



# **ONTARIO EMPLOYER INCENTIVES**

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*As of November 1, 2009*



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Note: Incentive details in this package have been extracted from numerous government and funding websites.

*Information Compiled and Researched by Barbara de Dios, ONESTEP October 2009*



## HIRING FUNDS

*This section details hiring funds from federal and provincial government sources.*

### A. GENERAL ENTREPRENEURIAL INCENTIVES

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#### i. Self Employment Benefits Program

**Source:** Employment Ontario

**Description:** This program aims to subsidize start-up costs of unemployed Ontario entrepreneurs.

**Participant Qualifications:**

- Individual is unemployed, and
- Individual is currently eligible for Employment Insurance (EI) or within the past three years, or
- Individual left work to care for a newborn or newly adopted child and eligible for EI, maternity, or parental benefits within the past five years.

**For more information, please visit:**

[http://www.hrsdc.gc.ca/eng/epb/sid/cia/grants/self-emp/desc\\_self-emp.shtml](http://www.hrsdc.gc.ca/eng/epb/sid/cia/grants/self-emp/desc_self-emp.shtml)

<http://www.edu.gov.on.ca/eng/tcu/employees/selfEmployment.html>

### B. STUDENT HIRING INCENTIVES

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#### i. Canada Summer Jobs

**Source:** Service Canada

**Description:** This program is an initiative of the Summer Work Experience program, providing funding for small businesses, not-for-profit organizations and public sector employers. It also allows students to obtain valuable employment experience, providing opportunities to develop important skills in a variety of sectors.

**Allotted Funds:**

- This program provides up to 50% of provincial minimum wage per hour.
- Not-for-profit employers are eligible for up to 100 percent of the provincial/territorial minimum hourly wage and mandatory employment-related costs.
- Public-sector employers and small private-sector employers with 50 or fewer employees are eligible for up to 50 percent of the provincial/territorial minimum hourly wage.

**Employer Qualifications:**

- This program applies to not-for-profit organizations, public-sector employers and small businesses with 50 or fewer employees.
- Employers may apply online or submit an application form at their local Service Canada centre.

**Employee Qualifications:**

- Individuals must be between 15 and 30 years of age.
- Individuals must have been registered as a full-time student in the previous academic year and intend to return to school on a full-time basis in the next academic year.
- Individuals must be Canadian citizens, permanent residents, or have official refugee protection status under the *Immigration and Refugee Protection Act*.
- Individuals must be legally entitled to work in Canada, according to relevant provincial/territorial legislation and regulations.

**For more information, please visit:**

<http://www.servicecanada.gc.ca/eng/epb/yi/yep/programs/scpp.shtml>

**ii. FEDNOR Youth Incentives**

**Source:** Industry Canada

**Description:** A part of the Northern Ontario Development Program, this program supports full-time employment of recent graduates of post-secondary institutions up to 12 months in Northern Ontario.

**Allotted Funds:** Eligible employers may receive a maximum of up to \$27,500.

**Employee Eligibility:**

- Individuals must be unemployed or underemployed youth under the age of 30.

- Individuals must have graduated within the last three (3) years with a degree, diploma or certificate from a recognized post-secondary institution. Exceptions to this rule will require prior written consent from FedNor.
- Individuals must be legally entitled to work in Canada.
- Individuals must not have previously participated as a youth intern in FedNor's Northern Ontario Development Program or in any other federal or provincial internship program with pay for a period of six months or more.
- Individuals must not be related to members of the directors, officers or managers of the recipient unless prior written consent is obtained from FedNor.

**Employer Eligibility:** Eligible organizations include those located in Northern Ontario including the census divisions of Parry Sound, Muskoka and Nipissing.

**For more information, please visit:**

<http://www.ic.gc.ca/eic/site/fednor-fednor.nsf/eng/fn02300.html>

### iii. **Skills Link**

**Source:** Service Canada

**Description:** This program aims to provide employers with funding to hire and train young Canadians between the ages of 15 and 30 to work on various projects. This initiative aims to help youth facing barriers to employment (i.e. single parents, Aboriginal youth, young persons with disabilities, recent immigrants, youth living in rural and remote areas and high school dropouts), fostering an environment to obtain valuable skills for employment.

**Employer Eligibility:**

- Businesses
- Crown corporations
- Not-for-Profit, Professional, Employer, and Labour Associations Organizations
- Public Health and Educational Institutions
- Tribal Council
- Municipal governments.

**Employee Eligibility:**

- Individuals must be 15 and 30 years of age.
- Individuals must be in need of assistance to overcome barriers to employment.
- Individuals must be out of school.
- Individuals must be Canadian citizens, permanent residents, or individuals with refugee status.

- Individuals must be legally entitled to work according to the relevant provincial/territorial legislation and regulations.
- Individuals must not be in receipt of Employment Insurance benefits.

**For more information, please visit:**

<http://www.hrsdc.gc.ca/eng/epb/yi/yep/newprog/skillslink.shtml>

<http://www.hrsdc.gc.ca/eng/epb/yi/yep/common/guide.shtml>

<http://www.servicecanada.gc.ca/eng/sc/youth/skillslink.shtml>

Or contact your local Service Canada centre.

**iv. NRCAN Science and Technology Internship Programs**

**Source:** Natural Resources Canada

**Description:** This program helps employers hire recent graduates in science and engineering by partially funding salaries. It aims to provide work experience to recent graduates in the earth sciences through internships lasting up to one year.

**Allotted Funds:** Employers may receive funding up to \$1,100 per month or \$13,200 over a maximum of 52 weeks. The maximum contribution per internship from the Science and Technology Internship Program fund will be \$13,200 over a maximum of 52 weeks.

