

Dollars & Sense

A guide to employer training credits,
incentives and supports



Algoma Training Consortium (ATC)

AWiC **ALGOMA WORKFORCE**
INVESTMENT CORPORATION

2014

Dollars and Sense:

a guide to employer training credits, incentives and supports

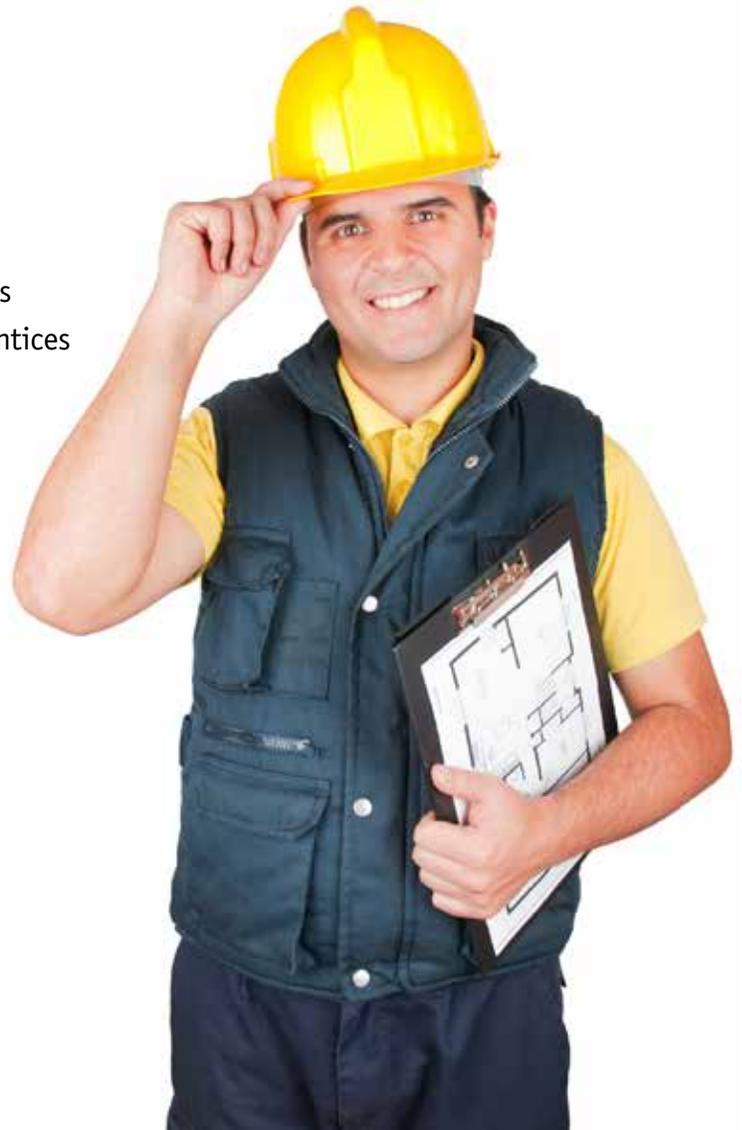
Introduction

The need for those who possess skills and knowledge to take the time to pass along their wisdom to a younger generation has never been as crucial to our local economy as it is right now. Algoma faces an aging workforce while at the same time younger job seekers face challenges finding work because of lack of experience. Mentorship and on the job training are a concrete way for important skills to be handed down from worker to worker and for employers to develop great employees.

AWiC is committed to providing relevant workforce information to employers in order to help individuals get the training, skills and experience to achieve their career goals. This guide is meant to show that there are many tax credits, wage incentives, programs and resources available to help employers make their workplaces more efficient, productive and cost effective. Taking advantage of these programs will allow employers to defray costs associated with training new hires and apprentices, hiring co-op and summer students and much more.

The guide is broken into 6 sections:

- Organizations to Help You
- Youth Employment Programs
- Wage Subsidy Programs
- Hiring for the Summer?
- Apprenticeship Incentives for Employers
- Financial Help and Resources for Apprentices



Acknowledgements

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The information included in this guide is accurate as of the date of publication. There may be other incentives available which are not listed here.

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Sault Ste. Marie ON P6A 2W9

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The views expressed in this document do not necessarily reflect those of the Government of Ontario.

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ORGANIZATIONS TO HELP YOU

Employment Ontario Employment Services in Algoma

There are 5 Employment Ontario Service Providers within the Algoma District operating in 6 different locations.

The service providers provide employers with qualified candidates for you to interview, provide potential wage subsidy during training, and other hiring initiatives and staff support to both you and your new employee.

Contact one of the following Employment Ontario Service Providers for assistance in all your hiring needs.

Employment Solutions
421 Bay St. - 4th Floor
Sault Ste. Marie ON P6A 1X3
705-945-0705

Employment Options
40 Prince Edward Walk
Elliot Lake ON P5A 1Z8
705-848-5119

Employment Solutions
10C Hanes Ave
Blind River ON P0R 1B0
705-356-1611

Regional Employment Help Centre
65B Broadway
Wawa ON P0S 1K0
705-856-1648

Sault Community Career Centre
503 Queen Street East
Sault Ste. Marie ON P6A 2A2
705-759-0909



Community Futures Development Corporations

What is it?

