

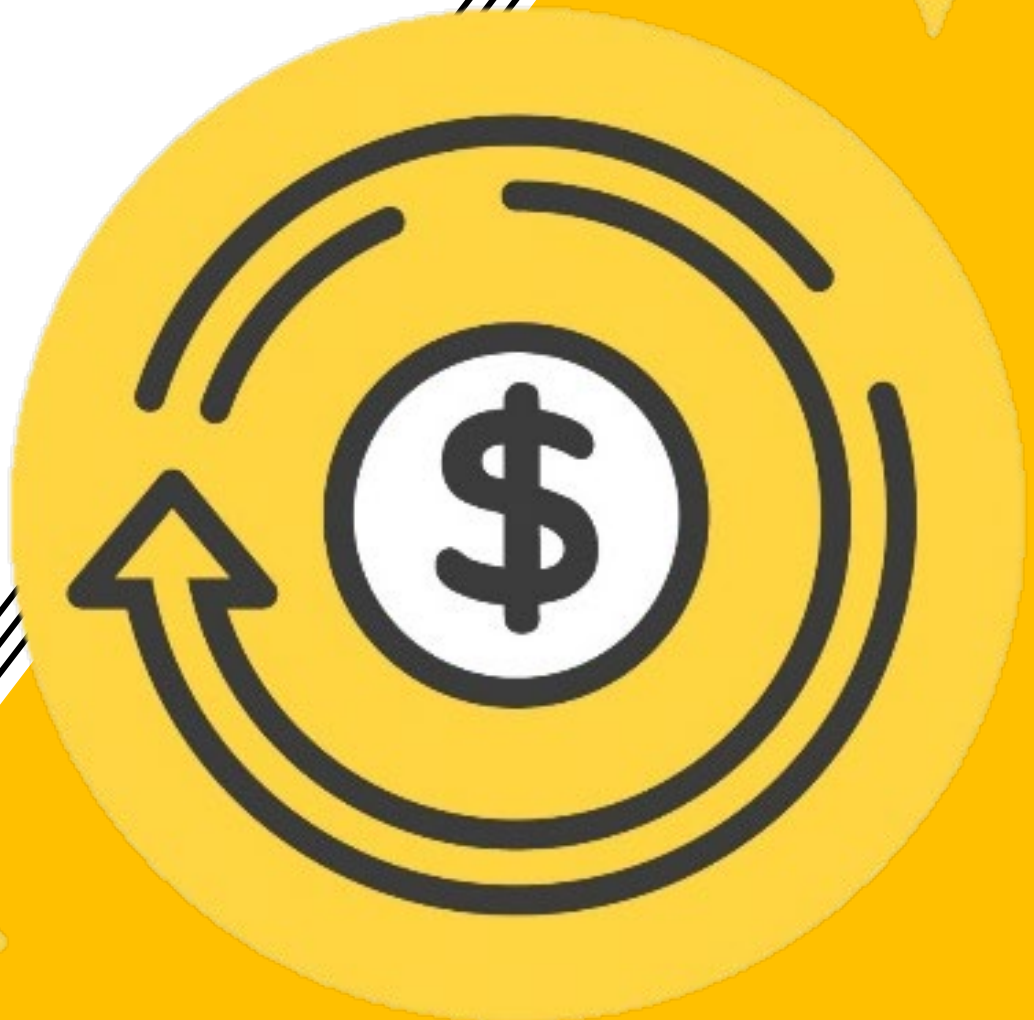


**ALGOMA WORKFORCE
INVESTMENT CORPORATION**

DOLLARS & SENSE

A GUIDE TO EMPLOYER TRAINING CREDITS,
INCENTIVES, AND SUPPORTS

2024



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.

Please contact info@awic.ca if you notice any errors or omissions.

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To request physical copies of the Dollars & Sense guide for your organization, contact info@awic.ca



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INTRODUCTION

In this edition of Dollars & Sense, you will find a wide range of incentives and programs to help you offset the costs associated with hiring and training 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 (EO) 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 service providers can be found under "Organizations to Help You."

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

1. Organizations to Help You
 2. Youth Employment Programs
 3. Summer Hiring
 4. Internationally Trained Workers
 5. Financial Incentives
 6. Apprenticeship Incentives for Employers
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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, Métis, and Inuit persons residing in an urban Ontario environment who are unemployed or underemployed.

