# DOLLARS & SENSE

A guide to employer training credits, incentives, and supports





### DOLLARS & SENSE

### INTRODUCTION

As you go about the business of hiring staff for your company, you may wonder if there are tax credits, incentives or training supports that are available to help with the financial costs of hiring and training new employees.

The need for experienced workers who possess the skills and knowledge to pass their wisdom onto a younger generation of workers has never been as crucial to our local economy as it is right now. Algoma faces an aging workforce while at the same time young job seekers face challenges finding work because of a 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.

With this edition of Dollars and Sense: a guide to employer training credits, incentives and supports, The Algoma Workforce Investment Corporation (AWIC) has gathered information from a variety of government and agency sources including websites and current publications.

AWIC is committed to providing relevant workforce information to employers to help individuals get the training, skills, and experience they need 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.

In addition to the incentives and supports listed in this guide, Employment Ontario Employment Service Providers are available to assist employers through every step of the hiring process by listing job opportunities, suggesting qualified candidates and by providing incentive/wage subsidy information. The EO Employment Service Providers are a valuable resource and a list of the local services, as well as other employment services are listed in this guide.

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:

- 1. Organizations to Help You
- 2. Youth Employment Programs
- 3. Financial Incentives/Programs for Employers
- 4. Hiring for the Summer?
- 5. Apprenticeship Incentives for Employers
- 6. Financial Help & Resources for Apprentices

### **ACKNOWLEDGEMENTS**

The Algoma Workforce Investment Corporation (AWIC) would like to thank our community partners for their input and vetting of this document. We would also like to thank all Ministries that fund workforce development incentives in the Algoma District.

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

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

To request physical copies of the guide for your organization contact us at info@awic.ca



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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 from 4 different communities in Algoma.

The service providers provide employers with qualified candidates for you to interview, provide potential wage subsidies 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 with all your hiring needs.



### NEED MORE INFORMATION?

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

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

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

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

Regional Employment Help Centre 65-B Broadway Avenue Box 642 Wawa ON POS 1K0 Office: 705-856-1648 www.wawarehc.com

### EMPLOYMENT EMPLOI ONTARIO

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

# 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 mediumsized 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 socio-economic 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 www.ssmcdc.com

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

Fax: 705-356-1711 www.eastalgomacfdc.ca

www.superioreastcfdc.ca

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



### INDIGENOUS SKILLS & EMPLOYMENT TRAINING (ISET)

### What is it?

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

In 2016 and 2017, we engaged with key Indigenous partners and organizations across the country to review and renew the Aboriginal Skills and Employment Training Strategy (ASETS). The ISET Program is a result of these engagements.

The ISET Program builds on what was successful about ASETS and reflects what was heard from Indigenous partners to include:

- a co-developed program with Indigenous partners;
- increased funding;
- greater flexibility for organizations to design programming to meet the needs of their people and communities; and
- a new distinctions-based strategy that recognizes, respects and reflects Canada's Indigenous peoples, specifically the First Nations, Métis and Inuit, but also addresses urban/non-affiliated service delivery needs.

### Who is eligible?

 All Indigenous people, including First Nations, Inuit and Métis, may access ISET programs and services, regardless of status or location.

### What's in it for me?

Using an integrated approach, ISET will link your training needs to labour market demands, providing you with training or skills upgrading and with help finding a job.

All Indigenous people, regardless of status or location, may access its programs and services, which include:

- training for skills development;
- training for employment;
- mentoring for high-demand jobs;
- targeted job coaching to Indigenous people, including Indigenous people with disabilities; and
- child care support.

### **NEED MORE INFORMATION?**

Mamaweswen,
The North Shore Tribal Council
Lot #473, Hwy 17
Cutler, ON, P0P 1B0
705-844-2340
Fax 705-844-2563
Toll Free 1-877-633-7558
www.mamaweswen.ca

## APATISIWIN EMPLOYMENT SERVICES

### What is it?

Apatisiwin offers Employment and Training interventions and other activities designed to support and promote education and employment outcomes for urban Aboriginal people residing in Ontario aged 15 and older.

Apatisiwin is designed to ensure that the strategic priorities of Indigenous Skills and Employment Training (ISET) (former ASETS) are achieved.

### Who is eligible?

- Urban Aboriginal People aged 15 and over
- Unemployed or underemployed
- Individuals who are not receiving funding through another ASETS Holder agreement

### What's in it for me?

- Provide community-based and one-to-one support and resources, and can assist clients to access a range of training, education, and skills development opportunities.
- Training wage subsidies in partnership with organizations for Aboriginal People.
- Provide employment and training opportunities to Aboriginal clients who are not eligible through First Nation, Inuit, or Metis agreements.



### NEED MORE INFORMATION?

www.ssmifc.com

Indian Friendship Centre 122 East Street Sault Ste. Marie ON P6A 3C6 705-256-5634 ext. 2204 Fax: 705-942-3227

### ONTARIO DISABILITY EMPLOYMENT SUPPORT PROGRAM

### What is it?

ODSP employment supports is a program that 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 job. Ontario Disability Support program supports both businesses and organizations to diversify their workforce and hire qualified people with disabilities.

Four approved Service Providers can introduce you to the strong business case for hiring from this untapped labour pool.

