

Wage/salary subsidy programs for employers in Nova Scotia

Program	The \$ source	What You Get	Highlights	Eligibility
Graduate to Opportunity Program (GTO)	Provincial Government	<p>A 2-year salary subsidy for hiring a recent graduate:</p> <p>25% of a grad's Year 1 salary (35% if they are a member of a designated diversity group)</p> <p>12.5% of the Year 2 salary</p>	<p>Opportunity to retain well-educated young people in the province.</p> <p>Application is online and simple to complete. Complete applications are typically turned around in 5 business days.</p>	<p>Your company is either a small business under 100 employees, a non-profit, start-up or social enterprise.</p> <p>The Job must be a permanent, full-time position with a minimum annual salary of \$30,000, based in Nova Scotia.</p> <p>You must hire a recent post-secondary graduate who graduated in the last 12 months.</p>
Innovate to Opportunity (ITO)	Provincial Government	<p>A 3-year salary subsidy for hiring a recent master's or PhD graduate:</p> <p>Innovation Stream: 35% of Grads salary in Year 1; 20% in Year 2; 12.5% in Year 3</p> <p>Advanced Innovation Stream: 50% of Grads salary in Year 1; 25% in Year 2, 12.5% in Year 3</p> <p>Each stream is eligible for a diversity bonus of 10% for years 1 and 2</p>	<p>Innovate to Opportunity (ITO) is helping well-educated graduates start their careers in Nova Scotia while helping businesses become more innovative and export-oriented. The program provides an incentive to hire recent Masters and PhD grads for jobs that are focused on research and innovation that will help businesses begin, prepare for, or expand exports.</p> <p>Application is online and simple to complete and are turned around within 2-3 weeks.</p>	<p>Your company must be a small or medium sized business with fewer than 500 full time employees operating in Nova Scotia.</p> <p>Your business must create a permanent, full-time position with a minimum annual salary of \$60,000, based in Nova Scotia.</p> <p>The grad must have completed a Master's or PhD Program at a recognized post-secondary institution within one year of when the employer's application is received.</p>
Student Summer Skills Incentive (SKILL)	Provincial Government	<p>Employers are reimbursed \$8.85 per hour for the wages they pay their student up to 35 hours per week.</p> <p>Employers are required to pay their student at least minimum wage).</p>	<p>Funding is provided to non-profit and charitable organizations who wish to employ a student for 8-14 weeks between April and August.</p> <p>Application is online and simple to complete.</p>	<p>Your company must be a non-profit organizations or Registered Charity</p> <p>Once Approved, the student(s) considered hiring must be registered for post-secondary education in the upcoming fall.</p>
Co-op Education Incentive	Provincial Government	<p>Wage reimbursement of \$7.50 of the \$15.00/hour wage paid to the candidate for at least 32.5 hours of work per week.</p>	<p>Hire a post-secondary co-operative education student for a work term of 12-16 weeks.</p> <p>Application is online and simple to complete.</p>	<p>Your company can be either private sector, government-funded or a non-profit organization.</p> <p>Students considered must be enrolled in a Cooperative Education program at a Nova Scotia university or college. Their field of study should relate to the job.</p>

