



HR Funding Sources Know the Money (and Where to Find it).

The human capital of your workforce is arguably your largest asset as a business. Investing in People & Culture yields better business outcomes. Doing so wisely, while leveraging funding opportunities, will maximize your ROI.

It's no secret that happy, engaged employees lead to greater organizational success. Yet understanding how to finance these investments can be a challenge for SMEs if resources are limited. Fortunately, there are several funding opportunities available that can help you build better employee experiences and extend your ability to attract, engage, and retain top talent so you can maximize productivity from within and enable long-term business success!

We've put together this guide to help you identify potential sources of funding to extend your budget. We want you to be able to implement a people strategy that works for you and provides you with the resources to help grow and scale your business.

Stratford can help you make the most of the budget you do have and leverage additional funding to help support your growth objectives.

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Canada needs to find new ways for growing and ensuring prosperity for future generations of Canadians. This goal can be best achieved, or at least bolstered, by the development and deployment of an efficient and productive workforce which can confidently compete in a globalized economy.

— CPHR CANADA

How to Use this Resource



Stratford People & Culture is a team of HR experts and certified professionals that are dedicated to helping you optimize the way you find, develop and manage your people. Whether that's talent management and acquisition, compensation reviews, leadership development or where to find resources to help your company grow and scale, our team can help you succeed.

This resource is intended to help you identify possible sources of funding that may be able to help your organization grow and scale through prioritizing the efficiency, productivity, and prosperity of your workforce. We're here to help you determine which programs you might be eligible for and dig deeper into how to make these programs work for your unique needs.



***Please note that not all programs listed are available/seeking applicants on an ongoing basis. We invite you to reach out to a member of our team to help determine your options.**

SOURCES:

Additional information and source materials can be found at the links provided in the program information box

ADDITIONAL SOURCES:

Canada 150 and Beyond The Role of Human Resources in Canada's Prosperity (<https://cphr.ca/wp-content/uploads/2017/01/Canada-150-and-Beyond.pdf>)

**KNOW THE MONEY is an ongoing publication that is researched by our People & Culture team, collecting the most relevant funding options available to Canadian businesses and organizations. We do our best to maintain the accuracy of the information collected within.

DATE OF LATEST RELEASE: 08/23

Leverage our Expertise

The process to seek out and apply for funding can be an overwhelming process...

The first step is to properly scope the work/project you hope to be funded; projects that enable your organization to attract, engage, and retain top talent are exceptional choices. From there, this guide can help you find the most suitable funding program.

Using the knowledge of our experts, we can collaborate with you to complete the funding proposal and submit the required documentation for a project. The alignment of the objectives of the project to the requirements of the funding program will greatly improve chances of the funding being awarded.

We can help you identify and leverage funding programs specific to areas of people and culture that will support organizational growth, from setting your strategy to increase alignment and performance in your organization, to human resource management, to leadership development, through to total rewards and compensation program design.

Let's talk!

BOOK YOUR COMPLIMENTARY CONSULTATION TODAY

 Pierre Cote | Practice Lead, Virtual & Interim HR

 info@stratford.group

 <https://stratford.group/stratford-people-culture/>



Fast-Track to Financing Program

ABOUT

The program supports projects that help to create strong business or commercialization plans to attract public financing or private investment to support the development, and eventual market entry, of natural product or technologies.

The program supports the costs of engaging one or more experts (external consultant or other service provider) to assist in strengthening or revising the business or commercialization plan.

REQUIREMENTS

- Available to Canadian SMEs or start-up companies and academic research institutes
- Applicant must have novel pre-commercial natural product or technology that aligns with NPC's definitions of natural products or technologies
- SMEs and start-up companies must have the potential to achieve \$10M to \$15M in annual revenue within a reasonable period for the market or sector

ELIGIBILITY

The program supports the costs of engaging one or more experts to assist in strengthening or revising the business or commercialization plan.

