



ALGOMA WORKFORCE
INVESTMENT CORPORATION



2026

DOLLARS & SENSE

MAXIMIZING WORKFORCE
PARTICIPATION & EMPLOYER
SUPPORT PROGRAMS

Acknowledgment

This guide is a collaborative effort, and the Algoma Workforce Investment Corporation (AWIC) is deeply thankful to our community partners for their essential input and thorough review. We also extend our gratitude to all the Ministries that generously fund workforce development initiatives across the Algoma District.

Disclaimer

Every effort has been made to ensure the accuracy of this information as of the publication date. Please note that additional incentives may be available beyond those listed. If you identify any errors or omissions, we encourage you to contact us at info@awic.ca.

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Dollars & Sense is available online at www.awic.ca



This Employment Ontario project is funded in part by the Government of Canada and by the Government of Ontario.

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

Table of Contents

Acknowledgment	2
Organizations to Help You	6
EMPLOYMENT ONTARIO - EMPLOYMENT SERVICES	7
APATISIWIN - EMPLOYMENT AND TRAINING	8
COMMUNITY FUTURES DEVELOPMENT CORPORATIONS	9
CONTACT NORTH	10
INDIGENOUS SKILLS & EMPLOYMENT TRAINING (ISET)	11
ONTARIO DISABILITY SUPPORT PROGRAM (ODSP)	12
GET SET (SKILLS, EDUCATION AND TRAINING)	13
THE EMPLOYMENT NETWORK	14
Youth Employment Programs	15
FEDNOR YOUTH INTERNSHIP	16
MÉTIS YOUTH PROGRAM	17
TRANSITION TO INDEPENDENCE PROGRAM (TIP)	18
Summer Hiring	19
CANADA SUMMER JOBS (CSJ)	20
FIRST NATIONS AND INUIT SUMMER WORK EXPERIENCE PROGRAM	21
SUMMER EMPLOYMENT OPPORTUNITIES (SEO)	22
Internationally Trained Workers	23
ONTARIO IMMIGRANT NOMINEE PROGRAM (OINP)	24
GLOBAL ONBOARDING OF TALENT (GO TALENT)	25
BRIDGING PARTICIPANT ASSISTANCE PROGRAM	26
Financial Incentives	27
CANADA-ONTARIO JOB GRANT (COJG)	28
MÉTIS WAGE SUBSIDY PROGRAM	29
NOHFC PEOPLE AND TALENT INTERNSHIP PROGRAM	30
CO-OPERATIVE EDUCATION TAX CREDIT	32
PLACEMENT WITH INCENTIVES (EO-EMPLOYMENT SERVICE)	33

Apprenticeship Incentives for Employers	34
ONTARIO YOUTH APPRENTICESHIP PROGRAM (OYAP)	35
ACHIEVEMENT INCENTIVE PROGRAM	36
Programs and Financial Supports for Apprentices	38
MÉTIS APPRENTICESHIP PROGRAM	39
SUPPORTING WOMEN IN SKILL TRADES PROJECT	39
SUPPORT FOR APPRENTICES WITH DISABILITIES	40
CANADA APPRENTICE LOAN	40
TOOLS GRANT	41
DEDUCTION FOR TOOLS (TRADESPERSONS)	41
APPRENTICESHIP COMPLETION BONUS	42
APPRENTICE DEVELOPMENT BENEFIT	42
TUITION TAX CREDIT AND LICENSING EXAMINATION FEES	43
APPRENTICE MECHANIC TOOLS DEDUCTION	43
LABOUR MOBILITY DEDUCTION (TRADESPERSONS)	44

About This Guide

In this edition of Dollars & Sense, you will find a wide range of incentives and programs to help you offset the costs associated with hiring and training employees, apprentices, students, and more. See which programs you're eligible for and how they can benefit you as an employer.

In addition to this guide, Employment Ontario (EO) Employment Service Providers are available to assist employers throughout every step of the hiring process by listing job opportunities, suggesting qualified candidates, and providing information on incentives and wage subsidies. The EO Employment Service Providers are a valuable resource, and a list of local service providers can be found under "Organizations to Help You."

This edition of Dollars & Sense is broken down into eight (8) sections:

1. Organizations to Help You
2. Youth Employment Programs
3. Summer Hiring
4. Internationally Trained Workers
5. Financial Incentives
6. Apprenticeship Incentives for Employers
7. Programs and Financial Help for Apprentices
8. Sector Specific Training Incentives



ORGANIZATIONS TO HELP YOU

EMPLOYMENT ONTARIO - EMPLOYMENT SERVICES

Employment Ontario service providers help employers find, hire, and train workers. Take advantage of funding, programs, and federal tax incentives to help hire and train employees for your business, not-for-profit or public-sector organization.

There are five Employment Ontario service providers within the Algoma District. Contact your nearest office for assistance with all your hiring needs.

FOR MORE INFORMATION CONTACT:

Sault College Employment Solutions (Sault Ste. Marie)

477 Queen Street East, Suite 203, Sault Ste. Marie, ON P6A 1Z5
705-945-0705
contactES@saultcollege.ca
www.employment-solutions.ca

Sault Community Career Centre (Sault Ste. Marie)

503 Queen Street East, Sault Ste. Marie, ON P6A 2A2
705-759-0909
info@saultcareercentre.ca
www.saultcareercentre.ca

Sault College Employment Solutions (Blind River)

1 Industrial Park Rd., Suite 205 Blind River, ON P0R 1B0
705-356-1611
contactES@saultcollege.ca
www.employment-solutions.ca

Employment Options Emploi (Elliot Lake)

40 Prince Edward Walk, Elliot Lake, ON P5A 1Z8
705-848-5119
www.employmentoptions.ca

Regional Employment Help Centre (Wawa)

65-B Broadway Avenue, Box 642
Wawa, ON P0S 1K0 705-856-1648
info@wawarehc.com
www.wawarehc.com

APATISIWIN – EMPLOYMENT AND TRAINING

The Apatisiwin program provides employment and training interventions, as well as other activities, designed to enhance education and employment outcomes for urban Indigenous people residing in Ontario.

Each program site will employ an employment counsellor who is responsible for delivering services to eligible direct-service users by addressing their needs and supporting the development of an action plan to address identified employment barriers.