<u>START</u>	Provincial Government	Financial incentives vary depending on type of employment offered and skill level of employee to be hired	The START program encourages employers to hire Nova Scotians requiring work experience. Application is online and quick to complete.	START is available to all businesses, organizations (Not for profit and Social Enterprises) that have business locations and jobs in Nova Scotia. The START program has a focus on Small to medium sized enterprises. Job seekers are eligible if they are unemployed.
<u>Work Smarts</u>	Federal Government (Atlantic provinces only)	A 50% wage subsidy (up to \$8.50/hr) based on a 35-hr work week.	Internships for recent graduates last for up to 26 weeks of employment. Application is online and quick to complete.	The employer must provide an \$8.50/hr top up (making the salary \$17/hr, and provide an additional 11.58% coverage of mandatory employment related costs (EI, Vacation Pay). The Saint Mary's University Entrepreneurship Centre manages this program on behalf of government.
<u>GradWorks</u>	Funded by ACOA, managed by NSCC	Receive up to 66% salary support – to a maximum of \$25,000,	Employers receive this funding for hiring a qualified NSCC graduate for up to a one-year period.	Employers are eligible if they are an SME in Nova Scotia. Grads must be graduated from NSCC in the last 3 years and be from one of the following programs: Human Resource Management, Industrial Engineering Technology or Occupational Health & Safety.
<u>Youth Employability Program (CEED)</u>	CEED	Funding for transportation, school fees and other employment or educational needs and wage subsidies	The Youth Employability Program (YEP) is an outreach program that empowers youth to explore their interests and achieve their goals through access to education, employment and resources across HRM.	provides support to youth between the ages of 15 and 22 who are looking for assistance with employment and education. If you would like to pursue an employment partnership or have questions, please call 902-421-2333, text 902-418-6883, or email info@ceed.ca .
<u>Venture For Canada Internship Program</u>	Not-for-profit organisation obtains funding from individual donors.	A wage subsidy is available up to \$7,000.	Venture for Canada connects you to the country's best and brightest graduates that are vetted by our network of entrepreneurs. During their two-year fellowship, Fellows receive ongoing mentorship, coaching and training. Our process for Partner Start-ups is simple, respectful and will save you time and money on your recruitment and retention efforts.	You are a SME, start-up, social enterprise, non-profit or charity. To become one of Venture for Canada's partner employers you will need to contact the representative in Nova Scotia to obtain more information on joining this endeavour. Sabrina Poirier NS Program Director sabrina@ventureforcanada.ca



<u>YCW- Building Careers: Building Careers in English and French</u>	Federal Government	YCW may contribute a range of 50%-70% of the graduate's wage depending on the type of organization	<p>Internships last for up to 12 months.</p> <p>Internship funding for those programs working specifically in English and French.</p> <p>Preference given to employers offering internships for 6-12 months.</p>	The job seeker you hire must be an un-employed or under-employed college or university graduate, or a grad that graduated within the last 24 months.
<u>Energy Nova Scotia</u>	Provincial Government	50% wage incentive toward student salaries up to \$7.50 per hour.	<p>Employers in the energy section can hire a co-op student, non-co-op student or recent grad for a 12-17 week work term.</p> <p>Application is online and quick to complete.</p>	<p>Employers can be up to 500 employees and must be based in Nova Scotia.</p> <p>The work experience must be directly related to the student's field of study.</p>
<u>NRC Industrial Research Assistant Program (IRAP)</u>	Federal Government	Wage sharing of intern's salary (costing dependent on application).	<p>Support for small and medium sized business to help build your innovation capacity in the STEM sector. The internships must last a minimum of six months and a maximum of 12 months.</p> <p>A dedicated Industrial Technology Advisors (ITA's) are contactable to assist with your application and any questions you may have.</p>	<p>To be eligible for financial assistance under either of IRAP's Youth programs, your small and medium-sized enterprise must have 500 or less full-time equivalents.</p> <p>The post-secondary graduate you hire must be between 15 – 30 years of age.</p>
<u>Mitacs</u>	Not-for-profit organization- obtains funding from federal, and provincial governments as well as multiple private investors.	Funding starts at \$15,000, and your organizational financial contribution starts at \$7,500	<p>You will be matched with a student and a supervising professor to develop a research project.</p> <p>Internships last at least 4 months.</p> <p>Provincial Mitacs Business Development Representative will be there to assist you in building your customized plan.</p> <p>Application is quick to complete once all documentation is collated</p>	Your company is either a For-Profit corporation in Canada/ or a select not-for-profit corporation in Canada. You can be in any sector of business. The Research project idea is new and broadly applicable. The Project must be at an appropriate level of the intern/fellow.
<u>Science and Technology Internship Program (STIP)</u>	Federal Government	The maximum contribution per youth internship from the STIP fund is \$13,200 over a maximum of 52 weeks.	<p>Internships last for up to 12 months.</p> <p>Funding supporting those businesses working with the Science and Technology sector to hire youth for green jobs.</p>	Eligible employers can be: legal entities including for-profit and non-profit organizations, indigenous groups, provincial, regional or municipal governments and their agencies.



