

Agilec™

CANADA ONTARIO JOB GRANT (COJG)

A photograph of two men in business attire, one wearing glasses and a striped tie, looking at a smartphone held by the other man. The image is dimmed and serves as a background for the text.

PURPOSE

- An overview of the grant
- Recent changes and current guidelines
- Questions

A photograph of two men in business attire sitting at a table. The man on the left is wearing glasses and a dark suit with a striped tie. The man on the right is wearing a blue suit jacket and is smiling while looking at a smartphone held in his hands. The background is slightly blurred, showing a window and a glass of water on the table.

BACKGROUND

In March of 2014 Ontario signed the *Canada-Ontario Job Fund Agreement* with the federal government for \$192M per year for the next six years.



COJG Background

- A key source of funding to support Ontario employers to develop their workforce through employer-driven training.
- Represents an opportunity for the province to help Ontarians obtain the skills required to fill jobs and succeed;
- Provides direct financial support to employers who wish to purchase training for their employees.



Why the Canada Ontario Job Grant (COJG)?

1. External training is expensive and employers need financial support;
2. Employers want their workers to be:
 - engaged;
 - well trained;
 - productive
 - advancing in the company



Why the Canada Ontario Job Grant (COJG)?

- Increase your employees' skills base
 - > grow your business
 - > grow your bottom line
 - > grow our economy.
- **Cost-sharing** agreement between the Employer and the Government
- Government contributes up to \$10,000 per trainee



Who can participate?

- **Employers identify** the individuals they would like to have trained, (including new hires).
- **Employers identify** the trainer that meets their workforce development needs.
- More than one quote may be required.



Employer Eligibility

- ✓ Training must be delivered in Ontario, for a job in Ontario; (it can be on line)
- ✓ Be in compliance with the Occupational Health & 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.
- ✓ Cannot be for training that is already funded;
- ✓ Be legal – licensed to operate in Ontario



Trainee Eligibility

- ✓ **Residents of Ontario**, Canadian citizen/permanent resident;
- ✓ Must be a true employee of the company (or a new hire) and identified by their employer.
- ✓ Unemployed individuals must also be sponsored by an employer, demonstrated through a permanent or conditional offer of employment.
- ✓ Owners, senior executive and majority shareholders are not eligible to participate in training funded through COJG.



Training Eligibility

- 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



Training Eligibility

For the purpose of the COJG, product vendor training is defined as any application where the vendor is involved in the creation/sale of the product and is also conducting the training in how to use that particular product.

- “Product” refers to business-related materials (e.g. technology/equipment, software, or proprietary process) purchased by the employer.
- Product vendors are ineligible to deliver training on how to use the product or service.
- Product vendors are only eligible to deliver training that is unrelated to the use of the product or service.



COJG Application Process

- Applications must be submitted online –
- Over 25 trainees goes directly to Ministry of Advanced Education and Skills Development
- 25 or less trainees - Applications are assessed and approved by Agilec
- Consortium applications are encouraged.



Is there paperwork involved?

- COJG Application online
 - COJG Training Agreement
 - COJG Participant Registration Forms
 - Training Outcome Report
- Deliverables:
 - Workplace Safety Insurance
 - Liability Insurance
 - Training Provider Training Agreement
 - Proof of payment



Can Agilec help?

We will do everything we can to make this as easy and painless as possible for you.

We have a team of three dedicated COJG Facilitators that are ready to help make this a smooth process for you.



Tier Assessment

Tier 1

- Training that will result in a new or better job (includes retaining employees who have received a formal notice of layoff)
- First application approved for the employer in the last 6 months

Tier 2

- Training that will lead to new or better job but the employer has an approved COJG application in the past 6 months or the employee will not receive an increase in wage or change in position.
- Tier 2 applications will only be funded if there is funding available remaining after Tier 1 applications are funded.

Tier 3

- Application that supports incumbent employees with the training cost per \$500 or less and is under 1 week in duration
- Employee is required to have the training due to legislation, regulation or policy. However, employer is not legally obligated to provide this training to employees.



How does funding work?

- Large employers (100 or more employees) receive $\frac{1}{2}$ or 50% of training costs.
- Small employers (99 or fewer employees) receive $\frac{5}{6}$'s or 83.3% of training costs.
- Small employers can receive up to \$500 for travel costs (does not include meals or accommodation)



How does funding work?

- 70% of training grant amount will be paid when all Deliverables have been received;
- 30% of training grant is paid once training is completed and the Training Outcome Report has been submitted.
- Note -travel costs are covered at the end of the training upon receipt of proof of payment to the employee or proof of direct cost to the company.



COJG Job Placements

- Job placements are available to employers hiring unemployed individuals to fill job vacancies.
- Individuals who the employer feels require the support of a placement need to be assessed by the service provider.
- Placements provide up to \$1,000 to offset new hire internal training costs, and up to \$1,000 for the new hire for supports.



Reasonability Checklist April 2017

When:

- The total cost per participant is over \$ 2,500
- The per day per participant cost of the training is \$500 or more
- Employer has been in business 12 months or less
- The employer has submitted 10 COJG applications or more in the last 12 months



Reasonability Checklist April 2017

The trainer has been selected as the first choice trainer 10 times or more in the last 12 months and is not an:

- Ontario Public College
- Ontario University
- Ontario Provincial School Board

The application was submitted to a service provider that is greater than 35km away from the employer and there are other service providers located in closer proximity.



Changes - April 1, 2018

- Until March 31, 2018, Canada-Ontario Job Grant (COJG) rules require employers to contribute one-third of the total costs.
- There is additional flexibility for small businesses to provide an in-kind contribution towards their share of the costs.
- Small employers are defined as 50 or fewer employees



Changes - April 1, 2018

- Starting April 1, 2018, the government will improve COJG support for small businesses with less than 100 employees by decreasing their contribution requirement to 1/6 of training costs, and by removing their in-kind contribution requirement.
- Employers with 100 or more employees will be able to access COJG support with a contribution requirement of 1/2 of the training costs.



Changes - April 1, 2018

- For employer **groups** who want to apply for training supports the government offers a COJG Consortium Stream.
- Allows a group of employers (more than 2 employers) to pool their resources to support common training. objectives and goals.
- To apply as a consortium, the intermediary organization needs to ensure all the participating employers and trainees meet COJG requirements, and are able to make their required contribution towards the training cost



Changes - April 1, 2018

- After April 1, the intermediary organization will be paid 15% of the approved COJG ministry contribution to cover the administrative cost related to the completion of the consortium application.

The image features a solid orange background. In the center, the word "QUESTIONS?" is written in a bold, white, sans-serif font. Surrounding this central text are six circles of varying shades of orange and yellow, arranged in a hexagonal pattern. The circles are positioned at the top, bottom, left, and right, with one circle at the top center and one at the bottom center. The circles are semi-transparent, allowing the background color to show through them.

QUESTIONS?

A photograph of two women sitting at a table in an office, smiling and looking at each other. The woman on the left has curly hair and is wearing glasses and a dark top. The woman on the right has long, wavy hair and is wearing a white shirt. The background shows office shelves and a window.

THANK YOU!

Kathy Low

COJG Project Coordinator

705-325-1203 or 1-800-361-4642

Extension 3000

klow@agilec.ca