Examples of eligible components include:

- Market, Customer, & Competitive Analysis
- Value Proposition
- IP Plan
- Financial Plan
- Production Plan

FUNDING

- Up to 40% of the costs of the expert(s), to a maximum of \$25,000
- Applicant is required to contribute at least 60% of the cost over the project period
- NPC's contribution is non-dilutive, non-repayable funding

AT A GLANCE:



Applications are accepted on an ongoing basis



Programs@naturalproductscanada.com



<https://www.naturalproductscanada.com/en/programs/fast-track-to-financing>



Aboriginal Business Financing Program (ABFP)

ABOUT

This program provides grant money for many different kinds of projects including business acquisition, business skills trainings, business planning costs, business support costs, mentoring services costs, etc.

REQUIREMENTS

- Available for applicants who:
 - Are Canadian Aboriginals at least 18 years old
 - Are operating a Canadian business registered as a corporation, partnership, association, or another legal entity within the Atlantic provinces
 - Are operating a business either fully owned or majority owned by Canadian Aboriginal people

ELIGIBILITY

Eligible projects include activities relating to:

- Business planning and/or support
- Business acquisitions and expansions
- Local, domestic or export oriented marketing initiatives
- New product or process development
- Adding technology to improve operations and competitiveness
- Financial services
- Business-related training and mentoring services

FUNDING

- No fixed amount
- Non-repayable business contribution as following:
 - Up to 75% for development of business plans, marketing plans, feasibility studies
 - Up to 40% for establishment, expansion or acquisition
 - Up to 60% for marketing initiatives
 - Up to 90% for business support and project related management
- Up to \$99,999 for individual Aboriginal entrepreneurs, fully owned Aboriginal businesses, and majority owned Aboriginal businesses
- Up to \$249,999 for community owned businesses

AT A GLANCE:



Applications are accepted on an ongoing basis



<https://atlanticcanadabusinessgrants.com/grant/aboriginal-business-financing-program-abfp/>



Aboriginal Entrepreneurship Program*

ABOUT

This program provides national level funding to promote a culture of entrepreneurship through national Indigenous organizations to improve access to business opportunities and to enhance the capacity of Indigenous businesses.

REQUIREMENTS

- Available to applicants who are:
 - First Nation and Inuit communities and governments, including Tribal Councils
 - Indigenous Individuals
 - Organizations and businesses owned and controlled by Indigenous people

ELIGIBILITY

- Eligible activities include:
 - Training and Development
 - Business advisory services and training
 - Market and business development activities

FUNDING

- 100% of costs to a maximum of \$500,000

*This Program has two streams - Opportunities for Capital Access and Access to Business Opportunities. We have highlighted the Access to Business Opportunities

AT A GLANCE:



No deadline to apply, applications made after annual funding has been distributed may be considered for next financial year



APA-ABO@sac-isc.gc.ca



<https://www.isc-sac.gc.ca/eng/1582037564226/1610797399865>



Aboriginal Business Financing Program

ABOUT

The program provides non repayable fundings available for eligible activities including start ups, acquisitions and expansions, marketing strategies, business plan development and project management.

REQUIREMENTS

- Available to applicants who are:
 - A First Nation or the Native Alliance of Quebec
 - A member of a First Nation or the Native Alliance of Quebec
 - A corporation owned by a First Nation, the Native Alliance of Quebec or by one of their members
- Applicants must have the necessary financial resources (equity: 10% minimum of the cost of the project)

ELIGIBILITY

Eligible activities include

- Start-up, acquisition or expansion of a business
- Implementation of marketing activities
- Project-related management
- Professional advisory services after the business is launched (accountant or other)
- Development of a business plan, marketing plan or feasibilities studies (assessments, environmental studies, etc.)