			Application is online and is quick to complete.	Youth must be between 15-30 years of age and not in receipt of EI.
Science Horizons Youth Internship Program	Federal Government	Funding up to \$12,000-\$15,000 is available to employers in the environmental and clean technology sector.	Provides wage subsidies to employers to hire, university or college graduates in STEM roles. Internship opportunities last 6 - 12 months and provide youth hands on work experience on environmental projects.	To be eligible for this funding employers must be one of the following: an SME, a post-secondary education institution, an NGO, an Aboriginal organizations or association, municipal and local government, provincial or territorial governments, institutions, agencies or Crown Corporations.
Eco Canada: Youth Employment in Natural Resources	Federal Government	Funding up to \$15,000 in wages.	Funding is for 6 – 12 months.	Jobs must be hiring a youth in STEM fields or natural resources. Youth must be currently un-employed or under-employed, and younger than 30 years.
Clean Leadership Program	Provincial Government	Receive a 60% wage subsidy	Hire a youth for a 15 week or 9-week summer internship in a role to help accelerate a vibrant green economy.	We help the businesses, organizations, and government agencies championing low-carbon growth to invest in students and grads age 15-30 by placing them in internships in the clean sector for a sustainable, thriving economy.
BioTalent Canada		Up to \$7000 of wage subsidy funding	Minimum work placement is 16 weeks. <i>The Student Work-Integrated Learning Program</i> is an initiative to increase the job-readiness of students registered in STEM or business programs at Canadian post-secondary institutions. The program consists of two components: co-op wage subsidies to a maximum of \$7,000 and curricula enhancements to better align biotechnology programs at post-secondary institutions with the needs of Canada’s bio-economy.	To qualify for the program, either the co-op position needs to have a biotechnology focus or the employer needs to have a biotechnology focus. The company must provide a full-time work opportunity for a minimum of 16 weeks, 5 days a week, 7.5 hours a day; The wage subsidy covers the cost of a co-op student’s salary by up to 50% to a maximum of \$5,000 and up to 70% to a maximum of \$7,000 for first-year students and under-represented groups including: women in STEM, women in business, indigenous students, persons with disabilities and newcomers; Students must be registered in a STEM or business program at a Canadian post-secondary institution.
	Private Business Sponsored	Under-graduate students can receive up to \$8,000 and graduate students can receive up to \$15,000.	Funding opportunities available for students, and organisations for specific projects, research and development, and	The program is intended to support student research projects that will provide a commercial benefit to