The Community Futures Program is a Government of Canada initiative which supports 3 Community Futures Development Corporations (CFDCs) in Algoma. The organization is dedicated to helping small and medium-sized businesses access services and capital, as well as enhancing the community's economic and employment base through community-based planning and economic development initiatives.

Who is eligible?

CFDCs offer a wide variety of programs and services supporting community economic development and small business growth. In particular, they provide strategic community planning and socioeconomic development, support for community-based projects, business information and planning services and access to capital for small and medium sized businesses and social enterprises.

Need more information?

Community Development Corporation of Sault Ste. Marie & Area
672 Queen Street East
Sault Ste. Marie ON P6A 2A4
705-942-9000
1-866-845-5395
Fax: 705-942-0274

East Algoma Community Futures Development Corporation
1 Industrial Park Road East - Suite 106
Blind River ON P0R 1B0
705-356-1152
1-888-227-3569
Fax: 705-356-1711

Superior East Community Futures Development Corporation
14 Ganley Street, P.O. Box 709
Wawa ON P0S 1K0
705-856-1105
1-800-387-5776
Fax: 705-856-1107

Professions North/Nord (PNN)

What is it?

Professions North/Nord (PNN) provides a much needed service to Northern Ontario communities who are plagued with shortages of skilled labour, high turnover/out migration, low population densities and remoteness making services hard to access, expensive, and often unavailable.

PNN works in collaboration with all major communities in Northern Ontario through their economic development bodies; with Contact North for service windows outside of the major centres; with educational institutions; and with many other organizations such as career resource centres and newcomer services and employers.

Who is eligible?

Professions North/Nord works with internationally trained professionals (ITPs) who have solid experience in their fields and with employers looking to hire people for hard to fill positions where individuals in the area/region do not possess the required education or level of expertise.

PNN acts as a bridge training program, to use their network of agencies and dedicated staff to help skilled newcomers become job-ready for the Canadian workplace.

What's in it for me?

- meet your recruiting needs as Canadian-born workers become harder to find
- increase your competitiveness by boosting innovation and bringing new perspectives and ideas to the table
- access global markets through their knowledge of international business practices and their ability to build relationships in different parts of the world
- insight into the needs and preferences of customers from various cultural backgrounds
- enhance your corporate image through increased diversity
- increase the richness and diversity of your community as a whole

Need more information?

Sault Community Career Centre
503 Queen Street East
Sault Ste. Marie ON P6A 2A2
705-759-0909

YOUTH EMPLOYMENT PROGRAMS

Youth Employment Fund

What is it?

The Youth Employment Fund provides young people with an entry point to long-term employment through job placements that offer the chance to learn work skills while earning income.

Who's eligible?

Client eligibility:

- be between 15 and 29 years of age
- unemployed
- not attending school full-time and
- a resident of Ontario

Employer eligibility:

- be licensed to operate in Ontario
- be compliant with legislation (health and safety, employment standards)
- provide job placements of four to six months in Ontario, and be covered by safety insurance
- provide job placements that do not displace current or laid-off employees

What in it for me?

- employers can receive up to \$7,800 - \$6,800 for wage cost and \$1000 for training to
- offset costs associated with a job placement
- addressing immediate and long-term skills gaps, shortages and other workforce development needs
- employers must be able to commit to placements of four to six months in duration

Need more information?

Employment Solutions
421 Bay St. - 4th Floor
Sault Ste. Marie ON P6A 1X3
705-945-0705

Employment Solutions
10C Hanes Ave
Blind River ON P0R 1B0
705-356-1611

Sault Community Career Centre
503 Queen Street East
Sault Ste. Marie ON P6A 2A2
705-759-0909

Employment Options
40 Prince Edward Walk
Elliot Lake ON P5A 1Z8
705-848-5119

Regional Employment Help Centre
65B Broadway
Wawa ON P0S 1K0
705-856-1648

Jobs for Youth

What is it?

The Jobs for Youth summer employment program is funded by the Ontario government and is managed by the Ministry of Children and Youth Services to help disadvantaged youth ages 15 to 18 years of age gain workplace skills through summer employment.

Paid 8 week employment placement and post- employment support. Begins in July.

Who is eligible?

- private, public, and not-for-profit employers

What's in it for me?

- giving at-risk and disadvantaged youth the opportunity to meet employers and mentors, and learn work and life skills to help them reach their full potential
- fully subsidized summer employment program, while helping young people in our community gain valuable work experience
- services available in various locations throughout Algoma

Need more information?

Employment Solutions
421 Bay St. - 4th Floor
Sault Ste. Marie ON P6A 1X3
705-945-0705

Métis Youth Program (MYP)

What is it?

Métis Youth Program (MYP) is designed to provide support to unemployed youth between the ages of 15 and 30 through a number of program options, available through individual client purchase or as community-based programming. Assistance can be provided through:

- Internship Program: to support internships with employers that provide youth with skill enhancement, work experience and entrepreneurial assistance to help them make a successful transition into the labour market
- Community Service Program: to support the development of work opportunities for youth who face barriers to finding employment through participation in community service projects. The aim is to help young people develop the life skills and work experiences necessary to enter the labour market
- Labour Market Information Program: to support activities that provide youth with labour market information they need to make decisions about their education and careers

Who is eligible?

- employer must submit a complete project proposal
- insurance coverage must be provided by the employer for participants
- employer must possess the appropriate qualifications and expertise to develop, implement and manage the project

What's in it for me?