### Who is eligible?

To qualify for employment support, you must:

- Be at least 16 years old
- Be an Ontario resident
- Be legally allowed to work in Canada
- Have a substantial physical or mental disability that is expected to last a year or more, and makes it hard for you to find or keep a job
- You don't have to be receiving income support from ODSP to be eligible for employment support.

### What's in it for me?

- Service providers undertake marketing and outreach activities to develop placements and employment opportunities with local employers.
- Clients are made aware of employment opportunities and provided with the employment supports needed to bridge the gap between unemployment and employment.
- Employment will reflect the current reality of the labour market and can include full-time or part-time employment, self-employment, or membership participation in a business enterprise or contract employment, where the person is earning the equivalent of minimum wage or better.

### NEED MORE INFORMATION?

Canadian Hearing Society 130 Queen St East Sault Ste. Marie ON P6A 1Y5 705-946-4320 www.chs.ca

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

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

YesYouCan Employment Consulting 262 Queen Street East #202 Sault Ste. Marie ON P6A 1Y7 705-254-5870 www.yesyoucanemployment.ca



### 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 several program options, available through individual client purchases or as community-based programming. Assistance can be provided through:

- Internship Program: to support internships
  with employers that provide youth with skills
  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 the labour market information they need to make decisions about their education and careers

### Who is eligible?

- Unemployed youth ages 15-30
- 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 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/growing 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 134 John Street Sault Ste. Marie, ON, P6A 1P1 705-254-1768 www.metisnation.org

## 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.

Support for Youth Internships Program are provided under three (3) programs:

Community Economic Development - youth internships to assist with projects related to community economic and business development.

Business Growth and Competitiveness - youth internships to assist with projects related to innovation, the digital economy and trade for 12 months.

Innovation - youth internships to assist with projects related to Research & Development for a period of 12 months.

### NEED MORE INFORMATION?

FedNor 2 Queen Street East Sault Ste. Marie ON P6A 1Y3 705-941-2070 1-877-333-6673 www.fednor.gc.ca

### 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
- Must 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 with pay for a period of six months or more,
- Not be related to the directors, officers or managers of the organization; and
- Work on projects related to innovation, digital economy or trade (applicable only to private-sector internships)

\*Preference will be given to Northern Ontario youth. Participation of youth from employment equity groups is encouraged (Aboriginal, persons with disabilities, visible minorities and women).

#### Employers:

- Not-for-Profit organizations
- Small and Medium-sized Enterprises (SMEs)

### What's in it for me?

Not-For-Profit Fund: 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. Youth internships are for a 12-month period. On an exceptional basis where conditions warrant and activities being undertaken to build economic development capacity, the internship period for small municipalities and First Nation communities may be up to 24 months to match project work plans.

Small and medium-sized enterprises (SMEs): 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.

## YOUTH JOB CONNECTION (YJC)

### What is it?

The Youth Job Connection program serves youth aged 15 to 29 who experience multiple and/or complex barriers to employment by providing more intensive support beyond traditional job search and placement opportunities.

### Who is eligible?

#### Candidates:

- Between 15 and 29 years old
- Unemployed
- Not attending full-time school or training, as defined by the institution
- A resident of Ontario
- Eligible to work in Canada

If you are under 18, you must already be legally excused from school. This means that you have either graduated or are participating in a supervised alternative-learning program approved by your school board.

- Paid pre-employment training to promote job-readiness
- Job matching and paid job placements, with placement, support for participants and hiring incentives for employers
- Mentorship services
- Education and work transitions support

### What's in it for me?

- Employ youth who has received at least 60 hours of paid training to be prepared for the workplace
- Placement for up to 6 months

### NEED MORE INFORMATION?

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

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

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

Regional Employment Help Centre 65-B Broadway Avenue Box 6 Wawa ON P0S 1K0 Office: 705-856-1648 www.wawarehc.com

This Employment Ontario program is funded by the Government of Ontario.



### TOURISM SKILLSNET NORTH (TSNN)

### What is it?

In collaboration with Ontario Tourism Education Corporation, Destination Northern Ontario, Nature and Outdoor Tourism Ontario, District Social Services Administration Boards and Northern Ontario Workforce Planning Boards, Tourism SkillsNet North (TSNN) is designed to identify specific workforce labour gaps, train up to 300 potential employees and match them with available job opportunities within Northern Ontario's tourism sector.

### Who is eligible?

- For employees, the program is open to any Canadian citizen or permanent resident living in DNO's service area who is searching for a better employment opportunity in the tourism sector. Successful applicants will qualify to be matched up with an employer. Eligibility will be dependent on the availability of potential employers.
- For employers, those who operate in the following fields will be considered eligible for the program:
  - Accommodation (B&B, Hotel, Motel, Lodge, Campground, etc.)
  - Attraction
  - Adventure Outfitter (ATV, Camping, Canoe/Kayaking, Horseback Riding, Dog Sleddingetc.)
  - Fishing/Hunting Outfitter
  - Restaurant/Culinary Establishment
  - Activity-Based (Hiking, Interpretive Program, Wildlife Viewing, Cross Country Skiing, Downhill Skiing, etc.)
  - Retail
  - Service (Air Service, Marina Boat/Launch, Meeting Facility, Wedding Service)
  - Cultural Attraction (Heritage Site, Museum, Art Gallery)

### What's in it for me?

- Ultimately, the program will assist in the identification and training of 300 potential employees and match them with a minimum of 150 employers within Northern Ontario's tourism sector, as tourism operators scale up for the year of the Ontario Staycation.
- Qualified employers will be eligible for a 30% wage subsidy up to \$3,000 per employee.

