

# DOLLARS & SENSE

A GUIDE TO EMPLOYER TRAINING CREDITS, INCENTIVES, AND SUPPORTS



2023

## ACKNOWLEDGEMENT

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

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Dollars & Sense is available online at [www.awic.ca](http://www.awic.ca)

To request physical copies of the guide for your organization, contact us at [info@awic.ca](mailto:info@awic.ca)



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

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## INTRODUCTION

In this edition of Dollars and Sense, you will find a wide range of incentives and programs to help you offset the costs associated with hiring and training new 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 Employment Service Providers are available to assist employers through every step of the hiring process by listing job opportunities, suggesting qualified candidates, and providing incentive and wage subsidy information. The EO Employment Service Providers are a valuable resource, and a list of local services can be found under "Organizations to Help You."

This edition of Dollars & Sense is broken down into seven sections:

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





A close-up photograph of several people's hands and forearms stacked together in a circular formation, symbolizing teamwork, unity, and mutual support. The hands are of various skin tones. One person's hand features a ring on the ring finger, and another's forearm has a beaded bracelet with a shell charm. The background is blurred, showing more people in a group setting.

**ORGANIZATIONS  
TO HELP YOU**

## **APATISIWIN - EMPLOYMENT AND TRAINING**

Apatisiwin offers employment and training services and supports to assist urban Indigenous individuals in gaining the education, experience, and skills to achieve and maintain meaningful employment.

The program provides community-based and one-to-one support to self-declared First Nation, Metis and Inuit persons residing in an urban Ontario environment who are unemployed or underemployed.



### **NEED MORE INFORMATION?**

Indigenous Friendship Centre  
122 East Street  
Sault Ste. Marie ON P6A 3C6  
705-256-5634 ext. 2204  
[www.ssmifc.com](http://www.ssmifc.com)

## **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 enhancing the community's economic and employment base through community-based planning and economic development initiatives.

### **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  
[www.ssmcdc.com](http://www.ssmcdc.com)

East Algoma Community Futures Development Corporation  
1 Industrial Park Road East, Suite 106  
Blind River ON P0R 1B0  
705-356-1152  
1-888-227-3569  
[www.eastalgomacfdc.ca](http://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  
[www.superioreastcfdc.ca](http://www.superioreastcfdc.ca)

## 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.

### NEED MORE INFORMATION?

Employment Solutions  
477 Queen Street East, Suite 203  
Sault Ste. Marie ON P6A 1Z5  
705-945-0705  
[www.employment-solutions.ca](http://www.employment-solutions.ca)

Sault Community Career Centre  
503 Queen Street East  
Sault Ste. Marie ON P6A 2A2  
705-759-0909  
[www.saultcareercentre.ca](http://www.saultcareercentre.ca)

Employment Solutions  
1 Industrial Park Rd., Suite 205  
Blind River ON P0R 1B0  
705-356-1611  
[www.employment-solutions.ca](http://www.employment-solutions.ca)

Employment Options Emploi  
40 Prince Edward Walk  
Elliot Lake ON P5A 1Z8  
705-848-5119  
[www.employmentoptions.ca](http://www.employmentoptions.ca)

Regional Employment Help Centre  
65-B Broadway Avenue, Box 642  
Wawa ON P0S 1K0  
705-856-1648  
[www.wawarehc.com](http://www.wawarehc.com)

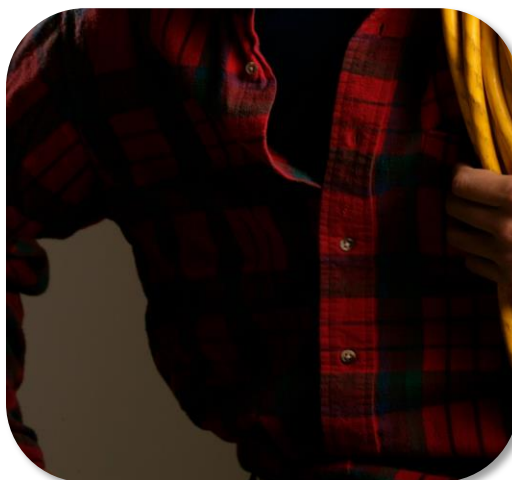


## **INDIGENOUS SKILLS & EMPLOYMENT TRAINING (ISET)**

The Indigenous Skills and Employment Training (ISET) Program is designed to help all Indigenous people, regardless of status or location, improve their skills and find employment. ISET links training to labour demand and ensures that Canada's First Nation people can fully participate in economic opportunities.

