EMPLOY FOR LESS IN YORK REGION

Wage & Training Subsidies
For Employers in York Region

Employer Leadership COUNCIL

EMPLOY FOR LESS
Programs Available For:

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Looking to bring aboard new employees?

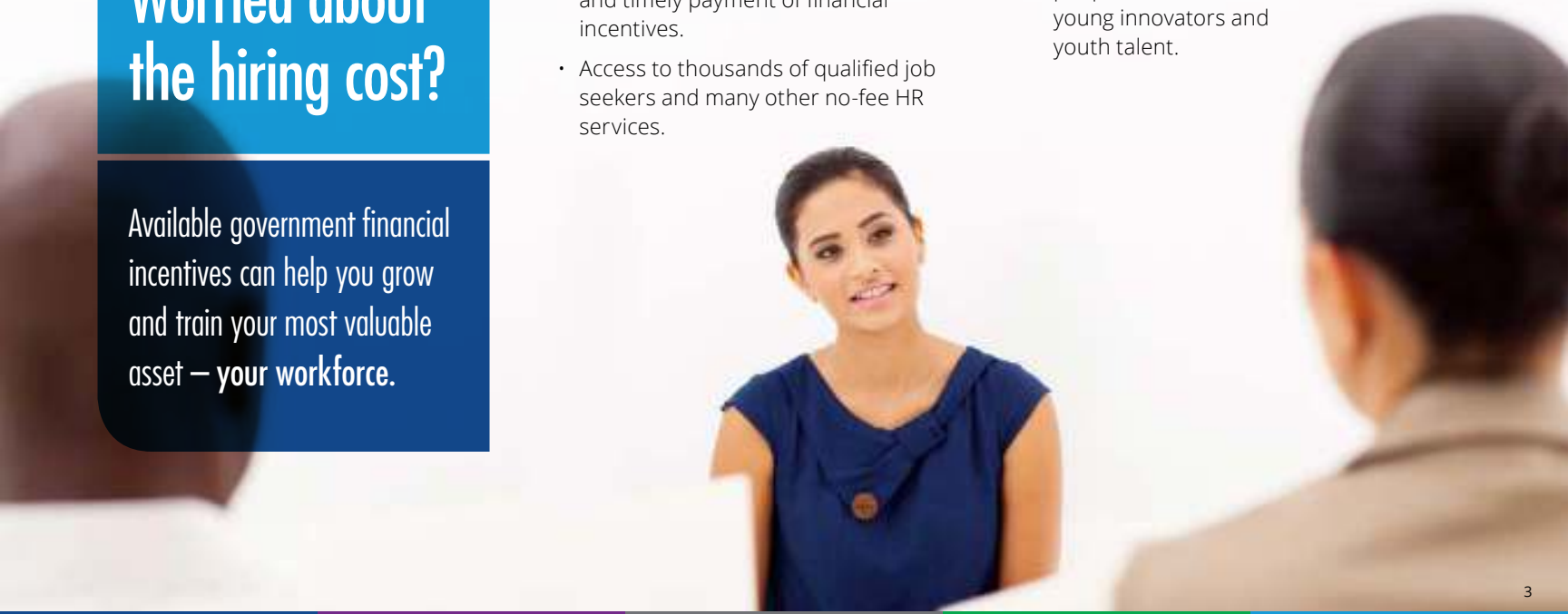
Worried about the hiring cost?

Available government financial incentives can help you grow and train your most valuable asset – **your workforce.**

There are 14 government-funded Employment Ontario service providers (EO) and 4 York Region Employment Centres in York Region, Bradford and West Gwillimbury to assist you, the employer in accessing these wage and training subsidies by helping you with:

- Assistance to fill out applications.
- Hassle-free contract administration and timely payment of financial incentives.
- Access to thousands of qualified job seekers and many other no-fee HR services.

- Contact your local service provider listed at the back of this e-book or use the map feature to learn about the financial incentives that might be available to you.
- Take advantage of the following funding options, programs and tax incentives, offered to businesses that hire apprentices, new employees, people with disabilities, students, young innovators and youth talent.