<u>Divert NS (RRFB Nova Scotia)</u>			<p>new technologies related to solid waste diversion.</p> <p>Applications are available to print from online and is quick to complete.</p>	<p>businesses and municipalities and/or result in the increase of diversion of materials from our landfills.</p>
<u>ICT Career Connect Program</u>	<p>Organization obtains funding from federal, and provincial governments as well as multiple private investors and corporate partners.</p>	<p>50% of participant’s salary, up to \$14,000</p>	<p>Minimum 3 month term.</p> <p>Supports business who wish to hire an underemployed post-secondary graduate for full time work.</p> <p>Application is online and is quick to complete.</p>	<p>The work experience position should match one of the digital economy labour force National Occupation Classification (NOC) codes.</p> <p>The host employer must be a private sector employer operating in a high demand sector in the respective region as identified <u>here</u>.</p> <p>The employer will provide full-time work for the participant (minimum of 30 hours a week).</p>
<u>Canadian Women’s Foundation</u>	<p>Not-for-profit organization-obtains funding from private donors, corporate partners & volunteer partners</p>	<p>Grant given at a maximum of \$65,000 annually for 5 years.</p>	<p>Approved funding can be given for up to 5 consecutive years to help the participant learn a skilled trade, start a business or gain work experience.</p> <p>Application is online and quick to complete.</p>	<p>You are an eligible employer if you are: a non-profit organization or a First Nations Band designated as qualified donees by the Canadian Revenue Agency.</p> <p>We prioritize programs that are for women, girls, Two-Spirit, and non-binary peoples who faces multiple barriers.</p>
<u>Community Support for Black Canadian Youth</u>	<p>Federal Funding</p>	<p>Funding contributions are made for initiatives that support Black Canadian Youth up to and over \$250,000.</p>		
<u>Neil Squires Fund ‘Working Together program’</u>	<p>Funded by Federal Government’s Opportunities Fund for Persons with Disabilities</p>	<p>Receive a wage subsidy for up to a minimum of 6 months</p>	<p>The Neil Squires Society connects you with qualified candidates, and employers hire an individual with a disability for part-time or full-time employment.</p>	
<u>Access-Ability</u>	<p>SMU Entrepreneurship Centre</p>	<p>A ‘pay for performance’ wage subsidy starting at 10\$ tiering up each month to 100% coverage in the 7th month. (up to \$6,800 in total).</p>	<p>Dedicated to providing inclusive hiring, by helping employers hire a person who lives with a disability.</p>	<p>Employers must offer a minimum of a 35 hour work week up to 30 weeks in length, and provide a \$15/hr wage.</p> <p>Someone in your organization must act as a mentor to the new employee.</p>



				Participants must be living with a disability that they will self-identify. They must be a permanent resident, and not receiving EI benefits.
<u>Options Youth</u>	SMU Entrepreneurship Centre	Receive up to \$3,500 in funding to cover the cost of training while helping priority youth (age 15-30) overcome multiple barriers to employment, and develop the skills and knowledge necessary to make a successful transition to the labour market or return to school.	Organization mentors are assigned to hired participants. Participants must be facing employment barriers.	Employers receive a \$5/hour wage subsidy based on a 35-hour work week for 20 weeks. Participants must be permanent residents and not in receipt of EI.
<u>Student Employment Initiative</u>	SMU Career Services & Fred Smithers Centre (Support for Students with Disabilities).		SEI helps students with disabilities secure employment contracts in the fall part time for 20 students or the summer full time for 20 students.	Employers must pay participants \$13/hr
<u>Young Canada Works</u>	Federal Government	Summer Job Program between 25-50% of wages covered. The maximum contribution is \$8,000 per job. Youth Internship Program Up to 50% or 70% of employment costs can be covered. Up to 50% for private and public sector organizations and 70% for non-profit organizations	Internships in Canada in: heritage fields related to the work of museums, archives, libraries or organizations managing heritage sites (built heritage); conservation science; and arts administration or an arts practice project	Summer Job must last between 6 – 16 weeks and support organizations with a heritage mandate (arts, culture, official languages). The internship program is for unemployed or underemployed college or university grads and supports organizations in the heritage, arts and cultural sectors. Internships range from 4 – 12 months.
<u>CIRA Community Investment Program</u>	Private Business Sponsored Funding	Grants range from \$25,000-\$50,000, to a maximum of \$100,000. Applications reopen January 2020	One-time funding support for innovative projects that support the development and/or enhancement of the internet for the benefit of all Canadians.	The Community Investment Program is open to: 1) Organizations recognized by the CRA as a registered charity 2) Non-profits 3) Academics and researchers affiliated with a Canadian University 4) Applicants must demonstrate fiscal responsibility and a solid track record of past success 5) Organizations must be based in Canada and projects must be of benefit to Canadians
Quality Investment Grant for Early		The QIG and PSF are available to eligible licensees of child care facilities (“licensees”) to supplement wages for staff, with a focus on those who work directly with children as required for ratio under the Day Care Act and Regulations.	This funding must be used primarily to ensure that trained staff (Level 1, 2, 3 and School Age Classification) required to meet the staff-to-children ratios, earn at least the wage floor established by the Department	



