

2018



PATHWAYS TO LABOUR SOLUTIONS

MEAT PROCESSING SECTOR REVIEW

How the Canadian Meat
Processing Industry is responding
to significant challenges



Regional
Roundtable
Meetings



Available online at www.fpsc-ctac.com

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REPORT OVERVIEW

This report...

- ...provides a summary of regional discussions with industry and key stakeholders on sector-specific recruitment, training, and retention challenges
- ...identifies pathways to potential solutions that address key issues and challenges
- ...presents examples of where industry and other stakeholders are already testing similar solutions

Context for Discussions

The Temporary Foreign Worker Program (TFWP) Report from the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities (HUMA) was tabled in Parliament on September 19, 2016. The report contained 21 recommendations for improving the TFWP including recommendations targeted to adequately reflect the realities of labour market needs in Canada. Additional recommendations included setting a cap on the percentage of temporary foreign workers a business can employ, improving permanent residency pathways for temporary foreign workers and reviewing sector and geographic considerations further.

The Path Forward Plan for the TFW Program and International Mobility Program announced on April 10, 2017 indicated the government's intention to review several sectors, including meat processing, to better understand sector-specific recruitment challenges and to help to develop potential labour market strategies to attract and retain a domestic workforce.

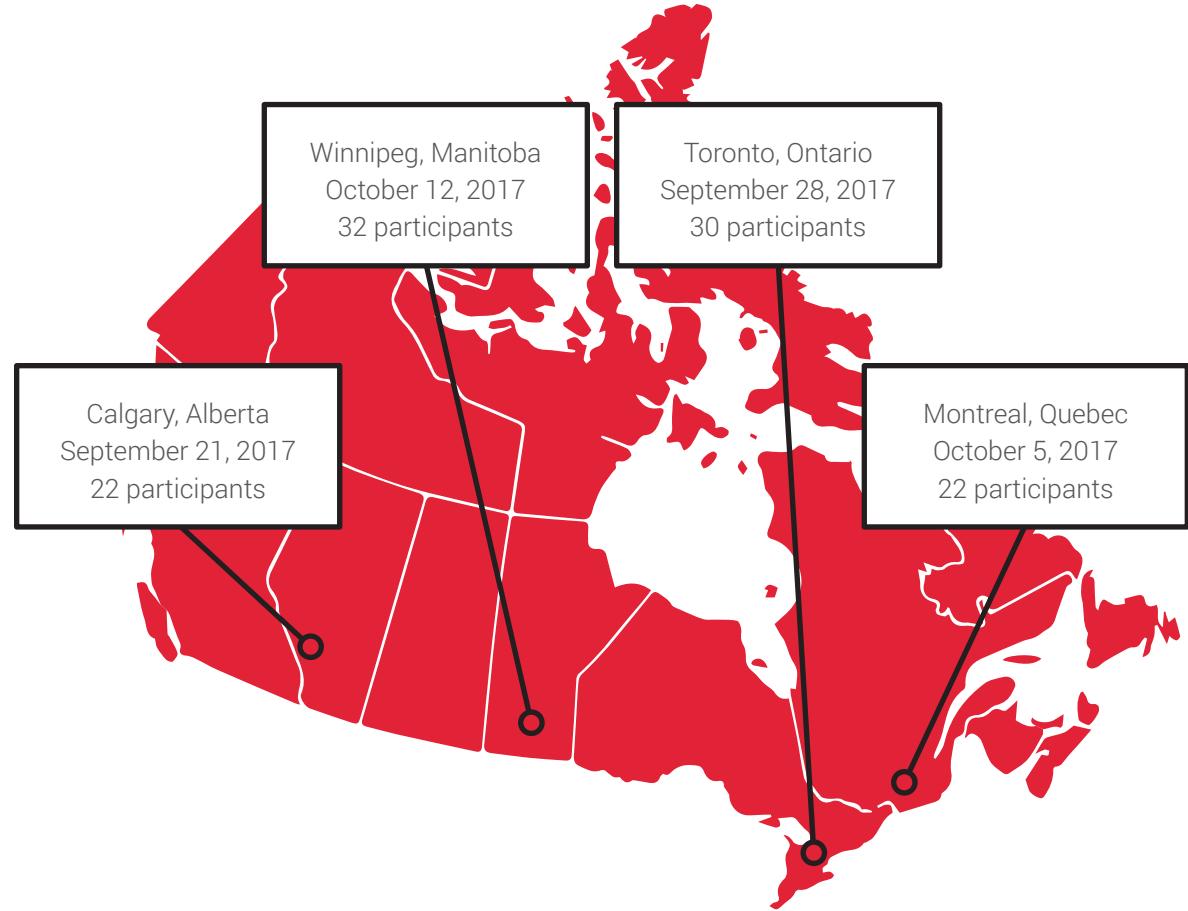
Under the Path Forward Plan, Employment and Social Development Canada (ESDC) is working closely with employers, unions, provincial/territorial governments and federal partners to:

- Assess meat processing sector challenges with the TFWP, including those arising from the 2014 reforms;
- Better understand sector-specific recruitment, training and retention challenges (e.g. specialized skills, remote locations, etc.) and sector-specific efforts made to attract, train and retain a domestic workforce, particularly as it relates to underrepresented groups;
- Build synergy across government and industry employment, training and retention initiatives; and,
- Develop a Collaborative Labour Market Action Plan for the meat processing industry that outlines ongoing private and public sector-wide efforts to attract, train and retain a domestic workforce.

Roundtables

ESDC in collaboration with Food Processing Skills Canada (FPSC) organized four regional roundtables with attendance from industry, associations, unions, provincial governments, training organizations and federal government departments. This brief document outlines the main themes and discussion points from the roundtables held in Calgary, Winnipeg, Toronto and Montreal in September and October 2017.

The day-long roundtables each followed a similar format. The day started with brief introductory presentations from ESDC, Agriculture and Agri-Food Canada (AAFC) and FPSC. Most of the day involved discussions in facilitated breakout sessions (tables of 8-10 participants), with subsequent reporting back to the entire group at various points throughout the day. The discussions were facilitated to focus on specific areas, themes and questions that aligned with the roundtable goals. The day closed with a Q&A session with ESDC and other government representatives. Notetakers and facilitators recorded key themes from the discussions throughout the day.



Discussion Themes

FPSC representatives facilitated the discussions to focus on two main themes: "Supporting and building a sustainable workforce" and "Promoting labour mobility and identifying other labour sources." The groups responded to specific questions by having a brief discussion on the main issues and challenges affiliated with the themes. Most discussions then turned towards identifying possible pathways to solutions for the sector, providing examples of current initiatives that they were testing or planning to implement. As solutions are attempted, considerations for various stakeholders were also discussed.

Theme 1: Supporting a Sustainable Workforce



THEME 1: SUPPORTING A SUSTAINABLE WORKFORCE

Roundtable participants worked to identify not only issues and challenges in supporting and building a sustainable workforce, but also potential pathways to solutions. These pathways are highlighted systematically below for each of the sub-themes. Interestingly, many industry representatives and stakeholders already have experience attempting some of the initiatives below. These are detailed as examples of potential solution pathways found throughout the report.

Challenge: Recruitment, Retention and Training

Issue: Industry Image

Several issues were identified regarding the industry image and its negative impact on the recruitment and retention of workers. In general, jobs in the meat processing industry are assumed to be low skill and low pay, lacking appropriate compensation for the physical demands the job requires. The work environment is not thought to be ideal, given hot/cold temperature conditions, task repetitiveness, and the smells and blood associated with meat processing. These negative attributes have led to a stigma surrounding the industry.

These perceptions, however, do not reflect the full reality of meat processing plants. Individuals are not often aware of the variety and number of work opportunities available, the supportive working conditions, or many of the benefits offered including employment stability and competitive benefit packages. Moreover, the industry does not appear to effectively advertise these positive aspects of the work environment.

Roundtable participants also mentioned other challenges with the perception that the industry mistreats animals, which has resulted in strong activist opposition in some regions; with the perception that it is a male dominated industry; with the limited availability of career progression opportunities particularly in small organizations; with a disconnect between farm to fork; with educational programs that tend to ignore the sector; and with religious beliefs that limit the willingness of some potential recruits to work with certain products (e.g., pork). In the Montreal roundtable specifically, challenges associated with a diminishing population were also highlighted.

Roundtable participants discussed potential solution pathways focused on how to address the various challenges and issues identified with the industry's image and how these solutions can either directly or indirectly impact on recruitment and retention. Overall, the comments and suggestions could be grouped into five pathways.

ROUNDTABLE SUMMARY “PROMOTING A POSITIVE IMAGE”

Current perceptions of the industry do not reflect the full reality of meat processing plants, as individuals are not aware of the variety of work opportunities available, the working conditions, or many of the benefits offered, such as employment stability and competitive benefit packages. There is an opportunity for the industry to advertise the positive aspects of the work environment more effectively.

Issue: Industry Image



Idea 1: Emphasize The High-Level And Diversity Of Skills Required

Although there is a pervasive perception that this sector is a low skill industry, roundtable participants highlight that there is an opportunity to emphasize the high-level and diversity of skills required to do this work. There are a wide variety of jobs available in the industry that span a large spectrum of skills that often require balancing both physical and technical abilities and knowledge. Marketing strategies for the sector can portray employees as either athletes or artists that do hard, but good, work. Videos can be used to showcase the technicality of the work and the challenging tasks required at higher-level positions



Solutions in Action: 1 - Knife skills as promotion tool

Organization Type	Goals/Objectives	Target	Region
Large Employer; multiple plants	To emphasize relation between increased pay and acquisition of increased skills	Job hunters and new hires	West

Actions/ Activities	This large employer highlights the diversity in the positions available in their plant, as well as the increased level of skills required. The main tool they use is their hiring pamphlets that indicate: "pay increases with corresponding with jobs of increasing skill level and responsibility" and "an employee is promoted and trained for a knife-job with increased pay through a job posting process once seniority is achieved and a good work ethic is demonstrated. An employee will then learn increasingly technical knifework"
Outcomes/ Impacts	This large employer highlights the diversity in the positions available in their plant, as well as the increased level of skills required. The main tool they use is their hiring pamphlets that indicate: "pay increases with corresponding with jobs of increasing skill level and responsibility" and "an employee is promoted and trained for a knife-job with increased pay through a job posting process once seniority is achieved and a good work ethic is demonstrated. An employee will then learn increasingly technical knifework"
Potential stakeholder involvement	This approach would be suitable for an individual employer to integrate. Additional information from the FPSC is available to assist employers in conducting this type of analysis of their own company's positions and pay structures through the use of the Skills Library and Raising the Standard products.



Solutions in Action: 2 - Matching pay with skill level

Organization Type	Goals/Objectives	Target	Region
Large employer; single plant	To recognize the high-level of skills required for the various positions in the plant to assist with retention	Current employees	Ontario
Actions/ Activities		This employer is currently undertaking work to further refine the gradation of skills assessment for many of their positions. With this refined gradation, they can more accurately reflect these in their salary structure.	
Outcomes/ Impacts		The anticipated shorter-term outcomes of this initiative include: a more responsive pay structure aligned to actual skill level, greater transparency of pay structure for employees, increased understanding among employees as to which skills are emphasized and reflected in pay increases, greater understanding among employees as to how to progress in skill development and pay (career path). All of these are then expected to contribute to the longer-term outcome of better retention of employees.	
Potential stakeholder involvement		This approach would be suitable for an individual employer to integrate. Additional information from the FPSC is available to assist employers in conducting this type of analysis of their own company's positions and pay structures through the use of the Skills Library and Raising the Standard products. Additional information will also be available for some of these analyses from the FPSC Labour Market Information Study for the Meat Processing Industry.	



Solutions in Action: 3 - Emphasizing diverse skill sets in hiring materials

Organization Type	Goals/Objectives	Target	Region
Large employer; multiple sites	To emphasize the multiple skills required to be successful	Job hunters and new hires	Ontario

Actions/ Activities	This employer is quite explicit in their hiring notices of the number of skills that are needed to be successful, including some of the softer skills. For example, skills sets that are mentioned in announcements include: communication skills, ability to work under pressure in a fast-paced environment, good manual dexterity, physical capabilities (e.g., lifting, standing, repetitive movements for long periods of time), ability to work independently or as part of a team, experience with food safety, willingness to receive training, and good attendance record.
Outcomes/ Impacts	By being more explicit in outlining the diverse skill sets, the anticipated shorter-term outcomes include better understanding among applicants of what is required for the positions, and greater realization among applicants (and non-applicants) that the jobs in this sector (with this employer) are not one-track, "easy" jobs. The anticipated longer-term outcomes are that the appropriate candidates apply for the positions which will result in less screening and turnover, and hopefully result in better retention.
Potential stakeholder involvement	This approach would be suitable for an individual employer to integrate. Other stakeholders that would likely benefit from understanding the diversity of skills required would include those assisting individuals in searching for and obtaining employment (e.g., employment agencies, immigrant settlement organizations), and those coaching or instructing career exploration (e.g., career counsellors in schools/colleges). Additional information will also be available for some of these products/job ads from the Career Ladder developed as one component of the FPSC Labour Market Information Study for the Meat Processing Industry.



Solutions in Action: 4 - Employee Video Testimonials

Organization Type	Goals/Objectives	Target	Region
Multiple Employers	To counter some of the myths of working in meat processing	Job hunters and general public	Ontario, Quebec
Actions/Activities			
Several producers showcase employee testimonials on video on their websites where the team spirit, environment and cleanliness, as well as employee benefits are highlighted. In addition, there are often sections in the video that highlight company values.			
Outcomes/Impacts			
The anticipated short-term outcomes are to counter some of the common myths and misunderstanding about working in the meat processing sector. By countering the misconceptions, it is anticipated that the longer-term outcomes would be greater numbers of applicants from job hunters and improved understanding of the meat-processing industry among the general public (e.g., education settings, career exploration).			
Potential stakeholder involvement			
This approach is likely appropriate for some of the larger employers who have resources to develop professional videos. Other stakeholders that have and could further become involved in developing videos that assist in eliminating some of the myths about working in the meat-processing industry could include meat-processing associations along with the ongoing work by the FPSC.			

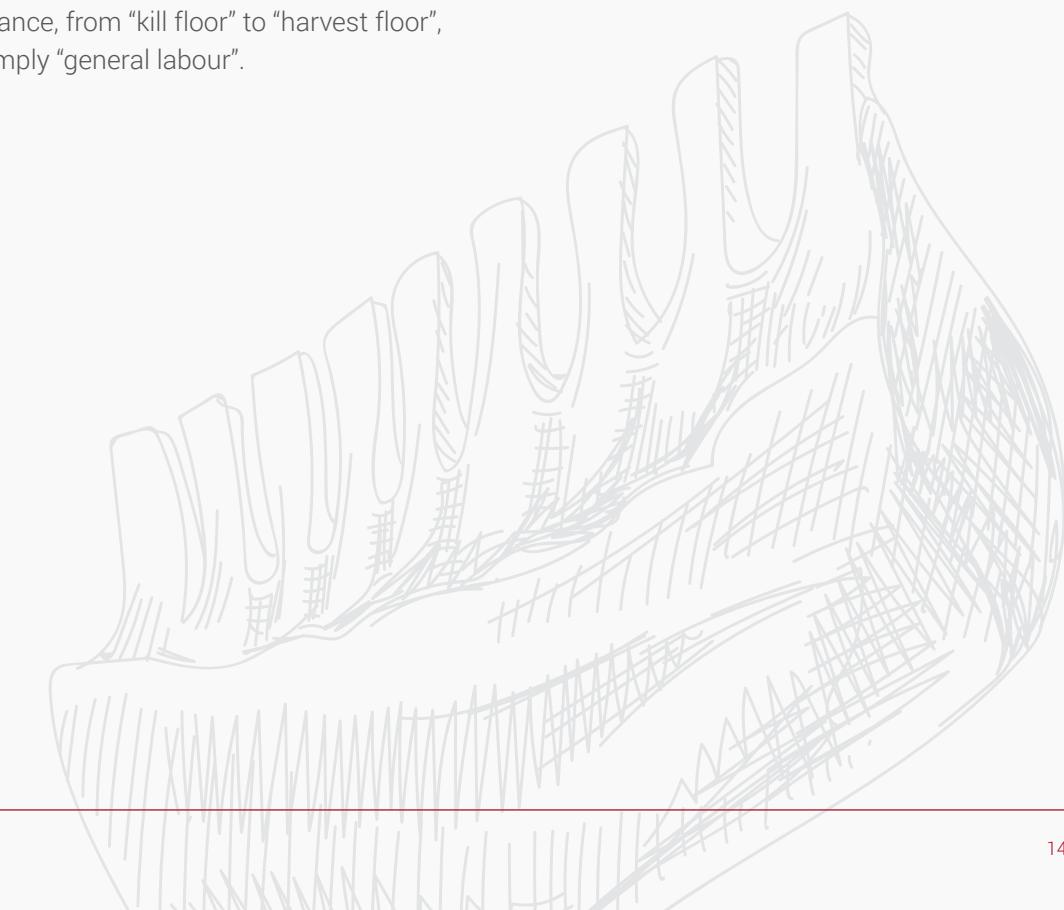
Issue: Industry Image



Idea 2: Promote Benefits Associated With The Industry

To counteract the negative image of the industry, the reality of the work involved should be balanced with the benefits offered to employees. Learning how other sectors with challenging working condition (e.g., Canadian Forces, construction, oil and gas, farming and welding) are marketed can help determine if there are lessons that can be learned for the meat industry. It was recommended to borrow marketing and branding approaches from these sectors where the idea of hard work is highlighted with, for example, a photo of an oil covered rig worker, a dusty farmer or a welder with tools. While there are certainly challenges with the working environment (e.g., temperature, blood, noise, smells, task repetition), there are also many positive aspects that can be emphasized such as the complex and diverse skills required (e.g., speed, accuracy, athletic and technical excellence), the access to predictable working schedules (contributing to a home-work balance) and the supportive work environment (e.g., team work). Furthermore, companies offer support to help individuals succeed (e.g., training, health and safety teams). These can be tough jobs, but they are also jobs of achievement that make a direct contribution to the Canadian economy as part of an important sector.

There is also an opportunity to consider changes to the terms and vocabulary used on the job; for instance, from "kill floor" to "harvest floor", from "slaughterhouse" to "meat processing facility" and to provide more specific job titles instead of simply "general labour".





Solutions in Action: 1 - Changing vocabulary in the workplace

Organization Type	Goals/Objectives	Target	Region
Large processor; multiple plants	To improve the image of the work environment	Current employees, new hires, job hunters general public	Ontario

Actions/ Activities	One processor has systematically changed the vocabulary used referring to their establishment ("harvest" rather than "kill" or "slaughter") and the various divisions within their plant. There is a conscious effort to ensure this vocabulary change is consistently used.
Outcomes/ Impacts	The anticipated short-term outcomes of consistently changing vocabulary to describe the workplace and tasks is to change perceptions of to more accurately reflect the purpose of the various tasks. The anticipated longer-term impacts are to change the general public's perceptions of the facilities and job opportunities available in meat processing.
Potential stakeholder involvement	Vocabulary change can be implemented by individual employers in addition to many other stakeholders in the industry such as training institutions, employment agencies and associations.



Solutions in Action: 2 - Coaching new hires as athletes

Organization Type	Goals/Objectives	Target	Region
Large processor	To teach new hires how to perform physically	New hires	West

Actions/ Activities	During the orientation process, this employer ensures that new entrants understand that this is an environment where they can physically test themselves with support from their team. New entrants are followed up from both a performance and physical perspective on a daily basis, in much the same way an athlete is coached during particularly strenuous training.
Outcomes/ Impacts	The anticipated short-term outcomes of this intensive training and support is to prevent injury and to increase the new hires knowledge of how to care for their body. The anticipated longer-term outcome is less discomfort for employees, rapid assessments of physical issues and corrections, and ultimately better retention rates.
Potential stakeholder involvement	This type of approach could be implemented by individual employers, however, smaller employers may need assistance in preparing and/or adapting the tools and knowledge for this type of close monitoring and coaching of new hires.



Solutions in Action: 3 - Instilling a team approach

Organization Type	Goals/Objectives	Target	Region
Various employers	To provide employees that they are members of a team doing challenging work	Current employees	All regions

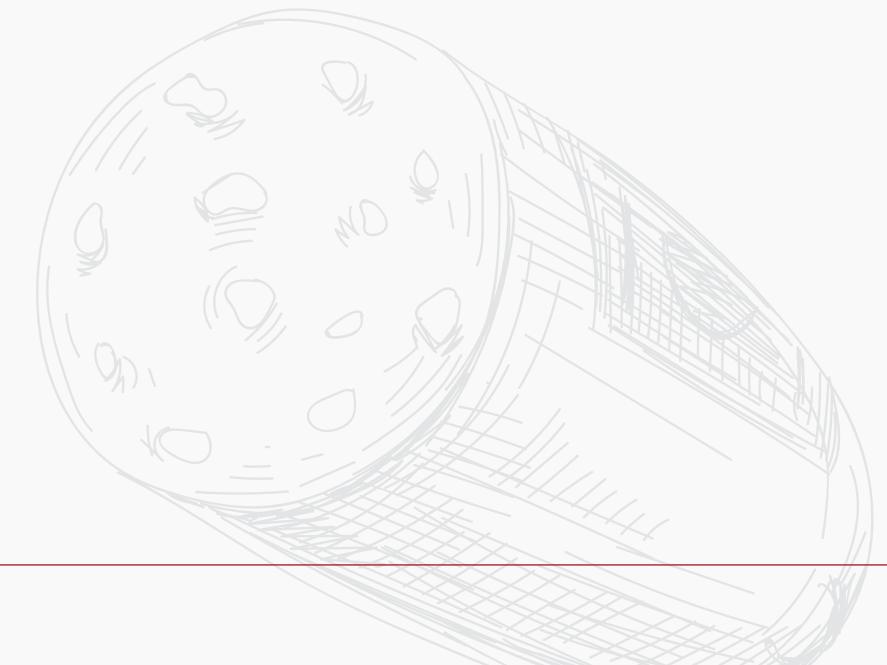
Actions/ Activities	Some employers have attempted to instill a “team” approach to many of the tasks or lines to promote a sense of belonging, increase productivity, and assist with training needs. The make-up of teams tends to differ across plants according to size of team, products, and purpose. This sense of feeling part of something bigger and working towards a common goal within the team is characteristic of many highly physical jobs (e.g., firefighting, mining, athletics).
Outcomes/ Impacts	The short-term outcomes anticipated for team development include increasing employees’ attachment to the workplace, and sense of belonging. These are anticipated to lead to longer term outcomes of greater productivity, lower turnover rates and lower absenteeism.
Potential stakeholder involvement	This approach could be adapted by individual employers. The development of teams can be challenging as they have to be meaningful units that have a common purpose that is easily measurable and has tangible products. While many employers appear to be adapting this type of approach, very few were able to directly attribute the desired outcomes achieved to this approach – the sector may benefit from a few studies of where this is happening to ensure what team structures are most effective in the various types of environments in meat processing (e.g., line teams, improvement teams, multi-level teams, etc.).

Issue: Industry Image



Idea 3: Highlight Industry's Linkages To The Food Production System

Another potential solution is to highlight the industry's linkages to the system of food production by developing an industry marketing campaign featuring the whole spectrum from farm to table and capitalizing on society's current interest in food preparation, celebrity chefs, and an idealization of farming and primary producers. It would be possible to increase awareness about the sector if we could move away from a focus on primary producers (farmers) and food preparation (chefs, cooking shows) to be inclusive of all aspects of the system when presenting to the Canadian population (e.g., showcasing butchery at cooking shows, including meat processing in culinary programs, advertising career potential to students interested in culinary school,). There is also the potential to capitalize on the concept of "Canada feeds the world," emphasizing how meat processors play a key role in keeping jobs in Canada and in transforming the primary product to specialized, high quality food products sought after internationally. The economic contribution by the industry, demonstrated also in terms of the amount and diversity of export products, could be recognized.





Solutions in Action: 1 - Highlighting role in farm to table spectrum at a local level

Organization Type	Goals/Objectives	Target	Region
Small and medium employer	To integrate the meat processing step into the food production continuum	Consumers, general public, job hunters	Atlantic and West

Actions/ Activities	An employer collaborates with numerous other organizations in the community and region to highlight the processor's contribution to the farm to table spectrum. For example, the employer participates in the organization of culinary masterclasses, highlights their collaboration with master chefs, is an active participant in food festivals, and works with restaurants to highlight the use of their products on menus. Another employer highlights on their website their role in the continuum of food production, with a video that showcases their products, links to recipes using their products, and their commitment to work with local farmers.
Outcomes/ Impacts	The anticipated short-term outcomes of these actions is to improve brand recognition and current sales. The longer-term outcomes include consumers and the general public making positive associations between the meat processor and the provision of quality ingredients and local production within the food continuum.
Potential stakeholder involvement	This approach could be integrated by individual employers, particularly those with specialty lines and direct connections with other stakeholders in the food industry (e.g., chefs, retailers, restaurants).



Solutions in Action: 2 - Providing information and recipes on preparation of products

Organization Type	Goals/Objectives	Target	Region
Many employers	To position products within the food continuum by providing "next steps" for preparation	Consumers	Various
Actions/ Activities		Developing and distributing recipes for products is a common approach to integrating the meat processing products into the farm to table continuum. These are distributed differently according to the various products ranging from placement on product packaging, social media, websites and pamphlets.	
Outcomes/ Impacts		The anticipated short-term outcomes are increased product recognition and sales. Anticipated longer-term outcomes could be that the meat processing product is viewed as a key component of food preparation at the consumer level.	
Potential stakeholder involvement		This approach is currently used by many employers as a marketing method. Very few were able to comment on how effective it is from either a marketing position of increased sales or in changing the image of the industry. There may be opportunities to evaluate these types of approaches and possible partnering opportunities that are innovative and effective in linking meat processing to food preparation potentially through educational opportunities (e.g., school tours from farm to kitchen including stops at meat processing plants; "reverse" videos that follow the food chain from plate back to the farm, etc.) or marketing efforts.	



Solutions in Action: 3 - From farm to fork

Organization Type	Goals/Objectives	Target	Region
Large employers	To demonstrate the extensive involvement in various stages of the food production continuum	Consumers	West and Ontario
Actions/ Activities		A few companies have grown their businesses to include the farm components through to the meat processing facilities. These companies emphasize that they are responsible for the care and growth of the animal through to transport, harvest and processing.	
Outcomes/ Impacts		The anticipated short-term outcome of this approach is to increase consumer awareness of the extensive involvement of companies with multiple stages of the food production continuum. The anticipated longer-term outcomes are consumer association with care and quality combined with local sourcing.	
Potential stakeholder involvement		This approach may not be applicable for many individual employers, they may be able to adapt it by consistently integrating their place in the food continuum in marketing materials. Where are the animals grown, what care has gone into their health and well-being, how are they transported, etc.	



Solutions in Action: 4 - Contributing to feeding the world

Organization Type	Goals/Objectives	Target	Region
Large employers	To raise awareness of role in global food system	Consumers, current employees, new hires and job hunters	West
Actions/Activities		Three large companies outlined how they attempt to raise awareness in their marketing campaigns of their role in the global food system. Much of the information focuses on the extent that Canada is contributing to feeding the world, and highlights connections and links made between farmers, markets and consumers.	
Outcomes/Impacts		The anticipated shorter-term impacts of this approach would be to raise awareness among various groups of the key role that these companies and Canada more generally plays in exporting food to other countries. The longer-term impacts could include aspects such as increased consideration by job hunters in considering the sector, increased levels of pride and commitment from current employees and new hires in the roles they play in the sector, and possibly increased levels of retention and labour supply for the industry.	
Potential stakeholder involvement		To make this type of approach work effectively, it likely requires extensive input from various partners and stakeholders including companies that export product, associations, governments and educational institutions. Interesting marketing and educational tools could be developed that demonstrate the extent to which Canadian exports in the meat processing industry are world-wide (e.g., following from a hog farm in Manitoba through to a Tokyo restaurant; a beef farm in Alberta through to a family in China, etc.)	

Issue: Industry Image



Idea 4: Emphasize Rural Communities And Engagement

Regarding the supposed drawbacks associated with living in a small or rural town, there is an opportunity to emphasize to potential recruits the community and the potential social and economic benefits from living in such locations. For instance, residing in these communities may:

- facilitate access to home ownership,
- provide a sense of community engagement,
- offer many local services and supports and
- present the opportunity for children to attend small schools and strengthen cultural ties.

Marketing the industry's community partnership and community engagement will help to demonstrate the importance of the industry as a whole, the value that these individual companies place on the holistic wellbeing of the worker and their objective in being an employer of choice. Some companies working in smaller towns are choosing to emphasize community and are strongly marketing the rural location of the plant as a positive factor. These marketing strategies highlight the various immigration services and supports available, the high level of community corporate engagement, schools and education opportunities, employment opportunities for family members, health services, faith communities and the positives of living in vibrant, growing, small communities where home ownership is a possibility.





Solutions in Action: 1 - Innovative community engagement through small contributions

Organization Type	Goals/Objectives	Target	Region
Various employers	To become engaged with community and make local contributions	General public, current employees, new hires, job hunters	All

Actions/ Activities	In addition to the more traditional community engagement techniques (e.g., supporting a ball team, donating to a local festival), companies are also finding innovative ways to contribute and “give back” to communities, many of which do not require extensive resources. Examples included: supporting school studies by donating specimens from the animals processed; provides meat donations to a local shelter and food bank; and financially supporting local immigrant serving organizations.
Outcomes/ Impacts	The short-term impacts of this type of approach are to provide benefits targeted to those using the services (e.g., students, immigrants, homeless). The anticipated longer-term impacts would be to increase the awareness of various groups (e.g., general public, job hunters) of the presence and active participation of companies in making contributions to their communities in unique ways. Ultimately, this could increase the available labour supply and willingness of job hunters to consider opportunities available at participating companies.
Potential stakeholder involvement	This approach could be integrated by individual employers. The more creative and innovative types of engagement need to be done in partnership with community groups and associations. As noted in these examples, engagement does not necessarily mean only \$\$ donations. Effective engagement may be less about \$\$ and more about the types of assistance or involvement that the company is able to provide which is most meaningful. This can be done in both small and large communities.



Solutions in Action: 2 - Focusing on the community as the optimal recruitment tool

Organization Type	Goals/Objectives	Target	Region
Large employers	To assist in community development	Current employees, new hires, job hunters	West

Actions/ Activities	Two companies described how they have taken an overall community development approach to their engagement activities working actively with municipal government, schools, police, financial institutions, recreation facilities, faith groups and social programs to work towards ensuring that the community has the supports required to assist newcomers and new recruits, and to be a desirable community for relocation for their employees. The “community” then becomes one of their main recruitment tools.
Outcomes/ Impacts	The short-term outcomes of this approach has been the growth in community capacity to welcome and accommodate new residents from various ethnic and cultural backgrounds with varying needs. The longer-term outcome has been an increase in permanent labour supply. The two examples provided are evidence that it can work with the appropriate supports, program and policies from multiple levels including provincial and federal governments.
Potential stakeholder involvement	This approach is a longer-term initiative with considerable investment of time and resources to accomplish. It is based on partnerships at the local level, and requires ongoing support and involvement from multiple parties.



