.
- Higher paying positions (better than minimum wage).
- Full time positions of 40 hours per week.
- Positions that will continue after the funding period is over.
- Positions that clearly meet the objectives of the specific subsidy.
- Positions that can be created at times when they have excess budget.

PREPARING THE APPLICATION: JOB DESCRIPTION AND TRAINING PLAN

Okay, so now you have researched and found a subsidy that applies to your business, you have a copy of the application form and you have found a suitable candidate that qualifies under the rules of that subsidy. All programs are different and require different information but in most we have seen some commonalities.

First ensure that all fields on the application form are printed legibly and fill in all the required questions (otherwise this may delay your approval). In almost all wage subsidies, a job description and on-the-job training description are necessary. It is critical that you provide extensive detail here in order to maximize the funding. Often, the funding will go up if your outlines can justify longer periods of training and development for the new employee. The more training that you provide, the more employable the person becomes and thus, will not end up back taking government handouts.

Think about the position that you are creating and break down all of the components that the employee will have to learn in order to be able to be fully proficient in his or her new duties. List what the person's duties will be and if currently you do not have a job description, create one. The job description should explain, in detail, things like:

- Skills that will be improved
- Time management
- Office Equipment
- Technology that is involved
- Computer systems and software they will be learning to use
- Telephone systems training
- Cash registers
- Industrial equipment

- Equipment used from forklifts to CNC milling equipment etc...
- Leadership and team training
- Customer service training
- Learning safety on the job
- Learn how to prioritize duties when dealing with deadlines.
- etc... etc... etc...

Make sure that you are thorough but do not embellish. You may have to prove that you actually did everything in this plan. Also, if you do this properly the bureaucrats will like to work with you and you will improve your chances of getting this same subsidy again in the future. The second time, you can use the exact same application again with very little effort. So, it pays to do it right the first time.

For example, let's say you are applying for a 16 week subsidy for a new customer service employee. If you do not provide 16 weeks of training, they will likely not fund 16 weeks of subsidy.

Here is an example of a good job description and training outline vs. a bad one:

Bad Example:

JOB/TRAINING DESCRIPTION	
Office Duties Work on Computers Answer Phones Update Files	

Good Example:

JOB/TRAINING DESCRIPTION	HOURS
1. Customer Service:	
History - learn how the company was started and ability to explain what we do in detail and our responsibility for clients who sign our contract and allow us to prepare applications for them.	8
Communication - ability to explain to clients about programs, answering any questions that may arise.	80
Clients - ability to deal with clients, remaining calm at all times, ability to assess clients and relate to them, knowing when to stop pursuing clients, knowing when clients are trying to find out more information to be able to do programs on their own.	40
Contract - learn and understand how our contract works and effectively explain the contract to our clients.	8
Evaluating Clients Needs - ability to review various programs with clients that will suit their need, as some programs will allow them to take a better advantage of them.	32
Proper follow up - ensure client knows when you will contact him next, enter detailed notes for yourself with date, and follow up date with the reason why you will be contacting him again.	40
Confidentiality of Clients - learn rules and procedure for maintaining client confidentiality and following company privacy policies.	8
2. Office Responsibilities:	
Office Procedures - Learn to maintain filing system for past and current clients and shred unnecessary information to maintain client confidentiality.	40
Telephone - answering phone, introduction, call forwarding and uncall forwarding the phone.	16
Telephone Messages - taking detailed messages, with time of call, first and last name, phone number, what it was regarding, trying to assist the client with questions that may arise.	8
Client Information - entering and collecting the proper information for new clients in the data base, as well as reviewing old information to ensure correct.	40

JOB/TRAINING DESCRIPTION	HOURS
Files for New Clients - setting up the files for new clients with the proper information.	16
Filing System - labeling files for clients and grant information.	16
Photocopier - ability to use, fill with paper, fix minor paper jams, turn on and off.	8
Fax Machine - send faxes, fill with paper, receive information in memory, to cancel a document	8
Printer - how to print documents, fill with paper, turn on and off.	8
3. Computer Programs	
Email- updating, sending, receiving, making signatures,	32
Microsoft Access Contact Management System - updating, adding new information, finding information, adding topics and contact people	160
Word – editing new and existing letters and merge mail.	40
Excel – editing spreadsheets, creating pdf, sending via email	40
TOTAL HOURS:	648

SUBMITTING YOUR APPLICATION

For smaller wage subsidy programs, you will want to submit your application at least 2 weeks before the new employee's start date and at least 2 months ahead of time for the larger programs.

In many programs a bureaucrat will want to come out and meet you (and possibly the employee that you are hiring) while others are happy to just discuss the paperwork over the phone. Remember that these people make the final decision that can make the difference between a huge grant or no grant at all.

BE EXTREMELY NICE TO THEM!

Remember to keep a copy of your grant application as you will probably need it for reference to do the claim forms as well as it will make applying for another subsidy very easy the next time around.

CLAIMING YOUR MONEY (CLAIM FORMS / PROGRESS REPORTS)

In almost all cases you will be required to fill in the appropriate claim forms in order to get your money back. Remember, you will pay the employees up-front and claim forms are how you get reimbursed for the grant or subsidy. Here are some key points to ensure that you do not run into claim problems:

1. The number of hours must be guaranteed and if there is a week where the person worked less than 30 hours (or what was stipulated by the program that you were approved for) you may need to explain why (this should be due to the employee sick, needing time off, etc. not due to lack of work and caused by you, the employer.)
2. You must keep payroll records and they may request that you submit the payroll records prior to the government sending you the money so make sure your records are easily accessible and accurate.
3. Ensure that the approved start date matches the payroll records. If you submit the payroll records with the person having worked prior to the approved start date they may cancel the entire funding for that person entirely.
4. Make sure that all the appropriate deductions have been taken off the employee's wages for that time period and all extra pay was paid. (over time, holiday pay, stat days, etc... are paid for appropriately according to the labour laws in your jurisdiction)
5. Some grants require progress reports as well as claim forms to be submitted. When completing progress reports, make sure they match the initial job, training or project description that was originally approved. Ensure that your training hours match your original application's training hours. If they do not match they may cancel the funding and you will be on the hook for the full wages.

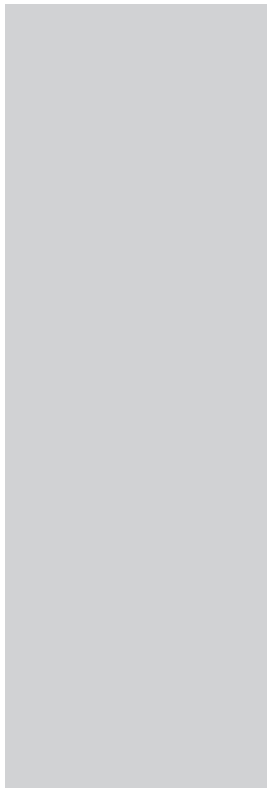
6. The Government sometimes will interview the employees on the Wage Subsidy program to ensure that the actual job and training match what you have been approved. Make sure you do exactly what your original application said you were going to do and you will have no problems.

Once these forms are submitted all that is left is to wait for your cheques. It usually takes 2-4 weeks to get a cheque but that will vary by government department. So, lets move on to the programs that we have identified for you. The next few chapters break down the wage subsidies into several categories and geographic locations.

chapter

2

LMDA Labour Marketing Agreements and Regional Programs for Hiring The Unemployed



This section is the bread and butter of wage subsidies. They are not necessarily the most lucrative but they apply to the broadest group of people, typically, the unemployed. This section is a series of programs for hiring targeted employees (targets set by the government) by region of the country. Historically, the federal government has always tried to provide incentives to employers to remove people from unemployment insurance (now called employment insurance) rolls as well as assist low skilled people to get into the workforce. The provincial governments also have historically come up with their own programs to target people in their provinces that are collecting provincial or municipal types of social assistance or are underemployed and likely to start on social assistance. Over the years, these programs have changed their names but they have always been a form of targeted wage subsidization as many of their names indicate.

In our experience these have been some of the easiest to access government grant programs with the lowest burden of work to you, the employer. As long as you (the employer) hire someone that was one of the governments targets in almost any position (usually must pay better than minimum wage), the government would typically award you the grant. Furthermore, once you prove that you follow their rules, you typically develop a relationship with the program's bureaucrat and getting subsequent grants approved in the future, gets easier and easier so, be nice to them!

The federal government established a Labour Market Development Agreements (LMDA) with each province and, over the past decade, has been handing over the administration and budgets of these wage subsidies to the local interests of each province. At the time of writing this book almost all provinces have taken control over these programs and thus have eliminated much of the overlap in administration that each province and federal government department had when they were managing their own programs. The last few provinces/territories are likely to be entering agreements in the next year or two.

The official description of what these LMDAs are as follows:

To help unemployed Canadians quickly find work and to develop a skilled labour force that meets current and emerging needs of employers, the Government of Canada has entered into bilateral Labour Market Development Agreements (LMDAs) with provinces and territories.

Through these agreements, Government funding enables provinces and territories to design and deliver skills and employment training programs, such as job creation partnerships and targeted wage subsidies, as well as services for unemployed Canadians, particularly those who are eligible for Employment Insurance (EI) benefits.

LMDAs are complemented by Labour Market Agreements (LMAs), which provide funding for provincial and territorial labour market programs and services particularly for low-skill workers and unemployed individuals who are not eligible for EI benefits.

Bilateral “transfer” LMDAs (where provinces and territories have assumed responsibility for the design, delivery, and management of labour market programming) are in place with Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, British Columbia, Nunavut, and the Northwest Territories.

The details of each region's programs and the names of the programs as of today (subject to change at any moment) are as follows:

	PROGRAM NAME	REGION
2a	Employer Sponsored Training (EST)	CANADA
2b	Targeted Wage Subsidies (B.C.)	BC
2c	Workplace Training Program	AB
2d	Workbased Training for the Unemployed	SK
2e	JobStart/Future Skills	SK
2f	Manitoba Works Wage Subsidy for Employers	MB
2g	Credentials Recognition Program	MB
2h	Ontario Targeted Wage Subsidy	ON
2i	Next Generation of Jobs Fund	ON
2j	Ontario Job Creation Partnerships	ON
2k	Ontario Labour Market Partnerships	ON
2l	Wage Subsidy (Quebec)	QC
2m	Employment Integration Program for Immigrants and Visible Minorities	QC
2n	Targeted Wage Subsidies (Nova Scotia)	NS
2o	Payroll Rebate Program	NS
2p	Job Creation Partnerships – Nova Scotia	NS
2q	Labour Market Partnerships	NS
2r	Employer Wage Subsidy (component of the Workforce Expansion Program)	NB
2s	Rural Jobs Initiative	PEI
2t	Occupational Training on the Job	NT
2u	Apprenticeship Training Assistance	NT
2v	Targeted Wage Subsidies	NF, YK, PEI (until 09)
2w	Job Creation Partnerships	NF, YK, PEI (until 09)
2x	Targeted Wage Subsidies for Apprentices	NF
2y	NL Works	NF

EMPLOYER SPONSORED TRAINING (EST)

2a

GOVERNMENT DEPARTMENT

Human Resources and Social Development Canada (HRSDC)

OVERVIEW

Employer Sponsored Training (EST), a component of Labour Market Partnerships (LMP) measure, is an employment program that provides financial assistance to eligible employers to support approved training activities for employees who have been identified as facing a loss of their employment. Training activities supported under must be clearly linked to prevention of job loss for targeted employees or the provision of skills that will shorten the duration of unemployment.

ELIGIBLE REGION

Canada wide but local contacts

WHO CAN APPLY?

Eligible Employers are likely to close or downsize operations or who must affect changes in the workplace that will leave some of their employees without employment and can be:

- Private sector/for-profit businesses (including sole proprietorships);
- Not-for-profit organizations;
- Municipal governments;
- Band or tribal councils;
- Cooperatives
- Public health and educational institutions:
- With reduced business activity or significant changes in market conditions or new legislative or regulatory requirements for workers have had an impact.

HOW MUCH?

50% of the expenses associated with the EST activities up to a maximum contribution or normally \$100,000 per EST agreement.

Funding eligible costs:

- Training needs analysis;
- Skills assessment;
- Development and adaptation of training content;
- Adaptation of training materials;
- Purchase of training contracts or tuition fees;
- Training for trainers;
- Evaluation tools;
- Salaries of employees in training or delivering training;
- Overhead costs for employees in or delivering training.

CONTACT

Service Canada (SC) delivers the Employment Benefits and Support Measures (EBSM) in Newfoundland and Labrador, Nova Scotia, Prince Edward Island, British Columbia, and the Yukon. If you reside in New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, NWT and Nunavut, you may contact your own Provincial or Territorial's Department responsible for LMDAs and apply for programs similar to the Employment Benefits and Support Measures (EBSM).

Service Canada

Ottawa, Ontario K1A 0J9

Fax: 613-941-1827

Toll-free (information): 1 800 O-Canada

Website: www.servicecanada.gc.ca/en/home.html

www.servicecanada.gc.ca/eng/gateways/where_you_live/menu.shtml

DEADLINES

last verified: 2008-12-16, ongoing

TARGETED WAGE SUBSIDIES

2b

GOVERNMENT DEPARTMENT

The Employment and Labour Market Services Branch at the Ministry of Housing and Social Development.

OVERVIEW

An employment program that provides employers with financial assistance towards wages of eligible individuals whom they hire. The program encourages employers to hire eligible individuals whom they would not normally hire in the absence of a subsidy.

ELIGIBLE REGION

British Columbia

WHO CAN APPLY?

Eligible Employers:

- Businesses
- Non-profit organizations
- Crown corporations
- Municipalities or provincial/territorial governments
- First Nations councils
- Public health and educational institutions

HOW MUCH?

A wage subsidy is available to an employer at a rate and duration that depend on the type of employment that is created and individual employed.

CONTACT

Enquiry BC and ask for your local Targeted Wage Subsidy (TWS)

Community Coordinator:

Victoria 250 387-6121

Vancouver 604 660-2421

Elsewhere in B.C. 1 800 663-7867

<http://www.labourmarketservices.gov.bc.ca/>

Email Enquiry BC at EnquiryBC@gov.bc.ca

DEADLINES

Last verified: 2009-10-05, ongoing.

WORKPLACE TRAINING PROGRAM

2c

GOVERNMENT DEPARTMENT

Employment and Immigration (Alberta).

OVERVIEW

The objectives of Workplace Training are to enable unemployed and marginally employed Albertans to acquire employability and/or essential skills and occupation-related skills, required in the local labour market, and to assist them to obtain viable employment that provides increased income and work related benefits.

ELIGIBLE REGION

Alberta.

WHO CAN APPLY?

Eligible Employers:

- Private businesses (must be a legal entity) with a current business license
- Non-profit
- Public sectors

Eligible Employees:

- Must be 18 years old
- Out of high school

Have an employment goal and may have one or more of the following characteristics:

1. Have been unsuccessful in finding and maintaining employment
2. Have limited or no experience in competitive employment

3. Lack the minimum qualifications that employers require
4. Have sufficient literacy/numeracy skills and physical/mental health to participate in and benefit from training to maintain employment

HOW MUCH?

- Workplace Training can be 4 to 32 weeks in length.
- The contribution can be up to 70% of the employee's starting salary to a maximum of \$390 per week up to \$12,480.
- Supplemental training that is off-site training, not provided by the employer that is required to make the training a success will be considered if it is a part of the individual's training plan.

CONTACT

Career Information Hotline

Toll-free (information): 1-800-661-3753 throughout Alberta

via email: hotline@alis.gov.ab.ca at

(780) 422-4266 in Edmonton

Fax: 780-422-1759

DEADLINES

Last Verified: 2008-03-10, ongoing

WORKBASED TRAINING FOR THE UNEMPLOYED

2d

GOVERNMENT DEPARTMENT

Saskatchewan Advanced Education, Employment and Labour.

OVERVIEW

Provides financial assistance to employers to deliver recognized on-the-job training for unemployed Saskatchewan residents, that leads to new, full-time permanent positions in the workplace.

ELIGIBLE REGION

Saskatchewan.

WHO CAN APPLY?

Eligible employers:

- Registered Saskatchewan businesses

Eligible employees:

- Unemployed
- Legally entitled to work in Canada, and
- At least 18 years of age.

HOW MUCH?

Eligible costs include wages, training materials and supplies, instruction and other delivery costs. The maximum available per trainee will depend on the size of the business:

- Fewer than 100 employees the program will provide up to 50% of the approved training costs to a maximum of \$5,000 per trainee.
- For employers with 100 or more employees the program

will provide up to 50% of the approved training costs to a maximum of \$3,500 per trainee.

CONTACT

SIAST/Regional Colleges will make training consultants available to assist employers with the development of proposals, training plans and recruitment. SIAST/Regional Colleges will submit work based training proposals to Ministry of Advanced Education, Employment and Labour for approval.

Saskatchewan Institute of Applied Science and Technology

- Saskatoon (Kelsey Campus) (306) 659-4068
- Moose Jaw (Palliser Campus) (306) 691-8386
- Regina (Wascana Campus) (306) 775-7470
- Prince Albert (Woodland Campus) (306) 765-1572
- Or e-mail: jobstartfutureskills@gov.sk.ca.

DEADLINES

Last Verified: 2008-03-10, ongoing

GOVERNMENT DEPARTMENT

Saskatchewan Advanced Education, Employment and Labour.

OVERVIEW

Employer willing to provide on-the-job training to an unemployed Saskatchewan resident may be eligible for training costs. JobStart/Future Skills, in partnership with Saskatchewan business, industry, and training institutions, offers training opportunities for the unemployed, provides employers with skilled workers, facilitates the alignment of industry training and employment, and enables learning institutions to anticipate employment trends.

ELIGIBLE REGION

Saskatchewan.

WHO CAN APPLY?

Eligible Employers:

- Must train unemployed Saskatchewan residents for new positions that offer strong prospects of ongoing, full-time employment.
- Employers training for full-time, seasonal or permanent part-time employment may also be considered.

Eligible Employees:

- Preference is given to unemployed individuals, but other eligible trainees include youth, social assistance recipients, women in non-traditional jobs, First Nations and Métis peoples, people with disabilities, and visible minorities.
- To recruit trainees, approved businesses are encouraged to use existing referral agents such as:

- Canada-Saskatchewan Career and Employment Services Centres
- First Nations and Métis Employment Centres
- Community organizations that serve designated groups

HOW MUCH?

For employers with less than 100 employees the program will provide up to 50% of the approved trainings costs to a maximum of \$5,000 per trainee.

CONTACT

Saskatchewan Advanced Education, Employment and Labour
12th Floor - 1945 Hamilton Street
Regina, Saskatchewan S4P 3V7
E-mail: jobstart@sasked.gov.sk.ca
Web site: <http://www.aeel.gov.sk.ca/jsfs/>

DEADLINES

Last Verified: 2008-08-14, ongoing

MANITOBA WORKS WAGE SUBSIDY FOR EMPLOYERS

2f

GOVERNMENT DEPARTMENT

Employment Manitoba.

OVERVIEW

The program enables employers to hire individuals who face barriers to employment by offering temporary wage subsidies and assists individuals experiencing difficulty in finding work to benefit from on-the-job work experience. The goal of Manitoba Works is permanent work with the subsidized employer.