FUNDING

- Up to \$99,999 for private project
- Up to \$1M for community project
- Contributions range between 40% to 75% based on the purpose of the project

AT A GLANCE:



administration@socca.qc.ca



1 800 241-0972



<https://socca.qc.ca/en/non-refundable-contribution/>



Ontario Labour Market Partnerships (OLMP)

ABOUT

This program provides financial assistance to local communities, sector groups, employee/employer associations, and employers in developing and implementing strategies for addressing and responding to local economic (employment) development, labour force adjustments and human resource planning.

REQUIREMENTS

- Available to applicants who are:
 - For-profit organizations
 - Not-for-profit organizations or social agencies, charitable foundations
 - Industry associations/employer organizations, employee organizations
 - Public and private health and education providers
 - Local planning groups/Community action group
 - First Nations and Métis organizations
 - Municipal governments

ELIGIBILITY

- Available for eligible HR planning activities:
 - Research and development of HR strategies and promotion of beneficial HR practices
 - Planning for the recruitment, development and long-term maintenance of a skilled workforce through a community study of options including training, promotions, job rotation, re-alignment of responsibilities, retention approaches, succession planning and recruitment.
 - Supporting the development of an HR plan for employer, or group of employers, facing expansion.
 - Assisting an employer association with the development of its members' business capacity for HR planning, interviewing and employee selection

FUNDING

- No fixed amount
- Amount awarded is dependent on the project

AT A GLANCE:



Applications are accepted on an ongoing basis



<https://ontariobusinessgrants.com/grants/labor-market-partnerships-program/>



Business Development Skills Program (BDSP™)

ABOUT

The program, administered by Ontario Bioscience Innovation Organization, grants funding for the training and development of employees and senior management who work for health science companies commercializing their intellectual property in Ontario. BDSP helps companies scale and grow by enabling key team members to enhance critical capabilities in-house.

REQUIREMENTS

- Available for private health science companies, with a presence in Ontario, that are developing technologies or providing services in areas such as therapeutics, medical devices, diagnostics or digital health technologies.
- Successful applicants are required to be OBIO® Members.
- Intended for full-time employees based in Ontario

ELIGIBILITY

- Eligible training topics include:
 - Human resources management planning & strategy
 - Developing the leadership capabilities of senior management team
 - Intellectual property licensing
 - Planning & strategy

FUNDING

- Up to \$90,000 based on the number of full-time employees and their training and development needs:
 - Up to \$25,000 in financial support for 1-4 FTEs
 - Up to \$40,000 in financial support for 5-15 FTEs
 - Up to \$70,000 in financial support for 16-30 FTEs
 - Up to \$90,000 in financial support for 30+ FTEs
- Contingent on availability of funding

AT A GLANCE:



Applications accepted during intake periods as specified on program website



<https://www.obio.ca/bdsp>



Canada Ontario Job Grant

ABOUT

The Canada-Ontario Job Grant provides direct financial support to employers to offer training for their employees to meet business needs and is intended to support employers in taking a greater role in workforce development. The cost of training is a shared investment between employers and the government.

REQUIREMENTS

- Available to small, medium and large businesses with a plan to deliver training to existing and new employees
- Applicants 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
- Training must be delivered by an eligible, third-party trainer

ELIGIBILITY

- Eligible training costs include:
 - Tuition or other reasonable training provider fees
 - Textbooks, software and other required materials such as; training clothing, tools, equipment and disability supports
 - Mandatory student fees
 - Examination fees
 - Travel costs

FUNDING

- Up to \$10,000 in government support per person for training costs.
 - Employers with 100+ employees need to contribute 50% of the training costs
 - Small employers with <100 employees need to contribute 17% of training costs

AT A GLANCE:



Applications are accepted on an ongoing basis



EmploymentHotlineInquiries@ontario.ca



1-800-387-5656



<https://www.tcu.gov.on.ca/eng/eopg/cojg/>



Northern Development Competitiveness Consulting Rebate

ABOUT

The Competitiveness Consulting Rebate program provides a rebate to small and medium sized businesses in eligible industries for customized consulting services.