Solutions in Action: 3 - Emphasizing benefits of living in rural communities

Organization Type	Goals/Objectives	Target	Region
Large employers	To provide information on the standards of living in small communities	Job hunters	West and Quebec

Actions/ Activities	Companies highlight on their websites the benefits of living in their regions, such as affordable cost of living, easy access to home ownership, a healthy and safe environment, and a year-round pleasant lifestyle in family-friendly surroundings. Meat processing companies located in rural communities tend to be large employers, and thus major economic engines. The success of these businesses and the prosperity of the surrounding communities are inextricably linked. In a recent letter campaign to three federal Canadian ministers (Immigration, Refugee, and Citizenship; Employment, Workforce Development and Labour, and; Agriculture and Agri-Food), rural mayors emphasized the importance of options for rural immigration to helping “our Canadian rural communities and business to grow and revitalize.” Some benefits of immigration to rural communities include: increase in population growth and birth rates; decrease in median age; new housing construction; and new immigrant-owned businesses established.
Outcomes/ Impacts	The anticipated short-term outcomes are to increase awareness among job hunters, particularly those in urban settings with families, the opportunities that relocating to a rural or small-town setting can provide. The anticipated longer-term outcomes are an increased number of new hires relocating to the communities, and eventually community growth.
Potential stakeholder involvement	This approach benefits from involvement from both the company and the community at various levels. Marketing a community is often on the agenda of most municipalities so co-marketing may be advantageous to everyone.

Issue: Industry Image



Idea 5: Target Promotion According To Life Stages And Population Segments

Roundtable participants highlighted how consideration should be given to various life stages and population segments when targeting promotion of the sector. It is important not to assume that there is a one-size-fits-all approach for industry promotion given that each target group or segment is looking for different things at different times.

Suggested specific approaches to implementing this pathway included:

- Develop specific approaches according to the target audience (e.g., target Millennial and youth through social media channels).
- Consider creating an ongoing online presence for the sector that can inform and recruit potential employees (e.g., <http://farm-recruitment.com/en/>)
- Design materials about the industry, career opportunities, food production in Canada, etc., that can be considered for educational curricula for schools at various levels. For instance, identify the meat industry as a potential career path in high school.
- Leverage current employees to participate in recruitment efforts. For example, focus specialized recruitment efforts on family members of those currently working in the industry; allow workers to bring family members currently in high school or post-secondary education to the plants during school breaks; or offer a bonus to current workers who recommend a potential recruit who is hired.
- Provide tours of the plants in person or virtually and offer open house programs.
- Continue to network with postsecondary institutions, professional associations, immigrant support organizations, and community organizations to attract new workers. For instance, offer co-op opportunities to students or use these networks to disseminate marketing materials such as recruitment videos.
- Continue to participate in job fairs and other recruiting campaigns.



Solutions in Action: 1 - Traditional passive recruitment tools

Organization Type	Goals/Objectives	Target	Region
Various employers	To increase the number of new hires	Job hunters	All
Actions/ Activities		Recruitment efforts are constant and pervasive across the industry. Several companies across the country report using traditional recruitment tools such as newspapers, job banks, job fairs, websites, and social media. These tend to be relatively “passive” approaches where the employer posts an ad and waits for applicants.	
Outcomes/ Impacts		The short-term outcomes anticipated with these techniques are increased awareness among job hunters of opportunities available at these companies, and increased number of applicants. Longer-term outcomes include increased number of new hires, and hopefully increased levels of retention.	
Potential stakeholder involvement		The overall assessment by employers of these traditional methods of recruitment appear to be that while they are necessary, they are often not sufficient. Challenges include having to screen large numbers of applicants to find potential new hires, not having sufficient detail in ads for job hunters to understand the industry and occupations, and not necessarily the best methods of connecting to job hunters who would be the best candidates for their positions.	



Solutions in Action: 2 - Making active connections and building partnerships with local organizations and associations

Organization Type	Goals/Objectives	Target	Region
Various employers	To increase the number of new hires	Job hunters, career explorers	All

Actions/ Activities	In addition to the more traditional, passive approaches to recruitment, many employers report taking a more active role in making connections and building partnerships with various community organizations and associations to assist with their recruitment. Often these are more targeted approaches focusing on specific life stages (youth, older workers) or specific population segments (immigrants, people re-entering labour market). Activities include careers and occupations fairs, hosting industrial visits, and participating in employment conferences. This often involves maintaining partnerships with local employment centers, and employment assistance services, and schools.
Outcomes/ Impacts	Short-term outcomes include increased awareness of job and career opportunities among job hunters and those exploring career options. Longer-term outcomes include increase number of applicants, and increase in new hires.
Potential stakeholder involvement	This approach requires involvement from companies along with various local community agencies and associations.



Solutions in Action: 3 - Referral bonuses and capitalizing on word of mouth

Organization Type	Goals/Objectives	Target	Region
Various employers	To increase the number of referrals of candidates from current employees	Current employees	All

Actions/ Activities	Targeting the networks and connections of current employees for referrals is being undertaken by several companies. Current employees who refer their friends, family or acquaintances for hire are provided with various bonus schemes depending on length of tenure. For example, one employer offers the referring employee a bonus if the referral stays for three months, and then a second bonus is available if they stay for one year. In another, \$600 is paid to the referring employee divided into three \$200 payments every quarter. In a third large employer, those employees who contribute to recruitment receive a bonus payment for presenting a candidate (\$250) with another bonus provided after one-year employment (additional \$250). Approximately 35% of new employees are hired using this recruitment strategy at this company.
Outcomes/ Impacts	Short-term outcomes include increasing the number of new hires, and increasing employee satisfaction. Anticipated longer-term outcomes include increases in retention rates (employees are most likely to refer those candidates for whom they figure have a good fit with the environment), along with potentially decreases in recruitment resources given that this approach is deemed to be quite cost-effective for many employers compared to investments in more traditional recruitment methods.
Potential stakeholder involvement	This approach requires involvement from companies along with various local community agencies and associations.

Challenge: Recruitment, Retention and Training

Issue: Career Opportunities

There is increased competition from other industries and sectors (e.g., oil in the West, retail, and the service industry in all regions), which makes it increasingly difficult for the meat processing industry to recruit workers. For instance, according to roundtable participants, wages in the service industry exceed wages in the meat processing industry in several regions. This issue is exacerbated when some population segments, such as Millennials, expect a career and promotions straightaway. Meat processing industry jobs are often assumed to be short-term, temporary and with no consideration given to benefit packages. There is also an assumption that there will be only limited wage increases after a certain level of seniority is attained.

Once an individual joins this industry, there are no clearly defined career paths. Given that no certification or essential skills have been identified, and that positions are assumed to be low skill, potential recruits often feel that they will be limited to one occupation or skill area, with few opportunities for cross training. In that regard, this concern is also coupled with the assumption that there will be no opportunities for mentorship or coaching conducive to career advancement.

The proposed solutions for addressing these career opportunity misconceptions focus on promoting job stability and developing a national certification system that would positively impact the industry's image across population segments, stakeholders and partner organizations.

Roundtable participants discussed potential solutions focused on solutions to issues promoting industry career opportunities and how these solutions can impact on recruitment and retention, either directly or indirectly. Overall, the comments and suggestions can be grouped into three pathways.

ROUNDTABLE SUMMARY “MORE THAN JUST A JOB”

It is key to emphasize that working in the sector is more than just a job, it can be a career. Recommendations include creating and developing career paths within companies. Displaying career ladders can also increase awareness of future possibilities among workers. For instance, real examples of individuals that have worked from the lower skill jobs on the floor up to higher skilled or management positions in the industry can be highlighted.

Issue: Career Opportunities



Idea 1: Emphasize That Working In The Sector Is More Than “Just A Job”

It is key to emphasize that working in the sector is more than just a job, it can be a career. For this purpose career paths within companies should be developed so that more skilled positions and management positions are hired internally. Several companies in the Montreal roundtables indicated that hiring from “the floor” is common practice but, as highlighted in the other roundtables, there is likely an opportunity to create and display career ladders to increase awareness of future possibilities among workers. For the hiring from “the floor” approach to become routine, companies would have to provide support and resources for re-training and education, opportunities for assessment and coaching and mentorship for employees. These efforts, could place greater pressure on smaller plants who would need to be creative with their career development strategies that smaller plants have limited opportunities for career progression compared to larger companies.

In addition to offering advancement and training opportunities, developing and promoting potential career paths within the industry is required. For instance, companies could highlight real examples of individuals that have worked from the lower skill jobs on the floor into higher skilled or management positions in the industry. On the other hand, it is necessary to balance the expectations of following a career path with the reality that only a small percentage of those in floor occupations will rise to lead hands, supervisors, and higher management positions. This can be balanced in part by understanding the progression of knife skills, speed and accuracy that is required as people are promoted to higher skilled meat cutters.

Efforts to increase awareness of the sector’s job stability would help attract potential workers who might be exploring career opportunities across sectors, particularly those who have experienced employment in less stable industries (oil/gas, retail, manufacturing).

The industry might also be called to re-evaluate their expectations regarding employment duration to reconsider a shorter time frame for employees (e.g., two years vs ten years). Although there are still many instances in the sector’s current workforce of extended employment tenures (e.g., 15-20 years), the duration of employment with one employer or within a specific sector is likely to be considerably shorter following the trends observed in other industries that are starting to impact the meat processing sector. Adjusting expectations could potentially help companies capitalize on the rapid changes between sectors and jobs observed for big segments of the Canadian workforce. The meat processing industry could direct recruitment efforts to other sectors and industries whereas, on the other hand, this strategy may require different approaches for recruitment, training, and retention than currently in common use.



Solutions in Action: 1 - Cross-training and lateral movement

Organization Type	Goals/Objectives	Target	Region
Large employer	To increase employee skill levels and increase employee engagement	Current employees, new hires	West

Actions/ Activities	This employer offers job rotation, cross-training and lateral moves to develop their employees. The job rotation and cross-training allow employees to experience one or more different positions where they can pick up new skills. Lateral moves allow employees who are eager to have a new challenge the chance to learn new skills in a position with similar status but without the extra responsibility.
Outcomes/ Impacts	Shorter-term outcomes include increased levels and diversity of skill levels of employees. Longer-term outcomes for employees include greater engagement in the workplace, increased understanding of work opportunities at the company, increased employee satisfaction, and increased levels of retention.
Potential stakeholder involvement	This approach could be implemented by individual employers. The cross-training and lateral movement could potentially be supplemented by additional training in food-processing more generally through the introduction of on-line courses where appropriate from sources such as the FPSC.



Solutions in Action: 2 - Moving into leadership and management positions

Organization Type	Goals/Objectives	Target	Region
Various employers	To provide opportunities for employees to move into management positions	Current employees, new hires, job hunters	West, Ontario, Quebec

Actions/ Activities	Various companies indicated the importance they place on moving employees up through the company into leadership and management positions. Two large companies indicated that 80% of their supervisors are hired from the floor. Another company identifies its trainers from the line workers and then provides additional training specific to the training role. Similarly, two other companies reported that it had a tailored program where production employees are encouraged to improve skills and follow clearly laid-out career paths with some becoming part of the management team.
Outcomes/ Impacts	The anticipated short-term outcomes are greater awareness among current employees, new hires and job hunters of the potential management opportunities for production workers in these companies. The longer-term outcomes include increased levels of retention, increased number of promotions among current employees, and potentially increased number of new hires who are attracted by the opportunities for progression to management.
Potential stakeholder involvement	This is an approach that could be integrated by individual employers. The companies highlighted in these examples make promotion to management as an explicit career path open to employees to consider based on skills and performance. This type of progression may require additional resources for some companies to clearly define the skills and credentials required for the various positions for which the FPSC skills library and occupational standards work may be useful materials.

Issue: Career Opportunities



Idea 2: Engage Further With The Education Sector

Currently, there is limited industry engagement with the education sector at various levels (from secondary to post-secondary). These might be pools to reach out to individuals considering careers, short-term employment (e.g., summer jobs while studying), and training choices. Further engagement with the education sector would provide an opportunity for potential recruits to access information on the industry in settings other than periodic job-fairs, which seem to have limited impact. Other forms of engagement should be considered, developed and piloted as well. There is also a need to provide training through various channels and approaches (e.g., traditional classroom instruction combined with online training, on-site training, in-house training supported by educational facilities, among others).





Solutions in Action: Increase the number of programs focused on industrial food processing settings

Organization Type	Goals/Objectives	Target	Region
Post-secondary educational institutions	To increase the opportunities for training in industrial food processing settings	Students, job hunters	West, Ontario
Actions/ Activities			<p>There are meat cutting programs offered in the college system, however most of these are geared towards retail meat processing rather than meat cutting in industrial settings where the skills and pace are somewhat different (although many processors indicated that they would appreciate getting graduates from retail programs as well).</p> <ul style="list-style-type: none"> • NAIT (Alberta) offers a 15-week Professional Meat Cutting and Merchandising program and a Retail Meat Processing Program • SAIT (Alberta) offers a one-year Butchery and Charcuterie Management program; and NAIT offer a Retail Meat Processing Program • Olds College (Alberta) developed a Meat Processing 15-week certificate • Thomson Rivers University (BC) offers a nine-month Meat Cutter program under Culinary Arts. Saskatchewan Polytechnic offers an applied certificate Retail Meat Specialist. • Fanshawe College (Ontario) offers a Retail Meat Cutter Pre-Apprentice that consists of 18 weeks of training plus a two-week placement at the end. The program is a free training program for vulnerable or unemployed populations. The apprenticeship program recently graduated 14 students with a 100% placement rate • Conestoga College (Ontario) offers several food processing programs, including a 300-hour part-time Food Processing Supervisor certificate that allows graduates to effectively conduct supervisory activities in a food processing environment and a 180-hour part-time Food Processing Operations certificate that provides students with practical knowledge and experience in food processing methods (e.g. pasteurization, filling and packaging), equipment adjustment and sanitation, and troubleshooting a complete production line. It also offers butchery courses on a continuing education model (Butchery Basics, and courses specific to beef and poultry)
Outcomes/ Impacts			The anticipated short-term outcomes for meat cutting training focused on industrial settings would be a greater number of potential candidates for the various companies. Longer-term outcomes would include increased new hires and potentially higher retention rates given the training that has occurred and knowledge of the industry.
Potential stakeholder involvement			Establishing PSE programs that will fulfill the needs of industry and meet requirements of PS programming will require partnerships between various levels including industry, provincial governments, associations and groups like the FPSC involved in developing occupational standards and possible certification programs.

Issue: Career Opportunities



Idea 3: Establish A National Certification System

Having a national certification system would signal to those considering careers and actively undertaking career exploration that there are skilled opportunities in the sector. National certification would allow for the movement of skilled employees across plants, regions and provinces. Although increased mobility may present some challenges for the industry, it is also a chance for workers to recognize that it is a career in an industry and not just a job.



Solutions in Action: Development of a national certification system for the meat-processing industry

Organization Type	Goals/Objectives	Target	Region
Food Processing Skills Canada	To develop a national certification system for the Canada's meat processing industry	Current employees, new hires, job hunters, career explorers	All
Actions/Activities		Building on the work undertaken for the food processing sector through the development of an extensive skills library and the occupational standards for various roles in the food processing industry, the next step would be to continue with the development of a national certification system for Canada's meat processing industry. This has already been completed in other countries.	
Outcomes/Impacts		The anticipated shorter-term outcomes would include increased awareness of the occupational requirements for various roles in the meat processing industry. This would potentially lead to increased numbers of career explorers and job hunters considering employment opportunities in the industry, increased development of training programs, increased standardization of training programs and graduate skill sets, increased professionalization of many roles within the meat processing industry.	
Potential stakeholder involvement		This is a large undertaking requiring the involvement and engagement from many different stakeholders including FPSC, industry, education institutions, provincial governments, and federal government.	

Challenge: Recruitment, Retention and Training

Issue: Wages, Benefits and Incentives

Issues regarding wages and benefit structures are multidimensional and include considerations of comparative compensation within the meat processing industry and in relation to the compensation offered in other industries. There are also issues regarding the compensation expectations of potential recruits. Being an industry that is often unionized, top wages in a given position can be reached quite quickly and can result in many workers lacking wage progression. While there were many examples where unions and companies were working together to address recruitment and retention, the nature of the unionized environment can also result in challenges when trying to rapidly adjust wage and incentive policies. In some regions it is challenging to compete with the wages that are offered in other industries (e.g., oil and gas sector in the West). There is also a concern that rising minimum wages will have a negative impact on the attractiveness of wage rates in the meat processing sector.

Benefit packages offered in this sector are often attractive but not very well known. In fact, these benefits are not often considered when calculating the wages for the industry, even though compensation packages can be quite costly. Despite this being a positive aspect of compensation in the industry, there can be discrepancies in the compensation packages offered by small plants compared to larger plants. Potential youth recruits and Millennials may not be as interested in benefit packages as they are with wages.

Although wages are an important factor, the industry recognizes that these alone cannot solve the issues in the recruitment and retention of workers. Many of the suggested solutions presented below echo and build upon these pathways presented under Career Opportunities and Industry Image.

Roundtable participants discussed the various challenges and issues identified with the wages, benefits and incentives within the industry and how solution pathways can impact industry recruitment and retention. Overall, the comments and suggestions can be grouped into two pathways, "Build on existing benefit packages" and "Emphasize and market benefit packages available."

ROUNDTABLE SUMMARY "MOVING BEYOND WAGES"

The industry offers significant incentives and benefit packages that are often overlooked or not considered by job seekers when making career choices.

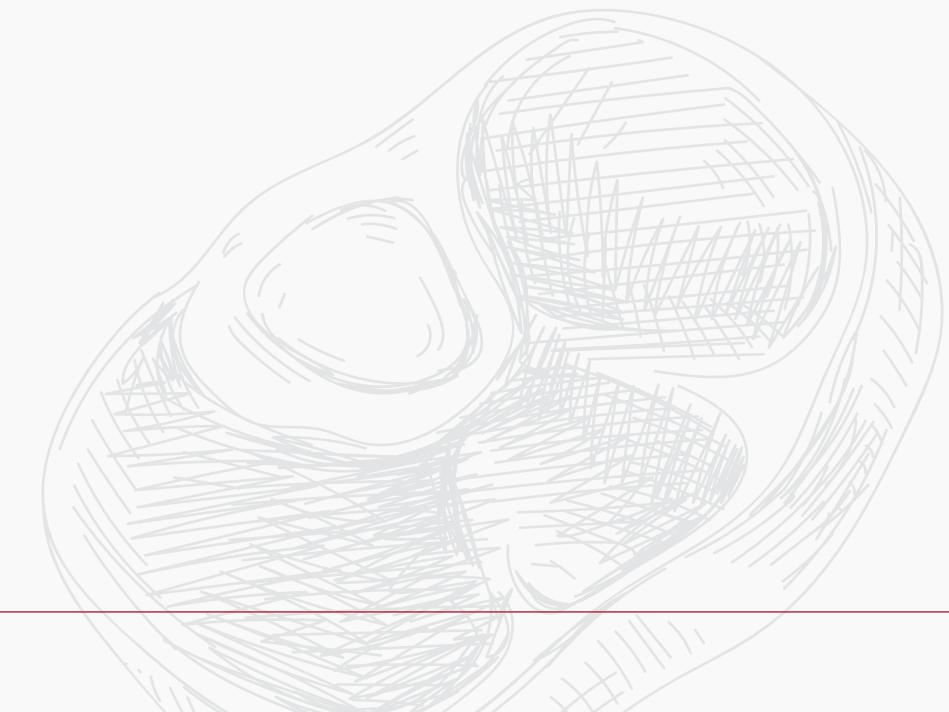
Although wages are an important factor, the industry recognizes that these alone cannot solve the issues observed in the recruitment and retention of workers.

Issue: Wages, Benefits and Incentives



Idea 1: Build On Existing Benefit Packages And Offer Creative And Diversified Incentives And Benefits

It is possible to build on existing benefit packages to include creative and diversified incentives and benefits that target different population groups or that help differentiate smaller plants. For example, what might be an incentive for a parent with a young family of newcomers might be quite different from the perspective of a single high-school graduate exploring careers. Smaller plants may have to develop and offer creative incentives to offset potential wage discrepancies (e.g. free meals, transportation, bonuses). Incentives that have been tested by some companies include referral bonuses for employees, on- site ESL classes, 24-7 medical/health team, attendance bonuses, retention bonuses (after three to six months) for employees and for supervisors, onsite gym facilities or discounted access to community gym, cafeteria facilities, child care on site, transportation, training opportunities and routine feedback from staff regarding existing policies. Some of these have been more successful than others depending on the target audience, location, and the needs of workers.





Solutions in Action: Innovation and diversity in benefits and incentives

Organization Type	Goals/Objectives	Target	Region
Various employers	To provide current employees with benefits and incentives	Current employees, new hires, job hunters	All
Actions/Activities		Many companies have implemented varied incentives. Some examples include: providing transportation; retention bonuses; workplace cafeterias; gym facilities; scholarships for family members; social activities for employees and family members; and service and performance recognition (individual and team);	
Outcomes/Impacts		The anticipated short-term outcomes include higher levels of employee satisfaction, increased number of new hires, and higher levels of employee engagement. These are then expected to contribute to longer-term outcomes of higher levels of retention.	
Potential stakeholder involvement		This approach can be implemented by individual employers. Of importance to note is that many employers indicated that to make these types of incentives and bonuses effective, they have to be tailored to what is important for the employees, and should be sufficiently diverse that they cover various groups and types of employees.	

Issue: Wages, Benefits and Incentives



Idea 2: Emphasize Positive Aspects Of Benefit Packages In Marketing Initiatives

There was consensus among the roundtable participants that the benefit packages available in the industry are not often well known or understood by potential job seekers. While benefits do range considerably according to employer size, region and location, overall there are some significant packages that are being offered. For example, some plants offer health benefits, family days, and contributions to retirement plans.





Solutions in Action: Increase the promotion of benefits available with some employers

Organization Type	Goals/Objectives	Target	Region
Large employers	To increase the awareness of benefits associated with various opportunities in the sector	Job hunters, career explorers	West, Ontario, Quebec

Actions/ Activities	<p>Many employers pointed to a lack of recognition among potential employees of the current benefit packages available in some of the larger companies, which can be somewhat more generous than many of the competing sectors for entry level employees (e.g., retail, service industry).</p> <p>Some examples of benefit packages include:</p> <ul style="list-style-type: none"> • competitive wages with guaranteed hours; comprehensive benefits after 6 months of continuous service; paid vacation days; health and dental benefits, short-term and long-term disability benefits, life insurance, company pension plans, optional RRSP plans; as well as a health spending account for salaried employees. • relocation assistance, extended health/medical benefits, group life & accidental death insurance, long term disability, vision/dental care, employee beef purchasing program, voluntary employee RRSP contributions, employer RRSP contributions, subsidized bus transport, and medical clinic on-site • a comprehensive benefits package which includes life insurance for the employee and dependents, short-term disability, health care (e.g., eye care, hearing, chiropractor, physiotherapy), dental care, and pension contribution matching. • benefits that represent 30% in addition to wages and include a stable day work from Monday to Friday; health, drug insurance and dental insurance, as well as an employee and family support services
Outcomes/ Impacts	<p>The anticipated shorter-term outcomes of this approach would include increased awareness of the benefits that could be obtained potentially from working in the industry. Longer-term outcomes could include increased numbers of new hires, and increased retention rates.</p>
Potential stakeholder involvement	<p>This is an approach that could be adapted by individual employers. It was noted in the roundtable discussions that traditional benefit packages are generally attractive to certain population segments (e.g., people with young families, immigrants, older workers) and less advantageous when recruiting others (e.g., youth) which often require more innovative forms of benefits to be attracted.</p>

Challenge: Matching Training with Industry Needs

Some of the main skills-related issues identified were the lack of job-readiness among new employees, the employee's limited ability to cope with the physical demands of the job, the lack of external training programs that meet the needs of the industry and, in the case of newcomers to Canada, gaps in language skills that create barriers between trainers, managers, co-workers and employees. Language skills could also result in issues with health and safety and could increase a worker's lack of mobility within the labour market.

Solution pathways for skills development and training needs focused on addressing the challenges and issues associated with current training and skills development programming and the actual needs of industry. Overall, the comments and suggestions could be grouped into five pathways.



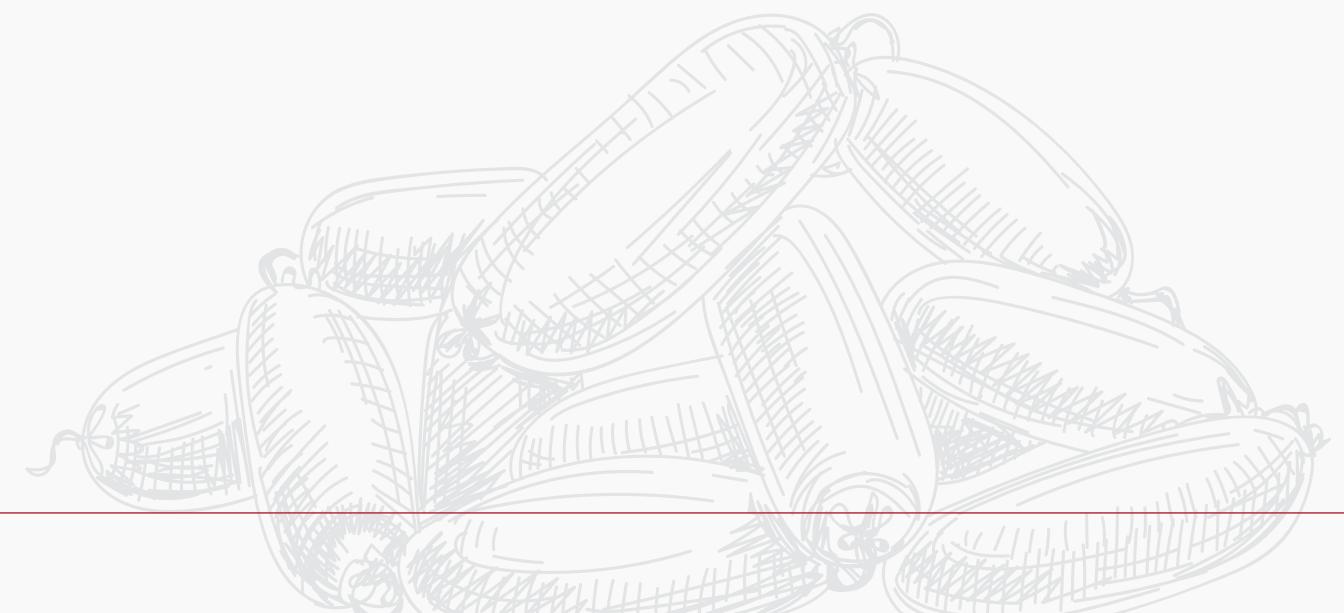
Matching Training with Industry Needs



Idea 1: Promote Approaches For Skills Assessment And Development

Approaches to technical and physical skills assessment vary considerably across employers. In some cases, required skills must be appropriately demonstrated (e.g., when hiring TFWs) while other companies take a probationary approach to employment. Employers have tried different strategies that have had some success, such as:

- ensuring line/operation supervisors are included in the interview process,
- assessing skills early in the employment period and accommodating jobs that fit with or are slightly below a worker's technical levels while they adjust to the physical work environment (e.g., repetitive movement, heat/cold, noise, large groups),
- using the first segment of training as an ongoing assessment period,
- setting standards and requirements for each job, and
- pairing new workers with experienced employees (i.e., buddy system).





Solutions in Action: 1 - Pre-arrival training

Organization Type	Goals/Objectives	Target	Region
Food Processing Skills Canada	To prepare pre-arrival clients for careers in the food and beverage processing industry	Newcomers, immigrants, job hunters	All

Actions/ Activities	The Pre-Arrival Food Safety Management Training program (PAFSMT) offered by FPSC provides an opportunity to close the skills gap of newcomers to Canada. This is a free online food safety training curriculum, designed to prepare pre-arrival clients for viable careers in the Canadian food and beverage processing industry. The educational programming will address Canadian cultural norms, employability and the workplace environment, as well as basic and advanced level food safety practices, rules and regulations. The program delivers 21 courses divided into 3 progressive levels. Upon successful completion, new comers can leave their home countries with 12 Canadian- recognized certificates and formal skills transcripts.
Outcomes/ Impacts	The anticipated short-term outcomes include increased preparedness of new arrivals to Canada to participate in labour market. Longer-term outcomes include increased new hires of new arrivals to Canada in the food and beverage industry, increased labour supply for industry, decrease time between arrival and employment, increased rates of settlement and integration into Canadian labour market.
Potential stakeholder involvement	This program is currently being implemented by the FPSC in conjunction with industry and government partners.



Solutions in Action: 2 - Structured skill assessment

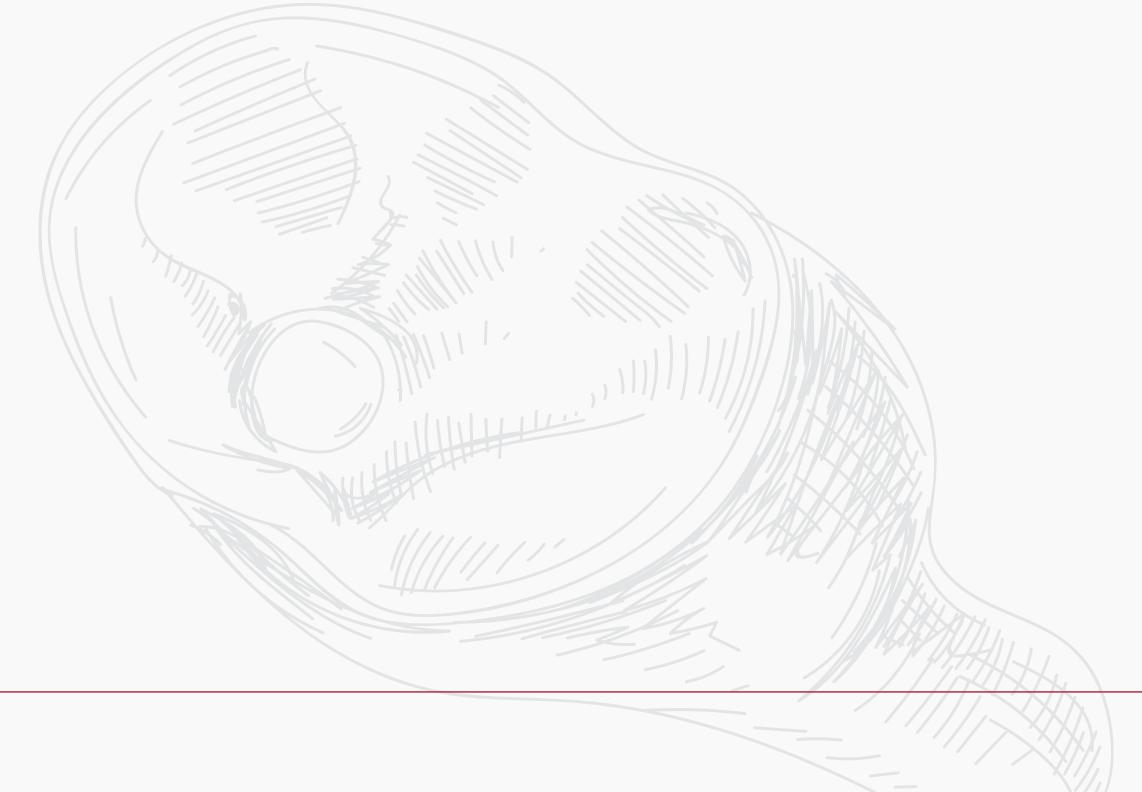
Organization Type	Goals/Objectives	Target	Region
Large employers	To assess new hires skills and align with training needs	New hires	West, Ontario
Actions/Activities			
Many of the meat processing firms have an extended probationary period (often months in duration) during which employees are undergoing structured skill assessments and attempts to find the most appropriate fit for their aptitudes and skills. This process is also used to align new hires with on-site training opportunities.			
Outcomes/Impacts			
The short-term outcomes of this approach are to increase the understanding of new hires particular areas of strength and challenge areas. This will contribute to the longer-term outcomes of improved fit between employee and job, improved alignment between training and skill gaps, and ultimately better retention, improved job performance and greater productivity.			
Potential stakeholder involvement			
This approach could be implemented by individual employers. Many of the employers using this approach have developed objective skill assessments, checklists and various other tools. Depending on the diversity across plants, this may be an area that an association could develop tools for and then distribute among the smaller and medium size employers which may not have the resources to develop internally. Similarly, the training could be a combination of internal and external training resources to improve efficiency and effectiveness.			