### NEED MORE INFORMATION?

Destination Northern Ontario

111 Elgin St Unit 304 Sault Ste. Marie, ON P6A 6L6 705-575-9779

https://destinationnorthernontario.ca/tsnn/

### 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 Special circumstances may be considered to a maximum of 1 year (52 weeks).

### NEED MORE INFORMATION?

Métis Nation of Ontario 134 John Street Sault Ste. Marie, ON, P6A 1P1 705-254-1768 www.metisnation.org

# 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 \$3,000, with work placements lasting from 10 weeks to a maximum of 4 months

### **NEED MORE INFORMATION?**

Canada Revenue Agency www.cra.gc.ca 1-800-959-5525 http://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?

#### Employer:

- Looking to hire and train clients working with an Employment Ontario service provider
- Must be licensed to operate in Ontario
- Must have WSIB and Third Party Liability

### What's in it for me?

- A chance to offset some of the costs involved in providing employees with work experience or on-thejob training
- The amount of the incentive is up to a maximum of \$6,000 per individual
- Apprenticeship Signing Bonus

### NEED MORE INFORMATION?

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

Employment Solutions ca Employment Solutions 1 Industrial Park Rd., Suite 205 Blind River, ON POR 1B0 05-356-1611 www.employment-solutions.ca

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

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

Regional Employment Help Centre 65-B Broadway Avenue Box 642 Wawa ON P0S 1K0

Office: 705-856-1648 www.wawarehc.com

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

# ENHANCED EMPLOYMENT PLACEMENT PROGRAM (ALGOMA NORTH & ALGOMA EAST)

### What is it?

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 the north of Lake 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 Program
- 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 i.e. 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 & North Shore) 15 Hanes Ave. Blind River ON POR 1B0 705-356-2263 www.adsab.on.ca

Elliot Lake Office 2 Elizabeth Walk Elliot Lake ON P5A 1Z3 705-848-7153 www.adsab.on.ca

Central Algoma Office (Echo Bay through to Iron Bridge, including St-Joseph Island) 201- 135 Dawson Street Thessalon, ON P0R 1L0 705-842-3370 www.adsab.on.ca

Wawa Office (Hornepayne through to Wawa) 50 Broadway Ave Wawa ON POS 1K0 705-856-2303 1-866-847-9953 www.adsab.on.ca

### ENHANCED EMPLOYMENT PLACEMENT PROGRAM (SAULT STE. MARIE & SAULT-NORTH REGION)

### What is it?

Enhanced Employment Placements assist participants in the workforce by providing financial incentives to employers to offset the cost of hiring and training new employees. Employers under the Enhanced 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 a minimum of \$4.00 per hour based upon a full time or part-time position for up to 24 weeks (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 i.e. 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 5L8 705-759-5266 www.ssm-dssab.ca

# 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?

 Work experience 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?

- Work experience 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

YesYouCan Employment 262 Queen Street East #200 Sault Ste. Marie ON P6A 1Y7 705-254-5870 www.yesyoucanemployment.ca

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 www.servicecanada.gc.ca



### MÉTIS DISABILITIES SUPPORT PROGRAM (MDSP)

### What is it?

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

### Who is eligible?

Employers looking to hire Métis clients who have a disability

### 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 can participate in training and employment
- Costs related to equipment, special needs devices, tutoring, transportation, fees associated with assessments, etc
- The maximum length of training is 1 year (52 weeks)

## NEED MORE INFORMATION ?

Métis Nation of Ontario 134 John Street Sault Ste. Marie, ON, P6A 1P1 705-254-1768 www.metisnation.org

## 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 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 a postsecondary 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 valueadded 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 ON P6A 6V8 705-945-6700 1-800-461-8329

Ministry of Energy, Northern Development & Mines Elliot Lake/Blind River 50 Hillside Dr. North Elliot Lake ON P5A 1X4 705- 848-5969

Ministry of Energy, Northern Development & Mines Wawa 48 Mission Road Wawa ON POS 1K0 705-856-4743

Fax: 705-856-7511

Fax: 705-848-6464

### CANADA-ONTARIO JOB GRANT (COJG)

### What is it?

The Canada-Ontario Job Grant provides direct financial support to individual employers or employer consortia who wish to purchase training for their employees. It is available to small, medium and large businesses with a plan to deliver short-term training to existing and new employees.

### Who is eligible?

#### Candidates:

- Be a Canadian citizen, permanent resident, or protected person;
- Reside in Ontario and complete an Ontario-based training program;
- Receive sponsorship from an employer (whether currently employed or not); and
- Not be a participant in any other full-time training or educational programs.

#### Employers:

- Have a license to operate in Ontario;
- Apply for third-party training programs that are delivered in Ontario;
- Abide by the Occupational Health and Safety Act and the Employment Standards Act;
- Possess Workplace Safety and Insurance Board or private workplace safety insurance coverage; and
- Maintain third-party liability insurance coverage.