FOR MORE INFORMATION CONTACT:

Sault Ste. Marie Indigenous Friendship Centre

122 East Street
Sault Ste. Marie, ON P6A 3C6

Apatisiwin Employment Counsellor
ec@ssmifc.ca

Apatisiwin Youth Employment Counsellor
youthec@ssmifc.ca
www.ssmifc.com/education-employment

COMMUNITY FUTURES DEVELOPMENT CORPORATIONS

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

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

FOR MORE INFORMATION CONTACT:

Community Development Corporation of Sault Ste. Marie & Area

672 Queen Street East
Sault Ste. Marie, ON P6A 2A4
705-942-9000
cdc@ssmcdc.com
www.ssmcdc.com

East Algoma Community Futures Development Corporation

1 Industrial Park Road East, Suite 106
Blind River, ON P0R 1B0
705-356-1152
1-888-227-3569
info@eastalgomacfdc.ca
www.eastalgomacfdc.ca

Superior East Community Futures Development Corporation

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

CONTACT NORTH

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

FOR MORE INFORMATION CONTACT:

Sault Ste Marie to Sudbury - Education & Training Advisor

1-855-671-6453

midnorth@contactnorth.ca

Student Information Hotline

1-877-999-9149

help@contactnorth.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.

FOR MORE INFORMATION CONTACT:

Sault College Employment Solutions (Sault Ste. Marie)

477 Queen Street East, Suite 203

Sault Ste. Marie, ON P6A 1Z5

705-945-0705

webinquiryssm@saultcollege.ca

www.employment-solutions.ca

Sault Community Career Centre (Sault Ste. Marie)

503 Queen Street East

Sault Ste. Marie, ON P6A 2A2

705-759-0909

info@saultcareercentre.ca

www.saultcareercentre.ca

Sault College Employment Solutions (Blind River)

1 Industrial Park Rd., Suite 205

Blind River, ON P0R 1B0

705-356-1611

webinquirybr@saultcollege.ca

www.employment-solutions.ca

Employment Options Emploi (Elliot Lake)

40 Prince Edward Walk

Elliot Lake, ON P5A 1Z8

705-848-5119

www.employmentoptions.ca

Regional Employment Help Centre (Wawa)

65-B Broadway Avenue, Box 642

Wawa, ON P0S 1K0

705-856-1648

info@wawarehc.com

www.wawarehc.com

INDIGENOUS SKILLS & EMPLOYMENT TRAINING (ISET)

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

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

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

FOR MORE INFORMATION CONTACT:

Mamaweswen, the North Shore Tribal Council

#473 Hwy 17 W

Cutler, ON P0P 1B0

705-844-2340

1-877-633-7558

contact@mamaweswen.com

www.mamaweswen.com

ONTARIO DISABILITY SUPPORT PROGRAM (ODSP)

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

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

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

FOR MORE INFORMATION CONTACT:

Canadian Hearing Services

1-866-518-0000

info@chs.ca

www.chs.ca

ER Employment Consulting

137 Andrew Street

Sault Ste. Marie, ON P6A 1N1

705-253-8973

hello@erconsulting.ca

www.erconsulting.ca

March of Dimes Canada

550 Queen Street West Suite 103

Sault Ste. Marie, ON P6A 1A6

705-945-1044

es@marchofdimes.ca

www.marchofdimes.ca

YesYouCan Employment Consulting

262 Queen Street East #202

Sault Ste. Marie, ON P6A 1Y7

705-254-5870

hello@yesyoucanemployment.ca

www.yesyoucanemployment.ca

YOUTH EMPLOYMENT PROGRAMS



FEDNOR YOUTH INTERNSHIP

What is it?

The FedNor Youth Internship helps post-secondary graduates get necessary work experience while supporting Northern Ontario businesses with skilled and qualified youth workers.

Support is provided for youth interns under three funding programs: Regional Economic Growth through Innovation (REGI), the Northern Ontario Development Program (NODP) and the Economic Development Initiative (EDI). Some criteria are different under each of the three programs.

Who is eligible?