REQUIREMENTS

- Available to businesses with headquarters in Northern BC (specifically, Northern Development Initiative Trust region)
- Available to applicants who are:
 - Small and medium sized businesses
 - First Nations businesses in eligible industries
 - First Nations development corporations
 - Not for profit organizations whose sole purpose is to create jobs and economic benefit in their industry
 - Community contribution companies
- Consultants must be in Canada
- Applicant must contribute a minimum 25% of the project budget

ELIGIBILITY

- Eligible projects should relate to:
 - Business planning
 - Strategic planning and management
 - Human resource management
- Projects must focus on increased resiliency, productivity, revenues, profitability and/or job creation

FUNDING

- Up to 50% to a yearly maximum of \$30,000
- Projects must have a minimum budget of \$2,000

AT A GLANCE:



Applications are accepted on an ongoing basis



info@northerndevlopment.bc.ca



<https://www.northerndevlopment.bc.ca/funding-programs/business-development/competitiveness-consulting-rebate/>



Small Business Recovery (SBR) Consulting Rebate

ABOUT

This program is designed to help businesses reduce the barrier to accessing professional expertise and recover the costs of third-party consulting projects. These types of projects must focus on ways to sustain business operations and recover business health and profitability to pre-event levels. Rebate will reimburse eligible small and medium sized businesses for contracted consulting services.

REQUIREMENTS

- Available to businesses that are impacted by an economic downturn in Northern Development’s service region, and can demonstrate significant decrease in business health and profitability
- Consultants must be in Canada

ELIGIBILITY

- Eligible consulting projects include:
 - Business planning and strategic planning
 - Business continuity planning and emergency response planning
 - Business coaching
 - Human resource management
 - Operations/operational efficiency/process improvement or changes (transition to digital platforms)

FUNDING

- Up to 85%, to a yearly maximum of \$30,000
- Projects must have a minimum budget of \$1,000

AT A GLANCE:



Applications are accepted on an ongoing basis



info@northerndevelopment.bc.ca



<https://www.northerndevelopment.bc.ca/funding-programs/business-development/small-business-recovery-consulting-rebate/>



BC Employer Training Grant

ABOUT

The B.C. Employer Training Grant provides funding to small, medium and large enterprises to support skills training for their workforces, including prospective new hires. The intent of this program is to help British Columbians access the skills training required to adapt to the labour market's changing job requirements, while also encouraging employer involvement in skills training.

REQUIREMENTS

- Available to small, medium and large scale organizations in B.C.
- At the time of application, employers must have been fully operational for at least one year.
- Training providers must be independent of the employer and deliver training as a main business activity.

FUNDING

- 80% of the cost of training up to \$10,000 per employee, with a maximum annual amount per employer of \$300,000
- Employers can apply as often as they need

ELIGIBILITY

- To be eligible, the result of training must be improved job-related skills leading to one of the following:
 - Increased job security or a better job for a current employee of the applicant employer
 - A job for an unemployed person

AT A GLANCE:



<https://www.workbc.ca/find-loans-and-grants/industry-and-employers/bc-employer-training-grant>



Consultant Advisory Services

ABOUT

Provides affordable access to consulting services for small businesses and not-for-profit organizations. The program helps cover the fees associated with hiring a professional consultant to address specific challenges, deficiencies and opportunities for the business or organization.