What do employers need to provide?

- On-the-job training that provides a direct work experience and develops job-specific skills that lead to on-going full-time employment
- A minimum of 30 hours per week of employment
- A guarantee that no current employees are displaced by the new employee.

ELIGIBLE REGION

Manitoba.

WHO CAN APPLY?

Eligible employers:

- Private sector employers
- Non-profit and community groups
- Crown corporations
- Public health and education institutions, municipalities, bands and tribal councils

Eligible employees:

- An unemployed individual, who is receiving income assistance benefits
- Low income individual or family

HOW MUCH?

The maximum length of support is 52 weeks;
Up to 50 per cent of minimum wage.

CONTACT

Employment Manitoba Centres
945-8341 or 945-0575 or toll free 1-866-332-5077

Employment Manitoba Centre locations:
www.gov.mb.ca/employment/emp_centre_locations.html

DEADLINES

Last Verified: 2009-04-08, ongoing

CREDENTIALS RECOGNITION PROGRAM

2g

GOVERNMENT DEPARTMENT

Labour and Immigration.

OVERVIEW

This program assists qualified professional or technically trained immigrants, or recently naturalized Canadians, in gaining recognition for education and work experience obtained outside Canada. The program offers assessment and wage assistance as well as counseling and referral services to eligible clients. Wage assistance is available for clients who are in professions requiring Canadian work experience. Wage assistance is available to employers who provide work experience related to the client's educational background.

ELIGIBLE REGION

Manitoba.

WHO CAN APPLY?

Eligible Employers:

- Any business registered and operating in the Province of Manitoba
- Willing to provide full-time professional or technical employment opportunities
- Jobs created through the Credentials Recognition Program must remain permanent positions upon termination of the wage assistance provided through the program.

Eligible Employees:

- Landed immigrants and recently naturalized Canadians
- Applicants must have successfully completed a minimum two-year post-secondary program outside Canada

- Must have credentials and work experience that are not formally recognized in Manitoba. Interested applicants are expected to have a working knowledge of English or French.

HOW MUCH?

Employers must create new, permanent, full-time positions to qualify for wage assistance which is 40 per cent of the gross wage per employee, calculated over a 6 month period. The maximum wage assistance available is \$4,500.

CONTACT

Settlement and Labour Market Services Branch
Manitoba Labour and Immigration

5th Floor - 213 Notre Dame Avenue
Winnipeg, Manitoba R3B 1N3
Telephone: 204-945-7305 or 204-945-6300
Fax: 204-948-2148

E-mail: immigratemanitoba@gov.mb.ca
Web site: www.gov.mb.ca/labour/immigrate/index.html

DEADLINES

Last Verified: 2009-06-23, ongoing

ONTARIO TARGETED WAGE SUBSIDY

2h

GOVERNMENT DEPARTMENT

Employment Ontario, Ministry of Training Colleges and Universities
- MTCU.

OVERVIEW

Wage subsidy to hire an eligible unemployed people.

ELIGIBLE REGION

Ontario.

WHO CAN APPLY?

Eligible Employers:

- Businesses,
- Non-profit organizations,
- Municipalities,
- First Nations councils,
- Public health
- Educational institutions.

Eligible Employees

- Established a claim for Employment Insurance benefits or their Employment Insurance benefit period ended within the past three years.
- Established a claim for Employment Insurance maternity or parental benefits and were paid benefits within the past five years, and are re-entering the labour force after having left it to care for newborn or newly adopted children.

HOW MUCH?

Will not exceed 60% of the total wages. Max period of the agreement 78 weeks.

CONTACT

Employment Ontario hotline at: 1-800-387-5656,
or 416-326-5656 in Toronto.

Website: www.edu.gov.on.ca/eng/tcu/employers/wageSubsidy.html

DEADLINES

Date Modified: 2009-10-05, ongoing

NEXT GENERATION OF JOBS FUND (NGOJF)

2i

GOVERNMENT DEPARTMENT

Ontario Ministry of Economic Development and Trade.

OVERVIEW

Next Generation of Jobs Fund started in March 2008. The governments' message to innovative companies was clear. If you've got a project that will grow your business and create jobs the government will help make it happen.

ELIGIBLE REGION

Ontario.

WHO CAN APPLY?

The Next Generation of Jobs Fund targets investments to companies in emerging industries with international growth opportunities. This could include investments in:

- Green auto research, parts production and assembly
- Clean fuels research, development and commercialization
- Environmental technologies, clean industries and bio-economy
- Advanced health technologies
- Digital media and information and communications technology
- Pharmaceutical and biotechnology research and manufacturing
- Financial services
- Anchor investments to support cluster development, including for the services sector

Must create and retain at least 100 employees

HOW MUCH?

15% – 20% of project costs. They have a budget of \$1.15 Billion to give away over 5 years.

CONTACT

Phone: 1-800-819-8701

Email: info@2ontario.com

DEADLINES

ongoing

ONTARIO JOB CREATION PARTNERSHIPS

2j

GOVERNMENT DEPARTMENT

Employment Ontario.

OVERVIEW

Receive a wage subsidy for your community-based projects, when you give job seekers meaningful work experience.

ELIGIBLE REGION

Ontario.

WHO CAN APPLY?

Eligible Employers:

- Businesses,
- Organizations,
- Municipalities,
- Band/tribal councils,
- Public health and
- Educational institutions.

Eligible Employees:

- An unemployment benefit period has been established or has ended within the three years prior to the date of requesting assistance; or
- A benefit period that included a maternity or parental claim has been established within the five years prior to the date of requesting assistance, after which you remained out of the labour market in order to care for a newborn or newly adopted child and are now seeking to re-enter in the labour force.

What types of projects are eligible?

- Should be finite in nature and incremental to the sponsors normal activities
- Should provide a benefit to the community or the local economy
- Should provide participants with a meaningful work experience.
- Within their ability to do so, sponsors should share in the cost of the project

HOW MUCH?

The wage subsidy is variable. The maximum duration of an agreement with a sponsor or a participant is 52 consecutive weeks.

CONTACT

Employment Ontario hotline at 1-800-387-5656.

DEADLINES

Last Modified: 3/3/09, ongoing

ONTARIO LABOUR MARKET PARTNERSHIPS

2k

GOVERNMENT DEPARTMENT

Government of Ontario - Ministry of Training, Colleges and Universities.

OVERVIEW

If you are an employer or employee/employer association, you can access funding to assist you in developing and implementing strategies for dealing with labour force adjustments and meeting human resource requirements. Proposed activities must focus on an identified labour market issue and be assessed as likely to have a positive impact on the labour market. All activities must involve partnership. Within these parameters, Labour Market Partnerships may support activities related to human resource planning and labour force adjustment.

ELIGIBLE REGION

Ontario.

WHO CAN APPLY?

Eligible Employer Sponsors:

- Businesses,
- Organizations,
- Municipalities,
- Band/tribal councils,
- Public health
- Educational institutions;

Activities funded under Labour Market Partnerships may include related research, development of human resource strategies, promotion of beneficial human resource and adjustment practices

(best practices), coordination of community-based approaches to addressing labour market issues, short-term adjustment services for workers facing lay-off, and development of economic (employment) development plans and community marketing plans.

Activities must have defined start and finish dates, and not be part of a sponsor's day-to-day operations.

HOW MUCH?

Funding may be provided to cover overhead costs such as wages and employment costs, research or technical studies, and other related costs and eligible expenses negotiated with program officials.

CONTACT

Call the toll-free Employment Ontario hotline at 1-800-387-5656, TTY (telephone service for the deaf) 1-866-768-1157 for more information about how to access services of the Ontario Labour Market Partnerships program in your area. Newcomers to Ontario can ask for this information in the language of their choice.

DEADLINES

Last Modified:5/12/08 , ongoing

WAGE SUBSIDY (QUEBEC)

21

GOVERNMENT DEPARTMENT

Emploi-Québec.

OVERVIEW

To provide on-the-job work experience to unemployed people who are or have recently been eligible to receive Employment Insurance and are experiencing difficulty in finding work.

To enable employers to hire people who face barriers to employment (people they might not otherwise hire) by offering temporary wage subsidies.

ELIGIBLE REGION

Quebec

WHO CAN APPLY?

All businesses qualify as eligible employers

Eligible employees:

- Receiving Employment Insurance benefits; or
- Youth receiving employment-assistance benefits; or
- Unemployed and do not receive public income support.

HOW MUCH?

Wage subsidies usually up to 30 weeks but can be extended to 52 weeks if needed.

CONTACT

Emploi-Québec 1 888 643-4721.
emploiquebec.net

DEADLINES

Last update: 2009-07-31, ongoing

EMPLOYMENT INTEGRATION FOR IMMIGRANTS AND VISIBLE MINORITIES

2m

GOVERNMENT DEPARTMENT

Emploi-Québec in close collaboration with the Ministère de l'Immigration et des Communautés culturelles and Investissement Québec.

OVERVIEW

The program offers immigrants the opportunity to acquire a first-hand working experience in Quebec in their field of competence. It also encourages businesses and public organizations to welcome and retain a diversified labour force.

ELIGIBLE REGION

Quebec

WHO CAN APPLY?

Quebec Businesses willing to hire recent immigrants or members of a visible minority.

Eligible Employees:

- People with no prior work experience in Québec in their trade or occupation
- Must be permanent residents for less than five years; or they are members of a visible minority, regardless of whether they were born in Canada or in another country.

HOW MUCH?

This program offers four levels of subsidy to selected companies, on the basis of their ability of employing the candidate on the grounds of their activity of professional immersion:

- A portion of the candidate's wages (excluding employee benefits) for a maximum of 30 weeks, to gain work experience;
- The wages paid to the person responsible for accompanying you for the first 13 weeks, for up to a maximum of 60 hours;
- The creation of specific activities or the adaptation of human resource management tools;
- Expenditures incurred directly to train and adapt the candidate's skills to the North American workplace, for up to a maximum of 60 hours of training.

CONTACT

To locate your local employment centre, go to emploiquebec.net or call Québec area: 418 643-4721 or Elsewhere in Québec, toll free 1 888 643-4721.

DEADLINES

Last update: 2009-07-11, ongoing

TARGETED WAGE SUBSIDIES (NOVA SCOTIA)

2n

GOVERNMENT DEPARTMENT

Employment Nova Scotia.

OVERVIEW

Targeted Wage Subsidies (TWS) is an employment program that provides employers with financial assistance towards wages of eligible individuals whom they hire. It encourages employers to hire individuals whom they would not normally hire in the absence of a subsidy.

ELIGIBLE REGION

Nova Scotia

WHO CAN APPLY?

- Eligible Employers:
- Businesses,
- Organizations,
- Municipalities,
- Band/tribal councils,
- Public health
- Educational institutions.

Eligible Employees:

- An unemployment benefit period has been established or has ended within three years prior to the date of requesting assistance; or
- A benefit period that included a maternity or parental claim has been established within the five years prior to the date of requesting assistance, after which you remained out of the labour market in order to care for a newborn or newly

adopted child and are now seeking to re-enter the labour force.

- As part of the application process, it is necessary for the unemployed individual to receive an employment assessment and develop a Return to Work Action Plan with a case manager.

HOW MUCH?

Financial assistance in the form of a subsidy is provided to employers to cover the costs of wages paid to the participant. Financial assistance may also be provided to cover all or a portion of the costs related to the special needs of persons with disabilities.

CONTACT

Employment Nova Scotia Centres: 1-877-223-0888

<http://www.gov.ns.ca/employmentnovascotia/programs/targeted-wage-subsidies.asp>

DEADLINES

last updated 2009-09-08, ongoing

PAYROLL REBATE PROGRAM

20

GOVERNMENT DEPARTMENT

Nova Scotia Business Inc.

OVERVIEW

NSBI offers payroll rebates to companies expanding or locating in the province, and to Nova Scotia companies with strategic plans to improve their competitiveness in export markets through better productivity or product development. Eligible companies must create or retain a certain number of jobs, at a minimum determined salary, within a set timeframe.

ELIGIBLE REGION

Nova Scotia

WHO CAN APPLY?

Eligible Employers:

- The project should be mainly export-oriented or in a growth sector identified in the provincial economic strategy.
- The project should result in the creation or retention of at least 20 full time employees in Nova Scotia (exceptions are considered if the project has high strategic value).
- The company must be considered eligible according to NSBI's operating regulations
- The company should be profitable with a proven track record and have strong management
- The project must have reasonable prospects for continued growth and success
- The project should create or retain sustainable long-term jobs; cyclical peaks in employment will not be considered.

HOW MUCH?

5% to 10% percent of the gross incremental payroll for a period that rarely exceeds 5 yrs. Assistance is payable 12 months after the project commencement and annually thereafter, on each anniversary from the project commencement.

CONTACT

Nova Scotia Business Inc.
World Trade & Convention Centre
1800 Argyle Street Suite 701
P.O. Box 2374
Halifax, Nova Scotia B3J 3E4

Telephone: 902-424-6650

Fax: 902-424-5739

Toll-free (information): 1-877-297-2124 (in Nova Scotia)

1-800-260-6682 (in North America)

E-mail: info@nsbi.ca

Web site: <http://www.novascotiabusiness.com>

DEADLINES

Last Verified: 2009-03-03, ongoing

JOB CREATION PARTNERSHIPS

2p

GOVERNMENT DEPARTMENT

Employment Nova Scotia.

OVERVIEW

Funding to hire staff for projects that last up to 52 weeks.

The Job Creation Partnerships employment benefit is designed to support projects, creating jobs that will provide unemployed, insured participants with opportunities to gain meaningful work experience. Project activities should benefit both the participant and the community. However, the primary focus must be on helping the participant.

ELIGIBLE REGION

Nova Scotia

WHO CAN APPLY?

Eligible Employers:

- Businesses,
- Organizations,
- Municipalities,
- Band/tribal councils,
- Public health and
- Educational institutions.

Eligible Employees:

- An unemployment benefit period has been established or has ended within the three years prior to the date of requesting assistance; or
- A benefit period that included a maternity or parental claim has been established within the five years prior to the date

of requesting assistance, after which you remained out of the labour market in order to care for a newborn or newly adopted child and are now seeking to re-enter in the labour force.

Activities must also have defined start and finish dates and not be part of a sponsor's day-to-day operations.

HOW MUCH?

Variable. You can get money to hire unemployed persons who are eligible for employment insurance to work on projects for up to 52 weeks.

CONTACT

Get an application for Funding Form and submit it to the nearest Employment Nova Scotia office.

www.gov.ns.ca/employmentnovascotia/contact/

General enquiries: 1-877-223-0888

DEADLINES

last updated 2009-09-09, ongoing

GOVERNMENT DEPARTMENT

Employment Nova Scotia.

OVERVIEW

Labour Market Partnerships funds projects that encourage and support employers, employee and/or employer associations and communities in developing and implementing strategies for dealing with labour force adjustments and meeting human resource requirements. Proposed activities must focus on an identified labour market issue and be assessed as likely to have a positive impact on the labour market. All activities must involve partnership. Within these parameters, Labour Market Partnerships may support activities related to human resource planning and labour force adjustment.

ELIGIBLE REGION

Nova Scotia

WHO CAN APPLY?

Eligible Employer Sponsors:

- Businesses,
- Organizations,
- Municipalities,
- Band/tribal councils,
- Public health
- Educational institutions;

Activities funded under Labour Market Partnerships may include related research, development of human resource strategies, promotion of beneficial human resource and adjustment practices (best practices), coordination of community-based approaches to

addressing labour market issues, short-term adjustment services for workers facing lay-off, and development of economic (employment) development plans and community marketing plans. Activities must have defined start and finish dates, and not be part of a sponsor's day-to-day operations.

HOW MUCH

Funding may be provided to cover overhead costs such as wages and employment costs, research or technical studies, and other related costs and eligible expenses negotiated with program officials.

CONTACT

Employers/Sponsors seeking funding under Labour Market Partnerships should complete the application form and Employment Programs - Application for Funding submit it to their local Employment Nova Scotia office.

<http://www.gov.ns.ca/employmentnovascotia/contact/>
General enquiries: 1-877-223-0888

DEADLINES

last updated 2009-09-08, ongoing

EMPLOYER WAGE SUBSIDY

(Component of the Workforce Expansion Program)

2r

GOVERNMENT DEPARTMENT

Post-Secondary Education, Training and Labour - PETL

OVERVIEW

Receive temporary wage reimbursements, when you create permanent jobs or annually recurring seasonal jobs in your business.

ELIGIBLE REGION

New Brunswick

WHO CAN APPLY?

Eligible Employer must be prepared to create a job with a minimum of 30 hours per week and provide training and be:

- A private sector company
- A non-profit organization
- A First Nation Employer

Eligible Employee:

- Unemployed individual

Jobs are incremental (with flexibility for Priority Groups), not paid strictly on a commission basis or piece work basis, or by the kilometer. Jobs are not already publicly funded and do not displace employees on layoff, vacation, parental or sick leave. Jobs will lead to permanent full time or extended/reoccurring seasonal positions and within First Nations are eligible except for those which are related to the band's management. Jobs cannot start prior to approval.

HOW MUCH

Permanent Employment:

50 per cent of the hourly wage to a maximum of \$8.00 per hour for a period of 12 to 24 weeks depending on job classification. Unemployed individual from a priority group (Aboriginals, social assistance recipients, persons with disabilities, older workers, visible minorities, newcomers): 70 per cent of the hourly wage to a maximum of \$8.00 per hour for a period of 24 weeks.

Annually Recurring Seasonal Job:

50 per cent of the hourly wage to a maximum of \$8.00 per hour. Employment must be for a period of at least 14 weeks in duration. Funding is for half the employment period (a minimum of 7 to a maximum of 12 weeks)

CONTACT

Employment Programs and Services Post-Secondary Education,
Training and Labour

P. O. Box 6000 Fredericton, New Brunswick E3B 5H1

Telephone: 506-453-2295 Fax: 506-453-2148

Email: dpetlinfo@gnb.ca

Employment Regional Offices:

Bathurst/Campbellton: P (506) 789-2411

Edmundston Phone: P (506) 735-2677

Fredericton: P (506) 453-2377

Miramichi: P (506) 627-4000

Moncton: P (506) 869-6944

Péninsule acadienne: P (506) 726-2639

Saint John: P (506) 643-7258

DEADLINES

Last Verified: 2009-02-02, ongoing

GOVERNMENT DEPARTMENT

Department of Fisheries, Aquaculture and Rural Development

OVERVIEW

The purpose of the Rural Jobs Initiative is to provide assistance for workers in support of innovation, technological adaptation, sustainable diversification and the growth of employment in rural Prince Edward Island. The Rural Jobs Initiative will assist workers in transition from industries downsizing due to declining demand or loss of competitive position, as well as industries being impacted by the loss of skilled trades people. The Rural Jobs Initiative will also assist non-governmental organizations that focus on rural community economic development and rural resources to strengthen planning capacity and enhance the focus on developing the rural economy.

ELIGIBLE REGION

PEI

WHO CAN APPLY?