#### An employer must not be:

- A Canada-Ontario Job Grant service provider or an Employment Service provider
- Receiving other government funds related to training the same individual (e.g., Youth Job Connection)
- A broader public sector organization, as defined by the Broader Public Sector Accountability Act

### What's in it for me?

- The Government will reimburse 1/2 of eligible direct training costs for large employers (100 or more employees) up to a maximum of \$10,000 per existing employee/trainee
- The Government will reimburse 5/6 of eligible direct training costs for small employers (fewer than 100 employees) up to a maximum of \$10,000 per existing employee/trainee
- The Government will reimburse 100% of eligible direct training costs up to a maximum of \$15,000 per new hire/trainee
- Eligible training costs include tuition or other training provider fees, textbooks, software and other required materials, mandatory student fees, examination fees. A portion of travel costs to attend training may also be eligible

#### **NEED MORE INFORMATION?**

Employers in Ontario can apply for the Canada-Ontario Job Grant by visiting:

Ontario Ministry of Labour, Training and Skills Development website.

http://www.tcu.gov.on.ca/eng/ employmentontario/employers/ jobGrant.html

Or Contact any Employment Ontario Service Provider located on page 7.

Funding is provided by the Government of Canada through the Canada Job Grant Programs delivered by the Government of Ontario.

## ONTARIO JOB CREATION PARTNERSHIP (OJCP)

### What is it?

Ontario Job Creation Partnership is an employment program that provides work experience to unemployed job seekers within projects that benefit the community or local economy.

### Who is eligible?

#### Candidates:

Unemployed job seekers can apply to participate if they meet one of the following conditions:

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

#### Employer:

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

### What's in it for me?

- Provides work experience to eligible unemployed job seekers
- Benefit the community or local economy
- Participants in the program will have recent work experience and additional skills to add to their resumes
- Increase chances of successfully finding longterm employment
- Provide community benefit, the primary focus must be on the individual's work experience

### NEED MORE INFORMATION?

Ministry of Labour, Training & Skills Development 477 Queen Street East, 4th Floor Sault Ste. Marie ON P6A 1Z5 705-945-6815 1-800-236-8817 www.tcu.gov.on.ca

Ministry of Labour, Training & Skills Development 50 Hillside Drive North Elliot Lake ON P5A 1X4 705-848-4661 www.tcu.gov.on.ca http://www.tcu.gov.on.ca/eng/employers/jobCreation.html

Or Contact any Employment Ontario Service Provider located on page 7.

## JOB SHADOWING PROGRAM (JSP)

### WHAT IS IT?

Métis clients whether unemployed, under-employed and/or clients whose employment is at risk due to labour market changes, insufficient employment skills or certification.

- To provide participants with on-the-job employment experiences to assist them with career decision-making.
- To provide on-the-job training to participants' targeted career goals.
- To match participant career goals to specific employers

### Who is eligible?

- MNO Community Councils wanting to develop capacity while enhancing employment opportunities, skills knowledge and partnership for Métis people
- For-profit organizations, including partnerships and sole proprietorships
- Self-employed persons
- Aboriginal organizations
- Government institutions
- Non-profit groups
- Partnerships are encouraged between delivery agents that may lead to increased employment opportunities for MNO clients.

### What's in it for me?

- Training must relate directly to employment goals and must meet the needs of both the client and the industry or labour market.
- Projects will last for a minimum of 4 weeks up to a maximum of 16 weeks dependent upon skill level of the individual and skills required for the job.
- The minimum workweek will be 25 hours per week and will not exceed 40 hours per week



### NEED MORE INFORMATION?

Métis Nation of Ontario 134 John Street Sault Ste. Marie, ON, P6A 1P1 705-254-1768 www.metisnation.org



### INDIGENOUS YOUTH WORK EXCHANGE PROGRAM

### WHAT IS IT?

- An 8-week summer job working with the Ministry of Northern Development, Mines, Natural Resources and Forestry and/or an Indigenous community or organization- for up to 3 years in a row.
- get minimum wage
- get education, training and coaching
- develop personal and professional skills

### Who is eligible?

- a person who self-identifies as an Indigenous person (First Nation, Inuit or Métis)
- a student
- between 15-24 years old (up to 29 for persons with a disability)

### What's in it for me?

- Training must relate directly to employment goals and must meet the needs of both the client and the industry or labour market.
- Projects will last for a minimum of 4 weeks up to a maximum of 16 weeks dependent upon the skill level of the individual and skills required for the job.
- The minimum workweek will be 25 hours per week and will not exceed 40 hours per week

### NEED MORE INFORMATION?

Ministry of Northern Development, Mines,

Tel: 1-800-667-1940 TTY: 1-866-686-6072 Email: NRISC@ontario.ca

## SUMMER CAREER PLACEMENT (SCP)

### What is it?

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

### Who is eligible?

#### Candidates:

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

#### Employers:

- 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 134 John Street Sault Ste. Marie, ON, P6A 1P1 705-254-1768 www.metisnation.org



# FIRST NATIONS & INUIT SUMMER WORK EXPERIENCE PROGRAM (SWEP)

#### What is it?

The First Nations and Inuit Summer Work Experience Program (SWEP) is one of two programs that Indigenous Services Canada (ISC) administers under the First Nations and Inuit Youth Employment Strategy (FNIYES). The First Nations and Inuit Summer Work Experience Program provides youth with summer employment opportunities where they can gain work experience and develop important skills such as communication, problem-solving and teamwork.