FOR MORE INFORMATION CONTACT:

Sault Ste. Marie Indigenous Friendship Centre

122 East Street

Sault Ste. Marie, ON P6A 3C6

recept@ssmifc.ca

www.ssmifc.ca/programservice/apatisiwin-employment-program

COMMUNITY FUTURES DEVELOPMENT CORPORATIONS

The Community Futures Program is a Government of Canada initiative which supports three Community Futures Development Corporations (CFDCs) in Algoma.

CFDCs are dedicated to helping small and medium-sized businesses access services and capital, and to enhancing the community's economic and employment base through community-based planning and economic development initiatives.

FOR MORE INFORMATION CONTACT:

Community Development Corporation of Sault Ste. Marie & Area
672 Queen Street East, Sault Ste. Marie, ON P6A 2A4
705-942-9000
cdc@ssmcdc.com
www.ssmcdc.com

East Algoma Community Futures Development Corporation
PO Box 116, Elliot Lake, Ontario, P5A 0A0
705-356-1152
1-888-227-3569
info@eastalgomacfdc.ca
www.eastalgomacfdc.ca

Superior East Community Futures Development Corporation
14 Ganley Street, PO Box 709
Wawa, ON P0S 1K0 705-856-1105
1-800-387-5776
info@superioreastcfdc.ca
www.superioreastcfdc.ca

CONTACT NORTH

Contact North | Contact Nord supports Ontario residents to access online education and training to improve their workforce skills while staying in their communities. We provide free support services to employers and employees by phone, email, live chat, or virtual meetings, including exploring training and funding options to meet their needs.

FOR MORE INFORMATION CONTACT:

Education & Training Advisor - **Central Algoma**
1-855-901-3425
centralalgoma@contactnorth.ca

Education & Training Advisor - **MidNorth**
1-855-671-6453
midnorth@contactnorth.ca

Student Information Hotline
1-877-999-9149
help@contactnorth.ca

INDIGENOUS SKILLS & EMPLOYMENT TRAINING (ISET)

The Indigenous Skills and Employment Training (ISET) Program is designed to help Indigenous people improve their skills and find employment.

The ISET Program provides funding to Indigenous service delivery organizations that design and deliver job training services to First Nations, Inuit, Métis, and urban/non-affiliated Indigenous people in their communities.

FOR MORE INFORMATION CONTACT:

Government of Canada - ISET Service Delivery Organizations

www.canada.ca/en/employment-social-development/programs/indigenous-skills-employment-training/service-delivery-organizations.html

Mamaweswen, the North Shore Tribal Council

#473 Hwy 17 W
Cutler, ON P0P 1B0
705-844 2340
1-877-633-7558

natalie@mamaweswen.ca
www.mamaweswen.com

ONTARIO DISABILITY SUPPORT PROGRAM (ODSP)

The Ontario Disability Support Program (ODSP) connects people with disabilities to sustainable, competitive employment by providing the support clients need to get a job, keep the job, and, where appropriate, advance in their careers.

ODSP supports businesses and organizations to diversify their workforce and hire qualified people with disabilities.

Service providers undertake marketing and outreach activities to develop placements and employment opportunities with local employers. Employment will reflect the current reality of the labour market. It can include full-time or part-time employment, self-employment, membership participation in a business enterprise or contract employment.

FOR MORE INFORMATION CONTACT:

Canadian Hearing Services
1-866-518-0000
info@chs.ca
www.chs.ca

March of Dimes Canada - Sault Ste. Marie
550 Queen St W, Suite 103
Sault Ste. Marie, ON P6A 1A6
705-945-1044
es@marchofdimes.ca
www.modemploymentservices.ca/

Yes You Can Inc.
262 Queen St E, Suite 200
Sault Ste. Marie, ON P6A 1Y7
705-254-1354
hello@yesyoucanemployment.ca
www.yesyoucanemployment.ca/

GET SET (SKILLS, EDUCATION AND TRAINING)

The Ontario Get SET (Skills, Education and Training), formally known as *Literacy and Basic Skills (LBS)* program, helps adults in Ontario to develop and apply communication, numeracy, interpersonal and digital skills to achieve their goals. The Get SET program serves learners who have goals to successfully transition to employment, post-secondary, apprenticeship, secondary school, and increased independence. The program includes learners who may have a range of barriers to learning.

FOR MORE INFORMATION CONTACT:

- **Ontario Get SET Program – Skills, Education and Training**

www.eopg.labour.gov.on.ca/en/programs/get-set-skills-education-and-training

- **Find Get SET / Adult Learning Programs in Algoma**

www.ontario.ca/locations/employment-training/search/

Wawa Adult Learning Centre/North Algoma

Literacy Coalition

The West Block
50 B Broadway Ave, Wawa, Ontario

Algoma District School Board

440 Northland Rd 1st Fl
Sault Ste Marie, Ontario

Sault College

443 Northern Ave E
Sault Ste Marie, Ontario

Centre d'éducation et de formation pour adultes (CÉFA)

145 McNabb St
Unit F Sault Ste Marie, Ontario

Superior Adult Learning

955 Queen St E
Suite 320 Sault Ste Marie, Ontario

North Channel Literacy Council -Blind River

6 Michigan Ave
Blind River, Ontario

North Channel Literacy Council -Elliot Lake

10 Paris Dr
Unit 1 Elliot Lake, Ontario

Algoma District School Board

Renaissance Active Living Centre
2 Veterans' Way, Elliot Lake, Ontario

THE EMPLOYMENT NETWORK

A division of *Community Living Algoma*, The Employment Network, supports job seekers with disabilities find work with inclusive employers in the Algoma region.

The Employment Network values diversity and helps job seekers find work where everyone can thrive. By helping organizations embrace inclusive hiring practices, we achieve the goal of helping everyone feel welcomed, valued, and respected at the workplace.

Outsourcing and Candidate Selection: Matching candidates with specific skill sets for your job postings. We ensure people who are hired know what is expected of them.

Job Training and Coaching: Every candidate goes through life skill workshops, on-site training, safety education, and job coaching to help the new employee thrive in your organization.

An Extension of Your HR Department: We serve and support both your business and the new employee. We assist with job expectations, safety, communication, coaching, and mediation. Our goal is to find the best match for your business. But if a candidate isn't a good match, we will reassign the employee to an alternative employment setting.

