

## STRATFORD PEOPLE & CULTURE

# Know the Money (And Where to Find It).

## A GUIDE TO FUNDING OPPORTUNITIES FOR ORGANIZATIONS LOOKING TO INVEST IN TRAINING, HR CAPACITY, AND PEOPLE-FIRST STRATEGIES.

The human capital of your workforce is arguably your largest asset as a business. Investing in People & Culture yields better business outcomes. Doing so wisely, while leveraging funding opportunities, will maximize your ROI.

We've put together this guide to help you identify potential sources of funding to extend your budget. We want you to be able to implement a people strategy that works for you and provides you with the resources to help grow and scale your business.



# At a Glance.

## Executive Summary

It's no secret that happy, engaged employees lead to greater organizational success. Yet understanding how to finance these investments can be a challenge for SMEs if resources are limited. Fortunately, there are several funding opportunities available that can help you build better employee experiences and extend your ability to attract, engage, and retain top talent so you can maximize productivity from within and enable long-term business success!

Know the Money is intended to help you identify possible sources of funding that may be able to help your organization grow and scale through prioritizing the efficiency, productivity, and prosperity of your workforce.

## About Stratford People & Culture

Stratford People & Culture, a division of Stratford Group, is a team of experienced practitioners that includes certified leadership coaches and strategic HR advisors experienced in every aspect of optimizing your teams for success. Stratford enables you to create an engaging and rewarding company culture that reflects your values and enhances productivity and retention. Our experience lets us lean in as a trusted resource, leading departments, divisions, and whole organizations through growth and change that is aligned with your business plan.

At Stratford, we're here to help you maximize the resources you have — and leverage additional funding opportunities to build a stronger, more sustainable path forward.

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## How to Use This Resource

### Leverage our Expertise

The process of identifying and applying for funding can be an overwhelming process. This guide is organized to help you quickly scan for opportunities, identify next steps, and move forward with clarity.

To get the most out of this guide:

- Explore:** Review available programs and supports that align with your People & Culture initiatives — including workforce training, leadership development, HR capacity building, and more.
- Evaluate:** Consider eligibility criteria, timelines, and fit with your organizational goals and workforce priorities.
- Engage:** Reach out to Stratford if you'd like expert support in mapping your project to the right funding opportunities and strengthening your applications.

Our team can help you scope your projects, align with program requirements, and develop strong proposals that increase your chances of success — making the most of your time, resources, and People & Culture investments.

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**\*Please note that not all programs listed are available or accepting applicants on an ongoing basis, and, while we've done our best to ensure the accuracy of the information, some programs may close or change unexpectedly. We invite you to reach out to our team to help assess current options and navigate available funding.**

# Invest in Your Team. Fuel Your Culture. Accelerate Your Growth.

Identifying the right funding sources can make the difference between delaying critical workforce initiatives — and building the team and culture your business needs to thrive. From grants and wage subsidies to workforce development programs and HR advisory support, there are resources available to help you attract talent, develop skills, and strengthen your people strategy. Use this guide as a starting point to explore options that align with your goals — and remember, Stratford is here to help you every step of the way.

## Book Your Free Consultation

Not sure where to start?

Schedule a free, no-obligation consultation with Stratford's HR funding experts. We'll help you assess your options, prioritize opportunities, and map out a strategy to extend your budget — and your impact.

### LET'S TALK



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<https://www.stratford.group/people-culture-consulting-services>

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Canada needs to find new ways for growing and ensuring prosperity for future generations of Canadians. This goal can be best achieved, or at least bolstered, by the development and deployment of an efficient and productive workforce which can confidently compete in a globalized economy.

— CPHR CANADA

## Sources

Additional information and source materials can be found at the links provided in the program information boxes

### ADDITIONAL SOURCES:

Canada 150 and Beyond The Role of Human Resources in Canada's Prosperity (<https://cphr.ca/wp-content/uploads/2017/01/Canada-150-and-Beyond.pdf>)

\*KNOW THE MONEY is an ongoing publication that is researched by our People & Culture team, collecting the most relevant funding options available to Canadian businesses and organizations. We do our best to maintain the accuracy of the information collected within.

DATE OF LATEST RELEASE: 06/25





# How This Guide Is Structured.

This guide is organized to help you quickly find funding programs that apply to your organization, your location, and your People & Culture priorities.

Programs are grouped by province, making it easy to identify regional opportunities and navigate jurisdiction-specific funding streams. Each program summary follows a consistent format so you can quickly scan for key details:

- About the Program: What the program is designed to fund
- Requirements: Who can apply and what must be submitted
- Eligibility: What types of projects and activities are supported
- Funding: Funding amounts available and eligible costs
- At a Glance: Province, deadlines, contact details, and website links

Use the Table of Contents to explore programs available in your region. Program details are provided to help you assess potential fit and identify next steps for further exploration.

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Note: Funding for the Saskatchewan Job Grant has been rescinded as part of recent provincial budget decisions. We are actively monitoring the landscape for new or alternative funding opportunities within the province. If you have questions about workforce-related funding in Saskatchewan, or would like support identifying potential programs, please contact us — we’re happy to assist.

# Fast Track to Financing Program

This program provides funding to help Canadian SMEs, start-ups, and academic research institutes engage external experts to develop business or commercialization plans that attract public funding or private investment for natural products and technologies at mid-to-late stage readiness.

## AT A GLANCE:



National



Applications are accepted on an ongoing basis



Natural Products Canada



[Visit the website for more details](#)



Reimbursement Grant

## REQUIREMENTS

Available for applicants who:

- Are Canadian incorporated SMEs, start-ups, or academic research institutes
- Have a novel natural product or technology that aligns with NPC's bio-based innovation definition and fits TRL 4–9
- Are members of Natural Products Canada (NPC)
- Meet minimum revenue potential or market impact criteria as outlined by NPC
- Submit an eligibility assessment followed by an application, including project scope, statement of work, and expert qualifications

## ELIGIBILITY

Eligible projects include activities relating to:

- Engagement of external experts or consultants to strengthen or revise business or commercialization plans
- Supported plan components may include:
  - Market, customer, and competitive analysis
  - Value proposition
  - Regulatory plan
  - Intellectual property (IP) strategy
  - Financial plan
  - Production plan
  - Sustainability assessment
- Projects must demonstrate potential for commercialization in Canada and broader ecosystem impact

## FUNDING

- Up to 40% of eligible expert/consultant costs, to a maximum of \$25,000
- Minimum NPC contribution of \$5,000 required
- Applicant must contribute at least 60% of total project costs
- NPC funding is non-dilutive and non-repayable
- Stacking limit: combined government funding must not exceed 75% of eligible costs for SMEs/start-ups, 100% for academic institutes
- Funding provided via reimbursement upon approval of quarterly reporting

# Aboriginal Business Financing Program (ABFP)

This program provides grant money for many different kinds of projects including business acquisition, business skills trainings, business planning costs, business support costs, mentoring services costs, etc.

## AT A GLANCE:



National



Applications are accepted on an ongoing basis



Nishnawbe Aski Development Fund & Partner Organizations



[Visit the website for more details](#)



Equity-Linked Grant

## REQUIREMENTS

Available for applicants who:

- Are Canadian Aboriginal individuals (Status or Non-Status Indian, Inuk, Métis) aged 18+
- Are Canadian corporations, partnerships, associations, or other legal entities majority-owned and controlled by Canadian Aboriginal people
- Are applying for loan financing through NADF or one of its delivery partners (the ABFP is provided alongside loan financing)
- Submit a complete project proposal and meet equity contribution requirements

## ELIGIBILITY

Eligible projects include activities relating to:

- Business planning and/or support
- Business acquisitions and expansions
- Local, domestic or export oriented marketing initiatives
- New product or process development
- Adding technology to improve operations and competitiveness
- Financial services
- Business-related training and mentoring services

## FUNDING

- Up to \$99,999 for individual Aboriginal entrepreneurs and majority-owned Aboriginal businesses
- Up to \$249,999 for community-owned businesses
- Contribution levels (general guidelines):
  - Business support: up to 75% of eligible costs
  - Capital and operating: up to 40% (youth applicants) or 35% (non-youth applicants) of eligible costs
  - Marketing: up to 60% of eligible costs
- Applicants must contribute minimum equity:
  - 10% of project costs (ages 18–35)
  - 15% of project costs (ages 35+)
- Funding decisions based on project viability and financing need

# Aboriginal Entrepreneurship Program\*

This program provides national level funding to promote a culture of entrepreneurship through national Indigenous organizations to improve access to business opportunities and to enhance the capacity of Indigenous businesses.