- contracts will be funded up to a maximum of length of 1 year (52 weeks)
- participants can receive allowances based on the prevailing wage rate for that kind of work in a particular location
- fosters a variety of school-to-work transition models, which provide a combination of appropriate on-the-job and in-class training
- provide youth more opportunities to explore and secure jobs in emerging/growth industries
- provide them with the skills required to support Canada's economic growth and successfully begin their careers/working lives

Need more information?

Métis Nation of Ontario
26 Queen St. East
Sault Ste. Marie ON P6A 1Y3
705-254-1768

Youth Employment Strategy Career Focus

What it is?

The fund is for local, regional, and national employers and organizations to deliver a range of activities that enable youth make more informed career decisions, develop their skills and benefit from work experiences. The program aims to help facilitate youth transition into the labour market.

- between the ages of 15 and 30 (inclusive) at the time of intake/selection
- post-secondary graduates
- out of school
- Canadian citizens, permanent residents, or persons who have been granted refugee status in Canada
- legally entitled to work according to the relevant provincial/territorial legislation and regulations
- not in receipt of Employment Insurance (EI) benefits

Who is eligible?

- business is registered in Canada
- organizations (including not-for-profit)
- public health and educational institutions
- band or tribal councils, Aboriginal organizations
- Municipal governments

What's in it for me?

- increase the supply of highly qualified workers
- facilitate the transition of highly-skilled young people to a rapidly changing labour market
- income support to participants (wages) based on the prevailing wage rate for the occupation and mandatory employment related costs (MERCs) for participants
- additional support to cover all or part of the incremental costs such as dependent care, travel or transportation
- other support to cover the cost of disability supports
- overhead costs required to carry-out the project, including wages and employment related costs for staff
- costs associated with central administrative functions of the applicant organization that are used to support agreement activities

Need more information?

Youth Employment Strategy Career Focus
1-800-935-5555
TTY: 1-800-926-9105

Canadian Steel Trade and Employment Congress
705-779-2635

www.servicecanada.gc.ca/cgi-bin/search/eforms/index.cgi?app=prfl&frm=emp5523&ln=eng

Skills Link Program

What is it?

Skills Link is a program to help youth overcome barriers to employment, to help youth develop a broad range of skills and knowledge in order to participate in the current and future labour market and to promote education and skills as being key to labour market participation. The program offers a range of activities that can be tailored to meet the individual needs of the youth.

Who is eligible?

Youth must be:

- between the ages of 15 and 30 (inclusive) at the time of intake/selection
- out of school
- Canadian citizens, permanent residents, or persons who have been granted refugee status in Canada
- legally entitled to work according to the relevant provincial/territorial legislation and regulations
- not in receipt of Employment Insurance (EI) benefits

Skills Link was developed to assist youth in various circumstances, including those who: are single parents, are of Aboriginal descent, have disabilities, are recent immigrants, live in rural and remote areas, have dropped out of high school

Eligible applicants include:

- businesses
- organizations (including not-for-profit)
- public health and educational institutions
- band or tribal councils, Aboriginal organizations
- municipal governments

What's in it for me?

- income support to individuals
- mandatory employment related costs
- additional support to cover all or part of the incremental costs for individuals to participate, such as dependent care, travel or transportation
- other support to cover the cost of items associated with the youth's participation, including disability supports
- overhead costs required to carry-out the project, including wages and employment related costs for staff

Need more information?

Service Canada Centre
22 Bay St
Sault Ste. Marie ON P6A 5S2
1-800-622-6232
TTY: 1-800-926-9105
www.servicecanada.gc.ca/eng/epb/yi/yep/newprog/skillslink.shtml

WAGE SUBSIDY PROGRAMS

Métis Wage Subsidy (MWS)

What is it?

The Métis Wage Subsidy helps clients unemployed or under-employed and/or clients whose employment is at risk due to the labour market changes, insufficient employment skills or certification. Client must work a minimum of 20 hours per week.

- Program may also be utilized to encourage employers to hire Métis apprentices

Who is eligible?

- Métis Community Councils
- for-profit organizations, including partnerships and sole proprietorships
- self-employed persons
- Aboriginal organizations
- Government institutions
- non-profit groups
- insurance coverage must be provided by the employer
- employers must possess the appropriate qualifications and expertise to develop, implement and manage the project

What's in it for me?

- to assist Métis individuals secure long-term employment through direct work experience opportunities by encouraging employers to hire and provide on-the-job experience
- maximum length of subsidy is 26 weeks

Need more Information?

Métis Nation of Ontario
26 Queen St. East
Sault Ste. Marie ON P6A 1Y3
705-254-1768

Co-operative Education Tax Credit (Provincial)

What is it?

The Co-operative Education Tax Credit (Provincial) is a refundable tax credit for businesses hiring students enrolled in a recognized post-secondary co-operative education program.

Who is eligible?

- incorporated and unincorporated businesses having a permanent establishment in Ontario

What's in it for me?

- the credit is based on salaries and wages paid to a student in a co-op education work placement
- the maximum credit for each work placement is \$3000, with work placements lasting from 10 weeks to a maximum of 4 months

Need more information?

Canada Revenue Agency
www.fin.gov.on.ca/en/credit/cetc/

Placement with Incentives (Training on the Job)

What is it?