FOR MORE INFORMATION CONTACT:

The Employment Network

99 Northern Avenue East, Sault Ste. Marie, ON, P6B 4H5

705.253.1700 Ext. 3005

sergio_iacoe@cla-algoma.org

www.theemploymentnetworkcla.com/



YOUTH EMPLOYMENT PROGRAMS

FEDNOR YOUTH INTERNSHIP

What is it?

The FedNor Youth Internship helps post- secondary graduates get necessary work experience while supporting Northern Ontario businesses with skilled and qualified youth workers. Support is provided for youth interns under three funding programs: Regional Economic Growth through Innovation (REGI), the Northern Ontario Development Program (NODP) and the Economic Development Initiative (EDI). Some criteria are different under each of the three programs.

Who is eligible?

Candidates:

- Must 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.
- Legally entitled to work in Canada.
- Have not previously participated as a youth intern in FedNor's programs or in any other federal or provincial internship program with pay for a period of six months or more.
- Not related to the directors, officers, or managers of the organization.

Employers:

- Not-for-profit organizations
- Indigenous (First Nation/Métis/Inuit) communities and organizations; and
- Municipalities and municipal organizations.

For-Profit Youth Internships are currently being administered by the Community Futures Development Corporations in Northern Ontario.

What's in it for me?

- FedNor may contribute up to 90 percent to a maximum contribution of \$35,000 annually toward the eligible costs of salary and employee benefit expenses in a full-time position for the internship period for up to 18 months (for a maximum contribution of up to \$52,500 towards the salary and benefits of the intern).
- FedNor may also contribute up to 90 percent to a maximum contribution of \$5,000 toward eligible ancillary costs such as equipment and training (for a total contribution of up to \$57,500 towards the salary, benefits, and ancillary costs of the intern).

FOR MORE INFORMATION CONTACT: **FEDNOR**

2 Queen Street East, Sault Ste. Marie, ON P6A 1Y3

1-877-333-6673

www.fednor.gc.ca

www.fednor.ca/en/contact-us/fednor-officers

MÉTIS YOUTH PROGRAM

What is it?

The Métis Youth Program is designed to provide support to unemployed youth between the ages of 15 and 30 through a number of program options, which are available through individual client purchase or as community-based programming. The Métis Youth Program has three sub-categories:

1. *Internship Program*: to support internships with employers that provide Métis youth with skill enhancement, work experience, and entrepreneurial assistance to help them make a successful transition into the labour market.
2. *Community Service Program*: to support the development of work opportunities for youth who face barriers to finding employment through participation in community service projects.
3. *Labour Market Information Program*: to support activities that provide youth with the labour market information they need to make decisions about their post-secondary education and careers.

Who is eligible?

Candidates:

- Métis individuals between 15 to 30 years of age who are normally out of school. Employers:
- Insurance coverage must be provided by the employer for participants.

What's in it for me?

- Participants can receive allowances based on the prevailing wage rate for their specific kind of work in their current location.
- Provide Métis youth the opportunity to explore and secure jobs in emerging and growing industries and develop the skills required to successfully begin their careers and working lives.

FOR MORE INFORMATION CONTACT:

Métis Nation of Ontario (Sault Ste. Marie)

134 John Street, Sault Ste. Marie, ON P6A 1Y3

1-800-263-4889 ext. 7

Métis Nation of Ontario - Education & Training Contacts

www.metisnation.org/programs-and-services/education-training/branch-contacts

TRANSITION TO INDEPENDENCE PROGRAM (TIP)

What is it?

The Transition to Independence Program (TIP) connects local employers with youth (ages 15-30) who are ready to work and grow at NO COST.

Who is eligible?

Youth Participants must be:

- Aged 15 to 30
- Canadian citizens, permanent residents, or persons with refugee status
- Legally entitled to work in Canada
- Not currently enrolled in school

Employers must be:

- A licensed business or organization operating in Ontario

What's in it for me?

- No Cost to You: FREE for both employers and youth
- Wage Subsidy: Receive up to \$17.60/hour (minimum wage) for up to 40 hours/week during the 8-week quality employment placement
- Work-Ready Youth: Candidates come prepared with job-readiness training, certifications, and personalized support from the Sault Community Career Centre
- Hands-On Support: Our staff monitors and coaches' youth participants throughout the placement, helping build skills that support long-term employment
- Wraparound Supports: Financial assistance for participant work-related needs (clothing, safety gear, transportation, etc.)

FOR MORE INFORMATION CONTACT:

Sault Community Career Centre

Nathan Muto, Program Coordinator

503 Queen Street East

Sault Ste. Marie, ON P6A 2A2

705-759-0909 ext. 4254

nathan.muto@saultcareercentre.ca

www.saultcareercentre.ca



SUMMER HIRING

CANADA SUMMER JOBS (CSJ)

What is it?

Canada Summer Jobs (CSJ) is a program under the Youth Employment and Skills Strategy, which aims to provide flexible and holistic services to help all young Canadians develop the skills and gain paid work experience to successfully transition into the labour market.

Who is eligible?

Candidates:

- Youth between 15 and 30 years of age at the beginning of the employment period.
- Must be a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment and
- Have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations.

Employers:

- Not-for-profit organizations, public sector, and private sector organizations with 50 or fewer full-time employees.
- Job duration must be between 6 and 16 consecutive weeks, and full-time (30 to a maximum of 40 hours per week).
- Must provide a job opportunity that takes place in a safe, inclusive, and healthy work environment free from harassment and discrimination, and that supports skills acquisition and development.

What's in it for me?

- Not-for-profit employers can receive funding for up to 100% of the minimum hourly wage and all associated Mandatory Employment Related Costs (MERCs).
- Public and private sector employers are eligible to receive funding for up to 50% of the minimum hourly wage.
- If you hire a participant with disabilities, you may be eligible for additional funding to accommodate the youth within the work environment.

FOR MORE INFORMATION CONTACT:

Service Canada Centre (Sault Ste. Marie)

22 Bay Street, Floor 1
Sault Ste. Marie, ON P6A 5S2
1-800-622-6232

Canada Summer Jobs (Government of Canada)

www.canada.ca/en/employment-social-development/services/funding/canada-summer-jobs.htm

FIRST NATIONS AND INUIT SUMMER WORK EXPERIENCE PROGRAM

What is it?

The First Nations and Inuit Summer Work Experience Program is part of the First Nations and Inuit Youth Employment Strategy. Projects under this program allow youth to learn about career options and earn an income that can contribute to a university or college education. Be aware that the deadline to submit a proposal for this program typically falls in March.

