

Human Resources & 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 50-83% up to \$10k-\$15k/Trainee

[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.

FedDev Ontario Training Program: Up to 25-50% to a Maximum \$100,000 Grant

[Training for Innovative Software, Equipment, & Processes](#)

Supports training employees on areas that spur innovation and help achieve a competitive advantage. Training should increase operational efficiency and enhance export sales.

Eligibility: Ontario manufacturer with 10-1000 employees, incorporated for ≥3 years, and exporting or with the intentions to export due to the training benefits. Past applications may affect ability to re-apply, in which case other training grants may be better options.

Timelines: Current intake fully subscribed; next anticipated application window is Summer 2019. Projected start date should be mid-September 2019 with 9-12 months for completion.

Project Themes: High-skill training on ERP, CAD software, equipment, processes, and other software tools to improve productivity and promote exporting.

Sectorial 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 aerospace, textiles, biotechnology, high tech, enviro-sciences, food/beverage, and the metal industry. 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).

Internship Hiring Grants: Up to 50-70% to a Maximum \$5k-\$7k

Hiring Post-Secondary Students for Business and STEM Placements

Provides a portion of a current post-secondary student's wage while they complete a paid, full-time internship placement. All roles must be STEM or business-related, and support the student over a full semester (min 16-weeks).

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

Eligibility: Businesses must be in a priority industry, including the bio-economy/E-health, intelligent retailing, financial technologies, manufacturing, entertainment/gaming, and clean technologies.

Timeline: Internships must be 16 weeks in duration.

Candidate Focus: Candidate cannot have previously worked for the applicant company, must be a Permanent Resident or Canadian citizen, and between 15-30 years old.

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.

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.

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.

Get Started - Book a Funding Discovery Session:

Contact a Government Funding Planner™ to determine your eligibility for funding and receive comprehensive funding support through the entire application process.

- **Agriculture, Agri-Food & Beverage:** Alex Barlow, alex@mentorworks.ca, 1-888-599-3111 x102
- **Aerospace & Advanced Manufacturing:** Jeff Dumart, jeffd@mentorworks.ca, 1-888-599-3111 x115
- **Software and Technology:** Brenda Cane Blackwell, brenda@mentorworks.ca, 1-888-599-3111 x138
- **Director of Program Development:** Rob Maciel, rob@mentorworks.ca, 1-888-599-3111 x 109
- **President & Founder:** Bernadeen McLeod, bernadeen@mentorworks.ca, 1-888-599-3111 x98