## AT A GLANCE:



National



Annual intake January 1 to October 31



Indigenous Services Canada



[Visit the website for more details](#)



APA-ABO@sac-isc.gc.ca



Grant

## REQUIREMENTS

Available to applicants who are:

- First Nation and Inuit communities and governments, including Tribal Councils
- Are Indigenous-owned organizations or associations (excluding charitable or religious organizations)
- Are labour organizations
- Are universities, colleges, or other learning institutions

## ELIGIBILITY

Eligible projects/activities:

- Must be regional (impacting multiple communities) or national in scope
- Institutional development, training, and business supports for Indigenous business development organizations
- Business advisory services and training
- Commercial ventures, innovation, and business growth
- Market development and business advocacy activities
- Preference may be given to projects aligned with Indigenous and Government of Canada priorities, such as:
  - Cleantech and greentech
  - Indigenous procurement
  - Gender-based analysis
  - Capacity building

## FUNDING

- Up to 100% of eligible project costs covered
- Maximum of \$500,000 per recipient per year
- Program has an annual budget of \$850,000
- Funding decisions based on project need, eligible costs, economic benefits, and project viability

\*This Program has two streams – Opportunities for Capital Access and Access to Business Opportunities. We have highlighted the Access to Business Opportunities

# Aboriginal Business Financing Program

This program provides non-repayable contributions to help Indigenous entrepreneurs and communities in Quebec start, acquire, or expand businesses. It supports a wide range of business development activities, helping applicants build viable, sustainable enterprises through flexible financial support.

## AT A GLANCE:



Quebec



Société de crédit commercial autochtone



[Visit the website for more details](#)



[administration@socca.qc.ca](mailto:administration@socca.qc.ca)



Equity-Linked Grant

## REQUIREMENTS

Available to applicants who are:

- Are majority-owned by a member(s) of a Quebec First Nation or the Native Alliance of Quebec
- Have at least 10% to 25% of project costs available as equity
- Present a viable business project
- Have a good credit rating and relevant experience/training
- Are actively involved full-time in the business (no passive investments)
- Have maximized other sources of financing and down payment contributions

## ELIGIBILITY

Eligible activities include

- Start-up, acquisition or expansion of a business
- Implementation of marketing activities
- Project-related management
- Professional advisory services after the business is launched (accountant or other)
- Development of a business plan, marketing plan or feasibility studies (assessments, environmental studies, etc.)

## FUNDING

- Up to \$99,999 for private project
- Up to \$1 million for community project
- Contributions range between 40% to 75% based on the purpose of the project
- Final contribution determined based on project costs, applicant's equity, and other available financing
- Non-repayable contribution considered a last-resort source of funding (must have maximized other financing avenues first)
- Applicants must contribute minimum equity of 10%



# Workforce Training Measure (MFOR)

This program provides financial and technical assistance to local communities, sector groups, employee/employer associations, and employers to enhance workforce competitiveness by developing employee skills through customized training needs assessments, project implementation, and outcome evaluation.

## AT A GLANCE:



Quebec



[Visit the website for more details](#)



Contact a business advisor at your Services Quebec office



Grant

## REQUIREMENTS

Eligible organizations include:

- Private companies,
- Cooperatives,
- Non-profit organizations,
- Private business mergers,
- Self-employed workers

All employers located within the province of Quebec can apply to the program, with the exception of public bodies or political organizations.

## ELIGIBILITY

Eligible activities include training activities that enable the development of skills related to the job held or to a task required by the employer. Examples include:

- Job-related skills training (e.g., equipment use, new technologies)
- Basic literacy and numeracy training
- General or vocational education
- Training needs analysis and skills assessments
- Development or purchase of training materials and tools
- Trainer fees and associated travel or accommodation costs
- Travel and accommodation costs for participating employees
- Project administration and coordination expenses

## FUNDING

- Grants may cover up to 80% of eligible project costs, to a maximum of \$100,000
- A business advisor will assess each application to determine the funding amount and eligible expenses
- Decisions are based on factors such as project scope, organizational needs, sector and regional priorities, and overall budget availability

# Concertation pour l'emploi

This grant provides financial support designed to aid employers in accessing necessary external expertise for addressing human resources challenges. The funding is structured to incentivize improvements in HR practices within small and medium enterprises.

## AT A GLANCE:



Quebec



[Visit the website for more details](#)



Contact a business advisor at your Services Quebec office



Grant

## REQUIREMENTS

Eligible organizations include:

- private companies;
- workers' or employers' associations;
- professional associations;
- non-profit organizations;
- cooperatives;
- self-employed workers.

All employers located within the province of Quebec can apply to the program, with the exception of public bodies or political organizations.

## ELIGIBILITY

This support is particularly suited to companies that are expanding or whose number of employees is increasing rapidly. Eligible activities include:

- Fees for external HR consultants
- Facilitation of consultation committees
- Consultant travel and accommodation
- Targeted training for consultation participants
- Materials and supplies needed for activities
- Partial salary for a newly hired HR manager
- Administrative and management costs related to the project

## FUNDING

- Up to 40% of eligible expenses covered (up to 65% for priority projects, such as digital transformation or Green Economy initiatives)
- \$4,800 cap for consultation mandates
- For HR service setup:
  - 40% of consultant fees for planning and diagnostics
  - Up to \$34,000 toward the first-year salary of an HR lead

# Canada Ontario Job Grant

This program provides direct financial support to employers to offer training for their employees to meet business needs and is intended to support employers in taking a greater role in workforce development. The cost of training is a shared investment between employers and the government.

## REQUIREMENTS

Available to applicants who:

- Are individual private or non-profit sector employers, First Nations, or organizations acting on behalf of employers (industry associations, union training halls)
- Are licensed to operate in Ontario and delivering training for an Ontario-based job
- Are compliant with Ontario's employment, health & safety, and human rights legislation

## ELIGIBILITY

Eligible projects/activities:

- Training existing employees or new hires for skills upgrades
- Training aligned with workforce needs and skills gaps
- Training delivered by eligible third-party providers (colleges, universities, Indigenous institutions, school boards, private career colleges, sector councils, union-based training centres, approved product vendors)
- Certification training (if employer not legally compelled to provide it)

Ineligible activities include:

- Legally required training provided by the employer
- Business owner or senior management training in large organizations (500+ employees)
- Conferences, executive programs, or product-specific vendor training

## AT A GLANCE:



Ontario



Rolling intake (subject to program demand/capacity)



[Visit the website for more details](#)



EmploymentHotlineInquiries@ontario.ca



Equity-Linked Grant

## CLIENT SPOTLIGHT

### SIDENSE

(BUSINESS WAS LATER ACQUIRED BY SYNOPSIS)



Canada  
Ontario Job  
Grant



\$20K  
secured



Ontario  
High-Tech  
Sector

**Use of Funds:** Funds were used for the development of leadership capability for all people leaders in the organization.

**Stratford's Role:** Stratford customized training to meet the assessed leadership capability needs of the organization. Skill and behavioural assessments were specifically to understand the individual training participant's current capabilities and behavioural style, as a support to improving their skills. Stratford delivered all training.

**Outcome Highlight:** Leadership team enhanced their capability to deliver feedback as reported by all-employee survey that rated leaders' ability as "strong" in this area.

## FUNDING

- Up to \$10,000 in government support per person for training costs.
- Small employers (under 100 employees): contribute 1/6 of training costs; up to \$15,000 per trainee if training and hiring unemployed individuals (potentially up to 100% funding)
- Large employers (100+ employees): contribute 50% of training costs

## CLIENT SPOTLIGHT

### KONGSBERG GEOSPATIAL



**Canada  
Ontario Job  
Grant**



**\$32K  
secured**



**Ontario  
High-Tech  
Sector**

**Use of Funds:** The funds supported the development of leadership capability for Engineering technical leadership team.

**Stratford's Role:** Stratford customized training to meet the assessed leadership capability needs of the organization. Skill and behavioural assessments were specifically to understand the individual training participant's current capabilities and behavioural style, as a support to improving their skills. Stratford delivered all training.

**Outcome Highlight:** Engineering leadership team reported an increase of 24% in their ability to lead (motivate, delegate, coach), and communicate with team members; comparing the program beginning to end.

## WSIB Grants

This program provides funding for Initiatives that help people with workplace injuries and illnesses, employers and the workplace safety and compensation system solve long-standing barriers and for Innovative opportunities that build capacity in the community and offer significant potential to improve system results.

### AT A GLANCE:



Ontario



Yearly program with fixed timelines



[Visit the website for more details](#)



[grants@wsib.on.ca](mailto:grants@wsib.on.ca)



Grant

## REQUIREMENTS

Available to applicants who:

- Represent publicly funded institutions, hospitals, not-for-profits, or qualified NGOs (for research grants)
- Are qualified educators, trainers, or healthcare professionals with relevant expertise (for training grants)
- Propose projects with significant potential to improve outcomes within Ontario's workers' compensation system
- Are not privately owned businesses

## FUNDING

- Up to \$150,000 per year, with a maximum project length of 2 years (total \$300,000)
- \$2 million available in total funding
- Recipients must meet strict reporting, use-of-funds, and conflict of interest guidelines

## ELIGIBILITY

Eligible training costs include:

- Research on injury prevention, mental health, and return-to-work strategies
- Systematic reviews and pilot evaluations with practical applications
- Workplace-based collaborations between researchers, employers, and sector stakeholders
- Training programs that address long-standing system barriers or enhance community capacity

# Ontario Labour Market Partnerships (OLMP)

This program provides project-based funding to support sector groups, community organizations, and employers in addressing current and emerging labour market challenges. Designed to build capacity, support strategic planning, and prevent future skills shortages, OLMP funds collaborative projects that align with Employment Ontario objectives.

