

## Hiring & Training Grant Programs

Mentor Works Ltd. is dedicated to accelerating small businesses' growth through government funding support. We create and implement customized funding strategies and assist with the application process to maximize each company's funding potential. Through government funding, we extend cash flow to serve your top strategic initiatives. To determine the optimal wage subsidy for a new hire, please refer to Mentor Works' [Wage Subsidy Identifier Tool](#).

*Note: For all project-based grants and loans, please do not begin your project spend until you are approved for funding.*

### Canada Job Grant (CJG): Max 50-100% in Grants for Employee Training

#### Workforce Training for Skills Development

The Canada Job Grant is a critical component of Canada's Economic Action Plan. It supports third-party employee programs which build a highly skilled workforce and lead to improved employability. Employers choose the individuals they would like to have trained, and the training that meets their workforce development needs.

Eligibility: Canadian-based SME w/ \$2M liability insurance. Trainee must be a permanent Canadian citizen or granted refugee status. Trainer must be a separate entity from applicant company.

Timeline: Training must be completed within 12 months of application approval.

Training Themes: Post-secondary, technical skills, leadership, marketing, business systems, etc.

### Internship Hiring Grants: Up to 75% Payroll Coverage up to \$7.5k

#### Hiring Post-Secondary Students for Co-op Placements

Wage subsidy towards a current post-secondary student while they complete a paid internship placement over a full semester. Program fit depends on intern's area of study, role, and the employer's industry.

*Note: Availability of funding is subject to change throughout the year based on awarded applications.*

Eligibility: Businesses can be in any industry, including bio-economy, financial technologies, advanced manufacturing, aerospace, clean technology, and agri-food industries.

Timeline: Internships can be for a maximum of 4 months.

Candidate Focus: Candidate must be a Permanent Resident, Canadian citizen, or have refugee status, and must be enrolled at a post-secondary institution.

### R&D Project Hiring Grants Program: Up to 50% Grant

#### Hiring a Research Intern for R&D or Data Analysis

Assists innovative businesses to connect with academic researchers (**Internship:** college and university students, Masters graduates; **Fellowship:** PhD graduates, post-doctoral fellows) in support of practical research and development projects. Funding reduces the cost of a researcher's wages over a 4-24 month period.

Eligibility: Ontario-based businesses with a research-oriented projects where the results can be commercialized to benefit both the applicant and Government of Ontario. Current active stream available to automotive and digital infrastructure industries.

Timelines: Continuous intake for both streams. Internships can be used in 4-month increments (up to \$10,000 in funding/period), while fellowships must use 12-month increments (up to \$35,000 in funding/period).

Project Themes: Solving an internal technical challenge, developing technology, or conducting advanced research.

## **Industrial Research Assistance Program (IRAP): Up to 60-80% of Labour Costs**

Solving Internal Technical Challenges & Collaborative R&D with Post-Secondary/Research Institutions

Grant (typically 80% direct labour, 50% subcontractor costs) for either internal or third party collaboration on technical feasibility studies, technology adoption, product development or process development projects, or production design projects.

Eligibility: 1-500 on payroll, incorporated for  $\geq 2$  years, committed to internal R&D activities.

Timelines: Projects require approval prior to spend and funding runs from April 1 to March 31 each year.

Project Themes: Pursuing growth and profit through development of innovative products, processes, and services.

## **Sector-Focus Hiring Grants: Max \$12,000-\$15,000 or 50% Grant**

Hiring a Youth Post-Secondary Graduate

Full-time work placement, minimum of 3 or 4 months, but must end on or before the end of February/March depending on the sector. Sector specific funding includes funding for food/beverage companies. If you have a candidate, please ensure they are not on payroll before you are accepted for funding.

*Note: Availability of funding is subject to change throughout the year based on awarded applications.*

Eligibility: Graduate must have a post-secondary diploma, be between 15-30 years old, Canadian citizen/resident, out of school, and work minimum of 30 hours per week.

Timeline: Internships must be 3 or 4+ months. Funding launches Q2 of each year.

Candidate Focus: Must provide relevant work experience to the candidate, related to their post-secondary area of study. Some program variants require specific position types (ie. web developer).

## **Ontario Manufacturing Training Program (OMTP): Up to \$100,000/50% Grant**

Upskill and Retrain Workforce to Adopt and Adapt Green Manufacturing Principles

Supports manufacturers through their green initiative as they upskill employees and retrain their workforce to adopt and adapt green manufacturing principles at the shop floor level. This training may be used via this program to complete your total training plans inhouse.

Eligibility: Southern Ontario financially stable manufacturer with 10-1000 employees, incorporated for  $\geq 3$  years, & exporting or intending to following the project.

Timelines: This program has multiple annual intakes. Please contact your representative for an update.

Project Themes: High-skill training on software (i.e.. ERP, CRM, CAD software), equipment, & processes to improve productivity & promote exporting. Training should support manufacturers upskilling their employees and retraining workforce to adopt and adapt green manufacturing principles at the shop floor level.

To determine your business' suitability for any of the above government funding programs, please click on the title of a funding program. You will be taken to Mentor Works' website where additional resources can be accessed. You may also reach out to the Government Funding Planner(s) listed below who can discuss a range of funding incentives.

## **Book Your Free Funding Discovery Session:**

**Do I Qualify?**

**Toll Free Number: 1-888-599-3111**