- employers may receive financial incentives to provide on the job training

Who is eligible?

- employers looking to hire qualified clients

What's in it for me?

- a chance to offset some of the costs involved in providing employees with work experience or on-the-job training

Need more information?

Employment Solutions
421 Bay St. - 4th Floor
Sault Ste. Marie ON P6A 1X3
705-945-0705

Employment Options
40 Prince Edward Walk
Elliot Lake ON P5A 1Z8
705-848-5119

Employment Solutions
10C Hanes Ave
Blind River ON P0R 1B0
705-356-1611

Regional Employment Help Centre
65B Broadway
Wawa ON P0S 1K0
705-856-1648

Sault Community Career Centre
503 Queen Street East
Sault Ste Marie ON P6A 2A2
705-759-0909

Enhanced Employment Placement Program

What it is?

The Algoma District Services Administration Board (ADSAB) can provide a training subsidy to employers in the District of Algoma who are hiring anyone in receipt of Ontario Works or Ontario Disability Support Program benefits in the jurisdiction of Hornepayne through to north of Superior Park, Echo Bay through to Spanish including all communities in those areas.

Who is Eligible?

- clients must be a recipient of Ontario Works or Ontario Disability Support Pension
- employers licensed to operate in Ontario
- compliant with legislation (health and safety, employment standards, etc.)

What's in it for me?

- the employer is eligible for up to \$5.00 per hour based upon a full time (>30 hour/week) position for 6 months
- other supports can be made available to the participant such as job specific training costs ie. health and safety courses, certification courses, etc
- additional eligible costs may include WSIB coverage for the participant

Need more information?

Blind River office (including Spanish and North Shore)
15 Hanes St
Blind River ON P0R 1B0
705-356-2263

Elliot Lake Office
2 Elizabeth Walk
Elliot Lake ON P5A 1Z3
705-848-7153

Central Algoma Office (Echo Bay through to Iron Bridge)
1 Collver Rd
Thessalon ON P0R 1L0
705-842-3370

Wawa Office (Hornepayne through to Wawa)
50 Broadway Ave
Wawa ON P0S 1K0
705-842-3370
1-888-326-3133

Enhanced Employment Placement Program

What is it?

Enhanced Employment Placements assist participants into the work force by providing financial incentives to employers to offset the cost of hiring and training new employees. Employers under the Enhance Employment Placement Program are eligible to receive incentive payments to offset the costs involved in training.

Who is Eligible?

- clients must be a recipient of Ontario Works
- private and public sector employers licensed to operate in Ontario
- compliant with legislation (health and safety, employment standards, etc.)

What's in it for me?

- the employer is eligible for up to \$4.00 per hour based upon a full time or part time position for up to 6 months (position cannot exceed 44 hours per week)
- temporary or seasonal employment may be considered for subsidy
- other supports can be made available to the participant such as job specific training costs ie. health and safety courses, certification courses, etc
- additional eligible costs may include WSIB coverage for the participant

Need more information?

Ontario Works Employment Services
540 Albert Street East
Sault Ste. Marie, ON
P6A 5N1
705-759-5294

Opportunities Fund for Persons with Disabilities

What is it?

The Opportunities Fund for Persons with Disabilities (OF) program helps people with disabilities prepare for, obtain and maintain employment or self-employment.

Who is eligible?

- Wage subsidy funding is available to eligible organizations that provide opportunities for people with disabilities to gain work experience leading to employment (OPS no longer supports volunteer work)

What's in it for me?

- Wage subsidies to offset between 50% to 100% of wages are available to employers to encourage them to hire people with disabilities
- employment costs including participant wages and related employer costs can be covered
- Onsite employee training and coaching

Need more information?

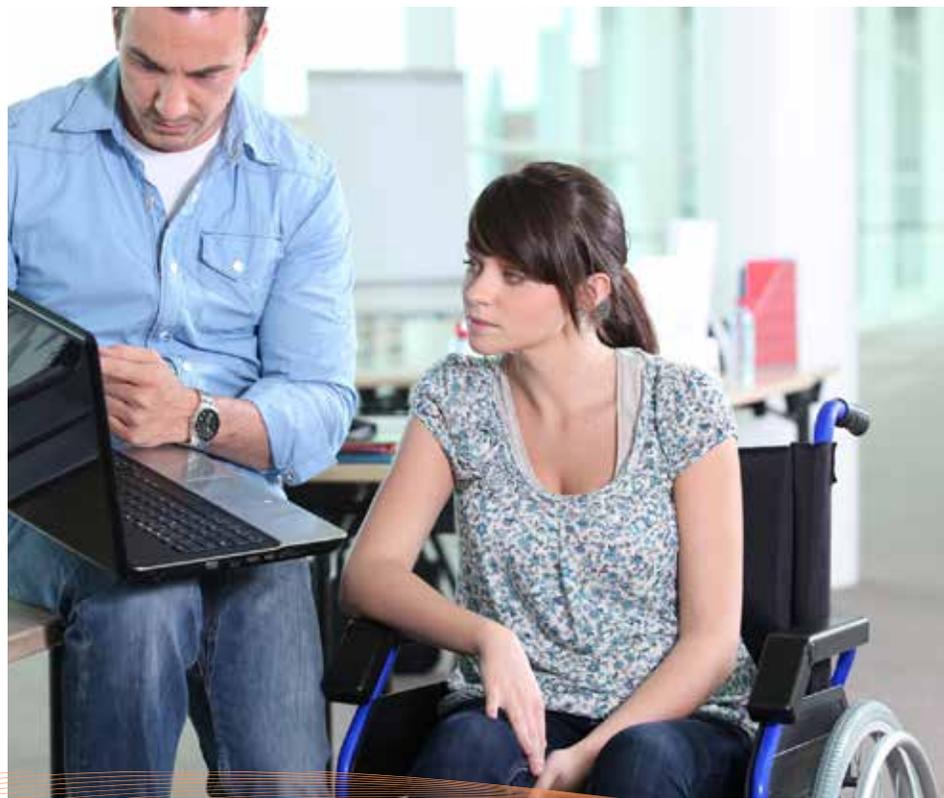
ER Employment Consulting
137 Andrew Street
Sault Ste Marie ON P6A 1N1
705-253-8973
www.erconsulting.ca