### AT A GLANCE:



Ontario



Ministry of Labour, Immigration, Training and Skills Development



Continuous



[Visit the website for more details](#)



Grant



## REQUIREMENTS

Available to applicants who:

- Operate in Ontario and demonstrate a labour market challenge affecting their sector, community, or organization.
- Engage at least one additional partner contributing cash or in-kind support (e.g., expertise, space, time).
- Can demonstrate the ability to manage public funds and complete the project as proposed.
- Are not directly seeking expansion or development funding for their own enterprise.
- Commit to producing public-value outcomes such as research, strategic frameworks, or actionable workforce strategies.

## ELIGIBILITY

Funding can be applied to:

- Projects that address labour market challenges in one or more of the following categories:
  - Local economic development: preparing for technological, demographic, or industry shifts.
  - Human resource planning: identifying future skill needs and workforce strategies.
  - Labour force adjustment: responding to surpluses, shortages, or other disruptions.
- Strategic initiatives that promote broad sector or regional resilience through research, planning, or knowledge mobilization.
- Capacity-building efforts such as toolkits, workforce plans, sector development strategies, and implementation roadmaps.
- Project costs must directly support the proposed activities and can include: Wages and employment-related costs, Professional services, including consultants, Research and technical studies, Travel and accommodations related to project execution, Rental of premises or purchase/leasing of equipment, Evaluation, audit, or final reporting costs

## CLIENT SPOTLIGHT

### OTTAWA CARLETON LIFESKILLS



**OLMP**  
Grant



**\$89K**  
secured



**Ontario**  
NFP Sector

**Use of Funds:** The funds supported Stratford's two-stage project (\$71K + \$18K) to develop OCL's HR Content Framework, align and create content, and implement a user-accessible knowledge-base system.

**Stratford's Role:** Stratford led the project by providing expertise and resources to design the HR Content Framework, develop aligned materials, and implement the supporting knowledge-base system.

**Outcome Highlight:** The project resulted in a standardized HR Content Framework, streamlined and up-to-date HR materials, and a centralized, accessible knowledge-base for HR, managers, and employees.

## FUNDING

- There is no fixed maximum funding amount. Contributions vary by project.
- Projects are funded through Transfer Payment Ontario and are non-repayable.
- All projects are cost-shared. Partners must demonstrate financial or in-kind contributions.
- Up to 10% of the total contribution may be held back until final reports are submitted.
- Project length: Up to 3 years
- Projects must be finite and distinct from day-to-day operations.
- A maximum of 10% of the funding may be applied to training, strategic planning, workshops, and evaluation

# Resilient Communities Fund

This program supports Ontario-based non-profit and charitable organizations looking to recover from recent disruptions and build long-term organizational capacity, resilience, and sustainability. Grants can fund strategic planning, staff training, technology upgrades, and other initiatives that strengthen internal systems, enable new approaches, and improve service delivery.

## AT A GLANCE:



Ontario



Ontario Trillium Foundation



Intake currently closed; future intakes expected



[Visit the website for more details](#)



Milestone-based Grant

## REQUIREMENTS

Available to applicants who:

- Are a registered charity, incorporated not-for-profit, municipality under 20,000, or Indigenous community or council delivering services in Ontario
- Have a proven track record of community programming and a physical presence in Ontario
- Are in good standing with the Ontario Trillium Foundation (OTF)
- Have board-approved financial statements for the most recently completed fiscal year (exceptions apply for municipalities and Indigenous communities)
- Submit at least one quote for goods or services valued over \$10,000
- Have at least one year of financial history and meet minimum board governance standards (e.g., three active board members, minimum 50% at arm's length)

## ELIGIBILITY

Funding can be applied to projects that:

- Develop or implement medium- to long-term recovery plans, such as strategic or operational planning, new revenue generation models, or workforce retention strategies
- Support staff or volunteer adaptation, including wellness supports, professional development, or peer learning
- Adapt or expand service delivery, including technology upgrades, community consultations, or new program models
- Meet public health guidelines or prepare for future disruptions through technology and infrastructure upgrades

## FUNDING

- Up to \$100,000 in non-repayable grant funding per year, for up to two years
- 10% of funding is held back pending satisfactory final reporting
- Applicants must be able to demonstrate financial capacity and proper governance to manage the grant
- Project staff salaries, benefits, and contractors
- A maximum of 10% of the grant can be applied to training, strategic planning, workshops, and evaluation
- A maximum of \$150,000 of the grant budget can be used for non-fixed equipment and technology infrastructure
- Up to 15% of the total grant budget can support overhead and administrative costs directly tied to the project

## CLIENT SPOTLIGHT

### ORLEANS-CUMBERLAND COMMUNITY RESOURCE CENTRE (OCCRC)



**Resilient  
Communities  
Grant**



**\$65.6K  
secured**



**Ontario  
NFP Sector**

**Use of Funds:** To define OCCRC's critical capabilities, cultural priorities, people gaps, and employee value propositions, and to develop aligned recruitment, onboarding, and implementation plans.

**Stratford's Role:** Stratford lead the development of OCCRC's employee and volunteer value propositions (EVP), aligning them with Total Rewards and strategic priorities, and support the design and implementation of recruitment, onboarding, and engagement strategies that reflect OCCRC's desired culture and capability needs.

**Outcome Highlight:** The project will result in clear, compelling employee and volunteer value propositions, aligned recruitment and onboarding strategies, and an actionable roadmap to strengthen OCCRC's culture, capabilities, and workforce engagement.

## CLIENT SPOTLIGHT

### EASTERN OTTAWA RESOURCE CENTRE (EORC)



**Resilient  
Communities**  
Grant



**\$23K**  
secured



**Ontario**  
NFP Sector

**Use of Funds:** Implementation of EORC's Total Rewards roadmap, enhance equity-focused job descriptions, develop interview questionnaires, review current onboarding practices, and standardize HR policies and training resources.

**Stratford's Role:** Stratford provided expert HR consulting and advisory services to support EORC in implementing compensation, talent acquisition, and HR operations enhancements aligned with equity and organizational goals.

**Outcome Highlight:** The engagement resulted in standardized, equity-informed HR practices, updated job descriptions, improved recruitment tools, a comprehensive HR handbook, and enhanced onboarding and training resources.

## CLIENT SPOTLIGHT

### CENTRE DES SERVICES COMMUNAUTAIRES VANIER (CSC VANIER)



**Resilient  
Communities**  
Grant



**\$62.2K**  
secured



**Ontario**  
NFP Sector

**Use of Funds:** Stratford served as CSC Vanier's strategic partner in reimagining its organization for the future—crafting a fit-for-purpose structure, culture, and value proposition that positions the organization to attract talent and deliver on its mission with impact. Delivered in 2 stage - \$43,700+\$18,500.

**Stratford's Role:** Stratford provided expert HR consulting and advisory services to support EORC in implementing compensation, talent acquisition, and HR operations enhancements aligned with equity and organizational goals.

**Outcome Highlight:** The engagement resulted in future-ready organizational structure, a clearly defined culture and capability framework, a compelling employee value proposition, and a practical roadmap to strengthen CSC Vanier's talent, alignment, and service delivery.

# Funding & Support for Indigenous Business and Organizations

This program provides funding to increase production capacity, develop new products, services, solutions, or provide support and services for Indigenous businesses and entrepreneurs.

## AT A GLANCE:



Ontario



Applications are accepted on an ongoing basis



FedDev



[Visit the website for more details](#)



indigenous-autochtones  
@feddevontario.gc.ca



Grant

## REQUIREMENTS

Available to applicants who:

- Are Indigenous businesses or entrepreneurs
- Represent Indigenous Economic Development Corporations (IEDCs)
- Operate Indigenous-led not-for-profit organizations or associations
- Are located within southern Ontario (37 Statistics Canada census divisions)

## FUNDING

- Funding is available for project-specific activities that align with Indigenous economic development goals
- Projects are assessed individually—applicants are encouraged to contact the program team for guidance

## ELIGIBILITY

Eligible activities include:

- Increasing production capacity or acquiring new equipment
- Developing new products, services, or technologies
- Participating in trade shows or market development events
- Building business, management, and marketing capabilities
- Recruiting and training workers
- Providing services that support Indigenous entrepreneurship (e.g., capital access, mentorship)
- Supporting economic participation in emerging sectors and Indigenous workforce development



# Racialized & Indigenous Supports for Entrepreneurs (RAISE) Grant

This program provides a one-time grant along with access to business development training, culturally responsive business coaching, and networking opportunities for Indigenous and other racialized entrepreneurs in Ontario. Participants must complete required program activities and a Business Action Plan to receive the grant.