REQUIREMENTS

- Available to small businesses & nonprofits in St. John's & Mount Pearl

FUNDING

- Up to 75% of professional fees and costs to a maximum of \$5000

ELIGIBILITY

- Eligible activities include:
 - Diagnostic Assessment (focuses on a specific area of the client's operation, or on their operation overall)
 - Business Management Skills Development (focuses on management practices or skills within the client's business)
 - Trade Assessment (focuses on a variety of areas dealing with trade, including: export readiness, new potential markets, marketing strategy, distribution strategy, and new product development)
 - Competitiveness Assessment (analyzes the capabilities of the client's business or organization, and identifies ways to improve competitiveness: skills training, improvements in productivity, development of new products or services, increased operational efficiency, new innovation, and acquisition of new technology)
 - Access to Capital (analysis of the client's best options for accessing capital)

AT A GLANCE:



<https://www.mbobusiness.ca/consultant-advisory-services>



NFLD Job Grant

ABOUT

Provides funding to eligible businesses and organizations to help offset the cost of training for their existing and future employees. The employer contributes at least one-third to the cost of training, with the exception of an unemployed participant. The employer must have a job for all participants at the end of training.

REQUIREMENTS

- Available for businesses with an office/base in Newfoundland
- Applicants must be one of:
 - Private sector employer
 - Not-for-profit organization
 - Industry association
 - Employer consortia
 - Unions
 - Indigenous government or organization

FUNDING

- Up to a maximum of \$10,000 per year towards training an existing employee
- Up to a maximum of \$15,000 for training an unemployed participant

ELIGIBILITY

- To be eligible, training programs must:
 - Be 12 months or less in duration
 - Be delivered by a recognized third-party trainer, or approved industry expert
 - Support advancement or job maintenance with the employer

AT A GLANCE:



Applications are accepted on an ongoing basis



1-800-563-6600



<https://www.gov.nl.ca/ipgs/employ-support/foremployers/canada-nl-job-grant/>



Business Development Support Program

ABOUT

Assists Newfoundland and Labrador SMEs with opportunities to increase their productivity and improve their competitiveness. Non-repayable funding is available for productivity improvements, knowledge development, market development and/or professional technical advice.

REQUIREMENTS

- Available to Newfoundland based SMEs with less than 100 employees and less than \$10 million in sales
- Applicants must be able to demonstrate ability to access the financial capital required to complete the project.

FUNDING

- Up to 50% to the maximum of \$100,000 per government fiscal year

ELIGIBILITY

- Eligible projects should relate to:
 - productivity improvements,
 - knowledge development,
 - market development
 - professional technical advice.

AT A GLANCE:



<https://www.gov.nl.ca/iet/funding/business-development-support-program/>



Manitoba Job Grant

ABOUT

The Canada-Manitoba Job Grant is a cost-shared funding program that provides funding to employers to help cover training costs of new and existing employees to meet business needs, support the development of a highly skilled workforce, boost economic growth and increase employment opportunities across Manitoba.

REQUIREMENTS

- Available to applicants who are:
 - Private employers
 - Non-profit organizations
 - Industry associations, sector councils, groups of employers
 - Union halls
 - First Nations
 - Municipal governments
- Employers must have a job available for the trainee upon successful completion of the training

ELIGIBILITY

- For existing employees to be eligible, purpose of training should be to upgrade skills to move up to a better job, or meet employer needs in the workplace
- Employees who reside in another province, but work in Manitoba are eligible training participants
- Training can be delivered at the workplace, online, or in a classroom/training facility and must be provided by a third-party trainer.

FUNDING

- Up to 75% of eligible training costs up to \$10,000 per individual participant and to a maximum of \$100,000 total funding for small companies (>100 employees)
- Up to 50% of eligible training costs up to \$10,000 per individual participant and to a maximum of \$100,000 total funding for companies with 101+ employees

AT A GLANCE:



Applications accepted during intake periods as specified on program website



1-866-626-4862



mgi@gov.mb.ca



<https://www.gov.mb.ca/jec/busdev/financial/cmjg/index.html>



First People's Economic Growth Fund

BUSINESS PLAN ASSISTANCE

ABOUT

This program is intended to provide support to Manitoba First Nation individuals or First Nation-based enterprises. This program allows the applicant to engage the services of a professional consultant to assist in the research and development of a quality business plan that will be used to attract financing.

