



Canada-Ontario Job Grant

Employer Training Presentation

September 2014

Employment and Training Division
Ministry of Training, Colleges and Universities

Purpose

To provide an overview of the Canada-Ontario Job Grant, including:

- Background
- Program Description
- Eligibility and Requirements
- Program Delivery
- The Application



Background: Canada-Ontario Job Grant

- On March 28, 2014, Ontario signed the Canada-Ontario Job Fund Agreement with the federal government.
- The agreement is a key source of funding to support Ontario employers to develop their workforce through employer-driven training.
- The Canada-Ontario Job Fund Agreement (JFA) provides approximately \$192 million per year for the next six years (2014-15 to 2019-20).
- The JFA commits Ontario to launch and implement the Canada-Ontario Job Grant:
 - It requires Ontario to invest \$29 million in the Canada-Ontario Job Grant in 2014-15, increasing to \$115 million per year from 2017-18 to 2019-20.
 - Core parameters are outlined in the JFA, but Ontario sets the specific design and administration details.
- The JFA includes a review of the Canada-Ontario Job Grant (COJG) in year two of the agreement. This review will:
 - Examine various aspects of implementation, including employer uptake
 - Consider COJG's impact on incremental training and return on public investment
 - Be presented to the Forum of Labour Market Ministers by the end of 2015 to allow for adjustments/improvements to the program

Background: COJG Skills Training Pilots

- In addition to implementing the COJG, Ontario will use the grant to support two, new skills training pilots to encourage employers to take a greater role in workforce training:
 - **Canada-Ontario Job Grant: UpSkill** (COJG: UpSkill) will fund partnerships between employers and training providers to develop and deliver **sector-specific** integrated essential and technical skills training, to meet the shared workforce needs of employers within specific sectors.
 - **Canada-Ontario Job Grant: Customized Training** (COJG: Customized Training) will fund partnerships between individual employers and training providers to develop **firm-specific** training solutions.
- The pilots will be introduced through a two step process:
 - A call for Expressions of Interest (EOI) will be made on September 26 to gather information.
 - The EOI process will provide the ministry with information on the level of interest, capacity and readiness of employers and training providers to participate in the pilots. The EOIs will help the ministry refine its pilot approach.
- The EOI forms are available at www.ontario.ca/employeetraining.

COJG Program Description

- The COJG program provides direct financial support to individual employers who wish to purchase training for their workforce.
 - **Employers choose** the individuals they would like to have trained, and the training that meets their workforce development needs
- It will be delivered through **cost-sharing agreements** between individual employers and government:
 - Employer pays at least one-third of direct training costs. Note small employers (50 employees or less) have the option to contribute up to 50 per cent of their required contribution in wages paid to training participants.
 - Government covers two-thirds of direct training costs, up to \$10,000 per trainee.
- Participants also have access to services and supports available through Employment Ontario Employment Service.

Program Eligibility: Employers

An employer must:



- Contribute a minimum of 1/3 of eligible training costs in cash (unless they are a small/medium employer with 50 or less employees)
- Employ the individual selected for training
- Be licensed to operate in Ontario
- Be applying for training that is delivered in Ontario and is related to a job that is also located in Ontario
- Comply with the Occupational Health and Safety Act and the Employment Standards Act
- Maintain appropriate Workplace Safety and Insurance Board or private workplace safety insurance coverage
- Have adequate third party general liability insurance as advised by its insurance broker
- Comply with all applicable federal and provincial human rights legislation, regulations, and any other relevant standards.

Program Eligibility: Employers(Continued)

An employer must not:



- Be a federal, provincial or municipal government and/or agency
- Be a broader public sector organization, as defined by the Broader Public Sector Accountability Act
- Be a Canada-Ontario Job Grant service provider
- Be currently in receipt of other government funds related to the same skills training for the same individual (e.g., Employment Service or Youth Employment Fund Job Placements or other training interventions such as Second Career)
- Use training participants to displace existing staff or replace staff who are on lay-off.

Employers meeting basic eligibility requirements outlined above are not guaranteed funding. The ministry and/or service provider will apply assessment criteria in the ranking and approval of employer applications according to budget availability and the program's strategic priorities.

Program Eligibility: Individuals

All people who are residents of Ontario and either a Canadian citizen, permanent resident or protected person **and** meet the eligibility requirements below are eligible to participate in training funded through the Canada-Ontario Job Grant.

- ✓ 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.
- ✓ An individual **must not** be participating in full-time training or education or any other government training intervention that offers funding support for the same tuition, books or other training related costs.