## AT A GLANCE:



Ontario



Applications accepted during intake periods as specified on program website



raise@ontario.ca |  
Toll-free: 1-888-975-5502



[Visit the website for more details](#)



Grant

## REQUIREMENTS

Available to applicants who:

- Are Indigenous, Black, or other racialized individuals, aged 18+, legally permitted to operate a business in Canada, and residing in Ontario
- Own a business that is registered with CRA and operates in Ontario
- Hold at least 50% ownership (if incorporated or partnership), or are sole proprietor and active in the business

Eligible businesses must:

- Employ 1 to 5 FTE employees (or up to 10 in Accommodation and Food Services)
- Have annual revenue up to \$750,000 and be in market with proven sales

## ELIGIBILITY

Eligible expenses include:

- Professional services and expertise
- Marketing and communications
- Digital transformation
- Capital costs (POS systems, small equipment, tools) and business-related materials and supplies
- Knowledge development activities
- Disability/accommodation supports

Ineligible expenses include:

- Wages, operational costs, general electronics, land/building/vehicle acquisition, debt servicing, hospitality/entertainment, membership fees, leases, inventory, unpaid or unshipped items, GST/HST remittance

## FUNDING

- One-time grant of \$10,000 per approved participant
- Payment issued upon completion of business training, coaching, and approved Business Action Plan

# Eastern Ontario Development Fund

This program provides financial support and complementary services to businesses, municipalities, and not-for-profit organizations undertaking projects that drive economic growth, innovation, job creation, and productivity in eastern Ontario.

## AT A GLANCE:



Ontario



Applications are accepted on a quarterly basis



[Visit the website for more details](#)



[easternregionbas@ontario.ca](mailto:easternregionbas@ontario.ca) | 1-416-314-8880



Non-Stackable Grant

## REQUIREMENTS

Available to applicants who:

- Are businesses with 3+ years of operations, employing 10+ people (or 5 in rural areas)
- Are planning to create at least 5 new jobs or increase employment by 30%
- Can invest at least \$500,000 in their project (or \$200,000 in rural areas)
- Are municipalities or not-for-profit organizations leading projects that create measurable economic and employment outcomes
- Are located in one of the 15 eligible eastern Ontario regions

## ELIGIBILITY

Eligible activities include:

- Business expansion, innovation, and entry into new markets
- Productivity improvements and workforce development
- Economic infrastructure and sector growth initiatives led by communities
- New, transformative projects—not maintenance, operations, or refinancing
- Projects that include private sector investment and demonstrate regional benefit

## FUNDING

For business projects:

- Up to 15% of eligible project costs
- Loans: Up to \$5 million interest-free during the project period (up to 4 years); up to 30% forgivable (max \$500,000) if job/investment targets are met
- Grants: Up to \$500,000 for small rural firms; up to \$1.5 million for strategic foreign direct investment or jurisdictional competition

For community projects:

- Up to 50% of eligible costs, to a maximum grant of \$1.5 million
- Note: Stacking with other provincial funding is not permitted.

# Business Scale-Up and Productivity in Northern Ontario

This program supports high-growth businesses in Northern Ontario by funding technology adoption, productivity enhancements, and market expansion activities that help scale operations and increase competitiveness in domestic and global markets.

## AT A GLANCE:



Ontario



[Visit the website for more details](#)



Due to high demand, budget availability is limited. Applicants must contact a FedNor officer before applying | 1-877-333-6673



Loan/Contribution

## REQUIREMENTS

Available to applicants who:

- Are incorporated small or medium-sized enterprises (SMEs)
- Are Indigenous-owned businesses or organizations
- Have at least 2 years of operational history and a sustainable business model
- Can demonstrate financial capacity to complete the project and repay the contribution
- Are not retail or service-based businesses
- Project benefits must accrue to Northern Ontario

## ELIGIBILITY

Eligible activities include:

- Technology demonstration, adoption, or adaptation
- Productivity improvement and advanced manufacturing
- Market development and commercialization (e.g., late-stage product launches, showcasing, expansion)
- Strengthening governance, management practices, or investment readiness
- Building high-performance teams and business opportunity development

## FUNDING

- Up to 50% of eligible project costs
- Maximum contribution: \$500,000 (typically repayable)
- Stacking limit: Total government support cannot exceed 75% of non-capital costs or 50% of capital costs
- Repayment terms determined at agreement stage, typically begin within one year of project completion
- Applicants must secure at least 50% of the balance of eligible project costs from other sources

# Northern Development Competitiveness Consulting Rebate

This program provides a rebate to small and medium-sized businesses in Northern BC to support the cost of customized consulting services that drive improvements in resiliency, productivity, revenues, profitability, and/or job creation.

## AT A GLANCE:



British Columbia



Continuous intake until annual budget is committed (NDIT fiscal year: Jan-Dec)



[Visit the website for more details](#)



info@northerndevelopment.bc.ca  
| 250-561-2525



Equity-Linked Grant

## REQUIREMENTS

- Available to businesses with headquarters in Northern BC—specifically, Northern Development Initiative Trust (NDIT) region
- Available to applicants who are:
  - Small and medium sized businesses
  - First Nations businesses in eligible industries
  - First Nations development corporations
  - Not for profit organizations whose sole purpose is to create jobs and economic benefit in their industry
  - Community contribution companies
- Consultants must be in Canada
- Applicant must contribute a minimum 25% of the project budget

## ELIGIBILITY

Eligible projects should relate to:

- Business planning
- Strategic planning and management
- Human resource management
- Projects must focus on increased resiliency, productivity, revenues, profitability and/or job creation

## FUNDING

- Up to 50% to a yearly maximum of \$30,000
- Projects must have a minimum budget of \$2,000
- Applicant must contribute at least 25% of the project budget
- If applying for multiple projects, the first project must be completed and reported before approval of a second project

# Small Business Recovery (SBR) Consulting Rebate

This program provides a rebate to help small and medium-sized businesses in Northern BC recover from economic downturns, natural disasters, or other business continuity events. It supports third-party consulting projects that help businesses sustain operations and restore profitability to pre-event levels.

## AT A GLANCE:



British Columbia



Continuous intake until annual budget is committed (NDIT fiscal year: Jan–Dec)



[Visit the website for more details](#)



info@northerndevelopment.bc.ca  
| 250-561-2525



Reimbursement Grant

## REQUIREMENTS

Available to applicants who:

- Are privately owned SMEs, Indigenous businesses, First Nations development corporations, or community contribution companies
- Are headquartered in the Northern Development Initiative Trust (NDIT) region
- Have been in operation for 2+ years with annual revenues of at least \$30,000
- Employ fewer than 500 employees and have annual revenues under \$100 million
- Are currently operating and generating revenue
- Have been impacted by economic downturn, natural disaster, or other business continuity event

## ELIGIBILITY

Eligible consulting projects include:

- Business planning and strategic planning
- Business continuity planning and emergency response planning
- Business coaching
- Human resource management
- Operations/operational efficiency/process improvement or changes (transition to digital platforms)
- Consultants must be in Canada

## FUNDING

- Up to 85%, to a yearly maximum of \$30,000
- Projects must have a minimum budget of \$1,000
- Applicants must apply and receive approval prior to starting the project



# BC Employer Training Grant

This program provides funding to small, medium and large enterprises to support skills training for their workforces, including prospective new hires. The intent of this program is to help British Columbians access the skills training required to adapt to the labour market's changing job requirements, while also encouraging employer involvement in skills training.

## AT A GLANCE:



British Columbia



Continuous intake



[Visit the website for more details](#)



ETG@gov.bc.ca



Reimbursement Grant

### REQUIREMENTS

Available to applicants who:

- Are employers based in British Columbia
- Will provide training that results in a better job (higher pay, promotion, full-time, or permanent employment) or job security for existing employees, or a job for an unemployed person

### FUNDING

- 80% of the cost of training up to \$10,000 per employee, with a maximum annual amount per employer of \$300,000
- Employers contribute 20% of training costs and pay all costs upfront (prior to reimbursement)

### ELIGIBILITY

Eligible activities include:

- Short-term skills training (up to 52 weeks) leading to a better job or job security
- Training that addresses current or future workforce needs
- Training for both current employees and unemployed new hires

Ineligible activities:

- Full or partial diploma or degree programs
- Participants who are temporary residents or foreign workers

# Consultant Advisory Services

This program provides access to consulting services for small businesses and not-for-profit organizations to help cover the fees associated with hiring a professional consultant to address specific challenges, deficiencies and opportunities for the business or organization.

## AT A GLANCE:



Newfoundland & Labrador



[Visit the website for more details](#)



Grant

## REQUIREMENTS

Available to applicants who:

- Are small businesses or not-for-profit organizations based in St. John's or Mount Pearl

## FUNDING

- Up to 75% of professional fees and costs to a maximum of \$5000
- Total project budget must not exceed \$6,667 (HST not included or reimbursed)

## ELIGIBILITY

Eligible activities include:

- Diagnostic Assessment (focuses on a specific area of the client's operation, or on their operation overall)
- Business Management Skills Development (focuses on management practices or skills within the client's business)
- Trade Assessment (focuses on a variety of areas, including: export readiness, new potential markets, marketing strategy, distribution strategy, and new product development)
- Competitiveness Assessment (analyzes the capabilities of the client's business or organization, and identifies ways to improve competitiveness: skills training, improvements in productivity, development of new products or services, increased operational efficiency, new innovation, and acquisition of new technology)
- Access to Capital (analysis of the client's best options for accessing capital)

# Community Capacity Building Program

This program provides funding and structured learning support to not-for-profit organizations and community groups to build the skills and partnerships needed for effective regional economic planning, development, and implementation.