**Employer Qualifications:** Organizations eligible for funding include:

- Private sector organizations
- Non-federal government organizations
- Universities and colleges
- Provincial and municipal governments
- Non-profit organizations

**For more information, please visit:**

[http://ess.nrcan.gc.ca/hr-rh/science/step/satip/index\\_e.php](http://ess.nrcan.gc.ca/hr-rh/science/step/satip/index_e.php)

<http://www.nrcan.gc.ca/stip-psst/index-eng.php>

Or contact [SandTInternshipprogram@NRCan.gc.ca](mailto:SandTInternshipprogram@NRCan.gc.ca)

**v. Small and Medium Sized Business Internship Program**

**Source:** Industry Canada

**Description:** This program provides funding for small and medium-sized businesses to hire a post-secondary student. It aims to help students to learn new skills related to e-business strategies to increase their productivity and competitiveness.

**Allotted Funds:** Eligible costs that can be claimed are the student wages and related

expenses such as statutory employee benefits. Program funding will reimburse 75% of the eligible wages and related expenses such as statutory employee benefits up to a total of \$10,000.

**Employer Qualifications:**

- Business must be a small or medium-sized enterprise (SME) with less than 500 employees.
- Business must be incorporated or a sole proprietorship.
- Business must wish to enhance its e-business capability.
- Business must contribute 25% of the student wages and related expenses.

**Employee Qualifications:**

- Individual must be enrolled in a post secondary education program or have recently graduated from such a program yet intending to return to school.
- Individual must be under the age of 30.
- Individual must be pursuing education in an information and communications technology-related field where information technology (IT) knowledge and skills are important.
- Individual must be legally entitled to work in Canada (this includes permanent residents of Canada but does not include those awaiting permanent status, or persons with temporary work visas, such as students who have graduated and have temporary work visas).

**For more information, please visit:**

<http://www.ic.gc.ca/eic/site/sbip-pspe.nsf/eng/home>

**vi. Ontario Summer Jobs Service**

**Source:** Ministry of Training, Colleges, and Universities

**Description:** This program provides both wage subsidy and job training from July to August for students in Ontario.

**Allotted Funds:**

A business could receive a \$2 per hour wage subsidy up to \$1,120.

**Employer Qualifications:** Businesses in Ontario may apply.

**Employee Qualifications:**

- Individual must be between 15 to 24 years old (up to 29 for a person with a disability).
- Individual must be planning to return to school in the Fall.

**For more information, please visit:**

<http://www.edu.gov.on.ca/eng/document/brochure/summerjobs.html>

<http://www.edu.gov.on.ca/eng/document/brochure/summejbe.html>

## **vii. Young Canada Works**

**Source:** Department of Canadian Heritage

**Description:** Young Canada Works (YCW) offers students and recent graduates the chance to put their skills to the test, build career equity, earn money for their education or get started on the right career path. These wage subsidies are dedicated to offering summer jobs and internships to Canadian students and graduates, allowing them to gain valuable employment experience. YCW sponsors five types of summer job programs and internships: YCW for Aboriginal Urban Youth, YCW in Heritage Organizations, YCW in Both Official Languages, YCW at Building Careers Heritage, and YCW at Building Careers in English and French.

### **Employer Qualifications:**

- Employers can choose to hire either current students or recent graduates.
- Employers who may be eligible for participation include:
  - Private companies
  - Non-profit organizations
  - Public sector organizations
  - Municipalities.

### **Employee Qualifications:**

- Individual must be between 16 and 30 years of age at the start of your employment.
- Individual must be legally entitled to work in Canada and be a Canadian citizen, permanent resident or have been granted refugee status in Canada.

### **For more information, please visit:**

<http://www.pch.gc.ca/ycw-jct/index-eng.cfm>

<http://www.pch.gc.ca/ycw-jct/info-empl/index-eng.cfm>

## **viii. Career Focus Program (Youth Employment Strategy)**

**Source:** Service Canada

**Description:** This program provides funding for employers to help post-secondary graduates obtain career-related work opportunities in Canada to support their development of advanced skills in various fields.

### **Employer Qualifications:**

- Employers may qualify by applying into one of two streams: National Career Focus or Regional Career Focus.
- National Career Focus: Potential employees work with projects that have national impact and scope.
- Regional Career Focus: Potential employees work with projects delivered at regional/local levels.

**Employee Qualifications:**

- Individuals must be between the ages of 15 and 30 at the time of intake/selection.
- Individuals must be post-secondary graduates.
- Individuals must be Canadian citizens, permanent residents, or persons on whom refugee protection has been conferred.
- Individuals must be out of school.
- Individuals must be legally entitled to work according to the relevant provincial/territorial legislation and regulations; and
- Individuals must not be in receipt of Employment Insurance.

**For more information, please visit:**

<http://www.hrsdc.gc.ca/eng/epb/yi/yep/newprog/career.shtml>

**ix. Graduate Transitions Tax Credit**

**Source:** Ministry of Revenue

**Description:** This initiative involves a refundable tax credit that applies to qualifying hiring of unemployed post-secondary graduates for positions in Ontario.

**Allotted Funds:** This credit is calculated as 10% to 15% of salaries and wages paid to a maximum of \$4,000 for each qualifying graduate.

**Employee Eligibility:**

- Individuals must not be in receipt of Employment Insurance.
- Qualifying graduates must have been unemployed, or employed no more than 15 hours/ week for at least 16 of the last 32 weeks preceding the first day of employment.