## **NEED MORE INFORMATION?**

Mamaweswen  
The North Shore Tribal Council Lot #473, Hwy 17  
Cutler ON P0P 1B0  
705-844-2340  
1-877-633-7558  
[www.mamaweswen.ca](http://www.mamaweswen.ca)



## ONTARIO DISABILITY SUPPORT PROGRAM (ODSP)

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 careers. Ontario Disability Support Program 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.

### NEED MORE INFORMATION?

Canadian Hearing Services  
Sault Ste. Marie ON  
1-866-518-0000  
[www.chs.ca](http://www.chs.ca)

ER Employment Consulting  
137 Andrew Street  
Sault Ste. Marie ON P6A 1N1  
705-253-8973  
[www.erconsulting.ca](http://www.erconsulting.ca)

March of Dimes Canada  
550 Queen Street West  
Sault Ste. Marie ON P6A 1A6  
705-945-1044  
[www.marchofdimes.ca](http://www.marchofdimes.ca)

YesYouCan Employment Consulting  
262 Queen Street East #202  
Sault Ste. Marie ON P6A 1Y7  
705-254-5870  
[www.yesyoucanemployment.ca](http://www.yesyoucanemployment.ca)



An overhead view of a group of young adults sitting around a large wooden table in a collaborative workspace. The table is cluttered with various items: two laptops, several notebooks, pens, pencils, a pen holder, two coffee cups, two smartphones, sticky notes, and a tablet. One person in a blue denim jacket is writing in a notebook. Another person in a plaid shirt is looking at a tablet. A third person in a yellow hoodie is pointing at a piece of paper. A fourth person in a green jacket is writing in a notebook. The text "YOUTH EMPLOYMENT PROGRAMS" is overlaid in large, white, bold, sans-serif capital letters across the center of the image.

# 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).

## 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 REGI, NODP, EDI or 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; and
- work on a project related to advanced manufacturing, agri-food, clean technology, digital industries, health-bio/sciences, resources of the future, and tourism.

### Employers:

- Not-for-profit organizations
- Municipalities, municipal organizations, and First Nations
- Businesses including an individual operating a business, partnerships, social enterprises, incorporated companies, corporations or co-operatives, or an Indigenous organization such as Indigenous/First Nation/Métis Settlement-owned businesses, and all other types of enterprises

## What's in it for me?

### Not-for-profit organizations:

- FedNor will contribute up to 90% to a maximum of \$35,000 per year for the eligible costs of salary and employee benefit expenses in a full-time position for the internship period of up to 18 months; and up to 90% to a maximum of \$5,000 towards eligible equipment costs and/or training activities to support the intern

### Small and medium-sized enterprises (SMEs):

- FedNor will contribute up to 50% to a maximum of \$35,000 per year 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; and up to 50% to a maximum of \$5,000 towards eligible equipment costs and/or training activities to support the intern

## NEED MORE INFORMATION?

FedNor  
1-877-333-6673  
[www.fednor.gc.ca](http://www.fednor.gc.ca)

# 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:

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.

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?

Candidates:

- Métis individuals between 15 to 30 years of age who are generally out of school

Employers:

- Employer must submit a complete project proposal and must possess the appropriate qualifications and expertise to develop, implement and manage the project
- 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 that kind of work in a particular location
- Contracts will be funded up to a maximum length of 1 year (52 weeks)
- Provide Métis youth the opportunity to explore and secure jobs in emerging and growing industries
- Help young people develop the life skills and work experiences necessary to enter the labour market and successfully begin their careers and working lives

## **NEED MORE INFORMATION?**

Métis Nation of Ontario  
Sault Ste. Marie  
1-800-263-4889 ext. 7  
[www.metisnation.org](http://www.metisnation.org)