## AT A GLANCE:



Newfoundland & Labrador



[Visit the website for more details](#)



Grant

## REQUIREMENTS

Available to applicants who:

- Are not-for-profit organizations engaged in economic development
- Represent regional or provincial organizations, including municipalities, sector/industry associations, and educational institutions
- Demonstrate a clear link between proposed activities and economic or business development goals

## FUNDING

- Up to \$5,000 per year for regional organizations
- Up to \$10,000 per year for provincial organizations
- Funding is non-repayable

## ELIGIBILITY

Eligible activities include:

- Participation in capacity-building modules, planning sessions, or industry development sessions
- Skills development in areas such as:
  - Strategy & Planning: Strategic planning, proposal writing, project management
  - Opportunity Management: Identification, development, and relationship building
  - Governance & Leadership: Board orientation, organizational skills, leadership, conflict management
  - Communication & Risk: Public participation, communication planning, risk and financial management

# Canada-Manitoba Job Grant

This program is a cost-shared funding program that provides funding to employers to help cover training costs of new and existing employees to meet business needs, support the development of a highly skilled workforce, boost economic growth and increase employment opportunities across Manitoba.

## AT A GLANCE:



Manitoba



Applications accepted during intake periods as specified on program website



[Visit the website for more details](#)



[mgi@gov.mb.ca](mailto:mgi@gov.mb.ca) |  
1-866-626-4862



Equity-Linked Grant

## REQUIREMENTS

Available to applicants who are:

- Private employers
- Non-profit organizations
- Industry associations, sector councils, groups of employers
- Union halls
- First Nations
- Municipal governments

Employers must have a job available for the trainee upon successful completion of the training

## FUNDING

- Up to 75% of eligible training costs up to \$10,000 per individual participant and to a maximum of \$100,000 total funding for small companies (>100 employees)
- Up to 50% of eligible training costs up to \$10,000 per individual participant and to a maximum of \$100,000 total funding for companies with 101+ employees

## ELIGIBILITY

- For existing employees to be eligible, purpose of training should be to upgrade skills to move up to a better job, or meet employer needs in the workplace
- Employees who reside in another province, but work in Manitoba are eligible training participants
- Training can be delivered at the workplace, online, or in a classroom/training facility and must be provided by a third-party trainer.

# Business Plan Assistance

This program provides non-repayable funding to help First Nation individuals and First Nation-based enterprises in Manitoba hire professional consultants to develop high-quality business plans that can attract financing.

## AT A GLANCE:



Manitoba



First Peoples Economic Growth Fund



[Visit the website for more details](#)



Equity-Linked Grant

## REQUIREMENTS

Available to applicants who are:

- Are First Nation members or First Nation-based enterprises headquartered in Manitoba
- Are aged 18+ and eligible to work in Canada
- Have not operated a similar business in the past 12 months

Applicants must submit a complete business concept outlining key project details, including: business overview and opportunity, industry overview, marketing strategy, management experience and staffing plans, and estimated project costs and financing requirements

## ELIGIBILITY

Eligible activities include:

- Developing a professional business plan to support financing efforts for a new First Nation-owned business or enterprise in Manitoba
- Engaging a qualified external consultant to conduct research and prepare the business plan
- Business concepts that, following initial screening by the Fund, demonstrate strong potential but require financial support to proceed with plan development

## FUNDING

- Up to 75% of consultant costs, to a maximum of \$20,000
- Funding is non-repayable
- Applicant are expected to contribute the first 25% of total project costs



# Skills Development Program

This program provides funding to help new and existing First Nations entrepreneurs in Manitoba access targeted business readiness training that strengthens their management and marketing capabilities.

## AT A GLANCE:



Manitoba



First Peoples Economic Growth Fund



[Visit the website for more details](#)



Grant

## REQUIREMENTS

Available to applicants who:

- Are First Nations entrepreneurs or managers of First Nation-owned businesses in Manitoba
- Have explored other First Nation educational funding options prior to applying

Applicants must submit a complete application including: purpose of the proposed training, course outline, detailed budget.

## ELIGIBILITY

Eligible activities include:

- Short-term business management and marketing training to enhance entrepreneurial readiness
- Training delivered by qualified trainers or organizations approved by the Fund
- On-the-job training may be eligible if it directly supports management or marketing skill development for the entrepreneur or business manager
- Training must focus on developing business capacity — not general occupational training or formal academic credentials

## FUNDING

- Up to 75% of approved direct training costs
- The program funds only direct course costs such as tuition, workshop fees, and books.
- Living expenses are not included.
- The program is not intended to finance the acquisition of a degree or certificate.

# Sector Council Program

This program provides support to organizations in key Manitoba sectors to develop and deliver workforce training for new and existing employees to support business growth and prosperity.

## AT A GLANCE:



Manitoba



Deadline varies by sector



[Visit the website for more details](#)



Contact the appropriate sector organization to explore eligibility and available supports



Other

## REQUIREMENTS

Available to applicants who:

- Are organizations in key Manitoba sectors (sector-specific organizations; individual employers apply through their sector organization)
- Are delivering training or programming that responds to sector-identified labour market and skills gaps
- Are prepared to collaborate with employers, educational institutions, and other stakeholders

## ELIGIBILITY

Eligible activities include:

- Short-term training to enhance productivity, competitiveness, and innovation
- Entrepreneur supports and training
- School-to-work bridge training
- Curriculum input to post-secondary institutions
- Career awareness and development programming for youth, newcomers, Indigenous peoples, and persons with disabilities

Eligible sectors include: Aerospace, Bioscience, Construction, Creative industries, Film, ICT and Digital Technologies, Natural Resources and Environment, Primary and Value-Added Agriculture, Tourism and Hospitality, Retail/ Customer Service, Traditional and Advanced Manufacturing, and Transportation and Distribution.

## FUNDING

- Funding is awarded through the Sector Council Program directly to sector organizations (not to individual businesses).

# Industry Expansion Program

This program provides customized financial support to companies establishing new operations or expanding existing operations in Manitoba, with a focus on workforce training that supports sustainable job creation and economic growth.

## AT A GLANCE:



Manitoba



Applications accepted on a continuous intake basis



[Visit the website for more details](#)



[mgi@gov.mb.ca](mailto:mgi@gov.mb.ca) |  
1-866-626-4862



Grant

## REQUIREMENTS

Available to applicants who:

- Are private, for-profit companies with a valid Canadian Business Number
- Are licensed to operate in Manitoba
- Are locating new operations in Manitoba or expanding existing Manitoba operations
- Are able to commit to retaining net new positions for a minimum of 2,080 hours of full-time employment per position over the project agreement period

## ELIGIBILITY

Eligible activities include:

- Training for net new hires and existing employees
- Training delivered by either internal staff or qualified external organizations
- Development or purchase of training curriculum and learning materials
- Lease or purchase of equipment required for training delivery
- Project-specific expenditures related to the development and delivery of training programs

## FUNDING

- Funding amounts are determined on a case-by-case basis, considering:
  - Number of net new positions created
  - Total project costs and company contributions
  - Anticipated economic benefit to Manitoba
- Funding is not available for routine business costs (e.g., administration, maintenance), recruitment, salaries, capital costs, research, or activities that have already taken place

# Workforce Development Program

This program provides customized support to Manitoba companies to help assess human resource needs, build HR capacity, and develop and implement workforce training that aligns with business goals and drives productivity.

## AT A GLANCE:



Manitoba



Applications are accepted on a continuous intake basis, when the program is open



[Visit the website for more details](#)



[mgi@gov.mb.ca](mailto:mgi@gov.mb.ca) |  
1-866-626-4862



Other

## REQUIREMENTS

Available to applicants who:

- Are private, for-profit companies with a valid Canadian Business Number
- Are licensed to operate in Manitoba
- Have workforce training or HR development needs that support business growth
- Are able to demonstrate expected net economic benefits to Manitoba as a result of training
- Targeted primarily at SMEs, but large companies are also eligible, particularly those in highly competitive or innovation-driven markets

## ELIGIBILITY

Eligible activities include:

- Developing HR management strategies to align workforce development with business objectives
- Identifying and prioritizing training to meet specific company goals
- Designing and delivering internally delivered training not available from external providers
- Offsetting productivity losses associated with taking internal trainers and employees off the job for training
- Hiring external support to build internal training capacity or deliver company-specific training content

## FUNDING

- Funding is customized based on project scope, economic benefits to Manitoba, and training outcomes
- Support may include direct service delivery, brokering of resources, and/or financial assistance for training activities

# Nunavut Employers Grant

The grant encourages employers to provide training or professional development to Nunavummiut, leading to a new position, a promotion, increased pay within the organization, or regular employment.