Eligible Employers:

- PEI Businesses
- PEI qualified non-government organizations
- Located in any of 3 regions of PEI outside of the Greater Charlottetown area (including Stratford and Cornwall) and the Urban Core of Summerside
- Hiring must be incremental in areas including
 - Business involved in processing of natural products (agriculture including organic agriculture, fisheries, aquaculture & forestry products)
 - Businesses involved in renewable energy, aerospace,

biosciences and information technology

- Tourism (technological adaptation only)
- Trades such as welding, electrical, plumbing and environmental technologies (expansion or trades stabilization only)
- Craft production businesses and other small-medium manufacturing businesses

HOW MUCH

The Rural Jobs Initiative will fund positions at a rate of \$12.30/hour (inclusive of vacation pay) up to 14 weeks based upon funding of a 40 hour week (\$6,888 per employee). Businesses may receive multiple placements. The Initiative will provide for the employer's share of Mandatory Employers Related Costs (MERCs) such as EI, CPP, and Workers' Compensation Premiums.

CONTACT

Department of Fisheries, Aquaculture and Rural Development

P.O. Box 2000

Charlottetown, Prince Edward Island C1A 7N8

Telephone: (902)854-2705, (902)687-7083

Fax: (902)368-5542

DEADLINES

The Program expires March 31, 2011 and no claims for funding will be accepted with expenditures incurred after that date.

OCCUPATIONAL TRAINING ON THE JOB

2t

GOVERNMENT DEPARTMENT

Department of Education, Culture and Employment (NWT)

OVERVIEW

Occupational Training on the Job is a wage subsidy program where employers enter into an agreement with the Government of the Northwest Territories and a trainee. The program provides a portion of the trainee's salary. Subsidies will assist the employer in training the employee in a designated occupation. This will encourage the trainee to become certified in the occupation. Training must follow industry designed standards and lead to permanent employment.

ELIGIBLE REGION

Northwest Territories

WHO CAN APPLY?

Eligible employers:

- Businesses,
- Corporations,
- Aboriginal organizations,
- Municipal governments.

Employers will demonstrate the commitment to employ the trainee upon certification, and comply with the requirements for employment and training under the Apprenticeship Trade and Occupations Certification Act.

Eligible employee must:

- Meet the entrance requirements of the designated occupation

- Meet the prerequisites stated in the applicable occupational standard
- Be a resident of the Northwest Territories
- Be currently receiving Employment Insurance (EI) benefits, or
- Have had an EI claim which ended in the past 3-5 years.

HOW MUCH

Subsidies are negotiable with the employer. Maximum duration of the program is 52 weeks.

CONTACT

Fort Simpson Career Centre :Telephone: (867) 695-7332

Fort Smith Career Centre: Telephone: (867) 872-7425

Hay River Career Centre: Telephone: (867) 874-5050

Inuvik Career Centre: Telephone: (867) 777-7132

Sahtu Career Centre: Telephone: (867) 587-7120

DEADLINES

Last Verified: 2004-09-09, ongoing

APPRENTICESHIP TRAINING ASSISTANCE

2u

GOVERNMENT DEPARTMENT

Department of Education, Culture and Employment (NWT)

OVERVIEW

Apprenticeship Training Assistance is a wage subsidy, whereby an employer, the Government of the Northwest Territories, and an apprentice enter into an agreement which provides a portion of the apprentice's salary to assist the employer in training an apprentice for permanent employment. The objective of Apprenticeship Training Assistance is to help apprentices to become a Certified journey person in designated trades under the Apprenticeship, Trade and Occupations Act (ATOC).

ELIGIBLE REGION

Northwest Territories

WHO CAN APPLY?

Eligible Employers:

- Northwest Territories businesses,
- Corporations,
- Aboriginal organizations,
- Housing associations,
- Local governments
- Government of the Northwest Territories (GNWT) departments are all eligible.
- Preference is given to employers who are registered or eligible for registration under the Business Incentive Policy.

Eligible Employees:

- 16 years of age

- Able to comply with requirements as an apprentice under the ATOC regulations
- Be a resident of the Northwest Territories,
- Currently receiving Employment Insurance (EI) benefits, or have had an EI claim which ended in the past 5 years

HOW MUCH

Wage subsidies maximum of \$300 per week. Negotiated rates vary regionally. Maximum duration for Apprenticeship Training Assistance is 52 weeks for a maximum subsidy of \$15,600.

CONTACT

Fort Simpson Career Centre :Telephone: (867) 695-7332

Fort Smith Career Centre: Telephone: (867) 872-7425

Hay River Career Centre: Telephone: (867) 874-5050

Inuvik Career Centre: Telephone: (867) 777-7132

Sahtu Career Centre: Telephone: (867) 587-7120

DEADLINES

Last Verified: 2004-09-09, ongoing

TARGETED WAGE SUBSIDIES (CHANGE IN 2010)

2v

GOVERNMENT DEPARTMENT

Human Resources and Social Development Canada (HRSDC)

OVERVIEW

Targeted Wage Subsidies (TWS) is an employment program that provides employers with financial assistance to hire individuals who face barriers to employment by offering temporary wage subsidies. Service Canada delivers Targeted Wage Subsidies (TWS) and other Employment Benefits and Support Measures (EBSM) in Newfoundland and Labrador and the Yukon.

If you reside in Nova Scotia, New Brunswick, Prince Edward Island, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, NWT, Nunavut, and British Columbia, you may contact your own Provincial or Territories Department responsible for Labour Market Development Agreements (LMDA) and apply for programs similar to the Employment Benefits and Support Measures (EBSM).

ELIGIBLE REGION

Newfoundland and Labrador and the Yukon, PEI (these will be changing at the end of 2009)

WHO CAN APPLY?

Eligible Employers:

- Businesses;
- Organizations;
- Individuals;
- Public health and educational institutions; municipal governments;
- Band/tribal councils;

- Provincial/territorial government departments and agencies if specified in a federal-provincial/territorial agreement or Memorandum of Understanding, or specifically approved by the HRSDC.

Eligible Employees:

- Unemployed individuals
- For whom an unemployment benefit period has been established or has ended within the 36 months prior to the date of requesting assistance; or
- For whom a benefit period that included a maternity or parental claim within the 60 months prior to the date of requesting assistance, after which the individual remained out of the labour market in order to care for a newborn or newly adopted child and is now seeking to re-enter the labour force.

HOW MUCH

A wage subsidy is available to an employer at a rate and duration that depend on the type of employment that is created and individual employed. Agreements may be approved for a period of up to 78 weeks.

CONTACT

Local Service Canada Centre:

www1.servicecanada.gc.ca/en/gateways/where_you_live/menu.shtml

Service Canada General enquiries:

1 800 O-Canada (1 800 622 6232)

DEADLINES

Last verified: 2009-10-05 , Ongoing

JOB CREATION PARTNERSHIPS (CHANGE IN 2010)

2w

GOVERNMENT DEPARTMENT

Human Resources and Social Development Canada (HRSDC)

OVERVIEW

Job Creation Partnerships (JCP) is an employment program of Human Resources and Social Development Canada (HRSDC) that supports projects that provide eligible individuals with work experience leading to on-going employment.

ELIGIBLE REGION

Newfoundland and Labrador, Yukon

Who can apply

Eligible Employers:

- Businesses,
- Organizations,
- Municipalities,
- Band/tribal councils,
- Public health and
- Educational institutions.

Eligible Employees:

- An unemployment benefit period has been established or has ended within the three years prior to the date of requesting assistance; or
- A benefit period that included a maternity or parental claim has been established within the five years prior to the date of requesting assistance, after which you remained out of the labour market in order to care for a newborn or newly adopted child and are now seeking to re-enter in the labour force.

Activities must also have defined start and finish dates and not be part of a sponsor's day-to-day operations.

HOW MUCH

Variable and negotiable. You can get money to hire unemployed persons who are eligible for employment insurance to work on projects for up to 52 weeks.

CONTACT

Employers seeking funding under Employment Assistance Services (EAS) should complete the form Employment Programs - Application for Funding Form (EMP5209) and submit it to the nearest Service Canada Centre.

Service Canada Web Site (www.servicecanada.gc.ca)
General enquiries: 1 800 O-Canada (1 800 622 6232)

If you reside in Nova Scotia, New Brunswick, Prince-Edward-Island, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, NWT, Nunavut, and British Columbia, you may contact your own Provincial or Territories Department responsible for LMDAs and apply for programs similar to the Employment Benefits and Support Measures (EBSM).

DEADLINES

last updated: 2009-10-05

TARGETED WAGE SUBSIDIES FOR APPRENTICES

2x

GOVERNMENT DEPARTMENT

Government of Canada and the Government of Newfoundland and Labrador under their Labour Market Development Agreement

OVERVIEW

Targeted Wage Subsidies for Apprentices is a special initiative within the Targeted Wage Subsidies program that is designed to help apprentices gain the necessary workplace skills in order to complete their program and achieve a journeyman certification. Agreements are signed with employers offering a temporary wage subsidy as an incentive to hire individuals they would not normally hire. The goal is permanent employment with that employer or with another employer.

ELIGIBLE REGION

Newfoundland and Labrador.

WHO CAN APPLY

Eligible Employers:

- Registered as a business in Newfoundland and Labrador.
- Able to offer a full-time work experience in an eligible trade (one requiring 4500 hours or more of training and work time).
- Already employ a certified journeyman who will supervise the apprentice of the same trade for the duration of the subsidy period.
- Must not have any employees on layoff in the trade of any apprentice to be hired (this includes former apprentice employees).
- If your workplace is unionized, you must obtain written union

concurrence with the TWS for Apprentices arrangement.

- Must sign a Memorandum of Understanding (MOU) with the Provincial Industrial Training Division which defines the roles of each party in the apprenticeship contract and includes your commitment to allow the apprentice to return to school.

HOW MUCH

Varied rates typically higher incentives are offered for first-year apprentices as the “first hire” is the most critical need in the apprenticeship system. Subsidies may be provided for up to 78 weeks for an individual with significant employment issues. However, durations typically range from 26-52 weeks, depending on the employment barriers the individual is facing and the hours needed to progress to the next training block.

CONTACT

TWS for Apprentices on the Government of Newfoundland and Labrador website:

www.ed.gov.nl.ca/app/assistance.html#subsidy

An Employer Application for Funding (form EMP 5253) is available at any Service Canada Centre or on the departmental website at:

www.hrsdc.gc.ca/cgi-bin/search/eforms/index.cgi?app=list&group=EP&lang=e

www.servicecanada.gc.ca/eng/gateways/where_you_live/regions/offices/nl.shtml

Deadlines

Last Updated: July 6, 2009

GOVERNMENT DEPARTMENT

Human Resources, Labour and Employment (HRLE)

OVERVIEW

The program provides employers with financial assistance to assist them to create new employment opportunities for income support recipients and unemployed or under-employed non-EI eligible individuals. The department will continue to work with individuals who may benefit from the NL Works program and will assist them to develop an employment plan and identify an employer.

ELIGIBLE REGION

Newfoundland and Labrador, Yukon

Who can apply

Eligible Employers:

- For Profit Businesses
- Not-for-profit employers who agree to provide a blend of training and work experience to an individual to assist them to make an attachment to the labour market.

Eligible Employees:

- In receipt of income support or unemployed/under-employed;
- Non-EI eligible (i.e. currently not receiving EI benefits; not having received EI benefits within the last three years; or not having received EI maternity or parental benefits within the last five years);
- Legally entitled to work in Canada; and
- Not an immediate family member of owners/operators of the business submitting the application.

Preference will be given to applicants willing to hire individuals identified by the Department of Human Resources, Labour and Employment.

HOW MUCH

A wage subsidy of 50% of the hourly wage rate (to a maximum of \$5 per hour), for a maximum of 40 hours per week, per pay period. Individuals employed under the program must be provided with a minimum of 25 hours per week and be paid the prevailing wage rate for that position. Employers operating in seasonal industries can access the program for duration of no less than 10 weeks and up to a maximum of 20 weeks. Employers can access the program to support long term employment opportunities for a duration of no less than 21 weeks and up to a maximum of 40 weeks.

CONTACT

Contact the nearest HRLE office for potential employees. Applications must originate from employers; however, unemployed individuals may use the NL Works application in their job search. Labour Market and Career Information Hotline (or contact the HRLE office in your area)

Department of Human Resources, Labour and Employment

Toll-free: 1-800-563-6600

St. John's area: 729-6600

TTY: 1-866-729-4685

Fax: 1-709-729-1129

www.lmiworks.nl.ca/

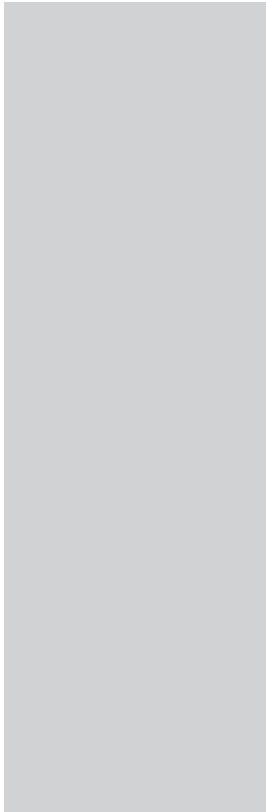
DEADLINES

last updated: 2009-10-05

chapter

3

**Hiring Youth typically
under 30 years old
or Recent Graduates
Full Time**



The government has many programs that are targeted to help different groups of people. One commonly targeted area is young people. Youth unfortunately have always had a difficult time getting into the labour market to gain experience so almost every government at some point or another has come up with programs attempting to assist this targeted group of the workforce. There is often overlap with these programs and other wage subsidies and if the person that you plan to hire meets the qualifications for more than one program you should look to utilize the wage subsidy program that provides the largest amount of subsidization.

The definition of “Youth” is not the same from program to program. Typically it is under 30 years of age but some programs have more stringent requirements. These programs are organized by both Region and industry sector and often have very large subsidies but the administration and proposal requirements are often more onerous.

	PROGRAM NAME	REGION
3a	Skills Link	CANADA
3b	Career Focus Programs	CANADA
3c	YCW at Building Careers in English and French (YCW Internship)	CANADA
3d	YCW at Building Careers in Heritage (YCW Internships)	CANADA
3e	Environmental Youth Corp. (EYC) Internship Program	CANADA
3f	International Environmental Youth Corp. Internship Program	CANADA
3g	Science Horizons Youth Internship Program	CANADA
3h	Internship Program with Innovative Small and Medium Enterprises	CANADA
3i	Science and Technology Internship Program (STIP)	CANADA
3j	Youth Awareness	CANADA
3k	WestLink Technology Commercialization Internship Program	BC AB SK MB
3l	Agri-Value Marketing Internship Program	SK
3m	Graduate Employment Program - SK	SK
3n	Employer Signing Bonus	ON
3o	Export Internship for Trade Graduate Initiative	ATLANTIC CANADA

GOVERNMENT DEPARTMENT

Human Resources and Skills Development Canada (HRSDC)

OVERVIEW

You can receive money to hire and train young Canadians between the ages of 15 and 30 to work on your project.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Businesses,
- Band/tribal councils,
- Crown corporations,
- Municipal governments,
- Public health and educational institutions.

Eligible Employees:

- Between the ages of 15 and 30 (inclusive) at time of intake/selection;
- Canadian citizens, permanent residents, or persons on whom refugee protection has been conferred;
- Out of school;
- Legally entitled to work according to relevant provincial/territorial legislation and regulations; and
- Not in receipt of Employment Insurance (EI) benefits
- In need of assistance to overcome employment barriers such as
 - High school non-completion;

- Person with a disability;
- Aboriginal origin;
- Visible or ethnic minority;
- Health, drug and/or alcohol-related problems;
- Residing in a rural or remote location;
- Single parent;
- Low levels of literacy and numeracy;
- Language barriers;
- Street involvement;
- Contact with justice, child welfare or social assistance systems;
- Homelessness, or at risk of becoming homeless;
- Lack of social supports (family, friends or community supports);
- Poor self-and/or behavior-management abilities; or
- Other reasons (to be specified and assessed as part of the proposal approval process).

HOW MUCH

Service Canada will pay you up to \$25,000 to cover the salary of an employee for up to 52 weeks, based on the minimum wage rate in your province or territory.

CONTACT

Interested employers should contact their local Service Canada Centre and consult the Youth Employment Strategy Guide for Applicants. Contact your local Human Resource Centre of Canada Youth Info Line at 1 800 935-5555.

Service Canada Website:

www.servicecanada.gc.ca/eng/sc/youth/pdf/sl_en_01_05_08.pdf

DEADLINES

Date Modified: 2009-09-01, ongoing

CAREER FOCUS PROGRAMS

3b

GOVERNMENT DEPARTMENT

HRDC in co-operation with 10 other federal departments and many Sector Councils across Canada offer the Career Focus wage subsidy programs through the Youth Employment Strategy (YES) and the Government of Canada's Sector Council Program.

OVERVIEW

Career Focus provides funding for employers to help post-secondary graduates obtain career-related work opportunities in Canada.

ELIGIBLE REGION

Across Canada by either Region or industry sector:

Regional Career Focus – is administered through a network of regional/local offices located across the country.

Sectoral Youth Career Focus - provides financial support to National Sector Councils and other cross-sectoral organizations.

WHO CAN APPLY

Eligible Employers:

- Businesses,
- Organizations (including not-for-profit, professional, employer and labour associations),
- Public health and educational institutions,
- Band/tribal councils,
- Aboriginal organizations and
- Municipal governments.

Eligible youths employees must be:

- Post-secondary graduates; out of school;
- Between the ages of 15 and 30 (inclusive) at the time of intake/selection;
- Canadian citizens, permanent residents, or;
- Legally entitled to work according to the relevant provincial/territorial legislation
- Not in receipt of Employment Insurance (EI) benefits.

Have never participated in a Career Focus project in the past.

HOW MUCH

Employers who hire recent post-secondary graduates for 6-12 months can receive wage subsidies of up to 1/3 of the annual wage up to a maximum of \$15,000

CONTACT

Regional Career Focus:

www.servicecanada.gc.ca/eng/gateways/where_you_live/menu.shtml

Go to Page 18 of:

www.servicecanada.gc.ca/eng/epb/yi/forms/applicant_guide.pdf

Sectoral Councils that have been identified by the government with a Career Focus Wage Subsidy program (not all inclusive):

www.hrsdc.gc.ca/eng/hip/hrp/gcs_spi/scfp.shtml

Below we have located the specific web pages related to some of the sector council wage subsidies. This is not an exhaustive list and many more exist, contact your sector council if it is not listed here:

1. Biotechnology Human Resource Council (BHRC)
http://www.biotalent.ca/default_e.asp?id=56
2. Canadian Agriculture Human Resource Council (CAHRC)
<http://www.cahrc-ccrha.ca/CareerFocus.html>
3. Canadian Aviation Maintenance Council (CAMC)
<http://www.camc.ca/en/36.html>

4. Canadian Printing Industries Sector Council (CPISC)
http://www.cpisc-csic.ca/eng/career_focus_information.html
5. Canadian Steel Trade & Employment Congress (CSTEC)
http://www.cstec.ca/Youth_Employment_Services.asp
6. Canadian Supply Chain Sector Council (CSCSC)
<http://www.supplychaincanada.org/en/career-focus>
7. Environmental Careers Organization (ECO Canada)
<http://www.eco.ca/portal/viewContent.aspx?display=internships>
8. Electricity Sector Council
http://www.brightfutures.ca/projects/electricity_first_work/2009_application_documents.html
9. Food Processing Human Resource Council (FPHRC)
<http://www.fphrc.ca/en/projects/career-focus.aspx>
10. Information and Communications Technology Council (ICTC)
<http://www.ictc-ctic.ca/en/content.aspx?id=98>
11. National Seafood Sector Council (NSSC)
http://www.nssc.ca/eng_doc.cfm?DocID=14
12. Textiles Human Resources Council (THRC)
<http://www.thrc-crhit.org/en/programs/top-en.asp>
13. Wood Manufacturing Council (WMC)
http://www.wmc-cfb.ca/programs/career_focus/index.htm

DEADLINES

Last verified: 2009-01-05, ongoing

YCW AT BUILDING CAREERS IN ENGLISH AND FRENCH

3c

GOVERNMENT DEPARTMENT

Canadian Heritage

OVERVIEW

Wage subsidies are available for eligible employers, especially those whose activities are conducted in both official languages, who offer internships to recent graduates (between ages 16 to 30).