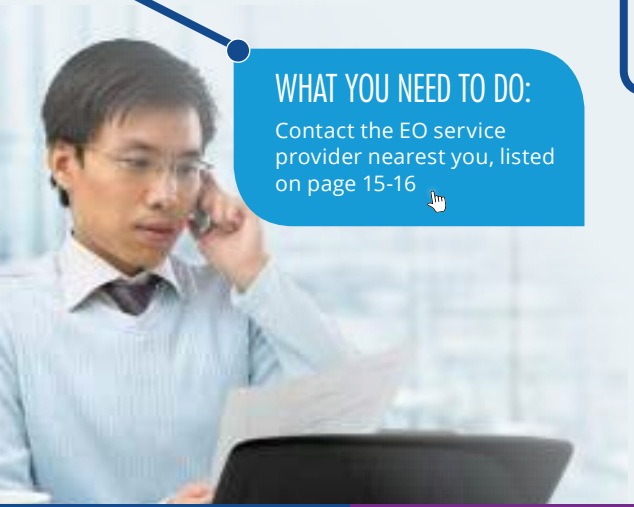
HIRING NEW EMPLOYEES

EMPLOYER HIRING INCENTIVE PROGRAM

FINANCIAL INCENTIVE:

UP TO $6,000 PER EMPLOYEE

Submit your job postings and interview pre-screened candidates sent by local EO service providers.



WHAT YOU NEED TO DO:

Contact the EO service provider nearest you, listed on page 15-16

ONTARIO JOB CREATION PARTNERSHIPS

FINANCIAL INCENTIVE:

EMPLOYEE SALARY VIA EI BENEFITS

Hire an unemployed job seeker to gain new skills and work experience while working on a new business project that benefits the community and local economy. The employee's salary will be subsidized by EI benefits for up to 52 weeks.

WHAT YOU NEED TO DO:

Fill out the online application for funding

Need help to fill out the form? Contact the EO service provider nearest you, listed on page 15-16

ONTARIO LABOUR MARKET PARTNERSHIPS

FINANCIAL INCENTIVE:

WILL VARY DEPENDING ON THE PROJECT

Employers or employer associations can apply for funding to assist in developing and implementing strategies for dealing with labour force adjustments and meeting human resource requirements.

WHAT YOU NEED TO DO:

Contact the EO service provider nearest you, listed on page 15-16

HIRING NEW EMPLOYEES *continued*

ONTARIO EXPORTERS FUND

FINANCIAL INCENTIVE:

A matching contribution funding of up to $80,000 per year as a wage subsidy for a maximum of 2 years

Hire an export manager to develop an international export plan for your existing business.

WHAT YOU NEED TO DO:

Find out if you qualify and apply online

Contact: **Ontario Exporters Fund SME Programs**
416-482-5222 ext. 2270

International Trade
416-482-5222 ext. 2390

YORK REGION EMPLOYER SERVICES PROGRAM

THE PROGRAM OFFERS EMPLOYERS:

- Job-ready employees who are pre-screened and matched to jobs at no cost
- A financial incentive to offset training costs
- Job-posting services through York Region Employment Resource Centres at no cost
- Human resources supports for an employee's first six months on the job
- Customized training to meet workplace needs
- Coverage of Workplace Safety and Insurance Board (WSIB) claims for the employee for six months

WHAT YOU NEED TO DO:

Contact: **York Region Employer Services**
1-800-662-6640

Email: chsEmployerServices@york.ca

Contact York Region Employer Services for support from an Employment Specialist.

York Region

HIRING YOUTH & NEW GRADUATES

YOUTH EMPLOYMENT PROGRAM

FINANCIAL INCENTIVE:

Portion of wages, amount to be determined

Small & Medium Enterprises (SME's) can share a portion of the salary costs to hire post-secondary science, engineering, technology, business or liberal arts graduates for a period of 6-12 months.

WHAT YOU NEED TO DO:

Contact: **Ontario Regional Office of the Industrial Research Assistance Program (IRAP)**

Call: 1-877-994-4727

CAREER FOCUS

FINANCIAL INCENTIVE:

A maximum cost of $20,000 per project regardless of the length of the intervention

Amounts needed to accommodate participants with disabilities would be in addition to the $20,000 maximum.

Hire a post-secondary graduate for minimum 3 months in a field with a high demand for workers. You could get funding to hire youths if you can give them useful work experience.

WHAT YOU NEED TO DO:

Contact: **Service Canada** local office to learn which agencies are offering the program.

Call: 1-800-622-6232

Apply online for funding.