## AT A GLANCE:



Nunavut



[Visit the website for more details](#)



Reimbursement Grant

### REQUIREMENTS

Available to employers who:

- Are a registered Nunavut-based employer
- Have a position available for the trainee to advance into after training
- Can contribute at least one-third of the total eligible training expenses

### FUNDING

- 67% of the eligible costs for each trainee up to a maximum of \$10,000 per trainee
- Funding is subject to availability in the form of a reimbursement to the employer based on the successful completion of training

### ELIGIBILITY

Eligible expenses include:

- Costs for training and professional development leading to better position
- Mandatory student fees
- Textbooks and required materials
- Examination fees

# Enhanced Capacity Advancement Program

This program provides multi-year operational funding to Alberta-based non-profit organizations whose primary mandate is to build the capacity of other non-profits and strengthen the overall non-profit and voluntary sector in the province

## AT A GLANCE:



Alberta



Applications accepted during intake periods as specified on program website



[Visit the website for more details](#)



ecap@gov.ab.ca |  
1-780-638-3500



Grant

### REQUIREMENTS

Available to applicants who are:

- Are Alberta-based non-profit organizations in good standing under eligible legislation
- Have a primary mandate and proven ability to build capacity across the non-profit sector (not only within a subsector or specific demographic)
- Offer diverse, broadly accessible programs and services to other non-profits
- Demonstrate community support, financial stability, and sector impact
- Have operated in Alberta for at least one year

### ELIGIBILITY

Eligible activities include:

- Developing leadership, management, operational, and technical capacity across the sector
- Delivering programs and services to help other non-profits build skills, systems, and sustainability
- Providing training, sector research, advocacy, and evaluation services
- Offering networking, knowledge sharing, and strategic guidance to other non-profits
- Addressing sector-wide priorities such as digital transformation, diversity, workforce development, and data/evaluation

### FUNDING

- Up to \$75,000 per year in Core funding for internal capacity building and operations
- Up to \$150,000 per year in Enhanced Capacity Building funding for external sector-building activities

# Small Community Opportunity Program

This program provides grants to Indigenous communities, Métis Settlements, small rural communities, and eligible non-profit organizations in Alberta to build capacity in agriculture, small business, and local economic development.

## AT A GLANCE:



Alberta



Applications accepted during intake periods as specified on program website



[Visit the website for more details](#)



[agi.ruraleconomicdevelopment@gov.ab.ca](mailto:agi.ruraleconomicdevelopment@gov.ab.ca) | 1-403-742-7901



Equity-Linked Grant

## REQUIREMENTS

Available to applicants who are:

- Are Indigenous communities, Métis Settlements, or small communities in Alberta (population < 20,000, remote or resource-based)
- Are eligible non-profit organizations working in partnership with rural or Indigenous communities
- Are proposing projects that address rural business supports, skills development, rural tourism, or capacity building in alignment with Alberta's Economic Development in Rural Alberta Plan

## ELIGIBILITY

Eligible activities include:

- Entrepreneurship and mentorship programs
- Skills development and training
- Supports for small business growth
- Building partnerships, interconnectivity, and collaboration within rural and Indigenous communities
- Projects must be completed within 2 years and demonstrate long-term sustainability and measurable impact on rural economic development

## FUNDING

- Grants range from \$20,000 to \$100,000 per project
- Up to 90% of eligible project costs may be covered; applicants must contribute at least 10%



# Workforce Strategies Grant

This program provides funding for innovative workforce development projects that help Albertans gain new skills and support employers and industry to grow their workforce. The program targets labour and skills shortages across the province and is part of the Alberta at Work initiative.

## AT A GLANCE:



Alberta



Applications accepted during intake periods as specified on program website



[Visit the website for more details](#)



IWP@gov.ab.ca



Grant

## REQUIREMENTS

Available to applicants who:

- Are for-profit employers or industry associations
- Are operating in Alberta in one of the following industries: aviation and aerospace, construction, or technology
- Are developing projects that address industry-wide skill shortages or support workforce growth
- Submit a complete application package, including required forms and supporting documents

## ELIGIBILITY

Eligible projects include:

- Developing industry-wide training solutions
- Creating new and innovative training programs
- Supporting the adoption of new technologies or equipment
- Developing industry-recognized skills for Albertans to address workforce gaps

Eligible sectors include:

- Aviation and aerospace, Construction (residential and non-residential), and Technology (IT and communications technology)

## FUNDING

- Minimum \$300,000; maximum \$1.5 million per project
- Funding may be used for training design, delivery, and related supports that address industry or provincial workforce needs

# Workforce Partnerships Grant

This program provides funding to support partnerships and workforce development initiatives that help industries, regions, and communities in Alberta address labour market challenges, develop workforce strategies, and attract and retain talent.

## AT A GLANCE:



Alberta



Proposals for all streams are accepted on an ongoing basis.



[Visit the website for more details](#)



Indigenous partnership projects: [ipc@gov.ab.ca](mailto:ipc@gov.ab.ca).  
Regional projects: [wfc@gov.ab.ca](mailto:wfc@gov.ab.ca).  
Industry & sector provincewide projects: [iwp@gov.ab.ca](mailto:iwp@gov.ab.ca).



Grant

## REQUIREMENTS

Available to applicants who are:

- Are for-profit businesses, non-profits, industry associations, employer groups, employee organizations, Indigenous organizations or communities, municipalities, or economic development organizations in Alberta
- Are collaborating with partners to address common labour market needs and support workforce development, attraction, and retention
- Are pursuing projects that support regional or provincial workforce priorities

## ELIGIBILITY

Eligible activities include:

- Labour Market Partnerships:
  - Conducting research and analysis on labour market trends
  - Developing strategic workforce adjustment plans
  - Promoting current workforce needs and raising awareness of sector issues
  - Sharing best practices in HR development and employment training
- Workforce Attraction and Retention Partnerships:
  - Piloting and testing tools, techniques, and initiatives to attract and retain workers
  - Connecting stakeholders with knowledge and resources to support attraction and retention
- Projects must align with Alberta's priorities for workforce recovery, economic diversification, and increased participation of underrepresented groups

## FUNDING

- Funding amounts are project-specific and determined based on scope, outcomes, and alignment with program priorities
- Funding is provided in collaboration with the Government of Canada through employment support programs

# Aviation Skills Grant

This program supports the growth and diversification of Alberta's aviation and aerospace industry by funding training and re-skilling opportunities that help workers gain in-demand skills and help employers build the talent needed to grow their businesses and the broader economy.

## AT A GLANCE:



Alberta



Applications accepted during intake periods as specified on program website



[Visit the website for more details](#)



[aviation-skills@gov.ab.ca](mailto:aviation-skills@gov.ab.ca)



Grant

## REQUIREMENTS

Available to applicants who are:

- Are private sector or non-profit employers operating in Alberta's aviation or aerospace industry
- Have an Alberta mailing address and are incorporated, registered, or established under provincial or federal legislation for at least one year
- Are in good standing in Alberta and provide safe working conditions
- Are hiring for new or unfilled roles (employees in the position for 12 months or less qualify as "new")
- Are seeking to train employees for roles specific to aviation or aerospace
- Are committed to workforce development and long-term industry growth

## ELIGIBILITY

Eligible activities include:

- Training and re-skilling new or existing employees for roles in aviation and aerospace
- Projects that align with employer workforce needs and support industry expansion
- Activities that help Albertans access high-quality, industry-relevant training opportunities

## FUNDING

- Up to \$30,000 per trainee for training costs
- Employers may receive up to:
  - \$3 million (if 3,000+ employees in Alberta)
  - \$500,000 (if 500–3,000 employees)
  - \$300,000 (if fewer than 500 employees)

# Addressing the Agriculture Labour Task Force Grant Program\*

This program provides funding to help agricultural and agri-food processing businesses in Alberta strengthen human resource practices, enhance business skills, and reduce worker turnover through consulting and training support.

## AT A GLANCE:



Alberta



Applications accepted during intake periods as specified on program website



Agriculture for Life



[Visit the website for more details](#)



[grants@agricultureforlife.ca](mailto:grants@agricultureforlife.ca)



Reimbursement Grant

## REQUIREMENTS

Available to applicants who:

- Are agri-food processors, primary producers, or industry organizations registered in Alberta.
- Operate an Alberta-based facility or farm that meets revenue and operational criteria.
- Have not applied for or received funding from other levels of government for the same project.

## ELIGIBILITY

Eligible projects include:

- Consulting services to improve human resources practices.
- Training programs that enhance HR business skills.
- Engagement of facilitators to coach business owners on HR best practices.

Ineligible projects include:

- Projects targeting recruitment or retention of temporary foreign workers.
- Requests for wages, housing, relocation, or training costs for employees.
- Duplicate project funding already supported by Alberta or Canadian government sources.

## FUNDING

- Grant covers up to 90% of eligible costs, from \$5,000 to \$30,000.
- Up to 40% of funds are provided upon approval; remainder reimbursed after project completion.

\*This Program has two streams. We have highlighted Stream 2

# Workplace Training Program

This program provides wage subsidies and supplemental training support to help Alberta employers provide on-the-job training or paid work experience for unemployed or underemployed individuals, with the goal of building skills and supporting long-term employment.