Who is eligible?

Candidates:

- First Nations and Inuit secondary and post-secondary students aged 15 to 30 who are ordinarily resident on reserve, in recognized communities or on community lands.

Employers:

- First Nations and Inuit communities, governments, and organizations; not-for-profit associations; and private-sector employers.
- Placement must provide a minimum of 80 hours of work per participant.

What's in it for me?

- The non-profit sector is eligible to receive a contribution of up to 100% of the applicable wage, plus mandatory employment-related costs (MERCs).
- The private sector is eligible to receive up to 50% of the applicable wage only.
- All employers are eligible to apply for 100% of the wage when a participant with disabilities is hired. A maximum contribution of \$3,000 per participant may be available, on an actual cost basis, for special equipment and facilities to accommodate the students' needs.

FOR MORE INFORMATION CONTACT:

Indigenous Services Canada

705-522-6774 (Sudbury office)

1-800-567-9604

PSE-EPS@sac-isc.gc.ca

Indigenous Services Canada - Post-Secondary Education Program

www.sac-isc.gc.ca/eng/1100100033610/1533125433575

SUMMER EMPLOYMENT OPPORTUNITIES (SEO)

— FORMERLY SUMMER EXPERIENCE PROGRAM

What is it?

The Summer Employment Opportunities (SEO) provides funding to eligible not-for-profit organizations, municipalities, Indigenous organizations, and First Nation communities to create meaningful summer employment opportunities for students.

Who is eligible?

Candidates:

- Students aged 15 and over enrolled in a secondary or post-secondary institution, or within six months of graduation.
- Must be a resident of Ontario and eligible to work in Canada and have a Social Insurance Number (SIN).
-

Employers:

- Not-for-profit organizations that have been incorporated for at least one year, municipalities, Indigenous organizations, and First Nations communities.
- Positions must offer training, work experience, and skills transferable to the general workforce and to future careers. The positions must focus on activities that support the key sectors of tourism, culture, sport, and recreation.
- Position placements are expected to employ a minimum employment contract length of 217.5 hours or 30 days at 7.25 hours per day.

What's in it for me?

- Receive funding for the hourly minimum wages paid for the minimum duration of the employment contract (217.5 hours or 30 days at 7.25 hours per day).

FOR MORE INFORMATION CONTACT:

Ministry of Tourism, Culture and Sport

Sault Ste. Marie and Algoma District
705-542-9204
1-888-997-9015

Ministry Information

www.ontario.ca/page/ministry-tourism-culture-sport

Ontario Government Forms (ON00587)

www.forms.mgcs.gov.on.ca/en/dataset/on00587



INTERNATIONALLY TRAINED WORKERS

ONTARIO IMMIGRANT NOMINEE PROGRAM (OINP)

What is it?

The Ontario Immigrant Nominee Program (OINP) Employer Job Offer streams provide Ontario's employers with an opportunity to recruit and retain foreign workers to help fill their labour needs. The Ontario Immigrant Nominee Program is designed to assist you in circumstances where your efforts to fill a position domestically were unsuccessful due to skills shortages.

Who is eligible?

Candidates:

- Skilled foreign workers, foreign workers in an in-demand occupation, and international students.
- Must have a full-time and permanent job offer from a qualifying employer in Ontario.

Employers:

- Must meet program requirements and have made a job offer for a full-time and permanent position to an eligible foreign worker or international student.
- Must have been in active business for at least three years before applying and have a minimum of \$500,000 in total gross annual revenue.
- Must have business premises in Ontario with at least three full-time employees who are Canadian citizens or permanent residents, where the applicant will work.

What's in it for me?

- Fill labour shortages.
- Get skilled workers faster.
- Retain International students.

FOR MORE INFORMATION CONTACT:

Ministry of Labour, Immigration, Training and Skills Development

1-866-214-6820

www.ontario.ca/page/oinp-employer-job-offer-streams-employer-guide

GLOBAL ONBOARDING OF TALENT (GO TALENT)

What is it?

In response to the challenges Canadian organizations face with filling ICT roles, GO Talent (Global Onboarding of Talent) connects employers with thousands of internationally educated professionals (IEPs) who possess in-demand ICT skills and are preparing to arrive in Canada as Permanent Residents.

Employers can submit job postings and gain full access to our talent pool of pre-arrival IEPs.

What's in it for me?

- Access qualified, job-ready international candidates before they arrive in Canada
- Save time with pre-screened applicants and reduce complexity in hiring international talent
- Conduct virtual interviews with candidates from anywhere in the world
- Receive ongoing support to strengthen onboarding and retention of newcomers
- Get intercultural competency training to build a more inclusive workplace
- Connect with a Canada-wide referral network for settlement and community supports
- Access talent recruitment strategies and HR planning guidance

FOR MORE INFORMATION CONTACT:

Information and Communications Technology Council (ICTC)

www.etalentcanada.ca/for-businesses/programs/global-onboarding-of-talent-go-talent

BRIDGING PARTICIPANT ASSISTANCE PROGRAM

What is it?

The Ontario Bridging Participant Assistance Program (OBPAP) helps internationally trained professionals in Ontario enter the workforce. It offers a one-time bursary of up to \$5,000 for eligible training costs.

The program supports participants in obtaining Ontario licenses or certificates. supports include skills training and workplace experience. This assistance helps professionals transition into their careers more effectively.

What's in it for me?

- Guidance and assistance in obtaining an Ontario license or certification in your field
- Access to skills training and clinical or workplace experience to meet Ontario standards
- Personalized learning plans tailored to your professional background and goals
- Support designed to help you successfully transition into the Ontario workforce
- Bursaries up to \$5000 for eligible participants in certain programs as part of the Ontario Bridging Participant Assistance Program

FOR MORE INFORMATION CONTACT:

Ontario Bridging Participant Assistance Program (OBPAP)

www.ontario.ca/page/ontario-bridging-participant-assistance-program



FINANCIAL INCENTIVES



CANADA-ONTARIO JOB GRANT (COJG)

What is it?

The Canada-Ontario Job Grant (COJG) provides direct financial support to individual employers who wish to purchase training for their workforce. It is delivered through cost- sharing agreements between individual employers and the government.

Who is eligible?

Candidates:

- Residents of Ontario and either a Canadian citizen, permanent resident, or protected person.
- Employed individuals must be identified by their employer. Unemployed individuals must also be sponsored by an employer, demonstrated through a permanent or conditional offer of employment.
- Must not be a participant in any other full-time training or educational programs.