## YOUTH JOB CONNECTION

### 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:

- Youth aged 15 to 29 who are not in employment, education or training and who experience multiple barriers to employment
- Youth aged 15 to 18, who would normally be in high school, must have been legally excused from attending in order to be eligible to participate
- Must be a resident of Ontario and eligible to work in Canada

#### Employers:

- Must offer a placement that is consistent with the participant's goals, and/or has demonstrated positive employment outcomes for youth who have participated in previous job placements
- Employers are responsible for paying participants at a rate of minimum wage or higher for the duration of the placement
- Must provide adequate supervision and training during the placement period

### What's in it for me?

- Job matching and paid job placements up to six months in duration
- Placement supports for participants and hiring incentives for employers

## NEED MORE INFORMATION?

Employment Solutions

Sault Ste. Marie

705-945-0705

[www.employment-solutions.ca](http://www.employment-solutions.ca)

Employment Solutions

Blind River

705-356-1611

[www.employment-solutions.ca](http://www.employment-solutions.ca)

Employment Options Emploi

Elliot Lake

705-848-5119

[www.employmentoptions.ca](http://www.employmentoptions.ca)

Regional Employment Help Centre

Wawa

705-856-1648

[www.wawarehc.com](http://www.wawarehc.com)



**SUMMER HIRING**

## CANADA SUMMER JOBS (CSJ)

### What is it?

Canada Summer Jobs (CSJ) is a program under the Youth Employment and Skills Strategy (YESS), which aims to provide flexible and holistic services to help youth in Canada 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
- Must be legally entitled to work in Canada in accordance with relevant provincial 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 40 hours)
- Must provide a work experience in an inclusive non-discriminatory work environment and 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

## NEED MORE INFORMATION?

Service Canada Centre  
1-800-622-6232  
[www.servicecanada.gc.ca/eng/epb/yi/](http://www.servicecanada.gc.ca/eng/epb/yi/)

# 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.

## 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 minimum wage, plus mandatory employment-related costs (MERC)
- The private sector is eligible to receive up to 50% of the applicable minimum wage
- 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 student's needs

## NEED MORE INFORMATION?

Indigenous Services Canada  
Sudbury  
705-522-6774

<https://www.canada.ca/en/indigenous-services-canada.html>

## SUMMER EXPERIENCE PROGRAM

### What is it?

The Summer Experience Program (SEP) 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

Employers:

- Not-for-profit organizations who have been incorporated for at least one year, municipalities, Indigenous organizations, and First Nations communities
- Positions must focus on activities that support the key sectors of tourism, culture, sport and recreation
- Students must be employed full-time for a minimum employment contract length of 232 hours or 32 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 (232 hours or 32 days at 7.25 hours per day)

## NEED MORE INFORMATION?

Ministry of Tourism, Culture and Sport

Sault Ste. Marie

705-542-9204

<https://www.ontario.ca/page/ministry-tourism-culture-sport>



## **YOUTH JOB CONNECTION: SUMMER**

### What is it?

Job Connection: Summer (YJCS) offers intensive supports beyond traditional job search and placement opportunities, tailored to meet individual needs. It is designed specifically to support 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:

- High school students or youth, aged 15 to 18, intending to return to high school or access post-secondary education after their placement
- Must be a resident of Ontario and eligible to work in Canada

#### Employers:

- Must offer a placement that is consistent with the participant's goals, and/or has demonstrated positive employment outcomes for youth who have participated in previous job placements
- Employers are responsible for paying participants at a rate of minimum wage or higher for the duration of the placement
- Must provide adequate supervision and training during the placement period

### What's in it for me?

- Job matching and paid job placements during the summer up to eight weeks
- Possibility to extend job placement into the school year part-time during evenings and/or weekends (must not exceed 10 hours per week, overlap with school hours, or take more than six months to complete)
- Placement supports for participants and hiring incentives for employers

## **NEED MORE INFORMATION?**

Employment Solutions  
Sault Ste. Marie  
705-945-0705  
[www.employment-solutions.ca](http://www.employment-solutions.ca)

Employment Solutions  
Blind River  
705-356-1611  
[www.employment-solutions.ca](http://www.employment-solutions.ca)

Employment Options Employi  
Elliot Lake ON  
705-848-5119  
[www.employmentoptions.ca](http://www.employmentoptions.ca)

Regional Employment Help Centre  
Wawa  
705-856-1648  
[www.wawarehc.com](http://www.wawarehc.com)

A hand is shown holding a glowing, spherical network structure. The sphere is composed of numerous small, colorful nodes (blue, yellow, pink, and white) connected by a dense web of thin, multi-colored lines. The background is a dark, solid color, and the hand is positioned at the bottom, supporting the sphere from below.