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Private Companies
- Public sector organizations
- Non-Profit Organizations.
- Municipalities

Especially those whose activities are conducted in both official languages. They include (but are not limited to): language schools, publishers, educational institutions, translation firms, visual and performing arts, film and video companies, and cultural and heritage organizations.

Eligible Employees must be youth who are between ages 16 to 30

HOW MUCH

The maximum contribution is \$13,000 per internship abroad. YCW may subsidize up to 75 percent of the costs of an internship, which may include wages, benefits and administration, lodging and transportation

costs. There is a budget for 16 positions and the subsidy can last for 6 to 12 consecutive months. Your organization will be expected to demonstrate commitment to the project by matching or exceeding the federal contribution through financial and in-kind contributions.

CONTACT

Fédération de la jeunesse canadienne-français: www.fjcf.ca

Tel: (613) 562-4624 Fax: (613) 562-3995

www.pch.gc.ca/special/jct-ycw/info-empl/index-eng.cfm

DEADLINE

For the employers: The deadline is February 1st of the year you will be hiring.

YOUNG CANADA WORKS AT BUILDING CAREERS IN HERITAGE

3d

GOVERNMENT DEPARTMENT

Canadian Heritage

OVERVIEW

Wage subsidies are available for eligible employers, in the heritage, cultural or artistic sectors in Canada or abroad, who offer internships to recent graduates.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Private
- Public
- Non-profit organization in Canada or abroad
- Engaged in the heritage, cultural or artistic sectors in Canada or abroad.

Include museums, archives, libraries, historic or natural sites, heritage buildings, zoos, botanical gardens, professional associations, educational institutions, aboriginal institutions and/or band/tribal councils, theatres, arts groups, or multimedia societies; financially healthy.

Eligible Employees:

- Students between ages 16 to 30

HOW MUCH

The maximum YCW contribution is \$10,000 per internship in Canada; \$12,000 for a science internship; and up to \$15,000 for an international internship. At least 80 percent of the contribution is reserved for the intern's wages and allowances. The remaining 20 percent may be allocated, as agreed between the delivery organization and the employer, to cover administration costs related to the internship. The budget is for up to 70 positions with a duration of 4 to 12 months.

CONTACT

Employers may download the application forms at the Young Canada Works Web site.

Young Canada Works

Department of Canadian Heritage

Toll-free (information): 1-800-935-5555

E-mail: ycwcoordinator@pch.gc.ca

Web site: www.pch.gc.ca/special/jct-ycw/info-empl/index-eng.cfm

While you must apply online, you must submit your application directly to the appropriate delivery organization. YCW at Building Careers in Heritage is delivered by five national delivery organizations:

- Association pour l'avancement des sciences et des techniques de la documentation <http://www.asted.org/>
- Canadian Council of Archives <http://www.cdncouncilarchives.ca/intro.html>
- Canadian Library Association: www.cla.ca
- Canadian Museums Association: www.museums.ca/en/
- Heritage Canada Foundation: www.heritagecanada.org

DEADLINE

For the employers: The deadline is February 1st of the year you will be hiring.

GOVERNMENT DEPARTMENT

Canadian Council of Human Resources in the Environmental Industry in conjunction with Environment Canada and Human Resources and Skills Development Canada

OVERVIEW

ECO Canada, through internship funders, can provide environmental businesses wage subsidies to support an intern position in an environmental field within Canada or internationally.

This program reduces the risk involved with hiring a young professional, while also allowing talented graduates to get a head start in their environmental careers. Post-secondary graduates under the age of 30 gain work experience, professional development, networking opportunities, marketability, and even permanent employment through ECO Canada internship programs.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Environmental businesses

HOW MUCH

Up to \$8,000 to work in an environmental field within Canada.

CONTACT

ECO Canada - www.eco.ca/portal/projectselector.aspx?projectID=7

Please contact the EYC Project Coordinator at:
eyc@eco.ca or call (403) 233-0748.

DEADLINES

Funding normally starts in April of each year and is allocated to interns who find employers on a first come first serve basis. The best time to apply is between January and April.

INTERNATIONAL ENVIRONMENTAL YOUTH CORP.

3f

GOVERNMENT DEPARTMENT

Managed and funded by Environment Canada (EC) but delivered by the Environmental Careers Organization Canada (ECO).

OVERVIEW

ECO Canada will be responsible for providing potential employers, in the environment industry sector, with up to 40 percent of the wage of an entry-level position up to a maximum of \$12,000.

The International Environmental Youth Corps (IEYC) is a key component of the federal government Youth Employment Strategy (YES). It is intended to help unemployed or under-employed highly qualified Canadian youth obtain critical first jobs in their area of study through work experience with an educational focus in the environment industry sector.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employer:

- Any Environmental businesses can apply.

Eligible Employees:

- Canadian citizens and landed immigrants;
- Graduate from a post secondary-institution;
- Eligible for full-time employment (i.e. not returning to school) and unemployed or underemployed;
- Under the age of 30;
- Not a previous participant of a Federal Youth Employment or Education Program (previous participants of Summer

Employment Programs are still eligible);

- Intending to obtain a permanent position in the environment industry.
- The IEYC continues to offer approximately 130 intern placements in the environment sector per year.

HOW MUCH

40 percent of the wage of an entry-level position up to a maximum of \$12,000. The internship lasts six to twelve months.

CONTACT

ECO Canada: www.eco.ca/portal/projectselector.aspx?projectID=7

Please contact the EYC Project Coordinator at:

eyc@eco.ca or call (403) 233-0748.

DEADLINES

Funding normally starts in April of each year and is allocated to interns who find employers on a first come first serve basis. The best time to apply is between January and April.

SCIENCE HORIZONS YOUTH INTERNSHIP PROGRAM

3g

GOVERNMENT DEPARTMENT

Environment Canada

OVERVIEW

Provide youth across Canada to obtain practical work experience in environmental projects in areas such as climate and ecosystem research, wildlife research and management, ecological monitoring and assessment and the development of scientific tools such as standards and guidelines of environmental quality. Approximately one hundred youth placements, lasting from 6 months to 10 months, will be awarded across Canada.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Private businesses,
- Universities, and
- Non-government organizations
- Businesses must provide participants with hands-on work experience on environmental projects under the mentorship and coaching of experienced scientists and program managers.

HOW MUCH

A maximum of \$12,000 per placement. Employers must provide a minimum of 30 percent of the eligible cost of the project. Project costs must be only those costs associated with the Youth's involvement in the project.

CONTACT

Environment Canada

www.ec.gc.ca/sci_hor/index.html

DEADLINES

No additional funding available until 2010/11. Check in December 2009.

INTERNSHIP WITH INNOVATIVE SMALL AND MEDIUM ENTERPRISES

3h

GOVERNMENT DEPARTMENT

The program is an initiative of the Youth Employment Strategy (YES) of the Government of Canada with funds from Human Resources and Social Development Canada (HRSDC).
National Research Council Canada (NRC)

OVERVIEW

The program provides financial assistance to Canadian small and medium enterprises (SMEs) for hiring post-secondary science, engineering, technology, business and liberal arts graduates to work on technical or technology related projects.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Small or medium enterprise with less than 500 employees
- Incorporated and for profit
- Wish to enhance its innovation capability
- Be willing to establish a trusting relationship with NRC's Industrial Research Assistance Program (NRC-IRAP)

Eligible Employee:

- Post-secondary graduate
- A Canadian citizen, permanent resident or person who has been granted refugee status in Canada
- Between 15 and 30 years of age (inclusive)
- Not in receipt of employment insurance benefits
- A first-time youth participant in a placement of the Career

Focus Program of the Youth Employment Strategy (YES)

- Legally entitled to work according to relevant provincial/territorial legislation and regulations

HOW MUCH

Maximum support provided will be \$30,000 to help cover a part of the graduate's salary. As an SME, you are responsible for covering other expenses, such as fringe benefits and overhead costs. Internships last between six to twelve months.

CONTACT

Contact the nearest NRC-IRAP office by calling Toll-free (information): 1-877-994-4727.

Web site: www.nrc-cnrc.gc.ca/main_e.html

DEADLINE

The program is ongoing, there is no application deadline.

Date Modified: 2009-06-23

SCIENCE AND TECHNOLOGY INTERNSHIP PROGRAM

3i

GOVERNMENT DEPARTMENT

Natural Resources Canada (NRCan)

OVERVIEW

The Science and Technology Internship Program provides financial help for eligible employers to hire recent graduates in science or engineering, to gain relevant and meaningful work experience in cooperation with Natural Resources Canada (NRCan).

If your business is in the geology or geomatics sector, you can get money to hire recent graduates in science, engineering or business. Geomatics disciplines include remote-sensing, geodesy, cartography, geographic information systems (GIS), and legal surveys. Geology disciplines include geochemistry, geophysics, mineral deposit studies, tectonics, structural geology, stratigraphy, sedimentology, geological mapping.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Any private sector organizations
- Canadian universities with work in the fields of geomatics, geology, mining, forestry and energy.
- Provide a work plan and budget (including the salary paid to the intern) for a project with a duration of 6 to 12 months;
- Provide supervision, training, and direction to ensure a meaningful work experience;
- Provide the intern with a performance evaluation at the end

of the internship;

- At the end of the internship, provide to the Program Manager a financial statement of the project

Eligible Employee Interns:

- Youth under the age of 30
- Unemployed or underemployed;
- Have graduated within the last two years, with a college or university degree;
- Are legally entitled to work in Canada.

HOW MUCH

The maximum contribution per internship from NRCan will be \$1,100 per month or \$13,200 over a maximum of 52 weeks; the funds will vary depending on the employer's needs. Partners must match funds with at least an equal amount in salary.

CONTACT

Project Coordinator, S&T Internship
Natural Resources Canada
580 Booth Street, 6th Floor, Room B7-3
Ottawa, ON Canada K1A 0E4

Telephone: (613) 996-5073

Telephone: (613) 995-0378

Fax: (613) 947-2034

E-mail: SandTInternshipprogram@NRCan.gc.ca

Web site: www.nrcan-rncan.gc.ca/com/index-eng.php

DEADLINE

As of April 1, 2009, the Science and Technology Internship Program (STIP) is accepting new applications, as the funds for the program will be available until March 31, 2012. Internships start at any time throughout the year, based on project requirements and funding availability

GOVERNMENT DEPARTMENT

Human Resources and Skills Development Canada (HRSDC)

OVERVIEW

Youth Awareness provides financial assistance for projects designed to address labour market issues facing communities and can be used to develop and implement human resource strategies to meet employers' current and future human resource needs.

Youth Awareness is an initiative funded under Employment Insurance (EI) Part II that complements the Youth Employment Strategy. Project activities must clearly demonstrate they will improve the capacity of employers to deal with human resource requirements. Youth Awareness projects do not have direct participants, however, youth are normally the target audience of the project.

Youth Awareness projects are delivered at both the national, regional and local levels. Sponsors interested in developing Youth Awareness projects, or submitting proposals for funding should contact their local Service Canada Centre.

ELIGIBLE REGION

Canada

WHO CAN APPLY

To be eligible, a sponsor has to be:

- A business;
- An organization;
- An individual;
- A public health institution;
- An education institution;

- A band/tribal council; or
- A municipal government.

HOW MUCH

Variable

CONTACT

Service Canada Centres

www1.servicecanada.gc.ca/cgi-bin/hr-search.cgi?cmd=lst&pv=sk&ln=eng

DEADLINE

Ongoing - Last Verified: 2007-11-22

WESTLINK TECHNOLOGY COMMERCIALIZATION INTERNSHIP PROGRAM

3k

GOVERNMENT DEPARTMENT

WestLink is an innovative non-profit organization.

OVERVIEW

Program provides science and technology graduates from across Western Canada exposure to three specific areas over two years in three 8-month work placements. These placements are arranged by WestLink in each of the following areas:

- Technology Commercialization
- Research Institution (University, College, Hospital or Government)
- Commercialization/New Venture - High Technology Company
- Finance - Venture Capital or Commercial Financing Firm

ELIGIBLE REGION

British Columbia, Alberta, Saskatchewan, Manitoba

WHO CAN APPLY

Eligible employers

- Venture capital firms
- Technology companies.

HOW MUCH

Placement sites hosting the interns provide about half of the funding for the program

CONTACT

Roger Armstrong

WestLink Innovation Network Ltd.
Suite 301 - 1220 Kensington Road NW
Calgary, Alberta T2N 3P5

Telephone: 403-974-8470 ext. 228

Fax: 403-284-1773

E-mail: internship@westlink.ca

Web site: www.westlink.ca/internship_program.php

DEADLINE

Last updated: 2008-08-07, ongoing

AGRI-VALUE MARKETING INTERNSHIP PROGRAM

31

GOVERNMENT DEPARTMENT

Saskatchewan Ministry of Agriculture and administered by the Saskatchewan Trade and Export Partnership (STEP).

OVERVIEW

Small or medium agri-value business that want to develop new markets can hire a recent graduate or current graduate student with marketing expertise. The program will fund new contract internships based on acceptance of a proposed project.

ELIGIBLE REGION

Saskatchewan

WHO CAN APPLY

Employer Eligibility:

- Agri-value companies, including food processors, meat processors, or manufacturers of ingredients, functional foods and pet foods.
- Preference will be given to companies that can clearly identify their value proposition and have a strong desire to develop marketing initiatives based on appropriate food safety and quality attributes.

Intern Eligibility:

- Must be current Master of Business Administration (MBA) students or recent (within five years) MBA graduates or they can be recent Commerce or Business Administration graduates from one of Saskatchewan two universities.
- Recent graduates from other post secondary institutions or programs may be considered based on expertise and the

nature of the proposed marketing project.

- All interns participating must be legally entitled to work in Saskatchewan during their internship.

Projects must focus on developing markets outside of Saskatchewan and applicants must demonstrate their ability to implement the project as outlined and be an operational company.

HOW MUCH

50% of the intern's monthly salary up to a maximum of \$1,500 per month. Each company may receive program funding to a maximum of 16 months (\$24,000) over the three year span of the program (2006 - 2009).

There will also be an option of applying for additional funds to assist with travel costs for the intern to complete in-market development activities related to research. These funds will cover up to 50 percent of travel costs (flights, accommodations, translation and interpretation) up to a maximum level of \$3,000.

CONTACT

Saskatchewan Trade and Export Partnership (STEP)
#320 - 1801 Hamilton Street
Regina, Saskatchewan S4P 3C6

Telephone: 306-787-4103

Web site: www.sasktrade.sk.ca

Telephone: 403-974-8470 ext. 228

Fax: 403-284-1773

E-mail: internship@westlink.ca

Web site: www.westlink.ca/internship_program.php

DEADLINE

Last Verified: 2009-03-17

The Agri Value Marketing Internship Program will be concluding in January 2010 and therefore applicants must have an intern placed no later than that date.

GRADUATE EMPLOYMENT PROGRAM

3m

GOVERNMENT DEPARTMENT

Department of Human Resources, Labour and Employment

OVERVIEW

The Graduate Employment Program is designed to help recent post secondary graduates secure valuable work experience in their field of study. Eligible graduates can use this wage subsidy program to market themselves to employers.

ELIGIBLE REGION

Newfoundland, Labrador

WHO CAN APPLY

Open to any business. Applications must originate from employers

Eligible Employee:

- Must have successfully completed a post secondary program (minimum duration of one academic year)
- Are currently unemployed or under-employed (working less than 20 hours per week or working in an area not related to their field of study);
- Have graduated at least three months and no longer than two years;
- Are not an immediate family member of the employer.
- Preference will be given to Non-EI eligible graduates.

HOW MUCH

The Graduate Employment Program will provide 60% of the starting salary of the approved position, to a maximum program contribution of \$10,000. The subsidy will cover a period of 52 weeks.

CONTACT

HRLE - Contacts for Newfoundland and Labrador

Website: www.hrle.gov.nl.ca/hrle/

Department of Human Resources, Labour and Employment

Toll-free: 1-800-563-6600

St. John's area: 729-6600

TTY: 1-866-729-4685

Fax: 1-709-729-1129

Email: LMCIHotline@gov.nl.ca

Website: www.lmiworks.nl.ca

DEADLINE

Last Updated: May 7, 2009, ongoing

EMPLOYER SIGNING BONUS

3n

GOVERNMENT DEPARTMENT

Employment Ontario

OVERVIEW

If you register a new apprentice under 25 years of age in a sector where there is a high demand for skilled workers the Ontario government will give you money.

ELIGIBLE REGION

Ontario

WHO CAN APPLY

Eligible Employers:

- Trades in sectors where there is a high demand for skilled workers,
- Meet all the specific apprenticeship requirements to provide training in the trade, and
- Hire and register an apprenticeship scholarship candidate as an apprentice.

Eligible Employees:

- Youths under 25 years of age.

HOW MUCH

\$2000 delivered in two equal installments over six months so long as you keep the apprentice employed for at least six months from the date that the apprentice was registered

CONTACT

Employment Ontario Hotline at 1-800-387-5656

<http://www.edu.gov.on.ca/eng/tcu/employers/services.html>

DEADLINE

Last Modified: 5/12/08. ongoing

EXPORT INTERNSHIP FOR TRADE GRADUATE INITIATIVE

30

GOVERNMENT DEPARTMENT

Government of Canada - Atlantic Canada Opportunities Agency
ACOA

OVERVIEW

This wage subsidy is designed to assist you to hire an international trade specialist graduating from an Atlantic Canadian college or university, to assist with your exporting needs. It helps small and medium-sized enterprises (SMEs) to acquire the inhouse expertise they need to successfully develop and implement an international marketing plan.

ELIGIBLE REGION

Newfoundland and Labrador, Nova Scotia, New Brunswick, Prince Edward Island

WHO CAN APPLY

Eligible Employer:

- Atlantic Canadian companies that demonstrate the commitment and means to create and implement a successful international export strategy.

Eligible Employees:

- Eligible students are in their final years of formal training related to international trade, graduating from Atlantic Canadian universities and colleges.

Eligible companies work with ACOA and the relevant postsecondary institution to select a qualified graduate with training in international business. Working together, the employer and intern develop and implement a strategic exporting plan for the company.