Positively Charged Co
Sault Ste Marie, ON
705-910-0670
www.positivelycharged.ca

YesYouCan Employment
875 Queen Street East, Suite 3
Sault Ste Marie, ON P6A 2B4
705-254-5870
www.yesyoucanemployment.net

March of Dimes Canada
550 Queen Street West
Sault Ste Marie, ON P6A 1A6
705-945-1044
www.marchofdimes.ca

Service Canada Centre
22 Bay Street
Sault Ste. Marie ON P6A 5S2
1-800-622-6232



Métis Disabilities Support Program (MDSP)

What is it?

Métis Disabilities Support Program is to provide Métis persons with disabilities the support necessary to successfully complete training, and/or to prepare for, secure, or maintain employment.

Who is eligible?

- employers looking to hire Métis clients

What's in it for me?

- purchase of specialized furniture, or other personal or physical supports as recommended by a qualified assessor
- to provide the necessary supports to ensure that Métis persons with disabilities are able to participate in training and employment.
- Costs related to equipment, special needs devices, tutoring, transportation, fees associated with assessments, etc.
- maximum length of training is 1 year (52 weeks)

Need more information?

Métis Nation of Ontario
26 Queen St. East
Sault Ste. Marie ON P6A 1Y3
705-254-1768

Youth Internship Initiative

What is it?

Youth Internship Initiative (FedNor) helps post-secondary graduates obtain crucial professional experience and, in turn, provides Northern Ontario businesses with access to educated and motivated young people to help support their goals.

- be unemployed or underemployed youth (persons aged 30 and under)
- have graduated within the last three years with a degree, diploma or certificate from a recognized post-secondary institution
- be legally entitled to work in Canada
- have not previously participated as a youth intern in FedNor's Northern Ontario Development Program or in any other federal or provincial internship program

Who is eligible?

- not-for-profit organizations
- small and medium-sized enterprises (SMEs)

What's in it for me?

- FedNor will contribute up to 90 percent (\$31,500 per year) for the eligible costs of salary and employee benefit expenses in a full-time position for the internship period
- FedNor will contribute up to 50 percent (\$31,500) for the eligible costs of salary, employee benefit expenses, and professional and business skills development and associated travel costs for a period of 12 months in a full-time position

Need more information?

FedNor Office
2 Queen Street East
Sault Ste. Marie Ontario P6A 1Y3
1-877-333-6673

Northern Ontario Internship Program

What is it?

The purpose of the Northern Ontario Internship Program is to strengthen Northern Ontario's competitive advantage and build economic development capacity by attracting and retaining graduates in the North. The program provides recent graduates who are interested in launching and building their careers in Northern Ontario access to internships.

Who is eligible?

Candidates:

- University and college graduates who have graduated within the last three years from an accredited college or university. Candidates must be graduates of post-secondary degree or diploma programs
- the position must provide the intern with first time employment in their field of study
- candidates are only eligible to participate in the internship program one time
- candidates must be legally entitled to work in Canada

Employers:

- private, public and not-for-profit organizations located in Northern Ontario that are interested in providing training and work experience to recent graduates must have been operating for at least one year with a minimum of one full-time employee and operate in one of the following sectors:
- advanced manufacturing, agriculture, aquaculture and food processing, arts, culture and creative industries, digital economy, forestry and value-added forestry-related industries, Health sciences, minerals sector and mining supply and services, renewable energy and services, tourism, transportation, aviation and aerospace, water technologies and services, municipalities, First Nations, post-secondary education institutions, and research, institutions

What's in it for me?

- the program will support innovation, economic/community development and capacity building within communities
- not-for-profit and public sector organizations located in Northern Ontario are potentially eligible to receive a conditional contribution of up to 90 percent of a recent graduate's salary to a maximum contribution of \$31,500
- eligible private sector Northern Ontario organizations are potentially eligible to receive a conditional contribution of up to 50 percent of a recent graduate's salary to a maximum contribution of \$31,500

Need more information?

Northern Ontario Heritage Fund Corporation
70 Foster Drive, Suite 200
Sault Ste. Marie, Ontario P6A 6V8
705-945-6701
1-800-461-8329
nohfc.ndm@ontario.ca

HIRING FOR THE SUMMER?

First Nations and Inuit Summer Work Experience Program

What is it?

