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Large Grants available to help train Employees

For the moment, there is a lot of government money available to pay the lion's share (up to two thirds!) of the cost of training your employees, up to \$10,000 per trainee. It's not everyday that the government gives money to businesses. Even when they do, it's often not worth the time you spend on paperwork. But at the moment it seems to be different. As a training organization, we have noticed that it seems reasonably easy and worthwhile to apply. It may not stay that way for long.

The Harper government wanted to make sure that federal money spent on training would train people for actual jobs. In 2014, they changed the agreements under which the federal government supports provincial and territorial job training. Training for the unemployed was effectively reduced, and a great deal of money was diverted to the Canada Job Grant, which reimburses employers up to two thirds of the cost to train *existing employees or people they pledge to hire after training*. Those agreements are supposedly in place until 2020.

A consultant's report released a year ago says that in the program's first two years, most of the money went to train people who were already employed, and there was little effect on the overall employment situation. So these programs may not last as long as originally planned.

Rules vary by province, but typically private businesses and not-for-profits are eligible. So are First Nations and organizations acting on behalf of employers (including union training halls, industry associations, training coordinators and other employer consortiums). In Alberta, some small-town Crown corporations are welcomed.

In B.C., self-employed people are eligible. Otherwise generally, the owner of a business and family members are not eligible.

Training you choose, as long as it results in some type of credential, is generally eligible, unless you are required by law to do it anyway. CFAA technician training certainly counts. There are some restrictions on choice of trainers. Some provinces require that trainers be from the province. In Nova Scotia, international training (complete with travel costs) is allowed if there is no local option.

Typically there must be some improvement in employment situation for the trainee upon completion of the training. This might be a promotion, a raise, increased hours, or of course a new job.

Ask your favourite trainer for advice on navigation of the system. We have found that some channels are more expert than others. Typically, the procedure for getting your grant involves filling out a form and waiting a while for a decision. In our experience the average wait is two to three weeks. In Ontario, you can get friendly help from any Employment Resource Centre. In Alberta, you deal with a website. In Nova Scotia, the wait appears to be longer, depending on time of year.

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Because the fiscal year starts April 1, the pot will be full for sure then, so soon after then is the best time to ask for money, but other times are good in most provinces because they try to spread the money over the year. Saskatchewan ran out in June this year, so ask early there. Every province and territory

has a different name and rules for the program. In Quebec there is no specific related program but there is new federal money to help employers train. The table below summarizes program names and contact information by province. ☹

CANADA JOB GRANT: Training Money for Employers

Province/ Territory	Program Name	Other Details
	Web address for more information	
Alberta	Canada Alberta Job Grant	<ul style="list-style-type: none"> • Apply by mail at least 30 days prior. • Pay, apply for payment, complete training, apply for final payment • Government does not pay employee wages
	http://www.albertacanada.com/opportunity/employers/jobgrant.aspx	
British Columbia	Canada-B.C. Job Grant	<ul style="list-style-type: none"> • Can train self-employed owner. May take up to 60 days to get a decision
	https://www.workbc.ca/Employer-Resources/Canada-BC-Job-Grant.aspx	
Manitoba	Canada-Manitoba Job Grant	<ul style="list-style-type: none"> • Not taking applications right now. Check back April 1.
	http://www.gov.mb.ca/wd/ites/is/cjg.html	
New Brunswick	Canada-New Brunswick Job Grant	<ul style="list-style-type: none"> • Fairly simple process
	www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/Jobs/content/EmployerWorkforceDevelopment/Canada-NewBrunswickJobGrant.html	
Newfoundland & Labrador	Canada Newfoundland & Labrador Job Grant	<ul style="list-style-type: none"> • More generous terms for small employers. Pays wages of trainees. May pay up to 5/6 of costs.
	http://www.aesl.gov.nl.ca/foremployers/canada_nl_job_grant.html	
Ontario	Ontario Job Grant	<ul style="list-style-type: none"> • More generous terms for small employers, who can include wages of trainees in eligible costs.
	http://www.tcu.gov.on.ca/eng/eopg/cojg/	
Quebec	No specific program, but federal government has provided 115.6 million a year over six years for training in partnerships with employers	
	http://imt.emploi.quebec.gouv.qc.ca/mtg/inter/noncache/contenu/asp/mtg941_accueil_fran_01.asp?lang=ANGL	
Nova Scotia	Workplace Innovation & Productivity Skills Incentive	<ul style="list-style-type: none"> • Less generous with organizations over 50 employees. • Can train internationally if training not available at home.
	http://novascotia.ca/programs/workplace-innovation-productivity-skills-incentive/	
Prince Edward Island	Canada-PEI Job Grant	<ul style="list-style-type: none"> • Simple application. Must not owe the government money.
	https://skillspei.com/about-job-grant	
Nunavut	Canada Nunavut Job Grant	<ul style="list-style-type: none"> • for small employers (50 or fewer employers) and designated Crown Corporations and Inuit Organizations
	http://gov.nu.ca/family-services/information/canada-nunavut-job-grant-cnrg	
Northwest Territories	Canada Northwest Territories Job Grant	<ul style="list-style-type: none"> • Contact your Regional ECE Services Centre.
	https://www.ece.gov.nt.ca/sites/www.ece.gov.nt.ca/files/resources/canada-northwest_territories_job_grant_brochure.pdf	
Saskatchewan	Canada Saskatchewan Job Grant	<ul style="list-style-type: none"> • Training can not be used to maintain a worker's existing professional designation.
	https://www.saskatchewan.ca/business/hire-train-and-manage-employees/apply-for-the-canada-saskatchewan-job-grant	
Yukon	Canada-Yukon Job Grant	<ul style="list-style-type: none"> • Priority given to the "top 100 in-demand jobs". Can include improved capability in existing job.
	http://www.education.gov.yk.ca/pdf/training_and_work_experience/CJGguide.pdf	