REQUIREMENTS

- Available to applicants who are members of a Manitoba First Nation, living on or off reserve in Manitoba
- Applicants can not have owned a similar business in the past 12 months

FUNDING

- Up to 75% of the costs to a maximum of \$20,000.
- Funding is non-repayable
- Applicant is expected to pay the first 25% of costs

SKILLS DEVELOPMENT

ABOUT

This program supports rapid business readiness training for new and existing First Nations entrepreneurs to develop their management and marketing skills through funding covering direct course costs such as tuition, workshop fees and books.

REQUIREMENTS

- Available to applicants who are members of a Manitoba First Nation
- Applicants should have approached other First Nation educational funding agencies prior to applying

FUNDING

- Up to 75% of the approved costs
- Program is not intended to finance the acquisition of a degree or certificate

AT A GLANCE:

 https://www.firstpeoplesfund.ca/business_plan.php

 https://www.firstpeoplesfund.ca/skills_development.php



Nunavut Employers Grant

ABOUT REQUIREMENTS

The grant encourages employers to provide training or professional development to Nunavummiut, leading to a new position, a promotion, increased pay within the organization, or regular employment.

- Available to employers who:
 - Are a registered Nunavut-based employer
 - Have a position available for the trainee to advance into after training
 - Can contribute at least one-third of the total eligible training expenses

ELIGIBILITY

Eligible expenses include:

- Costs for training and professional development leading to better position
- Mandatory student fees
- Textbooks and required materials
- Examination fees

FUNDING

- 67% of the eligible costs for each trainee up to a maximum of \$10,000 per trainee
- Funding is subject to availability in the form of a reimbursement to the employer based on the successful completion of training

AT A GLANCE:



<https://gov.nu.ca/family-services/programs-services/canada-nunavut-job-grant-cnlg>



Alberta Job Grant

ABOUT

The Canada-Alberta Job Grant is a training program where an employer applies on behalf of their present or future employees for eligible training costs.

REQUIREMENTS

- Available to applicants who are:
 - Private sector employers, including sole proprietors and partnerships
 - Non-profit sector employers
 - First Nations and Metis Settlements
 - the Agriculture Financial Services Corporation (if in a community with a population of 100,000 or less)
 - Alberta Treasury Branches (in a communities with a population of >100,000)
- Alberta employers must have current or potential employees who need training to fill current or future positions.

ELIGIBILITY

- To be eligible, training must:
 - Total 21 instructional hours or longer per trainee per application
 - Start within 6 months after receiving Canada-Alberta Job Grant approval
 - Be completed within 52 weeks of the training courses start date
 - Result in some credential (record of completion, certification, grade, etc.)
- Funding is available for direct training costs only (i.e. tuition, mandatory student fees, textbook and materials, etc.)

FUNDING

- 67% of the cost to a maximum of \$10,000 per trainee per fiscal year. If hiring and training an unemployed Albertan, up to 100% of training costs could be covered, up to \$15,000 per trainee
- Individual employers will have a cap of \$300,000 per fiscal year
- Eligible employers are required to contribute a minimum of 33% of the total training costs for existing employees

AT A GLANCE:



jobgrant@gov.ab.ca



1-855-638-9424



<https://www.alberta.ca/canada-alberta-job-grant.aspx>



Business Development Program

ABOUT

The Business Development Program supports the agriculture sector by providing funding for skills training, business planning and implementation, benchmarking and risk management activities which will expand domestic and international markets for Prince Edward Island producers and small to medium sized agri-businesses.