Employers:

- Individual private and not-for-profit sector employers, First Nations, and organizations acting on behalf of employers.
- Must be licensed to operate in Ontario and be applying for training that is delivered in Ontario and is related to a job that is also located in Ontario.
- Are solely responsible for covering the cost of training that falls under the employer's financial contribution. Employers must not ask their trainees to cover any of the training costs.

What's in it for me?

- Choose the individuals you would like to have trained, and the training that meets your workforce development needs.
- Receive funding for eligible training costs up to a maximum of \$10,000 per trainee, with additional flexibility for small employers.
- Small employers (less than 100 employees) who are training and hiring unemployed individuals may be eligible for 100% funding and up to \$15,000 per trainee.

FOR MORE INFORMATION CONTACT:

Employment Options Emploi www.employmentoptions.ca
40 Prince Edward Walk, Elliot Lake, ON P5A1Z8, 705-848-5119

Sault College Employment Solutions (Blind River) contactES@saultcollege.ca
1 Industrial Park Rd., Suite 205 Blind River ON P0R 1B0, 705-356-1611

Sault College Employment Solutions contactES@saultcollege.ca
477 Queen Street East, Suite 203, Sault Ste. Marie, ON P6A 1Z5, 705-945-0705

Regional Employment Help Centre info@wawarehc.com
65-B Broadway Avenue, Box 642, Wawa, ON P0S 1K0, 705-856-1648

Sault Community Career Centre nathan.muto@saultcareercentre.ca
503 Queen Street East, Sault Ste. Marie, ON P6A 2A2, 705-759-0909 ext. 4254

MÉTIS WAGE SUBSIDY PROGRAM

What is it?

The Métis Wage Subsidy Program helps Métis individuals secure long-term employment through direct work experience opportunities by encouraging employers to hire Métis apprentices and other workers and provide on-the-job experience.

Who is eligible?

Candidates:

- Métis individuals who are unemployed, underemployed, or whose employment is at risk due to labour market changes, insufficient employment skills, or certification.
- Cannot be an existing employee of the participating employer or displace or replace existing employees or volunteers.

Employers:

- Métis Chartered Community Councils; for-profit organizations, including partnerships, sole proprietorships, and self-employed persons; Indigenous organizations; government institutions; and non-profit groups or organizations.
- Must offer a minimum of 20 hours per week.
- On-the-job training must relate directly to employment goals and must meet the needs of both the client and the industry or labour market.

What's in it for me?

- Wage subsidy (rate to be negotiated).
- Maximum length of subsidy is six months (26 weeks); special circumstances may be considered to a maximum of 1 year (52 weeks).

FOR MORE INFORMATION CONTACT:

Métis Nation of Ontario (Sault Ste. Marie)

1-800-263-4889 ext. 7

contacus@metisnation.org

www.metisnation.org/programs-and-services/education-training/metis-employment-programs/métis-wage-subsidy-program

NOHFC PEOPLE AND TALENT INTERNSHIP PROGRAM

What is it?

The People and Talent Internship Program is designed to attract, retain, and develop Northern Ontario's workforce. There are two streams of this program available:

The Indigenous Workforce Development Stream strengthens and develops Northern Ontario's Indigenous workforce through business partnerships by offering internships to Indigenous persons.

The Workforce Development Stream strengthens and develops Northern Ontario's workforce through business partnerships by offering internships.

Who is eligible?

Candidates:

- New entrants into the workforce are transitioning to a new career, or the unemployed or underemployed who are entering a new field.
- Identify as an Indigenous person, including First Nation, Métis, or Inuit (for the Indigenous Workforce Development Stream).
- Must not have previously participated in a NOHFC-funded internship.
- Must be at least 18 years of age and reside and be legally entitled to work in Canada.

Employers:

- Businesses, municipalities, Indigenous communities, and not-for-profit organizations located in Northern Ontario that have been in operation for at least one year and have a minimum of one full-time employee.

What's in it for me?

- For eligible municipalities, Indigenous communities, and not-for-profit organizations, funding is in the form of a conditional contribution up to 90% of an intern's or Indigenous intern's salary and the employer's portion of MERCs to a maximum of \$35,000 per year.
- For eligible businesses, funding in the form of a conditional contribution of up to 75% of an Indigenous intern's salary and the employer's portion of MERCs to a maximum of \$52,500 per year.
- For eligible businesses, funding is in the form of a conditional contribution of up to 50% of an intern's salary and the employer's portion of MERCs to a maximum of \$35,000 per year.

FOR MORE INFORMATION CONTACT:

Northern Ontario Heritage Fund Corporation (NOHFC) - Sault Ste. Marie

705-945-6700

www.nohfc.ca/private-programs/workforce-development-program/

ONTARIO JOB CREATION PARTNERSHIPS (OJCP)

What is it?

The Ontario Job Creation Partnerships (OJCP) program provides funding to eligible employers that support projects while creating opportunities for eligible job seekers to gain meaningful work experiences.

Who is eligible?

Candidates:

- Must be unemployed and either have an active employment insurance (EI) claim, have an EI benefit period that ended within the past five years, or have paid employee premiums in at least five of the previous 10 years.

Employers:

- Businesses, non-profit organizations, municipalities, Indigenous councils, public health, and educational institutions.
- Project must not be longer than 52 weeks; project activities must be distinct and not part of the organization's normal day-to-day operations.

What's in it for me?

- Receive funding for projects that give work experience to unemployed Ontarians, help the community, and benefit the local economy.

FOR MORE INFORMATION CONTACT:

Sault College Employment Solutions (Sault Ste. Marie)

477 Queen Street East, Suite 203, Sault Ste. Marie, ON P6A 1Z5 | 705-945-0705
contactES@saultcollege.ca
www.employment-solutions.ca

Employment Options Emploi (Elliot Lake)

40 Prince Edward Walk, Elliot Lake, ON P5A 1Z8 | 705-848-5119
www.employmentoptions.ca

Regional Employment Help Centre (Wawa)

65-B Broadway Avenue, Box 642, Wawa, ON P0S 1K0 | 705-856-1648
info@wawarehc.com
www.wawarehc.com/

Sault College Employment Solutions (Blind River)

1 Industrial Park Rd. Suite 205, Blind River, ON P0R 1B0 | 705-356-1611
contactES@saultcollege.ca
www.employment-solutions.ca

CO-OPERATIVE EDUCATION TAX CREDIT

What is it?