Education Child Care			of Education and Early Childhood Development (EECD).	
<u>Student Work Placement Program (SWPP)</u>	Employment and Social Development Canada	If you're considering hiring a student, you may be eligible to receive up to \$7,000 in support from the Government of Canada.	Organizations within Canada that offer full-time employment opportunities between 12-16 weeks for full-time Canadian post-secondary students may be eligible to receive wage subsidies: up to 50% of the wage cost for the placement (up to a maximum of \$5,000 per placement) per student OR up to 70% (up to a maximum of \$7,000 per placement) for under-represented students including first-year students, women in STEM, indigenous students, persons with disabilities and newcomers.	Employer eligibility: Must be a registered business in Canada (provincial and territorial governments are not eligible) May hire students in any program; however, students must be Canadian citizens, permanent residents, or have refugee status Must be hiring for net new positions (i.e. positions over and above what employers have hired previously)
<u>Canada Summer Jobs</u>	Federal Government	There is a wage subsidy of 50% (now 100% as a result of COVID19) of the provincial or territorial minimum hourly wage for public and private sector employers. Non-profit organizations are eligible to receive funding for up to 100% of the provincial or territorial minimum hourly wage.		
<u>Magnet</u>	Federal Government	A wage subsidy of 50% to a maximum of \$5,000.00 or 70% to a maximum of \$7,000.00, if hiring students from under-represented groups.	This program assists private sector and non-profit organizations hire co-op students for fall, winter, and summer terms. Government and post-secondary institutions are not eligible. All industries are welcome to apply.	It must be a 'net new' placement.
<u>TECHNATION Canada</u>	Federal Government	You can earn up to \$7000 in wage subsidy per student	An eligible employer must be willing to provide a quality work experience for a minimum of 12 weeks in role which immerses a student in the use of technology. Tech and non-tech focused organizations are encouraged to apply.	Send us a copy of the job description for the role you are going to request subsidy for. The first three bullet points (core activities of the role) should demonstrate a clear connection to the use of technology. careerready@technationcanada.ca

NEW AS A RESULT OF COVID19 MEASURES

<u>Canada Emergency</u>	Federal Government	provides a 75% wage subsidy to eligible businesses for up to 12 weeks, retroactive to March 15, 2020.	Previously, the CEWS would only be available to businesses that can show a 30 per cent decline in revenue. If the	apply for the CEWS through the Canada Revenue Agency's <i>My Business Account</i> portal.
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Wage Subsidy (CEWS)			<p>new guidelines are approved, businesses will only have to show a 15% revenue decrease for the month of March 2020 and 30% in the following months to qualify. To show a decline in revenue, businesses can compare their revenue in March, April, and May 2020 to that of the same month in 2019 or to their average revenue of January and February 2020.</p>	
10% temporary wage subsidy	Federal Government	<p>Small businesses that do not qualify for the Canada Emergency Wage Subsidy <i>may be eligible</i> for this.</p>	<p>Allows employers to reduce the amount of payroll deductions required to be remitted to the Canada Revenue Agency, for a 3-month period. Businesses will be able to remit up to \$1,375 for each eligible employee to a maximum of \$25,000 total per employer.</p>	<p>You do not need to apply for the subsidy.</p> <p>You will continue deducting income tax, Canada Pension Plan (CPP) contributions, and Employment Insurance (EI) premiums from salary, wages, bonuses, or other remuneration paid to your employees, as you currently do. The subsidy is calculated when you remit these amounts to the CRA.</p> <p>Once you have calculated your subsidy, you can reduce your current payroll remittance of federal, provincial, or territorial income tax that you send to the CRA by the amount of the subsidy.</p>
Small Business Impact Grant	Provincial Government	<p>This grant is equal to 15% of the business' revenue from sales, either from April 2019 or February 2020, up to a maximum of \$5,000.</p>	<p>Is for eligible small businesses and non-profits who have had to close or reduce operations because of the public health order a one-time, flexible (can be used for any purpose) grant.</p>	<p>To qualify, your business must have been established on or before March 15, 2020 and have an anticipated revenue loss for April 2020 of 30% or more.</p> <p>Apply online. The deadline to apply is Saturday, April 25.</p> <p><i>When applying, you will need:</i></p> <ul style="list-style-type: none"> • your business number • banking information • unaudited income statement for April 2019 or February 2020