REQUIREMENTS

- Available to agriculture producers, farmers, small to medium agri-businesses and processors including:
 - Mi'kmaq First Nations and other Indigenous Organizations
 - Spouses of agricultural producers
 - Farm employees
 - Agriculture industry organizations, clubs, and associations

ELIGIBILITY

- Eligible activities include:
 - Training
 - Business planning
 - Agriculture-related strategic planning and board governance training
 - Benchmarking and risk management (specific to PEI)

FUNDING

- 50% of costs up to \$2,000 per participant per fiscal year for eligible agri-skills individualized training
- 50% of costs up to \$1,000 for eligible software per participant over the life of the CAP Framework Agreement
- 90% of costs up to \$20,000 per project for eligible group training
- 50% of costs up to \$10,000 per project for eligible training
- 50% of costs up to \$15,000 per project for eligible board capacity training
- 50% of consulting fees covered
- Maximum limits are based on the type of service utilized for business planning

AT A GLANCE:



Applications only accepted at times specified by program administrators



<https://www.princeedwardisland.ca/en/information/agriculture/business-development-program-agriculture>



Strategic Improvement Assistance

ABOUT

The program supports costs for outside professional expertise required for projects. This includes projects relating to HR strategies, intellectual property advice, planning and strategy.

REQUIREMENTS

- Available to businesses who
 - are operating in PEI for one of the major strategic sectors.
 - manufacture, process, or develop goods or services primarily for export

FUNDING

- Up to 40% of eligible costs to a maximum of \$20,000 in assistance per approved project

ELIGIBILITY

- Examples of eligible activities include:
 - Strategies to improve productivity, quality, food safety, or environmental management
 - A plan to integrate the most effective tools for communications, transactions, operations and management, such as IT, project management and systems integration services and solutions
 - Human resource strategies
 - Initiatives such as workflow study, production planning, and logistics planning
 - Assessment and development of strategies for the integration of renewable/clean energy, energy use reduction, and environmental impact improvements
 - Intellectual property advice, planning and strategy

AT A GLANCE:



innovation@gov.pe.ca



902-368-6300



<https://www.princeedwardisland.ca/en/service/strategic-improvement-assistance>



PEI Workplace Skills Training Program

ABOUT

The grant is an employer driven approach that helps new and current employees improve skills and participate in training. Workplace Skills Training is a program developed for employers to train new or existing employees to develop their skills and align with needs of the business. The employee should have developed skills to meet the demands of today's economy.

REQUIREMENTS

- Available to applicants who are registered as private sector businesses, non-profit organizations, tribal councils or similar

ELIGIBILITY

To be eligible, costs must be related to the training of employees for enhancement of their skills to meet demands of today's economy

FUNDING

- Up to 50% of the direct training costs

AT A GLANCE:



skillspei@gov.pe.ca



1-877-491-4766



<https://www.princeedwardisland.ca/en/service/workplace-skills-training>



Saskatchewan Job Grant

ABOUT

Training is a program developed for employers to train new or existing employees to develop their skills and align with needs of the business.

REQUIREMENTS

- Available to applicants who are private and not-for-profit sector employers

ELIGIBILITY

Eligible expenses include costs related to training and development of employees including leadership development, such as:

- Tuition fees or fees charged by the training provider
- Mandatory student fees
- Textbooks and other required materials

FUNDING

- 67% of training expenses to a maximum of \$100,000 per fiscal year, and up to \$10,000 per individual trainee

AT A GLANCE:



<https://www.saskatchewan.ca/business/hire-train-and-manage-employees/apply-for-the-canada-saskatchewan-job-grant>



New Brunswick Job Grant

ABOUT

The program provides funding to eligible businesses and organizations to train individuals who are being considered for an available job in their company and/or to improve the skills and opportunities of their new or existing employees.

REQUIREMENTS

- Available to applicants who are:
 - In the private sector
 - Non-profit organizations
 - First Nations
 - Regional Service Commissions
- Applicant's place of business should be established in New Brunswick

ELIGIBILITY

Eligible expenses should relate to training and development including leadership development. Additional eligibility requirements include:

- Training will result in participant developing the necessary skills to attain, increase, improve and/or maintain labour market attachment
- Training should address skill gaps
- Training is 52 weeks or less in duration
- Training is required for an individual to perform the duties of an available job

FUNDING

- Contribution amount is based on the Department level of funding.
 - Minimum eligible cost per training is \$500
 - Maximum government contribution per employer, per region, per fiscal year is \$40,000

AT A GLANCE:



https://www2.gnb.ca/content/gnb/en/services/services_renderer.201466.Labour_Force_Training.html



JEDI Aboriginal Development Fund

ABOUT

The Joint Economic Development Initiative (JEDI) program provides funding to eligible businesses to promote their economic development in the First Nation Communities of New Brunswick.