Matching Training with Industry Needs



Idea 2: Support The Acquisition Of Language Skills

Language skills present a challenge for some employers, particularly those working with newcomers and TFWs; however, there are successful approaches that are being implemented to address these issues. These include pre-screening language abilities prior to acceptance as a TFW, hiring TFWs from countries where English skills are usually quite good and offering ESL training either on-site at the plant or possibly in the country of origin prior to arrival in Canada. Also, within plants, there is a considerable effort put forward to align interpreters (either co-workers or community interpreters) with those who require translation, while some companies even offer training in several languages. Some companies have emphasized training using physical demonstrations and videos so that written and verbal language barriers are not as crucial in understanding the training processes.





Solutions in Action: Supporting language skills

Organization Type	Goals/Objectives	Target	Region
Large employers	To improve the language skills of employees	Current employees, job hunters	West, Ontario

Actions/ Activities	Some companies contribute to language skill development, offering ESL classes for employees. For example, one company has a certified English teacher onsite and offers courses free of charge to their employees. Another company works closely with community resources to provide ESL language classes. Another example includes a company that offers English lessons to all workers, regardless of their immigration status. Classes are provided at union training centre at the costs is shared between the union and the company. An additional example are programs that are supported by food associations, such as training to develop language skills of newcomers offered by Alberta Workforce Essential Skills Society in collaboration with the Alberta Foods Processors Association and the Lethbridge Public Library
Outcomes/ Impacts	The short-term outcomes of language training according to employers are improved job performance, and greater ease of employee supervision. Longer-term outcomes include increased levels of promotion, greater retention levels, and increased numbers of permanent staff (as language skills are often a requirement for permanent residency).
Potential stakeholder involvement	Most employers involved in language instruction indicate some sort of partnership with community organizations such as educational institutions and/or immigrant settlement organizations.

Matching Training with Industry Needs



Idea 3: Continue Development Of Internal And On-Site Training Programs

An important part of the training for positions in meat processing is currently conducted on-site using internal training programs. Given the call for standards and national certification, it is possible that training may shift so that at least some of it is completed outside meat processing plants, either at education facilities, online, or through other platforms. Nonetheless, even with increased standardization and certification, there will always be a strong need for internal and on-site training programs to match skills with the facility's specific needs according to their lines of production and their processes. In that regard, there was discussion regarding what types of training could be developed and collectively delivered to support both internal training needs and the need to develop process manuals.

Providing training online can be less challenging than organizing training off-site, as the latter requires dealing with logistic or operational considerations such as replacing workers on the line or offering transportation to off-site training. Online training can often be included pre or post shift, similar to ESL training programs. In addition, training should be holistic and include technical skills (e.g., knife skills), physical preparation training (e.g., getting the body adapted to physical work; stretching programs, OT, ergonomics) and soft skills (e.g., communication, problem solving). Some companies have had success with trainers that work consistently with trainees on each line in full-time trainer positions. Another idea to consider is matching training and salary so individuals are enticed to complete additional training programs.

Another theme that was addressed in meetings was the important role that supervisors and lead hands play in supporting workers and ensuring that the culture of the company is maintained which in turn supports efforts in retention. Some companies indicated that they are putting more effort into training and developing those in supervisory positions to better support HR principles on the floor.



Solutions in Action: Employers providing training

Organization Type	Goals/Objectives	Target	Region
Various employers	To orient new employees and to develop skill levels	Current employees, new hires, job hunters	All

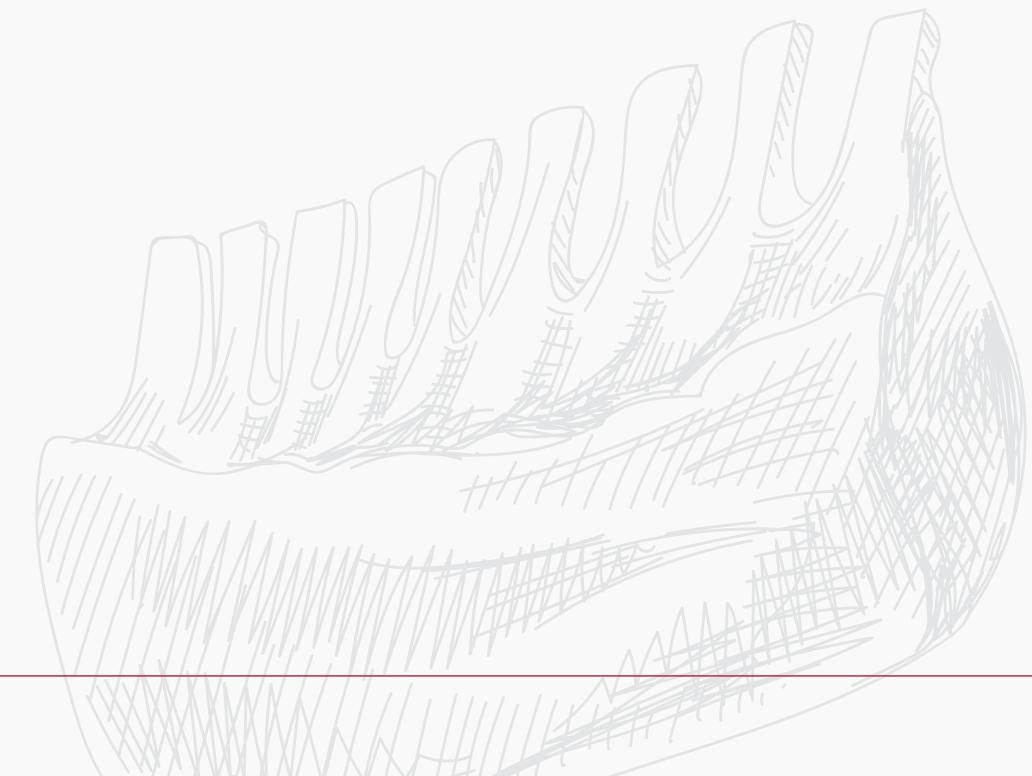
Actions/ Activities	Internal and on-site training varies considerably across employers. It can range from a short orientation and some informal on-the-job training to quite structured skills assessment, courses and training tools. Some companies have invested considerably in in-house training having training departments and full-time training staff. An example would include a company that has an in-house training department dedicated to providing one-on-one training with new hires (three days of classroom training), and offers supervisory and HR training, as well as safety training, fall protection training, confined spaces training, and various other courses. Another company has developed in-house a whole series of new visual work instructions and series of videos to facilitate learning for those who have language barriers or prefer a visual approach to learning.
Outcomes/ Impacts	The short-term outcomes described by companies include increased levels of skills among employees, high level of appropriateness of skills that align directly to tasks in the specific plant, and increased number of applicants. These lead to longer-term outcomes of increases in promotions, increased employee satisfaction, and greater levels of retention. Many companies reported offering on-site training as not only a recruitment approach, but also with the objective that it would be viewed by employees as investments in individual which would ultimately assist in retention.
Potential stakeholder involvement	This approach could be adapted by individual employers. While some of the larger companies are able to invest considerable resources in the development of courses, trainers, and tools, this may not be viable for smaller and medium sized companies. This may be where partnerships with associations could potentially develop tools or employers could access courses developed by groups like the FPSC.

Matching Training with Industry Needs



Idea 4: Offer Co-Op And Apprenticeship Opportunities

There are some companies that have worked with various educational institutions on co-op and apprenticeship programs; however, most of these have focused on either trades (e.g., millwrights, electricians) or more traditional professions (e.g., engineering, accounting). Some programs currently offered in educational institutions that are of interest to the meat processing industry are not widely known by industry representatives (e.g., Fanshawe's College Retail Meat Cutter Apprentice). Some programs remain at the pre-apprentice level given the lack of ability to provide full meat cutting production line experience. There may be opportunities to structure co-op programs with secondary or post-secondary institutions with other positions in the plant, such as packaging lines or meat cutter entry positions. This would require clear descriptions of possible co-op positions and collaborations with various community organizations and schools to create programs and positions that meet the needs of both students, the industry and education organizations.





Solutions in Action: Meat cutter pre-apprentice program

Organization Type	Goals/Objectives	Target	Region
College	To prepare students to work in Canada's meat-cutting industry through a combination of practical "hands-on" learning labs, theory classes and work terms	New entrants	Ontario
Actions/ Activities	Full-time, eight-month program that includes: trades readiness and value-added skills training; academic upgrading; job search techniques; 12 weeks of on-the-job training with area employers.		
Outcomes/ Impacts	Students build skills in meat processing, product packaging, professional safety standards and work practices. Industry has access to potential workers who are employment ready.		
Potential stakeholder involvement	Industry, provincial government, post-secondary sector		

Matching Training with Industry Needs



Idea 5: Developing The Job-Readiness Of Potential Candidates

During the roundtables, there was considerable discussion on aspects such as “work ethic” and “understanding work” challenges that employers have with new employees, particularly younger, Canadian-born employees. Some potential approaches developing job-readiness for potential candidates included working closely with community organizations involved with developing these aspects among target groups and working with schools through programs such as youth co-op programs. Some aspects to be covered under job-readiness training include:

- physical strength,
- working in a cold/warm environment,
- attendance;
- communication and interpersonal skills (i.e., working with others),
- cultural awareness (i.e., diversity and cultural sensitivity toward employees and the community),
- driver’s licence and transportation options, and
- math skills (e.g., weight/ratio calculations).





Solutions in Action: 1 - Job readiness through diverse skills training and aligned job-experience

Organization Type	Goals/Objectives	Target	Region
FPSC	To provide training and job readiness for unrepresented groups to align with job opportunities in the food and beverage industry	Job hunters, employers	West, Ontario, Atlantic
Actions/ Activities	<p>Food Processing Skills Canada (FPSC), supported by The Office of Literacy and Essential Skills (OLES), has created the project "Succeeding at Work – Employability and Essential Skills for the Food & Beverage Manufacturing Industry", which focuses on improving the critical skilled labour shortages in the food and beverage manufacturing sector, as well as providing a path to long term employment for those individuals identified as coming from disadvantaged and/or under-utilized populations. The initiative will target six provinces across Canada (BC, Alberta, Manitoba, Ontario, New Brunswick and Nova Scotia) and provide training to two cohorts per year for three years.</p>		
Outcomes/ Impacts	<p>The anticipated short-term outcomes include increased skill levels among participants, increased awareness of career opportunities in the food and beverage sector, and increased levels of job readiness. These are anticipated to contribute to the longer-term outcomes of increased employment among participants, and increased labour supply for industry. A full evaluation of outcomes will be undertaken.</p>		
Potential stakeholder involvement	<p>While FPSC is the lead organization, there are various key stakeholders involved including various community associations, industry representatives and government.</p>		



Solutions in Action: 2 - Assisting with onboarding

Organization Type	Goals/Objectives	Target	Region
Association	To assist with new employee onboarding	New employees, employers	West

Actions/ Activities	Alberta Foods Processors Association (AFPA) has established a partnership with the Alberta Workforce Essential Skills Society (AWES) to assist with new employee onboarding. Training is offered in the development of language skills for newcomers, in learning how to manage culturally diverse teams for supervisors, either on-line or face-to-face training for new frontline employees regarding communication skills, team work, safety and career growth. Programs are available individually or can be structured in a workplace-training project with funding from the Government of Alberta directed to new migrant workers (the Bridge to Better Onboarding project).
Outcomes/ Impacts	The short-term outcomes for this project include increased skills (communication, language, safety, etc.) of new employees, and supports to employers. These are expected to contribute to longer-term outcomes of increased employment among new migrant workers.
Potential stakeholder involvement	This is a partnership between an association, community organizations, provincial government and industry.



Solutions in Action: 3 - Aligning skills training and pre-employment preparation with employers needs

Organization Type	Goals/Objectives	Target	Region
Educational	To align skills training	Job hunters	Ontario

Actions/ Activities	Loyalist College in conjunction with various partners offers a free six-week program to train adults for jobs in the manufacturing and food processing industry to better align skills training and pre-employment preparation with employers' needs. The program integrates comprehensive job-specific skills and literacy and essential skills with the direct participation of manufacturing and food processing employers in both delivery and program design.
Outcomes/ Impacts	The short-term objectives are to increase skill levels and job readiness among participants. This is anticipated to contribute to the longer-term objectives of participants accessing sustainable employment, and supporting workforce development in the manufacturing and food processing sectors.
Potential stakeholder involvement	The program is a collaboration between Quinte Economic Development Commission, Loyalist College, Essential Skills Ontario (ESO), FPSC, companies in the manufacturing and food processing industry and the federal government.

THEME 2: PROMOTING LABOUR MOBILITY AND IDENTIFYING OTHER LABOUR SOURCES

Roundtable participants worked to identify not only issues and challenges in supporting and building a sustainable workforce, but potential pathways to solutions. Interestingly, many industry representatives and stakeholders have some experience with attempting initiatives that came up as examples of these potential solutions. These are highlighted systematically below for each of the sub-themes: "Temporary Foreign Workers and Permanent Residents" and "Accessing Other Labour Sources."

Challenge: TFW Program and Permanent Residency

One main issue surrounding the TFWP is that it is not understood as a temporary solution; those within the industry often aim to keep these TFWs working in the industry and obtain permanent residency. However, there is a greater need for permanent residents than there are permanent residence positions and the process for renewing Labour Market Impact Assessments (LMIA) is costly. There are also barriers to obtaining permanent residency, such as a required ESL Level 4 qualification or the required level of fluency in French to obtain permanent residency in Quebec. Overall, the immigration process seems to prioritize education levels rather than skills that the industry needs, resulting in unmatched industry needs.

It was discussed that there may be Service Canada employees who misunderstand aspects of the meat-processing sector. There are also negative perceptions of the TFWP resulting from a few companies exploiting the program.

In Toronto, the Ontario Immigrant Nominee Program launched in the fall includes a stream for C and D skills that would help address shortfalls from the TFWP. In Manitoba, the Provincial Nominee Program identified meat cutters as skilled workers who can apply for the program after 6 months in the province.

There are also some social and economic challenges arising from the TFWP, as families are often separated which, in turn, creates retention challenges.

Roundtable participants discussed the TFWP and the difficulty achieving permanent residency for many of the industry's workers. Identifying solution pathways provided a way to address retention challenges and these overall comments and suggestions can be grouped into three pathways below.

ROUNDTABLE SUMMARY "MOVING TOWARD PERMANENT RESIDENCY"

The TFWP is not really perceived as temporary solution, as many workers and the industry have the goal of obtaining the permanent residency for these workers to be retained in the industry. However, there is a greater need for permanent residents than there are permanent residence positions.

TFW Program and Permanent Residency



Idea 1: Develop Strategies To Attract Permanent Workers

During the roundtables, an important part of the discussion indicated that while there is the word "temporary" in the program name, the TFWP is not being used as a temporary solution. In most cases, the intention is to recruit and bring workers to Canada who are likely to be retained as full-time permanent employees who will be assisted in applying for their permanent residency and become fully integrated into the company and the community. In the Calgary and Toronto roundtables, examples of good collaboration between immigration, ESDC, and companies were highlighted. These were opportunities for ensuring that TFWs would be good candidates for permanent residency (e.g., government officials travelling with companies for out-of-country interviews).





Solutions in Action: Focusing on integrating workers' families

Organization Type	Goals/Objectives	Target	Region
Larger companies; multiple sites	To provide support to families of immigrant workers	Current employees; new hires, job hunters	Quebec and West
<p>Some companies have realized the importance of reunification of families of TFWs and play an active role in supporting this through assistance with paperwork and sponsorship of candidates as well as providing employment opportunities to family members. These companies view this as a win-win situation with having a more stable workforce, a supportive community, and a larger labour supply.</p>			
<p>Actions/ Activities</p> <p>One company has focused on hiring the families of permanent resident candidates, as these individuals come into a supportive environment that is conducive to better and faster integration. The company also assists with family re-unification by assisting with preparing immigration documents and the integration activities when families arrive. These integration activities are made in concert with the local union.</p> <p>Another company focuses on integrating workers' families as well. This company focuses on assisting moving TFWs into the Provincial Nominees Program pathway with a main goal of reunification of families. In addition, it employs spouses who arrive on open work permits during the processing of the PR applications, or as permanent residents upon arrival.</p>			
<p>Outcomes/ Impacts</p> <p>The anticipated shorter-term outcomes for these activities are to have a larger supply of job candidates and to improve employee satisfaction and engagement. These should lead to longer-term impacts of better retention rates among current employees as they are able to bring their families to settle in Canada as well and to have those family members find employment in the same communities.</p>			
<p>Potential stakeholder involvement</p> <p>This approach could be integrated by individual employers likely in partnership with various community organizations such as immigrant settlement organizations and housing/social organizations to ensure there are adequate housing and social support for new families.</p>			

TFW Program and Permanent Residency



Idea 2: Ensure Community Readiness For Welcoming Newcomers

Ensuring that TFWs will be successful and obtain their permanent residency requires ongoing collaboration between unions, the company and the community. Communities and companies need to be prepared to welcome these workers by working with various programs and institutions, such as:

- schools and immigrant serving organizations to assist with language interpretation and settlement
 - municipal services,
 - housing services,
 - financial institutions,
 - medical services,
 - language training,
 - landlords,
 - community and events services (including religious organizations) and
 - local police.

In some regions, there is funding available to municipalities to create settlement websites and outreach initiatives.





Solutions in Action: 1- Focusing on making the temporary stay comfortable

Organization Type	Goals/Objectives	Target	Region
Large employer; multiple sites	To facilitate the quick integration of TFWs into the community and providing necessary supports	New hires (TFWs)	Quebec
<p>Companies reported various approaches to ensuring that the TFWs they hire and facilitate bringing into Canada are integrated quickly into workplaces and have the necessary supports while in Canada to feel comfortable and have things run relatively smoothly given the relatively large changes that they are experiencing, and the need to save money where possible.</p> <p>One example of a company providing a multitude of supports includes a company which provides an eight-day cultural orientation to introduce TFWs to Canadian culture where they learn about Canadian laws, government, education system, languages, geography, life skills and acceptable behaviour. Workers are set up with a bank account and cell phones to keep in contact with their families. As well, housing is arranged prior to arrival via a twelve or twenty-four-month lease, and at the expiry of this period the workers can choose to stay in that housing or move to one of their choosing. Rent is paid through payroll deduction bi-weekly and cannot exceed 33% of their gross monthly income. All housing comes fully furnished (i.e., furniture, beds, bedding, kitchen supplies, and television). New workers are taken to the grocery store to buy food and personal items.</p> <p>Other examples include offering pickup directly at the airport, language training, staff dedicated to support foreign workers, assisting with first month rent and deposit, finding initial furnishings, and finding transportations (e.g., car pooling).</p>			
<p>The anticipated short-term outcome of this approach is to increase the immediate comfort level of TFWs in the workplace and in the community. This should lead to longer-term outcomes of higher levels of employee satisfaction, improved integration of TFWs in the workplace and in the community, and better retention of TFWs (or return rates). Ultimately, the efforts made in early integration may lead to better success at obtaining permanent residency.</p>			
Potential stakeholder involvement	<p>This approach could be implemented by individual employers likely through strong partnerships with community organizations and local businesses such as immigrant settlement organizations, banks, landlords, grocery stores, and cell phone providers.</p>		



Solutions in Action: 2- Assisting communities in welcoming newcomers from other cultures

Organization Type	Goals/Objectives	Target	Region
Large employers	To supply communities with supports to welcome newcomers	Community organizations, local businesses, schools	West and Quebec

Actions/ Activities	Various examples were provided where companies worked directly with communities to ensure that there were supports to community organizations in welcoming newcomers whether they be TFWs, or other immigrant workers who had newly arrived in Canada. Examples included developing cultural subcommittees that provide support to newcomers, cultural awareness training for supervisors and managers, financial supports to local immigrant serving organizations, working with schools to notify them of arriving families and language/cultural supports required for children, working with local faith groups, working with municipal governments, and collaborating with local business (grocery stores, housing authorities, banks) and services (police) to describe the likely needs that can be filled by private business and local services.
Outcomes/ Impacts	The anticipated short-term outcomes of this wide range of activities are that workers will feel comfortable in their new communities, and improved planning and accommodation of newcomers by local agencies, services and businesses. The longer-term anticipated outcomes include higher levels of retention of immigrant workers, community growth, economic growth, and improved settlement and integration of newcomers.
Potential stakeholder involvement	This is an approach that individual employers could undertake within strong partnerships with a variety of local agencies, services and businesses. Where this has been successful, there is ongoing coordinated planning for newcomers at the community level. Companies play a collaborative lead role in facilitating this success through participation and provision of resources to assist community agencies where necessary.

TFW Program and Permanent Residency

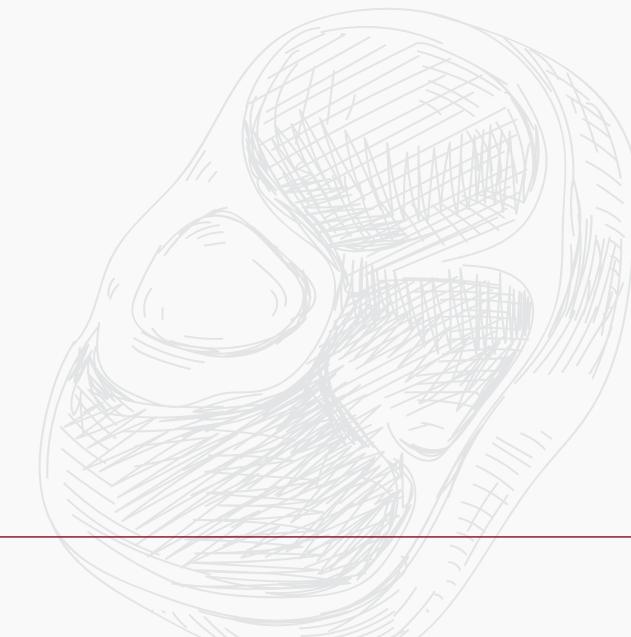


Idea 3: Potential Changes To Immigration Programming

To help support the retention of these workers and their move toward permanent residency, the following potential changes to immigration programming were identified:

- Develop express entry or other federal paths to permanent residency for positions in the meat industry (i.e., re-examine NOC codes and recognize meat cutting as a skill).
- Create a purpose-based program that fits specific industry needs.
- Settle refugees and immigrants in rural and small-town communities directly rather than major cities that require additional re-settlement to have them able to work in meat processing plants generally located outside of large urban centres.
- Reduce the cost of LMIA applications, extend timelines for renewal and offer fast-track options for renewal.
- Consider fast tracking PR if the individual works in meat processing (e.g. similar to processes for rural doctors).
- Provide greater provincial control over immigration.
- Simplify the process for individuals to stay.

One suggestion that arose from the discussion was to consider developing a process for companies who employ TFWs that would provide the opportunity for workers to be vetted based on their past performance within the TFW program. These workers could then potentially receive advanced standing in the permanent residency approval process.





Solutions in Action: Atlantic Immigration Pilot

Organization Type	Goals/Objectives	Target	Region
Partnership between the Government of Canada and the four Atlantic provincial governments and industry.	To help employers in the Atlantic region hire job candidates who aren't Canadian citizens or permanent residents with candidates filling jobs the employers have had trouble filling locally.	3 streams – 1) high-skilled; 2) intermediate skilled; and 3) international graduates	Atlantic Provinces
Actions/Activities			The pilot has been designed as a fast-track immigration program that allows employers in Canada's four Atlantic provinces to hire foreign nationals for jobs they haven't been able to fill locally. Once a designated employer finds a candidate who meets their employment needs and the program criteria, that employer will need to first offer them a job. Employers do not need to go through the process of obtaining a Labour Market Impact Assessment (LMIA) under this program. Once the candidate has accepted the job, the employer will connect the candidate with a designated settlement service provider organization for a needs assessment and to develop a settlement plan. Employers will also support the long-term integration of the new immigrant and his or her family, if applicable, so they can reach the goals of their settlement plan once they arrive in Canada. Employers that need to fill a job vacancy quickly will have access to a temporary work permit, so that the candidate and his or her family can come to Canada as soon as possible.
Outcomes/Impacts			The three-year pilot program allows designated local employers to identify, recruit and retain global talent. The program also has the goals of supporting population growth, developing a skilled workforce, and increasing employment rates in the region.
Potential stakeholder involvement			Employers, provincial and federal governments, immigration settlement organizations, community organizations.

Challenge: Accessing Other Labour Sources

Throughout the different regions where the roundtables were held, participants agreed that the meat processing industry is facing increased competition for low-skilled and entry-level workers. They acknowledged a need to develop unique approaches to recruit and retain different population groups, but they are starting to run out of new methods and ideas to do so.

There are challenges specific to each group that must be considered when accessing other labour sources. There is a need to align social, religious and cultural needs on the manufacturing lines. For instance, Indigenous people often wish to stay in their own communities, which causes challenges with transportation, while some religious groups have beliefs that keep them from working with certain meat products. In the Toronto roundtable, there was discussion about the difficulties keeping workers who are on a temporary visa status, including foreign students. For instance, individuals may be enrolled in educational programs and upon obtaining permanent residency or citizenship may leave the field. There are also foreign students who try to work in this area but get rejected due to visa requirements or may also have an initial negative view of meat cutting education programs.

Roundtable participants focused on how to address the challenges and issues identified with the accessing other labour sources and how they can be attracted to the industry. Overall, the comments and suggestions can be grouped into four solution pathways, outlined below.

ROUNDTABLE SUMMARY

"EXPANDING THE INDUSTRY'S TARGETED RECRUITS"

It is important to acknowledge that there are recruitment challenges unique to recruiting and retaining different population groups. Addressing social, religious and cultural needs will help the industry address increased competition for low-skilled and entry-level workers.

Accessing Other Labour Sources



Idea 1: Attracting Refugees And Newcomers

Many refugees and newcomers in large urban areas. Companies identified that rural relocation requires extensive collaboration with the community to ensure that there are sufficient supports in place and settlement services that can be accessed. This often requires companies to be directly involved in the design and implementation of these services. The community must be welcoming and responsive to the needs of the workers, in particular those with different cultural backgrounds and practices. As well, it was expressed during meetings that "rural" in Canada might be quite different from immigrants' countries of origins. For example, services in rural areas in Canada may be much more extensive than in home countries. Similarly, travel expressed in kilometres may seem daunting vs. travel expressed in time required given infrastructure and transportation speeds generally available in Canada.

In some regions (e.g., Quebec), roundtable participants indicated that there is limited information available regarding how to reach out to refugees and newcomers for recruitment purposes. One possible solution is to involve the industry in the immigration process early on so that a connection can be established and the possibility of employment can be offered as an option. Similarly, it was suggested that extra effort be made with regional immigration offices so that they are aware of the labour shortages and potential employment opportunities available in the industry for their clients. Participants in different regions agreed that it would be beneficial to consider providing more structured incentives. For instance, programs could offer the opportunity to expedite permanent residency for refugees and/or newcomers if they move to a rural community and work in the food processing sector. Programs could also provide employment opportunities for spouses. In these instances, permanent relocation is preferred as temporary placements from urban areas are often unsuccessful.

It would also be beneficial to clearly communicate to potential recruits the possibilities of advancement that build upon their existing qualifications (e.g., certifications, training, post-secondary education). Within the sector itself, there are opportunities for cultural sensitivity and cross-cultural training for management and employees, to encourage diverse management teams, to create cultural hubs, and to foster communities of cultural support.



Solutions in Action: Active outreach to newcomers through immigrant serving organizations

Organization Type	Goals/Objectives	Target	Region
Various employers	To recruit refugees and newcomers for positions in the meat processing industry	Job hunters, career explorers	West, Ontario

Actions/ Activities	<p>A number of employers describe how they work with local immigrant serving organizations to inform the organizations of the potential employment opportunities that exist for their clients in the meat processing industry, and to advertise and approach newcomers within the supportive environment of these agencies. Examples include:</p> <ul style="list-style-type: none"> • posting job vacancies in immigrant settlement organization, immigrant specific job boards, and agency websites; • conducting interviews on-site at the agency; • participating in immigrant focused job fairs; • providing bus tours of facilities and the local communities during which potential job candidates are introduced to key stakeholders in the community (e.g., mayor, school representative, housing association) as well as settlement and support groups; • broad recruitment from across various provinces through immigrant serving organizations; • representatives from immigrant serving organizations visiting the plants on a regular basis to provide support to the recent hires.
Outcomes/ Impacts	<p>The anticipated short-term outcomes for these activities include increased awareness among newcomers of the potential job opportunities available in meat processing, and increased understanding of the working conditions and work environment for meat processing. This should lead to longer-term outcomes of increased number of newcomer applicants, and increased number of new hires from among the immigrant labour pool.</p>
Potential stakeholder involvement	<p>This is an approach that individual employers could implement with the support of strong relationships and collaboration with immigrant serving organizations both directly in their communities, nearby urban centres, and possibly from other regions and provinces (as demonstrated by one company that uses this approach for broad recruitment strategies).</p>

Accessing Other Labour Sources



Idea 2: Attracting Indigenous Peoples

Numerous companies described approaches they have attempted in an effort to attract and retain Indigenous workers, such as working with band councils, providing bus services and offering additional training. Given that the approaches used to date have proven to be limited in their success, roundtable participants discussed how collaborations between industry, educational facilities, and government divisions working with Indigenous groups must “think outside the box” when developing new solutions. It was suggested in some meetings to examine industries where successful recruitment and retention of Indigenous workers has been successful (e.g., natural resource development) and determine if there are lessons to be learned or practices that could be adapted for the meat processing sector.

Other possible strategies that were mentioned include offering a work share environment (e.g., 12 weeks on 4 weeks off), exporting jobs to the reserve (i.e. final processing or HR), building trust and rapport with the community and Elder(s), creating employment pods of 6-8 workers and keeping groups together, hiring a band member for cultural sensitivity training, hiring an Indigenous officer to be a liaison with the community, allowing workers to bring back the product to the community to increase their pride in their work, creating a mentorship program, providing prolonged financial support and engage Indigenous people when developing programs.

In the Calgary roundtable, these avenues were outlined as more promising given the opportunities for success and that relatively large populations of Indigenous people within commuting distance of many facilities facing employment challenges. In the Montreal roundtable, it was highlighted that there is limited information on existing organizations or processes that would facilitate collaboration with Indigenous communities; more information in that regard is needed. It was also suggested that Indigenous experts be hired to assist with recruitment and retention, similar to how many companies are investing in hiring immigration specialists to assist them in hiring and retaining temporary foreign workers or recent newcomers.