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

Who is eligible?

Candidates:

- Students enrolled at an eligible educational institution and perform employment duties for an eligible employer under a qualifying co-operative education program that is offered by their school.

Employers:

- All corporations or unincorporated businesses with permanent establishments in Ontario.
- Qualifying work placements are for a minimum employment period of 10 weeks up to a maximum of four months.

What's in it for me?

- Corporations can claim 25% of eligible expenditures to a maximum of \$3000 for each work placement.
- Small businesses can claim 30% of eligible expenditures to a maximum of \$3000 for each work placement.

FOR MORE INFORMATION CONTACT:

Canada Revenue Agency

1-800-959-5525

www.ontario.ca/page/co-operative-education-tax-credit

PLACEMENT WITH INCENTIVES (EO-EMPLOYMENT SERVICE)

What is it?

Placement with Incentives provides employers with financial support to offset new hire and initial on-the-job training costs. Work with Employment Ontario service providers to fill available job vacancies.

Who is eligible?

Candidates:

- Individuals working with Employment Ontario service providers. Employers:
- Must be licensed to operate in Ontario and have WSIB, third-party liability coverage.
- Placement should lead to employment continuing after the Placement Incentive ends.

What's in it for me?

- Offset some of the costs involved in providing new employees with on-the-job training during the orientation period.
- Receive support during the onboarding period of an eligible EO candidate.
- Apprenticeship Employer Signing Bonus may be available when hiring a new apprentice.

FOR MORE INFORMATION CONTACT:

Sault College Employment Solutions (Sault Ste. Marie)

477 Queen Street East, Suite 203, Sault Ste. Marie, ON P6A 1Z5

705-945-0705

contactES@saultcollege.ca

www.employment-solutions.ca

Employment Options Emploi (Elliot Lake)

40 Prince Edward Walk, Elliot Lake, ON P5A 1Z8

705-848-5119

www.employmentoptions.ca

Regional Employment Help Centre (Wawa)

65-B Broadway Avenue, Box 642, Wawa, ON P0S 1K0

705-856-1648

info@wawarehc.com

www.wawarehc.com

Sault College Employment Solutions (Blind River)

1 Industrial Park Rd., Suite 205, Blind River, ON P0R 1B0

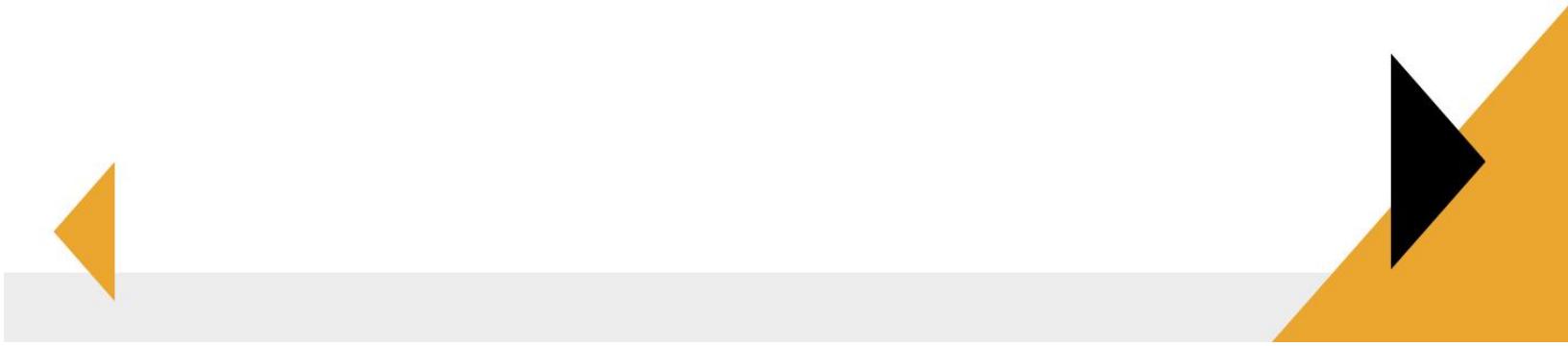
705-356-1611

contactES@saultcollege.ca

www.employment-solutions.ca



APPRENTICESHIP INCENTIVES FOR EMPLOYERS



ONTARIO YOUTH APPRENTICESHIP PROGRAM (OYAP)

What is it?

The Ontario Youth Apprenticeship Program (OYAP) is a School to Work program that opens the door for students to explore and work in apprenticeship occupations through the Co-operative Education program. Students have an opportunity to become registered apprentices and work towards becoming certified journeypersons in a skilled trade while completing their secondary school diplomas.

Who is eligible?

Candidates:

- Students who are at least 15 years of age and enrolled full-time or part-time in a secondary school at a District School Board (DSB).
- Secondary school students who obtain their OSSD but return to a secondary school for additional credits (i.e., "5th year").
- Adult students (over the age of 21) must have completed a minimum of 14 credits toward their OSSD; be enrolled full-time or part-time in a secondary school or a continuing education program within a DSB; and be earning credits towards an OSSD, to obtain an OSSD.

Employers:

- Must have a qualified journeyperson in place (or equivalent).
- Must provide students with supervision and training.

What's in it for me?

- Opportunity to train the skilled workers you require and address the problem of skilled tradespeople shortages.
- Workers' Safety Insurance coverage (WSIB) is paid for by the Ministry of Education during the cooperative education placement period, as long as the student is not being paid a wage.
- Option to continue or to stop the apprenticeship training at the end of the co-op placement.
- Potentially eligible for financial incentives or tax credits.

FOR MORE INFORMATION CONTACT:

Ministry of Labour, Immigration, Training and Skills Development

477 Queen Street East, 4th Floor, Sault Ste. Marie, ON P6A 1Z5 705-945-6815
MLITSDSaultSteMarie@ontario.ca
www.oyap.ca/en/

Huron-Superior Catholic District School Board

705-945-5656

Algoma District School Board

705-945-7111 ext. 1026

ACHIEVEMENT INCENTIVE PROGRAM

What is it?

The Achievement Incentive is a grant program that helps employers train apprentices by reducing some of the cost of training and supports apprentice progression by giving grant payments to employers when their apprentices reach major milestones.

Who is eligible?