The First Nations and Inuit Summer Work Experience Program provides youth with opportunities for summer employment, so that they can gain work experience, and develop or enhance essential employability skills.

- First Nations and Inuit secondary and post-secondary students aged 15 to 30 ordinarily resident on-reserve or in recognized communities or on community land
- full-time student during the preceding academic year and who intend to return to school on a full-time basis in the next academic year

Who is eligible?

- business is registered in Ontario
- organizations (including not-for-profit)
- public health and educational institutions
- band or tribal councils, Aboriginal organizations
- Municipal governments

What's in it for me?

- youth acquire skills by providing wage subsidies for their summer work experience
- prepare secondary and post-secondary students in preparation for future entry into the labour market by enabling them to obtain employment experience
- students acquire employability skills, to support them in financing and furthering their education and to provide students with career and labour market information and assistance in finding summer or short-term employment
- 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

Need more information?

Aboriginal Affairs and Northern Development Canada
8th Floor 25 St. Clair Avenue East
Toronto ON M4T 1M2
416-973-6234
Fax: 416-954-6329

Indian Friendship Centre
122 East Street
Sault Ste. Marie ON P6A 3C6
705-256-5634
Fax: 705-942-3227

Summer Jobs Service

What is it?

The program is designed to assist students in the pursuit of summer employment. Our goal is to provide students with the information, knowledge, training and skills necessary to find meaningful employment; and to provide employers with an educated and motivated workforce.

- students must be enrolled full-time in secondary or post-secondary education during 2013 and planning to return to full-time studies in September of 2014
- must be between 15-30 years of age
- must be eligible to work in Canada

Who is eligible?

- business is registered in Ontario
- hiring will complement existing staff and not result in layoffs
- business must provide WSIB (or the equivalent) and have third party liability insurance
- must complete an SJS Employer Registration and Contract form and receive approval from the Service Provider

What's in it for me?

- motivated students are pre-screened to fill your seasonal employment needs, speed up your hiring process, and reduce your hiring costs
- wage subsidies are \$2.00 per hour up to \$700 per student
- or may be referred students by an employer

Need more information?

Employment Options
40 Prince Edward Walk
Elliot Lake ON P5A 1Z8
705-848-5119

Employment Solutions
421 Bay St. - 4th Floor
Sault Ste. Marie ON P6A 1X3
705-945-0705

Regional Employment Help Centre
65B Broadway
Wawa ON P0S 1K0
705-856-1648

Employment Solutions
10C Hanes Ave
Blind River ON P0R 1B0
705-356-1611

Young Canada Works for Aboriginal Urban Youth

What is it?

Young Canada Works for Aboriginal Urban Youth (YCWAUY) supports Aboriginal youth, aged 16 to 30 inclusive, to explore career choices and gain the skills and knowledge required to participate in the labour force through summer work experiences, lasting 6 to 16 consecutive weeks. Student(s) must work 30 to 40 hours per week.

Who is eligible?

- various organizations and business throughout the community

What's in it for me?

- enables an employer to gain access to a group of students with skills specifically related to the organizational needs
- students and graduates – particularly those facing barriers to employment, get the information and gain the skills, experience and ability they need to enter the workforce
- employers can access wage subsidy from 10.25/ hr. to 18.39/ hr. depending on educational level

Need more information?

Indian Friendship Centre
122 East Street
Sault Ste. Marie ON P6A 3C6
705-256-5634
Fax: 705-942-3227



Summer Career Placement (SCP)

What is it?

The Summer Career Placement (SCP) wage subsidy program designed for Métis students seeking summer employment opportunities.

Students must be:

- Métis
- between the ages of 15-30 years
- in school and returning to an educational institution in the fall of 2014

Who is eligible?

- employers from the private, public and non-profit sectors
- employers must have payroll capability to pay student wages

What's in it for me?

- employers can receive wage subsidies and/or Mandatory Employer Related Costs (MERC) to create beneficial job experience opportunities for Métis youth
- employers must agree to employ students for a minimum of 20 hours and a maximum of 37.5 hours per week
- the maximum number of weeks for a post-secondary SCP is 16 weeks. The maximum number of weeks for a secondary SCP is 8 weeks.
- Depending on educational attainment the employer can access wage subsidy from \$8- \$13 an hour.

Need more information?

Métis Nation of Ontario
Sault Ste. Marie
26 Queen St. East
Sault Ste. Marie ON P6A 1Y3
705-254-1768

Canada Summer Jobs

What is it?

Canada Summer Jobs (CSJ) provides funding to help employers create summer job opportunities for students. It is designed to focus on local priorities, while helping both students and their communities.

To be eligible to participate, individuals must:

- be between 15 and 30 years of age at the start of the employment
- have been registered as full-time students in the previous academic year and intend to return to school on a full-time basis in the next academic year
- be a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act³; and
- be legally entitled to work in Canada in accordance with relevant provincial/territorial legislation and regulations

Who is eligible?

- private, public, and not-for-profit employers
- private sector employers must have 50 or fewer full time employees across Canada

What's in it for me?

- public sector employers/smaller private sector employers are eligible for up to 50% of the minimum hourly wage
- not-for-profit employers are eligible for up to 100% of the minimum hourly wage

Need more information?