Solutions in Action: 1- Working on strengthening ties with Indigenous community leaders and agencies

Organization Type	Goals/Objectives	Target	Region
Large employers	To strengthen relationships with local Indigenous communities	Indigenous community leaders, job hunters, career explorers	West
Actions/Activities			<p>An important aspect of attracting more Indigenous workers into the meat processing industry is building partnerships with Indigenous community leaders and trying various approaches in a systematic manner until there are good fits established for both workers and employers. An example that was provided was a large employer that undertook special outreach efforts with two local Indigenous communities and working in partnership with the provincial government. Outreach activities included discussions with community leaders, conducting information sessions in the communities, onsite interviews and plant tours in order to encourage applications. Initially there was considerable success with 21 hires directly as a result from these activities. While the initial hires have moved on to other opportunities, this initial outreach effort has continued to strengthen the relationships between the company and the two communities' leaders, and there is continued instances of cases where community leaders are sending potential candidates to the company for consideration.</p> <p>Another similar example included a company that provides bus tour for groups directed to First Nations communities. Lunch is provided and then the company conducts interviews with all candidates on the same day as the orientation. In addition, all positions are advertised on the First Nations online website and the company attends First Nations jobs fairs as well as the inclusion seminars. Although numerous people have been hired, there is a low retention rate partially a result of lack of transportation.</p> <p>Another company works closely with First Nations community contacts and posts job openings at community centres; as well, it provides job information to employment counsellors within the community, participates in job fairs and workshops (e.g., Aboriginal Job Fair, workshops at the community's Friendship Centre) and where applicable, may provide relocation and settlement assistance. Their workforce consists of approximately 8-10% Indigenous workers.</p>
Outcomes/Impacts			<p>The short-term outcomes from these activities included increased understanding of Indigenous culture by the companies, increased understanding of job opportunities, working conditions and work environment among job hunters and career explorers, and increased number of applicants from the Indigenous communities. These have in turn led to stronger relationship between the companies and the Indigenous communities, and increased number of new hires from communities. The companies and communities continue to work together on improving issues of retention by attempting to address issues such as transportation and cultural considerations.</p>
Potential stakeholder involvement			<p>This approach could be implemented by individual companies working in partnership with local Indigenous communities and their employment programming being delivered in communities.</p>



Solutions in Action: 2- Supporting training in communities

Organization Type	Goals/Objectives	Target	Region
Indigenous community and large employer	To provide supports to training meat cutters in a community setting	Job hunters, career explorers	West
Actions/ Activities			An Indigenous community has established a meat-cutting training facility and training course in their community. Meat processing companies are providing support to the program in the form of in-kind contribution of carcasses, tours of industrial facilities and are hiring graduates. The program has a planned intake of 16 students quarterly (4 cohorts per year), and to date has graduated nearly full cohorts four times (student retention is high). Job-readiness courses are required prior to entry into the meat cutting program. Supports provided to students include a training stipend and day care placement.
Outcomes/ Impacts			The short-term outcomes established for this program include increased skill levels in meat-cutting and meat processing, increased levels of job preparedness, and career exploration. This is anticipated to lead to longer-term outcomes of increased levels of employment, increased social/economic benefits for participants, families and their community, increased labour supply for the meat-processing industry, and increased new hires in local meat processing plants. To date, graduate success rates for the short and some of the longer-term outcomes is quite high according to the course coordinator. An unintended positive outcome from the program is that community members who are not necessarily going through the meat-cutting course are applying for jobs with a local large meat processing company and being hired – their interest in this is in part due to seeing people being trained in the community in this field. To solve transportation problems, the community has purchased a van to provide transportation back and forth to the plant and coordinated with the company to have the same shifts for community members.
Potential stakeholder involvement			This project has been successful in large part due to the number of partnerships that have been formed between the community leadership, community training agency, local college, Indigenous training associations, federal government, meat processing companies and various community organizations (e.g., daycare).

Accessing Other Labour Sources

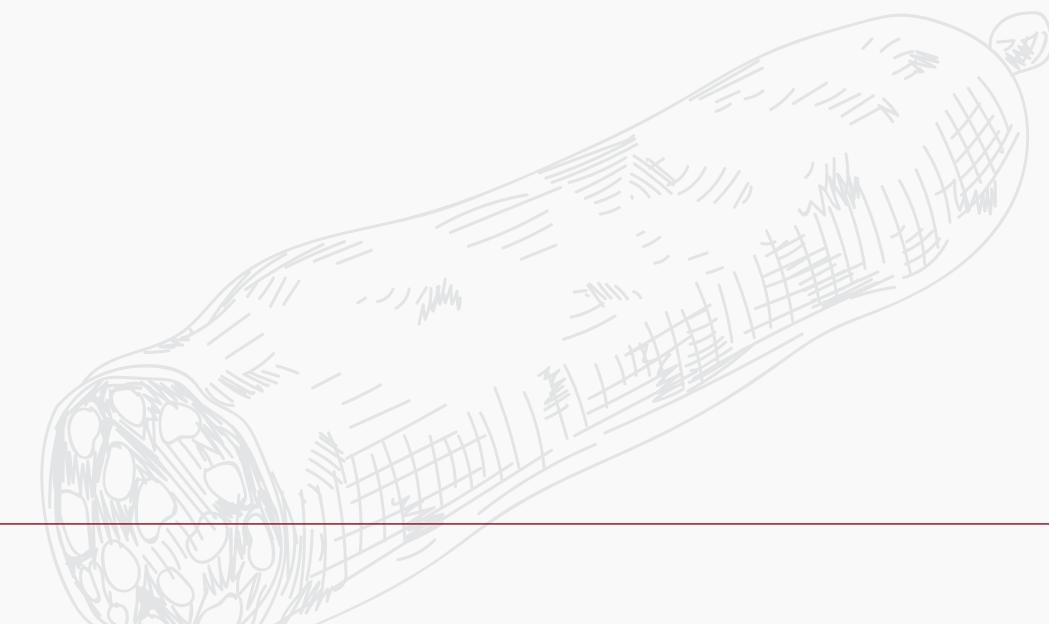


Idea 3: Attracting Youth

Given the different expectations of potential recruits among youth, and considering the possible strategy of adjusting the expected duration of employment, approaches to attract younger employees include increasing job flexibility, such as offering contracts instead of emphasizing a long-term commitment; providing options for job sharing and split shifts; allowing workers to choose work shifts using an online system; providing access to diverse tasks or work station rotation and offering different start times to fit with school obligations and other commitments.

Marketing efforts directed to youth can use a variety of social media platforms. One recommendation is to increase the industry's social media presence and to recruit "key influencers" to advertise for companies on social media. Promoting the industry on social media could also be expected to have an impact on highlighting career opportunities for population segments other than youth. In addition, there could be a plan to target parents who could be directly or indirectly influencing their children's career paths.

Recognition is also identified as a key factor in attracting and retaining youth, as it helps keep these workers motivated. Recognition may take the form of bonuses (e.g., for attendance), access to technology-based activities that have a gaming aspect integrated (e.g., gaming room for breaks, gamification of training and achievement recognition), requesting feedback from employees every six to three months, offering educational opportunities (including scholarships), or offering retention bonuses for working all summer. Other incentives that might be attractive to youth include offering transportation and/or accommodation.





Solutions in Action: 1 - Focus on recruiting and retaining students

Organization Type	Goals/Objectives	Target	Region
Various employers	To recruit students for both summer/holiday positions and for more permanent positions	Job hunters, career explorers	All

Numerous employers are attempting to recruit high school and post-secondary students to work in their facilities over the summers and holidays, as well as post graduation. Some employers are trying to make these connections through their parents who may work at the plant, or through advertising and making connections with educational institutions to make students aware of the possible job opportunities in the industry.	<p>Actions/ Activities</p> <p>Examples of this type of recruiting include:</p> <ul style="list-style-type: none"> An employer provides tailored work opportunities for students during school holiday periods (e.g., summers, spring breaks). Another employer works with educational institutions to generate applications from students – whether they are new grads looking for full-time work, or students looking for part-time or summer student positions. Another employer offers a program where students from high-school or college who have parents working in the plant are encouraged to work as seasonal workers with considerable flexibility (they don't become part of the union).
The short-term outcomes anticipated for this approach are an increased awareness among students/youth of the opportunities both seasonal and career-wise of working in the meat processing industry. This could lead to longer term outcomes of filling short-term labour needs in plants, and increased likelihood of longer-term new hires from the youth labour pool.	<p>Outcomes/ Impacts</p>
This approach could be implemented by individual employers. There is likely the need to connect with "sources" of youth whether it be through educational institutions, employment agencies, or parents who are already working in the facilities.	<p>Potential stakeholder involvement</p>



Solutions in Action: 2 - Ensuring those advising youth are aware of career opportunities in meat processing industry

Organization Type	Goals/Objectives	Target	Region
Large employers	To increase youth awareness of opportunities in the meat processing industry	West, Ontario and Quebec	Employment counsellors, career counsellors, educators, parents, youth

Actions/ Activities	<p>Numerous large employers described how they are making efforts to connect with and inform those who are working directly with youth on career awareness, potential job opportunities, and job preparedness activities. Examples included:</p> <ul style="list-style-type: none"> • An employer is working with local high schools to educate guidance counsellors on the career opportunities with the company and the meat processing sector more generally. • Another company with multiple sites has developed tailored youth recruitment strategies that include working with local educational institutions and employment agencies to participate in career fairs, annual career symposia and Take your Kid to Work Day, to offer practicum opportunities, and to provide comprehensive learning and career planning programs related to the meat processing industry. • A company is forming various partnerships with local colleges and training institutions to ensure that educators and advisors are aware of the opportunities available in their plants and the meat processing industry more generally. • Companies that partnering with schools and employment agencies to incorporate job training into school programming for technical positions
Outcomes/ Impacts	<p>The anticipated short-term outcomes of these activities are increased awareness among educators, counsellors and parents of the opportunities for youth in the meat processing industry, and improved partnerships between the meat processing industry employers and youth serving organizations and agencies. This should lead to longer-term outcomes of increased number of youth investigating career and job opportunities in the sector, increased participation in practica, internships and on-site learning opportunities where available, and ultimately increased applicants and new hires of youth by the sector.</p>
Potential stakeholder involvement	<p>This is an approach that can be implemented by individual employers, but can also be supported by many other groups such as industry associations, education institutions, training programs, FPSC, provincial governments and federal governments through the support of job placement funding (e.g., Career Focus, summer work experience funding, team projects), employment agencies, and youth serving organizations.</p>



Solutions in Action: 3 - Providing flexibility with scheduling

Organization Type	Goals/Objectives	Target	Region
Medium employer	To provide flexibility in work schedule to attract and retain youth	Current employees, job hunters	Ontario

Actions/ Activities	A company was able to organize their lines and work load to allow greater flexibility in scheduling among some levels of staff. They are currently developing and testing an online system for scheduling through which certain groups of employees can select their shifts, vacations, total hours, etc. This flexibility is anticipated to be highly desirable among some groups of employees such as parents with young children, youth and possibly older workers.
Outcomes/ Impacts	The anticipated short-term outcomes include increased number of applicants from those requiring flexible scheduling, increase in number of new hires among targeted groups (e.g., youth, older workers), and ultimately better retention longer-term.
Potential stakeholder involvement	This is an approach that can be considered by individual employers. This type of approach requires thinking creatively about the line and operation requirements and trying to be innovative on how the work force for plants can be defined into different types of categories in order to meet the demands of the labour market (e.g., increased flexibility in scheduling) in collaboration with the requirements of the plant operations.



Solutions in Action: 4 - Investing in a youth team leader

Organization Type	Goals/Objectives	Target	Region
Large employer	To provide additional support to youth employees	Current employees, new hires	Ontario
Actions/ Activities		Recognizing that youth who are hired may require different types of supports and training than older, more experienced new hires, a company has identified a youth team lead for the seasonal workers that are hired. The focus of this team lead is to engage team members, provide a team environment and to highlight the company's culture and work environment.	
Outcomes/ Impacts		The anticipated short-term outcomes include increased engagement of new youth hires, creation of a youth focused team environment, improved integration of new youth hires in workplace. These outcomes could potentially lead to increased retention of new youth hires, improved proportion of returns across seasons, and ultimately increased number of youth entering meat processing industry post graduation.	
Potential stakeholder involvement		This is an approach that could be implemented by an individual employer. We know that youth and the millennial generation view work differently from previous generations. Their priorities and requirements may be quite different as well (which is not too different from other groups in the workforce) which may require a "translator" that can assist in integration and adaptation from both sides (youth and employer).	

Accessing Other Labour Sources

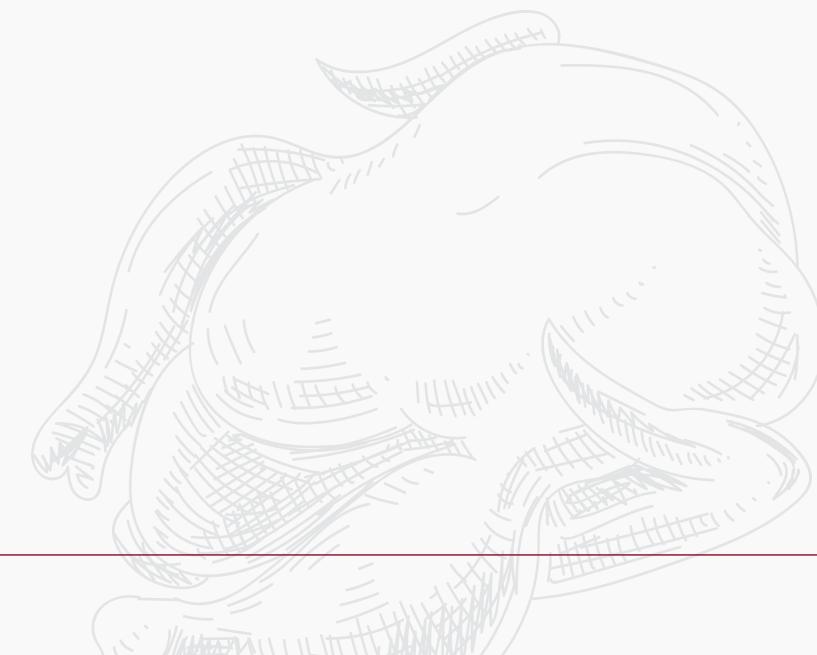


Idea 4: Attracting Mature Workers

This is a field of work that workers can enter at any stage of life, an aspect that can be showcased in marketing efforts, highlighting, for instance, their transferable skills from past employment. Mature workers are also often looking for recognition and flexibility. Providing the opportunity to adjust their work schedule and their access to benefits over time was mentioned as a possible way to showcase the benefits of the industry. Solutions include allowing flexibility with shift scheduling, providing adaptable benefit packages that can be retained even when working part-time (e.g., healthcare that covers elderly parents, drug coverage), offering the opportunity to work at a different plant for a period of time (e.g., Mexico, Brazil); or offering shorter shifts to supplement existing income.

To promote retention, it is also important to accommodate older workers by finding positions that are appropriate to their skill level and possible physical limitations, and showcase their knowledge within the company (i.e., working as coaches or mentors, slowing down the speed of the production line).

[We are following-up with interviews to determine if there are interesting examples where there have been initiatives to retain and/or attract mature workers – we will present in a similar format for “Testing Solutions”]





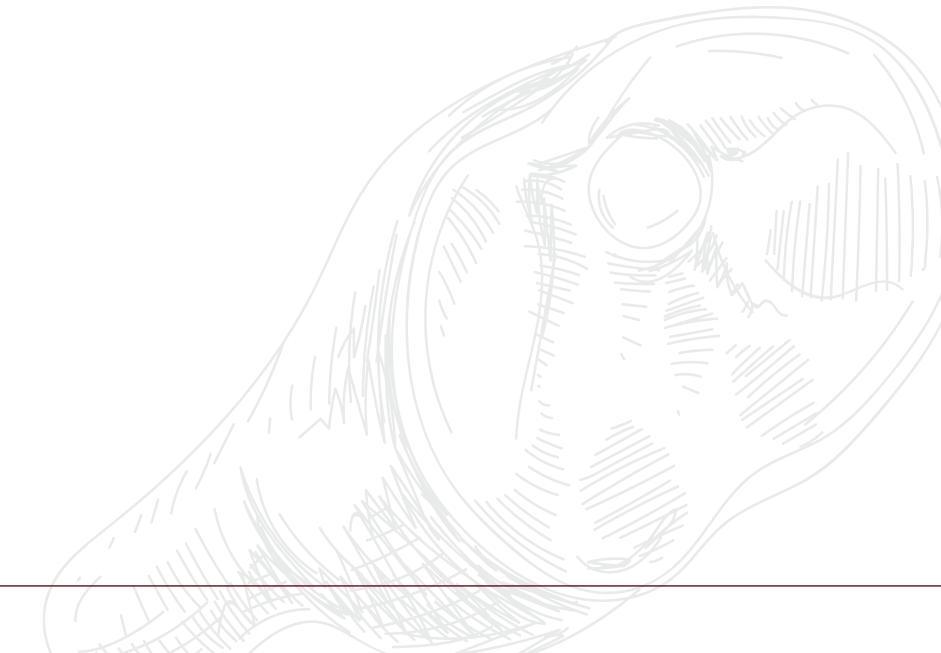
Solutions in Action: Modifying working conditions to attract mature workers

Organization Type	Goals/Objectives	Target	Region
Employers (not within meat industry – retail, food service, call centres)	To modify working conditions to attract and retain mature workers new to the industry	Mature workers who have not previously worked in the industry	Various
Actions/ Activities			Many industries requiring workers for lower-skill level positions are aware of the ageing demographics of local labour sources, and as a result are making changes to the workplace and working conditions in order to attract and retain this growing segment of the workforce. This includes aspects such as shorter shifts, part-time employment, scheduling longer "leave" periods for extended vacation periods, and adapting benefit plans to include health insurance coverage for part-time employees.
Outcomes/ Impacts			The anticipated outcome is that the employer will have greater access to a group of workers who are "employment ready" through considerable years of varied experience in different workplaces, and can contribute significantly to the productivity of teams by often having a strong "work ethic" acquired through experience. Another outcome may be a more flexible work environment as changes are made to attract and retain these workers which may also benefit other target worker groups (e.g., youth, Indigenous Canadians).
Potential stakeholder involvement			Reviewing where this appears to have been successful in other industries, this has been primarily an employer led initiative. There may be other potential stakeholders considered for relevant involvement including older worker initiatives developed by governments, and community groups that tend to involve those from this age demographic (e.g., service clubs, 55+ associations).

APPENDIX: OVERVIEW OF CURRENT LABOUR MARKET AND TRAINING PROGRAMMING BY REGION

Comments that were raised at the roundtables were often around the extent to which industry is actually aware of and using labour market and training programming within the various regions. This appeared to vary considerably according to region and employer. To assist with the eventual development of an action plan for the sector, the FPSC undertook to develop a preliminary inventory of sample programming that is designed to target the development of the labour market more broadly. The inventory is not exhaustive but does cover various areas within each region. Not all of these programs would be relevant for all employers; however, it provides an initial overview of programming that is available that if not immediately relevant could be adapted or used as a model from which to develop interventions aligned more closely with the challenges encountered by the meat processing sector. As well, it provides the types of programs that employers may be able to access via partnerships with local agencies to find matches with people who have traditionally been underrepresented in the labour market or need assistance in entering the labour market (e.g., youth, Indigenous people, women).

The compilation of programming is divided according to province.



British Columbia – Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	Essential Skills for Aboriginal Workers	Indigenous
2	YWCA Circle of Sisters Indigenous Mentorship Program	Indigenous
3	Aboriginal Skills Employment and Training Services	Indigenous
4	Get Youth Working	Youth
5	Youth Employment Connect	Youth
6	Career Paths for Skilled Immigrants	Immigrants
7	Pathways to Leadership	Immigrants
8	Focus @ Work	Women
9	Women @ Work	Women
10	British Columbia Employer Training Support Grant	General
11	Employment Services and Supports Program	General
12	Association for Cooperative Education	Training
13	Meat cutter program certification	Training
14	Meat cutter program	Training

#1- Program Name: Essential Skills for Aboriginal Workers (ESAF)

Aboriginal Community Career Employment Services Society (ACCESS)

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Aboriginal peoples	<p>ACCESS provides a variety of programs designed to deliver customized support and employee success and retention. They provide two program streams:</p> <ul style="list-style-type: none"> • Employer Partner Program: an 8-week work placement targeted to develop position-specific skills for the workplace. After the placement, employers have the opportunity to hire these students for a long-term position. • Employment and Training Competency: an 8-week program to build skills that can help participants achieve their employment goals. The guided program helps them identify strengths and skills gaps to support their success. 	<p>Interested participants must be:</p> <ul style="list-style-type: none"> • Aboriginal peoples • Unemployed • Referred by an Employment Assistant Service and successfully complete a program interview process 	<p>Essential skills development is a key component of all training and development programs provided. Example skills that are highlighted are:</p> <ul style="list-style-type: none"> • document use, • oral communication, • continuous learning, • writing, • thinking, and • working with others. 	http://esaf.accessfutures.com
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			Funding provided by Service Canada and the Province of British Columbia.	Essential Skills for Aboriginal Futures, New Westminster.
Delivery Agent:				

#2- Program Name: YWCA Circle of Sisters Indigenous Mentorship Program

YWCA Metro Vancouver

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Indigenous youth • Women 	<p>The Circle of Sisters Mentorship Program is an opportunity for Indigenous girls aged 12-18 to connect with their community and culture, gain valuable essential skills, and develop leadership abilities. Provided in collaboration with older female mentors, there are two program streams:</p> <ul style="list-style-type: none"> • School Workshop Series: 6 workshops aimed to develop leadership skills and life goals while improving their essential skills. • Sunday Circles: Monthly circle groups with mentors to gain leadership skills, cultivate community support, improve effective communication skills, and encourage healthy relationships. 	<p>Participants must:</p> <ul style="list-style-type: none"> • Self-identify as Indigenous <p>Individuals interested in being a mentor:</p> <ul style="list-style-type: none"> • Must be a young woman (high school or post-secondary school aged) • Self-identify as Indigenous • Want to connect with Indigenous culture • Demonstrate good communication skills and spend time helping prepare for each event 	<p>Both programs welcome members of Two-Spirit, Transgender, Queer, and Disabled communities.</p>	https://ywcavan.org/programs/mentorship/indigenous-mentorship
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			All programs are free for participants.	Mentorship Program and Single Mothers' Services: YWCA
Delivery Agent:				
Not-for-profit organization				

#3- Program Name: Aboriginal Skills Employment and Training Services (ASETS)

Shuswap Nation Tribal Council

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Aboriginal peoples 	<p>The ASETS program aims to increase Aboriginal participation in the Canadian labour market, strengthen and facilitate flexible programs to meet the unique and varied needs of Aboriginal individuals, and provide employers with skilled workers.</p> <p>They provide 4 programs to assist individuals in the Central Interior British Columbia region:</p> <ul style="list-style-type: none"> • Summer Student program (work experience and in-school training) • Direct Purchase program (funding for institutional training) • Target Wage Subsidy program (employer funding to hire individuals with barriers to employment) • Project-based Training program (on the job training) 	Eligibility varies depending on the program. Individuals, in general, must be First Nations and be of appropriate working age.	<p>Employment offices available in the following locations:</p> <ul style="list-style-type: none"> • Kamloops • Ashcroft • Lillooet • St. Merritt • Chase 	http://shuswapnation.org/departments/assets/
Program Provider:			Funding:	Contact Information:
Tribal council			Funded through Human Resources and Skills Development Canada.	Contact Shuswap Nation Tribal Council, Kamloops.
Delivery Agent:				
Tribal council				

#4- Program Name: Get Youth Working

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Aboriginal peoples 	<p>The ASETS program aims to increase Aboriginal participation in the Canadian labour market, strengthen and facilitate flexible programs to meet the unique and varied needs of Aboriginal individuals, and provide employers with skilled workers.</p> <p>They provide 4 programs to assist individuals in the Central Interior British Columbia region:</p> <ul style="list-style-type: none"> • Summer Student program (work experience and in-school training) • Direct Purchase program (funding for institutional training) • Target Wage Subsidy program (employer funding to hire individuals with barriers to employment) • Project-based Training program (on the job training) 	Eligibility varies depending on the program. Individuals, in general, must be First Nations and be of appropriate working age.	<p>Employment offices available in the following locations:</p> <ul style="list-style-type: none"> • Kamloops • Ashcroft • Lillooet • St. Merritt • Chase 	http://shuswapnation.org/departments/assets/
Program Provider:			Funding:	Contact Information:
Tribal council			Funded through Human Resources and Skills Development Canada.	Contact Shuswap Nation Tribal Council, Kamloops.
Delivery Agent:				
Tribal council				

#5- Program Name: Youth Employment Connect (YEC)

S.U.C.C.E.S.S.

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Youth	<p>The Youth Employment Connect program helps youth overcome barriers to employment, equipping them with skills and the ability to achieve success in transitioning toward employment or education. The program encourages all youth aged 15-29 who are unemployed or not in full-time studies to register.</p> <p>Participants work on self-assessments, individual goal setting, career research skills, and life skills enhancement. The program consists of 4 weeks of group training and short-term certification training. Followed is 10 weeks of job search support, including work experience placements, job monitoring, and employment coaching.</p>	<p>The program is open to all individuals who meet the following requirements:</p> <ul style="list-style-type: none"> • Aged 15-29 • Unemployed or working less than 20 hours per week • Actively seeking work • Non Employment Insurance eligible • Not attending full-time schooling • Not participating in another Canada-BC Job Fund program 	<p>The program's key focus areas are:</p> <ul style="list-style-type: none"> • Career planning (clarifying employment needs and wants, and creating a plan of action) • Job search skills • Life skills • Selected certifications: Food Safe First Aid WHMIS Customer Service 	http://www.successbc.ca/eng/services/employment-services/youth-employment-connect http://www.successbc.ca/images/stories/pdf/YEC_brochure_2016-17.pdf
Program Provider:			Funding:	Contact Information:
Independent service provider			Funded through the Canada-BC Job Fund.	Contact S.U.C.C.E.S.S., Coquitlam, for more information.
Delivery Agent:				
Independent service provider				

#6- Program Name: Career Paths for Skilled Immigrants

Back in Motion

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Immigrants	<p>The Career Paths for Skilled Immigrants program helps those who have valuable skills to help fill an industry shortage but are unable to access suitable employment opportunities.</p> <p>Through occupation-specific resources, the program encourages and supports immigrants seeking employment that fits their skills and qualifications. Program officials help connect participants with employers looking for skilled workers.</p>	Eligible participants must be a permanent resident for less than 5 years, be unemployed or working a job in a profession unrelated to their field, and able to demonstrate an intermediate English language level.	Mentorship is a significant part of the program. Participants partner for a 3-4 month period with a local mentor to support their job search efforts, provide industry information, and promote an awareness of Canadian workplace culture.	http://backinmotion.com/employment-services/career-paths-skilled-immigrants http://careerpaths.ca
Program Provider:			Funding:	Contact Information:
Provincial government			The program is free for participants. Funded through the Government of Canada and the Province of British Columbia.	Contact Back in Motion for more information.
Delivery Agent:				
• Provincial government • Employers				

#7- Program Name: Pathways to Leadership

YWCA Metro Vancouver

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrant women • Single mothers 	<p>This 7-month program provides information on employment, education, and skills training in Vancouver for immigrant women. Participants explore their interests, skills, and strengths in order to build a successful career path in Canada.</p> <p>The program includes 17 in-class training sessions and a 5-month job mentorship where participants can apply their training towards an individual work project.</p> <p>Participants can connect with each other and with organizations to help them learn about common experiences of immigrant women and how to overcome these challenges with the skills they've learned.</p>	Participants must be female and newcomers to Canada. Contact the program for more information on eligibility.	Childcare and transit tickets are available for eligible participants.	https://ywcavan.org/programs/employment-programs-services/employment-programs/pathways-leadership
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			Programs are free for participants.	YWCA Program Centre, Vancouver.
Delivery Agent:				
Not-for-profit organization				

#8- Program Name: Focus @ Work

YWCA Metro Vancouver

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Women	<p>Focus @ Work is a free job search program that helps women identify their skills and strengths, set personal and career goals, and develop skills for employment.</p> <p>Participants can build connections with other individuals and learn to develop their own professional network. The program includes a 3-week workshop followed by 9 months of job search support and employment coaching.</p>	Eligible participants must be female and looking for employment.	Program components include a detailed individual assessment covering personal interests and career aspirations, effective communication coaching, personal development classes, conflict resolution training, techniques for coping with stress, and information on the labour market in British Columbia.	https://ywcavan.org/programs/employment-programs-services/employment-programs/focus-work
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			Programs are free for participants. Assistance for transportation and childcare is provided for eligible participants.	Contact focus@ywcavan.org for more information.
Delivery Agent:				
Not-for-profit organization				

#9- Program Name: Women @ Work

Back in Motion

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Women • Job seekers • Youth 	<p>The Women @ Work program aims to empower women to gain the skills and experience necessary to prepare them for employment. Participants receive paid training and work experience opportunities with employers in the tourism sector.</p> <p>The program includes 6 weeks of paid training focusing on workplace skills, job search techniques, resume writing skills and a 3-month job placement. Participants receive certification in Food Safety, First Aid, Serving it Right, and World Host.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • Between 15-30 years of age • Not currently attending school (high school or post-secondary education) • Not currently receiving Employment Insurance • A Canadian citizen, permanent resident, or have refugee status 	<p>The program is offered in Coquitlam and Vancouver.</p> <p>The program is focused on the tourism sector; however, a similar service may be adapted to suit the needs of the food-processing sector.</p>	http://backinmotion.com/employment-services/womenatwork http://womenatwork.ca
Program Provider:				Funding: Contact Information:
Provincial government				<p>Program is free for participants. Participants receive a \$500 bonus for completing the full work experience placement.</p> <p>Contact info@womenatwork.ca for more information.</p>
Delivery Agent:				
<ul style="list-style-type: none"> • Provincial government • Employers 				

#10 - Program Name: British Columbia Employer Training Support Grant

Work BC

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Employers	<p>The BC Employee Training Support Grant provides more funding and flexibility to address labour market needs. It provides financial support to motivate employers to seek out skills training for their employees, including both new and current workers.</p> <p>Skills training may encompass developing employee skills and certification or upgrading their skills for enhanced production.</p> <p>There are three training streams available for financial assistance: Foundational training stream Technical skills training stream Workforce training stream</p>	<p>Eligible employers must be:</p> <ul style="list-style-type: none"> • Within the private or not-for-profit sector • An Indigenous government, band, or tribal council, if applicable • A BC Registered Service for a minimum of 1 year and hold a current business license for at least 1 year <p>Public sector organizations are not eligible for this program.</p>	<p>All program training streams include skills training either for unemployed or underemployed employees to enhance their essential skills and technical skills required to adapt to new technology or machinery.</p>	https://www.workbc.ca/Employer-Resources/BC-Employer-Training-Grant.aspx
Program Provider:			Funding:	Contact Information:
Provincial government			<p>Employers will be reimbursed up to 60% for employee training costs for a maximum of \$5,000 per employee. Funded through Canada-BC Workforce Development Agreement.</p>	Contact Work BC for assistance and more information.
Delivery Agent:				
Employers				

#11 - Program Name: Employment Services and Supports Program (ESS)

Target Group:	Program Description:	Criteria:	Notes:	Links:	
• Job seekers	<p>The Employment Services and Supports Program delivers skills training in an aim to prepare vulnerable residents of British Columbia to find suitable employment opportunities or to return to the workforce. Specific training services offered under the program depend on the demonstrated labour market needs within a particular region or community and may vary across the province.</p> <p>Training programs include job readiness and essential skills training, and entrepreneurial and trades training for unemployed and non-Employment Insurance eligible individuals.</p>	<p>The ESS program is primarily targeted toward unemployed individuals who are not eligible for Employment Insurance.</p> <p>Additional eligibility requirements may apply depending on the program, including:</p> <ul style="list-style-type: none"> • Youth • Women • Immigrants • Indigenous peoples • Those under-represented in trades 	<p>The program goal is to ensure residents of British Columbia who face barriers to employment gain training that will lead to sustainable employment.</p> <p>Programs vary by region:</p> <ul style="list-style-type: none"> • Cariboo • Kootenay • Mainland/Southwest • North Coast and Nechako • Northeast • Thompson-Okanagan • Vancouver Island/ Coast 	https://www.workbc.ca/Employment-Services/Labour-Market-Programs/Employment-Services-and-Supports-Program.aspx	
Program Provider:				Funding:	Contact Information:
Provincial government				Funding depends on program availability and region.	Contact Work for more information.
Delivery Agent:					
Provincial government					

#12 - Program Name: Association for Cooperative Education (ACE)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Students • Employer 	<p>The ACE program combines real world experience with classroom training for participants. It alternates periods of academic study with periods of work experience in relevant fields of business, industry, government, social services, and more.</p> <p>Participants are actively engaged in productive work rather than simply observing workplace procedures or job shadowing exercises. These placements prioritize learning opportunities, engagement, monitoring, performance, and integration.</p>	<p>Official work permits are required for international students.</p> <p>Each academic program has its own eligibility requirements.</p>	<p>The program allows employers to receive financial support where they can hire students during peak periods to develop the student's leadership potential.</p>	http://co-op.bc.ca
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			<p>Each educational institution sets tuition and fee rates.</p> <p>Employers are eligible for additional funding if they agree to hire the student after the program placement ends.</p>	Contact info@co-op.bc.ca for more information.
Delivery Agent:				
Educational institution				

#13 - Program Name: Meat cutter program certification

Industry Training Authority, BC

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Students • Employees 	<p>The Industry Training Association manages all industry training and apprenticeship programs in British Columbia. The meat cutter program certification instructs students on meat handling, cutting meat, poultry and fish portions, sanitation, and processing.</p> <p>The program outlines the pathways to certification, including technical training, qualification exams, and work-based training. Youth apprenticeship programming is included, along with information on how to challenge certification examinations for those with extensive experience.</p>	<p>It is recommended that interested students hold at least a grade 10 education.</p> <p>A level 1 FoodSafe certification is required for those interested in challenging the certification.</p>	<p>Certification typically takes 2-3 years to complete; however, this varies on how individual training programs are delivered.</p>	http://www.itabc.ca/program/meatcutter http://www.itabc.ca/sites/default/files/program-information/meatcutter-program-profile-march-2017.pdf http://www.itabc.ca/sites/default/files/program-information/meatcutter-outline-march-2017.pdf
Program Provider:	Funding:			Contact Information:
Educational institution	Participants may receive certification sponsorship from their employer.			Industry Training Authority, Richmond.
Delivery Agent:				
Employer				

#14 - Program Name: Meat cutter program

Thompson Rivers University- Culinary Arts

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Students • Youth 	<p>This 9-month full-time program is designed to deliver business training and productivity training for the meat cutting industry. Students learn through specialized training in meat cutting, knife handling, safety, and sanitation.</p> <p>With broad representation from industry, the program ensures training and program development is within provincial and local industry standards and expectations. The program combines theory-based training with guest speakers and a practical application component.</p>	<p>Interested applicants must have:</p> <ul style="list-style-type: none"> • Minimum grade 10 education (grade 12 is recommended) • Successful post-secondary pre-test • Instructor interview • Student/referee recommendation requests • Strong physical build • Good manual dexterity • Positive attitude 	<p>Courses include:</p> <ul style="list-style-type: none"> • Value-added processing • Meat science • Meat, poultry, and seafood processing • Meat nutrition and cooking • Product identification and nomenclature 	https://www.tru.ca/culinary-arts/meatcutter.html
Program Provider:			Funding:	Contact Information:
Educational institution			Tuition and fees apply.	Contact information for individual program representatives available on the website.
Delivery Agent:				
Educational institution				

Alberta – Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	Aboriginal Training to Employment Program	Indigenous
2	Journey to Success	Indigenous
3	Métis Training to Employment	Indigenous
4	Summer Temporary Employment Program	Youth
5	Taber Youth Employment Program	Youth
6	Immigrant Bridging	Immigrants
7	Women Building Futures	Women
8	Experience Counts	Older Workers
9	Canada-Alberta Job Grant	General
10	Integrated Training	General
11	Workplace Training	General
12	Transition to Employment Services	General
13	Olds College Meat Processing Certificate	Training

#1 - Program Name: Aboriginal Training to Employment Program (ATEP)

First Nations Training to Employment Program (FNTEP)

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Indigenous job seekers	<p>These programs, (ATEP) and (FNTEP), support and encourage partnerships between government and employers, First Nations Bands, Tribal Organizations, Treaty Councils and other Aboriginal organizations. These programs create work experience projects that help Indigenous participants obtain and maintain sustainable employment.</p> <p>Overall, these programs aim to develop partnerships between industry, government, and First Nations that can lead to employment opportunities for Indigenous adults.</p>	<p>Eligible participants must be</p> <ul style="list-style-type: none"> • an Indigenous member that is unemployed or marginally employed and • in need of and could benefit from skills training in order to obtain and maintain employment. <p>Eligible organizations must be a First Nations Band, Aboriginal Community, a Métis settlement, an employer or a government organization.</p>	Activities supported during these programs can address employment skills, occupational skills, work exposure and job coaching and mentoring.	https://work.alberta.ca/labour/atep-fntep.html http://www.humanservices.alberta.ca/AWonline/ETS/5102.html
Program Provider:	Funding:			
Provincial government	Funding through the Alberta Employment and Industry.			
Delivery Agent:	Contact Information:			
• Employer • First Nations Band • Government organization	Contact the Alberta Career Information Hotline for more information.			