HOW MUCH

ACOA will provide 75% of salary and benefit costs (to a maximum of \$25,000) for each trade graduate during his or her internship. At the conclusion of the internship, the employer may apply under ACOA's Business Development Program for assistance to retain the graduate's services for up to three additional years as a marketing manager.

CONTACT

Atlantic Canada Opportunities Agency (ACOA)

Call toll-free 1-800-561-7862

ACOA Head Office

Blue Cross Centre, 3rd Floor
644 Main Street PO Box 6051
Moncton, New Brunswick, Canada
E1C 9J8

Telephone: 506-851-2271

Website: www.acoa-apeco.gc.ca/English/Pages/ContactUs.aspx

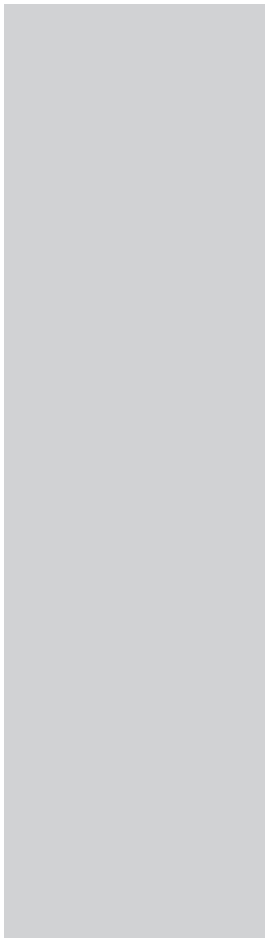
DEADLINE

Date Modified: 2009-01-09, ongoing

chapter

4

Hiring Students (Usually for the Summer)



Overview

4

The government has many programs designed to subsidize employers in order to create summer jobs for students planning to go back to school full time in the fall. Many of the employer applications have to be submitted early in the year, usually as early as February or March for a April or June hire. If you miss the employer deadline you will not be able to receive a summer student wage subsidy for that year so you must apply early. Also, these programs will often run out of budget. If you think you can use multiple students but are unsure, you should probably apply for the maximum (usually 3) because you will not be able to add more after the deadline.

The employee start date will usually depend on if you are hiring from High School or University. The programs will also require that you get the employee approved before the hire date. The programs typically have deadlines as to when you must submit an employee for approval otherwise they may cancel your subsidy.

The Summer Student Programs are as follows:

	PROGRAM NAME	REGION
4a	Young Canada Works in Heritage Organizations	CANADA
4b	Young Canada Works in Both Official Languages	CANADA
4c	Small Business Internship Program SBIP	CANADA
4d	Canada Summer Jobs	CANADA
4e	Agricultural Processing Industry Employment Program	AB
4f	Green Team Student Summer Employment Program	SK
4g	Career Focus - Manitoba	MB
4h	Manitoba Mentorships	MB
4i	Youth Transition	MB
4j	Nova Scotia Energy Training Program	NS
4k	Jobs for Youth - Private Sector Component	PEI
4l	Student Work and Services Program (SWASP) - Paid Employment Component	NF
4m	Linkages	NF
4n	Small Enterprise Co-op Placement Assistance Program (SECPAP) – Paid Employment	NF

YOUNG CANADA WORKS IN HERITAGE ORGANIZATIONS (YCW SUMMER JOBS)

4a

GOVERNMENT DEPARTMENT

Canadian Heritage

OVERVIEW

Wage subsidies are available for eligible employers, in the heritage sector, who offer summer jobs to young Canadian students (who are between ages 16 to 30).

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Private
- Public
- Non-profit organization in Canada or abroad
- Engaged in the heritage, cultural or artistic sectors in Canada or abroad.
- Include museums, archives, libraries, historic or natural sites, heritage buildings, zoos, botanical gardens, professional associations, educational institutions, aboriginal institutions and/or band/tribal councils, theatres, arts groups, or multimedia societies; financially healthy.

Eligible Employees:

- Students between ages 16 to 30
- The job will provide a minimum of 30 hours of paid work per week but will not normally exceed 40 hours of work per week, and will normally last between 6 and 16 consecutive weeks.

HOW MUCH

YCW may contribute up to 75 percent of the student's employment costs (wages, benefits and other eligible expenditures). The maximum YCW contribution is \$8,000 per job and \$50,000 per employer. If you are planning to hire an eligible student from another part of the country, YCW may be able to help defray transportation costs, in accordance with established policies. If you hire a participant with a disability, the delivery organization will reimburse reasonable costs, related to job accommodation requirements up to a maximum of \$3,000 per participant. The program has a budget for up to 1663 students for 6 to 16 weeks.

CONTACT

Employers may download the application forms at the Young Canada Works Web site.

Young Canada Works

Department of Canadian Heritage

Toll-free (information): 1-800-935-5555

E-mail: ycwcoordinator@pch.gc.ca

Web site: www.pch.gc.ca/special/jct-ycw/info-empl/index-eng.cfm

While you must apply online, you must submit your application directly to the appropriate delivery organization. YCW at Building Careers in Heritage is delivered by five national delivery organizations:

Association pour l'avancement des sciences et des techniques de la documentation: www.asted.org/

Canadian Council of Archives: www.cdncouncilarchives.ca/intro.html

Canadian Library Association: www.cla.ca/

Canadian Museums Association: www.museums.ca/en/

Heritage Canada Foundation: www.heritagecanada.org/

DEADLINE

Date Modified: 2009-01-09, ongoing

YOUNG CANADA WORKS IN BOTH OFFICIAL LANGUAGES (YCW SUMMER JOBS)

4b

GOVERNMENT DEPARTMENT

Canadian Heritage

OVERVIEW

Wage subsidies are available for eligible employers who offer summer jobs and internships to young Canadian students and recent graduates.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Private Companies
- Public sector Organizations
- Non-Profit Organizations.
- Municipalities

Eligible Employees must be youth who are between ages 16 to 30

HOW MUCH

Up to 50 percent of the employment costs for youth hired by private and public sector organizations. It may contribute up to 70 percent for a non-profit organization. Positions will be funded for 6 to 16 weeks. There is a budget for 750 positions.

CONTACT

Employers may download the application forms at the Young Canada Works Web site.

Young Canada Works
Department of Canadian Heritage
Toll-free (information): 1-800-935-5555

E-mail: ycwcoordinator@pch.gc.ca

Web site: www.pch.gc.ca/special/jct-ycw/info-empl/index-eng.cfm

While you must apply online, you must submit your application directly to the appropriate delivery organization. YCW at Building Careers in Heritage is delivered by five national delivery organizations:

- Association pour l'avancement des sciences et des techniques de la documentation: www.asted.org/
- Canadian Council of Archives: www.cdncouncilarchives.ca/intro.html
- Canadian Library Association: www.cla.ca/
- Canadian Museums Association: www.museums.ca/en/
- Heritage Canada Foundation: www.heritagecanada.org/

DEADLINE

Last Verified: 2008-07-17, ongoing

SMALL BUSINESS INTERNSHIP PROGRAM (SBIP)

4c

GOVERNMENT DEPARTMENT

Industry Canada

OVERVIEW

The Small Business Internship Program provides small and medium-sized businesses financial support to hire post secondary students for 12-week internships in a field related to information and communication technology.

Your firm will receive financial support towards the employment of post-secondary students, for 12-week internships, who will work on projects in the area of information and communication technology that can increase your sales or improve productivity.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Be a small or medium-sized enterprise (SME) with less than 500 employees;
- Be incorporated or a sole proprietorship;
- Wish to enhance your e-business capability;
- Contribute 25% of the student wages and related expenses.

Eligible Employees:

- Post Secondary Student

HOW MUCH

Reimbursement of 75% of the eligible wages and related expenses such as statutory employee benefits, up to a total of \$10,000. Your firm is responsible for covering other expenses such as fringe benefits and overhead costs.

The SBIP will award approximately four hundred student placements across Canada per year. Support will be available for 12 weeks.

CONTACT

Small Business Internship Program
Small Business and Marketplace Services
Industry Canada
Telephone: 613-957-2305
Facsimile: 613-954-5463
Email: sbip-pspe@ic.gc.ca

Provincial delivery organization:
www.ic.gc.ca/eic/site/sbip-pspe.nsf/eng/h_00003.html

Industry Canada:
Telephone: 613-954-5031
Toll-free: 1-800-328-6189 (Canada)

DEADLINE

The deadline for the 2009-2010 applications has passed. The next deadline for applications is December 21, 2009.

GOVERNMENT DEPARTMENT

Human Resources and Skills Development Canada (HRSDC)
Summer Work Experience program

OVERVIEW

Canada Summer Jobs is a Government of Canada initiative that provides funding to support employers who create summer job opportunities for students between the ages of 15 and 30, while helping organizations providing valuable services to their communities.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Public-sector employers
- Small private-sector employers with 50 or fewer employees;
- Not-for-profit employers

Eligible Employees:

- Students returning to school between 15 and 30

HOW MUCH

Public-sector employers and small private-sector employers with 50 or fewer employees are eligible for up to 50% of the provincial/territorial minimum hourly wage.

Not-for-profit employers are eligible for up to 100% of the provincial/territorial minimum hourly wage and mandatory employment related costs.

For students with disabilities, all employers are eligible to receive up to \$3,000 per student to help accommodate that student in the workplace.

In 2008, the Government of Canada concluded agreements with more than 20,000 organizations to support the creation of about 36,000 summer jobs for students.

CONTACT

Service Canada Centres.

www1.servicecanada.gc.ca/cgi-bin/hr-search.cgi?cmd=lst&pv=sk&ln=eng

www1.servicecanada.gc.ca/en/epb/yi/yep/programs/scpp.shtml

Telephone: 1-800-935-5555

DEADLINE

The application period for Canada Summer Jobs 2009 started on February 2, and ended on February 27, 2009. Employers were notified in May 2009. The assessment and validation periods were designed to have students at work beginning in May 2009.

Renewed annually. Recheck website or call the contact number for information for future years.

AGRICULTURAL PROCESSING INDUSTRY EMPLOYMENT PROGRAM

4e

GOVERNMENT DEPARTMENT

Alberta Agriculture and Rural Development

OVERVIEW

The Agricultural Processing Industry Employment Program (APIEP) provides opportunities for career related experience and skill training for students employed in Alberta's Processing Industry. Employees and employers must apply together for the program. Employees may approach potential employers and advise them of the program but cannot apply for the program without an employer. Employment must provide career-related experience for the student. This is a summer work program.

ELIGIBLE REGION

Alberta

WHO CAN APPLY

Eligible Employers

- Must be the owner of a value-added agricultural processing business that adds value to, and/or changes the form of a raw agricultural product post-slaughter (e.g. sausage making) or post-harvest (e.g. milling of wheat).
- The value-added processing business must be located in Alberta.
- Employers must be eligible for membership in the Alberta Food Processors Association if they produce a food product.
- Employers must be eligible to be part of Alberta's Agricultural Processing Industry Directory.

Eligible Employees:

- Students must be enrolled full-time in a degree, diploma or certificate program and must be returning to school full-time in the fall or winter.
- Students enrolled in graduate studies are also eligible under the program.
- Preference will be given to students enrolled in a post-secondary institution located in Alberta. Employees must not be a direct relative of the employer. “Direct relative” includes spouse, brother, sister, son or daughter.
- Employees must be unemployed.
- Existing part-time employees are eligible if total hours worked over the previous three months averaged less than 20 per week.
- Employment must be between May 1 and August 31.
- Employment must provide at least four weeks of continuous, full-time employment within the program period, and must be a minimum of 30 hours per week.
- employees;
- Not-for-profit employers

HOW MUCH

Employers are reimbursed for one-third of the employee’s monthly wage to a maximum of \$500 per month. Funding is limited to one employee per business and one business per employer.

CONTACT

Agricultural Processing Industry Employment Program

Agriculture and Rural Development
Postal Bag 600, Stettler, AB T0C 2L0
Direct Phone: 310-FARM (3276)
Fax Number: 403-742-7527

DEADLINE

As funding is renewed on a yearly basis, please call the contact number to see if program will be funded for future years. Applications are mailed out to potential employers in March and are accepted on a first-come, first-served basis. The program runs from May 1 to August 31.

GREEN TEAM STUDENT SUMMER EMPLOYMENT PROGRAM

4f

GOVERNMENT DEPARTMENT

Ministry of Advanced Education, Employment and Labour (AEEL),
Saskatchewan

Environmental Industry and Managers Association (SEIMA)

OVERVIEW

This program is designed to give Saskatchewan students summer jobs that provide an opportunity to gain work experience and training in the environmental sector by working on environmental projects.

ELIGIBLE REGION

Saskatchewan

WHO CAN APPLY

Eligible Employers:

- Saskatchewan employers who have been in business for at least one year and are interested in providing full-time environment-related employment to Saskatchewan students 15 years of age or older can develop and submit an employment proposal.
- Employing the student in an activity or project that is related to the environment. This could range from conducting environmental research, to assisting with the design of a local park, to planning the clean-up of a community waterway.
- The application will show that the job provides a quality learning and development opportunity for the student.

Eligible Employees:

- Saskatchewan students 15 years of age or older
- Priority will be given to Aboriginal and Metis students.

HOW MUCH

The Green Team program will provide wage subsidies in the amount of 75% of the wages and benefits expected to be paid to the student, up to a maximum of \$3,500. The employer receives the wage subsidy in two installments. Once the applicant has been approved and a student has been hired, the initial 65% of the approved wage subsidy will be released. Concluding the work term, and after final reports are submitted to SEIMA, including certified proof of payment of wages, the remaining 35% will be released.

CONTACT

Saskatchewan Environmental Industry Managers' Association
(SEIMA)

Telephone: (306) 543-1567

Green Team Coordinator, Robbi Humble: rhumble@seima.sk.ca.

DEADLINE

There is no deadline for year-round wage subsidy applications. Application for summer wage subsidies must be submitted to a Canada-Sask Career and Employment Services office by April , 2010.

GOVERNMENT DEPARTMENT

Manitoba Education, Citizenship and Youth

OVERVIEW

Employers receive a wage incentive to assist in the creation of new career-related positions for students.

ELIGIBLE REGION

Manitoba

WHO CAN APPLY

Employers must :

- Be registered Manitoba businesses, institutional organizations or community/non-profit groups; be in full operation prior to program application; be identified by an appropriate educational institution as providing a career-related employment experience.
- Provide a minimum of 25 regular hours of employment each week;
- Provide consecutive weeks of employment;
- Provide a minimum of 200 hours of employment;
- Provide career-related skills and/or one-on-one training.

Eligible Employees:

- Full-time students (taking a minimum of 60% of a normal year's studies) 16 years of age or over legally entitled to work in Canada and not employed more than 20 hours per week.
- Priority will be given to Manitoba residents.
- Must not be related to the owners/operators of the business

HOW MUCH

Manitoba Career Focus provides employers with a wage incentive of \$3.00 per hour. Payments will be issued on a claim for reimbursement basis. All employers are eligible to apply for a maximum of three positions per independent work location. Training costs will also be supported to a maximum of \$100 per position.

CONTACT

Manitoba Career Focus

Telephone: 204-945-3556, 1-800-282-8069 (ext. 3556)

www.edu.gov.mb.ca/youth/employers/careerfocus.html

DEADLINE

Applications will be accepted on a year-round basis and **MUST** be received three weeks at least prior to the proposed start day. For the 2009/2010 year, application will be accepted on an ongoing basis until March 31, 2010.

GOVERNMENT DEPARTMENT

Manitoba Education, Citizenship and Youth

OVERVIEW

Wage incentive from the Government of Manitoba for creating part-time career-related positions for post-secondary students.

ELIGIBLE REGION

Manitoba

WHO CAN APPLY

Employers must be:

- Registered Manitoba businesses,
- Institutional organizations,
- Non-profit organizations;
- In full operation prior to program application;
- And willing to provide career mentorship or one-on-one training to the student employee.

Employees must be:

- Full-time students (taking 60% or more of a full course load)
- 16 years of age or over;
- Legally entitled to work in Canada;
- Enrolled in, at minimum, a two year post-secondary program;
- Unrelated to the owners/operators of the business.

The Job:

- Employers who are able to provide an average of 8 to 16 hours of part-time career-related employment per week during the school term are eligible to receive wage incentives for up to 200 hours of employment.

HOW MUCH

A wage incentive of \$3.40 per hour to approved employers for up to 200 hours of funding assistance per position and a maximum of three part-time positions per independent work location. Payments will be issued on a claim for reimbursement basis.

CONTACT

Manitoba Mentorships
MB4Youth Division
310-800 Portage Avenue
Winnipeg, Manitoba R3G 0N4

Telephone: (204) 945-4764

Toll-free: 1-800-282-8069 ext. 4764

Fax: (204) 945-5726

Employer application form:

www.edu.gov.mb.ca/youth/forms/mentorships_employer_app_E.pdf

DEADLINE

Manitoba Mentorships will operate between:

September 8, 2009 and April 30, 2010 for university students; and
September 8, 2009 and June 18, 2010 for college students.

The last day to submit applications for this program is 4:30 p.m.,
Friday, January 8, 2010.

GOVERNMENT DEPARTMENT

Manitoba Education, Citizenship and Youth

OVERVIEW

Youth Transition provides high school graduates a meaningful work experience and a bursary. The purpose is to assist and encourage students who lack the funds to continue their education the opportunity to enroll in post-secondary education in following year.

ELIGIBLE REGION

Manitoba

WHO CAN APPLY

All employers are eligible.

Eligible Employees:

- Graduates are recruited through high school counselors who are familiar with their student population.
- Priority is given to students between the ages of 16-21 who are committed to post-secondary education and lack the financial means to continue their education without the financial incentive and support provided by Youth Transition.

HOW MUCH

Private sector employers are eligible for a wage subsidy. An additional wage subsidy is available for private sector employers who employ their participants part-time once they are enrolled in post-secondary education. The exact amount of the subsidy was not identified on the web site. Youth who successfully complete their work experience

(minimum 1450 hours) and enroll in a post-secondary institution will receive a \$3,000 bursary in addition to their salaries.

CONTACT

Sarah Cisaroski

Telephone: (204) 945-5397

Toll-Free: 1-800-282-8069 ext. 5397

Fax: (204) 945-5726

Email: sarah.cisaroski@gov.mb.ca

DEADLINE

Terms of employment are flexible and can vary from 10 to 14 months between July 2, 2009 and August 31, 2010.

NOVA SCOTIA ENERGY TRAINING PROGRAM

4j

GOVERNMENT DEPARTMENT

Nova Scotia Department of Energy

OVERVIEW

The Program will partner with private sector firms with business activities directly in the Energy Sector, offshore or on land, to create jobs and provide educational opportunities for Nova Scotia post-secondary students and recent graduates throughout the Province.

ELIGIBLE REGION

Nova Scotia

WHO CAN APPLY

Eligible Employers:

- Small to medium-sized Nova Scotia companies involved in the energy sector.

Eligible Employees:

- Nova Scotia students attending university and community college.

HOW MUCH

50% wage incentive, to a maximum of \$7.50/hour, toward student salaries.

Funding will be provided for a minimum work term of eight (8) consecutive weeks and up to a maximum of 17 consecutive weeks. The program runs annually from May to end of August.