Only employers can apply for the COJG (individual participants cannot apply).

Program Eligibility: Training Requests

Training supported through the COJG is driven by employer demand and must be directly related to the skill needs identified by the employer. Employers identify the types of training required to meet their skill needs and the individual(s) who will be trained.

Training must **not** exceed one year in duration and must be provided by one of the following third-party providers:

- ✓ Colleges of Applied Arts and Technology
- ✓ Publicly-assisted universities
- ✓ School boards
- ✓ Private trainers operating in compliance with the Private Career Colleges Act, 2005
- ✓ Union-based training centres
- ✓ Product vendors (e.g., related to software or machinery)



Employer Financial Contribution

Government covers 2/3 of direct training costs, up to \$10,000 per trainee.

An employer (with more than 50 employees) covers a minimum of 1/3 of direct training costs in cash.

Small or medium-sized employers (50 employees or less) have the option to contribute 50 per cent of their required contribution through wages.

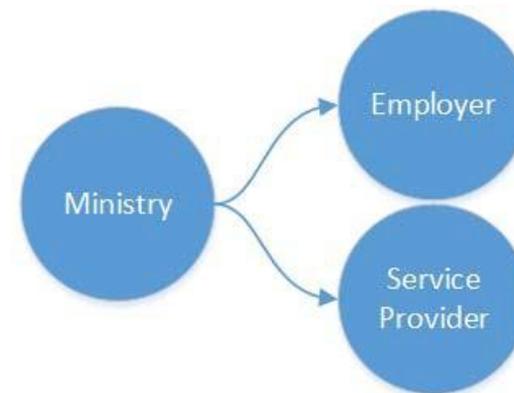
Program Delivery

The program will be delivered through two streams:

- Training requests for up to 25 participants (also called “25 and under”)
- Training requests for more than 25 participants (also called “over 25”)

Program activities for each stream will be similar, but the manner in which they are implemented will be different.

- For the “25 and under” stream the ministry will contract with service providers to deliver the program to employers.
- For the “over 25” stream, the ministry will deliver the program directly to employers, and contract with specific service providers to carry out administrative case management tasks.



Employer Application Form

- Employers will be able to view and complete/submit the application form as of September 26, 2014 (funding decisions will be made starting in November 2014).
- For training requests involving 25 or less training participants, employers will submit the form to a COJG service provider (employer-selected).
- For training requests involving more than 25 training participants and applications submitted by consortia, forms will be submitted to ministry regional offices based on the location of the training.
- Employers/Consortia requesting training for over 25 participants must also complete an Electronic Funds Transfer form.

Application Assessment Criteria

- Each application received for funding under the Canada-Ontario Job Grant must first be assessed to determine eligibility. Each application **must** meet all the eligibility requirements to be considered for funding. However, it is important to note that meeting all eligibility requirements does not necessarily guarantee funding of the application.
- In situations where there are multiple applications and limited financial resources, an **optional tool** has been developed to assist the ministry and COJG service providers in determining priority for funding. The tool uses the **Funding Decision Principles** below to support the assessment of applications
- Regions and COJG service providers have flexibility in applying these principles. Based on the demand and experience of COJG, it is possible that in future phases of the program, the ministry will adjust and/or mandate assessment criteria.

Principles	Yes	No	Priority	#’s of Yes
First time applicant			Low	1 - 2
Incumbents are new trainees, not repeat trainees			Medium	3 - 6
Training avoids layoffs			High	7 - 8
Creates new job(s) as a result of training				
Employer contributes more than 1/3 of the training costs				
Training supports more regular vs. seasonal employees				
Training results in job(s) moving from part-time to full time				
Training results in a more advanced occupation and/or an increase in wages				

Timeline

Canada-Ontario Job Grant:

- September 26: Launch of the Canada-Ontario Job Grant program (employer application form is available online)
- November 2014: Funding decisions to begin

COJG: UpSkill and COJG: Customized Training:

- September 26: Call for Expressions of Interest (EOI forms are available online)
- October 10: Deadline for questions from interested parties
- October 31: Questions and answers published online
- November 14: EOI submissions due
- November and December: ministry review

Employer Inquiries



For general inquiries (including program overview and eligibility), please contact:

The Employment Ontario Contact Centre at
1-800-387-5656

OR

Visit us at our [website](http://www.ontario.ca/employeetraining)
(www.ontario.ca/employeetraining) and click on
Apply Now to be directed to more detailed FAQs.