Service Canada Centre
22 Bay St
Sault Ste. Marie ON P6A 5S2
1-800-622-6232

deadline for applications is January 31, 2014

APPRENTICESHIP INCENTIVES FOR EMPLOYERS

The Apprenticeship Training Tax Credit (Provincial)

What is it?

The Apprenticeship Training Tax Credit (ATTC) is a refundable tax credit. It is available to employers who hire and train apprentices in certain skilled trades during the first 48 months of an apprenticeship program.

Who is eligible?

- businesses that have permanent establishments in Ontario
- those subject to Ontario Income Tax
- those having eligible expenditures in training apprentices in designated skilled trades

What's in it for me?

- the maximum credit available is \$10,000 per qualifying apprentice per taxation year
- employers and sponsors are eligible to receive the credit for four years

Need more Information?

Canada Revenue Agency

www.cra.gc.ca

1-800-959-5525

Apprenticeship Branch

477 Queen St East, 4th Floor

Sault Ste. Marie ON P6A 1Z5

705-945-6815

1-800-236-8817

Apprenticeship Branch

50 Hillside Dr. North

Elliot Lake ON P5A 1X4

705-848-4661



Métis Apprenticeship Program (MAP)

What is it?

Métis Apprenticeship Program (MAP) is designed to purchase appropriate training from various institutions and organizations for apprentices and potential apprentices.

This could include training for registered apprentices with the Ministry of Training Colleges and Universities (MTCU) or exploration training for individuals interested in gaining knowledge about skilled trades through the different sectors.

Who is eligible?

Institutions and organizations who have certification or verification from the appropriate Provincial body, MTCU. Every effort should be made to acquire certification or a partnership with appropriate stakeholders before the program has started.

What's in it for me?

- maximum length of training is 1 year (52 weeks) for each intervention
- in-class school fees are eligible as well as books, transportation, living away from home allowance, required equipment, parking and MTCU apprenticeship registration fees

Need more Information?

Métis Nation of Ontario
26 Queen St. East
Sault Ste. Marie ON P6A 1Y3
705-254-1768

The Apprenticeship Job Creation Tax Credit

What is it?

The Apprenticeship Job Creation Tax Credit (AJCTC) is a non-refundable tax credit equal to 10% of the eligible salaries and wages payable to Red Seal Trade apprentices employed after May 1, 2006.

Who is eligible?

- any business that hires an eligible apprentice
- an “eligible apprentice” 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

What’s in it for me?

- the maximum credit is \$2,000 per year for each eligible apprentice

Need more information?

Canada Revenue Agency
www.cra-arc.gc.ca
1-800-959-5525

Red Seal Trade
www.red-seal.ca

Apprenticeship Branch
477 Queen St East 4th Floor
Sault Ste. Marie ON P6A 1Z5
705-945-6815
1-800-236-8817

Apprenticeship Branch
50 Hillside Dr. North
Elliot Lake ON P5A 1X4
705-848-4661



Apprenticeship Employer Signing Bonus

What is it?

The Apprenticeship Employer Signing Bonus is a \$2,000 (per apprentice) signing bonus to employers who support new apprentices in sectors where there is a high demand for skilled workers.

Who is eligible?

- employers who are participating in Employment Ontario wage placement opportunities
- employers must have WSIB coverage or equivalent and Third Party Liability coverage
- employers who are committed to providing relevant apprenticeship training as part of the Employment Services Incentive Placement Agreement

What's in it for me?

- an initial payment up to \$1,000 when an Employment Ontario participant is registered with the Ministry as an apprentice
- a final payment up to \$1,000 six months from the apprenticeship signing/registration date if the apprentice is still working and training with the same employer

Need more information?

Employment Ontario:
www.tcu.gov.on.ca/eng/employers/emp_bonus.html

Employment Solutions
421 Bay St. - 4th Floor
Sault Ste. Marie ON P6A 1X3
705-945-0705

Regional Employment Help Centre
65B Broadway
Wawa ON P0S 1K0
705-856-1648

Employment Solutions
10C Hanes Ave
Blind River ON P0R 1B0
705-356-1611

Sault Community Career Centre
503 Queen Street East
Sault Ste Marie ON P6A 2A2
705-759-0909

Employment Options
40 Prince Edward Walk
Elliot Lake ON P5A 1Z8
705-848-5119

Ontario Apprenticeship Employer Completion Bonus

What is it?

Ontario Apprenticeship Employer Completion Bonus is a \$1000 taxable cash grant for each apprentice that the employer employs.

Who is eligible?

- available for employers for every apprentice that they employ who completes an apprenticeship training program and is issued a Certificate of Apprenticeship (C of A) and, where applicable a Certificate of Qualification, on or after January 1, 2010

What's in it for me?

- \$1000 taxable cash grant for each apprentice that an employer they employ and trains who completes his or her Certificate of Apprenticeship or Certificate of Qualification the employer on record receives an application for the bonus in the mail

Need more information?

Employment Ontario:

www.tcu.gov.on.ca/eng/employers/emp_bonus.html

Ministry of Training, Colleges and Universities (MTCU)
477 Queen St East 4th Floor
Sault Ste. Marie ON P6A 1Z5
705-945-6815
1-800-236-8817

Ministry of Training, Colleges and Universities (MTCU)
50 Hillside Dr. North
Elliot Lake ON P5A 1X4
705-848-4661

Ontario Youth Apprenticeship Program (OYAP)

What is it?