CAREER FOCUS WITH AGRICULTURE AND AGRI-FOOD CANADA (AAFC)

FINANCIAL INCENTIVE:

50% of total eligible costs, up to a maximum of $20,000 in matching funds

Hire recent graduates in agriculture, agri-food science and veterinary medicine for at least 4 months and up to 12 months. Only 80 agricultural internships are available for Canadian graduates.

Accepting applications between October 1, 2015 and November 15, 2015 for projects beginning on or after April 1, 2016.

WHAT YOU NEED TO DO:

Contact: **Agriculture and Agri-Food Canada**

Career Focus Program: 1-866-452-5558

Subscribe to the mailing list: CAREERFOCUS-L-subscribe-request @www.agr.gc.ca

Apply online

HIRING YOUTH & NEW GRADUATES *continued*

ENVIRONMENTAL YOUTH CORPS

FINANCIAL INCENTIVE:

Wage subsidies of 33% of an intern's salary up to $12,000

Hire a young professional for a full-time position in a field related to the environment, including environmental protection, resource management, and sustainability.

WHAT YOU NEED TO DO:

Contact: **ECO Canada**
1-800-890-1924
Email: info@eco.ca

Find out if you qualify and apply online

CAREER CONNECT

FINANCIAL INCENTIVE:

Maximum $13,000

Hire a graduate for an Information, Communication & Technology position and share in the salary costs. Minimum 3 month term, full-time employment.

WHAT YOU NEED TO DO:

Contact: **Information and Communications Technology Council**
613-237-8551 ext. 142

Email:
careerconnect@ictc-ctic.ca

MITACS ACCELERATE

FINANCIAL INCENTIVE:

Funding starts at $15,000

Hire a graduate student or postdoctoral fellow to research your technology project.

WHAT YOU NEED TO DO:

Find out if you qualify and Apply online

SCIENCE AND TECHNOLOGY INTERNSHIP PROGRAM

FINANCIAL INCENTIVE:

Wage subsidies of intern's salary up to $13,200

Hire a recent graduate for up to 52 weeks if your business is in the geomatics, geology, mining, forestry or energy industry.

WHAT YOU NEED TO DO:

Contact: **Natural Resources Canada**
1-877-996-6199

E-mail: STIP/PSST@NRCan-RNCan.gc.ca

Find out about availability of funds and apply online

HIRING YOUTH & NEW GRADUATES *continued*

SCIENCE HORIZONS YOUTH INTERNSHIP PROGRAM

FINANCIAL INCENTIVE:

Wage subsidies of intern's salary up to $12,000

Hire an intern for at least six months if your business undertakes environmental science projects.

WHAT YOU NEED TO DO:

Find out about availability of funds and apply online

Request more information:
science.horiz@ec.gc.ca

SKILLS LINK (PART OF YOUTH EMPLOYMENT STRATEGY)

FINANCIAL INCENTIVE:

Funding up to $50,000 to hire and train youth between the ages of 15 and 30

Hire youth facing barriers to employment for projects that last up to 30 weeks. Projects can be either local or regional and youth should be registered with this program.

WHAT YOU NEED TO DO:

Find out if you qualify and Apply online

TALENT*EDGE* PROGRAM (PART OF INDUSTRY-ACADEMIC COLLABORATION PROGRAMS)

FINANCIAL INCENTIVE:

Financing and other support for up to $250,000

Ontario technology-based businesses can hire students and recent graduates across all disciplines for internships and fellowships to apply their skills and expertise to solve industry problems using their leading-edge knowledge and expertise.

WHAT YOU NEED TO DO:

Contact: **Ontario Centers of Excellence**

Markham Office
905-248-2715

YOUTH JOB CONNECTION

FINANCIAL INCENTIVE:

Paid work placements of up to 6 months wages and training of new young people

Hire youth aged 15-29 that experience multiple and/or complex barriers to employment and provide valuable pre-employment training, mentorship and work opportunities.

WHAT YOU NEED TO DO:

Contact: **Employment Ontario** to learn which local agencies are managing the program.

Call: 1-800-387-5656

HIRING SUMMER STUDENTS

NOTE: The application period is between the months of December and January

SUMMER JOBS SERVICE

FINANCIAL INCENTIVE:

$2-PER-HOUR, PER STUDENT

Hire a summer student who is returning to school in the fall.

Rural employers can apply for the hiring incentive applications from the **Rural Summer Jobs Service**

WHAT YOU NEED TO DO:

Contact **Employment Ontario** to learn which local agencies are managing the program.