CONTACT

Mr. John Kean
Trade & Technology Officer
NS Department of Energy
Tel: (902) 424-2705
Fax: (902) 424-3264
Email: keanj1@gov.ns.ca

www.gov.ns.ca/energy/careers-training/energy-training-program.asp

Application: www.gov.ns.ca/energy/resources/BT/ETP/Energy-Training-Program-Summer-2009-Application-Form.pdf

DEADLINE

Last updated 2009-07-21. Apply early for summer 2010 applications.

JOBS FOR YOUTH - PRIVATE SECTOR COMPONENT

4k

GOVERNMENT DEPARTMENT

PEI Employment Development Agency

OVERVIEW

The Private Sector Component of the Jobs for Youth Program is designed to create jobs for Island youth by providing a financial incentive to private sector employers to hire new employees. The Program is funded by the Government of Prince Edward Island and administered by the PEI Employment Development Agency

ELIGIBLE REGION

Prince Edward Island

WHO CAN APPLY

Eligible employers:

- New or existing businesses on Prince Edward Island.

Eligible Employees:

- Employers must fill approved positions with students registered with the Central Jobs Registry.
- Eligible employees must be registered with the Central Jobs Registry of the Employment Development Agency.
- Be 16-29 years of age;
- Have a minimum of Grade 10 education by September;
- Have attended school full-time in the year of application, and intend to return to school full-time in the current year;
- Be residents of Prince Edward Island and entitled to work in Canada;
- Must not be members of the employer's immediate family.

Positions will be approved, reduced or rejected based on program criteria, availability of funds or type of position. Program funds will be allocated on a regional basis to ensure funds are distributed across the Province.

HOW MUCH

Each approved position will be funded at 50% (PEI minimum hourly wage rate plus 4% vacation pay) for up to 40 hours per week for eight to twelve weeks. Student positions must conclude by the end of August. A minimum of thirty-five hours must be provided to a position in any single week. A maximum of two positions can be approved per employer.

CONTACT

PEI Employment Development Agency
1st Floor Sullivan Building
P.O. Box 2000
Charlottetown, Prince Edward Island C1A 7N8
Telephone: (902) 368-5805
Fax: (902) 368-5909

DEADLINE

Project sponsors must complete an application form and return it to the Employment Development Agency by March 28th

Last Verified: 2009-02-19

STUDENT WORK AND SERVICES PROGRAM (SWAP)

41

GOVERNMENT DEPARTMENT

Department of Human Resources, Labour and Employment

OVERVIEW

The Student Work and Service Program (SWASP) Paid Employment Component is designed to assist individuals who plan to attend or return to a post-secondary institution.

ELIGIBLE REGION

Newfoundland, Labrador

WHO CAN APPLY

Eligible Employers:

- All businesses

Eligible Employees:

- Post-secondary students

HOW MUCH

Employers receive \$4.00 per hour towards the student's salary for a minimum of five weeks to a maximum of 14 weeks.

In addition to salary, students receive a \$50.00 per week tuition voucher for every week worked under the program. This voucher is provided to students by the Department of Human Resources, Labour and Employment.

CONTACT

For information on programs and services of the Department of

Human Resources, Labour and Employment, contact the office nearest you.

Web site: www.hrle.gov.nl.ca/hrle/

Avalon Region 1-877-729-7888

Central Region 1-888-632-4555

Western Region 1-866-417-4753

Labrador Region 1-888-773-9311

DEADLINE

Last Verified: 2008-04-1, ongoing

GOVERNMENT DEPARTMENT

Department of Human Resources, Labour and Employment

OVERVIEW

Linkages is a client-centered program which welcomes applications from community based agencies that are interested in helping youth achieve their employment and career goals.

ELIGIBLE REGION

Newfoundland, Labrador

WHO CAN APPLY

Eligible Employers:

- Private businesses
- Non-profit employers

Eligible Employees:

- Youth age 18 to 24
- Have completed a minimum Level II high school, who have not completed post-secondary training and have not made a successful transition to the labour force
- Priority will be given to individuals identified by the Department of Human Resources, Labour and Employment.
- Participants must be Non-EI eligible.

HOW MUCH

Employers hosting a job placement under the program are provided a wage subsidy of up to \$6.00 per hour to a maximum of \$5,616 per position.

The Linkages program provides 26 weeks of career related employment; the opportunity to participate in regular career planning workshops; and to earn a completion bonus of up to \$468 towards the cost of post-secondary education.

CONTACT

Application may be obtained from any office of the Department of Human Resources, Labour & Employment.

Web site: www.hrle.gov.nl.ca/hrle/

Avalon Region 1-877-729-7888

Central Region 1-888-632-4555

Western Region 1-866-417-4753

Labrador Region 1-888-773-9311

DEADLINE

Last Verified: 2008-04-07, ongoing

SMALL ENTERPRISE CO-OP PLACEMENT ASSISTANCE PROGRAM (SECPAP)

4n

GOVERNMENT DEPARTMENT

Department of Human Resources, Labour and Employment

OVERVIEW

Exposes small businesses to the value of co-operative education, and provides them an opportunity to build their future workforce. The experience exposes students to small business and entrepreneurial activity as a viable and worthwhile career option, and provides a work-term placement related to their field of study.

ELIGIBLE REGION

Newfoundland, Labrador

WHO CAN APPLY

Eligible Employers:

- Small Businesses

Eligible Employees:

- Students of co-operative programs at Memorial University of Newfoundland (MUN) and College of the North Atlantic (CNA)

HOW MUCH

50% wage subsidy towards the student's salary

CONTACT

Memorial University

Telephone: 1-709-737-2419

Fax: 1-709-737-2437

College of the North Atlantic
Telephone: 1-709-758-7717
Fax: 1-709-758-7127

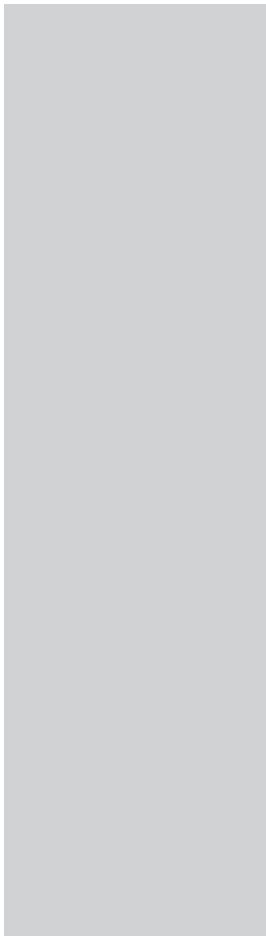
DEADLINE

Ongoing

chapter

5

Tax Credits For Training and Hiring



While researching the grants and subsidies for subsidizing the wages of your new employees we discovered many new tax credits that operate very differently than the grants and subsidies. Typically these tax credits are applied for after the fact and should likely be done by your accountant. It makes a lot of sense for you to identify which tax credits that you are entitled to and make your accountant aware of them at tax time as he or she may not be integrally informed of your annual hiring practices and if they do not apply for these tax credits you will not receive them. Deadlines for filing apply in most cases.

The tax credits that we identified are as follows:

	PROGRAM NAME	REGION
5a	Apprenticeship Job Creation Tax Credit	CANADA
5b	British Columbia Training Tax Credit Program	BC
5c	Saskatchewan Film Employment Tax Credit Program	SK
5d	Co-operative Education and Apprenticeship Tax Credit (CEATC) (previously the Co-operative Education Tax Credit (CETC))	MB
5e	Co-operative Graduate Hiring Incentive (COGHI)	MB
5f	Journeypersons Hiring Incentive (J-HI)	MB
5g	Apprenticeship Training Tax Credit (ATTC)	ON
5h	Co-operative Education Tax Credit	ON
5i	Tax Credit for an On-The-Job Training Period	QC
5j	Economic Diversification and Growth Enterprise (EDGE) Program	NF

APPRENTICESHIP JOB CREATION TAX CREDIT

5a

GOVERNMENT DEPARTMENT

Canada Revenue Agency

OVERVIEW

If you hire an apprentice, you can receive a tax credit equal to 10% of their salary. The maximum credit is \$2,000 per year.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Any business that hires an “eligible apprentice” which is someone who is working in a prescribed trade in the first two years of their apprenticeship contract. This contract must be registered with a federal, provincial or territorial government under an apprenticeship program designed to certify or license individuals in the trade.

HOW MUCH

The maximum credit is \$2,000 per year for each eligible apprentice. Employers will be able to claim the credit on their income tax returns, using either Form T2038(IND), Investment Tax Credit (Individuals) or Form T2SCH31, Investment Tax Credit - Corporations. Any unused credit may be carried back 3 years and carried forward 20 years.

CONTACT

Canada Revenue Agency

Toll-free (information): 1-800-959-5525 (Business enquiries and registrations)

Toll-free (publications): 1-800-959-2221 (Forms and publications)

Web site: www.cra.gc.ca/menu-e.html

www.cra-arc.gc.ca/whtsnw/pprntcshp-eng.html

DEADLINE

This tax measure applies to eligible salaries and wages payable to an eligible apprentice in respect of employment after May 1, 2006. Ongoing.

BRITISH COLUMBIA TRAINING TAX CREDIT PROGRAM

5b

GOVERNMENT DEPARTMENT

Canada Revenue Agency

OVERVIEW

The Training Tax Credit program came into effect January 1, 2007 and provides tax credits for employers and apprentices who are engaged in eligible apprenticeship programs administered through the Industry Training Authority. There are three main elements to the training tax credits:

1. Basic credits for non-Red Seal training programs
2. Completion credits for both Red Seal and non-Red Seal training programs
3. Enhanced credits for First Nations individuals and persons with disabilities

ELIGIBLE REGION

British Columbia

WHO CAN APPLY

Eligible Employers:

- Corporations
- Individual that is a sole proprietor
- Partnerships.

Proprietors complete form T1014-1 and file it with their T1 income tax return. Corporations complete form Sch428 and file it with their T2 income tax return.

HOW MUCH

Up to \$4500 and the amounts are in addition to the federal credit

NOTE: On September 1, 2009, the government introduced legislation to double the basic training tax credit from 10% of wages (up to \$2,000 per apprentice) to 20% of wages (up to \$4,000 per apprentice), effective July 1, 2009.

CONTACT

Income Taxation Branch
PO Box 9444 Stn Prov Govt
Victoria BC V8W 9W8

Telephone: 1 877 387-3332

Fax: 250 356-9243

E-mail: ITBTaxQuestions@gov.bc.ca

Training Tax Credit website:

www.sbr.gov.bc.ca/business/Income_Taxes/TTC/default.htm

DEADLINE

The eligible period must be between January 1, 2007 to December 31, 2011

SASKATCHEWAN FILM EMPLOYMENT TAX CREDIT PROGRAM

5c

GOVERNMENT DEPARTMENT

Saskatchewan Tourism, Parks, Culture and Sport

OVERVIEW

The Saskatchewan Film Employment Tax Credit was introduced in the province's 1998/99 Budget and is a tax-based system of support for the development of the film and video industry in the province. Enhancements to the program were introduced in November 2005 and implemented effective January 2006.

ELIGIBLE REGION

Saskatchewan

WHO CAN APPLY

The production company must have a permanent establishment in Saskatchewan and must pay at least 25% of its salaries and wages to Saskatchewan resident employees.

HOW MUCH

The Film Employment Tax Credit is fully refundable and will rebate up to 55% of eligible labour, including a 45% base tax credit, which includes the total wages of all eligible salaries paid to Saskatchewan residents on eligible film, television and multimedia productions. Eligible salaries will be limited to no more than 50% of a project total production costs.

Bonus Incentives:

A Bonus of 5% of total production costs spent in Saskatchewan is available provided the production has a fixed base of operations 40 kilometers outside of Regina or Saskatoon.

An additional Bonus of 5% is available to producers who wish to hire Saskatchewan residents in 6/10 specified crew positions. A list of these positions is available by contacting SaskFilm.

Where there is no qualified Saskatchewan resident available, the tax credit includes a waiver of residency provision called “Deeming” which will allow for the 45% credit on wages as long as the qualified mentor is hired to work and train Saskatchewan employees. 25% of a production’s total eligible labour costs are eligible for deeming.

CONTACT

SaskFilm
Saskatchewan Tourism, Parks, Culture and Sport
1831 College Avenue
Regina, Saskatchewan S4P 4H2
Telephone: 306-798-3456
E-mail: bell@skfilm.com
Web site: www.saskfilm.com

DEADLINE

Last Verified: 2008-09-03, ongoing

CO-OPERATIVE EDUCATION AND APPRENTICESHIP TAX CREDIT (CEATC)

5d

GOVERNMENT DEPARTMENT

Council on Post-Secondary Education of Manitoba (COPSE)

OVERVIEW

The CEATC allows you to recruit qualified students or recent graduates in participating university or college co-op education program, and apprenticeship programs for on-the-job training. This allows you to groom these individuals, evaluate their potential as full-time employees and earn tax credits all at the same time.

ELIGIBLE REGION

Manitoba

WHO CAN APPLY

Eligible Employers:

- Private companies,
- Co-operatives,
- Crown Corporations,
- Municipally-owned businesses,
- Not-for-profit organizations,
- Unincorporated employers,
- Corporations

And other organizations exempt from income tax.

Eligible Students:

- Students must be enrolled in a pre-approved co-operative post-secondary education program.
- The work placement must be creditable towards a student's degree, certificate or diploma.
- The work placement must be full-time, paid work related to

the student's course of studies and must be for a period of 10 or more consecutive weeks.

- The student must work primarily in Manitoba.
- Each student is limited to five work placements.
- An employer may hire the same student for several placements.

HOW MUCH

The benefit provides a 10 per cent refundable tax credit of up to \$1,000 per student. There is no restriction on the number of students in respect of which an employer may apply for CEATC benefits.

CONTACT

Council on Post-Secondary Education (COPSE)
410-330 Portage Avenue
Winnipeg MB R3C 0C4
Telephone: (204) 945-1833
Email: info@copse.mb.ca

Any questions pertaining to claiming the credit:
809-386 Broadway Avenue, Winnipeg MB R3C 3R6
Telephone: (204) 948-2115 (1-800-782-0771 outside Winnipeg)
Email: tao@gov.mb.ca

DEADLINE

Ongoing, refundable tax credit

CO-OPERATIVE GRADUATE HIRING INCENTIVE (COGHI)

5e

GOVERNMENT DEPARTMENT

Council on Post-Secondary Education (COPSE)

OVERVIEW

The COGHI (a component of the CEATC), is an income tax credit for employers who hire and retain, in full-time employment in Manitoba, students who graduate after March 6, 2006 from a recognized post-secondary co-operative education program (not limited to Manitoba institutions) in a field of study related to the employment.

ELIGIBLE REGION

Manitoba

WHO CAN APPLY

Eligible Employers:

- Private companies,
- Co-operatives,
- Crown Corporations,
- Municipally-owned businesses,
- Not-for-profit organizations,
- Unincorporated employers,
- Corporations

Eligible Employees:

- Graduates must have received a degree, diploma or other certificate of completion for completing a co-operative education program.
- Graduates from a qualifying co-operative education program from anywhere in the world can be hired.
- Graduates are employed in a permanent, full time position

(at least 35 hours per week) in Manitoba

- The work is closely related to the subject matter of the co-operative education program completed by the graduate, or requires skills and knowledge acquired in that program.
- The period of employment begins within 18 months after the graduate completes the co-operative education program,
- Each graduate is limited to two (2) one-year periods of employment under the COGHI.

HOW MUCH

Tax credit for 5% net of salary and wages, less any government assistance received in respect of those wages and salaries, paid to a graduate in each of the first two years of employment to a maximum of \$2,500 for each year, when the employment begins within 18 months of completion of all course requirements or the graduation date (whichever is later). There is no limit on the number of graduates hired for whom employers may claim the credit.

CONTACT

Council on Post-Secondary Education (COPSE)
410-330 Portage Avenue
Winnipeg MB R3C 0C4
(204) 945-1833 – voice
info@copse.mb.ca

Manitoba Finance
Manitoba Tax Assistance Office
809-386 Broadway
Winnipeg MB R3C 3R6
T: 204-948-2115

www.copse.mb.ca/en/information/coghi_application_form.pdf

DEADLINE

No deadline. Ongoing tax Credit

JOURNEYPERSONS HIRING INCENTIVE (J-HI)

5f

GOVERNMENT DEPARTMENT

Competitiveness, Training and Trade

OVERVIEW

The CEATC allows you to recruit qualified students or recent graduates in participating university or college co-op education programs and apprenticeship programs for on-the-job training. This allows you to groom these individuals, evaluate their potential as full-time employees and earn tax credits all at the same time. The Journeypersons Hiring Incentive is a newer component of the CEATC, added in April 9, 2008.

ELIGIBLE REGION

Manitoba

WHO CAN APPLY

Eligible employer:

- Taxable corporations,
- Not-for-profit agencies,
- Crown corporations,
- Municipalities,
- Universities,
- Schools,
- Hospitals,
- Unincorporated entities.

Eligible journeyperson:

- The journeyperson must have received his or her Certificate of Qualification in Manitoba or elsewhere in Canada after April 9, 2008,

- must be hired by the employer within 18 months of certification.
- Journeypersons employment periods must be continuous and consecutive, but each twelve-month period may be interrupted by a seasonal layoff of not more than three months.

HOW MUCH

An eligible employer may earn a refundable tax credit for each of the first two twelve-month periods of permanent, full-time employment of a journeyperson for work performed in their certified trade. The credit equals 5% of wages and salaries (net of other government assistance) up to \$2,500 per twelve months of employment for each journeyperson.

NEW:

Manitoba Tax Credit for Employers with Apprentices Levels 3-5

Employers will be able to claim a 5% tax credit for wages paid to apprentices for level 3, 4 & 5, effective January 1, 2009. Income Tax Claims for Manitoba Tax Credit Employers will begin in 2010 for the 2009 tax season. Consult and or discuss this tax credit with your income tax advisor/accountant.

CONTACT

After the first full year of employment of a journeyperson is completed you will need to complete the Journeypersons Hiring Incentive (J-HI) application form and forward it to the Manitoba Tax Assistance Office.

Manitoba Finance: Manitoba Tax Assistance Office
809-386 Broadway
Winnipeg MB R3C 3R6
T: 204-948-2115
F: 204-948-2263

Form:

www.gov.mb.ca/tce/apprent/future/pdf/jhi_app_en09_fill.pdf

DEADLINE

The Journeypersons Hiring Incentive (J-HI) will begin in 2010 for the 2009 tax season. No deadlines: Ongoing tax credit

APPRENTICESHIP TRAINING TAX CREDIT (ATTC)

5g

GOVERNMENT DEPARTMENT

Ontario Income Tax

OVERVIEW

The Apprenticeship Training Tax Credit (ATTC) is a refundable tax credit for corporations and unincorporated businesses employing apprentices in certain skilled trades during the first 36 months of an apprenticeship program.