**INTERNATIONALLY  
TRAINED  
WORKERS**

## NEW EMPLOYEE SETTLEMENT SUPPORT (NESS)

### What is it?

Are you an employer looking to hire internationally-trained talent? The Sault Community Career Centre offers employers support services for their internationally-trained employees as they settle into their new work environment.

### Who is eligible?

Candidates:

- Newcomers, internationally-trained professionals

Employers:

- Employers looking to hire internationally-trained employees

### What's in it for me?

- Assistance with integrating internationally-trained workers into your business and the local workforce
- Supports such as mentoring and coaching during and after employment placements
- Work/study permit advice and application assistance

## NEED MORE INFORMATION?

Sault Community Career Centre  
Sault Ste. Marie  
705-759-0909 ext. 4232  
[www.saultcareercentre.ca](http://www.saultcareercentre.ca)



## 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 job offer in Ontario for a full-time and permanent position

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 prior to submitting an application and 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

## NEED MORE INFORMATION?

Ministry of Labour, Immigration, Training and Skills Development  
1-866-214-6820

<https://www.ontario.ca/page/oinp-employer-job-offer-streams-employer-guide>

## RURAL AND NORTHERN IMMIGRATION PILOT (RNIP)

### What is it?

The Rural and Northern Immigration Pilot is a community-driven program. It's designed to spread the benefits of economic immigration to smaller communities by creating a path to permanent residence for skilled foreign workers who want to work and live in one of the participating communities.

### Who is eligible?

#### Candidates:

- Must meet IRCC (Immigration, Refugees and Citizenship Canada) federal eligibility criteria and community requirements
- Currently employed in a full-time permanent position, or have a job offer from an employer in Sault Ste. Marie for a full-time permanent position

#### Employers:

- Must be located within the boundaries of the City of Sault Ste. Marie
- Must have been in active business in Sault Ste. Marie for at least three years prior to providing the candidate with a job offer
- Must have at least three full-time employees who are Canadian citizens or permanent residents who work at the location where the candidate will work
- Must provide a valid job offer for a full-time permanent position and demonstrate efforts made to recruit a Canadian citizen or a permanent resident prior to providing the job offer

### What's in it for me?

- Develop and retain a skilled workforce
- Fill labour shortages



### NEED MORE INFORMATION?

City of Sault Ste. Marie  
[labourforce@cityssm.on.ca](mailto:labourforce@cityssm.on.ca)  
<https://welcometossm.com/rnip/>



# FINANCIAL INCENTIVES



# CANADA-ONTARIO JOB GRANT

## What is it?

The Canada-Ontario Job Grant provides direct financial support to employers, individually or in groups, 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:

- 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

## 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

## NEED MORE INFORMATION?

Employment Solutions  
Sault Ste. Marie  
705-945-0705  
[www.employment-solutions.ca](http://www.employment-solutions.ca)

Sault Community Career Centre  
Sault Ste. Marie  
705-759-0909  
[www.saultcareercentre.ca](http://www.saultcareercentre.ca)

Employment Solutions  
Blind River  
705-356-1611  
[www.employment-solutions.ca](http://www.employment-solutions.ca)

Employment Options Emplo  
Elliot Lake  
705-848-5119  
[www.employmentoptions.ca](http://www.employmentoptions.ca)

Regional Employment Help Centre  
Wawa  
705-856-1648  
[www.wawarehc.com](http://www.wawarehc.com)

## 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 performs 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 must be 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

## NEED MORE INFORMATION?

Canada Revenue Agency  
1-800-959-5525

<https://www.ontario.ca/page/co-operative-education-tax-credit>



## **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?

Candidates:

- Recipients of Ontario Works or Ontario Disability Support Program

Employers:

- Licensed to operate in Ontario and compliant with legislation (health and safety, employment standards, etc.)