## AT A GLANCE:



Alberta



Applications accepted on a continuous intake basis



[Visit the website for more details](#)



Wage Subsidy

## REQUIREMENTS

Available to applicants who:

- Are private sector or eligible non-profit employers in Alberta.
- Can provide structured on-the-job training or paid work experience.
- Demonstrate the capacity to retain individuals in ongoing employment after the training.
- Have contracts in place prior to hiring under this program.

Not available to: government entities or Crown corporations.

## ELIGIBILITY

Eligible activities include:

- On-the-job training to develop essential and occupation-related skills.
- Paid work experience placements (up to 3 weeks).
- Supplemental training (up to \$7,000 per individual) in areas such as software, administration, accounting, English language, workplace safety.
- Worksite modifications or supports for individuals with disabilities to enable participation.

Eligible participants must be unemployed or underemployed Albertans, identified through an Employability Assessment.

## FUNDING

- up to 70% of training costs for a new employee, for up to 30 weeks, but not more than \$390/week.
- Supplemental training funding available up to a maximum of \$7,000 per individual.

# Business Development Program

This program supports the agriculture sector by providing funding for skills training, business planning and implementation, benchmarking and risk management activities which will expand domestic and international markets for PEI producers and small to medium sized agri-businesses.

## AT A GLANCE:



Prince Edward Island



Applications accepted during intake periods as specified on program website



[Visit the website for more details](#)



Grant

## REQUIREMENTS

Available to agriculture producers, farmers, small to medium agri-businesses and processors including:

- Mi'kmaq First Nations and other Indigenous Organizations
- Spouses of agricultural producers
- Farm employees
- Agriculture industry organizations, clubs, and associations

## ELIGIBILITY

Eligible activities include:

- Training
- Business planning
- Agriculture-related strategic planning and board governance training
- Benchmarking and risk management (specific to PEI)

## FUNDING

- 50% of costs up to \$2,000 per participant per fiscal year for eligible agri-skills individualized training
- 50% of costs up to \$1,000 for eligible software per participant over the life of the CAP Framework Agreement
- 90% of costs up to \$20,000 per project for eligible group training
- 50% of costs up to \$10,000 per project for eligible training
- 50% of costs up to \$15,000 per project for eligible board capacity training
- 50% of consulting fees covered
- Maximum limits are based on the type of service utilized for business planning

# Strategic Improvement Assistance

This program supports costs for outside professional expertise required for projects. This includes projects relating to HR strategies, intellectual property advice, planning and strategy.

## AT A GLANCE:



Prince Edward Island



innovation@gov.pe.ca |  
1-902-368-6300



[Visit the website for more details](#)



Grant

## REQUIREMENTS

Available to businesses who

- Are operating in PEI for one of the major strategic sectors.
- Manufacture, process, or develop goods or services primarily for export

## FUNDING

- Up to 40% of eligible costs to a maximum of \$20,000 in assistance per approved project
- The combined project funding from all non-repayable government sources cannot exceed 75% of eligible costs.

## ELIGIBILITY

Examples of eligible activities include:

- Strategies to improve productivity, quality, food safety, or environmental management
- A plan to integrate the most effective tools for communications, transactions, operations and management, such as IT, project management and systems integration services and solutions
- Human resource strategies
- Initiatives such as workflow study, production planning, and logistics planning
- Assessment and development of strategies for the integration of renewable/clean energy, energy use reduction, and environmental impact improvements
- Intellectual property advice, planning and strategy



# PEI Workplace Skills Training Program

This grant is an employer driven approach that helps new and current employees improve skills and participate in training. Workplace Skills Training is a program developed for employers to train new or existing employees to develop their skills and align with needs of the business.

## AT A GLANCE:



Prince Edward Island



Ongoing intake (suggested to apply at least 2 weeks prior to training start)



[Visit the website for more details](#)



skillspei@gov.pe.ca | 1-877-491-4766



Equity-Linked Grant

## REQUIREMENTS

Available to applicants who are:

- Registered private sector businesses;
- Organizations acting on behalf of a group of employers (e.g. consortia, industry associations, sector councils);
- Band/tribal councils;
- Non-profit organizations.

## FUNDING

- Up to 50% of the direct training costs
- Employer must contribute the remaining 50%

## ELIGIBILITY

Employers determine the type of training and who participates. Training must be short-term and meet specific business needs.

Eligible activities include:

- Short-term, job-specific training that supports business growth and employee development;
- Incremental training not part of the employer's normal business operations.

Training providers may include external consultants or training organizations as identified by the employer.

# Future Farmer Program

This program helps new farmers in PEI build competitive, sustainable farm businesses through business planning, skills development, coaching, and targeted project support. The goal is to improve the long-term profitability and success of new agricultural producers.

## AT A GLANCE:



Prince Edward Island



Continuous Intake



[Visit the website for more details](#)



[futurefarmer@gov.pe.ca](mailto:futurefarmer@gov.pe.ca) | 1-902-368-4880



Grant

## REQUIREMENTS

Available to applicants who:

- Are Mi'kmaq First Nations, other Indigenous groups, or agricultural producers;
- Are new agricultural producers (must not have reported farm income for more than 5 years);
- Are Canadian citizens or Permanent Residents and PEI residents;
- Have a business or succession plan projecting at least \$20,000 in annual gross farm sales (or are eligible for coaching support to develop one);
- Meet ownership requirements as outlined (minimum 10–15% ownership based on farm size)

## ELIGIBILITY

Eligible projects and activities include:

- Facilitation and coaching by a program advisor;
- Development and implementation of continuous improvement on-farm projects (must align with Sustainable CAP outcomes);
- Third-party skills development and training;
- Business or succession planning assistance;
- Analytical laboratory testing;
- Participation in Business Risk Management (BRM) programs: AgriStability and AgriInsurance.

## FUNDING

- Funding levels vary by eligible activity;
- Analytical lab testing and participation in BRM programs are 100% provincially funded through this program;
- Skills development and training must be pre-approved

# Labour Force Training

This program provides conditional non-repayable contributions to help First Nation entrepreneurs and businesses in Saskatchewan start, acquire, or expand a business — with a mandate to create jobs and enhance economic well-being for First Nations people.

## AT A GLANCE:



New Brunswick



Continuous intake



[Visit the website for more details](#)



Grant

## REQUIREMENTS

Available to applicants who:

- Are based in New Brunswick;
- Are a private sector employer, non-profit organization, or First Nations community or organization;
- Ensure training participants are:
  - Legally entitled to work in Canada;
  - Working in NB on a permanent basis;
  - Employed by the applicant (owners/operators may be eligible if criteria are met).
- Contribute financially toward training costs

Training providers must be a third-party provider — separate from the applicant's organization.

## ELIGIBILITY

Eligible training activities must be job-related and:

- Prevent job loss;
- Lead to initial certification required by industry (no re-certification);
- Meet new regulatory requirements impacting the employer;
- Prepare staff for new product lines;
- Improve technology use or productivity.

Ineligible training:

- General tools/equipment used in daily work (laptops, hardware, work boots, etc.);
- Travel, meals, accommodation;
- Employee salaries during training;
- HST on training costs.

## FUNDING

- Up to \$20,000 government contribution per employer, per region, per fiscal year;
- Covers tuition and mandatory training-related fees;
- Applications must exceed \$1,000 in eligible costs (pre-HST);
- Stacking with other funding sources permitted if not for the same costs.

# Business Planning, Skills Development and Agriculture Education

This program provides funding to support business planning, skills development, and agriculture education for producers, agri-businesses, and Indigenous and industry organizations within New Brunswick's agriculture sector.

## AT A GLANCE:



New Brunswick



Continuous intake



[Visit the website for more details](#)



[sustainable.cap@gnb.ca](mailto:sustainable.cap@gnb.ca)



Grant

## REQUIREMENTS

Available to applicants who:

- Are located in New Brunswick;
- Are one of the following:
  - Agriculture producers (individuals or groups)
  - Agri-businesses
  - Indigenous Peoples or Organizations
  - Agricultural industry organizations and associations
- Align projects with the program's objectives and eligibility criteria;

## ELIGIBILITY

Eligible projects and activities include:

- Participation in strategic events or projects promoting new training, management concepts, or technology adoption;
- Specialized training for farm managers or employees in management, marketing, HR, production, innovation, and technology;
- One-on-one mentoring to enhance management or technical skills;
- Professional fees for developing and implementing business plans, benchmarking, and feasibility studies;
- Initial investments in Financial IT applications to enhance competitiveness;
- Public awareness initiatives about the NB agriculture industry;
- Group training events, strategic meetings, and provincial/regional strategic plans or agricultural initiatives.

## FUNDING

- Up to \$25,000 max per applicant per fiscal year, depending on project type:
  - Skills Development: up to 70% (max \$3,000/project, \$6,000/applicant/year)
  - Business Planning: up to 60% (max \$10,000/year, \$6,000/project)
  - Financial IT applications: up to 50% (max \$2,000/project)
  - Agricultural Organizations (training events): up to 80% (max \$12,500/project, \$25,000/applicant/year)
  - Strategic planning initiatives: up to 100% (max \$25,000/program duration)

# Adjustment Services - Employment Services

This program provides funding to encourage, support, and facilitate human resource management and labour market adjustments in the public interest through collaborative, capacity-building initiatives.