ELIGIBLE REGION

Ontario

WHO CAN APPLY

Businesses that:

- Have permanent establishments in Ontario
- Are subject to Ontario Income Tax
- Incur eligible expenditures in training apprentices in designated skilled trades

HOW MUCH

The ATTC reimburses corporations and unincorporated businesses 25 per cent of eligible expenditures paid or payable after May 18, 2004 and before January 1, 2015, up to a maximum tax credit of \$5,000 per qualifying apprentice per taxation year. For corporations and unincorporated businesses that have total salaries and wages for the previous taxation year of \$400,000 or less, the rate of the tax credit is increased to 30 per cent.

CONTACT

Toll-free Employment Ontario Hotline at 1-800-387-5656
Ministry of Revenue, Tax Advisory Services Branch at:
(905) 837-3814

Apprenticeship Training Tax credit bulletin:
www.rev.gov.on.ca/english/bulletins/ct/3020.html
www.edu.gov.on.ca/eng/tcu/employers/jobgrow.html

DEADLINE

The apprentice's employment with the corporation or unincorporated business commences before January 1, 2012.

CO-OPERATIVE EDUCATION TAX CREDIT

5h

GOVERNMENT DEPARTMENT

Canada Revenue Agency (CRA) administers the program on behalf of Ontario through the federal income tax system.

OVERVIEW

The Co-operative Education Tax Credit (CETC) is a refundable tax credit available to employers who hire students enrolled in a recognized Ontario university or college co-operative education program.

ELIGIBLE REGION

Ontario

WHO CAN APPLY

Eligible employers must:

- Have a permanent establishment located in Ontario, and
- Be subject to Ontario income tax, and
- Incur eligible expenditures associated with hiring co-op students enrolled in an Ontario university or college.
- Must hold a certified document from an eligible educational institution confirming that the employer has provided a placement to a student in respect of a qualifying co-op work placement.
- Not be a limited partner

HOW MUCH

The 2009 Ontario Budget introduced enhancements to the CETC for expenditures incurred after March 26, 2009. The CETC reimburses employers 25 per cent of eligible expenditures. Smaller businesses are eligible for a higher credit rate of 30 per cent. The maximum credit

for each qualifying work placement is \$3,000.

For expenditures incurred prior to March 27, 2009 the CETC reimburses employers 10 to 15 per cent of eligible expenditures up to a maximum tax credit of \$1,000 for each qualifying co-operative education work placement.

CONTACT

Corporations may claim the tax credit on Schedule T2SCH550 of their T2 Corporation Income Tax Return. Employers operating unincorporated businesses may claim the credit on Form ON479, Ontario Credits, included in their personal income tax return. Members of partnerships claim their share of the credit on their own corporate or personal tax returns.

www.rev.gov.on.ca/english/credit/cetc/index.html

DEADLINE

Ongoing

TAX CREDIT FOR AN ON-THE-JOB TRAINING PERIOD

5i

GOVERNMENT DEPARTMENT

Revenue Quebec

OVERVIEW

A corporation may claim this tax credit for expenditures incurred with respect to an eligible trainee who is serving a qualified training period. The credit is equal to 30% of the corporation's qualified expenditures.

ELIGIBLE REGION

Quebec

WHO CAN APPLY

Eligible Employer:

- The corporation must carry on a business in Québec (other than a specified investment business or a personal services business) and have an establishment in Québec.

Eligible Trainee:

- An apprentice within the meaning of the Act respecting manpower vocational training and qualification
- An individual enrolled full time in a program at the secondary, college or university level providing for one or more training periods totalling at least 140 hours
- An individual enrolled in the apprenticeship scheme established under the Act to promote workforce skills development and recognition
- An individual enrolled full time in a vocational training program or a life skills and work skills program providing one or more training periods totalling at least 140 hours

- To apply for the credit, the corporation must complete form CO-1029.8.33.6, *Crédit d'impôt pour stage en milieu de travail*, and enclose the form with its income tax return or file the form no later than 12 months after the filing deadline for the return. If the corporation is a member of a partnership and is claiming the credit for expenditures incurred with respect to a trainee of the partnership, the corporation must indicate on form CO-1029.8.33.6 its share of the partnership's qualified expenditures.

HOW MUCH

The credit is equal to 30% of the corporation's qualified expenditures.

CONTACT

www.revenu.gouv.qc.ca/eng/formulaires/co/co-1029_8_33_6-v.asp

DEADLINE

To claim the credit, a corporation that incurs qualified expenditures must obtain one of the following documents within six months after the end of the training period:

- Where the trainee is considered an apprentice, a certificate issued by the Ministère de l'Emploi et de la Solidarité sociale no later than six months after the end of the training period, stating that the training period is part of the qualification scheme. The certificate need not be enclosed with the income tax return but must be kept for audit purposes.
- Where the trainee is enrolled full time in a secondary, college or university-level program given by the recognized educational institution that offers the program under which the training period is served, form CO-1029.8.33.10, *Attestation de participation à un stage de formation admissible*, issued by the educational institution.

ECONOMIC DIVERSIFICATION AND GROWTH ENTERPRISE (EDGE) PROGRAM

5j

GOVERNMENT DEPARTMENT

Department of Finance, Department of Innovation, Trade and Rural Development

OVERVIEW

The Economic Diversification and Growth Enterprises Program (EDGE) provide incentives to encourage significant new business investment in the province to help diversify our economy and stimulate new private sector job creation, particularly in rural areas.

ELIGIBLE REGION

Newfoundland, Labrador

WHO CAN APPLY

Eligible Employers:

- A new business or an existing business
- There is the potential to create and maintain 10 new permanent jobs in the province;
- It is prepared to make a minimum capital investment of \$300,000 or generate incremental annual sales of \$500,000;
- It would not establish or expand in the province in the absence of the EDGE incentives;
- The EDGE incentives will not give it a direct competitive advantage over other existing businesses in the province; and
- The new business activity will have a substantial net economic benefit to the province.

HOW MUCH

- A 100% rebate on provincial corporate income tax and the provincial health and post-secondary education (payroll) tax for a period of 10 years if the business is established within the Northeast Avalon area or for 15 years if it is established outside the Northeast Avalon area;
- A 50% rebate on federal corporate income tax for the periods referenced above;
- A further five year period of partial rebates on the provincial and federal taxes referenced above, declining by 20% in each year of this phase-out period;
- A 100% rebate on municipal property and/or municipal business taxes for the periods referenced above, followed by a five year phase-out of such rebates, where individual municipalities elect to participate in the EDGE Program; and,
- Access to unserviced Crown land for \$1.00 where such land is required to implement the company's business plan.

CONTACT

call toll-free at 1-800-563-2299

www.intrd.gov.nl.ca/intrd/

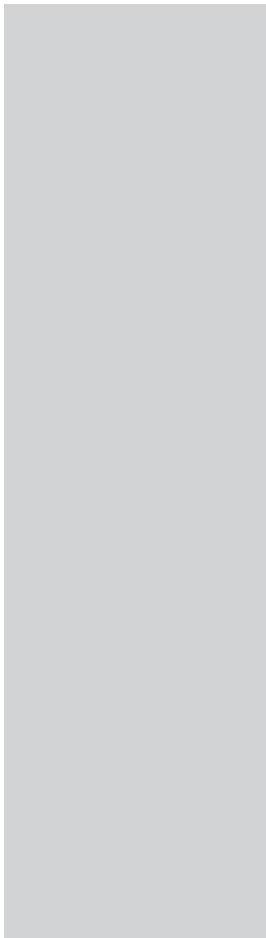
DEADLINE

Last Verified: 2009-01-15, ongoing

chapter

6

Subsidies for People with Disabilities



Overview

6

Although all of the programs in this book can also apply to hiring a disabled person there are also occasionally programs that are specifically designed and targeted for hiring people with disabilities. We did not focus on this area but discovered a few of them as follows:

	PROGRAM NAME	REGION
6a	Opportunities Fund for Persons with Disabilities	Canada
6b	Wage Subsidy for Persons with Disabilities	NF

OPPORTUNITIES FUND FOR PERSONS WITH DISABILITIES

6a

GOVERNMENT DEPARTMENT

Human Resources and Skills Development Canada (HRSDC)

OVERVIEW

Funding is provided for employers to hire individuals with permanent physical or mental disabilities. The program is designed to help people with disabilities prepare for and obtain employment or self-employment. It also assists people to develop the skills they need to keep a new job.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Businesses, organizations,
- Public health and educational institutions,
- Band or tribal councils,
- Municipal governments,
- Provincial or territorial government departments and agencies if specifically approved by the Minister,
- Individuals.

Eligible Employees:

- Self identify as having a permanent physical or mental disability that limits daily activity;
- Be unemployed or working less than an average of 20 hours per week;
- Be legally entitled to work in Canada; and
- Be in need of assistance to prepare to enter the job market,

to find a job, to get a job or become self-employed.

- NOT be currently eligible for federal employment programs offered under Part II of the Employment Insurance Act (or similar provincial or territorial programs).
- NOT have received Employment Insurance benefits within 36 months of their request for assistance or maternity or parental benefits within 60 months of their request.

HOW MUCH

Programs run for up to 52 weeks to cover costs such as participant wages or related employer costs; and overhead costs related to planning, organizing, operating, delivering and evaluating approved activities, including staff wages and employment related costs. Eligible expenses will be negotiated with program officials.

CONTACT

Service Canada Centre

<http://www.servicecanada.gc.ca/eng/home.shtml>

DEADLINE

Last Verified: 2008-10-10, ongoing

WAGE SUBSIDY FOR PERSONS WITH DISABILITIES

6b

GOVERNMENT DEPARTMENT

Human Resources, Labour & Employment

OVERVIEW

This program is designed to provide individuals with disabilities valuable work experience and skills to improve their employment prospects and attachment to the labour market by providing profit and not-for-profit employers with a wage subsidy to create new positions.

ELIGIBLE REGION

Newfoundland, Labrador

WHO CAN APPLY

Employers:

- For Profit
- Not-for-profit employers
- Agree to provide a blend of training and work experience to an individual to assist them to make an attachment to the labour market.
- Preference will be given to employers seeking to hire individuals with disabilities who have successfully completed a post-secondary program of a minimum duration of one year.
- Preference will be given to employers willing to hire individuals identified by the Department of Human Resources, Labour and Employment.

Eligible Employees:

- Actively seeking work

- In receipt of or eligible for income support or unemployed / underemployed.
- Currently not receiving E.I. benefits; not having received E.I. benefits within the last three years; or not having received E.I. maternity or parental benefits within the last five years.
- Legally entitled to work in Canada.
- Not an immediate family member or owners/operators of the business submitting the application.

HOW MUCH

The Wage Subsidy for Persons with Disabilities provides 60% of the starting salary of the approved position, to a maximum program contribution of \$10,000.

The subsidy covers a period of 52 weeks. Individuals employed under the program will be provided with a minimum of 25 hours per week. The position must pay the prevailing wage rate. Subsidy will not apply to existing staff.

CONTACT

Contact the nearest HRLE office for potential employees. Application may be obtained from any office of the Department of Human Resources, Labour & Employment.

Web site: www.hrle.gov.nl.ca/hrle/

Avalon Region	1-877-729-7888
Central Region	1-888-632-4555
Western Region	1-866-417-4753
Labrador Region	1-888-773-9311

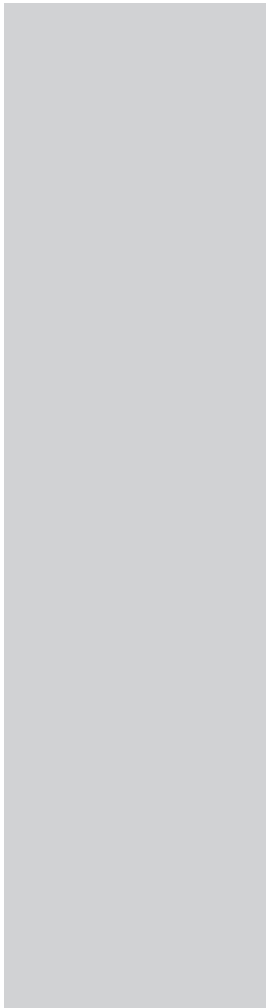
DEADLINE

Last Updated: July 17, 2009, ongoing

chapter

7

Subsidies for First Nations



Overview

7

Another targeted area of government subsidization revolves around people of first nations decent. The identified programs are as follows:

	PROGRAM NAME	REGION
7a	First Nations and Inuit Student Summer Employment Opportunities Program	Canada
7b	Building Environmental Aboriginal Human Resources - BEAHR Internship Program	Canada
7c	First Nations and Inuit Youth Work Experience Program	Canada
7d	Housing Internship Initiative for First Nations and Inuit Youth (HIIFNIY)	Canada
7e	Young Canada Works for Aboriginal Urban Youth (YCW summer jobs)	Canada
7f	Student Work Experience Program (SWE)	SK
7g	Wage Subsidy Program (WSP)	SK
7h	Work Ability	NB

FIRST NATIONS AND INUIT STUDENT SUMMER EMPLOYMENT OPPORTUNITIES PROGRAM

7a

GOVERNMENT DEPARTMENT

Indian and Northern Affairs Canada (INAC)

OVERVIEW

The program provides wage subsidies for short term summer work experience for First Nations and Inuit secondary and post-secondary students.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Private business and
- Non-profit sectors.
- Placements must provide a minimum of 80 hours of work.
- Be gender-balanced.

Eligible Employees:

- First Nations and Inuit secondary and post-secondary students
- Ages 15-30
- Ordinarily resident on-reserve or in recognized communities who were registered as full-time students during the preceding academic year and
- Who intend to return to school on a full-time basis in the next academic year.

HOW MUCH

Private sector - up to 50% of the applicable wage

The non-profit sector up to 100% of the applicable wage plus mandatory employment related costs.

NOTE: Where a participant with disabilities is hired, all employers are eligible to apply for 100% of the wage. A maximum contribution of \$3,000 per participant may be available, on an actual cost basis, for special equipment and facilities to accommodate the student's needs.

CONTACT

Indian and Northern Affairs Canada
www.ainc-inac.gc.ca/index-eng.asp

DEADLINE

Last Verified: 2006-06-01, ongoing

BUILDING ENVIRONMENTAL ABORIGINAL HUMAN RESOURCES (BEAHR) INTERNSHIP PROGRAM

7b

GOVERNMENT DEPARTMENT

Environmental Careers Organization

OVERVIEW

This program matches Canadian employers in the environment sector with Aboriginal graduates. Qualified employers can access qualified candidates and wage subsidies of up to \$8,000.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employer must:

- Be Canadian owned or a Canadian subsidiary;
- Create a full-time position at the organization for the duration of his or her employment as an intern; and
- The organization cannot access another wage subsidy for the intern's position.
- The internship position includes a significant environmental component

Eligible Employee Intern:

- Must be of Aboriginal descent (First Nations, Métis or Inuit),
- Must be a graduate from a post secondary-institution (i.e. College, University, Technical school);
- Must be under the age of 30;
- Must be a Canadian citizen or a landed immigrant;
- Intending to obtain a permanent position in the environment industry;
- Under-employed or unemployed (i.e. working outside of

their field of study, working under contract, or working part-time);

- Eligible for full-time employment (i.e. not returning to school).
- Not a previous participant of a Federal youth employment or education program (previous participants of summer employment programs are still eligible).

Both the employers and interns need to apply to the program and receive approval from the program administrators in order to participate.

HOW MUCH

Wage subsidies of up to \$8,000.

CONTACT

Ms. Jordana Soderman
ECO Canada
Suite 200
308 - 11 Avenue South-East
Calgary, Alberta T2G 0Y2
Telephone: 403-233-0748
Fax: 403-269-9544
E-mail: info@beahr.com
Web site: www.eco.ca/portal/default.aspx?lang=0

DEADLINE

Last Verified: 2007-05-02, ongoing

FIRST NATIONS AND INUIT YOUTH WORK EXPERIENCE PROGRAM

7c

GOVERNMENT DEPARTMENT

Indian and Northern Affairs Canada (INAC)

OVERVIEW

First Nation and Inuit governments and organizations may submit project proposals to provide employment experience for Aboriginal youths in private and non-profit sector organizations.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Private businesses and
- Non-profit sectors.

Eligible Employees:

- First Nations and Inuit youth aged 15 to 30
- Ordinarily resident on reserve or in recognized communities
- Are out of school,
- Unemployed or underemployed.

HOW MUCH

Private sector - up to 50% of the applicable minimum wage

Non-profit sector is eligible up to 100% of the applicable minimum wage plus mandatory employment related costs.

NOTE: Where a participant with disabilities is hired, all employers are eligible to apply for 100% of the wage. A maximum contribution of \$3 000 per participant may be available, on an actual cost basis, for

special equipment and facilities to accommodate the participant's needs.

CONTACT

Indian and Northern Affairs Canada (INAC)
www.ainc-inac.gc.ca/edu/ep/ys/iye/ywe1-eng.asp
www.ainc-inac.gc.ca/index-eng.asp

DEADLINE

Last Verified: 2007-05-08, ongoing

HOUSING INTERNSHIP INITIATIVE FOR FIRST NATIONS AND INUIT YOUTH (HIIFNIY)

7d

GOVERNMENT DEPARTMENT

Canada Mortgage and Housing Corporation

OVERVIEW

This youth employment initiative provides work experience and on-the-job training for First Nations and Inuit youth to assist them in pursuing long-term employment in the housing industry. Housing Internships are available to First Nations and Inuit youth who have an eligible sponsor. The key requirement for this program is that the work experience and on-the-job training must be related to housing activities, such as but not limited to: housing administration, construction, renovation, maintenance and client counseling.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Must be able to offer work experience and on-the-job training related to housing;
- Must be located on-reserve or in an Inuit community; or be able to provide travel and accommodation costs for youth trainees required to work away from home.

Eligible Employees:

- Youths must be between the ages of 15-30,
- Be residents of a First Nations Reserve or Inuit community;
- Be out of school and currently unemployed.

HOW MUCH

Approved sponsors receive financial support toward the wages of First Nations or Inuit youth employed on housing related projects. Employment periods for individual youth must be a minimum of three months. Maximum employment periods vary from region to region. Sponsors are expected to cover administrative costs related to employing a youth trainee.

CONTACT

Contact your local CMHC office.

www.cmhc-schl.gc.ca/en/corp/cous/cous_017.cfm

DEADLINE

Ongoing

YOUNG CANADA WORKS FOR ABORIGINAL URBAN YOUTH (YCW SUMMER JOBS)

7e

GOVERNMENT DEPARTMENT

Canadian Heritage

OVERVIEW

Wage subsidies are available for eligible employers who offer summer jobs and internships to young Canadian students and recent graduates

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible Employers:

- Aboriginal Friendship Centers
- Provincial /Territorial Association associated with National Association of Friendship Centers

Eligible Employees must be aboriginals who are between ages 16 to 30

HOW MUCH

Each friendship centre/PTA is invited to apply for up to four positions, with the maximum budget being \$30,000. The program usually lasts for 6 to 16 weeks and has a budget for up to 280 position

CONTACT

Employers may download the application forms at the Young Canada Works Web site.