### What's in it for me?

- Receive up to \$5.00 per hour based on a full-time position (over 30 hours per week) for six months
- Job-specific training costs (health and safety courses, certifications courses, etc.) may also be eligible
- WSIB coverage for the participant may also be eligible

## **NEED MORE INFORMATION?**

Blind River Office  
(Including Spanish and North Shore)  
705-356-2263

Central Algoma Office  
(Echo Bay through to Iron Bridge, including St. Joseph Island)  
705-842-3370

Elliot Lake Office  
705-848-7153

Wawa Office  
(Hornepayne through to Wawa)  
705-856-2303  
[www.adsab.on.ca](http://www.adsab.on.ca)



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

### What is it?

The Enhanced Employment Placement Program assist participants in the workforce by providing financial incentives to employers to offset the cost of hiring and training new employees.

### Who is eligible?

Candidates:

- Recipients of Ontario Works

Employers:

- Private and public sector employers
- Licensed to operate in Ontario and compliant with legislation (health and safety, employment standards, etc.)

### What's in it for me?

- Receive a minimum of \$4.00 per hour based on 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
- Job-specific training costs (health and safety courses, certifications courses, etc.) may also be eligible
- WSIB coverage for the participant may also be eligible



### NEED MORE INFORMATION?

Ontario Works Employment Services  
Sault Ste. Marie  
705-759-5266  
[www.ssm-dssab.ca](http://www.ssm-dssab.ca)



## **JOB SHADOWING PROGRAM**

### What is it?

The goal of the Métis Nation of Ontario Job Shadowing Program is to provide Métis individuals with employment experiences to assist them with career decision making. Participants will be provided with on-the-job training that is geared towards their targeted career goals, and will be matched with career goal oriented specific employers.

### Who is eligible?

Candidates:

- Métis individuals who are either unemployed, under-employed, or whose employment is at risk due to labour market changes, insufficient employment skills, or certification

Employers:

- Training must relate directly to the participant's employment goals and must meet the needs of both the client and the industry or labour market that is being served
- Must possess the appropriate qualifications and expertise to develop, implement, and manage the project
- Staffing must be tied directly to the project and cannot replace permanent staff

### What's in it for me?

- Training that meets the needs of the industry or labour market in which your organization operates

## **NEED MORE INFORMATION?**

Métis Nation of Ontario  
Sault Ste. Marie  
1-800-263-4889 ext. 7  
[www.metisnation.org](http://www.metisnation.org)

# 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, under-employed, or whose employment is at risk due to labour market changes, insufficient employment skills, or certification
- Cannot be an existing employee, or displace or replace existing employees or volunteers

### Employers:

- Métis Chartered Community Councils; for-profit organization 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)

## NEED MORE INFORMATION?

Métis Nation of Ontario  
Sault Ste. Marie  
1-800-263-4889 ext. 7  
[www.metisnation.org](http://www.metisnation.org)

## **NOHFC PEOPLE AND TALENT PROGRAM**

### What is it?

The People and Talent 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 work force, 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, Metis, 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
- An employer that hires an apprentice under a registered apprenticeship program is eligible for funding provided that all program eligibility criteria are met

### 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 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 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 employer's portion of MERCs to a maximum of \$35,000 per year

## **NEED MORE INFORMATION?**

Northern Ontario Heritage Fund Corporation (NOHFC)

Sault Ste. Marie

705-945-6700

<https://nohfc.ca/en/pages/programs/people-talent-program>

## ONTARIO JOB CREATION PARTNERSHIP

### What is it?

The Ontario Job Creation Partnerships (OJCP) program provides funding to eligible employers that support projects while creating opportunities to 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

## NEED MORE INFORMATION?

Employment Solutions

Sault Ste. Marie

705-945-0705

[www.employment-solutions.ca](http://www.employment-solutions.ca)

Sault Community Career Centre

Sault Ste. Marie

705-759-0909

[www.saultcareercentre.ca](http://www.saultcareercentre.ca)

Employment Solutions

Blind River

705-356-1611

[www.employment-solutions.ca](http://www.employment-solutions.ca)

Employment Options Emploi

Elliot Lake

705-848-5119

[www.employmentoptions.ca](http://www.employmentoptions.ca)