**For more information, please visit:**

<http://www.rev.gov.on.ca/en/credit/gttc/>

<http://www.rev.gov.on.ca/en/credit/gttc/formpub.html>

**x. Science Horizons Internship Program**

**Source:** Industry Canada

**Description:** This initiative provides youth across Canada with practical work experience in environmental projects.

**Allotted Funds:** The employer will receive a maximum of \$12,000 per placement. Approximately 100 students will participate in the program across Canada for six to 10 months.

**Employer Qualifications:** Private businesses, universities and NGOs may apply for this grant.

**For more information, please visit:**  
<http://www.ic.gc.ca/eic/site/fte-fte.nsf/eng/00191.html>

## C. PROJECT AND DEBT FINANCING

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### i. BDC Term Loans

**Source:** Business Development Canada

**Description:** This program offers businesses term loans that can help employers with project financing, recruiting and hiring employees, implementing business solutions, etc. Needs based financing can cover your complete human resources solution costs, including consulting fees, employee training, and documentation.

**For more information, please visit:**  
[http://www.bdc.ca/en/my\\_project/Projects/default.htm?cookie%5Ftest=1](http://www.bdc.ca/en/my_project/Projects/default.htm?cookie%5Ftest=1)

<http://www.canadabusiness.ca/eng/summary/1049/>

<http://www.bdc.ca/en/branches/ontario/default.htm>

### ii. Adjustment Advisory Program

**Source:** Ministry of Training, Colleges, and Universities

**Description:** AAP supplies advisory and financial assistance to help clients adjust to the impacts of job loss, or threatened job loss, in the workplace. The program aims to help organizations facing the threat of downsizing respond to economic and technological changes, in order to strengthen the organization and protect jobs.

**Employer Eligibility:** Employers and employees in any workplace, local area or sector affected by actual or potential closure or downsizing are eligible.

**For more information, please visit:**  
For more information on the Adjustment Advisory Program and the location of the field advisor nearest you, call (416) 212-0502.

Or call the toll-free Employment Ontario Hotline at 1-800-387-5656.

Or visit <http://www.edu.gov.on.ca/eng/training/aap/aapeng.html>

iii. **Northern Ontario Grant Assistance Program (NOGAP)**

**Source:** Ministry of Community and Social Services (MCSS) and the Ministry of Children and Youth Services (MCYS)

**Description:** This program has two main streams: Incentive Grants and Education Grants. The program focuses on the recruitment and retention designed to enhance access to health care services in designated rural and remote areas of the province. Therefore, it is designed to recruit social service and rehabilitation professionals to full-time vacant positions in ministry-funded agencies located in Northern Ontario.

**Employee Qualifications:** Vacant positions within ministry-funded agencies must be registered with the program administrator in order to be considered as eligible for funding under this program.

**For more information, please visit:**

[http://www.mcss.gov.on.ca/mcss/english/topics/north\\_grant.htm](http://www.mcss.gov.on.ca/mcss/english/topics/north_grant.htm)

[http://www.nogap.on.ca/English/home\\_en.htm](http://www.nogap.on.ca/English/home_en.htm)

Email queries to [info@nogap.on.ca](mailto:info@nogap.on.ca)

**D. TAX CREDITS**

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i. **Apprenticeship Training Tax Credit**

**Source:** Ministry of Finance

**Description:** This program 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.

**Employer Eligibility:**

The tax credit is available to businesses that have permanent establishments in Ontario, are subject to Ontario Income Tax, and incur eligible expenditures in training apprentices in designated skilled trades.

**For more information, please visit:**

[www.ontario.ca/jobgrow](http://www.ontario.ca/jobgrow)

ii. **Canada Apprenticeship Job Creation Tax Credit**

**Source:** Canada Revenue Agency

**Description:** The program is designed to encourage employers to hire new apprentices in eligible trades.

**Allotted Funds:** This initiative consists of a non-refundable tax credit equal to 10% of the eligible salaries. The maximum credit is \$2,000 per year for each eligible apprentice.

**Employer Qualifications:** Any employer with the ability to hire an “eligible apprentice” is qualified for funding. An “eligible apprentice” is an individual in the first two years of his or her apprenticeship contract with an eligible employer. Employers will be able to claim the credit on their income tax returns, using either Form T2038 (INF) Investment Tax Credit (Individuals) or Form T2SCH31, Investment Tax Credit – Corporations.

**For more information, please visit:**

<http://www.cra-arc.gc.ca/whtsnw/pprntcshp-eng.html>

iii. **Ontario Production Services Tax Credit (OPSTC)**

**Source:** Canada Revenue Agency in conjunction with the Ontario Media Development Corporation

**Description:** This initiative is an Ontario refundable tax credit for qualifying labour expenditures for those productions that do not meet the Canadian content requirements. The Ontario Production Services Tax Credit (OPSTC) provides eligible Canadian or foreign-controlled production companies with a refundable tax credit for eligible Ontario labour expenditures on eligible film or television productions that are not claimed for purposes of the Ontario Film and Television Tax Credit.

**Allotted Funds:** This program funds 25% of eligible labour expenses.

**Employer Qualifications:** A qualifying corporation generally is a Canadian or foreign-owned corporation which carries on a film or video production or production services business at a permanent establishment in Ontario.

**For more information, please visit:**

<http://www.omdc.on.ca/Page3401.aspx>

iv. **Ontario Business Research Institute Tax Credit**

**Source:** Ministry of Revenue

**Description:** The Ontario government provides a refundable tax credit to corporations for scientific research and experimental development expenditures incurred in Ontario under an eligible contract with an eligible research institute (ERI). The aim is to foster world-class research institutions in Ontario and to promote partnerships between business and Ontario non-profit research institutions.