#2 - Program Name: Journey to Success

Bent Arrow Traditional Healing Centre

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Indigenous job seekers	<p>The Journey to Success program provides workshops in personal development and employment skills, an employment resource centre, individualized service plans, and exposure courses for Indigenous job seekers looking to obtain and maintain employment.</p> <p>The program prepares and certifies Indigenous peoples with the skills they need for employment, such as job readiness, work ethics, and time management.</p>	<p>Participants must be at least 18 years of age, of Aboriginal ancestry, have been previously employed for at least 6 months, demonstrate a reading and writing level of at least grade 10, and have stable residency.</p> <p>Successful participants must maintain contact with centre staff for at least 6 months following the end of the program.</p> <p>Participants must also not be receiving funding through any other Alberta Employment and Immigration program.</p>	<p>Workshops include:</p> <ul style="list-style-type: none"> • Resume building • Interview techniques • Labour market awareness • Financial management 	http://bentarrow.ca/programs-and-services/journey-to-success/
Program Provider:				
Not-for-profit organization				
Delivery Agent:				
Not-for-profit organization				
Funding:				Contact Information:
Funding available through Alberta Employment and Immigration.				Contact the Bent Arrow Employment Centre.

#3 - Program Name: Métis Training to Employment (MTE)

Rupertsland Institute

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Métis job seekers	Rupertsland Institute (RLI) provides services to assist Métis individuals prepare for, find, and keep employment opportunities. Trained Employment Councillors and Job Coaches offer programs at Rupertsland Institute office locations and at Mobile Employment Units throughout Alberta. Programs include job assistance and assessment of transferable and marketable skills, individual assessment and action plans, customized training programs and marketing clients to industry.	Eligible participants must be <ul style="list-style-type: none"> • of Métis ancestry and be able to provide appropriate documentation, • an established Alberta resident, • be willing and able to complete training, and • be able to demonstrate the training will directly result in employment. 	Ongoing programs include: <ul style="list-style-type: none"> • Employment partnership programs • Youth summer employment programs • Employment support programs • Disability programs 	http://www.rupertsland.org/employment-services/eligibility-requirements/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			RLI provides a maximum of \$8,500.00 to cover training costs such as tuition, books, and fees. Participants may also be eligible for a weekly training allowance.	Rupertsland Institute Métis Centre of Excellence.
Delivery Agent:				
Not-for-profit organization				

#4 - Program Name: Summer Temporary Employment Program (STEP)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Employers 	<p>The program spans between 4 and 16 weeks and encourage employers to hire high school and post-secondary students during the summer employment term (May to August).</p> <p>STEP is designed to build meaningful work experience and improve skills and workplace insight.</p> <p>A wage subsidy is offered to help cover costs and encourage employers to participate in the program.</p>	<p>Eligible employers include:</p> <ul style="list-style-type: none"> • Small businesses • Not-for-profit organizations • First Nations Bands <p>Student participants must be at least 15 years of age, a Canadian citizen, permanent resident or protected under the Immigrant and Refugee Protection Act, be returning to school the following fall and be willing to complete full-time work throughout the duration of the program.</p>	<p>Employers are not permitted to receive additional government funding while they are participating in the STEP program; however, if eligible, they may apply for employee training support through the Canada-Alberta Job Grant.</p>	http://www.albertacanada.com/employers/recruit/summer-temporary-employment-program.aspx
Program Provider:				Funding:
Provincial government				<p>A wage subsidy of up to \$7.00 per hour is provided.</p>
Delivery Agent:				Contact Information:
Employer				More information available through the program website.

#5 - Program Name: Taber Youth Employment Program

Taber and District Community Adult Learning

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Indigenous youth • Members of a minority group • Immigrant youth 	<p>The 15-week skills development program for youth is designed to involve participants in a number of different instructional activities, including:</p> <ul style="list-style-type: none"> • Motivation and mentorship • Essential skills and employability skills • Employment readiness • Workplace and Social Media etiquette • Supervised work experiences 	<p>Participants must be:</p> <ul style="list-style-type: none"> • Youth aged 15-30 • Not in school • Canadian citizen, permanent resident, or refugee status individual • Legally able to work in Canada • Not receiving Employment Insurance benefits <p>Individuals experiencing difficulty overcoming barriers to employment are encouraged to apply, such as those of Aboriginal origin, those residing in rural or remote communities, and/or those belonging to a visible minority group.</p>	<p>Barriers to employment may include:</p> <ul style="list-style-type: none"> • Inadequate skillset • Low literacy/numeracy • Lack of social skills • Lack of previous work experience • Recent immigrant 	http://taberadultlearning.com/wordpress/youth-employment-program/
Program Provider:	<p>For youth facing barriers to employment, these services help them gain the skills they need to participate in the labour market and find sustainable employment opportunities.</p>			
Delivery Agent:	<p>Not-for-profit organization</p>			

#6 - Program Name: Immigrant Bridging

Training for Work

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Immigrants	<p>The Immigrant Bridging program is focused on training skilled immigrants who have prior education and/or skills experience in a specific occupation. Training is provided so participants can bridge the gap between their previous skills and experience with the requirements of a related occupation.</p> <p>The program provides individuals with applied work placements, supports skills and knowledge training, encourages collaboration between training providers and employers, and addresses local labour market demand for skills training.</p>	<p>Participants typically have two or more of the following characteristics:</p> <ul style="list-style-type: none"> • Limited range of academic credentials • Variety of barriers previously affecting their learning • Attachment to the labour market • Foreign educational credentials not recognized in Canada by employers or educational institutions • Insufficient English language skills <p>Individuals must have proof of their English language proficiency.</p>	<p>Alberta Labour is responsible for delivering contract-based training with third-party providers, while Advanced Education is responsible for tuition-based activities.</p>	https://work.alberta.ca/skills/immigrant-bridging.html http://www.humanservices.alberta.ca/AWonline/ETS/4372.html
Program Provider:			Funding:	Contact Information:
Provincial government			Community and Business Services (CBS) and Alberta Human Services (HS) provide funding for the range of services available.	Alberta Supports Contact Centre.
Delivery Agent:				
• Provincial government • Educational institution				

#7 - Program Name: Women Building Futures (WBF)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Women • Job seekers • Youth • Indigenous workers • Employers 	<p>The Women Building Futures program provides training for women for careers in trades, focusing on workforce attraction, assessment and essential skills training, workforce training and coaching, and job retention support.</p> <p>The program aims to increase awareness, readiness, and employment for women, increase participation of Indigenous women in WBF projects, and provide workforce solutions for employers.</p>	There is no age requirement for the program; however, participants must be able to handle the physical and mental demands of the training program and the occupation.	The program focuses on employment in the construction and electrical trades. A similar program encompassing agri-food processing could be implemented following similar guidelines.	https://www.womenbuildingfutures.ca
Program Provider:	Funding:			Contact Information:
Not-for-profit organization	Funding and awards available to those participants who qualify.			Contact Women Building Futures.
Delivery Agent:				
Not-for-profit organization				

#8 - Program Name: Experience Counts: Targeted Initiative for Older Workers (TIOW)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Mature workers • Job seekers 	<p>The program aims to support and motivate workers to update current skills in a supportive environment, obtain and maintain their employment goals through informative decision-making, build confidence, and update and increase their current skillset.</p> <p>TIOW is a 6 -week professional and personal development program to explore career options for mature workers, helping participants conduct a successful job search and facilitate a deeper understanding of the interviewing process.</p> <p>Activities include basic computer skills, life skills, wellness techniques, and stress management.</p>	<p>Participants must be unemployed, ages 55-64, be ready and willing to work, and have experienced difficulty to obtaining employment.</p> <p>The program is available to all Albertans that meet the program requirements. The program is currently offered in the High River location.</p>	<p>The program is followed by ongoing, individualized support until their employment is secured or further education has been obtained.</p>	http://www.mcbridecareergroup.com/programs-offered/show/high-river-experience-counts-targeted-initiative-for-older-workers-tiow/23
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			<p>There is no cost for participants. The Government of Alberta and the Government of Canada provide funding.</p>	Contact McBride Career Group Inc.
Delivery Agent:				
Not-for-profit organization				

#9 - Program Name: Canada-Alberta Job Grant

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employers 	<p>The Canada-Alberta Job Grant (CAJG) is an employer-driven training program where employers and government share the cost of training new and existing employees to increase their knowledge and skills to meet workforce needs. The program aims to increase productivity, employee skills, employee retention, and access to different solutions to solve workplace challenges. Employers decide who receives training and what specific training they receive.</p>	<p>Eligible employers:</p> <ul style="list-style-type: none"> • Private sector and not-for-profit employers • First Nations and Métis settlements in Alberta • Designated crown corporations in communities of 100,000 or less <p>Eligible trainees:</p> <ul style="list-style-type: none"> • Canadian citizens, permanent residents, or those protected under the Immigration and Refugee Protection Act • New or existing employees that will fill current or future job vacancies • Unemployed Albertans 	<p>Training provided during the program must be incremental and result in credentials.</p>	http://www.albertacanada.com/employers/train/jobgrant.aspx
Program Provider:			Funding:	Contact Information:
<p>Provincial government</p>	<p>Examples include:</p> <ul style="list-style-type: none"> • Access to train rural and remote organizations • Bridging internationally-trained Albertans 		<p>Employers contribute 1/3 of training costs (maximum \$10,000). Additional funding support is available if hiring an unemployed Albertan.</p>	<p>More information available at jobgrant@gov.ab.ca</p>

#10 - Program Name: Integrated Training (IT)

Training for Work

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Job seekers	<p>Integrated Training provides unemployed or marginally employed participants with essential skills training, work experience, occupation-related training, and ESL training to obtain and retain employment in an in-demand occupation.</p> <p>The program provides individuals with applied work placements, supports skills and knowledge training, encourages collaboration between training providers and employers, and addresses local labour market demand for skills training.</p>	<p>Individuals interested in the program must have two or more of the following:</p> <ul style="list-style-type: none"> • Limited range of academic credentials • Variety of barriers previously affecting their learning • Attachment to the labour market • Foreign educational credentials not recognized in Canada by employers or educational institutions • Insufficient English language skills • Requirement for employability and/or essential skills training 	<p>The objectives of the program are to allow unemployed or marginally employed adults in Alberta to secure and maintain sustainable employment and to provide training skills required by industry and sector employers.</p>	https://work.alberta.ca/skills/integrated-training.html http://www.humanservices.alberta.ca/AWonline/ETS/4372.html
Program Provider:			Funding:	Contact Information:
Provincial government			Funding through the Government of Alberta.	Alberta Supports Contact Centre.
Delivery Agent:				
• Provincial government • Educational institution				

#11 - Program Name: Workplace Training (WT)

Training for Work

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Job seekers	<p>For individuals experiencing barriers to securing and maintaining employment, the Workplace Training program provides individual-focused training or work experience. The program partners with employers who can provide individual-centered programs, on-the-job training, and paid work experience.</p> <p>Employers participating in the program do so under the agreement that they will hire the program participant after completion of the work placement.</p>	<p>Participants must be over the age of 18 and experiencing barriers to getting and keeping a job, such as being unemployed, having limited experience in competitive employment, and/or lacking the minimum requirements that employers require.</p> <p>Eligible employers must demonstrate an ability to provide on-the-job training or paid work experience and offer ongoing employment upon the participant's completion of the program.</p>	<p>On-the-job training option: Employer hires a participant for up to 26 weeks for employment skills and experience training. There is a contribution of a maximum of \$390.00 per week based on the training plan.</p> <p>Paid work experience option: Maximum duration of this option is 3 weeks. This option is designed to give specific job position skills and demonstrate qualifications.</p>	https://work.alberta.ca/skills/integrated-training.html http://www.humanservices.alberta.ca/AWonline/ETS/4372.html
Program Provider:				Funding:
Provincial government	<p>There are two program options:</p> <ul style="list-style-type: none"> • On-the-job training • Paid work experience 			Funding through the Government of Alberta.
Delivery Agent:				Contact Information:
Employer				Alberta Supports Contact Centre.

#12 - Program Name: Transition to Employment Services (TES)

Training for Work

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Job seekers	<p>The Transition to Employment Services program provides individualized services that allow participants to acquire workplace and occupation-related skills that will facilitate their entry or re-entry into the labour market.</p> <p>The program provides three primary program component services:</p> <ul style="list-style-type: none"> • Employment placement and support • Job matching • Unpaid work exposure 	<p>Eligible participants must complete an individual Service Needs Determination Assessment to ensure that:</p> <ul style="list-style-type: none"> • appropriate service(s) are selected based on needs, • a realistic employment goal has been defined, • the participant is eligible to work in Canada, • educational prerequisites have been completed, and • an overall plan has been established. 	<p>Employers who express interest in participating in Transition to Employment Services and are willing to offer full-time employment opportunities will be considered eligible partnering employers for the program work placements.</p> <p>Participating employers are expected to pay the full wage and benefits for the work placement position.</p>	https://work.alberta.ca/skills/transition-to-employment-services.html http://www.humanervices.alberta.ca/AWonline/ETS/6838.html
Program Provider:			Funding:	Contact Information:
Provincial government	There are also short courses and employment readiness training available as part of TES.		Eligible participants may apply for a one-time financial support to fund items required for the job, up to \$500.00, to assist them in obtaining and retaining employment.	Alberta Supports Contact Centre.
Delivery Agent:				
• Provincial government • Employer				

#13 - Program Name: Olds College Meat Processing Certificate

Olds College

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Job seekers 	<p>The Olds College Meat Processing Certificate is a 15-week program that covers the entire meat processing system from slaughter to retail. There are three application starting dates each year.</p> <p>It is a Canadian National Training Centre that focuses on humane handling and provides technical training in cutting, trimming, boning, breaking, wrapping and curing.</p> <p>Students, after completing the core courses, choose one area of specialization: Livestock slaughter or Meat merchandizing and marketing.</p>	<p>Student must meet the English Language Proficiency Requirement (completed at minimum 3 years of formal education taught entirely in English or provide the results of a recognized English Language Proficiency exam).</p> <p>Applicants should be 18 years of age or older and in good physical condition.</p>	<p>Graduates will have gained the necessary skills and experience to start their own business or effectively contribute their skills to an existing business within the industry.</p>	https://www.oldscollge.ca/programs/service-industry/meat-processing/index.html https://oldscollge.curricunet.com/Report/Program/GetReport/73?reportId=46
Program Provider:			Funding:	Contact Information:
Educational institution			Funding and awards available through Olds College.	Contact Old College Admissions for more information.
Delivery Agent:				
Educational Institution				

Saskatchewan— Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	Accelerate Program for Employee Equity Companies	Indigenous
2	Employment Pathways	Indigenous and Youth
3	Learning Interculturalism Through Employment program	Indigenous and Immigrant Youth
4	Youth Employment Readiness Program	Youth
5	Skills training to advance immigrant youth	Immigrant youth
6	Provincial Training Allowance	Social Assistance Recipients
7	Canada-Saskatchewan Job Grant	General
8	Retail Meat Specialist- Culinary Arts Certificate	Training
9	Meat Cutter Apprenticeship	Training
10	Food and Beverage: Prep and Serve	Training

#1 - Program Name: Accelerate Program for Employee Equity Companies

Indigenous Works

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employers • Indigenous peoples 	<p>The Accelerate Program is designed to help employers with Indigenous recruitment and help advance and retain Indigenous workers. The 1-year program aims to help create an inclusive workplace that is accessible for Indigenous workers and provides resources and tools to help employers support workers.</p> <p>The program can also help employers address and actively respond to the Truth and Reconciliation Report Call to Action 92, an urge to reconcile with Indigenous peoples.</p>	The program is open to all Saskatchewan businesses.	Included in the training package are resources such as, "10 tips on increasing your Indigenous recruitment" and "Hiring Indigenous people and creating an inclusive workplace."	https://indigenousworks.ca/en/products/item/accelerate-program-employment-equity-companies
Program Provider:			Funding:	Contact Information:
Not-for-profit organization	Overall, the program helps employers hire and retain Indigenous workers and strengthen their Indigenous human resources policies and practices.		A training package fee applies.	Contact Indigenous Works, Saskatoon, for more information.
Delivery Agent:				
Employer				

#2 - Program Name: Employment Pathways

Work Prep Centre

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Job seekers • Employees • Indigenous peoples • Employees 	<p>Employment Pathways offers services for individuals experiencing personal and systemic barriers to employment. The program prepares individuals to participate in and contribute to the labour market.</p> <p>Program officials connect job seekers to sustainable employment, continued education programs, and training services aimed to support labour market needs.</p>	<p>Participants who benefit from this program are typically:</p> <ul style="list-style-type: none"> • 16 years of age or older • Face challenging barriers to employment • Have never worked or have struggled to maintain sustainable employment • Are currently unemployed or underemployed • Are First Nations or Métis and transitioning from reserve 	<p>The program is open to employers who are facing labour shortages and wish to be included in the job placement portion of the program.</p>	http://workprep.ca/services-and-programs/
Program Provider:		Funding:		Contact Information:
Not-for-Profit organization		Funding provided by the Government of Saskatchewan Ministry of the Economy.		Contact the Regina Work Preparation Centre for more information.
Delivery Agent:				
Not-for-profit organization				

#3 - Program Name: Learning Interculturalism Through Employment program (LITE)

Saskatoon Intercultural Association

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Indigenous peoples • Immigrants 	<p>The LITE program teaches employment skills and intercultural awareness to Indigenous youth and newcomers to Canada in Saskatoon. It connects participants to employment opportunities, to each other, and to the community.</p> <p>The program consists of 2 key elements:</p> <p>Group-based employment and intercultural sessions</p> <p>Work placements</p> <p>Eight weeks of classroom training includes courses on life skills development and employability training sessions. Program officials then set up interviews for a 12-week paid work placement that matches the individual's skills and interests.</p>	<p>Participants must be:</p> <ul style="list-style-type: none"> • First Nations, Métis, Inuit • Canadian citizen or permanent resident • Aged 18-30 • Not receiving Employment Insurance • Out of school and ready to work • Have little to no prior work and low education levels 	<p>A work placement coordinator oversees job placements.</p>	https://www.saskintercultural.org/programs/employment/lite
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			Employers are reimbursed for a portion of the student's wages, up to \$8.00 per hour.	Saskatoon Intercultural Association.
Delivery Agent:				
Not-for-profit organization				

#4 - Program Name: Youth Employment Readiness Program (YERP)

Work Prep Centre

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Youth	<p>The Youth Employment Readiness Program helps youth make connections to and contribute to the community by preparing for successful entry into the labour market. The program focuses on preparing for educational and skills development training so participants can reach their long-term career goals and so they can support the current and future labour market needs.</p> <p>There is a 4-week group based skills training and a 6-week work placement designed to: identify and overcome barriers to employment, develop relevant career goals, address training and employment opportunities, and learning essential workplace skills.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • Aged 16-30 • Unemployed • Not in school • Ready to transition to work • Willing to learn and improve their job search skills 	<p>Also included in the program are digital literacy skills training, financial literacy training, volunteer opportunities to build work experience, and ongoing coaching and support.</p>	http://workprep.ca/full-programs/-yerp
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			<p>The program is free for participants. Funding through the Government of Canada Skills Link program.</p>	Contact the Regina Work Preparation Centre for more information.
Delivery Agent:				
<ul style="list-style-type: none"> • Not-for-profit organization • Employer 				

#5 - Program Name: Skills training to advance immigrant youth (STAIY)

Regina Immigrant Women Centre

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrants • Youth 	<p>The Regina Immigrant Women Centre offers a 14-week employment program consisting of 3 weeks of classroom training and an 11-week work placement. The program provides the opportunity for a Canadian work experience that leads to a permanent position with the host employer or a return to education/skills training that will meet other career objectives.</p> <p>The program accepts 3 classes of 6 participants each year. Participants are selected after an interview and screening by the project coordinator.</p>	Eligible participants must be under 30 years of age, a Canadian citizen or permanent resident, and be committed to attend classes and a job placement for a total of 14 weeks.	<p>Participants must complete time sheets and work on a team project that will be delivered to the host employer and project coordinator at the end of the placement.</p> <p>Both participants and host employers receive a certificate of completion at the end of the program.</p>	http://www.reginaiwc.ca/programs-and-services/educate/syaiy-program/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			The program is free for participants and host employers. Participants are paid minimum wage for their involvement throughout the duration of the program.	Contact info@reginaiwc.ca for more information.
Delivery Agent:				
Not-for-profit organization				

#6 - Program Name: Provincial Training Allowance (PTA)

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Social assistance recipients	<p>The Provincial Training Allowance (PTA) provides income assistance to low-income adult students enrolled in full-time Adult Basic Education training and programs, workforce development, or skills training programs with a duration less than 12 weeks.</p> <p>Program coordinators at local Training Centres provide individual assessment services, help them apply for program assistance, and provide funding information to potential participants.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • Resident of Saskatchewan (and registered with the Ministry of Health) • Canadian citizen, permanent resident, or a designated Protected Person • Enrolled in an approved program at an approved training centre • Demonstrate financial need 	Information is available for potential participants, approved training centres, and program approvals.	https://www.saskatchewan.ca/residents/jobs-working-and-training/job-training-and-financial-support-programs/provincial-training-allowance http://publications.gov.sk.ca/documents/310/92366-89876-PTA_Learner_Handbook_2018-19.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			Funding is available for living and daycare allowances. Additional funds are provided for training in northern communities.	Contact your local Saskatchewan Student Services and Program Development branch.
Delivery Agent:				
Provincial government				

#7 - Program Name: Canada-Saskatchewan Job Grant

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Employers	The Canada-Saskatchewan Job Grant (CAJG) is an employer-driven training program where employers and government share the cost of training new and existing employees to increase their knowledge and skills to meet workforce needs. The program aims to increase productivity, employee skills, employee retention, and access to different solutions to solve workplace challenges. Employers decide who receives training and what specific training they receive and must hire the employee at the end of their training (if they were not previously an employee of the company).	Both existing and potential employees are eligible for training and must be a Canadian citizen or permanent resident with a Social Insurance Number. Eligible training is flexible. Employers choose the training program that will meet their needs and the trainees who will participate. Training: <ul style="list-style-type: none">• Must be delivered by a third party• Completed within one year and span a minimum of 24 training hours• Must result in a credential	Training must not replace an employer's existing investment in training.	https://www.saskatchewan.ca/business/hire-train-and-manage-employees/apply-for-the-canada-saskatchewan-job-grant
Program Provider:			Funding:	Contact Information:
Provincial government			Employers receive reimbursement for 2/3 of training costs, up to \$10,000 per employee to a maximum of \$100,000.	Contact your local Labour Market Services office.

#8 - Program Name: Retail Meat Specialist- Culinary Arts Certificate

Saskatchewan Polytechnic

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Students	Retail Meat Specialist is an applied certificate program offered in partnership with Saskatchewan regional colleges. The program is focused on food safety and: <ul style="list-style-type: none">• muscle and skeletal structures,• preparing pork, beef, lamb, and poultry,• cutting and smoking meats,• merchandising seafood,• value-added oven ready products, and• sanitation.	Students must have a minimum grade 10 education and demonstrate various English Language requirements. Special admission is considered for those lacking formal education but have evidence of their probable success in the program.	Example courses include: <ul style="list-style-type: none">• Processing lamb, goat, and seafood• Safety and tools• Curing and smoking Prior Learning Assessment Recognition is available for mature learners. Institutional Meat Cutting and Meat Processing programs may still be available.	https://saskpolytech.ca/programs-and-courses/programs/Retail-Meat-Specialist.aspx
Program Provider:			Funding:	Contact Information:
Educational institution	Students end their program training with a 2-week practicum aimed to put theory into practice and further develop their skills.		Tuition and fees apply.	Contact Saskatchewan Polytechnic for more information.
Delivery Agent:				
Educational institution				

#9 - Program Name: Meat Cutter Apprenticeship

Saskatchewan Apprenticeship and Trade Certification Commission

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Job seekers	<p>Meat Cutter certification (and its Meat Processor sub-category) apprenticeships teach students to perform primal and sub-primal meat cuts, counter-ready cuts, packaging, labeling, and merchandising meat, poultry, and seafood products.</p> <p>There are three 8-week apprenticeship levels in the program and students must complete each technical training and on-the-job experience portion of each level to be considered for certification.</p>	<p>Interested students must have grade 12 transcripts.</p> <p>An entrance assessment will be provided for those who lack the necessary educational requirement for program entry.</p> <p>All students must demonstrate acceptable English language skills according to the English Language Benchmark.</p>	<p>The Saskatchewan training program has been currently suspended. Thompson River University in British Columbia currently still offers this program.</p>	http://saskapprenticeship.ca/quick-links/designated-trades/meat-cutter/ http://saskapprenticeship.ca/wp-content/uploads/2015/11/A-Guide-to-Course-Content-1.pdf
Program Provider:			Funding:	Contact Information:
Educational institution	Included in the training are courses on sanitation, industry-related math calculations, and processing front/hind beef.		Tuition and examination fees apply.	Saskatchewan Apprenticeship and Trade Certification Commission
Delivery Agent:				
Educational institution				

#10 - Program Name: Food and Beverage: Prep and Serve

Saskatoon Trades and Skills Centre

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Job seekers 	<p>The Saskatoon Trades and Skills Centre offers new training courses on a continuous basis and only offer those courses where there is an expressed need for workers.</p> <p>Courses are typically 8 weeks in duration and include examples such as:</p> <ul style="list-style-type: none"> • Introduction to construction • Personal care worker • Food and beverage services <p>Specifically, the Food and Beverage Prep and Serve course offers courses in serving, and food safety and combines 4 weeks of practical training with a 3- week work practicum.</p>	<p>Interested participants must attend an orientation course, apply, complete an interview process, and demonstrate a desire to succeed in the program.</p> <p>Courses are offered in English and participants must demonstrate a LINC level 5 to be considered for enrollment.</p>	<p>The Food and Beverage: Prep and Serve course is being offered from June-August 2018.</p>	https://www.saskatoontradesandskills.ca/upcoming-courses.php
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			<p>There are no fees for the student or employer participating in the job placement.</p>	Saskatoon Trades and Skills Centre.
Delivery Agent:				
Not-for-profit organization				
Employer				

Manitoba – Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	CAHRD Labour Market Programs: Skills Development Training	Indigenous
2	Metis Employment Training	Indigenous
3	MB4Youth	Youth
4	EDGE ESL	Immigrants
5	Manitoba Start: English at Work Program	Immigrants
6	Work Start: Work Experience Program	Immigrant Youth
7	EDGE Career	Low income participants
8	Trade Up To Your Future	Women
9	Recognition of Prior Learning	Older workers
10	Canada-Manitoba Job Grant	General
11	Labour Market Partnerships	General
12	Workplace Development Program	General
13	Culinary Art's Program	Training

#1 - Program Name: CAHRD Labour Market Programs: Skills Development Training

(Centre for Aboriginal Human Resources Development)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employers • Indigenous people 	<p>CAHRD provides adult career development services and training to relieve and prevent Aboriginal unemployment.</p> <p>They provide skills and apprenticeship classroom training with the goal of sustainable employment for its clients. Training programs typically span one year.</p> <p>Program goals include:</p> <ul style="list-style-type: none"> • Providing quality adult education and skills training, • Placing an average of 800 people in employment, • Training 500 participants each year 	<ul style="list-style-type: none"> • Unemployed member of Indigenous group seeking skills training and employment • Must be a registered client with CAHRD. • Participant must have completed a Return to Work Action Plan with a designated CAHRD case manager. 	<p>Projects are approved annually based on labour market requirements.</p> <p>A maximum two-year training program may be approved for high-demand jobs.</p>	https://cahrd.org http://cahrd.org/application-guidelines
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			Available funding covers most instructional costs, supplies, and specialized instructors.	Centre for Aboriginal Human Resources Development Inc. (Winnipeg)
Delivery Agent:				
Not-for-profit organization				

#2 - Program Name: Metis Employment Training (MET)

Manitoba Metis Federation

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Metis • Non-status Indian • Inuit • Social assistance recipients 	<p>Metis Employment Training provides employment and skills training programs and services for members of the Metis community who are unemployed or underemployed. The aim of these programs is to improve the overall quality of life of Metis individuals and increase their participation in the Manitoba workforce.</p> <p>Services include:</p> <ul style="list-style-type: none"> • Needs assessment and career planning • Job search assistance • Academic program information • Referral and sponsorship to skills training and employment programs • Referral to employers 	<p>Participants must be:</p> <ul style="list-style-type: none"> • Metis • Non-status Indian • Inuit • Unemployed or underemployed, working less than 20 hours per week • Low skilled • Receiving Employment Insurance or other social assistance benefits 	<p>The Manitoba Metis Federation also offers pre-screening and recruitment services for employers seeking to fill positions. Assessment counsellors will determine candidates suitable for employment and specific positions.</p>	http://www.mmf.mb.ca/departments_portfolios_and_affiliates_details.php?id=23 http://www.mmf.mb.ca/docs/assets_programs_and_services.pdf
Program Provider:			Funding:	Contact Information:
Metis Federation			<p>Funding for these employment programs and services is funded in part by sponsorships with the University of Brandon, the University College of the North Atlantic, and the University of Manitoba, among others.</p>	<p>Contact MET Recruitment services for more information.</p>
Delivery Agent:				
Metis Federation				

#3 - Program Name: MB4Youth

Youth NOW

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth aged 18-29 • Indigenous youth • Youth social assistance recipients 	<p>MB4Youth provides project-based training to prepare youth participation to find and secure employment.</p> <p>With over 20 employment programs, MB4Youth will arrange and organize activities with non-profit groups and community organizations to offer:</p> <ul style="list-style-type: none"> • Academic upgrading courses, • Job search assistance and job preparation • Strategies to secure employment <p>The Youth NOW program, as part of MB4Youth, helps youth on income assistance or facing multiple barriers to employment find suitable work opportunities and specific project-based training.</p> <p>Participants typically end the program prepared for further training or result in direct employment.</p>	<p>Participants must be between ages 18-29 and face multiple barriers to employment, such as:</p> <ul style="list-style-type: none"> • Member of an affirmative action group (Aboriginal, visible minority, person with disabilities), • Lacking academic skills, • Lacking personal supports, • Having health, drug/alcohol-related struggles, and/or • Having contact with justice, child, or social welfare programs. 	<p>Where possible, income assistance participants will be eligible to remain on assistance programs until they secure paid employment.</p>	https://gov.mb.ca/cyo/youth/index.html http://www.gov.mb.ca/cyo/youth/agencies/youthnow.html
Program Provider:			Funding:	Contact Information:
Provincial government			<p>Funding will be provided for all approved costs with the delivery of the projects, including staff salaries and operating expenses.</p>	MB4Youth, Winnipeg
Delivery Agent:				
Provincial government, not-for-profit organization				

#5 - Program Name: EDGE ESL

EDGE Skills Centre Inc.