Young Canada Works
Department of Canadian Heritage
Toll-free (information): 1-800-935-5555
E-mail: ycwcoordinator@pch.gc.ca

Web site: www.pch.gc.ca/special/jct-ycw/info-empl/index-eng.cfm

While you must apply online, you must submit your application directly to the appropriate delivery organization. YCW at Building Careers in Heritage is delivered by five national delivery organizations:

Association pour l'avancement des sciences et des techniques de la documentation: www.asted.org/

Canadian Council of Archives: www.cdncouncilarchives.ca/intro.html

Canadian Library Association: www.cla.ca/

Canadian Museums Association: www.museums.ca/en/

Heritage Canada Foundation: www.heritagecanada.org/

DEADLINE

Last Verified: 2008-07-17, ongoing

STUDENT WORK EXPERIENCE PROGRAM (SWE)

7f

GOVERNMENT DEPARTMENT

Gabriel Dumont Institute Training & Employment Inc. (GDITES)

OVERVIEW

Gabriel Dumont Institute Training and Employment Services (GDITES) exist to assist Saskatchewan Métis looking to improve their educational and employment situation. The GDITES allocates funds to students based on labour market needs and trends. Students may be helped through tuition support, living allowances and employer subsidies where eligible. It is intended to provide clients (the students) with work experience and developmental learning in their chosen fields. Student Work Experience will enhance the employability skills of the clients.

ELIGIBLE REGION

Saskatchewan

WHO CAN APPLY

Eligible Employers:

- For-profit businesses,
- Non-profit organizations,
- Municipal governments.

Eligible Employees:

- Metis;
- 15 to 29 years of age;
- Must be returning to school or attending school;
- Must fill an identified labour market need and be part of the applicant's defined career plan.

HOW MUCH

The Student Work Experience Program offers a wage subsidy for employers hiring clients during the year. Rates of reimbursement vary according to the sector of employer (private, non-profit, public). The duration of the program may be 4 to 18 weeks.

CONTACT

Tavia Inkster Director
#104 - 219 Robin Crescent
Saskatoon, Saskatchewan S7L 6M8
Telephone: 306-683-3634
Fax: 306-683-3508
Web site: www.gdins.org/

DEADLINE

Last Verified: 2007-06-2, ongoing

WAGE SUBSIDY PROGRAM

7g

GOVERNMENT DEPARTMENT

Gabriel Dumont Institute Training & Employment Inc. (GDITES)

OVERVIEW

Gabriel Dumont Institute Training and Employment Services (GDITES) exist to assist Saskatchewan Métis looking to improve their educational and employment situation. The GDITES allocates funds to individuals based on labour market needs and trends. The objective of this program is to provide Métis individuals with marketable skills and experiences that will likely lead to long-term employment. There is increasing financial responsibility on the part of the employer throughout the intervention.

ELIGIBLE REGION

Saskatchewan

WHO CAN APPLY

Eligible Employers:

- Private organizations,
- Non-profit organizations,
- Municipal governments.

Eligible Employee:

- Métis;
- Minimum of 18 years of age; must have barriers to employment that prevent them from getting or keeping long-term employment;
- Must fill an identified labour market need and be part of the applicant's defined career plan;
- Must be unemployed and actively seeking employment.

HOW MUCH

The Wage Subsidy Program provides employers with a wage subsidy to hire Métis individuals for full time employment for a maximum of 36 weeks.

CONTACT

Tavia Inkster Director
#104 - 219 Robin Crescent
Saskatoon, Saskatchewan S7L 6M8
Telephone: 306-683-3634
Fax: 306-683-3508
Website: www.gdins.org/

DEADLINE

Last Verified: 2007-06-25, ongoing

GOVERNMENT DEPARTMENT

Post-Secondary Education, Training and Labour (PETL)

OVERVIEW

The Work Ability program has been introduced in an effort to ensure that work exposure opportunities are available to individuals who need this type of an intervention as part of their employment action plan and where it will help individuals become “job ready”. The Program provides wage subsidies to eligible employers who are willing and able to provide a job experience as defined in individual’s career plans.

ELIGIBLE REGION

New Brunswick

WHO CAN APPLY

Eligible Employer:

- Normally hosted by municipalities,
- Non-profit groups and
- Provincial government departments,
- Private sector employers may participate if an appropriate match is determined;

Eligible Employee:

- Participant must be a resident of New Brunswick or a First Nation Community in New Brunswick;
- Must be out of an educational institution for at least six months;
- must develop an Employment Action Plan with a Post-Secondary Education, Training and Labour Employment Counselor.

The employer must be willing to accept clients that are referred. Employers interested in providing a Work Ability participant with a job exposure can register by submitting an Inventory Registration Form to the regional PETL office.

HOW MUCH

The Department will reimburse the employer minimum wage (to a maximum of 40 hours per week), plus the employer's share of benefits.

CONTACT

General Information:

(506) 453-2597 Mon. to Fri.: 8:15a.m.-5:00 p.m. AST

Reception: (506) 444-5049 Mon. to Fri.: 8:15a.m.-4:30 p.m. AST

Internet Web Site: www.gnb.ca/0105/index-e.asp

Form:

www.pxw1.snb.ca/snb7001/e/1000/CSS-FOL-61-6277-04E.pdf

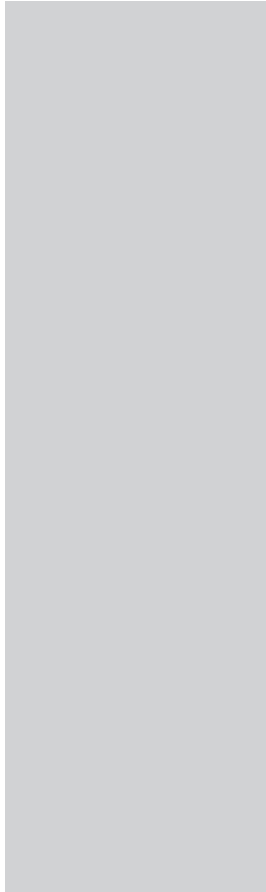
DEADLINE

Ongoing

chapter

8

Subsidies for Research and Development Projects



Research and Development is a somewhat specialized area of subsidization. These programs could have been placed in the other sections but we thought that they needed special attention as they give out BILLIONS of dollars. Research and Development does not always mean what you think as the experimental development part of the Scientific Research and Experimental Development (SRED) tax credit program can apply to a broad range of activities that most business owners have no idea that they are eligible to claim. If you have developed a new product or process in the past 30 months you should carefully review this section as you may be able to get some money back retroactively. We have extensive experience with SR&ED claims in the past so if you would like to discuss it we are happy to try to assist.

Here are the programs that are specific to Research and Development that provide a subsidy related to the wages of your employees:

	PROGRAM NAME	REGION
8a	Scientific Research and Experimental Development-Tax Incentive Program (SR&ED)	Canada
8b	Research and Development Program	Canada
8c	Private Sector Research and Development Co-operative Employment Program	NS

SCIENTIFIC RESEARCH AND EXPERIMENTAL DEVELOPMENT- TAX INCENTIVE PROGRAM (SR&ED)

8a

GOVERNMENT DEPARTMENT

The SR&ED program is a federal tax incentive program, administered by the Canada Revenue Agency (CRA)

OVERVIEW

The program encourages Canadian businesses of all sizes, and in all sectors to conduct research and development (R&D) in Canada. It is the largest single source of federal government support for industrial R&D. The SR&ED program gives claimants cash refunds and/or tax credits for their expenditures on eligible R&D work done in Canada which includes the wages of employees that work on R&D projects.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Private Companies or Individuals

Claimants can apply for SR&ED investment tax credits for expenditures such as wages, materials, machinery, equipment, some overhead, and SR&ED contracts.

HOW MUCH

Canadian-controlled private corporations may receive a refundable investment tax credit (ITC) of 35 % of qualifying SR&ED expenditures, to a maximum of \$2 million of expenditures.

Most other Canadian corporations, proprietorships, partnerships, and trusts can receive an investment tax credit of 20 % of qualifying SR&ED expenditures.

Many Provinces also have additional credits that can be claimed at the same time as you file for the federal credits. Some refundable other non-refundable. If you are not paying provincial tax and the provincial credits are non-refundable they should be renounced as they will decrease your refundable federal tax credit.

The Scientific Research and Experimental Development (SR&ED) program is not a fund. However, as per the latest figures from the Department of Finance, the program allowed over \$2.6 BILLION in investment tax credits (ITCs) in a single year.

CONTACT

Canada Revenue Agency (CRA)

www.cra-arc.gc.ca/txcrdt/sred-rsde/menu-eng.html

DEADLINE

Applicants should submit their claim with their T2 corporation or their T1 individual income tax return, or within 12 months of their income tax return's filing due date for the year in which the SR&ED expenditure was incurred. As a result, corporations have 18 months to file Form T661 and Schedule T2SCH31, while individuals have 17 1/2 months to file Form T661 and Form T2038(IND).

RESEARCH AND DEVELOPMENT PROGRAM

8b

GOVERNMENT DEPARTMENT

Canadian Environmental Assessment Agency

OVERVIEW

The Research and Development (R&D) Program funds research projects that further the practice of environmental assessment and/or improve the level of understanding of environmental assessment (EA) issues in support of sustainable development.

The Program aims to improve the practice and methods of EA, rather than the scientific information that is part of the EA of specific projects. The Program is intended to stimulate new research in environmental assessment by individuals and organizations. New research means research that is not already underway or completed. The research projects proposed for funding under the Program must be unbiased (i.e., does not advocate a particular point of view) and balanced (looks at both sides of an issue).

ELIGIBLE REGION

Canada

WHO CAN APPLY

Canadian individuals or organizations from the following categories, either singly or in partnership with others, can submit research proposals to be considered for funding by the R&D Program:

- Educational institutions;
- Provincial, municipal, local or Aboriginal governments and public agencies;
- Professional associations;

- Environmental non-governmental organizations (ENGOs);
- Small businesses, companies, corporations and industry associations.

HOW MUCH

The Agency will fund up to two projects per year, for approximately up to \$75,000 per project. The funds are renewed annually.

CONTACT

Research and Development Program
Canadian Environmental Assessment Agency
160 Elgin Street, 22nd Floor
Ottawa, Ontario K1A 0H3
Fax: 613-948-1354
e-mail: rd@ceaa-acee.gc.ca
www.ceaa-acee.gc.ca/015/index_e.htm

DEADLINE

Date verified: 2009-08-25

The Agency accepts research proposals once a year through a Call for Proposals. The opening and closing dates for the Call, as well as details on appropriate proposal format can be found on the CEEA website

PRIVATE SECTOR RESEARCH AND DEVELOPMENT CO-OPERATIVE PROGRAM

8c

GOVERNMENT DEPARTMENT

Economic and Rural Development

OVERVIEW

To stimulate private sector innovation among Nova Scotia companies engaged in R&D and provide on the job research and development opportunities for university students enrolled in Co-operative Education programs in the fields of science, business and engineering.

ELIGIBLE REGION

Nova Scotia

WHO CAN APPLY

- Private sector companies who are participants in IRAP (Industrial Research Assistance Program) and Scientific Research & Experimental Development (SR&ED) Tax Credit programs are eligible.

HOW MUCH

Employers will receive a wage subsidy of 75% (up to a maximum of \$15.00 per hour), which will be payable at the end of the work term. Eligible companies are required to pay an hourly wage of \$20.00 plus 4% vacation pay and employer expenses.

CONTACT

Co-operative Employment Program
Economic and Rural Development
Centennial Building 1660 Hollis St., Suite 600
Halifax, Nova Scotia B3J 1V7

Halifax Area: 902-424-6000

Toll Free (within Nova Scotia): 1-800-424-5418

Fax: 902-424-0508

E-mail: sepinfo@gov.ns.ca

DEADLINE

2009 - 2010 WINTER APPLICATION

Start Date: January 4, 2010 End Date: April 23, 2010

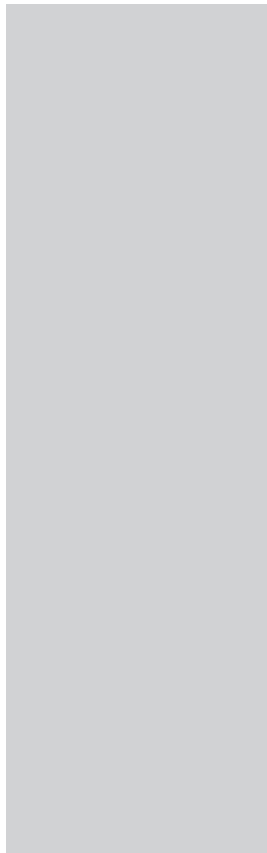
POST-MARK DEADLINE: SEPTEMBER 11, 2009

Please contact the department directly to see if program is continuing.

chapter

9

Workers Compensation Board (WCB) - The Injured Returning to the Workforce



We have always been aware that each province's WCB board has programs to try to get injured employees back to work but the programs are not very well publicized and often hard to find. We found a few of them here but if you think you could hire someone in a province that has not been identified, I suggest you call your local WCB and ask them what subsidization and inventory of potential employees is available. They will often be willing to negotiate a subsidy with you which can include almost anything within reason as long as they will be paying you less than the claim that they will have to pay to the injured employee over the span of the claim.

	PROGRAM NAME	REGION
9a	Training-on-the-Job (TOJ)	AB
9b	Employment Incentives Program	NS

GOVERNMENT DEPARTMENT

Workers' Compensation Board - Alberta

OVERVIEW

Training-on-the-job programs provide skill development and work experience for workers who are not able to return to pre-accident employment due to compensable work restrictions.

ELIGIBLE REGION

Alberta

WHO CAN APPLY

Eligible Employers:

- Need to be able to provide employment to individuals with varying degrees of restrictions.

Eligible Employees:

- Individuals who have preferred knowledge and skills, but cannot return to their previous occupation due to restrictions and are collecting WCB benefits

WCB Policy also removes your liability for claim costs if the trainee is injured, or re-injured during the training process.

HOW MUCH

Typically subsidies are provided on a graduated scale for first one (1) to four (4) months until you have a fully qualified, permanent employee. Short-term courses may be required and can be covered while they work.

CONTACT

Contact WCB at 780-498-3999 in Edmonton,
403-517-6000 in Calgary,
or toll-free in Alberta at 1-866-922-9221,
or send an email to contactcentre@wcb.ab.ca

DEADLINE

Last Verified: 2009-01-06, ongoing

EMPLOYMENT INCENTIVES PROGRAM

9b

GOVERNMENT DEPARTMENT

Workers' Compensation Board of Nova Scotia

OVERVIEW

The Employment Incentives Program (EIP) offers financial and technical assistance to employers who are able to provide workers/employees who have been injured on the job with a chance to re-enter the workforce.

ELIGIBLE REGION

Nova Scotia

WHO CAN APPLY

Employers in Nova Scotia must be interested in employing workers who have been injured on the job.

HOW MUCH

The EIP offers wage assistance in the form of a forgivable loan, paid in decreasing amounts over a pre-approved employment period. Depending on the terms of an employer's individual EIP contract, the Workers' Compensation Board (WCB) will cover the full amount of the employee's salary and benefits for the first period of the work term. The coverage will then decrease to 50% and then to 25% in periodic stages over the remaining wage assistance period.

Wage assistance is available to employers who are reasonably certain the employee's full-time employment will continue after the EIP contract ends. If employment continues, the employer's EIP wage assistance loan will be forgiven.

CONTACT

Workers' Compensation Board of Nova Scotia

Telephone:

902-491-8999 (general) or 902-491-8324 (employer services)

Toll-free (information): 1-800-870-3331

Web site: www.wcb.ns.ca

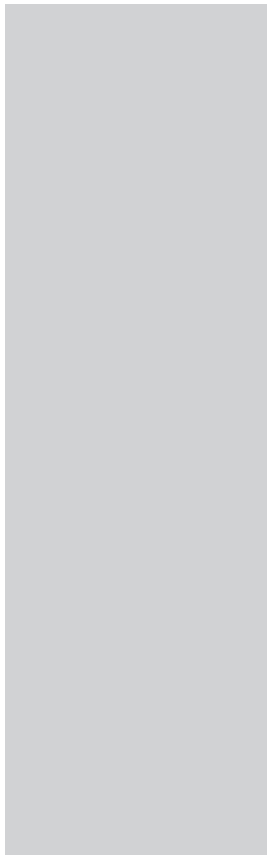
DEADLINE

Last Verified: 2009-07-02, ongoing

chapter

10

**A Program to Save on
Employees Wages in an
Economic Downturn**



WORK SHARING PROGRAM (WSP)

10a

GOVERNMENT DEPARTMENT

Human Resources and Skills Development Canada (HRSDC)

OVERVIEW

The Work-Sharing Program (WSP) is designed to help employers and workers avert temporary layoffs. The program provides income support to workers eligible for Employment Insurance benefits and who are willing to work a temporary reduced work week when there is a reduction in the normal level of business activity that is beyond the control of the employer.

ELIGIBLE REGION

Canada

WHO CAN APPLY

Eligible employers must:

- Have been in year-round business in Canada for at least two years;
- Show that the need for reduced hours is unavoidable;
- Show that the work shortage is temporary and unexpected;
- Demonstrate (through a recovery plan) how the business will be maintained for the duration of the agreement and return to normal working hours as the economy strengthens;
- Not be undergoing a labour dispute; and
- Have the agreement of the union (if applicable) and employees.
- Have a work shortage significant enough to warrant support of the program i.e. a demonstrated decrease in sales/orders of at least 10%.

Eligible employees must:

- Be “core staff” (year-round permanent full-time or part-time employees who are required to carry out the functions that will lead to recovery);
- Be eligible to receive regular Employment Insurance benefits; and
- Not be participating in a labour dispute.

A minimum of two employees is required for a Work-Sharing Agreement.

HOW MUCH

The employees are eligible to receive Employment Insurance benefits for the days they are not working (55% of their maximum yearly insurable earnings). There is no Employment Insurance waiting period to be served under work sharing benefits.

Work-Sharing Agreements have a minimum duration of 6 weeks. For applications received as of February 1, 2009, the maximum agreement duration is 52 weeks. This new maximum is one of the provisions included in Budget 2009, and will be in effect until April 3, 2010.

CONTACT

Call 1-866-891-5319 (TTY: 1-800-926-9105)

Service Canada Centers:

www.servicecanada.gc.ca/eng/gateways/where_you_live/menu.shtml

Questions re: Work-sharing:

www.servicecanada.gc.ca/eng/work_sharing/faq.shtml

DEADLINE

Last Verified: 2009-09-04, ongoing

WAGE SUBSIDIES



Most business owners don't realize that there are literally millions of dollars worth of government grants easily available for companies who are hiring new employees. This guide is specifically created to outline the various types of wage subsidies that are available. It also provides you with the government departments, contact numbers and a detailed breakdown of what's required to qualify for each of the subsidy programs.

Grants International was started in 1991, when President and Founder, Darren Earn, created a searchable database containing thousands of government programs. Initially, the focus of Grants International was to help companies through the bureaucratic application process in a wide range and variety of government refund programs. In 1995, they specialized their services to focus only on employment insurance refunds, but this guide book puts their many years of experience and knowledge of wage subsidies on paper for you in an easy reference tool to help you get subsidies every single time that you hire a new employee!

Never before has anyone put together so much useful information about wage subsidies in one single place! This book will be a priceless reference giving you a guide to wage subsidies for years to come.



GRANTS INTERNATIONAL INC.
THE EI REFUND EXPERTS