Call: 1-800-387-5656

CANADA'S SUMMER JOBS PROGRAM

FINANCIAL INCENTIVE:

UP TO 50% OF THE PROVINCIAL MINIMUM WAGE, PER STUDENT

Companies with 50 or fewer employees can hire a summer student who is returning to school in the fall.

WHAT YOU NEED TO DO:

Apply online or submit completed applications to any Service Canada office closest to you.

HIRING PEOPLE WITH DISABILITIES

OPPORTUNITIES FUND FOR PERSONS WITH DISABILITIES

FINANCIAL INCENTIVE:

Wage subsidy, rates vary

Diversify your workforce with job-ready employees who are eager to contribute. Ongoing assistance provided to both employer and employee.

WHAT YOU NEED TO DO:

Apply online

Submit completed applications to: **Service Canada**
4295 King Street East,
Kitchener, Ontario
N2P 0C6

YOUTH THE FUTURE

FINANCIAL INCENTIVE:

Wage subsidy for the first 15 weeks of employment at $11/hour; employer reimbursed for 24 hours of the week

Provide minimum 30+ hours of employment per week for candidates who are ready for entry-level positions. Ongoing assistance provided to both employer and employee.

WHAT YOU NEED TO DO:

Contact: **Canadian Council on Rehabilitation and Work**

Call: 905-450-1608 ext. 170

ABILITIES CONNECT FUND

FINANCIAL INCENTIVE:

A wage subsidy of up to $20,000 and subsidies of up to $3,000 for training and assistive device

Hire a postsecondary student or recent graduate with a disability.

WHAT YOU NEED TO DO:

1. Read the eligibility criteria and conditions for participation.
2. ***Complete the Application Form***
3. Call: 416-482-5222 ext. 2270 or 2390

APPRENTICESHIP

EMPLOYER SIGNING BONUS

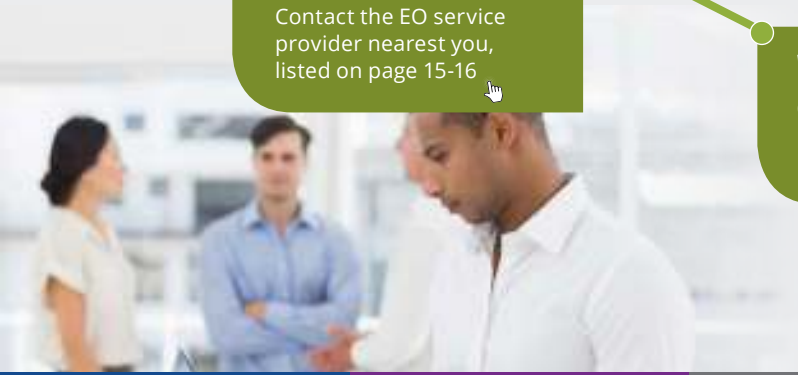
FINANCIAL INCENTIVE:

$2,000 EMPLOYMENT SIGNING BONUS

The $2,000 Employment Signing Bonus encourages employers in the trades to register new apprentices in sectors where there is a high demand for skilled workers.

WHAT YOU NEED TO DO:

Contact the EO service provider nearest you, listed on page 15-16



APPRENTICESHIP JOB CREATION TAX CREDIT

FINANCIAL INCENTIVE:

A TAX CREDIT EQUAL TO 10% OF THE ELIGIBLE SALARIES AND WAGES

A tax credit equal to 10% of the eligible salaries and wages payable to eligible apprentices in respect of employment after May 1, 2006. The maximum credit is $2,000 per year for each eligible apprentice

WHAT YOU NEED TO DO:

Contact the EO service provider nearest you, listed on page 15-16

APPRENTICESHIP TRAINING TAX CREDIT

FINANCIAL INCENTIVE:

MAXIMUM CREDIT FOR EACH APPRENTICESHIP IS $5,000 PER YEAR

Qualifying businesses can claim 25 per cent of eligible expenditures (30 per cent for small businesses) made during the first 36 months of an apprenticeship program that commenced on or after April 24, 2015. The maximum credit for each apprenticeship is $5,000 per year. The maximum credit over the first 36-month period of the apprenticeship is $15,000.