Candidates:

- Must be unemployed or underemployed youth (persons aged 30 and under)
- Have graduated within the last three years with a degree, diploma, or certificate from a recognized post-secondary institution.
- Legally entitled to work in Canada.
- Have not previously participated as a youth intern in FedNor's programs or in any other federal or provincial internship program with pay for a period of six months or more.
- Not be related to the directors, officers, or managers of the organization.
- 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 in Northern Ontario
- Municipalities, municipal organizations, and First Nations in Northern Ontario
- Businesses in Northern Ontario including an individual operating a business, partnerships, social enterprises, incorporated companies, corporations, or co-operatives, or an Indigenous (First Nation/Métis/Inuit) 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 may contribute up to 90% to a maximum of \$35,000 annually toward 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 ancillary costs such as equipment and training.

Small and medium-sized enterprises (SMEs):

- Eligible applicants may be eligible to receive up to 50 percent to a maximum contribution of \$35,000 for the eligible costs of salary and employee benefits expenses in a full-time position for the internship period for up to 12 months; and up to 50% to a maximum of \$5,000 toward eligible ancillary costs such as equipment and training.

FOR MORE INFORMATION CONTACT:

FEDNOR

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

1-877-333-6673

www.fednor.gc.ca

<https://fednor.canada.ca/en/contact-us/fednor-officers>

MÉTIS YOUTH PROGRAM

What is it?

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

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

Who is eligible?

Candidates:

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

Employers:

- Employers 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 their specific kind of work in their current 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 and develop the skills required to successfully begin their careers and working lives.

FOR MORE INFORMATION CONTACT:

Métis Nation of Ontario (Sault Ste. Marie)

134 John Street
Sault Ste. Marie, ON P6A 1Y3
1-800-263-4889 ext. 7

contactus@metisnation.org

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

YOUTH JOB CONNECTION PROGRAM

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 supports beyond traditional job search and placement opportunities.

Who is eligible?

Candidates:

- Youth aged 15 to 29 can apply to participate if they are unemployed, not in full-time training or education and face multiple and/or complex barriers to employment.
- 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.
- Employers apply independently for approved funding. Approved employers can post jobs through EO Service Providers and access candidate pool of eligible job seekers; however (similar to Canada Summer Jobs) the process starts with the application for approved funding Ontario Job Creation Partnerships | ontario.ca

What's in it for me?

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

FOR MORE INFORMATION CONTACT:

Sault College Employment Solutions (Sault Ste. Marie)

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

webinquiryssm@saultcollege.ca
www.employment-solutions.ca

Regional Employment Help Centre (Wawa)

65-B Broadway Avenue, Box 642
Wawa, ON P0S 1K0
705-856-1648

info@wawarehc.com
www.wawarehc.com

Employment Options Emplo (Elliot Lake)

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

www.employmentoptions.ca

Sault College Employment Solutions (Blind River)

1 Industrial Park Rd., Suite 205
Blind River, ON P0R 1B0
705-356-1611

webinquirybr@saultcollege.ca
www.employment-solutions.ca

SUMMER HIRING



CANADA SUMMER JOBS (CSJ)

What is it?

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

Who is eligible?

Candidates:

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

Employers:

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

What's in it for me?

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

FOR MORE INFORMATION CONTACT:

Service Canada Centre (Sault Ste. Marie)

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

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

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

FOR MORE INFORMATION CONTACT:

Indigenous Services Canada

705-522-6774 (Sudbury office)

1-800-567-9604

PSE-EPS@sac-isc.gc.ca

<https://www.sac-isc.gc.ca/eng/1100100033610/1533125433575>

SUMMER EMPLOYMENT OPPORTUNITIES (SEO - FORMERLY SUMMER EXPERIENCE PROGRAM)

What is it?

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

Who is eligible?

Candidates:

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

Employers:

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

What's in it for me?

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

FOR MORE INFORMATION CONTACT:

Ministry of Tourism, Culture and Sport

Sault Ste. Marie and Algoma District 705-542-9204

1-888-997-9015

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

<https://forms.mgcs.gov.on.ca/en/dataset/on00587>

YOUTH JOB CONNECTION SUMMER (YJCS)

What is it?

Youth Job Connection Summer (YJCS) provides summer, part-time 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:

- 15 to 18 years old at the time of registration; high school students intending to stay in or return to high school or access post-secondary education after the job 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 for up to eight weeks
- Flexibility to extend job placement into the school year part-time (must not exceed 10 hours per week, overlap with school hours, or take more than six months to complete)
- Placement support for participants and hiring incentives for employers.