**Allotted Funds:** Funding provides a qualifying corporation with a 20% refundable tax credit for a scientific research and experimental development (SR&ED) expenditures incurred in Ontario under an eligible contract with an eligible research institute (ERI).

**Employer Eligibility:**

- A corporation must be a qualifying corporation.
- The qualifying corporation or a partnership of which it is a member must enter into an eligible contract with an ERI to perform SR & ED on behalf of the corporation or partnership.
- The corporation's qualified expenditures must be made under an eligible contract.

**For more information, please visit:**

<http://www.rev.gov.on.ca/en/credit/etti/index.html>

[http://www.rev.gov.on.ca/en/BULLETINS/ct/obitc\\_frost\\_0002.html](http://www.rev.gov.on.ca/en/BULLETINS/ct/obitc_frost_0002.html)

## **E. GENERAL WORKPLACE PARTICIPATION INCENTIVES**

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### **i. Targeted Wage Subsidy**

**Source:** Service Canada

**Description:** This initiative aims to provide funding for employers to encourage them to hire individuals whom they would not normally hire in the absence of a subsidy. The subsidy also aims to provide employment for individuals facing certain barriers that may inhibit their potential for employment.

**Allotted Funds:** Employer may receive up to 60% of the total wages paid to the individual for the period of the agreement.

**Employer Qualifications:**

- Businesses, organizations, municipalities, band/tribal councils, public health and educational institutions, and provincial/territorial governments (subject to specific conditions) are all eligible to receive funding as employers/community coordinators.
- Please visit the link below to find an application form for the Targeted Wage Subsidy, to be submitted to the local Service Canada centre.

**Employee Qualifications:**

- Individual must be unemployed qualified for unemployment benefits.
- Individual's unemployment benefits plan period has ended within the 36 months (3 years) prior to the date of requesting assistance.
- Individuals may also qualify if a benefit period that included a maternity or parental claim has been established within the 60 months (5 years) prior to the date of requesting assistance.

**For more information, please visit:**

[http://www.servicecanada.gc.ca/eng/epb/sid/cia/grants/tws/desc\\_tws.shtml](http://www.servicecanada.gc.ca/eng/epb/sid/cia/grants/tws/desc_tws.shtml)

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

ii. **Job Connect (Also see: Job Connect – Employer Signing Bonus)**

**Source:** Employment Ontario

**Description:** This program provides employers with a subsidy of wages to hire workers who face barriers to employment. It aims to provide the support and skills individuals need to compete in the job market.

**Employer Eligibility:** Job Connect also works with employers to help them find and hire the qualified people they need. To be eligible, the following requirements should be met:

- Organization must be licensed to operate in Ontario.
- Organization must place trainees on the company's payroll and provide the same employment terms.
- Organization must conditions and benefits as for all regular employees.
- Organization must comply with the Occupational Health and Safety Act and the Employment Standards Act.
- Organization must maintain appropriate WSIB or alternate workplace safety insurance coverage; have adequate third party general liability insurance comply with all applicable federal and provincial human rights legislation, regulations, and any other relevant standards.
- Organization must comply with freedom of information and protection of privacy legislation.

**Employee Eligibility:**

- Individual must be at least 16 years old.
- Individual must be out of school and out of work.
- Individual must not be receiving Employment Insurance benefits.

**For more information, please visit:**

<http://www.job-connect.on.ca/>

<http://www.jobconnectontario.org/>

<http://www.edu.gov.on.ca/eng/tcu/apprentices/jobconnect.html>

**iii. The Ontario Developmental Services Career Connections Grant (DS Grant)**

**Source:** Ministry of Community and Social Services

**Description:** The DS Grant funds the developmental services sector by attracting interest in and awareness of the specialized developmental services sector as a career choice by offering grants to support practicum placements.

**Allotted Funds:** Grants are available to support practicum placements based on the total number of supervised hours in an approved clinical setting. For up to 200 hours of supervised hours in a clinical setting, individuals may receive up to \$2,500.

**Employee Eligibility:** Employees must be enrolled in one of the following programs at an Ontario university or community college:

- Behavioural Science Technology/Technician
- Social Work
- Psychology, including Clinical and Behavioural Psychology
- Speech/Language Pathology
- Nursing
- Occupational Therapy
- Physical Therapy/Physiotherapy.

**For more information, please visit:**

[http://www.dsgrants.on.ca/English/home\\_en.html](http://www.dsgrants.on.ca/English/home_en.html)

or email [info@dsgrants.on.ca](mailto:info@dsgrants.on.ca)

**F. SPECIALIZED HIRING FUNDS – WORKPLACE PARTICIPATION**

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**ABORIGINAL PEOPLES**

**i. Building Environmental Aboriginal Human Resources – BEAHR Internship Program**

**Source:** Industry Canada

**Description:** The BEAHR Internship Program matches Aboriginal graduates with Canadian employers in the environment sector. The internship program provides a six

to twelve month entry-level employment opportunity for recent Aboriginal post-secondary graduates who are under the age of 30, interested in an environmental career and have the ability to work full-time.

**Allotted Funds:** Eligible employers can access qualified candidates and wage subsidies of up to \$8,000.

**Employer Qualifications:**

- The organization must be Canadian owned or a Canadian subsidiary.
- The organization must allow the intern to have a full-time position at the organization for the duration of his or her employment as an intern.
- The organization cannot access another wage subsidy for the intern's position.

**Employee Eligibility:** Interns must be of Aboriginal descent (First Nations, Métis or Inuit), as well as:

- A graduate from a post secondary-institution (i.e. College, University, Technical school).
- Under the age of 30.
- A Canadian citizen or a landed immigrant.
- Intending to obtain a permanent position in the environment industry.
- Under-employed or unemployed.
- 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).