## AT A GLANCE:



New Brunswick



Continuous intake



[Visit the website for more details](#)



Reach out to your local  
Employment office (see program  
website for contact list)



Grant

### REQUIREMENTS

Available to applicants who:

- Are employers, employee and employer associations, communities and community groups, or industry associations.
- Are addressing a labour market issue or supporting labour market adjustment.
- Are working in partnership with other stakeholders.
- Are proposing projects with defined outcomes and timeframes (no reliance on future funding).
- Are targeting individuals currently in, entering, or re-entering the labour market.

### ELIGIBILITY

Eligible projects and activities must:

- Involve partnerships.
- Promote ongoing capacity to address labour market issues.
- Be time-limited with clear outcomes.
- Target labour market participation or adjustment.

Examples of labour market issues include:

- Company difficulties threatening jobs.
- Industry downsizing or upsizing.
- New development or relocation.
- Impact of new technologies.
- Labour shortages.
- Shortage of year-round employment opportunities.
- Lack of community/organizational capacity for HR management.

### FUNDING

- Funding level determined case-by-case.
- Assistance is finite and focused on building capacity or addressing an identified labour market need.

# JEDI Aboriginal Development Fund

The Joint Economic Development Initiative (JEDI) program provides reimbursement-based funding to support business development and community economic development planning in First Nation communities across New Brunswick.

## AT A GLANCE:



New Brunswick



First-come, first-served — continuous intake until funds are depleted



[Visit the website for more details](#)



info@jedinb.ca | 1-506-444-5650



Reimbursement Grant

## REQUIREMENTS

Available to applicants who:

- Are entrepreneurs, existing First Nation-owned businesses, or First Nation communities in New Brunswick
- Are undertaking business or community economic development planning activities

## ELIGIBILITY

Eligible projects and activities include:

- Community Economic Development
  - Community economic development plans (up to 50% of costs to a max of \$16,000).
- Business/Entrepreneurship Development
  - Business plans (start-up or expansion)
  - Marketing plans
  - Management training
  - Mentoring programs and business support
  - Seminars and workshops on specific business topics
  - Conference attendance

Ineligible costs include:

- Regular salaries and expenses
- Management, administration, communications, or evaluation expenses
- Land, general vehicle/vessel use, or inventory costs

## FUNDING

- Up to 50% of total planning costs to a maximum of \$16,000 for Community Economic Development
- Up to 50% of total planning costs to a maximum of \$8,000 for Business/Entrepreneurship Development
- Reimbursement-based funding only

# Workplace Innovation and Productivity Skills Incentive

This program is intended to support new and incremental activity to help businesses compete outside Nova Scotia. Training should help your business move in a new direction or expand your core operations, and promote growth and profitability.

## AT A GLANCE:



Nova Scotia



Applications are accepted on an ongoing basis



[Visit the website for more details](#)



WIPSI@novascotia.ca | 1-844-850-2030



Grant

## REQUIREMENTS

Available to businesses who are:

- Located in Nova Scotia
- Registered and active in the Nova Scotia Registry of Joint Stock Companies or incorporated by an Act of the Nova Scotia Legislature
- Have been operating for at least 1 full calendar year
- Generating at least 30% of revenue from commercial activity

## ELIGIBILITY

Types of training that are eligible for funding include:

- Information technology training
- Technical training
- Workflow systems and processes training
- Training that will benefit business/organization that isn't typically eligible for funding
- Training that will result in new direction and/or expansion to core operations
- Training that will foster skills in workforce that will support business and/or sector growth, exportability, productivity and/or innovation
- Training that will create more inclusive, welcoming workplaces

## FUNDING

- Up to 100% of eligible costs to a maximum of \$10,000 in a fiscal year
- Up to 50% of eligible costs for amounts that exceed \$10,000



# Staffing UP

This program provides funding to help Yukon employers find, hire, train, and retain workers, build HR capacity, and connect with under-represented groups in the labour market.

## AT A GLANCE:



Yukon



Continuous intake (competitive)



[Visit the website for more details](#)



LMD@yukon.ca | 1-867-667-5906



Wage Subsidy

## REQUIREMENTS

Available to applicants who:

- Are a Yukon employer providing work for at least one employee beyond themselves;
- Are not a federal/provincial/territorial government or Crown corporation;

Priority is given to employers that:

- Have fewer than 20 employees;
- Need help developing HR capacity and practice;
- Seek to hire workers from under-represented groups, including Yukon First Nations Citizens, Youth (under 30), Persons with disabilities, Workers over age 50, Women in trades and technology, Newcomers to Canada

## ELIGIBILITY

Eligible projects and activities include:

- Finding, hiring, and keeping workers through three wage subsidy options:
  - Filling a permanent position (max 1 year at 60% base wage)
  - Conducting a workplace-based assessment (max 8 weeks, all employer costs eligible)
  - Providing on-the-job training (up to 24 weeks, all employer costs eligible)
- Training new and existing workers through 3rd-party training to:
  - Improve performance in current roles
  - Prepare for promotion or business growth
  - Equip new/future workers with required skills

## FUNDING

- Wage subsidies:
  - 60% for unpaid training
  - 70% for paid training
  - 80% for unemployed new workers
  - 90% for unemployed new workers who are members of under-represented groups
- Training costs:
  - Subsidy for 3rd-party training (based on level of employment and target group)

# Economic Development Fund

This program provides funding to support projects and initiatives that drive long-term, sustainable economic growth and diversification in Yukon communities. The fund helps Yukon businesses and organizations innovate, expand, and enhance competitiveness through a wide range of eligible activities.

## AT A GLANCE:



Yukon



Applications accepted during Tier specific intake periods as specified on program website



[Visit the website for more details](#)



edf@yukon.ca | 1-867-471-0052



Grant

### REQUIREMENTS

Available to applicants who:

- Are Yukon businesses meeting 3 of 4 conditions (physical office, Yukon Income Tax Act, appropriate registration or licensing)
- Are Yukon First Nation governments or First Nation development entities
- Are Yukon municipal governments
- Are community societies or industry associations registered in Yukon and in good standing
- Are not-for-profit corporations incorporated under the Canada Not-for-profit Corporations Act

### ELIGIBILITY

Eligible projects and activities:

- Business planning, marketing plans, and market research
- Promotional materials and marketing event participation
- Organizational capacity development and professional development workshops
- Training plans and post-project support
- Participation in trade and investment events
- Capital assets, leasehold improvements, and certain implementation supports
- Projects aligned with Yukon's economic development priorities and climate goals

### FUNDING

- Up to 75% of eligible project costs and 50% of capital expenses
- Funding maximums
  - Tier 1: up to \$30,000
  - Tier 2: \$30,001–\$100,000
  - Tier 3: \$100,001–\$500,000

# Employee Training Program

This program provides funding to employers to offset the costs of training employees in order to build essential, technical, or leadership skills aligned with changing business needs. The program supports upskilling employees to help them retain, improve, or transition to better jobs in response to economic, technological, or organizational change.

## AT A GLANCE:



Northwest Territories



Continuous intake



[Visit the website for more details](#)



Grant

## REQUIREMENTS

Available to applicants who:

- Are employers in the Northwest Territories applying for short-term training (up to 52 weeks)
- Apply within 3 months of the individual starting the position targeted for training
- Have a job available for the employee upon training completion
- Use an eligible third-party training institution for delivery

## ELIGIBILITY

Eligible activities:

- Essential skills training
- Technical training courses (excluding apprenticeship technical training)
- Business training
- Management and leadership training
- Short-term certificate training

Ineligible activities:

- Training for maintaining professional status, certification, or designation
- Personal development training (e.g., self-awareness, self-esteem, emotional intelligence)

## FUNDING

- Up to \$13,000 per individual within a 52-week period
- No specified % reimbursement, based on individual training costs

# Strategic Workforce Initiative

This program provides funding to support activities that promote labour force development, workforce adjustments, and human resources planning in NWT communities. Projects must address a defined community labour market need and may include research, planning, promotion, or coordination activities to foster a responsive and resilient local workforce.

## AT A GLANCE:



Northwest Territories



Continuous intake



[Visit the website for more details](#)



Grant

## REQUIREMENTS

Available to applicants who:

- Submit a project proposal that addresses a community labour market need
- Have a minimum of two community partners, each representing a different community component (e.g. municipality, Indigenous government, employer, etc.)

## FUNDING

- No maximum funding specified — based on regional budgets, available funding, and approvals

## ELIGIBILITY

Eligible activities:

- Research: community unemployment data, potential training/employment opportunities, labour market analysis
- Strategic plan development for local economic and employment issues
- Promotion of new programs, employment supports, or services
- Communications projects to share best practices or foster discussion of local challenges/opportunities
- Coordination projects to facilitate community problem-solving related to workforce issues or local planning
- Workforce adjustment coordination: support mechanisms for businesses to help at-risk employees (HR planning, training needs assessments, occupational standards, etc.)

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# Let's Stay in Touch.

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