FOR MORE INFORMATION CONTACT:

Sault College Employment Solutions (Sault Ste. Marie)

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

webinquiryssm@saultcollege.ca
www.employment-solutions.ca

Regional Employment Help Centre (Wawa)

65-B Broadway Avenue, Box 642
Wawa, ON P0S 1K0
705-856-1648

info@wawarehc.com
www.wawarehc.com

Employment Options Emplo (Elliot Lake)

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

www.employmentoptions.ca

Sault College Employment Solutions (Blind River)

1 Industrial Park Rd., Suite 205
Blind River, ON P0R 1B0
705-356-1611

webinquirybr@saultcollege.ca
www.employment-solutions.ca

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?

The Sault Community Career Centre offers assistance and support with:

- Education and Training
- Work/Study Permit Advice & Application Assistance (NTTS)
- Coaching & Mentoring
- Placement
- Networking
- Pre and Post Placement Monitoring
- Pre-departure & Arrival (NTTS)
- Banking, Housing & Healthcare Referrals (NTTS)
- Community Orientation
- Transportation

FOR MORE INFORMATION CONTACT:

Sault Community Career Centre

503 Queen Street East

Sault Ste. Marie, ON P6A 2A2

705-759-0909

info@saultcareercentre.ca

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 full-time and permanent job offer from a qualifying employer in Ontario.

Employers:

- Must meet program requirements and have made a job offer for a full-time and permanent position to an eligible foreign worker or international student.
- Must have been in active business for at least three years before 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.

FOR MORE INFORMATION CONTACT:

Ministry of Labour, Immigration, Training and Skills Development

1-866-214-6820

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

FINANCIAL INCENTIVES



CANADA-ONTARIO JOB GRANT (COJG)

What is it?

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

Who is eligible?

Candidates:

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

Employers:

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

What's in it for me?

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

FOR MORE INFORMATION CONTACT:

Sault College Employment Solutions (Sault Ste. Marie)

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

webinquiryssm@saultcollege.ca
www.employment-solutions.ca

Regional Employment Help Centre

65-B Broadway Avenue, Box 642
Wawa, ON P0S 1K0
705-856-1648

info@wawarehc.com
www.wawarehc.com

Employment Options Emplo

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

www.employmentoptions.ca

Sault College Employment Solutions (Blind River)

1 Industrial Park Rd., Suite 205
Blind River, ON P0R 1B0
705-356-1611

webinquirybr@saultcollege.ca
www.employment-solutions.ca

CO-OPERATIVE EDUCATION TAX CREDIT

What is it?

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

Who is eligible?

Candidates:

- Students enrolled at an eligible educational institution and 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 are for a minimum employment period of 10 weeks up to a maximum of four months.

What's in it for me?

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

FOR MORE INFORMATION CONTACT:

Canada Revenue Agency

1-800-959-5525

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

MÉTIS WAGE SUBSIDY PROGRAM

What is it?

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

Who is eligible?

Candidates:

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

Employers:

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

What's in it for me?

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

FOR MORE INFORMATION CONTACT:

Métis Nation of Ontario (Sault Ste. Marie)

1-800-263-4889 ext. 7

contactus@metisnation.org

<https://www.metisnation.org/programs-and-services/education-training/métis-employment-programs/mettis-wage-subsidy-program/>

NOHFC PEOPLE AND TALENT INTERNSHIP PROGRAM

What is it?

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

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

Who is eligible?

Candidates:

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

Employers:

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

FOR MORE INFORMATION CONTACT:

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

705-945-6700

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

ONTARIO JOB CREATION PARTNERSHIPS (OJCP)

What is it?

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

FOR MORE INFORMATION CONTACT:

Sault College Employment Solutions (Sault Ste. Marie)

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

webinquiryssm@saultcollege.ca
www.employment-solutions.ca

Employment Options Emplo (Elliot Lake)

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

www.employmentoptions.ca

Regional Employment Help Centre (Wawa)

65-B Broadway Avenue, Box 642
Wawa, ON P0S 1K0
705-856-1648

info@wawarehc.com
www.wawarehc.com

Sault College Employment Solutions (Blind River)

1 Industrial Park Rd., Suite 205
Blind River, ON P0R 1B0
705-356-1611

webinquirybr@saultcollege.ca
www.employment-solutions.ca

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 support during the onboarding period of an eligible EO candidate (maximum of \$6,000; to be determined by local service provider based on individual, position and commitment of training plan.
- Apprenticeship Employer Signing Bonus may be available when hiring a new apprentice.