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Immigrants 	<p>EDGE ESL is a part-time Language Institute for Newcomers to Canada (LINC) program that follows the Canadian Language Benchmark guidelines.</p> <p>They provide English classes to help with settlement for newcomer adults on a part-time basis. Classes aim to help participants learn and improve their English language skills in listening, speaking, reading, and writing.</p>	Participants must be permanent residents, reside in the St. Vital or St. Boniface areas, and require part-time language classes.	Programs follow the regular school calendar and run mid-September through mid-June.	https://edgeinc.ca/edge-esl
Program Provider:			Funding:	Contact Information:
Not-for-profit organization	The program is ideal for those who are working part-time or shift work and cannot attend regular, full-time language training programs.		Funded by Immigration Refugees and Citizenship Canada (IRCC)	To join, contact the Winnipeg English Language Assessment and Referral Centre.
Delivery Agent:				
Not-for-profit organization				

#5 – Program Name: Manitoba Start: English at Work Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employers • Immigrants 	<p>The program provides workplace-focused language training by experienced facilitators. Classes include specialized lesson plans that focus on workplace skills and safety and training.</p> <p>Program goals:</p> <ul style="list-style-type: none"> • Increased performance, productivity, and employee engagement • Improved communication and understanding of workplace requirements and equipment usage • Promoting workplaces that recruit and retain highly skilled immigrants 	<ul style="list-style-type: none"> • New adult immigrants • Must be a provincial nominee through the Manitoba PNP, a permanent resident, a refugee, or a Canadian citizen born outside Canada 	Along with the English language training, Manitoba Start also offers diversity training and university accredited courses.	http://manitobastart.com/for-employers/english-at-work/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			Funding through Immigration, Refugees, and Citizenship Canada helps offset program costs.	Contact: Enhanced English Skills for Employment info@eese.ca
Delivery Agent:				
Employer				

#6 - Program Name: Work Start: Work Experience Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employees • Youth • Immigrants 	<p>The Work Experience Program matches immigrant youth with businesses in high demand sectors for an 8-week work placement.</p> <p>Program goals:</p> <ul style="list-style-type: none"> • Cultivate and encourage youth to integrate into the labour market <p>Employers hire and train new youth immigrants with the critical skills necessary to seek sustainable employment. During the placement, they should supervise, give regular feedback to participants and consider the trainee for available employment after program completion.</p> <p>Program officials assist in developing workplace training with the employer.</p>	<ul style="list-style-type: none"> • Immigrant youth, aged 18-30 • Participants must have a clearly defined skillset for employment. • Participants must also have a goal of working in industry included under the National Occupation Code and considered high-demand by Service Canada. 	<p>Program officials will ensure a suitable match between employer and trainee, focusing on required workplace skills, job location, and available transportation.</p> <p>The program is an excellent opportunity for employers to:</p> <ul style="list-style-type: none"> • Gain additional human resources, and • Help contribute to newcomers' long-term quality employment opportunities. 	http://manitobastart.com/for-employers/staffing-services/work-experience/ http://manitobastart.patternhosting.com/wpcontent/uploads/WorkStart-Program-Outline.pdf
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			<p>There is no cost to employers who participate in the program.</p> <p>Funding provided by Manitoba Start, the Government of Manitoba and the Government of Canada.</p>	Contact workstart@manitobastart.ca
Delivery Agent:				
Not-for-profit organization				

#7 - Program Name: EDGE Career

EDGE Skills Centre Inc.

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Immigrants • Income assistance recipients 	<p>EDGE Career is a full-time career program targeted to help low-income participants and those receiving income assistance services find meaning, long-term employment.</p> <p>It addresses employability skills, computer skills, and life skills and, in some cases, helps qualified participants find short-term vocational training or work experience that could lead to sustainable, long-term employment.</p>	<p>Participants must be low-income residents of Winnipeg (preferably Employment and Income Assistance recipients).</p> <ul style="list-style-type: none"> • New Canadians (Permanent residents or refugees) 	<p>Program components include:</p> <ul style="list-style-type: none"> • Cultural adaptation • Self-assessment • Life skills/ personal development • Employment skills • Resume writing and interview preparation • Vocational training and work experience • Placements and follow-up 	https://edgeinc.ca/edge-career
Program Provider:	The one- year program runs Monday – Thursday from 9:00am- 4:00pm.		Funding:	Contact Information:
Not-for-profit organization			Program funding provided by Manitoba Education and Training Community Partnerships.	Contact EDGE Skills Centre for more information.
Delivery Agent:	Not-for-profit organization			

#8 - Program Name: Trade Up To Your Future

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Women	<p>The program offers funding assistance to develop skills for jobs in non-traditional trades. Participants are given tools and resources to develop a Return to Work Action Plan.</p> <p>The program partners with training institutions and community colleges through Apprenticeship Manitoba.</p> <p>The 10-month program typically runs from September through June.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • Female • Currently receiving or previously a recipient of Employment Insurance (EI) or Provincial Employment and Income Assistance (EIA) • Employed and low skilled • Unemployed or about to lose job 	<p>Program information supplied through Employment Manitoba was last updated in 2013.</p>	https://www.gov.mb.ca/wd/ites/tes/pubs/jobs_careers/programs/tradeup.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			<p>Financial support is provided for the duration of the program.</p> <p>Support may be restricted if the participant started skills training without approval from Employment Manitoba within the previous two years.</p>	<p>Contact your local Employment Manitoba Centre for more information.</p>
Delivery Agent:				
Provincial government				

#9 - Program Name: Recognition of Prior Learning (RPL)

Prior Learning Assessment Recognition (PLAR)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Mature workers • Employers 	<p>RPL works with job seekers to identify and document skills and knowledge from formal training, job experience, and community involvement that can be used for new employment opportunities.</p> <p>With support from Industry Services, RPL develops and coordinates projects and training activities.</p> <p>The program encourages employers to motivate employees and highlight their training, capabilities, and potential. RPL also helps employers meet workforce development challenges.</p>	<p>To participate in the program, individuals must have:</p> <ul style="list-style-type: none"> • A variety of learning experiences, • At least five years experience in one field, • A motivation update their skills • Experience taking on new roles and responsibilities at work or in the community 	<p>During the process, participants will gather evidence of past learning experiences to compile a skills portfolio.</p> <p>The program length depends on time required to prepare for assessments. Individuals may be granted up to 100% course credit for official transcripts.</p>	https://plarinmanitoba.ca https://gov.mb.ca/tce/jobseek/plar.html https://edu.mb.ca/all/plar/index.html
Program Provider:			Funding:	Contact Information:
Provincial government			There is no cost for participants for advising and assessment services.	Contact for in-depth services: Employment Manitoba (Winnipeg) Workplace Education Manitoba (Winnipeg)
Delivery Agent:				
Provincial government				

#10 - Program Name: Canada-Manitoba Job Grant

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employers • Employees 	<p>The Canada-Manitoba Job Grant is an initiative directed toward employers to help Manitobans develop and improve the skills they need to fill available jobs. The program also helps employers develop the skills of their existing employees to help meet the requirements of their present job placement or to upgrade their skills for another job.</p> <p>The program can assist employers in determining their workforce and training needs, connecting them with suitable job seekers, and completing their grant application.</p>	<p>Participants must be Canadian citizens or permanent residents.</p> <p>Those eligible for training are:</p> <ul style="list-style-type: none"> • Unemployed and seeking training to get a job • Working, but underemployed and seeking training for a better job • Employed, but seeking training to enhance their skills in an existing job <p>The employer must provide employment upon a participant's successful completion of the program.</p>	<p>Existing employees may complete training to upgrade their skills to meet job requirements or to move to a better job.</p>	https://www.gov.mb.ca/wd/ites/is/cjg.html https://www.gov.mb.ca/wd/ites/is/pubs/cjg_employer_factsheet.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			<p>Employers can apply for up to \$10,000 per employee to help cover training costs, such as textbooks and software, exams, and travel costs for employees from remote areas to attend training sessions.</p> <p>Employers must contribute a minimum of 1/3 of training costs.</p>	<p>Manitoba Jobs and Skills Development Centre</p> <p>Post Secondary Education and Workforce Development</p> <p>Manitoba Education and Training</p>
Delivery Agent:				
Employer				

#11 - Program Name: Labour Market Partnerships

Workforce Development Services, Labour Force Development Services

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employers • Industry 	<p>The program provides private, public, and community sector organizations with funding support to participate in activities that address:</p> <ul style="list-style-type: none"> • Labour market development, • Labour force development, and • Workforce adjustment issues. <p>In general, these partnerships help individuals prepare for, find and keep employment. They support labour market development activities that link individual needs with opportunities in the workforce.</p>	<p>Proposals are assessed on labour market needs, approved funding, and Employment Manitoba services available.</p> <p>Examples of eligible groups include:</p> <ul style="list-style-type: none"> • Unions and labour groups • Band or tribal councils • Sector associations 	<p>There are two specific programs that align closely with meat processing industry needs:</p> <ul style="list-style-type: none"> • Workforce Development Services (to address job layoffs, new hires, and expansion efforts) • Labour Force Development Services (to address HR planning, infrastructure development, and activities supporting sector specific issues) 	https://gov.mb.ca/wd/ites/is/workforce.html https://gov.mb.ca/wd/ites/tes/pubs/employers_business/programs/labour_market_partnerships.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			<p>Funding is provided for projects that support:</p> <ul style="list-style-type: none"> • Workplace development and expansion, • Employee support for workforce changes, and • Activities to address training needs in specific sectors. 	Contact your local Employment Manitoba Centre.
Delivery Agent:				
Provincial government				

#12 - Program Name: Workplace Development Program

As part of the Labour Market Partnership Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employers • Industry 	<p>Workforce Development consultants offer a range of services that link companies with valuable human resources, such as:</p> <ul style="list-style-type: none"> • recruitment and selection, • funding for workplace training and development, and • HR planning assistance. <p>These programs are available through government organizations and other avenues.</p> <p>The Workforce Development Team works with companies to develop an initial needs assessment, HR training support, and funding for training development and delivery. Each company works with the Team to develop an individual human resource and staff development strategy.</p>	<p>As with a variety of Labour Market Partnership Programs, proposals are assessed based on labour market needs, approved funding, and Employment Manitoba services available.</p> <p>Examples of eligible groups include:</p> <ul style="list-style-type: none"> • Unions and labour groups • Band or tribal councils • Sector associations 	<p>After the initial assessment, program officials work with third party partners, government agencies, or external consultants to deliver training and skills development programs, human resource services, or any number of employer-specific initiatives.</p>	https://www.gov.mb.ca/wd/ites/is/workforce.html
Program Provider:			Funding:	Contact Information:
Provincial government			Contact program officials for information about potential funding availability.	Manitoba Industry, Training, and Employment Services Available in Winnipeg, rural Manitoba, and Northern Manitoba
Delivery Agent:				
Provincial government				

#13 - Program Name: Culinary Art's Program

R.B. Russell Vocational High School

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Mature workers • Job seekers 	<p>As part of the Province of Manitoba Apprenticeship Branch, the Culinary Art's program focuses on both food preparation and kitchen preparation. Students learn a comprehensive selection of skills and techniques applicable for employment in a variety of food processing placements, including:</p> <ul style="list-style-type: none"> • knives and cutting techniques, • tools and equipment training, • meat, poultry, and fish preparation. 	<ul style="list-style-type: none"> • Manitoba high school students • Adults interested in industry-related skills training 	<p>The Culinary Art's Program is presented as a high school pathway or a 10-month Level 1 Apprentice Adult Pre-Industry training program.</p>	https://www.winnipegsd.ca/schools/RBRussell/AcademicsAndClasses/Culinary-Arts/Documents/Culinary_FINAL.pdf
Program Provider:			Funding:	Contact Information:
Provincial government	Program development is presented in collaboration with industry to develop trade specific skills, training, and job readiness for full-time employment.		<p>There are no course fees for students of the Winnipeg School Division.</p>	<p>R.B. Russell Vocational High School, Winnipeg, Manitoba office@rbrussell.org</p>
Delivery Agent:				
Provincial government				

Ontario – Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	Gezhtoojig Employment and Training	Indigenous
2	Youth Job Connection	Youth
3	Ontario Youth Apprenticeship Program	Youth
4	Skills Development Centre	Immigrant Women
5	Enhanced Language Training	Immigrants
6	Skills for Employment	Immigrants
7	In-Demand Skills Project	Immigrants
8	Elevate	Social Assistance Recipients
9	Canada-Ontario Job Grant	General
10	Retail Meat Cutter Pre-Apprentice Program/ Butchery Basics Course	Training
11	Fundamentals of Butchery	Training
12	Adult Learning	Training
13	Graduated Apprenticeship Grant for Employers	Training
14	Industrial Food Technology	Training
15	Food Handler Training	Training

#1 - Program Name: Gezhtoojig Employment and Training

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Aboriginal peoples	<p>Gezhtoojig Employment and Training provides employment services to the Aboriginal communities of Sudbury, Parry Sound, and North Bay. They offer employment readiness, employer resources, and client services.</p> <p>Employment readiness programs help individuals explore career decisions, receive training support and find employment opportunities. Individual and group workshops instruct resume writing and interview preparation and introduce job search skills. Individuals learn the skills necessary to meet industry standards and find success in the job market.</p>	The centre serves Aboriginal individuals from Sudbury, Parry Sound, and North Bay. Additional eligibility may apply to some programs and services.	Additional programming includes apprenticeship training and support, mobility support for those needing transportation for out of town interviews, and targeted wage subsidies for employers.	http://gezhtoojig.ca/home/employment-readiness/
Program Provider:			Funding:	Contact Information:
Aboriginal department	<p>They also provide resources for employers interested in hiring workers, including training plans and financial assistance.</p>		Employers wanting to be considered for financial assistance must contact getinfo@gezhtoojig.ca	Gezhtoojig Employment and Training, Sudbury.
Delivery Agent:				
Aboriginal department				

#2 - Program Name: Youth Job Connection

Target Group:	Program Description:	Criteria:	Notes:	Links:
•Youth •Employers	Youth Job Connection provides youth aged 15-29 with intensive supports for finding employment. The program aims to address a broader spectrum of needs that go beyond traditional job search and placement opportunities. Services include: <ul style="list-style-type: none">• Paid pre-employment training to enhance job readiness• Job matching and paid job placements with hiring incentives for employers• Mentorship services• Education and work transition supports	Students must be between the ages of 15-29. Employers interested in hiring a program participant must: <ul style="list-style-type: none">• prove they are licenced to operate in Ontario,• comply with workplace human rights and labour legislation,• obtain workplace safety and liability insurance, and• offer job opportunities in Ontario.	There are two components to the Youth Job Connection program. Year round component: intensive employment support for youth not employed or enrolled in education or training programs. Summer component: provides part-time summer employment and after-school jobs to high school youth aged 15-18 who are facing challenging life circumstances and need transitional support.	http://www.tcu.gov.on.ca/eng/eopg/programs/yjc.html - Communications
Program Provider:			Funding:	Contact Information:
Provincial government			Hiring incentives available through the Ontario government are available for employers interested in hiring program participants.	Contact the Ministry of Advanced Education and Skills Development.
Delivery Agent:				
Employer				

#3 - Program Name: Ontario Youth Apprenticeship Program (OYAP)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Student • Employer 	<p>The program allows students in Grade 11 and 12 to explore and work in apprenticeship occupations. It is an opportunity to become a registered apprentices and work toward certification in a skilled trade while beginning to pursue post-secondary education.</p> <p>OYAP also provides an opportunity for employers to train skilled workers that they require to help address shortages in the skilled trades.</p>	<p>Participants must be at least 16 years of age and have completed a minimum 16 credits in the Ontario Secondary School Diploma prior to starting the program.</p> <p>Individuals must be enrolled in full-time studies and working towards the completion of all program requirements.</p>	<p>Benefits to the employer include:</p> <ul style="list-style-type: none"> • an increased awareness of companies within the community, • an opportunity to hire students on a trial basis, and • access to young apprentices with a strong support system. 	http://oyap.com/en/
Program Provider:			Funding:	Contact Information:
Educational institution			Employers can apply for tax credits and financial assistance.	More information for students and employers available through oyap.com
Delivery Agent:				
Employer				

#4 - Program Name: Skills Development Centre

YWCA Toronto

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Immigrant women	<p>The Skills Development Centre helps marginalized and disadvantaged women in Toronto by providing services in employment support and training and leadership development.</p> <p>Workshops and programming are offered to help individuals find a job, receive skills training and settlement support for newcomers and refugees.</p> <p>The Skills Centre specializes in strength-based programs including:</p> <ul style="list-style-type: none"> • Personal and career management services • Essential skills and employment training • Job placement services • Academic upgrading 	Services are open to women of all faiths, sexual orientation, races, cultural affiliations, and creeds.	Courses offered as part of the Skills Development Centre range from 1 week to 11 weeks.	https://www.ywcatoronto.org/ourprograms/employmentandtraining
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			All services are free for participants. Funding provided by United Way Toronto and York Region, City of Toronto, and the Province of Ontario.	YWCA Toronto Skills Development Centre
Delivery Agent:				
Not-for-profit organization				

#5 - Program Name: Enhanced Language Training (ELT)

World Skills Employment Centre

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Immigrants	<p>Enhanced Language Training offers courses that focus on communication skills needed to meet language requirements and expectations in the Canadian workforce. Industry guest speakers give participants the opportunity to grow their professional network and learn valuable language skills they can use toward their employment opportunities.</p> <p>Individual grammar and pronunciation support is provided throughout each course. Courses include professional writing and oral communication skills (including developing interpersonal skills) and professional writing (with experience in negotiation skills and teamwork).</p>	<p>Eligible participants must be a permanent resident, convention refugee or a live-in caregiver in Ontario.</p> <p>Individuals must have a Canadian Language Benchmark level of 6-9.</p>	Free childcare services are offered during day courses.	http://ottawa-worldskills.org/enhanced-language-training/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			There is no cost for participants. Funded by Immigration, Refugees and Citizenship Canada and Employment and Social Development Canada.	World Skills Employment Centre, Ottawa
Delivery Agent:				

#6 - Program Name: Skills for Employment

Skills for Change

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrants • Employers 	<p>Skills for Change offer employment skills programs to help newcomers find work and market themselves.</p> <p>Classes include:</p> <ul style="list-style-type: none"> • Job search techniques and networking tools (including how to build a professional network) • Promoting skills and experience • Interviewing with confidence <p>Skills for Change also offers personalized training for employers looking for soft skills training for their employees or workplace diversity training.</p>	Services are offered to newcomers to Canada and employers interested in hiring or participating in diversity and training programs.	Classes are offered weekly at East and West Skills for Change branches.	https://skillsforchange.org/employment-services/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			<p>Classes are free of charge.</p> <p>The Government of Ontario provides funding for programs and services.</p>	Contact your local Skills for Change branch for more information.
Delivery Agent:				
Not-for-profit organization				

Program Name: In-Demand Skills Project

Ontario Immigrant Nominee Program (OINP)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrants • Employers 	<p>Through the Ontario Immigrant Nominee Program, the In-Demand Skills Project provides an opportunity to place in-demand foreign workers in jobs within the agricultural and construction sectors. Through the program, the foreign worker is offered to permanently live and work in Ontario.</p> <p>Specifically, the Ontario Immigrant Nominee Program helps the province meet labour market priorities, fill job shortages, and nominate individual immigrants with the necessary skills and experience for permanent residence.</p>	<p>At the time of the In-Demand Skills program application, the immigrant must have received a job offer from an eligible employer in the agricultural or construction sector. The job must be in one of the following occupations such as:</p> <ul style="list-style-type: none"> • general farm workers, • industrial butchers, meat cutters, poultry preparers, and related workers. <p>Participants must also have 12 months of cumulative work experience in Ontario, have completed the equivalent of Canadian secondary school or above and have the appropriate English or French language level.</p>	<p>Seasonal employment is not eligible for this program stream. Additional eligibility details are available online.</p>	http://www.ontarioimmigration.ca/en/pnp/OI_PNPINDEMAND_WHO.html http://www.ontarioimmigration.ca/prodconsum/groups/csc/@oipp/documents/document/oi_en_inDemand.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			An employer application fee is required.	Contact ontarionominee@ontario.ca for more information.
Delivery Agent:				
Employer				

#8 - Program Name: Elevate

Adult Learning and Employment Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Social assistance recipients 	<p>The Elevate program provides training for individuals seeking employment in the food-processing sector. Classroom training is provided in collaboration with food processing employers who are also involved in program design and delivery.</p> <p>The program focuses on developing relevant skills employers need, provided in 10-week programs with courses such as food sanitation standards, good manufacturing practices, and workplace essential skills.</p> <p>At the end of the program, there is also a 2-week paid job placement.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • Ontario Works recipients, • able to lift 50 lbs., • motivated and ready to work. <p>No work experience is required to participate in the program.</p>	<p>The end of the program will certify participants in WHMIS and food handling practices.</p> <p>Elevate focuses on active learning in a classroom setting, job development support, job coaching, and site visits.</p>	http://www.ptp.ca/learning-programs/new-training-elevate/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			<p>The program is free for participants.</p> <p>Funded through the Adult Learning, Literacy, and Essential Skills Program.</p>	Information sessions are to be held in May and June, 2018, in Toronto.
Delivery Agent:				
Not-for-profit organization				

#9 - Program Name: Canada-Ontario Job Grant

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Employers	<p>The Job Grant provides direct funding for employers to provide employee training. It will be available to small, medium, and large businesses with a plan to deliver short-term training to new and existing employees.</p> <p>Ideal employer participants have specific skills demand that need to be addressed.</p> <p>There are two new pilot employer-driven programs being offered:</p> <ul style="list-style-type: none"> Customized Training: Assist in developing firm-specific training solutions to meet workforce needs where no other training exists. UpSkill: Providing employees short-term technical and essential skills training aligned with the shared needs of the sector. 	<p>Employers must be:</p> <ul style="list-style-type: none"> Private sector, not-for-profit organization, or First Nation Industry association Willing to hire the participant selected for training <p>Training must be provided by:</p> <ul style="list-style-type: none"> Educational institutional, Private trainers, Union-based training centres 	<p>The new pilot programs are based on research and evidence from successful workplace training programs. The programs are designed to develop new training activities or improve existing opportunities.</p>	http://www.tcu.gov.on.ca/eng/eopg/cojg/
Program Provider:			Funding:	Contact Information:
Federal government			<p>Up to \$10,000 of government support per person for training costs.</p> <p>Employers will contribute 1/3 of training costs.</p>	Employment Ontario Contact Centre
Delivery Agent:				
Employer				

#10 - Program Name: Retail Meat Cutter Pre-Apprentice Program/ Butchery Basics Course

Fanshawe College

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Students 	<p>The Retail Meat Cutter Pre-Apprentice Program prepares students to work in the meat cutting industry through “hands-on” learning labs, theory classes and work terms. The program is full-time, spans 8 months and includes:</p> <ul style="list-style-type: none"> • Trades readiness and skills training • Academic upgrading • Job search techniques • 12 weeks on-the-job training <p>Students build skills in meat processing, product packaging, safety practices, and work practices.</p>	Contact Fanshawe College for admissions information.	<p>Example courses for both programs include:</p> <ul style="list-style-type: none"> • Safe workplace practices • Basic food preparation • Pork butchery basics • Beef butchery basics 	<p>Butchery Basics:</p> <p>https://www.fanshawec.ca/programs-and-courses/ce-programs/btb1-butchery-basics - group_overview</p> <p>Retail Meat Cutter:</p> <p>https://www.fanshawec.ca/programs-and-courses/program/rmp1-retail-meat-cutter-pre-apprentice/current-year</p>
Program Provider:			Funding:	Contact Information:
Educational institution	Butchery Basis is a part-time course that combines butchering and cooking, knife skills and experience with a variety of animals including beef, lamb, pork, fish, and game.		The Retail Meat Cutter program is free to qualified applicants through the Ontario Youth Apprenticeship Program.	Contact Fanshawe College admissions department.
Delivery Agent:				
Educational institution				

#11 - Program Name: Fundamentals of Butchery

Culinary Arts, George Brown College

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Students 	<p>The Fundamentals of Butchery program is designed to increase a student's repertoire of basic butchery skills through theory classes and teacher-directed laboratory classes.</p> <p>Students are taught about various cuts of poultry, lamb, pork, beef, veal, and fish. They practice butchering different varieties of meats, sausage-making techniques, and the safe and hygienic handling of equipment used in the butchery lab.</p>	<p>The program is open to all Canadian residents. Under George Brown College admission requirements, if the program is less than 6 months applicants can register in continuing education without a study permit.</p> <p>For more information, contact Citizenship and Immigration Canada.</p>	<p>The program is a 7-week course as part of the wider Culinary Skills Certificate.</p>	https://coned.georgebrown.ca/courses-and-certificates/fundamentals-of-butchery/
Program Provider:			Funding:	Contact Information:
Educational institution			Course tuition and fees apply.	Contact Continuing Education Hospitality and Culinary Arts department at George Brown College.
Delivery Agent:				
Educational institution				

#12 - Program Name: Adult Learning

Literacy and Basic Skills program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Mature workers • Job seekers • Indigenous peoples 	<p>The Adult Learning program aims to provide language and math skills upgrading and a Basic Skills program to help assist Ontario adults increase their skills necessary to secure employment (at a high school equivalency).</p> <p>Program activities instruct reading, writing, math, computer skills and other basic skills to help participants prepare for secondary school credits, employment, apprenticeship training, and/or post-secondary studies.</p>	<p>To be eligible to participate in the courses offered through the Adult Learning program you must:</p> <ul style="list-style-type: none"> • be an Ontario resident, • be 19 years of age or older, and • have reading, writing, and math skills below grade 12 levels. 	<p>There are also courses designed for Indigenous peoples and all courses are offered in both English and French.</p> <p>Services are available in over 300 classroom locations across Ontario.</p>	https://www.ontario.ca/page/adult-learning
Program Provider:		Funding:		Contact Information:
Provincial government		Courses are free for participants.		Contact Employment Ontario for more information.
Delivery Agent:				
Provincial government				

#13 - Program Name: Graduated Apprenticeship Grant for Employers (GAGE)

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Employers	<p>The Graduated Apprenticeship Grant for Employers helps cover the costs for training apprenticeships for more than 100 trades.</p> <p>Employer funding is available if hired apprentices registered in an apprenticeship program achieve certification milestones and receive their final certification.</p> <p>Funding bonuses are also available if the apprentice employer is a member of an underrepresented group, such as women, Indigenous peoples, Francophones, persons with disabilities, newcomers, or racialized people.</p>	<p>There are over 100 eligible trades available to participate, including:</p> <ul style="list-style-type: none"> • Process operator: food manufacturing • Agricultural equipment technician • Marine engine technician • Power line technician 	<p>Funding levels follow this template:</p> <ul style="list-style-type: none"> • Level 1- \$2500 • Level 2- \$2500 • Level 3- \$3500 • Level 4- \$3500 <p>Employers are also eligible to receive a \$500 bonus at each level.</p>	https://www.ontario.ca/page/graduated-apprenticeship-grant-employers - section-2
Program Provider:			Funding:	Contact Information:
Provincial government			Up to \$19,200 in funding is available for employers. Payment is supplied after each of the 4 levels of apprenticeship milestones.	Contact the Ministry of Advanced Education and Skills Development for more information.
Delivery Agent:				
Employer				

#14 - Program Name: Industrial Food Technology

Seneca College Certificate

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employees • Job seekers • Students 	<p>This program applies food science to the selection, preservation, processing, packaging, distribution and use of food. Food technicians develop ways to process, preserve, package, and store food following industry and government specifications and regulations.</p> <p>Courses include plant sanitation (a thorough understanding of sanitation principles and how to maintain a sanitized plant), food packaging, development and design, and basic food processing.</p>	<p>Interested individuals are typically those employed in the food industry who wish to advance or upgrade their skills and knowledge, or individuals looking to change careers.</p> <p>Mature students interested in the program who have work experience will be considered and are advised to take university preparation courses to upgrade their knowledge before starting the program.</p> <p>Contact the admissions department for more information.</p>	<p>Transfer credits from previous certification can apply to this program. If certification is older than 8 years, a Prior Learning Assessment can help participants earn credit.</p>	http://www.senecacollege.ca/ce/technology/manufacturing-control/industrial-food-technology.html - Overview
Program Provider:			Funding:	Contact Information:
Educational institution			Tuition and fees apply.	Program assistant contacts are available on the course website.
Delivery Agent:				
Educational institution				

#15 - Program Name: Food Handler Training

Ontario Independent Meat Processors (OIMP)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employees • Employers 	<p>The Food Handler Training program is designed for both workers and supervisors working in meat processing facilities to teach and improve food safety education.</p> <p>OIMP offers the Food Handler Training program in workshops or self-study options that focuses on 5 key factors:</p> <ul style="list-style-type: none"> • Food safety responsibilities • Food Safety hazards • Controlling hazards • Food safety management systems • Management's responsibilities for food safety 	Open to OIMP members and non-members and those working in the meat processing sector.	<p>Interested individuals can attend the in-person workshop, purchase the guide for self-study, or register for the Food Handler Training examination.</p> <p>All exercises are offered in 9 languages.</p> <p>For individuals living or working in remote locations, arrangements can be made by contacting the OIMP.</p>	https://www.oimp.ca/wp-content/uploads/2018/04/FHT_JuneFlyer-Web.pdf https://www.oimp.ca/food-handler-training/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization	The program aims to motivate and empower staff with the skills and knowledge to have an impact on food safety and the long-term business growth.		Fees apply for all service, including workshops, exams, and study packages.	info@oimp.ca
Delivery Agent:				
Not-for-profit organization				

Quebec – Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	Workplace Apprenticeship Program	Youth
2	Internships and Job Shadowing- Décourvir Program	Youth
3	Youth in Action	Youth
4	Manpower Training Measure	Youth
5	Job search assistance program	Women
6	Québec Pluriel	Visible minority youth
7	Employment Integration Program	Immigrants
8	Women interested in non-traditional trades & professions program	Women
9	Aim for Employment Program	Social Assistance recipients
10	Job Search Services 35+	Mature Workers
11	Je m'integre en Français	Training
12	Retail Butchery course	Training

#1 - Program Name: Workplace Apprenticeship Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Employees • Employers 	<p>Workplace apprenticeships are the most common approach for on-the-job skills training, especially for those trades not subject to specific government regulation. The Workplace Apprenticeship Program uses the journeyperson system where an experienced worker coaches an apprentice with limited skills and experience. Workplace and position-specific skills progress is recorded in an apprenticeship booklet throughout the program.</p>	<p>Interested apprentices must be at least 16 years of age and be employed in a Québec trade. Contact your local employment centre for a list of eligible trades.</p>	<p>If on-the-job training is not available, apprentices may also access online training, practical training workshops, mentoring, and simulation exercises.</p>	http://www.emploisquebec.gouv.qc.ca/en/citizens/developing-your-skills-and-having-them-recognized/vocational-qualification/voluntary-qualification/on-the-job-training/
Program Provider:			Languages available: English French	Contact Information:
Provincial government	<p>Apprentices can access high-level training and increase their chances for future employment and employers can benefit from pre-structured training to address their workplace needs.</p>			Contact your local employment centre for more information.
Delivery Agent:			Funding:	
Employer			Participating employers and apprentices may be eligible for the Apprenticeship Incentive Grant and/or the Apprenticeship Completion Grant.	