Regional Employment Help Centre

Wawa

705-856-1648

[www.wawarehc.com](http://www.wawarehc.com)

## PLACEMENT WITH INCENTIVES (EO-EMPLOYMENT SERVICE)

### What is it?

Placement with Incentives provides employers with financial supports 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 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 up to a maximum of \$6000 per individual hired (to be negotiated with local service provider based on individual and position)
- Apprenticeship Employer Signing Bonus may be available when hiring a new apprentice

## NEED MORE INFORMATION?

Employment Solutions

Sault Ste. Marie

705-945-0705

[www.employment-solutions.ca](http://www.employment-solutions.ca)

Sault Community Career Centre

Sault Ste. Marie

705-759-0909

[www.saultcareercentre.ca](http://www.saultcareercentre.ca)

Employment Solutions

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705-356-1611

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Employment Options Emplo

Elliot Lake

705-848-5119

[www.employmentoptions.ca](http://www.employmentoptions.ca)

Regional Employment Help Centre

Wawa

705-856-1648

[www.wawarehc.com](http://www.wawarehc.com)

## **TOURISM SKILLSNET NORTH (TSNN)**

### What is it?

Tourism SkillsNet North (TSNN) is designed to identify specific workforce labour gaps, train up to 200 potential employees and match them with available job opportunities within Northern Ontario's tourism sector.

The TSNN program is made up of many partner organizations who work together to help support and train individuals who are entering tourism for the first time or are wanting to grow their skills. Jobseekers and employees who join TSNN are trained and matched with tourism employers.

### Who is eligible?

Candidates:

- Any Canadian citizen or permanent resident living in Destination Northern Ontario's service area who is searching for a better employment opportunity in the tourism sector

Employers:

- Must operate in one of the following fields:
  - Accommodation (B&B, Hotel, Motel, Lodge, Campground, etc.)
  - Attraction
  - Adventure Outfitter (ATV, Camping, Canoe/Kayaking, Horseback Riding, Dog Sledding, etc.)
  - 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?

- A 50% wage subsidy up to \$5,000 per employee
- Each organization is eligible to receive a maximum of 10 employees
- You can use this program to hire new employees, rehire previously employed individuals, or to upgrade a part-time employee to a full-time one

## **NEED MORE INFORMATION?**

Destination Northern Ontario  
Sault Ste. Marie  
705-575-9779

<https://destinationnorthernontario.ca/tsnn/>



A blurred background image of a kitchen with people working, overlaid with large white text. The text reads: 

# APPRENTICESHIP INCENTIVES FOR EMPLOYERS

# 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 and have an address or permanent work site in Ontario
- 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)
- \$1,000 milestone payment for each level of in-class training completed, up to four levels of schooling
- 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 under-represented group (for a maximum of \$12,000)
- \$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)

## NEED MORE INFORMATION?

Employment Ontario  
1-800-387-5656

<https://www.eoss.tcu.gov.on.ca/AOL/grants/AI/start?lang=en>

## APPRENTICESHIP JOB CREATION TAX CREDIT

### What is it?

The Apprenticeship Job Creation Tax Credit (AJCTC) is a non-refundable investment tax credit (ITC) equal to 10% of the eligible salaries and wages payable to eligible apprentices for the first two 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
- 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?

- A maximum credit of \$2000 per year for each eligible apprentice

## NEED MORE INFORMATION?

Canada Revenue Agency  
1-800-959-5525

<https://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>

# 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
- 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 be enrolled full-time or part-time in a secondary school or a continuing education program and be earning credits towards an OSSD, with the goal of obtaining an OSSD

### Employers:

- Must have a qualified journeyperson in place (or equivalent)
- Must provide a working environment which focuses on learning and apprenticeship training

## What's in it for me?

- Opportunity to train the skilled workers you require and address the problem of skilled tradespeople shortages
- WSIB coverage is provided by the Ministry of Education during the contract as long as the student is not paid a wage
- Option to continue or to stop the apprenticeship training at the end of the co-op placement
- Potentially being eligible for financial incentives or tax credits

## **NEED MORE INFORMATION?**

Ministry of Labour, Immigration, Training and Skills Development  
Sault Ste. Marie  
705-945-6815  
<https://oyap.ca/en/>