### Who is eligible?

#### Candidates:

- First Nation and Inuit secondary and post-secondary students aged 15 to 30 inclusive;
- Ordinarily resident on reserve or in recognized communities or on community lands;
- Legally entitled to work in Canada; and
- Registered as full-time students during the preceding academic year and who intend to return to school on a full-time basis in the next academic year.

#### Employers:

- First Nations and Inuit communities
- First Nations and Inuit governments
- First Nations and Inuit organizations
- not-for-profit associations
- private-sector employers

### What's in it for me?

- Increased awareness of the benefits of education; and
- Enhanced employability skills for participating First Nations and Inuit youth.
- The placement must provide a minimum of 80 hours of work.
- The non-profit sector is eligible to receive a contribution of up to 100% of the applicable wage, plus mandatory employment-related costs (MERC), while the private sector is eligible to receive up to 50% of the applicable wage only.
- A maximum contribution of \$3,000 per participant may be available, on an actual cost basis, for special equipment and facilities to accommodate the student's needs.

#### **NEED MORE INFORMATION?**

Indigenous & Northern Affairs Canada 760 Notre Dame Ave Unit M Sudbury ON P3A 2T4 705-622-5100

Toll free: 1-800-567-9604 Fax: 1-866-817-3977

aadnc.infopubs.aandc@canada.ca

### CANADA SUMMER JOBS (CSJ)

### What is it?

The Canada Summer Jobs (CSJ) program is a Canadian government grant that offers support for employers providing supervised career-related work experience for youth employees. The experiences gained through funded placements should further develop their skills and knowledge, preparing them to make a transition into employment.

### Who is eligible?

#### Candidates:

- Must be between 15 and 30 years of age at the start of the employment
- Must be a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act
- Must be legally entitled to work in Canada in accordance with relevant provincial/territorial legislation and regulations

#### Employers:

- Businesses, non-profits, and public sector employers with 50 or fewer employees; and
- Positions must be full-time (30+ hours/week) and span for 6-16 weeks.

### What's in it for me?

- Designed to reduce the costs of providing third-party skills training to new and existing employees
- Public and private sector employers can receive hiring grants up to 50% of employee minimum hourly rate;
- Non-profits can receive grants up to 100% of minimum wage plus Mandatory Employment Related Costs (MERCs). This amount is capped at a maximum \$300,000 per employer/province or territory; and
- Maximum 40 hours/week/employee can be included.

#### **NEED MORE INFORMATION?**

Service Canada Centre 22 Bay St

Sault Ste. Marie ON P6A 5S2 1-800-622-6232 www.servicecanada.gc.ca/eng/epb/yi/ yep/programs/scpp.shtml

Deadline for applications is January 25, 2022



# YOUTH JOB CONNECTION - SUMMER (YJCS)

### What is it?

Youth Job Connection: Summer provides summer, parttime and after-school job opportunities to high school students, aged 15 to 18, who are facing challenging life circumstances and may need support transitioning between school and work.

### Who is eligible?

#### Candidates:

- Students aged 15-18
- A resident of Ontario
- A high school student planning to stay in or return to school, or to move on to postsecondary education

This program can also help:

- Indigenous youth
- Recent immigrants
- Young people with disabilities
- Youth with limited work experience, or a low level of education
- By providing mentorship, job coaching and help returning to school after the program ends

### What's in it for me?

- Employ youth who has received at least 20 hours of paid training to be prepared for the workplace
- Placements (up to 8 weeks) with support and funding for employers
- mentorship, job-coaching and help returning to school after the program ends
- Employing youth part-time and after-school are available if work does not conflict with school

### NEED MORE INFORMATION?

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

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

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

Regional Employment Help Centre 65-B Broadway Avenue Box 642 Wawa ON POS 1K0 Office: 705-856-1648 www.wawarehc.com

This Employment Ontario program is funded by the Government of Ontario.

# APPRENTICESHIP INCENTIVES FOR EMPLOYERS

### What is it?

An apprenticeship is a pathway to a rewarding career in the trades. As an apprentice, you take classes and learn your trade by working under the direction of experienced workers – and get paid while you do it.

### Benefits of apprenticeship

Taking on an apprentice has many benefits, such

- Your business, your training
   When you train an apprentice to provincial and
   national (Red Seal) industry standards, you also train
   them to understand your unique workplace.
- Prepare for the future
   The average age of an Ontario journeyperson is 47 years old. Taking on an apprentice trains the next generation of workers and helps you prepare for the future of your business.
- Loyal employees
   Hiring apprentices early in their careers ore loyalty to employers who trained and eventually hired them.
- Financial incentives
   You are eligible for different grants and/or federal
   tax credits when you train or hire an apprentice.
   Recruiting potential apprentices through the Ontario
   Youth Apprenticeship Program (OYAP) can be a cost effective way to train and hire young workers.
- Hire the best Local colleges, high schools, training, and preapprenticeship programs can help you find the best talent and match you with the most qualified apprenticeship candidate.