#2 - Program Name: Internships and Job Shadowing- Découvrir Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Job seekers 	<p>The program helps youth with their career exploration and job search efforts by providing work experience placements (internships or job shadowing) in a trade or other occupation.</p> <p>Internship program: youth work in their field of choice for up to 4 weeks. They are able to demonstrate their skills to the employer and determine if they enjoy the field.</p> <p>Job shadow program: participants make contacts to further explore a career or trade. Participants are guided by an on-site resource person and receive support from a mentor throughout the placement.</p>	<p>Eligible youth must be:</p> <ul style="list-style-type: none"> • Under 25 years of age • Experiencing trouble entering the workforce 	<p>Local employment centre assessment officers perform a skills assessment with participants to determine a suitable work experience placement for their skills and interests.</p>	http://www.emploiquebec.gouv.qc.ca/en/citizens/making-the-right-career-choice/explore-a-trade-or-occupation/internships-and-job-shadowing/
Program Provider:			Languages available:	Contact Information:
Provincial government			English French	Contact your local employment centre for more information.
Delivery Agent:			Funding:	
Employer			Participants may be eligible for financial assistance from Emploi-Québec for the duration of the program.	

#3 - Program Name: Youth in Action

Carrefour Jeunesse-Emploi Notre-Dame-de-Grâce (CJE: NDG)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Students 	<p>The Youth in Action program helps youth return to school or enter the workforce. Individuals learn and develop social, professional, and personal skills and independence. Through individuals meetings, group workshops, and learning projects, students can receive project support and financial aid for up to 1 year for participating in the program. They develop a personal action plan and explore community resources to help them secure and maintain employment.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • 18-24 years of age • Residents of NDG, Cote Saint Luc, Hampstead or Montreal West • Not currently studying or working • Motivated to succeed and work toward their professional goal 	<p>Project goals include:</p> <ul style="list-style-type: none"> • Develop professional skills • Develop social skills • Develop personal skills 	http://cje-ndg.com/emploi-2/jeunes-en-action/?lang=en
Program Provider:			Languages available:	Contact Information:
Not-for-profit organization	Workshops include job search techniques, effective communication, and French language lessons.		English French	Contact Carrefour Jeunesse-Emploi Notre-Dame-de-Grâce for more information.
Delivery Agent:			Funding:	
Not-for-profit organization			Financial assistance may be available for eligible participants.	

#4 -Program Name: Manpower Training Measure

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Youth	<p>The Manpower Training program helps youth who need education and skills training to find and maintain a job. It provides financial assistance during training activities to help cover expenses.</p> <p>Youth receive assistance to find and enrol in training programs aimed to help participants keep a job, upgrade their skills, or find employment opportunities. Examples of eligible training programs include:</p> <ul style="list-style-type: none"> • Literacy courses (reading/ writing/ math) • French language courses • College-level technical training • University certificate program • On-the-job training activities 	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • 16 years of age or older • Be out of school for at least 2 years • Be at risk of long-term unemployment because of a lack of training • Not eligible for loans or bursary programs • Eligible for a selected training program 	An employment assessment officer will perform a needs assessment and training plan for individuals interested in the program.	http://www.emploiebec.gouv.qc.ca/en/citizens/developing-your-skills-and-having-them-recognized/training/manpower-training-measure/
Program Provider:			Languages available:	Contact Information:
Provincial government			English French	Contact your local employment centre for more information.
Delivery Agent:			Funding:	
Educational/ Training institution			Financial assistance is available depending on the selected program. Eligible costs would include tuition, fees, and living expenses, if applicable.	

#5 -Program Name: Job search assistance program

Women's Centre of Montreal

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrants • Women 	<p>The job search assistance program focuses on updating immigrant women's essential skills, knowledge, and abilities. Program officials provide resources to cope with the new Canadian work environment and gain an understanding the Québec job market.</p> <p>The 7-week group workshop aims to help individuals identify their personal and professional skills, develop an employment action plan, manage integration barriers, and identify techniques to keep a job.</p>	Contact the Women's Centre of Montreal for eligibility criteria.	Also offered is a 4-week group workshop (French-only) focusing on interview preparation, follow-up meetings, and job search techniques.	http://en.centredesfemmesdemtl.org/women-newly-arrived
Program Provider:			Languages available:	Contact Information:
Not-for-profit organization	Participants ultimately learn the balance between qualifications and the job, helping them adapt to the workforce.		French Individual counselling services offered in both French and English.	Contact the Women's Centre of Montreal for more information.
Delivery Agent:			Funding:	
Not-for-profit organization			Funded in part by donor support.	

#6 - Program Name: Québec Pluriel- A Program for Cultural Communities and Visible Minorities

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Indigenous youth • Visible minority groups 	<p>Québec Pluriel is a mentoring program designed to help young members of visible minority groups find work. Participants receive the support of mentors and career counsellors and attend networking opportunities, and workshops. Services include job search strategies, socio-professional training and an introduction to Québec workplace values.</p> <p>For 12 weeks, participants meet with a mentor once per week who shares labour market information, possible career paths, and their love of their occupation. These relationships help participants create strategies to enter the labour market.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • A Canadian citizen or permanent resident • Aged 16-35 • A member of a cultural community or a visible minority group <p>Individuals interested in being a mentor can be any age or origin. Mentors should have at least 5 years experience in the Québec labour market.</p>	<p>The program is offered by organizations in the following locations: Gatineau, Longueuil, Montreal, Québec, and Sherbrooke.</p>	http://en.centredesfemmesdemtl.org/women-newly-arrived
Program Provider:			Languages available:	Contact Information:
Provincial government			English French <p>Some locations only offer services in French.</p>	Contact your local employment centre for more information.
Delivery Agent:			Funding:	
Provincial government			The mentorship program is free of charge for participants and mentor.	

#7 - Program Name: Employment Integration Program for Immigrants and Visible Minorities (PRIIME)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrants • Job seekers 	<p>PRIIME helps immigrants seeking their first job in Canada in a trade or occupation. Interested participants receive an individualized assessment and ongoing job search assistance. Program officials at employment centres throughout Quebec provide consultations and program approvals. Participants receive training and support towards their integration into the Quebec labour market.</p> <p>Once accepted into the program, officials work with employers to provide employment placements and funding opportunities.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • Permanent resident for less than 5 years or, • A member of a visible minority • Have little to no work experience in their area of expertise in North America 	<p>Employment placements must lead to lasting employment.</p>	http://www.emploiquebec.gouv.qc.ca/en/citizens/starting-a-new-job/employment-integration-programs/employment-integration-program-for-immigrants-and-visible-minorities-priime/
Program Provider:			Languages available:	Contact Information:
Provincial government			English French	Contact your local employment centre for more information.
Delivery Agent:			Funding:	
Employer			Participating employers are eligible to receive a wage subsidy for the duration of the work placement (30-52 weeks).	

#8 - Program Name: Women interested in non-traditional trades & professions program

Women's Centre of Montreal

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Women	<p>The program helps and encourages women to train for professions in traditionally male-dominated fields. There are 2 main program streams:</p> <p>"Action-Reaction" Program: job search assistance that identifies employment goals and helps women build professional skills. Women complete a business internship and increase their professional network in the process.</p> <p>"Virage" Program: encourages women to explore non-traditional trades and learn from women currently employed in the trades. They also learn how to transfer their previous skills to a new sector.</p>	Contact the Women's Centre of Montreal for eligibility criteria.	The program also offers training projects and provides references to available job openings for participants.	http://en.centredesfemmesdemtl.org/women-interested-in-non-traditional-trades-and-professions
Program Provider:			Languages available:	Contact Information:
Not-for-profit organization			French	Contact the Women's Centre of Montreal for more information.
Delivery Agent:			Funding:	
Not-for-profit organization			Funded in part by donor support.	

#9 - Program Name: Aim for Employment Program

Target Group:	Program Description:	Criteria:	Notes:	Links:	
<ul style="list-style-type: none"> • Job seekers • Social assistance recipients 	<p>Aim for Employment provides financial assistance and personal support for a maximum of 2 years to help participants enter the workforce and be financially self-sufficient. Individual supports address a range of topics, including, training for work preparation and social skills development.</p> <p>Training is personalized and takes the needs, strengths, and job goals of participants into account. They receive a labour market entry plan to address their specific training needs.</p>	The program is designed to address individuals receiving social assistance benefits. Additional eligible criteria may apply.	Participants may also be reimbursed for additional costs during their training, including childcare, transportation, and tuition fees.	http://www.emploiquebec.gouv.qc.ca/en/citizens/obtaining-financial-assistance/assistance-for-individuals-under-age-25/	
Program Provider:			Languages available:	Contact Information:	
Provincial government	Participants may receive a funding allowance depending on the training activities they undergo.		English French	Contact your local employment centre for more information.	
Delivery Agent:			Funding:		
Educational/ Training institute Provincial government			<p>Funding allowances include:</p> <p>\$38/week for active job search \$60/week for skills development \$38/week for social skills development</p>		

#10 - Program Name: Job Search Services 35+

Carrefour Jeunesse-Emploi Notre-Dame-de-Grâce (CJE: NDG)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Mature Workers • Job seekers 	<p>Job Search Services provides 4-6 weeks of personalized coaching with weekly meetings on job search techniques. Program officials help participants develop clear career objectives and understand proactive job search techniques to overcome barriers and challenges to finding work.</p> <p>Participants learn to improve the necessary skills for employment, including resume writing and interview skills.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • Aged 35 and up • Fluent in English and/or French • Canadian citizen or permanent resident • Unemployed or underemployed • Not participating in any other Emploi Québec programs and have a clearly defined career goal 	<p>Program services include developing a career action plan, interactive workshops, bilingual services, counselling, and job posting research.</p>	http://cje-ndg.com/35-ans-et-2/35-ans-et/?lang=en
Program Provider:			Languages available:	Contact Information:
Not-for-profit organization	Program benefits include being able to return to work, school, or training and independence in personal job search skills.		English French	Contact Carrefour Jeunesse-Emploi Notre-Dame-de-Grâce for more information.
Delivery Agent:			Funding:	
Not-for-profit organization			Funding provided by Emploi Québec.	

#11 - Program Name: Je m'intègre en Français

Carrefour Jeunesse-Emploi Notre-Dame-de-Grâce (CJE: NDG)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrants • Job seekers • Youth • Social assistance recipients 	<p>The program is designed for those who have already taken steps to learn French and who are able to communicate in French at a basic or intermediate level. Participants learn language skills in individual meetings and group sessions to help facilitate their integration into the Québec job market.</p> <p>Participants increase their oral communication fluency in French and have a chance to develop their verbal expressions and comprehension.</p>	<p>Participants must be:</p> <ul style="list-style-type: none"> • An immigrant or Canadian Anglophone • Legally able to work in Canada • Be able to converse in basic French • Be receiving Employment Insurance, welfare assistance, or have no revenue 	<p>The program is 13 weeks and ends with a 2- week internship.</p> <p>Participants join in outside visits to cultural and employer events throughout their training.</p>	http://cje-ndg.com/stages-projects/je-mintegre-en-francais/?lang=en
Program Provider:			Languages available:	Contact Information:
Not-for-profit organization	The program includes interactive workshops on employability, information on employment opportunities with local partners, and internships when available.		French	Contact Carrefour Jeunesse-Emploi Notre-Dame-de-Grâce for more information.
Delivery Agent:			Funding:	
Not-for-profit organization			Funding provided by Emploi Québec.	

#12 - Program Name: Retail Butchery course

Lester B. Pearson Continuing Education

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Students	<p>This 8-month hands-on learning course teaches meat processes and products for a career in the foods industry. Students learn butchery techniques for beef, veal, pork, lamb, and chicken. Butchery experts guide students through the entire process from farm to counter, including cutting operations and working with meat related machines.</p> <p>The program is designed to assist the transition from education and training towards a career. Work placements at the end of the program help facilitate this transition for students.</p>	Educational prerequisites for the program include secondary 3 math and English and French language requirements.	Graduates typically work in food related positions including, restaurant, retail butchers, and food markets.	http://www.lbpce.ca/butchery
Program Provider:			Languages available:	Contact Information:
Educational institution	The program is proud to be the only bilingual butchery program in Québec.		English French	Contact the PACC Career Centre for more information and admission requirements.
Delivery Agent:			Funding:	
Educational institute			Tuition and fees apply.	

New Brunswick – Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	Summer Student Placement Program	Indigenous youth
2	Youth Employment Fund	Youth
3	Atlantic Immigration Pilot Program	Immigrants
4	New Boots- Progressing Women in Trades	Women
5	Work Ability Program	General
6	Employer Wage Incentive- Workplace Expansion	General
7	Workplace Essential Skills Program	General
8	Northern New Brunswick Economic Development and Innovation Fund	General
9	Employment Services Program: Adjustment Services	General

#1 - Program Name: Summer Student Placement Program

New Brunswick Aboriginal Peoples Council

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Aboriginal youth • Students 	<p>The Summer Student Placement Program helps youth find summer employment to gain new skills and valuable work experience. The program also encourages host employers to apply.</p> <p>Program officials make every effort to place students in organizations where students will gain meaningful skills and/or learn to perform duties related to their training and career goals.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • Aged 16-30 • Off-reserve Aboriginals • Currently in school and planning to return in the fall <p>Priority will be given to students pursuing post-secondary education. All applications must include an attached resume.</p>	<p>The program aims to provide employment with not-for-profit organizations or those organizations that are community oriented and help provide meaningful services.</p>	http://www.nbapc.org http://www.nbapc.org/Student Application for NBAPC ASETS Summer Student Program.pdf http://www.nbapc.org/Employer Application for NBAPC ASETS Summer Student Program.pdf
Program Provider:		Funding:		Contact Information:
Aboriginal Council		Host employers will provide a wage for student participants.		Contact the New Brunswick Aboriginal Peoples Council, Fredericton, for more information.
Delivery Agent:				
<ul style="list-style-type: none"> • Not-for-profit organization • Employer 				

#2 - Program Name: Youth Employment Fund

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Employers 	<p>The Youth Employment Fund (YEF) is a youth-specific work experience program that aims to provide an opportunity for youth to develop workplace skills and receive training and mentorship before trying to find suitable employment in New Brunswick.</p> <p>Participants are matched with a case manager who facilitates their placement with an eligible employer for a 26-week (i.e., 6 month) work experience.</p> <p>This program provides an entry point to long-term employment opportunities for youth aged 18-29 years of age who require a work experience program. These opportunities are first identified in the participant's employment action plan.</p>	<p>Youth participants must:</p> <ul style="list-style-type: none"> • be a Canadian citizen or permanent resident, • be unemployed, underemployed, or working less than 15 hours per week, • be a resident of New Brunswick, • have an employment action plan and resume and be referred by an employment counsellor, • be between ages 18-29, and • not be a full-time student. 	<p>Additional criteria include:</p> <ul style="list-style-type: none"> • High school students who are not planning on attending post-secondary education can apply for the program for placement starting after graduation. • Work placement must be 30 hours per week for 26 weeks. • The job must meet the individual's occupational goals in their employment action plan. • Priority will be given to employers with the intent to hire participants after the placement. 	Youth_Employment_Fund.html
 http://www2.gnb.ca/content/dam/gnb/Departments/petl-epftPDFPublicationsYouthEmploymentFundGuidelines.pdf http://www2.gnb.ca/content/dam/gnb/Departments/petl-epft/PDF/Publications/Information_for_Employers_E.p
Program Provider:			Funding:	Contact Information:
Provincial government			100% of the wages for 30 hours per week for 26 weeks are provided through the Department of Post-Secondary Education, Training, and Labour.	Contact your local Employment and Continuous Learning branch.
Delivery Agent:				
Employer				

#3 - Program Name: Atlantic Immigration Pilot Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrants • Employers 	<p>The program is designed to fill job vacancies with skilled workers to address gaps in the labour force. Through the program, employers support skilled foreign workers toward permanent residency and supply resources and support to help them and their families settle.</p> <p>This three-year pilot program encourages employers to hire full-time workers.</p> <p>There is a two-step process for application:</p> <ol style="list-style-type: none"> 1. Employer certification as a designated employer 2. Employer certification as an employee endorser 	<p>To begin the application process and become a designated employer, participating businesses must:</p> <ul style="list-style-type: none"> • agree to hire full-time, non-seasonal, international workers, • be in good standing as an employer, • demonstrate preparedness to meet settlement and support needs of new workers. 	<p>The second step of the program, the endorsement stage, requires designated employers to identify and select suitable candidates for employment and apply to endorse each individual participant.</p>	http://www.welcomenb.ca/content/wel-bien/en/Employers/content/Atlantic_Immigration_Pilot_Project.html https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/atlantic-immigration-pilot/about-atlantic-immigration-pilot.html https://www.princeedwardisland.ca/en/topic/atlantic-immigration-pilot
Program Provider:			Funding:	Contact Information:
Federal and provincial government			<p>There are no fees paid to the provincial government to participate in the program.</p> <p>Funding provided by the federal government.</p>	More information available by contacting: AIPP-PPIA@gnb.ca
Delivery Agent:				
Employer				

#4 - Program Name: New Boots- Progressing Women in Trades

New Brunswick Mentor Apprentice Program (NBMAP)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Women • Job seekers 	<p>This is 3-year program was initiated to improve the rate of women in construction trades in New Brunswick. The program accepts 15 participants across 8 trades for the duration of the training. Individuals receive support, mentorship, problem solving skills, and connections to resources.</p> <p>The New Boots program aims to understand the root causes of gender imbalances in the trades. By the completion of the program, there is expected to be an increase of 15% of females in the trades.</p>	<p>Participants have already been selected for the program.</p> <p>Participant statistics for the current cohort include:</p> <ul style="list-style-type: none"> • ages 19-50, • residents of all across New Brunswick, • both single and parents, and • Block 1 apprenticeship status. 	<p>The New Boots program has already begun with the selected group of participants. A similar program could be developed for the agri-processing sector.</p>	https://www.nb-map.ca/new-boots.html
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			Funding provided by the Government of New Brunswick.	New Brunswick Mentor Apprentice Program (NBMAP).
Delivery Agent:				
<ul style="list-style-type: none"> • Employers • Educational institutions 				

#5 - Program Name: Work Ability Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Job seekers	<p>The Work Ability Program provides work experience placements for individuals seeking job skills improvement through an employment action plan.</p> <p>These job placements aim to help participants become job ready by establishing a career goal, developing work-related skills, and addressing specific job-related needs.</p>	<p>Eligibility criteria for participants include:</p> <ul style="list-style-type: none"> • must be a resident of New Brunswick, • must be a Canadian citizen or permanent resident, • must have an employment action plan and be refereed by an employment counsellor/case manager, • must be 18 years of age or older and be out of an educational institution for at least six months. 	<p>Job placement cannot displace a permanent employee on vacation, parental leave, or sick leave.</p>	http://www2.gnb.ca/content/gnb/en/services/services_renderer.5102.Work_Ability.html http://www2.gnb.ca/content/dam/gnb/Departments/petl-epft/PDF/Publications/WA_Guidelines_E.pdf
Program Provider:		Funding:		Contact Information:
Provincial government		Wage subsidy is available for employers for a maximum 40 hours per week.		Contact your local Employment and Continuous Learning branch.
Delivery Agent:				
• Provincial government • Employer				

#6 - Program Name: Employer Wage Incentive- Workplace Expansion

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Employers 	<p>The program is a collaborative effort to fortify the relationship between employers and employees in New Brunswick. A temporary wage subsidy is offered to employers to encourage permanent employment for job seekers in the province. Throughout the wage subsidy period, the employer must be willing to provide job-related skills training for the position. Overall, the program aims to develop job skills and job readiness while providing sustainable employment opportunities for job seekers and individuals from select groups.</p>	<p>Employee participants must be:</p> <ul style="list-style-type: none"> • Unemployed • Eligible for Employment Insurance (EI) (recent post-secondary graduates and members of a priority group are exempt) • A resident of New Brunswick <p>Priority will be given to:</p> <ul style="list-style-type: none"> • Aboriginals • Social assistance recipients • Visible minorities • Persons with disabilities • Mature workers • Newcomers to Canada <p>Employers must be a private sector company, not-for-profit organization or First Nation</p>	<p>The program will cover up to 70% of hourly wages for employees who are part of a priority group (see list under "criteria").</p>	http://www2.gnb.ca/content/gnb/en/services/services_renderer.6935.Employer_Wage_Incentive_-_Workforce_Expansion_.html-serviceDescription
Program Provider:			Funding:	Contact Information:
Provincial government			<p>Wage subsidy provided for up to 50% of hourly wage at \$8.00 per hour. Employers submit wage claims throughout the program.</p>	<p>Contact your local Employment and Continuous Learning branch.</p>
Delivery Agent:				
<ul style="list-style-type: none"> • Provincial government • Employer 				

#7 - Program Name: Workplace Essential Skills Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Employers • Employees • Social assistance recipients 	<p>The Workplace Essential Skills Program helps adults who are unemployed or employed and seeking additional essential skills training for the workplace, such as reading and thinking skills and strategies for working with others.</p> <p>Learning activities focus on identifying and developing specific tasks for an individual's workplace or their desired work occupation. Following a needs assessment, the employee participant receives continued support throughout the program.</p>	<p>The program is open to adult learners 18 or older who are currently unemployed, employed and/or apprentices.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • have below level skills in one or more essential skills, including literacy skills, • have an occupational goal, • be case managed through Employment Development, Social Development, Justice and Public Safety or WorkSafe NB. 	<p>Participants are assessed in nine essential skills prior to entry into the program. These skills include:</p> <ul style="list-style-type: none"> • Reading • Document use • Writing • Numeracy • Oral Communication • Working with others • Thinking skills • Computer use • Continuous learning 	http://www2.gnb.ca/content/gnb/en/services/services_renderer.200971.Workplace_Essential_Skills_Program_(WES).html - serviceDescription http://www2.gnb.ca/content/dam/gnb/Departments/petl-epft/PDF/Publications/workplace-essential-skills.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			Courses are offered free of charge for residents of New Brunswick.	Contact your local Employment and Continuous Learning branch.
Delivery Agent:				
Provincial government				

#8 - Program Name: Northern New Brunswick Economic Development and Innovation Fund

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Employers	<p>The program provides investment funding for commercial and non-commercial activities that will generate economic benefits for the Northern New Brunswick region.</p> <p>Among the funding priorities are projects that emphasize planning and active skills development (such as new learning opportunities for workers to improve the quality of life and work in rural areas), and youth innovation projects (such as projects that encourage youth entrepreneurship).</p>	<p>Employers eligible for project support include those in Northern New Brunswick areas:</p> <ul style="list-style-type: none"> • Victoria • Madawaska • Restigouche • Gloucester 	A department, agency, or crown corporation to be eligible for funding must sponsor projects.	http://www2.gnb.ca/content/gnb/en/services/services_renderer.201252.Northern_New_Brunswick_Economic_Development_and_Innovation_Fund.html - serviceDescription
Program Provider:			Funding:	Contact Information:
Provincial government			Funding through the Northern New Brunswick Economic Development and Innovation Fund.	Contact the Regional Development Department, Fredericton
Delivery Agent:				
Provincial government				

#9 - Program Name: Employment Services Program: Adjustment Services

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employers • Industry 	<p>As part of the program components of Employment Services, Adjustment Services aims to support Human Resource management and labour force adjustments for industry and employers.</p> <p>Funding is available to help businesses adapt to labour market issues by encouraging partnerships.</p> <p>The project aims to address two major labour market issues: Unfilled jobs High unemployment</p>	<p>Program eligibility includes:</p> <ul style="list-style-type: none"> • Employers • Employer associations • Community groups • Industry associations • First Nations groups <p>Projects must include partnerships to address these labour market issues.</p>	<p>Examples of eligible activities include:</p> <ul style="list-style-type: none"> • Human resource management for companies facing change and transition periods • Soft skills training for employees in current job positions for small and medium-sized companies. 	http://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/services/services_renderer.16956. Adjustment_Services_-_Employment_Services_.html - serviceDescription http://www2.gnb.ca/content/dam/gnb/Departments/petl-epft/PDF/Publications/Adjustment_Services_Guidelines_E.pdf
Program Provider:			Funding:	Contact Information:
Provincial government	These issues can result from: <ul style="list-style-type: none"> • industry upsizing/downsizing, • labour shortages, • a shortage of year round opportunities, and/or • lack of organizational capacity for HR management. 		Contact your local employment office to discuss funding available. Funding through the Department of Post-Secondary Education, Training, and Labour.	Contact your local Employment and Continuous Learning branch.
Delivery Agent:	Employer			

Nova Scotia – Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	Mi'Kmaq Employment Training Secretariat	Indigenous
2	Youth Employability Program	Youth
3	Bridge to Work Program	Youth
4	Fast Forward Program	Social Assistance Recipients
5	START Program	General
6	Skills Development Program	Social Assistance Recipients
7	Canada-Nova Scotia Job Fund Agreement	General
8	SkillsonlineNS	Training
9	Food Handler Educational Program	Training

#1 - Program Name: Mi'Kmaq Employment Training Secretariat (METS)

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Aboriginal peoples	<p>METS offers a variety of employment training programs and services designed to help Aboriginal individuals succeed in the Nova Scotia workforce. Among the programs provided are:</p> <p>Work Experience program: helps individuals receive hands-on experience and training while earning Employment Insurance eligible wages. For every hour of theory instruction, participants provide 4 hours of hands-on work.</p> <p>Employment Maintenance program: assists those who are unemployed or about to become unemployed to gain new skills and upgrade previous skills training. Participants focus on communication, work ethic, and interpersonal skills.</p>	<p>Most programs and services are intended for adults aged 19 and above who are out of school (not including the youth employment program).</p> <p>Additional program eligibility may apply.</p>	<p>Services also include:</p> <p>Mobility Experience program: provides financial assistance to those with confirmed employment or an interview in another community more than 150 km away.</p> <p>Project based training: those needing specific training to enter or re-enter the workforce can do so with this program. It offers a combination of formal theory and practical application.</p>	http://www.mets.ca/index.php?page=3
Program Provider:			Funding:	Contact Information:
Aboriginal department			Contact METS for funding availability.	Mi'Kmaq Employment Training Secretariat, Cole Harbour.
Delivery Agent:				
Aboriginal department				

#2 - Program Name: Youth Employability Program (YEP)

Centre for Entrepreneurship Education and Development

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth • Social assistance recipients 	<p>YEP is an outreach program designed to motivate youth to explore their interests and achieve their goals through access to education, employment opportunities, and resources. The program helps participants access programming and resources within their community.</p> <p>Program officials assist participants in applying for identification (Social Insurance Number or provincial health card) necessary for employment and suggest strategies for problem solving skills.</p>	<p>Eligible youth must be aged 15-21, in need of educational or employment support, and connected to income assistance.</p> <p>Youth may also belong to foster care or a childcare facility.</p>	<p>The program aims to support pre-employment, early-employment, and re-employment for their participants. Additional workshops are also included for at-risk youth.</p>	https://www.ceed.ca/youth-programming/youth-employability-program/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization	Youth participants must be connected directly or indirectly (through their parents) to income assistance.		Funding is available for transportation, school fee, and employment or educational needs.	Contact info@ceed.ca for more information.
Delivery Agent:				
<ul style="list-style-type: none"> • Not-for-profit organization • Educational institutional 				

#3 - Program Name: Bridge to Work Program

Immigration Services Association of Nova Scotia

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Immigrants	<p>The Bridge to Work program helps immigrants gain local work experience and gain a better understanding of the Canadian work environment. It helps those prepared to work in an entry-level position to learn about various careers and positions available and provides employability training workshops.</p> <p>These workshops teach workplace skills and workplace culture, English language vocabulary for safety training, and practice interviews.</p>	Eligible participants should be interested in working in an entry-level position, committed to completing training and workshops, and demonstrate a CLB (Canadian Language Benchmark) level of at least 2, 3, or 4.	Participants will increase their confidence and abilities, be able to demonstrate their work ethic and employment skills, obtain Canadian work experience, and strengthen their local professional network.	http://www.isans.ca/find-employment/bridge-to-work/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization	Participants complete safety training such as First Aid, fire safety, WHMIS, and working in confined spaces.		Funded through Immigration, Refugees and Citizenship Canada, Nova Scotia Office of Immigration, and Nova Scotia Apprenticeship Agency.	Contact Immigration Services Association of Nova Scotia, Halifax, for more information.
Delivery Agent:				
Not-for-profit organization				

#4 - Program Name: Fast Forward Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Social assistance recipients 	<p>The Fast Forward Program helps job seekers with limited barriers to employment make appropriate career decisions and access skills training to improve their job opportunities.</p> <p>The program allows participants to attend full-time training during their Employment Insurance benefits period.</p>	<p>Eligible participants must be:</p> <ul style="list-style-type: none"> • Canadian citizen or permanent resident • Out of secondary school for at least 12 months • Accepted into an eligible training program 	<p>Eligible training must be full-time, a minimum of 5 days in length, and provided through an approved, industry recognized, institution.</p> <p>Example training includes:</p> <ul style="list-style-type: none"> • Academic upgrading, literacy/numeracy, English or French second language training • Skills training for a specific job • Degree programs 	https://novascotia.ca/employmentnovascotia/programs/fastforward.asp
Program Provider:			Funding:	Contact Information:
Provincial government			Participants must provide a financial plan for the duration of their training and must pay their own training costs, including tuition and books.	Contact your local Employment Nova Scotia office for more information.
Delivery Agent:				
<ul style="list-style-type: none"> • Educational institution • Provincial government 				