Huron-Superior Catholic District School Board  
Sault Ste. Marie  
705-945-5656

Algoma District School Board  
Sault Ste. Marie  
705-945-7111 ext. 10261

## APPRENTICESHIP COMPLETION BONUS

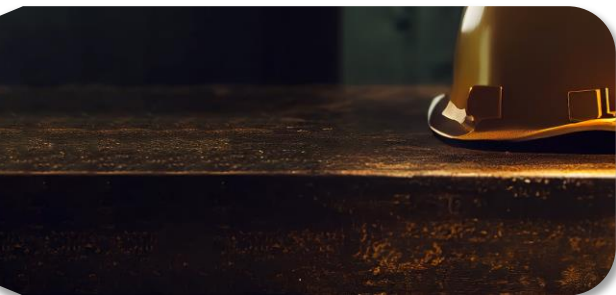
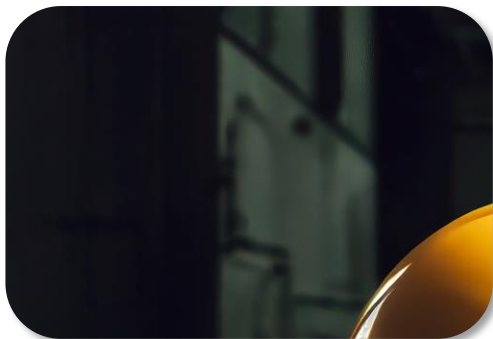
### What is it?

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 prior to the date you are applying



## NEED MORE INFORMATION?

Ministry of Labour, Immigration, Training and Skills Development  
Sault Ste. Marie  
705-945-6815

<https://www.ontario.ca/page/financial-supports-apprentices>

## APPRENTICESHIP COMPLETION GRANT (ACG)

### What is it?

The Apprenticeship Completion Grant (ACG) is a one-time taxable cash grant lifetime amount of \$2,000 per person for registered apprentices. It is for registered apprentices who successfully complete their apprenticeship training program and get their journeyperson certification in a designated Red Seal trade.

### Who is eligible?

Candidates:

- Must be a Canadian citizen, permanent resident, or a protected person
- Must not be a high school student
- Must have successfully completed an apprenticeship program and be registered as a certified journeyperson in a designated Red Seal trade



### NEED MORE INFORMATION?

Service Canada Centre  
Sault Ste. Marie  
1-800-622-6232

ServiceOntario  
(Scheduled Outreach Site)  
Blind River  
705-356-6060

Service Canada Centre  
Elliot Lake  
705-670-6620

Regional Employment Help Centre  
(Scheduled Outreach Site)  
Wawa  
705-856-1648

<https://www.canada.ca/en/employment-social-development/services/funding/apprenticeship-completion-overview.html>



## APPRENTICESHIP INCENTIVE GRANT (AIG)

### What is it?

The Apprenticeship Incentive Grant (AIG) is a taxable cash grant of \$1,000 per year or level, for a lifetime maximum amount of \$2,000 per person. It helps pay for expenses while training as an apprentice in a designated Red Seal trade.

### Who is eligible?

Candidates:

- Must be a Canadian citizen, permanent resident, or protected person
- Must not be a high school student
- Must be registered as an apprentice in a designated Red Seal trade and provide proof of first- or second-year completion

## NEED MORE INFORMATION?

Service Canada Centre  
Sault Ste. Marie  
1-800-622-6232

ServiceOntario  
(Scheduled Outreach Site)  
Blind River  
705-356-6060

Service Canada Centre  
Elliot Lake  
705-670-6620

Regional Employment Help Centre  
(Scheduled Outreach Site)  
Wawa  
705-856-1648

<https://www.canada.ca/en/employment-social-development/services/funding/apprenticeship-incentive-overview.html>

## APPRENTICESHIP INCENTIVE GRANT FOR WOMEN (AIG-W)

### What is it?

The Apprenticeship Incentive Grant for Women is a taxable cash grant of \$3,000 per year/level (or equivalent) up to a maximum amount of \$6,000 per person. It helps pay for expenses while training as an apprentice in a designated Red Seal trade where women are underrepresented.