				<ul style="list-style-type: none"> depending on your business type, a recent tax document like a T1, T2, T3010 or HST return
Canada Emergency Response Benefit CERB	Federal Government	If you have stopped working because of COVID-19, the Canada Emergency Response Benefit (CERB) may provide you with temporary income support. The CERB provides \$500 a week for up to 16 weeks.	<p>The benefit will be available to workers:</p> <ul style="list-style-type: none"> Residing in Canada, who are at least 15 years old; Who have stopped working because of COVID-19 and have not voluntarily quit their job or are eligible for EI regular or sickness benefits; Who had income of at least \$5,000 in 2019 or in the 12 months prior to the date of their application; and Who are or expect to be without employment or self-employment income for at least 14 consecutive days in the initial four-week period. For subsequent benefit periods, they expect to have no employment or self-employment income. 	Apply on the website.
Worker Emergency Bridge Fund	Provincial Government	provides a one-time payment of \$1,000 for Nova Scotians who are laid off or out of work (includes self-employed) as of March 16, 2020 because of COVID-19, who don't qualify for Employment Insurance, and earn between \$5,000 and \$34,000.		<p>Apply by calling 1-800-863-6582. The phone line is open 7 days a week (including holidays) between 8 a.m. and 8 p.m.</p> <p><i>If you're self-employed, you will need the following to apply:</i></p> <ul style="list-style-type: none"> your Social Insurance Number (SIN) your CRA business number, if you have one a copy of your 2018 tax return (T1, T2, T4002 or T2125) that shows you earned at least \$5,000 and less than \$34,000
Canada Emergency Business		Major Canadian banks have opened their online applications for the Canada Emergency Business Account . The CEBA	To qualify, businesses will need to demonstrate they paid between \$50,000 to \$1 million in total payroll in 2019.	



Account (CEBA)		<p>will provide an interest-free loan of \$40,000 for qualifying businesses. Up to \$10,000 may be eligible for loan forgiveness if \$30,000 is fully repaid by December 31, 2022.</p>		
<p>Expansion to the Work Sharing Program</p>	<p>Federal Government</p>	<p>Work-Sharing (WS) is a program that helps employers and employees avoid layoffs when there is a temporary decrease in business activity beyond the control of the employer.</p>	<p>Effective March 15, 2020 to March 14, 2021, and not limited to one specific sector or industry, the Government of Canada is introducing temporary special measures:</p> <p>Extension of the maximum possible duration of an agreement from 38 weeks to 76 weeks</p> <p>Mandatory cooling off period has been waived for employers who have already used the Work-Sharing program so that eligible employers may immediately enter into a new agreement</p> <p>Reduce the previous requirements for a Recovery Plan to a single line of text in the application form</p> <p>Reduce the requirement and expand eligibility to employers affected by accepting business who have been in business for only 1 year rather than 2, and eliminate the burden of having to provide sales/production figures at the same time, and</p> <p>Expand eligibility for staff who are essential to recovery, Government Business Enterprises (GBEs) and non-for-profit organization employers.</p>	<p>The program provides Employment Insurance (EI) benefits to eligible employees who agree to reduce their normal working hours and share the available work while their employer recovers. Work-Sharing is an agreement between employers, employees and the Government of Canada.</p> <p>The Program allows employers to:</p> <p>retain qualified and experienced workers, and avoid recruiting and training new employees</p> <p>The Program allows employees to:</p> <p>keep their jobs, and maintain their work skills</p>