The Ontario Youth Apprenticeship Program (OYAP) is a school-to-work transition program offered through Ontario secondary schools. Full-time students in Grades 11 and 12 earn cooperative education credits through work placements in skilled trades.

Who is eligible?

- employers offering an apprenticeship opportunity in one of the 150+ skilled trades professions

What's in it for me?

- employers can build a readily available pool of young, motivated people to fill current and future vacancies
- directs young people to the skilled trades at an early age
- there is a cost reduction in wages while the student is learning. The employer benefits from the gradually increasing performance and productivity of the student
- when schools and employers team up, students can better understand the link between program and workplace learning

Need more information?

Employment Ontario
1-800-387-5656
www.oyap.com

Huron Superior Catholic District School Board
102 Wellington St. E.
Sault Ste. Marie ON P6A 2L2
705-945-5656

Algoma District School Board
644 Albert St. E.
Sault Ste. Marie ON P6A 2K7
705-945-7261

FINANCIAL HELP AND RESOURCES FOR APPRENTICES

A number of grants and loans are available to help apprentices begin and complete their training. Please make your prospective apprentices aware of this information since it will help in your recruitment process.

Apprenticeship Scholarship

What is it?

\$1,000 scholarship to support individuals who require upgrading to meet the academic eligibility requirements for apprenticeship training in their chosen trade. For individuals who not to meet academic requirements and support education to achieve apprenticeship

Who is eligible?

- Employment Service Clients accessing assisted services and clients accessing the Resource and Information service

What's in it for me?

- \$1,000 scholarship is awarded

Need more information?

Employment Solutions
421 Bay St. - 4th Floor
Sault Ste. Marie ON P6A 1X3
705-945-0705

Employment Solutions
10C Hanes Ave
Blind River ON P0R 1B0
705-356-1611

Sault Community Career Centre
503 Queen Street East
Sault Ste. Marie ON P6A 2A2
705-759-0909

Employment Options
40 Prince Edward Walk
Elliot Lake ON P5A 1Z8
705-848-5119

Regional Employment Help Centre
65B Broadway
Wawa ON P0S 1K0
705-856-1648

Support to Non-EI-Eligible Apprentices

Provides grants of up to \$1500 per term to apprentices who are not eligible for employment insurance to help cover costs while they attend school.

Need more information?

Apprenticeship Branch
477 Queen St East 4th Floor
Sault Ste. Marie ON P6A 1Z5
705-945-6815
1-800-236-8817

Apprenticeship Branch
50 Hillside Dr. North
Elliot Lake ON P5A 1X4
705-848-4661

Loans for Tools Program

The Loans for Tools program offers new apprentices a loan to help them buy the tools and equipment they need to perform the trade in which they are registered. Amount depends on sector:

- Motive Power - \$800
- Industrial - \$400
- Construction - \$400
- Service - \$300

Need more information?

Apprenticeship Branch
477 Queen St East 4th Floor
Sault Ste. Marie ON P6A 1Z5
705-945-6815
1-800-236-8817

Apprenticeship Branch
50 Hillside Dr. North
Elliot Lake ON P5A 1X4
705-848-4661

Tradesperson's Tools Deduction

Provides employed tradespersons with an annual deduction of up to \$500 to help cover the cost of "eligible" tools necessary to the trade.

Need for information?

Canada Revenue Agency
www.cra-arc.gc.ca
1-800-959-5525

Apprenticeship Incentive Grant (AIG)

This is a taxable grant of \$1000 per year or level, up to a maximum of \$2000 per person.

It is available to apprentices once they have completed their first and/or second level of apprenticeship classroom training and have been registered as an apprentice for one or two years in a designated Red Seal trade. You must submit your application by June 30 of the year after you complete the year or level.

Helps apprentices cover some of the expenses related to tuition, travel and tools

Need more information?

Service Canada Centre
22 Bay St
Sault Ste. Marie ON P6A 5S2
1-800-622-6232

Apprenticeship Completion Grant (ACG)

A taxable grant of \$2000 for registered apprentices who complete their apprenticeship training and obtain their journeyman certification in a designated Red Seal trade. You must submit your application by June 30 of the year after you complete the year or level

Service Canada Centre
22 Bay St
Sault Ste. Marie ON P6A 5S2
1-800-622-6232

www.servicecanada.gc.ca/eng/goc/apprenticeship/completiongrant/program.shtml

Apprenticeship Completion Bonus in Non-Red Seal Trades

This is a one-time \$2000 taxable benefit given to apprentices who complete apprenticeship training and receive certification in a non-Red Seal trade

Need more information?

Service Canada Centre
22 Bay St.
Sault Ste. Marie ON P6A 5S2
1-800-622-6232
www.servicecanada.gc.ca/apprenticeship

Tuition Tax Credit for Certification Examination Fees

Workers who incur occupational, trade, or professional examination fees of over \$100 will be eligible for the Tuition Tax Credit if the examination is required to obtain a professional status, certification, or licence in a trade that is recognized by federal or provincial statute and allows the individual to practice the profession or trade within Canada.

Need more information?

Canada Revenue Agency
www.cra-arc.gc.ca
1-800-959-5525



Algoma Workforce Investment
Corporation

AWiC

68 Dennis Street, Suite 206

Sault Ste. Marie, ON P6A 2W9

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