### Who is eligible?

Candidates:

- Must be a Canadian citizen, permanent resident, or protected person
- Must not be a high school student
- Must be registered as an apprentice in a designated Red Seal trade where women are underrepresented and provide proof of first- or second-year completion

## NEED MORE INFORMATION?

Service Canada Centre  
Sault Ste. Marie  
1-800-622-6232

ServiceOntario  
(Scheduled Outreach Site)  
Blind River  
705-356-6060

Service Canada Centre  
Elliot Lake  
705-670-6620

Regional Employment Help Centre  
(Scheduled Outreach Site)  
Wawa  
705-856-1648

<https://www.canada.ca/en/employment-social-development/services/funding/apprenticeship-incentive-women-overview.html>

## DEDUCTION FOR TOOLS (TRADESPERSONS)

### What is it?

Tradespersons and apprentices may be able to deduct the cost of eligible tools purchased in each taxation year to earn employment income as a tradesperson. Tradespersons may deduct up to a maximum of \$500 for the purchase of eligible tools.

### Who is eligible?

Candidates:

- The tool must have been purchased to use in your job as a tradesperson and was not used for any purpose before you bought it
- Employer must certify that the tools being claimed were bought and provided by you as a condition of your employment as a tradesperson

## NEED MORE INFORMATION?

Canada Revenue Agency  
1-800-959-5525

<https://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/deduction-tools-tradespersons.html>

# 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 Labour, Immigration, Training and Skills Development (MLITSD) 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



## NEED MORE INFORMATION?

Métis Nation of Ontario  
Sault Ste. Marie  
1-800-263-4889 ext. 7  
[www.metisnation.org](http://www.metisnation.org)

## TUITION TAX CREDIT AND LICENSING EXAMINATION FEES

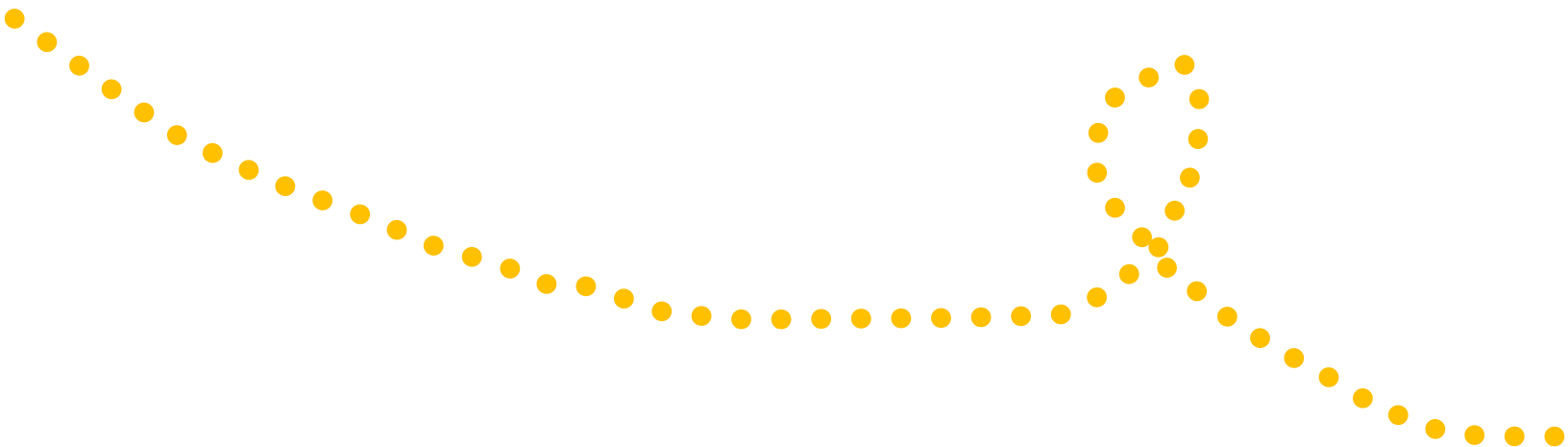
### What is it?

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 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 be licensed or certified as a tradesperson where that status, license or certification allows you to practice the profession or trade in Canada



### NEED MORE INFORMATION?

Canada Revenue Agency  
1-800-959-5525

<https://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>