FOR MORE INFORMATION CONTACT:

Sault College Employment Solutions (Sault Ste. Marie)

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

webinquiryssm@saultcollege.ca
www.employment-solutions.ca

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65-B Broadway Avenue, Box 642
Wawa, ON P0S 1K0
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www.wawarehc.com

Sault College Employment Solutions (Blind River)

1 Industrial Park Rd., Suite 205
Blind River, ON P0R 1B0
705-356-1611

webinquirybr@saultcollege.ca
www.employment-solutions.ca

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.

FOR MORE INFORMATION CONTACT:

Destination Northern Ontario

Sault Ste. Marie

705-575-9779

info@destinationnorthernontario.ca

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

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

What's in it for me?

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

FOR MORE INFORMATION CONTACT:

Employment Ontario

1-800-387-5656

contactEO@ontario.ca

<https://www.ontario.ca/page/hire-apprentice>

APPRENTICESHIP JOB CREATION TAX CREDIT (AJCTC)

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.

Who is eligible?

Candidates:

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

Employers:

- Any business that hires an eligible apprentice.

What's in it for me?

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

FOR MORE INFORMATION CONTACT:

Canada Revenue Agency

1-800-959-5525

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

Employers:

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

What's in it for me?

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

FOR MORE INFORMATION CONTACT:

Ministry of Labour, Immigration, Training and Skills Development

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

705-945-6815 / MLITSDSaultSteMarie@ontario.ca

<https://oyap.ca/en/>

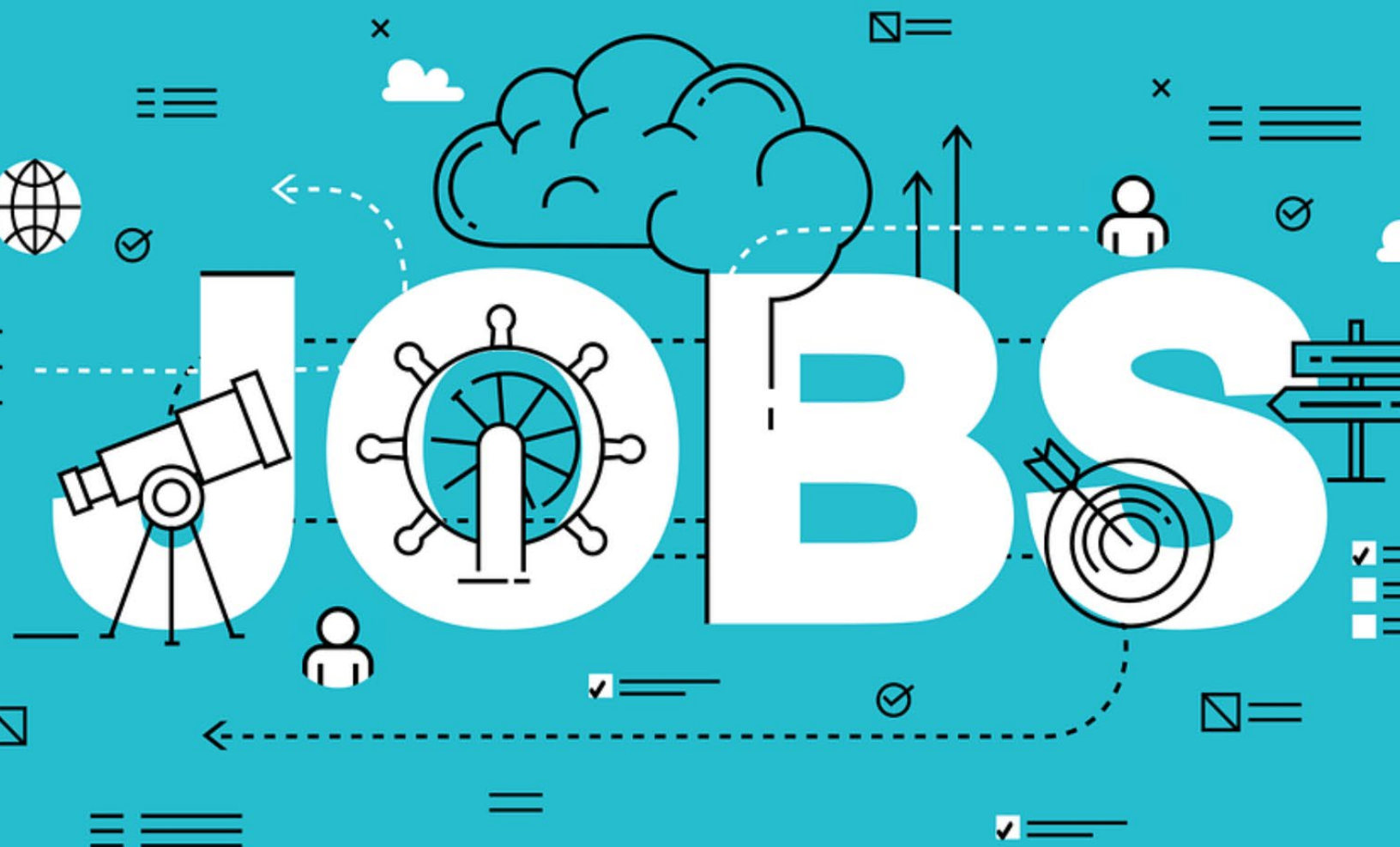
Huron-Superior Catholic District School Board (Sault Ste. Marie)