### NEED MORE INFORMATION?

Ministry of Labour, Training & Skills Development 477 Queen Street East, 4th Floor Sault Ste. Marie ON P6A 1Z5 705-945-6815 1-800-236-8817

Ministry of Labour, Training and Skills Development 50 Hillside Drive North Elliot Lake ON P5A 1X4 705-848-4661 www.tcu.gov.on.ca



### 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 Labour, Training and Skills Development (MLTSD) or career exploration training for individuals interested in gaining knowledge about skilled trades through the different sectors.

### Who is eligible?

- Institutions and organizations that have certification or verification from the appropriate Provincial body, MLTSD
- 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?

- The 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 MAESD apprenticeship registration fees.
- This could be utilized for pre-apprenticeship training.

# NEED MORE INFORMATION ?

Métis Nation of Ontario 134 John Street Sault Ste. Marie, ON, P6A 1P1 705-254-1768 www.metisnation.org

# THE APPRENTICESHIP JOB CREATION TAX CREDIT (AJCTC)

### 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 all trade professionals in Canada.

### 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 the first two years of the contract
- When two or more related employers employ the same apprentice, special rules apply to ensure that the \$2,000 limit is allocated to only one employer

# NEED MORE INFORMATION?

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

Red Seal Trade 1-877-599-6933 www.red-seal.ca



# 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 working with an Employment Ontario service provider, before registering an Apprentice
- Employers must have WSIB coverage or equivalent and Third Party Liability coverage

### 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

In addition to the \$2000 AESB, the employer may also be eligible for a training incentive that can be negotiated, up to a maximum of \$6000, depending on the duration of our participant's placement with the employer, and the complexity of the participant's training plan.

The maximum amount of the training incentive that one employer may receive is \$8000 per individual, including the \$2000 AESB

## NEED MORE INFORMATION?

http://www.ontario.ca/page/hire-apprentice#section-5

**Employment Ontario:** 

www.tcu.gov.on.ca/eng/employers/emp bonus.html

Employment Solutions 477 Queen Street East, Suite 203

Sault Ste. Marie ON P6A 1Z5 705-945-0705 www.employment-solutions.ca

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

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

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

Regional Employment Help Centre 65-B Broadway Avenue Box 642 Wawa ON P0S 1K0 Office: 705-856-1648 www.wawarehc.com

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

### ONTARIO APPRENTICESHIP EMPLOYER COMPLETION BONUS

### What is it?

Ontario Apprenticeship Employer Completion Bonus is a \$1,000 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?

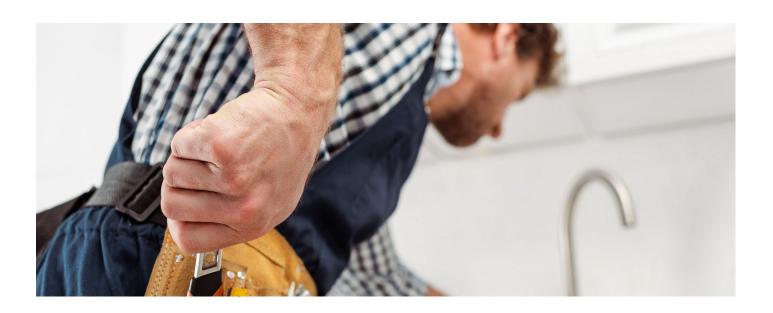
- \$1,000 taxable cash grant
- Each apprentice that an employer employs and trains who completes his or her Certificate of Apprenticeship or Certificate of Qualification the employer on record receives an application for the bonus in the mail

### NEED MORE INFORMATION?

Employment Ontario: www.tcu.gov.on.ca/eng/employers/ emp\_bonus.html

Ministry of Labour, Training & Skills Development 477 Queen St East 4th Floor Sault Ste. Marie ON P6A 1Z5 705-945-6815 1-800-236-8817 www.tcu.gov.on.ca

Ministry of Labour, Training & Skills Development 50 Hillside Dr. North Elliot Lake ON P5A 1X4 705-848-4661 www.tcu.gov.on.ca



### 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 and accumulate apprenticeship hours through work placements in skilled trades.

### Who is eligible?

- Be at least 16 years of age
- Be mature, dependable and punctual
- Be committed to learning a trade
- Be willing to meet employer and school expectations
- Demonstrate commitment to education while working towards Ontario Secondary School Diploma (OSSD)

### What's in it for me?

- Supporting young, enthusiastic and skilled students
- Working with a student/potential employee on a trial basis before committing to them as an apprentice
- WSIB Covered and no salary required
- Increasing awareness of your company within the community

## NEED MORE INFORMATION?

Employment Ontario 1-800-387-5656

Holy Angels Learning Centre 102 Wellington St. Sault Ste. Marie ON P6A 2L2 705-945-5656 www.hscdsb.on.ca

Algoma District School Board 644 Albert St. E Sault Ste. Marie ON P6A 2K7 705-945-7111 www.adsb.on.ca



# FINANCIAL HELP & FINANCIAL HELP & RESOURCES FOR APPRENTICESHIP TRAINING

A number of grants and loans are available to help apprentices begin and loans are available to help apprentices aware of a number of grants and loans are available to help apprentices aware of a number of grants and loans are available to help apprentices begin and a number of grants and loans are available to help apprentices begin and complete their training. Please make your prospective apprentices aware of the number of grants and loans are available to help apprentices begin and a number of grants and loans are available to help apprentices aware of the number of grants and loans are available to help apprentices aware of the number of grants and loans are available to help apprentices aware of the number of grants and loans are available to help apprentices aware of the number of grants and loans are available to help apprentices aware of the number of grants and loans are available to help apprentices aware of the number of grants and loans are available to help apprentices aware of the number of grants and loans are available to help apprentices aware of the number of grants and loans are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices aware of the number of grants are available to help apprentices are available to help apprentices are available to help apprentices and the number of grants are available to help apprentices are av

# 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.

### Who is eligible?

#### Candidates:

- Have left school before completing the necessary academic requirements for registering in a trade
- Be committed to achieving the necessary academic requirements within one year
- Demonstrate an interest in the skilled trades

A candidate participating in the program can receive up to a \$1,000 scholarship.