#5 - Program Name: START Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Job seekers	<p>The START program encourages employers to hire Nova Scotians looking for employment who lack work experience.</p> <p>Financial incentives work to support employers with a labour need to hire and support program participants. The program targets small and medium-sized businesses in Nova Scotia.</p>	<p>Participating job seekers must be currently unemployed, a Canadian citizen, permanent resident, or an international graduate who meets the requirements.</p> <p>Employers must be:</p> <ul style="list-style-type: none"> • Businesses • Not-for-profit organizations • Social enterprises • Business with headquarters outside of Nova Scotia but that have a physical location within the province 	<p>The program length is determined by the needs and requirements of the employer and the employee. Preference is given to employers willing to offer full-time, sustainable employment to participants.</p>	https://novascotia.ca/employmentnovascotia/programs/start.asp https://novascotia.ca/employmentnovascotia/programs/documents/STARTFactSheet.pdf
Program Provider:		Funding:		Contact Information:
Provincial government		Funding incentives depend on the skill level of the employee and the level of support offered by the employer.		Contact your local Employment Nova Scotia branch for more information.
Delivery Agent:				
Employer				

#6 - Program Name: Skills Development Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Social assistance recipients 	<p>The Skills Development Program provides unemployed eligible participants who need to learn additional basic skills or advanced skills development training to find employment.</p> <p>Participants who lack marketable skills and require new or improved skills to find work experience opportunities are encouraged to apply for the program.</p> <p>Training must be full-time, industry recognized, result in a certification, diploma, or degree, be provided by a registered training institution.</p>	<p>Interested participants must be currently unemployed, a Canadian citizen or permanent resident, a resident of Nova Scotia and be currently receiving Employment Insurance assistance benefits.</p> <p>Participating workers may be eligible for basic living allowances, tuition, and accommodation funding.</p>	<p>Training must be a minimum of 5 days up to a maximum of 3 years.</p> <p>Language training for newcomers to Canada is not eligible.</p> <p>Programs that do not directly lead to examination or testing or certification are also not eligible training.</p>	https://novascotia.ca/employmentnovascotia/programs/skills-development.asp https://novascotia.ca/employmentnovascotia/programs/documents/Skills Development Program Guidelines4.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			Participants must cover \$200 towards tuition costs and funding cannot exceed \$10,000 per year.	Consult your local Employment Service Centre to apply or for more information.
Delivery Agent:				
<ul style="list-style-type: none"> • Provincial government • Training institution 				

#7 - Program Name: Canada-Nova Scotia Job Fund Agreement

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Employers	<p>In collaboration with the federal government, the Canada-Nova Scotia Job Fund Agreement combines three individual program streams to increase the availability of funding to employers and job seekers in the province.</p> <p>Program streams include:</p> <ul style="list-style-type: none"> • Canada Job Grant (employer pays minimum amount for third party training) • Employer-Sponsored Training (much more broadly defined, training must lead to employment) • Employment Services and Supports (helps participants find and keep employment, focusing on job readiness and employment counselling services) 	Eligibility for interested participants and employers depends on individual programs offered within these streams.	There are programs throughout Nova Scotia that fall within these program streams. Information is offered here only to introduce the new and combined funding program streams.	https://novascotia.ca/lae/workforce/
Program Provider:			Funding:	Contact Information:
• Provincial government • Federal government			<p>Funding is unique to each program offered under the program stream.</p> <p>Overall funding provided by the Canada-Nova Scotia Job Fund.</p>	Contact information for interested employers is available on the website.
Delivery Agent:	Third party training institution			

#8 - Program Name: SkillsonlineNS

Community Business Development Corporations (CBDC)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Employers • Employees • Students 	<p>SkillsonlineNS is an online professional training provider that offers employment skills training to help individuals improve their workplace skills and career opportunities in Nova Scotia. All courses are delivered through CoursePark, a worldwide eLearning platform. It helps users develop a Lifelong Learning Profile to share with potential employers.</p> <p>Courses are tailored for individuals, employers, and not-for-profit organizations. There are over 6000 available courses spanning human resources and financial literacy, employment readiness, and communication across cultures.</p>	All residents of Nova Scotia are available to participate in the training modules, including those who are employed with an organization who employs residents of Nova Scotia.	<p>Courses include:</p> <ul style="list-style-type: none"> • Motivating and optimizing performance • Managing the Onboarding process • Skills and attitudes of job maintenance and advancement 	http://www.cbdc.ca/en/resources/skills-online-nova-scotia https://www.coursepark.com/ns/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			Courses are free of charge. Funded through the Nova Scotia Department of Labour and Advanced Education, Bluedrop Performance, and CBDC.	Contact CBDC for more information
Delivery Agent:				
Not-for-profit organization				

#9 -Program Name: Food Handler Educational Program (Certification)

Nova Scotia Environment

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employees • Employers • Job seekers 	<p>The Food Handler Educational Program is an achievement certification that verifies the individual has completed the food handler requirements through Nova Scotia Environment.</p> <p>Training may be provided directly through Nova Scotia Environment or through another approved training provider.</p> <p>According to Nova Scotia Food Safety Regulations, all food establishments require a minimum of 1 trained food handler on site. This certification is beneficial for those working with, handling, and processing food items.</p>	Anyone is eligible to complete this certification.	<p>Certification is valid for 5 years and must be renewed after this time.</p> <p>There is typically a 2-4 week waiting period following registration, depending on class size, scheduling, and instructor availability.</p>	https://novascotia.ca/sns/paal/nse/paal365.asp
Program Provider:			Funding:	Contact Information:
Provincial government			Program fees apply.	Contact Nova Scotia environment for more information, or to register.
Delivery Agent:				
Training institution Provincial government				

Prince Edward Island – Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	Native Council of PEI Employment and Training Program	Indigenous
2	Team Seafood	Youth
3	Employment Assistance Service	Immigrants
4	Atlantic Immigration Pilot Program	Immigrants
5	Employ PEI	General
6	Trade HERizons	Women
7	Passport to Employment	Mature workers
8	Labour Market Program	General
9	Graduate Mentorship Program	Youth
10	Canada-PEI Job Grant	General
11	eForcePEI Skills Training	General
12	Atlantic Agricultural Leadership Program	Training
13	Workplace Learning PEI	Training

#1 -Program Name: Native Council of PEI Employment and Training Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Indigenous workers • Women • Mature workers 	<p>The program coordinates training and employment opportunities for those members of the Native Council of Prince Edward Island living off reserve. They collaborate with government agencies to deliver programs and identify participant needs. Activities include:</p> <ul style="list-style-type: none"> • counselling services (such as career decision-making, skills enhancement, employment maintenance) • job search services, • job referrals, and • individual needs assessments. 	<p>The program is targeted to Aboriginals in urban, rural, and remote sections of Canada and includes:</p> <ul style="list-style-type: none"> • Youth • Women • Single parents • Mature workers • Those experience career changes/ transition • Persons with disabilities 	<p>The program is part of a wider initiative, the Aboriginal Skills and Employment Training Strategy (ASETS) through the Government of Canada. This program links participants with programs that meet their training and employment preparation needs.</p>	http://ncpei.com/programs/employment-training https://www.canada.ca/en/employment-social-development/services/indigenous/assets.html
Program Provider:			Funding:	Contact Information:
Council Federation	The program helps participants prepare for jobs in high-demand sectors.		Funding through the Native Council of PEI in partnership with The Congress of Aboriginal Peoples (CAP).	More information is available through ASETS via the link above.
Delivery Agent:				
<ul style="list-style-type: none"> • Provincial government • Not-for-profit organizations 				

#2 -Program Name: Team Seafood

Seafood Processors Association

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Youth/ Students • Job seekers 	<p>A partnership between federal and provincial government and PEI seafood processing companies, Team Seafood is a program designed to attract students and young workers to the industry during the peak processing season.</p> <p>Youth participants gain valuable job skills and experience at one of the ten participating fish processing plants in rural communities across Prince Edward Island.</p>	To receive bursary funding, participants must be either attending high school or returning to university studies the following fall.	Students apply directly to the participating fish processing plant. By working all summer, students can earn up to \$1000.00 in bursary funding for post-secondary education.	http://www.teamseafood.ca/ https://www.princeedwardisland.ca/en/news/team-seafood-expands-student-jobs
Program Provider:			Funding:	Contact Information:
Provincial government	High school and university students can also receive bursary funding during their time at the plant.		The PEI Seafood Processors Association receives project funding through the Labour Market Development Agreement and the Atlantic Shrimp Corporation for project promotion and support.	Department of Workforce and Advanced Learning, PEI
Delivery Agent:				
Employer				

#3 - Program Name: Employment Assistance Service (EAS)

PEI Association for Newcomers to Canada (PEIANC)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrants • Job seekers • Students 	<p>PEIANC organizes 1-2 day workshops and programs for immigrants seeking employment. These programs work to develop job search skills and encourage participants to take part in the interactive activities offered.</p> <p>Programs are tailored for beginner-advances English language levels.</p> <p>Examples of programs offered include:</p> <ul style="list-style-type: none"> • Interview practice and resume writing assistance • Professional mentorship • Job fair preparation • Working in PEI workshops (Basic and Advanced) • Social Media and your career 	Participants must be PEI residents and be registered as a PEIANC client before attending any programs.	The PEI Association for Newcomers to Canada also offers a variety of employment assistance services for immigrants, community engagement programs to assist with cultural transitions, workshops for employers interested in hiring immigrants, and English language courses.	https://www.peianc.com/en/employment-programs-and-workshops
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			<p>Courses are free for registered PEIANC clients.</p> <p>Program funding provided through Immigration, Refugees and Citizenship Canada.</p>	PEI Association of Newcomers to Canada, Charlottetown.
Delivery Agent:				
Not-for-profit organization				

#4 - Program Name: Atlantic Immigration Pilot Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Immigrants • Employers 	<p>The program is designed to fill job vacancies with skilled workers to address gaps in the labour force. Through the program, employers support skilled foreign workers toward permanent residency and supply resources and support to help them and their families settle.</p> <p>This three-year pilot program encourages employers to hire full-time workers.</p> <p>There is a two-step process for application: Employer certification as a designated employer Employer certification as an employee endorser</p>	<p>To begin the application process and become a designated employer, participating businesses must:</p> <ul style="list-style-type: none"> • agree to hire full-time, non-seasonal, international workers, • be in good standing as an employer, • demonstrate preparedness to meet settlement and support needs of new workers. 	<p>The second step of the program, the endorsement stage, requires designated employers to identify and select suitable candidates for employment and apply to endorse each individual participant.</p>	https://www.princeedwardisland.ca/en/information/office-immigration/atlantic-immigration-pilot-employers-designation https://www.princeedwardisland.ca/sites/default/files/publications/guidelines_for_designation.pdf
Program Provider:			Funding:	Contact Information:
Federal and provincial government			<p>There are no fees paid to the provincial government to participate in the program.</p> <p>Funding provided by the federal government.</p>	Office of Immigration, Charlottetown.
Delivery Agent:				
Employer				

#5 - Program Name: Employ PEI

Skills PEI

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> Employers Job seekers 	<p>Employ PEI is an employment program to help and encourage employers to create long-term job opportunities for job seekers. The program provides wage subsidies to support new employee training. At the end of the program, the employee should be fully trained and contributing to the success of the business.</p>	<p>New employee hires under the program must be looking for full-time work and have completed high school at least two years prior to employment.</p> <p>Participants must also be either Canadian citizens or permanent residents.</p>	<p>Participants must apply for employment through the employer. Once a position has been offered, both employer and employee must apply to the program.</p> <p>The employee must meet with a case manager to go through an individual needs assessment and a Return-to-Work Action Plan.</p> <p>The employee must not begin work before being accepted into the program by Skills PEI.</p>	https://workpei.ca/resources-for-employers/employ-pei-for-employers/ http://skillspei.com/programs-for-job-seekers/employ-pei
Program Provider:			Funding:	Contact Information:
Provincial government			<p>The program is delivered as part of the Department of Workforce and Advanced Learning with funding provided by the Canada-PEI Labour Market Agreement.</p>	Contact your local Skills PEI office in Charlottetown, Summerside, Montague, and O'Leary.
Delivery Agent:				
Employer				

#6 - Program Name: Trade HERizons

Women's Network of Prince Edward Island

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Women • Job seekers • Social assistance recipients 	<p>Trade HERizons aims to increase the number of women employed in non-traditional trades across Prince Edward Island. The program works with unemployed or underemployed women to explore, prepare for, obtain, and maintain sustainable employment in the trades and industrial technology industry.</p> <p>The Women's Network of PEI (WNPEI) collaborates with employers to encourage workplace diversity and to support women's full participation in the workplace.</p>	<p>To participate, you must be a female who is:</p> <ul style="list-style-type: none"> • motivated to start a new career, • skilled at working with their hands and enjoys physical labour, • unemployed and on Employment Insurance (or EI eligible), or • currently working less than 20 hours per week. 	<p>Trade HERizons aims to transition women in poverty to sustainable livelihood by giving them the skills, confidence, and workplace experience in the trades.</p> <p>The program considers a wide variety of non-traditional trades for its programs. Interested employers are encouraged to host worksite visits, mentor participants, be a guest speaker at training events, and/or hire successful graduates.</p>	https://www.wnpei.org/Trade-HERizons
Program Provider:			Funding:	Contact Information:
Not-for-profit organization	The program works to address sectors with a shortage of skilled workers.		<p>The program is offered free of charge to participants.</p> <p>Program funding is through the Canada-PEI job fund.</p>	Contact the Women's Network of PEI for more information.
Delivery Agent:				
<ul style="list-style-type: none"> • Not-for-profit organization • Employer 				

#7 - Program Name: Passport to Employment

Skills PEI

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Mature workers 	<p>This five-week employment preparation program helps mature workers who are unemployed improve and develop job search and employment skills to re-enter the workforce. By the end of the program, participants should have developed skills to effectively contribute to the workforce.</p> <p>Skills PEI works with community organizations to deliver programs for participants.</p>	<ul style="list-style-type: none"> • Mature worker (unemployed or in need of new job skills) • Canadian citizen or permanent resident • Aged 55-64 (flexible) 	<p>Program participants are able to receive weekly benefits or access to Employment Insurance benefits during the duration of the training.</p>	http://skillspei.com/older-workers/passport-to-employment
Program Provider:			Funding:	Contact Information:
Provincial government	Information sessions are held across PEI on a regular basis. Interested workers must attend this information session to apply for the program.		Funding provided by the Department of Workforce and Advanced Learning.	Contact your local Skills PEI office or attend an information session.
Delivery Agent:				
<ul style="list-style-type: none"> • Provincial government • Not-for-profit organization 				

#8 - Program Name: Labour Market Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Employers	<p>The Labour Market Program funds projects that encourage employers and the community to work together to develop and implement strategies to meet Human Resource requirements and labour force adjustments.</p> <p>Short- term funding is available for projects involving partnerships between employers and community groups developing activities that will help individuals or employers impacted by labour market changes in the community or in an industry. For example, projects could address high unemployment trends or sectors needing to fill job vacancies.</p>	<p>Program participants must be working in collaboration with other groups to develop a plan to address labour market issues within a community or industry.</p> <p>Eligible organizations include:</p> <ul style="list-style-type: none"> • Businesses • Organizations • Municipalities • Band/tribal councils • Public health and educational institutions 	Funded projects are expected to have a positive impact on the PEI economy and workforce.	http://skillspei.com/programs-for-business-and-organizations/labour-market-partnerships https://workpei.ca/resources-for-employers/labour-market-partnerships/
Program Provider:			Funding:	Contact Information:
Provincial government			Funding provided by Canada-PEI Labour Market Development Agreement.	Contact a Skills PEI office in Charlottetown, Montague, or O'Leary.
Delivery Agent:				
• Employer • Not-for-profit organization				

#9 - Program Name: Graduate Mentorship Program (GMP)

Skills PEI

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employers • Job seekers • Youth 	<p>The Graduate Mentorship Program helps and encourages employers create and fill long-term employment opportunities for recent graduates in their field of study. It helps recent graduates gain valuable workplace experience who may not have the necessary skills and experience to enter the workforce directly after graduation.</p> <p>Skills PEI provides wage subsidy for participating employers during the training and mentorship activities. After the employee completes the one-year training, the employer is expected to provide long-term employment.</p>	<p>Employer criteria:</p> <ul style="list-style-type: none"> • Private sector organization • Band/tribal council • Public health or educational institution <p>Employee criteria:</p> <ul style="list-style-type: none"> • Recent graduate of a post-secondary program within five years • Unemployed or underemployed and actively seeking full-time employment • Canadian citizen or Permanent Resident <p>Participants must also meet with a case manager for individual assessment and to complete a Return-to-Work Action Plan.</p>	<p>Skills PEI will subsidize up to 50% of employee wages for up to one year of training and mentorship.</p> <p>After the employer submits their GMP application, the worker cannot start employment training until the application has been accepted from both the employer and employee.</p>	http://skillspei.com/programs-for-employers/graduate-mentorship-org http://skillspei.com/uploads/Program_PDFs/ENG/2018/GraduateMentorship_Program_Info_Sheet.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			Funding from the Department of Workforce and Advanced Learning and the Canada-PEI Labour Market Agreement.	Contact your local Skills PEI office.
Delivery Agent:				
Employer				

#10 - Program Name: Canada-PEI Job Grant

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Employers	<p>The Canada-PEI Job Grant program provides funding for employers to train new or existing employees with the skills they need to work.</p> <p>The employer determines the program participants and their training needs and upon completion, employees should have developed skills for a new or better job, or increased their skills for their current job.</p>	<p>Participating employers must be a private sector business or organization.</p> <p>Employers must be willing to hire the worker upon completion of training. The worker must either be unemployed, underemployed, or employed and looking for a better job or position.</p>	<p>Approved funding assistance materials include:</p> <ul style="list-style-type: none"> • Tuition and/or fees • Textbooks and software • Other class or training materials • Examination fees 	http://skillspei.com/uploads/Resources_PDFs/CJG PDF.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			<p>The Government of Canada Job Grant provides funding.</p> <p>The program uses cost- sharing between Skills PEI (2/3 of cost) and the employer (1/3 of cost).</p>	Contact your local Skills PEI office.
Delivery Agent:				
• Employer • Not- for- profit organization				

#11 - Program Name: eForcePEI Skills Training

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employees • Employers • Job seekers • Mature Workers • Youth 	<p>eForcePEI Skills Training enhances employment training for Islanders, small and medium-sized businesses, and not-for-profit organizations across PEI. The free eLearning program is aimed to create new opportunities in the competitive job market.</p> <p>They provide online educational tools targeted to users regardless of their previous workplace experience. There are over 180 interactive, self-paced courses available free of charge.</p>	<p>Anyone can participate in the online training programs.</p> <p>For those without direct access to a computer or Internet, career development centres across PEI can provide these technology resources.</p>	<p>The program is in partnership with CoursePark Learning Networks, a similar eLearning platform provided all over the world.</p>	https://www.coursepark.com/eforcepei/
Program Provider:			Funding:	Contact Information:
Provincial government	<p>Example courses include:</p> <ul style="list-style-type: none"> • MS Excel basics • Workplace conflict resolution • Marketing essentials • Personal productivity Improvement 		<p>Funding through Canada-PEI Labour Market Development Agreement, Skills PEI, and the Government of Prince Edward Island.</p>	eForcePEI, Charlottetown
Delivery Agent:				
<ul style="list-style-type: none"> • Employee • Employer 				

#12 - Program Name: Atlantic Agricultural Leadership Program (AALP)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Industry • Employees 	<p>The Atlantic Agricultural Leadership Program is an 18-month advanced-level training and leadership program for the agricultural industry. It provides workshops and study tours for participants to develop hard skills and soft skills to lead the industry.</p> <p>The curriculum is modeled after successful leadership programs in Canada and the United States. Topics include:</p> <ul style="list-style-type: none"> • Strategic planning • Teamwork • Conflict resolution • Leading change 	The program accepts applicants from Newfoundland, Nova Scotia, New Brunswick, and Prince Edward Island.	Although this program is directed toward the agricultural industry, a similar template could provide training and development for leaders in the fish-processing sector.	http://www.agleaders.ca
Program Provider:			Funding:	Contact Information:
Not-for-profit organization Provincial government	Participants meet with agricultural leaders and complete North American and International study tours to compare policies and programs between regions and understand economic and cultural influences.		<p>Program tuition is required.</p> <p>Program funding provided by fundraising efforts, tuition rates, and sponsorship.</p>	The AALP Board of Directors review all applications and can be contacted through their website.
Delivery Agent:				
Not-for-profit organization				

#13 - Program Name: Workplace Learning PEI

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Job seekers • Employers 	<p>Workplace Learning PEI helps job seekers identify and develop new and existing job-related skills. Program coordinators work to identify individual training needs and training schedules through a detailed needs assessment designed to meet both employer and employee needs and expectations.</p> <p>Human Resource development officers help employers manage training activities for new employees through video-based learning and individually tailored training plans.</p>	Programs are available to Pei residents and employers.	Workplace Learning PEI also offers Workplace Essential Skills (WES) Lennox Program to adult learners from Lennox Island.	https://www.workplacelearningpei.com http://employmentjourney.com/resources-services-for-job-seekers/
Program Provider:			Funding:	Contact Information:
Non-governmental organization	Examples of both employee and employer programs include: <ul style="list-style-type: none"> • Reading and numeracy • Oral communication • Thinking skills 		Funding through the Department of Workforce and Advanced Learning.	Workplace Learning PEI, Charlottetown.
Delivery Agent:				

Newfoundland and Labrador – Compilation of Labour Market and Training Programming

List of Sample Programs Profiled:

#	Program Name	Target Population
1	Aboriginal Bridging Program	Indigenous
2	Train for Trades	Youth
3	Student Summer Employment Program	Youth
4	Bridge-to-work	Immigrants
5	Jobs NL Wage Subsidy Program	General
6	Canada-Newfoundland Job Grant	General
7	Skills Development Program	General
8	Essential Skills- Have you used yours today?	Mature workers

#1 - Program Name: Aboriginal Bridging Program

College of the North Atlantic (CNA)

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Aboriginal students	<p>This 1-year certification program is designed to bridge educational gaps as a "refresher" course for Aboriginal students to equip them with the necessary skills and knowledge to enter or re-enter the workforce. The program was created in response to occupational needs and a desire to enhance employment opportunities for Aboriginal individuals.</p> <p>Key targets for the program include:</p> <ul style="list-style-type: none"> • Reading comprehension • Writing/numeracy • Public speaking • Personal awareness • Critical thinking <p>The curriculum is culturally relevant for First Nations, Inuit, and Métis individuals.</p>	<p>Eligible students must have a high school diploma or an Adult Basic Education level 3.</p> <p>Those without the educational requirements may still qualify for enrolment as a Mature Student.</p>	<p>Course include:</p> <ul style="list-style-type: none"> • personal skills development, • communication for Aboriginal students, • career exploration <p>Along with biology, math, physics, and chemistry courses.</p>	http://www.cna.nl.ca/program/aboriginal-bridging
Program Provider:			Funding:	Contact Information:
Educational institution			Tuition and fees apply.	Contact CNA admissions, Happy Valley-Goose Bay.
Delivery Agent:				
Educational institution				

#2 - Program Name: Train for Trades

Canadian Homelessness Research Network

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Youth • Social assistance recipients	The Train for Trades program was designed to help youth in Newfoundland transition from homelessness to employment through training and intense personal support. Participants receive 2 weeks of classroom training focused on construction related training, including First Aid and other construction certifications. Participants then complete 42 weeks of work training, including essential skills and life skills training, and GED preparation.	Eligible participants were at-risk youth, unemployed, not in school, and not in possession of the necessary skills to secure employment or further education.	This program may not be currently available. The detailed report (see link) provides a program evaluation. This program template could be applied to the agri-processing sector.	http://homelesshub.ca/sites/default/files/TrainForTrades_0.pdf
Program Provider:			Funding:	Contact Information:
Not-for-profit organization	Rather than external job placements, participants work on contract services together in a controlled environment.		Funding provided by the Department of Advanced Education and Skills, and other government departments.	Contact Choices for Youth, St. John's, for program information and availability.
Delivery Agent:				
Not-for-profit organization				

#3 - Program Name: Student Summer Employment Program (Post-Secondary)

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Students • Employers 	<p>The Student Summer Employment Program is designed to create summer job opportunities for post-secondary students entering or returning to school in the fall. Employment opportunities are open to businesses in the private sector and the not-for-profit sector.</p> <p>Participating businesses receive funding and wage subsidies to encourage their involvement and to help offset potential costs.</p>	<p>Post-secondary students must be entering or returning to training within the next year and must be legally entitled to work in Canada. Interested participants must apply for available positions directly with an employer before being accepted into the funding program.</p>	<p>Eligible employers must have an office base in Newfoundland and must agree to submit activity and financial reports following the completion of the program. Employers must have a registered Canada Revenue Agency number and must be incorporated.</p> <p>The current deadline for applications has passed.</p>	http://www.aesl.gov.nl.ca/students/ssep_post_secondary.html
Program Provider:			Funding:	Contact Information:
Provincial government			<p>Private sector: \$5.60/hour wage subsidy for 5-12 weeks.</p> <p>Not-for-profit sector: 100% of minimum wage is provided, plus 15% to help with additional costs.</p>	Contact AESL@gov.nl.ca for more information.
Delivery Agent:				
Employer				

#4 - Program Name: Bridge-to-work

Association for New Canadians (ANC)

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Immigrants	<p>The Association for New Canadians offers 4 Bridge-to-work programs targeted toward newcomers to Canada.</p> <p>Internship Placement Program: employers host a skilled worker for a 12-week paid placement. Workers can gain Canadian work experience and build a professional network.</p> <p>Strategic Placement Program: unpaid 5-week work placement to address a workplace skills shortage.</p> <p>Mentoring Link: newcomers partner with volunteer mentors (employers) for long-term pre-employment support.</p> <p>Business Development Support: resources for newcomer entrepreneurs, including networking opportunities to grow their business.</p>	An initial assessment is required for interested individuals.	The ANC also offers diversity training, volunteer support, and language training and assessments.	http://www.ancl.ca/?Content=Employment_Services/Bridge-to-Work
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			ANC programs are funded in part by community partners.	Contact the Association for Newcomers to Canada, St. John's.
Delivery Agent:				
Not-for-profit organization				

#5 - Program Name: Jobs NL Wage Subsidy Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Employer • Employee • Social assistance recipients 	<p>The program is designed to provide funding to employers to encourage job creation and employment opportunities towards sustainable and long-term employment.</p> <p>Both unemployed EI eligible (Employment Insurance) individuals and underemployed non-EI eligible individuals are suited for the program. JobsNL gives priority, however, to those receiving some form of social assistance.</p>	<p>Businesses and not-for-profit organizations are eligible for funding assistance. Priority will be given to those businesses who can support long-term, sustainable employment opportunities,</p> <p>Eligible participants may be EI eligible or non-EI eligible and may be unemployed or currently underemployed.</p> <p>All participants must be legally permitted to work in Canada.</p>	<p>Priority will be given to individuals on some form of income assistance and/or recent graduates from a post-secondary institution.</p>	http://www.aesl.gov.nl.ca/empservices/jobsnl.html http://www.aesl.gov.nl.ca/empservices/jobsnl_wage_subsidy.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			<p>JobsNL will provide a 50% wage subsidy up to a maximum of \$8.00 per hour for duration of 10-26 weeks. The maximum funding available per employee is \$7,280.</p>	<p>Contact your local Advanced Education, Skills and Labour office location.</p>
Delivery Agent:				
Employer				

#6 - Program Name: Canada-Newfoundland Job Grant

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Employers	<p>The Canada-Newfoundland Job Grant helps provide financial assistance for private sector and not-for-profit businesses to help train new or existing employees to meet growing industry demands. In this case, training costs will be shared between government and the employer.</p> <p>The goal of the funding program is to increase participation within the labour market and help deliver the necessary skills to prospective employees and workers already performing a job. The result of each funding initiative must be to hire the program participant or transfer the existing employee to a better position to create sustainable employment opportunities.</p>	<p>Interested employers in the private sector and non-profit sector may apply for funding. Eligible employers must:</p> <ul style="list-style-type: none"> • Be incorporated and have a Canada Revenue Agency number • Be in good standing with the provincial government • Have a head office location in Newfoundland 	<p>Eligible training must be less than 12 months in duration.</p> <p>Trainees may be existing employees or new unemployed individuals and must be residents of Newfoundland, legally able to work in Canada.</p> <p>Approved funding can cover tuition, feed, books and software programs and examination costs. Travel costs may also be eligible for coverage, if applicable.</p>	http://www.aesl.gov.nl.ca/foremployers/canada_nl_job_grant.html http://www.aesl.gov.nl.ca/foremployers/Canada_NL_Job_Grant_Fact_Sheet.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			<p>Funding is provided for a maximum of up to \$15,000 per year for training unemployed individuals. The employer contributes 1/3 of costs.</p>	Contact Employment Supports and Services or AESL@gov.nl.ca for more information.
Delivery Agent:				
Employer				

#7 - Program Name: Skills Development Program

Target Group:	Program Description:	Criteria:	Notes:	Links:
• Job seekers	<p>The Skills Development Program provides financial assistance to support Employment Insurance-eligible individuals who are seeking full-time post-secondary training. The program provides a wide variety of training assistance services to help participants who face barriers to employment and a willingness to overcome these challenges.</p> <p>Those participating in the program must have evidence of previous employment planning assistance through the Department of Advanced Education, Skills and Labour.</p>	<p>Interested participants must be:</p> <ul style="list-style-type: none"> • Canadian citizen, permanent resident and entitled to work in Canada • Resident of Newfoundland • Have an active employment plan linked to and requiring post-secondary education • Be eligible for Employment Insurance • Be out of high school for a minimum of 2 years, either looking for employment or spending that time working 	<p>Eligible training must be delivered through a registered training or educational institution and lead to certification, a diploma, or a degree. Training must not last longer than 3 years.</p> <p>There is no minimum duration for training programs offered through this program.</p>	http://www.aesl.gov.nl.ca/lmda/skills_dev.html http://www.aesl.gov.nl.ca/lmda/pdf/skills_development_fact_sheet.pdf
Program Provider:			Funding:	Contact Information:
Provincial government			Participants who receive training may be required to make a financial contribution towards the training cost.	Contact your local Advanced Education, Skills and Labour office location.
Delivery Agent:				
Training/Educational institution				

#8 - Program Name: Essential Skills- Have you used yours today? Program

Newfoundland and Labrador Laubach Literacy Council

Target Group:	Program Description:	Criteria:	Notes:	Links:
<ul style="list-style-type: none"> • Mature workers • Job seekers • Employers 	<p>Presented under The Essential Skills Literacy: Training Tools for Older Adults project, this program is designed to teach adults essential skills that will help them re-enter a new workforce or adapt to new technologies or requirements in their job. The course pack emphasizes literacy and essential skills training with 4 modules with training guides and participant exercise handbooks.</p> <p>The curriculum includes an introduction to essential skills, the advanced application of these skills, along with employment preparation exercises to develop practical job search strategies.</p>	<p>The curriculum is available for anyone online and would appeal most to mature adult learners and facilitators.</p>	<p>Computer use for module exercise is encouraged but not necessary.</p> <p>Interested individuals can request a training workshop with a facilitator for group presentation. Fees for this service will apply.</p>	http://nlllc.ca/programs/essential-skills-literacy/
Program Provider:			Funding:	Contact Information:
Not-for-profit organization			<p>The program is free for self-use or group study.</p> <p>Funded through Human Resources and Skills Development Canada.</p>	Contact Newfoundland and Labrador Laubach Literacy Council, Corner Brook, for more information.
Delivery Agent:				
Not-for-profit organization				



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