REQUIREMENTS

- Available to applicants who are:
 - Entrepreneurs
 - Existing businesses
 - A community
 - Indigenous peoples/businesses across New Brunswick

ELIGIBILITY

Eligible projects include:

- Business Plans and expansion,
- Marketing plans
- Mentorship and management training
- Entrepreneurship Development
- Seminars, workshops and conference attendance.

FUNDING

- Up to 50% of total planning costs to a maximum of \$8,000 for Community Economic Development
- Up to 50% of total planning costs to a maximum of \$4000 for Business/Entrepreneurship Development

AT A GLANCE:



Applications are accepted on an ongoing basis, however, due to limited funding, are assessed on first come, first served basis



info@jedinb.ca



JEDI Aboriginal Development Fund – Joint Economic Development Initiative (jedinb.ca)



Workplace Innovation and Productivity Skills Incentive

ABOUT

The Workplace Innovation and Productivity Skills Incentive (WIPSI) is intended to support new and incremental activity to help businesses compete outside Nova Scotia. Training should help your business move in a new direction or expand your core operations, and promote growth and profitability.

REQUIREMENTS

Available to businesses who are:

- Located in Nova Scotia
- Registered and active in the Nova Scotia Registry of Joint Stock Companies or incorporated by an Act of the Nova Scotia Legislature
- Have been operating for at least 1 full calendar year
- Generating at least 30% of revenue from commercial activity

ELIGIBILITY

Types of training that are eligible for funding include:

- Information technology training
- Technical training
- Workflow systems and processes training
- Training that will benefit business/organization that isn't typically eligible for funding
- Training that will result in new direction and/or expansion to core operations
- Training that will foster skills in workforce that will support business and/or sector growth, exportability, productivity and/or innovation
- Training that will create more inclusive, welcoming workplaces

FUNDING

- Up to 100% of eligible costs to a maximum of \$10,000 in a fiscal year
- Up to 50% of eligible costs for amounts that exceed \$10,000

AT A GLANCE:



Applications are accepted on an ongoing basis



WIPSI@novascotia.ca



1-844-850-2030



<https://lampss.novascotia.ca/forms/ofa/Q5WL0P>



Inspire Better Performance & Culture

ABOUT STRATFORD PEOPLE & CULTURE

Stratford People & Culture, a division of Stratford Group, is a team of experienced practitioners that includes certified leadership coaches and strategic HR advisors experienced in every aspect of optimizing your teams for success. Stratford enables you to create an engaging and rewarding company culture that reflects your values and enhances productivity and retention. Our experience lets us lean in as a trusted resource, leading departments, divisions, and whole organizations through growth and change that is aligned with your business plan.

Offering a unique combination of strategic and operational experience across all aspects of corporate and HR strategy to help you create high-value and truly accountable teams.

Ask us how today.

How Can We Help?

- Looking for help beyond a checklist?
- Seeking a tailor made organizational strategy that aligns with your business objectives?
- Looking for knowledgeable experts to fill gaps in your workforce?
- Need actionable insights and daily operations support?

At Stratford, we believe better is possible, and it's our mission to help clients get there with better strategies, better processes, better technology, better intellectual property protection, and better leadership. Our teams have years of practical business experience and deliver customized solutions that help clients realize value, achieve results and build enduring capabilities. Capabilities that leave our clients in better positions to thrive and contribute to the prosperity and vibrancy of their organizations, their teams and their communities.

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