**For more information, please visit:**

<http://www.beahr.com/>

ii. **Growth Capital for Aboriginal Enterprises**

**Source:** Business Development Canada

**Description:** This program provides Aboriginal entrepreneurs financial assistance, business information, resource materials and referrals to other possible sources of financing or business support. It aims to increase access to capital for Aboriginal entrepreneurs who want to start a small business or expand an existing business operating on or off a reserve in Canada.

**Allotted Funds:** An aboriginal entrepreneur with a solid business plan can obtain up to \$25,000 to start a business or up to \$100,000 to grow an existing business.

**For more information, please visit:**

[http://www.bdc.ca/en/i\\_am/aboriginal\\_entrepreneur/growth\\_capital\\_financing.htm](http://www.bdc.ca/en/i_am/aboriginal_entrepreneur/growth_capital_financing.htm)

## **Aboriginal Workforce Participation Initiative - AWPI**

**Source:** Indian and Northern Affairs Canada

**Description:** The Aboriginal Workforce Participation Initiative (AWPI) is a national initiative designed to help employers recruit, retain and promote Aboriginal employees. The AWPI works to break down the barriers that may deter the employment of Aboriginal peoples.

**Employer Qualifications:** Please consult the AWPI website for the Employer Tool Kit.

**For more information, please visit:**

<http://www.ainc-inac.gc.ca/emp/ae/awp/index-eng.asp>

### iii. **Métis Nation of Ontario**

Subsidized programs include:

- Métis Wage Subsidy
- Métis Employment Support Program
- Métis Job Creation Partnership
- Métis Youth Program
- Métis Apprenticeship Support
- Métis Summer Career Placement Program
- Métis Training Purchases
- Métis Employability Program
- Métis Self-Employment Program
- Métis Training Strategy
- Métis Disabilities Support Program

**For more detailed information on all these initiatives, please visit:**

<http://www.metisnation.org>

## ***INDIVIDUALS WITH DISABILITIES***

### iv. **Ontario Disability Support Program**

**Source:** Ministry of Training, Colleges, and Universities

**Description:** The program consists of two streams: Income Support and Employment Support. It aims to provide temporary wage subsidies to assist employers providing on-the-job experience and hiring individuals who face barriers in finding employment.

**Allotted Funds:** Employer may receive up to 60% of the total wages paid to the individual for the period of the agreement.

**Employee Qualifications:**

- Individual must be 16 years of age or older.
- Individual must be a resident of Ontario.
- Individual must be able to work in Canada.
- Individual must have a disability that is expected to last a year or more.
- Individual must have a disability that makes it hard for you to find or keep a job.

**For more information, please visit:**

<http://www.mcsc.gov.on.ca/mcss/english/pillars/social/odsp>

**v. Opportunities Fund for Persons with Disabilities**

**Source:** Service Canada

**Description:** This 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.

**Employer Qualifications:** Subject to approval, any organization is eligible.

**Employee Qualifications:**

- Individual must be identified as having a permanent physical or mental disability.
- Individual must be unemployed or working less than 20 hours per week.
- Individual must be legally entitled to work in Canada.
- Individual must NOT be currently eligible for federal employment programs offered under Part II of the *Employment Insurance Act*.

**For more information, please visit:**

[http://www.hrsdc.gc.ca/eng/disability\\_issues/funding\\_programs/opportunities\\_fund/index.shtml](http://www.hrsdc.gc.ca/eng/disability_issues/funding_programs/opportunities_fund/index.shtml)

**G. SKILLED TRADES**

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**i. Job Connect – Employer Signing Bonus**

**Source:** Ministry of Training, Colleges and Universities

**Description:** The Job Connect Employer Signing Bonus is an initiative aimed to encourage employers in the trades to register new apprentices in sectors where there is a high demand for skilled workers. This initiative will assist employers to hire and register youth under 25 years of age.

**Allotted Funds:** Employers may be eligible for a \$2,000 signing bonus over 6 months and the apprentice may be eligible for a \$1,000 scholarship. The employer will receive funding in two installments. The maximum amount provided will be \$2,000.

**Employer Qualifications:**

Eligibility for the First Installment is as follows:

- Individual must be legally entitled to work in Canada,
- Meet all the specific apprenticeship requirements to provide training in the trade, and
- Hire and register an apprenticeship scholarship candidate as an apprentice.

To continue funding, eligibility for the Second Installment is as follows:

- To obtain the second installment, the employer must continue to employ the employee and provide on-the-job training for at least six months from the date that the apprentice was registered.

**For more information, please visit:**

[http://www.edu.gov.on.ca/eng/tcu/employers/emp\\_bonus.html](http://www.edu.gov.on.ca/eng/tcu/employers/emp_bonus.html)

ii. **Apprenticeship Scholarship Signing Bonus  
(Connected to Employer Signing Bonus)**

**Source:** Ministry of Training, Colleges and Universities

**Description:** This program is tied with the Employer Signing Bonus. It rewards young people under the age of 25 who return to school to upgrade their education to meet the admission requirements for apprenticeship training. This program provides recipients with a \$1,000 scholarship and also awards employers who hire scholarship students with a \$2,000 signing bonus.

**Allotted Funds:**

In the First Installment of the Employer Signing Bonus, the employer who hires students as a registered apprentice receives a \$1,000 signing bonus, and if the apprentice continues to work for the same employer six months later, the employer received another \$1,000.

iii. **Tradesperson's Tools Deduction**

**Source:** Canadian Revenue Agency

**Description:** The new tradesperson's tools deduction provides employed tradespersons with an annual deduction of up to \$500 to help cover the cost of new tools necessary to their trade.

