



# Grants and Subsidies for Hiring Youth and Students

## **Canada Job Grant (<50 employees)**

If you are an employer, you could get a grant to cover up to 2/3 of the costs of training for your employees. The maximum you may receive is \$10,000 per grant.

<http://www.canadabusiness.ca/eng/program/4879/sgc-48/>

Eligibility:

The Canada Job Grant can provide training to help individuals improve their skills or develop new skills in a variety of areas such as:

- truck and transport mechanics
- carpentry
- computer science
- engineering
- other workplace skills

The Canada Job Grant may be used to support the following training costs:

- tuition fees or fees charged by training providers;
- mandatory student fees;
- textbooks, software and other required materials; and
- examination fees.

\*\* Any business, including not-for-profit organizations, with a plan to train Canadians for a new or better job is eligible to apply.

## **Youth Employment Program**

The Youth Employment Strategy is the Government of Canada's commitment to help young Canadians (aged 15 to 30) obtain career information, develop skills, find good jobs and stay employed. Through

federal departments and agencies, among others, the Youth Employment Strategy assists employers in hiring young Canadians.

The NRC Industrial Research Assistance Program (IRAP) delivers its Youth programs under the Youth Employment Strategy and provides small and medium-sized enterprises (SMEs) with financial assistance to hire young talent. In addition to meeting the needs of innovative SMEs, this Program facilitates the transition of highly skilled young people to a rapidly changing labour market.

[http://www.nrc-cnrc.gc.ca/eng/irap/services/youth\\_initiatives.html](http://www.nrc-cnrc.gc.ca/eng/irap/services/youth_initiatives.html)

To be eligible for financial assistance under either of IRAP's Youth programs, your small and medium-sized enterprise must:

- be incorporated and for-profit;
- have 500 or less full-time equivalents; and
- be ready to enhance their innovation capacity, and willing to establish a trusting relationship with IRAP.

Graduate Eligibility:

- Between 15 – 30 years of age (inclusive)
- A post-secondary graduate
- A Canadian citizen, permanent resident of Canada, or person who has been granted refugee status in Canada
- Legally entitled to work according to the relevant provincial legislation and regulations
- A first-time participant in a Youth Employment Strategy work experience program targeted at post-secondary graduates
- Internships are available anywhere in Canada and must last a minimum of six months, and a maximum of twelve months.

Youth Eligibility:

- Between 15 – 30 years of age (inclusive)
- A Canadian citizen, permanent resident of Canada, or person who has been granted refugee status in Canada
- Legally entitled to work according to the relevant provincial legislation and regulations
- A first-time participant in a Youth Employment Strategy work experience program targeted at youth
- Internships are available anywhere in Canada and must last for a minimum of three months and a maximum of six months.

Green Criteria:

- To be considered "Green," one of the following criteria is required:
  - Does the nature of your business align with green economy sectors or industries?
  - Is the Youth internship expected to produce an environmental benefit?

## Canada Summer Jobs

The Apprenticeship Job Creation Tax Credit (AJCTC) is a non-refundable 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 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.

<http://www.servicecanada.gc.ca/eng/epb/yi/yep/programs/scpp.shtml>

### Eligible Employers

Employers from the not-for-profit, public and private sector may apply for wage subsidies under the Canada Summer Jobs initiative.

Private sector employers must have 50 or fewer full-time employees across Canada to be eligible. Full-time employees are those working 30 hours or more per week.

### Not-for-Profit Employers

Entities under the "not-for-profit" category are established for purposes other than financial gain for their members. This category includes:

- churches and religious organizations;
- community, charitable or voluntary organizations;
- associations of workers or employers as well as professional and industrial organizations;
- Chambers of Commerce;
- labour management and adjustment committees;
- bands, tribal councils and other Aboriginal organizations established on a "not-for-profit" basis;
- ad hoc groups established on a "not-for-profit" basis, including groups representing clients; and,
- cooperatives recognized by the Canada Revenue Agency as registered charities and non-profit organizations pursuant to paragraph 149 (1) (f) and (l) of the *Income Tax Act*.

### Public Sector Employers

Public sector employers include public health and public educational institutions and municipal governments. This category includes:

- public hospitals, nursing homes, senior citizen homes, rehabilitation homes, etc.;
- public community colleges and vocational schools;
- public degree-granting universities and colleges;

- school boards and their elementary and secondary institutions;
- band schools; and,
- municipal and regional legislative bodies and departments.

### **Private Sector Employers**

Private sector entities are established in order to generate a profit or to provide an economic advantage to their proprietors, members or shareholders. This category includes:

- bodies, incorporated or unincorporated, including partnerships and sole proprietorships;
- cooperatives;
- self-employed persons;
- Aboriginal organizations established on a “for-profit” basis;
- federal Crown corporations operating in a competitive environment and not ordinarily dependent on appropriations for operating purposes as indicated in Schedule III, Part II of the *Financial Administration Act*;
- provincial and territorial Crown corporations recognized as operating in a competitive environment and not ordinarily dependent on appropriations for operating purposes;
- private health and educational institutions; and,
- independent owners of franchises<sup>1</sup>.