Candidates:

- Must be registered in the trade program for the mandatory minimum apprentice registration period for each applicable milestone.

Employers:

- Corporations or unincorporated businesses that are subject to Ontario income taxes, have an address or permanent work site in Ontario, and have a Federal/Ontario Business Number.
- Must be an approved ministry sponsor for apprenticeship.
- Must have registered a training agreement with an apprentice in a prescribed trade regulated under the Building Opportunities in the Skilled Trades Act, 2021 (BOSTA).

What's in it for me?

- Up to \$17,000 to eligible employers when apprentices meet training and certification milestones.
- \$1,000 registration payment for each newly registered apprentice to the ministry who is under the age of 25 and/or self-identifies as part of an under-represented group (for a maximum of \$2,000, if applicable).
- \$1,000 milestone payment for each level of in-class training completed, up to four levels of schooling (where applicable).
- An additional \$1,000 milestone payment for each apprentice under the age of 25 and/or apprentice that self-identifies as being part of an underrepresented group (for a maximum of \$12,000, where applicable).
- \$1,000 milestone payment when your apprentice achieves the highest certification in their trade, either a Certificate of Apprenticeship or a Certificate of Qualification.
- An additional \$1,000 for each apprentice under the age of 25 and/or apprentice that self-identifies as being part of an under-represented group (for a maximum of \$3,000).

FOR MORE INFORMATION CONTACT:

Ministry of Labour, Immigration, Training and Skills Development

477 Queen Street East, 4th Floor, Sault Ste. Marie, ON P6A 1Z5

705-945-6815

MLITSDSaultSteMarie@ontario.ca

APPRENTICESHIP JOB CREATION TAX CREDIT (AJCTC)

What is it?

This tax credit is equal to 10% of the apprentice salary. It is payable to eligible employers with a maximum of \$2,000 per year, per apprentice for the first 2 years of the apprenticeship in Red Seal trades.

Who is eligible?

Candidates:

- Must be working in a prescribed trade in the first two years of their apprenticeship contract. A prescribed trade includes the trades currently listed as Red Seal Trades.
- The contract must be registered with a federal, provincial, or territorial government under an apprenticeship program designed to certify or license individuals in the trade.

Employers:

- Any business that hires an eligible apprentice.

What's in it for me?

- The maximum credit an employer can claim is \$2,000 per year for each eligible apprentice. If your business hires an eligible apprentice, you qualify to claim the credit.

FOR MORE INFORMATION CONTACT:

Canada Revenue Agency

1-800-959-5525

Apprenticeship Job Creation Tax Credit (CRA)

www.canada.ca/en/revenue-agency/services/tax/individuals/topics/about-your-tax-return/tax-return/completing-a-tax-return/deductions-credits-expenses/line-41200-investment-tax-credit/apprenticeship-job-creation-tax-credit.html



PROGRAMS AND FINANCIAL SUPPORT FOR APPRENTICES

MÉTIS APPRENTICESHIP PROGRAM

What is it?

The Métis Apprenticeship Program funds appropriate training opportunities from various institutions and organizations for Métis apprentices and potential Métis apprentices. This includes 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 different sectors.

Who is eligible?

Candidates:

- Métis individuals who are unemployed, under-employed, or whose employment is at risk due to the labour market changes, insufficient employment skills, or certification. Funding from the program can be utilized for pre-apprenticeship training.

FOR MORE INFORMATION CONTACT:

Métis Nation of Ontario (Sault Ste. Marie)

1-800-263-4889 ext. 7

contactus@metisnation.org

www.metisnation.org/programs-and-services/education-training/metis-training-programs/metis-apprenticeship-program

SUPPORTING WOMEN IN SKILL TRADES PROJECT

What is it?

It is a specialized initiative designed to support and advance apprentices and trades professionals within the Algoma District. The Supporting Women in Skilled Trades Project offers comprehensive, no-cost mentorship and professional networking opportunities to facilitate career development in 39 eligible Red Seal trades across the construction and manufacturing sectors.

Who is eligible?

Candidates:

- Eligibility is open to individuals who identify as women and are either entering or currently engaged in the skilled trades within the Algoma District.

FOR MORE INFORMATION CONTACT:

Sault Community Career Centre (Sault Ste. Marie)
503 Queen Street East, Sault Ste. Marie, ON P6A 2A2
705-759-0909 x 4240
lynne.sinclair@saultcareercentre.ca
www.saultcareercentre.ca

SUPPORT FOR APPRENTICES WITH DISABILITIES

What is it?

This program is delivered through Ontario's 24 Colleges of Applied Arts and Technology and supports individuals with disabilities in taking part in apprenticeship, pre-apprenticeship, and Ontario Youth Apprenticeship Programs.

The program helps apprentices with disabilities access colleges in Ontario by providing personalized support, necessary tools, and accommodations, while assisting their transition to further education and employment.

Who is eligible?

Candidates:

- Apprentices, whether part-time or full-time, must reach out to the student services office for disabilities at their local college to access support.
- Eligibility for disability services is determined according to the Ontario Human Rights Commission's policies and guidelines on disability and accommodation, which cover both permanent and temporary conditions.

FOR MORE INFORMATION CONTACT:

Skill Trades Ontario

apprenticeship@skilledtradesontario.ca
www.ontario.ca/page/financial-supports-apprentices-and-sponsors

CANADA APPRENTICE LOAN

What is it?

The Canada Apprentice Loan is an initiative of the Government of Canada to help you complete your apprenticeship in a designated Red Seal trade.

With the Canada Apprentice Loan, you can get up to \$4,000 in interest-free loans per period of technical training. You can use the money to help pay for tuition, tools, equipment and living expenses, to cover forgone wages or to help support your family.

- Up to \$4,000 in interest-free loans per period of technical training in a designated Red Seal trade
- Help to cover tuition, tools, equipment and living expenses
- No payments or interest until after you complete or leave your apprenticeship

FOR MORE INFORMATION CONTACT:

Skill Trades Ontario

apprenticeship@skilledtradesontario.ca
www.canada.ca/en/services/jobs/training/support-skilled-trades-apprentices/loan.html

TOOLS GRANT

What is it?

The Tools Grant is a taxable grant that does not need to be repaid. It is offered to apprentices in Ontario to help cover the cost of tools and equipment required for their trade.

Who is eligible?