**Employee Eligibility:** Individuals who are employed tradespersons may be eligible for this program. The cost of eligible tools may be covered if: the total cost exceeds \$1000, the tools were bought after May 1, 2006, and the purchase was made by an employed tradesperson.

**For more information, please visit:**

<http://www.cra-arc.gc.ca/whtsnw/tls-eng.html>

**iv. Apprenticeship Incentive Grant**

**Source:** Service Canada

**Description:**

The AIG is a taxable cash grant of \$1,000 per year for registered apprentices once they have successfully completed their first or second year/level (or equivalent) of an apprenticeship program in one of the designated Red Seal trades. The AIG is meant to help apprentices cover some of the expenses related to tuition, travel and tools.

Note: Only apprentices registered after during and after 2007 qualify.

**Employee Eligibility:** For Ontario AIG requirements, please read the criteria regarding Proof of Apprenticeship Registration and Proof of Progression at [http://www.hrsdc.gc.ca/eng/workplaceskills/trades\\_apprenticeship/AIG/criteria/on.shtml](http://www.hrsdc.gc.ca/eng/workplaceskills/trades_apprenticeship/AIG/criteria/on.shtml)

**For more information, please visit:**

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

[http://www.hrsdc.gc.ca/eng/workplaceskills/trades\\_apprenticeship/AIG/index.shtml](http://www.hrsdc.gc.ca/eng/workplaceskills/trades_apprenticeship/AIG/index.shtml)

**v. Apprenticeship Completion Grant**

**Source:** Service Canada

**Description:** The Apprenticeship Completion Grant (ACG) is a taxable cash grant designed to encourage apprentices registered in a designated Red Seal trade to complete their apprenticeship program and receive their certification in a designated, on or after January 1, 2009.

**Allotted Funds:** The incentive provides a taxable cash grant of \$1,000 per year, up to a maximum of \$2,000 per person. Note: The apprentice can only apply for the completion grant once they have passed their provincial exam and/or received their certification.

**Employee Eligibility:**

- Individual must be a Canadian citizen, permanent resident or protected person.
- Individual must be out of the secondary school system (some exceptions apply).
- Individual must be a registered apprentice with an employer, training trust fund, union training centre, joint apprenticeship training committee, or apprenticeship authority.

- Individual must be in a Red Seal trade program that is designated as such in the province or territory where he/she is registered as an apprentice.
- Individual must be able to show progress within an eligible apprenticeship program by proving that he/she has successfully completed either the first or second year/level/block, based on supporting documents.

**For more information, please visit:**

[http://www.hrsdc.gc.ca/eng/workplaceskills/trades\\_apprenticeship/acg/index.shtml](http://www.hrsdc.gc.ca/eng/workplaceskills/trades_apprenticeship/acg/index.shtml)

## H. JOB CREATION

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### i. Next Generation of Jobs Fund

**Source:** Ministry of Economic Development and Trade

**Description:** This program is a \$1.15 billion program over five years to support job creation/retention in strategic areas of great potential for Ontario.

**Allotted Funds:** There are two different streams to the program: Jobs and Investment Program (JIP) and Biopharmaceutical Investment Program (BIP). The purpose of the Jobs and Investment Program (JIP) aims to support business expansion/retention and attract foreign investment. The program will help support companies involved in green auto research, parts production and assembly; clean fuels research, development and commercialization; manufacturing, processing, environmental technologies; services (ICT & Financial), anchor investments to support cluster development (including services sector); and opportunity based/unique investments.

**Employer Qualifications:** The Jobs and Investment Program (JIP) is open to Canadian and foreign incorporated companies provided they have an incorporated Ontario/Canadian subsidiary.

**For more information, please visit:**

[http://www.ontariocanada.com/ontcan/1med/en/nextgen\\_main\\_en.jsp](http://www.ontariocanada.com/ontcan/1med/en/nextgen_main_en.jsp)

[http://www.investinontario.com/resources/government\\_programs\\_progdetails.asp?pid=215](http://www.investinontario.com/resources/government_programs_progdetails.asp?pid=215)

### ii. Ontario Job Creation Partnership Program

**Source:** Service Canada

**Description:** This program supports projects that provide eligible individuals with work experience leading to on-going employment. It aims 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.

**Employer Eligibility:** Employers may qualify if they are:

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

**Employee Eligibility:**

- To be eligible for participation in Job Creation Partnerships (JCP), you must be an unemployed individual, OR
- Be a recipient of a benefit period that included a maternity or parental claim has been established within the 60 months (5 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.

**For more information, please visit:**

[http://www.servicecanada.gc.ca/eng/epb/sid/cia/grants/jcp/desc\\_jcp.shtml](http://www.servicecanada.gc.ca/eng/epb/sid/cia/grants/jcp/desc_jcp.shtml)

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

### iii. **Work-Sharing Program**

**Source:** Service Canada

**Description:** This 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.

**Allotted Funds:** Funding is given during a period of 6 to 26 weeks of income support to workers eligible for Employment Insurance benefits in order to help employers and workers avert temporary layoffs.

**Employer Eligibility:**

- Employer must have been in year-round business in Canada for at least two years.

- Employer must show that the need for reduced hours is unavoidable.
- Employer must show that the work shortage is temporary and unexpected;
- Employer must 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.
- Employer must not be undergoing a labour dispute
- Employer must have the agreement of the union (if applicable) and employees.

**For more information, please visit:**

[http://www.servicecanada.gc.ca/eng/work\\_sharing/index.shtml](http://www.servicecanada.gc.ca/eng/work_sharing/index.shtml)

Interested employers should fill out the Work Sharing Program Application Form available on the Service Canada website.