705-945-5656

Algoma District School Board (Sault Ste. Marie)

705-945-7111 ext. 10261

PROGRAMS AND FINANCIAL HELP FOR APPRENTICES



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.

FOR MORE INFORMATION CONTACT:

Ministry of Labour, Immigration, Training and Skills Development

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

705-945-6815

MLITSDSaultSteMarie@ontario.ca

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

APPRENTICESHIP COMPLETION GRANT (ACG)

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 journey person 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 demonstrate completion of an apprenticeship program with acceptable provincial/territorial ACG supporting document, within an eligible apprenticeship program.
- Must be a certified journey person who completed your apprenticeship training program in a designated Red Seal trade.

FOR MORE INFORMATION CONTACT:

Service Canada Centre (Sault Ste. Marie)

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

ServiceOntario (Blind River) - Scheduled Outreach Site

62 Queen Avenue
Blind River, ON P0R 1B0
705-356-6060 / 1-800-267-8097

Service Canada Centre (Elliot Lake)

3 Kilborn Way, Suite 2
Elliot Lake, ON P5A 2T1
705-670-6620 / 1-800-622-6232

Regional Employment Help Centre (Wawa) - Scheduled Outreach Site

65-B Broadway Avenue
Wawa, ON P0S 1K0
705-856-1648

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

APPRENTICESHIP INCENTIVE GRANT (AIG)

The Apprenticeship Incentive Grant (AIG) is a taxable grant of \$1,000 per level, awarded to registered apprentices, for a maximum 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 demonstrate registration and completion with acceptable provincial/territorial AIG supporting documents.
- Must be registered with a provincial/territorial apprenticeship authority as an apprentice in a designated Red Seal trade.

FOR MORE INFORMATION CONTACT:

Service Canada Centre (Sault Ste. Marie)

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

ServiceOntario (Blind River) - Scheduled Outreach Site

62 Queen Avenue
Blind River, ON P0R 1B0
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3 Kilborn Way, Suite 2
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65-B Broadway Avenue
Wawa, ON P0S 1K0
705-856-1648

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

DEDUCTION FOR TOOLS (TRADESPERSONS)

Employed tradespersons and eligible apprentice mechanics may be able to deduct the cost of eligible tools purchased in the taxation year to earn employment income as a tradesperson and as an eligible apprentice mechanic, with a maximum deduction of up to \$500.

As an eligible apprentice mechanic, you must first calculate the tradesperson's tools deduction, if any, that you qualify for.

Who is eligible?

Candidates:

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

FOR MORE INFORMATION CONTACT:

Canada Revenue Agency

1-800-959-5525

<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.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 Training Colleges and Universities (MTCU) or exploration training for individuals interested in gaining knowledge about skilled trades through different sectors.

Who is eligible?

Candidates:

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

FOR MORE INFORMATION CONTACT:

Métis Nation of Ontario (Sault Ste. Marie)

1-800-263-4889 ext. 7

contactus@metisnation.org

<https://www.metsnation.org/programs-and-services/education-training/mets-training-programs/mets-apprenticeship-program/>

TUITION TAX CREDIT AND LICENSING EXAMINATION FEES

What is it?

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

Who is eligible?

Candidates:

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

FOR MORE INFORMATION CONTACT:

Canada Revenue Agency

1-800-959-5525

<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>

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