WHAT YOU NEED TO DO:

Contact the EO service provider nearest you, listed on page 15-16

APPRENTICESHIP *continued*

APPRENTICESHIP COMPLETION EMPLOYER BONUS

FINANCIAL INCENTIVE:

$1000 TAXABLE CASH GRANT FOR EACH APPRENTICE THEY EMPLOY AND TRAIN

Employers can earn a $1000 taxable cash grant for each apprentice they employ and train who completes his or her apprenticeship, receives a Certificate of Apprenticeship and where applicable, a Certificate of Qualification.

WHAT YOU NEED TO DO:

Contact the EO service provider nearest you, listed on page 15-16

ONTARIO YOUTH APPRENTICESHIP PROGRAM (OYAP)

THE PROGRAM OFFERS:

Employers that can provide supervision and a training structure in the skilled trades, can be matched with a pre-screened apprentice.

WHAT YOU NEED TO DO:

Contact **Employment Ontario:** 1-800-387-5656

TRAINING

CO-OPERATIVE EDUCATION TAX CREDIT

FINANCIAL INCENTIVE:

A REFUNDABLE TAX CREDIT OF UP TO $3,000

Hire an Ontario student enrolled in a co-operative education program at a recognized Ontario university or college for a minimum of 10 weeks, up to a maximum of four months.

WHAT YOU NEED TO DO:

Read the guidelines

CANADA-ONTARIO JOB GRANT

FINANCIAL INCENTIVE:

UP TO $10,000 PER EMPLOYEE

Pay one-third of the training costs, delivered by an eligible third-party trainer, to train your staff on the skills they need.

WHAT YOU NEED TO DO:

Contact the EO service provider nearest you, listed on page 15-16

WORKPLACE LITERACY

PROGRAMS

LITERACY AND ESSENTIAL SKILLS UPGRADING PROGRAMS

ESSENTIAL SKILLS DEVELOPMENT PROGRAM

Now more than ever, workers need strong reading, writing, problem-solving, computer and other essential skills to succeed on the job. Employers can help workers build these skills by participating in the literacy programs in partnership with Employment Ontario service providers.

WHAT YOU NEED TO DO:

Contact: **Literacy Council York-Simcoe**

1100 Gorham Street, Suite 15
Newmarket, Ontario L3Y 8Y8

Call: 905-853-6279
Email: info@lcys.ca

DOWNSIZING AND LAYOFFS

PROGRAMS

WORK-SHARING PROGRAM ESSENTIAL SKILLS DEVELOPMENT PROGRAM

Work-Sharing Program can help employers avert temporary layoffs by providing income support to workers who are willing to work a temporarily reduced work week.

ADJUSTMENT ADVISORY PROGRAM (AAP)

Adjustment Advisory Program (AAP) assists employers and unions in communities across Ontario to initiate the establishment of Adjustment Committees and Action Centres to assist laid-off workers.

WHAT YOU NEED TO DO:

Contact the EO service provider nearest you, listed on page 15-16

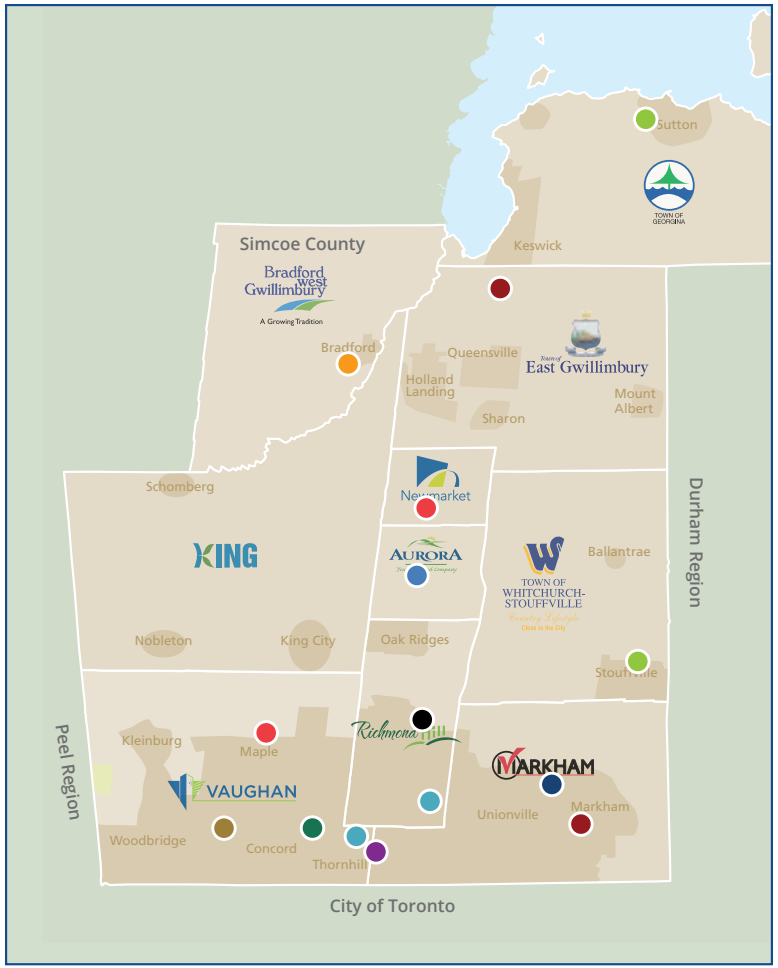
BUILDING TOMORROW'S WORKFORCE TOGETHER

Get access to labour market information and learn how the Workforce Planning Board of York Region, Bradford West Gwillimbury can help you review local labour market data.

Please note: Government funding is subject to change at any time. The information on this document is valid as of 2015. The agencies listed on this document can provide you with updated information as financial incentives change. All financial incentives are based on eligibility requirements as set out by the funders.

Disclaimer: This booklet is written as a source of information only. The information contained in this booklet should by no means be considered a substitute for the advice of qualified professionals. All efforts have been made to ensure the accuracy of the information as of the date of printing. The Workforce Planning Board of York Region and Bradford West Gwillimbury expressly disclaim responsibility for any adverse effects arising from the use of the information contained herein.

Workforce Planning Board of York Region and Bradford West Gwillimbury acknowledges the funding from: EMPLOYMENT ONTARIO



EMPLOYMENT ONTARIO SERVICE PROVIDERS (EO) For York Region & Bradford West Gwillimbury

Contact one of your local service providers listed here to assist your with sourcing financial incentives.

Click on the logos to visit the website.

- RNC Employment Services
- COSTI
- yorkworks
- YMCA
- Seneca
- JVS
- NEXT-STEPS Employment Centres
- bradford WORKS
- hub
- VPI working solutions
- JOB Skills

EMPLOYMENT ONTARIO SERVICE PROVIDERS

Click on the logos to visit the website.

bradford WORKS Community Employment Services
Bradford
905-778-9058
isabelle@contactsouthsimcoe.ca
www.bradfordworks.ca

COSTI
Vaughan
905-669-5627
vaughanemployment@costi.org
www.costi.org

Job Skills
Keswick
905-476-8088
keswickES@jobskills.org
www.jobskills.org

Markham
905-948-9996
markhames@jobskills.org
www.jobskills.org

JVS Toronto Employment Source
Markham
905-470-9675
markhamonline@jvstoronto.org
www.jvstoronto.org

Next Steps Employment Centres
Vaughan
905-851-6551
nsec-vaughan@tdsb.on.ca
www.tdsb.on.ca/AdultLearners/EmploymentServices/NextStepsEmploymentCentres.aspx

RNC Employment Services
Aurora
905-727-3777
info@rnces.ca
www.rncemploymentservices.ca

Seneca
Seneca Workforce Skills Centre
Newmarket
905-898-6199
zoe.zhu@senecacollege.ca
www.workforceready.ca

Vaughan
905-417-1781
leyla.ghadghoni@senecscollege.ca
www.workforceready.ca

Thornhill Employment Hub
Thornhill
905-707-7332
info@thornhillhub.com
www.thornhillhub.com

vpi Working Solutions
Richmond Hill
905-882-9561
jobsrichmondhill@vpi-inc.com
www.vpi-inc.com

Vaughan
905-764-7538
jobswestminster@vpi-inc.com
www.vpi-inc.com

YMCA Employment Centre
Richmond Hill
905-780-9622
memberservices@ymcagta.org
www.ymcagta.org/en/get-a-job/help-you-find-job/employment-centres/richmond-hill-erc/index.html

yorkworks
Stouffville
905-640-2352 ext. 2801
contactstouffville@yorkworks.ca
www.yorkworks.ca

Sutton
905-722-1480
contactsutton@yorkworks.ca
www.yorkworks.ca/

York Region Employer Services
4 locations
1-800-662-6640
chsEmployerServices@york.ca