# TRAINING FUNDS

*These incentives provide skill and productivity enhancement for organizations and businesses in Ontario.*

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## SKILLS ENHANCEMENT

### i. Northern, Eastern, Western, and Southern Ontario Development Funds

**Source:** Ministry of Economic Development and Trade

**Description:** This \$80 million fund targets businesses and economic developers. The program supports projects that create and retain jobs, encourages the introduction of new technologies, pursues growth in new markets, and contributes to the diversification of the economy of these four regions in Ontario.

**Allotted Funds:** Depending on the stream, employers may receive 15% of eligible project expenses valued at \$500,000 or more OR 50% for economic development projects valued at \$100,000 or more.

**Employer Qualifications:**

- Funding comes requires organizations to fall into one of two streams: the Business Stream and the Regional Sector Stream.
- The Business Stream requires at least 10 employees and funds a variety of projects targeting job creation.
- The Regional Sector Stream provides funding for businesses that could potentially attract investment to the region.

**For more information, please visit:**

Example—Eastern Development Fund Website:

[http://www.ontariocanada.com/ontcan/1med/en/eodf\\_main\\_en.jsp](http://www.ontariocanada.com/ontcan/1med/en/eodf_main_en.jsp)

Or contact 1-866-909-9951

### ii. Second Career Strategy

**Source:** Ministry of Training, Colleges, and Universities

**Description:** Ontario is investing \$355 million to help 20,000 recently laid off unemployed workers get long-term training for new careers. *Please note:* Because of a large volume of applications for this program, funding is granted on a first-come, first-served basis. Revised assessment criteria are also currently being developed for this program.

**Allotted Funds:** Participants will receive up to \$28,000. It provides financial help up to \$28,000 to pay for tuition and items such as:

- Books

- Living expenses
- Help caring for dependents
- Travel
- Transportation
- Disability supports
- Other living and training costs

**For more information, please visit:**

<http://www.edu.gov.on.ca/eng/tcu/secondcareer/index.html>

Applicants to the program should consult their Employment Ontario assessment centre or visit their local community employment agency.

### iii. **Achieving Innovation and Manufacturing Excellence (AIME)**

**Source:** Yves Landry Foundation

**Description:** AIME is a cost shared program to fund training that will lead to advancements in innovation within the manufacturing sector in Ontario.

**Allotted Funds:** Eligible participants receive a grant up to \$50,000 per company, covering 100% of eligible direct training costs and 50% of eligible indirect training costs. A business can receive this grant for projects that lead to innovation advancement within the Ontario manufacturing sector. It aims to offset the costs of training related to innovation. It is an interest free loan to transform manufacturing processes and adopt leading edge technologies.

**Employer Eligibility:** This funding is open to all Ontario Manufacturing companies in all segments that meet the following criteria:

- The company must consist of between 15 - 1500 Employees.
- The company must be in business in Ontario for at least 3 yrs or can demonstrate a solid financial footing.
- The company must be a manufacturing facility or facilities located in Ontario.
- The company must manufacture a specific product for sale in Ontario or elsewhere.

**For more information, please visit:**

[http://www.yveslandryfoundation.com/article/48/aime\\_initiative.html](http://www.yveslandryfoundation.com/article/48/aime_initiative.html)

### iv. **Ontario Skills Development**

**Source:** Ministry of Training, Colleges, and Universities

**Description:** Ontario Skills Development provides support to unemployed people who are

or have recently been eligible for Employment Insurance and need marketable skills in order to re-enter the labour market.

**Employee Eligibility:**

- Individual is unemployed.
- Individual is eligible for Employment Insurance (EI), or were eligible within the past three years.
- Individual left work to care for a newborn or newly adopted child, and were eligible for Employment Insurance maternity or parental benefits within the past five years.

**For more information, please visit:**

<http://www.edu.gov.on.ca/eng/tcu/jobseekers/skillsDevelopment.html>

**v. Sector Initiatives Fund**

**Source:** Ministry of Training, Colleges and Universities

**Description:** Grants are available to help employers develop training-related programs, standards and materials for their workforce. The Sector Initiatives Fund (SIF) helps industry sectors and organizations develop training programs, standards, and materials for their workforces. This approach encourages the sector-wide research and planning needed to address skills gaps.

**Employer Qualifications:** In order to be eligible for assistance under SIF, an organization must represent a sector of the Ontario economy.

**For more information, please visit:**

<http://www.edu.gov.on.ca/eng/tcu/apprentices/sector.html>

**vi. Strategic Project Grants (NSERC)**

**Source:** Industry Canada

**Description:** The goal of the Strategic Project Grants Program is to increase research and training in targeted areas that could strongly enhance Canada's economy, society and/or environment within the next 10 years. The overall funding comprises of approximately \$20 million dollars. One of the main goals of the program is to increase the number of highly qualified personnel in the areas targeted by this program.

**Employer Eligibility:** Only universities and colleges may be eligible for this hiring and training grant. NSERC funds are awarded to the post-secondary research institutions for the direct costs of the research program or project for which the funds were awarded, such

as salaries, stipends, and related federal, provincial and institutional non-discretionary benefits for research work performed by research personnel (e.g., students, research associates, technicians).

**For more information, please visit:**

<http://www.ic.gc.ca/eic/site/fte-fte.nsf/eng/00116.html>

## ***PRODUCTIVITY ENHANCEMENT***

### **i. SMART PROGRAM: Canadian Manufacturers and Exporters**

**Source:** Industry Canada

**Description:** This program provides financial assistance for manufacturing productivity improvement projects such as lean design and lean manufacturing, quality improvement, energy efficiency, IT best practices, and environmental impact reduction. This Ontario program aims to improve operational efficiency. Projects must start within two months of selection and be completed within six months.