- An initial \$500 is provided when registered for upgrading
- Final payment of \$500 is provided when the individual has completed upgrading, is employed and registered as an apprentice with the Ministry



### NEED MORE INFORMATION?

Employment Solutions 477 Queen Street East, Suite 203

Sault Ste. Marie ON P6A 1Z5 705-945-0705 www.employment-solutions.ca

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

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

Employment Options Emploi 40 Prince Edward Walk Elliot Lake ON P5A 1Z 705-848-5119 www.employmentoptions.ca

Regional Employment Help Centre 65-B Broadway Avenue Box 642

Wawa ON P0S 1K0 Office: 705-856-1648 www.wawarehc.com

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

# APPRENTICESHIP INCENTIVE GRANT FOR WOMEN (AIG-W)

### What is it?

The Apprenticeship Incentive Grant for Women is in place to further support women in entering, progressing, and completing their training in Red Seal trades where women are underrepresented.

The Apprenticeship Incentive Grant for Women (AIG-W) is a taxable cash grant of \$3,000 per year/level (or equivalent) up to a maximum amount of \$6,000 per person.

### Who is eligible?

- be a Canadian citizen, permanent resident, or protected person;
- not be a high school student;
- self-identify as a woman;
- have the required AIG-W supporting documents;
- be registered with your provincial/territorial apprenticeship authority as an apprentice in a designated Red Seal trade having low female representation;
- have progressed in your training in designated Red Seal trades on or after April 1, 2018; and
- provide proof that you have successfully completed either the 1st and/or 2nd year/level (or equivalent) of apprenticeship.

### What it is for me?

- the AIG-W is a taxable grant of \$3,000 per level, awarded to registered apprentices
- You must complete your first year/level (or equivalent) to apply for the AIG-W
- You can apply for this grant twice during your training (for a maximum of \$6,000)
- You can apply for your second AIG-W after completing your second year/level (or equivalent) of training

If you progressed
between January 1,
2019
and
December 31, 2020,
your deadline to submit
an application
is: 18 months following

If you progressed on or after January 1, 2021, your deadline to submit an application is: 12 months following your date of

### NEED MORE INFORMATION?

Sault Ste. Marie Service Canada Centre 22 Bay Street, Floor 1

Sault Ste. Marie,

Ontario

1-800-622-6232

https://www.canada.ca/en/employment-social-

development/services/apprentices/grants.ht ml

# PRE-APPRENTICESHIP TRAINING

### What is it?

If you're interested in working in a trade but don't have the skills or experience to get a job as an apprentice, you can apply for this training.

The training goes for up to 52 weeks and starts at different times throughout the year.

### Who is eligible?

There are programs for youth or adults who:

- Graduated from high school
- Left before finishing high school
- Are unemployed or underemployed (age and eligibility for Employment Insurance are not considered)
- Are Indigenous, newcomers to Canada, women, Francophone or youth-at-risk

### What's in it for me?

You can receive:

- safety training for skilled trades
- · training to improve your academic skills
- basic level apprenticeship in-school training

Pre-apprenticeship training also includes a work placement for eight to 12 weeks.

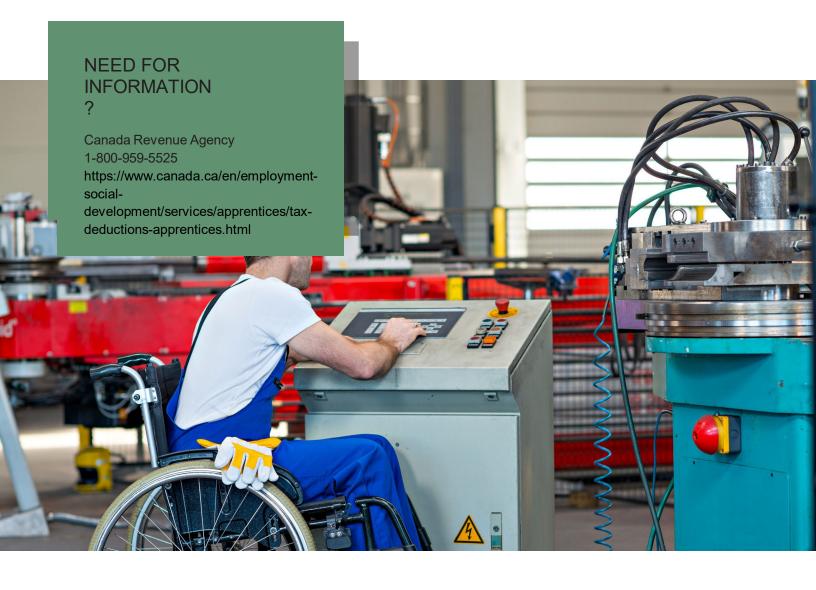
# NEED MORE INFORMATION ?