Candidates:

- Must have completed, or been exempt from, level one in-class training on or after April 1, 2020.
- Must have a registered training agreement.
- Must have been registered as an apprentice for at least 12 months.

FOR MORE INFORMATION CONTACT:

Financial supports for apprentices and sponsors

www.ontario.ca/page/financial-supports-apprentices-and-sponsors

DEDUCTION FOR TOOLS (TRADESPERSONS)

What is it?

Employed tradespersons and eligible apprentice mechanics may be able to deduct the cost of eligible tools purchased in the taxation year to earn employment income as a tradesperson and as an eligible apprentice mechanic.

Who is eligible?

Candidates:

- The tool must have been purchased to use in your job as a tradesperson or as an apprentice mechanic and was not used for any purpose before you bought it.
- Your employer must certify the tool as being necessary for you to provide as a condition of, and for use in, your job as a tradesperson or as an apprentice mechanic.

FOR MORE INFORMATION CONTACT:

Canada Revenue Agency

1-800-959-5525

Canada Revenue Agency - Employed Tradespersons

www.canada.ca/en/revenue-agency/services/tax/individuals/topics/about-your-tax-return/tax-return/completing-a-tax-return/deductions-credits-expenses/line-22900-other-employment-expenses/employed-tradespersons-including-apprentice-mechanics.html

APPRENTICESHIP COMPLETION BONUS

What is it?

This \$2,000 taxable cash grant is available to those who are out of high school and have completed their training in a non-Red Seal trade.

Who is eligible?

Candidates:

- Must have gotten a Certificate of Apprenticeship in a trade that either does not have a Certificate of Qualification exam or has only a provincial (non-Red Seal) Certificate of Qualification exam.
- Must have been issued a Certificate of Apprenticeship or Certificate of Qualification no more than 180 days before the date you are applying.
- Skilled Trades Ontario will send you an application when you are eligible to apply for this provincial bonus.

FOR MORE INFORMATION CONTACT:

Ministry of Labour, Immigration, Training and Skills Development

477 Queen Street East, 4th Floor, Sault Ste. Marie, ON P6A 1Z5

705-945-6815

MLITSDSaultSteMarie@ontario.ca

www.ontario.ca/page/financial-supports-apprentices

Skill Trades Ontario

apprenticeship@skilledtradesontario.ca

www.ontario.ca/page/financial-supports-apprentices-and-sponsors

APPRENTICE DEVELOPMENT BENEFIT

What is it?

The Apprentice Development Benefit offers financial support to apprentices during periods of full-time, in-class training at a training provider approved by the ministry.

Who is eligible?

Candidates:

- Must have attendance in full-time classes.
- Must have registration as an apprentice with Skilled Trades Ontario.

FOR MORE INFORMATION CONTACT:

Skill Trades Ontario

apprenticeship@skilledtradesontario.ca

www.ontario.ca/page/financial-supports-apprentices-and-sponsors

TUITION TAX CREDIT AND LICENSING EXAMINATION FEES

What is it?

Examination fees paid to an educational institution, professional association, provincial ministry, or other similar institution, to take an occupational, trade or professional examination that is required to obtain a professional status recognized by federal or provincial statute, or to be licensed or certified as a tradesperson, to allow you to practice the profession or trade in Canada, may be eligible for the tuition tax credit.

Who is eligible?

Candidates:

- The fees you paid to attend each educational institution must be more than \$100.
- The examination is required to obtain a professional status recognized by federal or provincial statute or to be licensed or certified as a tradesperson where that status, license or certification allows the person to practice the profession or trade in Canada.

FOR MORE INFORMATION CONTACT:

Canada Revenue Agency

1-800-959-5525

www.canada.ca/en/revenue-agency/services/tax/individuals/topics/about-your-tax-return/tax-return/completing-a-tax-return/deductions-credits-expenses/line-32300-your-tuition-education-textbook-amounts/eligible-tuition-fees.html

APPRENTICE MECHANIC TOOLS DEDUCTION

What is it?

It is a tax deduction for apprentice mechanics that allows them to reduce their taxable income by claiming part of the cost of the tools they bought for work. This includes any GST, provincial sales tax, or HST paid. Even if the apprentice has already claimed a separate tradesperson's tools deduction, they may still be eligible to claim this deduction for additional tools purchased in 2024. Essentially, it's a way for apprentices to recover some of the expenses they incur to do their job.

Who is eligible?

Candidates:

- Must be registered in a program under Canadian or provincial/territorial law that leads to a mechanic designation to repair self-propelled motorized vehicles (like cars, aircraft, boats, or snowmobiles)
- Must be employed as an apprentice mechanic

FOR MORE INFORMATION CONTACT:

Canada Revenue Agency (CRA) - Employed Apprentice Mechanics

(Line 22900: Other employment expenses)

www.canada.ca/en/revenue-agency/services/tax/individuals/topics/about-your-tax-return/tax-return/completing-a-tax-return/deductions-credits-expenses/line-22900-other-employment-expenses/employed-apprentice-mechanics.html

LABOUR MOBILITY DEDUCTION (TRADESPERSONS)

What is it?

The Labour Mobility Deduction helps qualified tradespeople and apprentices in the construction industry reduce their taxes by claiming certain relocation costs. To be eligible for this deduction, you must be a tradesperson who temporarily relocated for work and had expenses related to that move.

With this deduction, an eligible tradesperson can claim up to \$4,000 per year for temporary relocation costs. However, the amount you can claim for a specific relocation is capped at 50% of your employment income earned from construction work at that temporary job location during the year.

Who is eligible?

Candidates:

To count as an eligible temporary relocation, the move must be temporary and meet all of the following requirements:

- The relocation is done so the tradesperson can carry out their job duties at one or more temporary work sites in the same area.
- Before relocating, the tradesperson normally lived at a residence in Canada.
- The tradesperson had to be away from their usual home for at least 36 hours.
- During this time, the tradesperson stayed in temporary lodging within Canada.
- The temporary lodging must be at least 150 kilometres closer to each temporary work site than the tradesperson's regular residence.

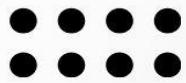
FOR MORE INFORMATION CONTACT:

Canada Revenue Agency (CRA) - Employment Expenses Guide (T4044)

www.canada.ca/en/revenue-agency/services/forms-publications/publications/t4044/employment-expenses.html#LMD

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**ALGOMA WORKFORCE
INVESTMENT CORPORATION**



www.awic.ca