**Allotted Funds:** Funding provides \$50,000 or 50% of the eligible project costs, whichever is less.

**Employer Qualifications:** A company must have manufacturing operations in Ontario and must also have at least two years operating history. The manufacturing facility where the project will be implemented can have no fewer than 10 and no more than 500 employees as of the date you submit your application.

**For more information, please visit:**

<http://www.cme-smart.ca/>

### **ii. Canada Small Business Financing Program**

**Source:** Industry Canada

**Description:** The aim of this program is to help small businesses across Canada access lease financing for new or used equipment.

**Allotted Funds:** Funding up to \$50,000 or 50% of the eligible project costs, whichever is less. Funding will be put towards the cost of equipment excluding maintenance.

**Employer Eligibility:** Private companies and small to medium sized businesses are eligible to apply for this program.

**For more information, please visit:**

<http://www.ic.gc.ca/eic/site/fte-fte.nsf/eng/00021.html>

### iii. Educational Technology Tax Incentive

**Source:** Ministry of Revenue

**Description:** This incentive is available to Ontario businesses which support Ontario's community colleges and universities in acquiring new teaching equipment and learning technologies.

**Allotted Funds:** For corporations, the incentive is a 15 per cent tax deduction in computing income.

**Employer Qualifications:** The corporation must obtain and retain a certificate issued by the eligible educational institution which received the donation or price discount stating that the equipment or technology meets the conditions of eligibility.

**For more information, please visit:**

<http://www.rev.gov.on.ca/en/credit/etti/index.html>

# “HYBRID” INCENTIVES

*The following are incentives which address more than one area, sector or targeted group.*

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## **i. Ontario Co-Operative Education Tax Credit**

**Source:** Ministry of Finance

**Description:** 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.

**Allotted Funds:** The maximum credit for each qualifying work placement is \$3,000. Most work placements are for a minimum employment period of 10 weeks up to a maximum of four months.

**Employer Eligibility:** To qualify for this tax credit, employers must meet the following requirements:

- Organizations must have a permanent establishment located in Ontario.
- Organizations must be subject to Ontario income tax.
- Organizations must incur eligible expenditures associated with hiring co-op students enrolled in an Ontario university or college.

**For more information, please visit:**

<http://www.rev.gov.on.ca/en/credit/cetc/>

## **ii. Youth Entrepreneurship Grants For Non-profit Organizations**

**Source:** Ministry of Small Business and Consumer Services

**Description:** This program provides funding to non-profit organizations in Ontario that facilitate the development of an enterprising culture amongst Ontario's youth (typically between the ages of 12 - 29) by providing them with educational, experiential and entrepreneurial opportunities.

**Allotted Funds:** The maximum level of funding for the renewal period is also \$75,000 per project per year.

**Employer Eligibility:** Eligible applicants must be an established non-profit organization in operation for at least three years in Ontario.

**Employee Eligibility:** Proposals will only be accepted for consideration from non-profit organizations with a significant and substantial presence in Ontario.

**For more information, please visit:**

[http://www.sbe.gov.on.ca/ontcan/sbe/en/youth\\_partnerships\\_orgs\\_en.jsp](http://www.sbe.gov.on.ca/ontcan/sbe/en/youth_partnerships_orgs_en.jsp)

# MISCELLANEOUS INCENTIVES

*The following are incentives that do not fall within the above categories.*

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## **i. Industrial Cooperation Program (CIDA-INC)**

This program does not directly affect the Canadian market but still provides certain incentives for participating businesses.

**Source:** Canadian International Development Agency (CIDA)

**Description:** A cost-sharing program that provides a financial incentive (a cash contribution) to Canadian companies to start a business or provide training in developing countries or countries in transition to a market economy. CIDA-INC's financial contribution is provided mainly for studies and training activities. Eligible projects are funded under one of two mechanisms: Investment Mechanism-CIDA-INC or Professional Services Mechanism-CIDA-INC.

**For more information, please visit:**

<http://www.acdi-cida.gc.ca/inc>

## **ii. Ability Edge**

**NOTE:** While this program provides employment opportunities to individuals with disabilities, actual incentives are not provided for the employer. Workplace participation is the goal of this program.

**Source:** Service Canada/Career Edge

**Description:** This program offers internships to recently graduated persons with disabilities who have little career related work experience. These internships are provided by employers seeking more diversity in their workforce.

**Allotted Funds:** Career Edge interns earn \$1,833/month during their internship (before taxes and other deductions). Interns receive their stipend directly from Career Edge, which then bills each host organization an amount that covers the intern's stipend, all related taxes, plus a program delivery fee.

### **Employee Qualifications:**

- Individual must be a person with a self-declared disability.
- Individual must have a university bachelor's degree or college diploma/certificate.
- Individual must have little or no career related work experience
- Individual must be eligible to work in Canada.
- Individual must have not previously been a Career Edge or Ability Edge Intern.

**For more information, please visit:**

<http://www.abilityedge.ca/>

## UPCOMING INITIATIVES

*The following are several upcoming incentives available for businesses and organizations in Ontario.*

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i. **Strategic Skills Training Centres**

**Source:** Ministry of Training, Colleges, and Universities

**Description:** The funding will support new construction and renovation projects, as well as the purchase of new equipment.

ii. **(Improvements to) The Apprenticeship Training Tax Credit 2009**

**Description:** Grants of up to \$2,000 to apprentices and \$1,000 will be given to employers when training is successfully completed.

**For more information, please visit:**

<http://www.premier.gov.on.ca/news/event.php?ItemID=9385&Lang=EN>