Sault College 443 Northern Ave Sault Ste. Marie, ON Canada Phone 705.759.2554 Toll Free 1.800.461.2260 www.saultcollege.ca

# TRADESPERSON'S TOOLS DEDUCTION TAX CREDIT

### What is it?

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



# APPRENTICESHIP INCENTIVE GRANT (AIG)

### What is it?

This is a taxable grant of \$1,000 per year or level, up to a maximum of \$2,000 per person.

### Who is eligible?

- It is available to apprentices once they have completed their first and/or second level of apprenticeship classroom training
- Have been registered as an apprentice for one or two years in a designated Red Seal trade.

### What's in it for me?

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

If you progressed on or after January 1, 2021, your deadline to submit an application is: 12 months following your date of progression.

# NEED MORE INFORMATION?

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

https://www.canada.ca/en/employ ment-socialdevelopment/services/apprentices/ grants.html

# APPRENTICESHIP COMPLETION GRANT (ACG)

### What is it?

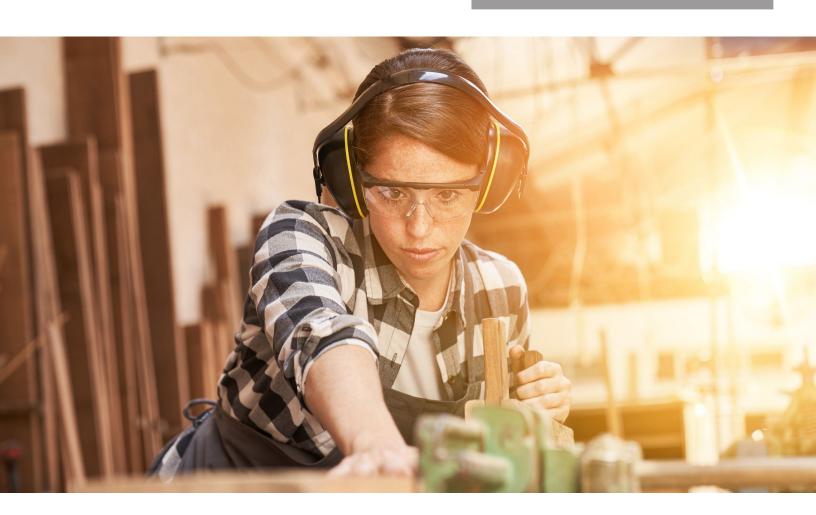
The Apprenticeship Completion Grant (ACG) is a onetime taxable cash grant lifetime amount of \$2,000 per person for registered apprentices. It is for registered apprentices who:

- · complete their apprenticeship training program, and
- get their journeyperson certification in a designated Red Seal trade

# NEED MORE INFORMATION?

Service Canada Centre 22 Bay St Sault Ste. Marie ON P6A 5S2 oll-free: 1-866-742-3644

https://www.canada.ca/en/employ ment-socialdevelopment/services/apprentices/t ax-deductions-apprentices.html



# APPRENTICESHIP COMPLETION BONUS IN NON-RED SEAL TRADES

### What is it?

This is a one-time \$2,000 taxable benefit given to apprentices who complete apprenticeship training and receive certification in a non-Red Seal trade.

# NEED MORE INFORMATION?

Ministry of Labour, Training & Skills Development Employment & Training 477 Queen St East 4th Floor Sault Ste. Marie ON P6A 1Z5 705-945-6815 1-800-236-8817

https://www.canada.ca/en/employm ent-socialdevelopment/services/apprentices/ grants.html

Ministry of Labour, Training & Skills Development Employment & Training 50 Hillside Dr. North Elliot Lake ON P5A 1X4 705-848-4661

https://www.canada.ca/en/employm ent-socialdevelopment/services/apprentices/ grants.html



# TUITION TAX CREDIT FOR CERTIFICATION EXAMINATION FEES

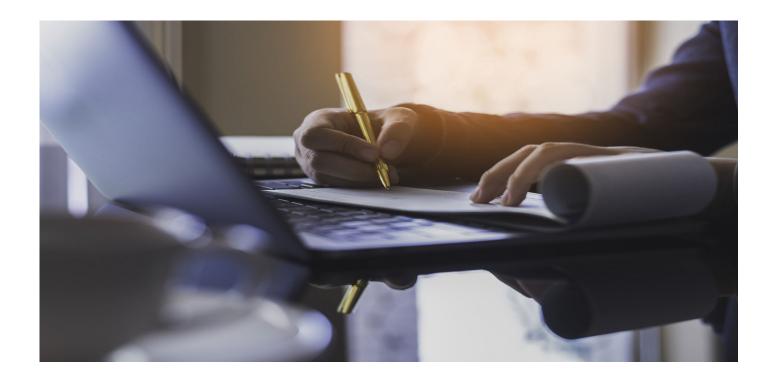
### What is it?

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 license 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 2

Canada Revenue Agency 1-800-959-5525

https://www.canada.ca/en/empl oyment-socialdevelopment/services/apprentic es/tax-deductionsapprentices.html



### **NOTES**



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