

# Hiring Grants for Canadian Businesses

Government Funding Program	Description
<p><b><u>Canada Summer Jobs</u></b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Public and private sector employers can receive hiring grants up to 50% of employee minimum hourly rate. Non-profits can receive grants up to 100% of minimum wage plus Mandatory Employment Related Costs (MERCs). This amount is capped at a maximum \$300,000 per employer/province or territory. Maximum 40 hours/week/employee can be included.</li> <li>• <b>Timeline:</b> 2019 funding intake is closed. Next intake (for summer 2020 hires) is expected to launch in December 2019/January 2020.</li> <li>• <b>Eligibility:</b> Businesses, non-profits, and public sector employers with 50 or fewer employees. Positions must be full-time (30+ hours/week) and span for 6-16 weeks.</li> <li>• <b>Candidate Focus:</b> Youth ages 15-30 that will benefit from temporary summer work experiences</li> </ul>
<p><b><u>Connect Canada Internship</u></b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> \$5,000 from the partnership company, \$5,000 from Connect Canada.</li> <li>• <b>Timeline:</b> Open with 6-week application turnaround.</li> <li>• <b>Eligibility:</b> Private-sector company that derives the majority of their revenues from the sale of a product and/or service.</li> </ul>
<p><b><u>Export Manager Program</u></b></p> <p>Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> \$40,000/year grant for two years (\$80,000 maximum) towards the hiring of an Export Manager or International Business Development Manager.</li> <li>• <b>Timeline:</b> Open; continuous intake of applications.</li> <li>• <b>Eligibility:</b> Ontario businesses with \$2M-20M in annual revenue. Exports must currently account for 10-50% of total sales.</li> </ul>
<p><b><u>Mitacs Accelerate</u></b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Matching funds from Mitacs up to \$7,500 per 4-6 month internship unit. Cluster stream available for additional funding support if the business leverages 6+ internship periods from 3+ interns. Funding includes intern stipend and research costs.</li> <li>• <b>Timeline:</b> Continuous intake of applications. Projects can last between four months and two years (Masters students) or up to three years for PhDs and Post Doctoral Fellows. Companies retain the same grad student for the project's duration.</li> <li>• <b>Eligibility:</b> Incorporated, for-profit businesses and select non-profits within Canada. All industries and sectors supported; preference is given to innovative research and development projects</li> </ul>
<p><b><u>Northern Ontario Internship Program</u></b></p> <p>Northern Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> For Profit: Up to 50% of wage to a maximum of \$31,500. Non-Profit/Public Sector: Up to 90% of wage to a maximum of \$31,500.</li> <li>• <b>Timeline:</b> Open. Applications will be accepted until March 31, 2019.</li> <li>• <b>Eligibility:</b> Northern Ontario employers, in operation for at least one year with one or more full-time employees. Must be in an emerging economic sector prioritized by NOHFC. Interns must have graduated within the last three years from a college or</li> </ul>

	<p>university program, being employed for first time in their field of study and legally entitled to work in Canada.</p> <ul style="list-style-type: none"> <li>• <b>Project Focus:</b> Providing a 52-week internship to recent post-secondary graduates.</li> </ul>
<p><b>Youth Employment Program (IRAP)</b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Provides up to \$30,000 per graduate (up to two) for a period of 6 to 12 months.</li> <li>• <b>Timeline:</b> May apply for 2 graduates, each for a 6-12 month period. Please ensure that you keep the candidate(s) off of payroll until your IRAP representative has approved your application.</li> <li>• <b>Eligibility:</b> Incorporated and financially stable Canadian business with 1-500 employees; must be responsible for finding graduates before applying. Candidates must be between 15-30 years old.</li> </ul>

## Training Grants for Canadian Employers

Government Funding Program	Description
<p><b>Canada Job Grant (CJG)</b></p> <p>Canada-wide</p>	<p>The <b>Canada Job Grant (CJG)</b> is a Canadian government funding program designed to reduce the costs of providing third-party skills training to new and existing employees. Launched in 2014 as a 6-year program, the Canada Job Grant allocates upwards of \$194M annually to support the upskilling of employees so that they can perform new tasks and become more employable.</p> <p>All training programs must be provided from a eligible training organization (<b>no internal training programs</b>) and should focus on improving business function, including (but not limited to):</p> <ul style="list-style-type: none"> <li>• Lean Manufacturing Principles;</li> <li>• Customer Service;</li> <li>• Project Management;</li> <li>• Financial Planning;</li> <li>• Food Safety;</li> <li>• Strategic Planning;</li> <li>• General Management;</li> <li>• Leadership;</li> <li>• Software and Technology; and</li> <li>• Sales and Marketing.</li> </ul>
<p><b>Canada-Ontario Job Grant (COJG)</b></p> <p>Ontario</p>	<p>The <b>Canada-Ontario Job Grant (COJG)</b> is an <a href="#">Ontario government funding</a> program that offers training grants to employers. Through the program, companies may receive non-repayable funding from the government to purchase third-party business training programs, including training for in-demand skillsets. Training is expected to improve the employability and value employees can provide; including new hires in these training sessions can also maximize your funding potential.</p> <p><b><i>COJG funding can reduce the cost of training employees by up to 50-83%. This can cover up to \$10,000 to \$15,000 in training costs per trainee.</i></b></p> <p>To access workforce development funding through COJG, employers must operate in Ontario and have adequate insurance during the training program. Training programs should lead to benefits for trainees, such as an improvement to their role or wage, or lead to employment in the case of a new hire who needs training to contribute effectively. To get started with COJG</p>

	<p>Ontario training grants, employers must develop an application package that lists the training participants and provides quotes sourced from multiple training providers. Applicants should provide a rationale for why the training vendor was chosen and how the training will benefit employees.</p>
<p><b><u>FedDev Ontario Training Program (FOTP)</u></b></p> <p>Ontario</p>	<p>This program supports the adaptation of new technology, new processes or procedures to assist manufacturers in south, central or eastern Ontario. Its goal is to develop highly skilled personnel in any area that leads to innovation. Ideal projects include the development of new engineering skills, training on new software, hardware or other tools that support innovation within a manufacturing facility. This federally funded program embraces new technologies or new manufacturing methods to increase your capacity to build a competitive advantage in the global marketplace.</p> <ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to \$100,000 non-repayable, with conditions.</li> <li>• <b>Timeline:</b> Open and accepting applications until funding is depleted.</li> <li>• <b>Eligibility:</b> See the Yves Landry Foundation website: <a href="http://www.yveslandryfoundation.com">www.yveslandryfoundation.com</a></li> <li>• <b>Provides non-repayable contributions (grants) of up to 50% of training costs to a maximum \$100,000</b></li> </ul>

## Hiring Resources for Canadian Employers

### Hiring Summer Students

Summer students are a great source of temporary labour. Positions typically last for six to 16 weeks and are meant to provide the youth hire with valuable job experiences. These types of roles often provide hires with an hourly wage, of which government funding offsets a portion of those employment costs.

### Hiring Student Interns

Student interns can become a powerful part of your business' talent acquisition and development strategy. As businesses struggle to find experienced workers, many are realizing the potential that lies behind offering internships. Not only can it be a great value and help your company complete projects, but your interns can develop a deep understanding of your business and be able to add more value to it once they've graduated.

### Hiring Recent Graduates

Recent graduates that are highly motivated to start their careers are an excellent source of talent. Having graduated from a college or university program, these candidates already possess top skills while also having significant growth potential. Companies can strategically reach out to these types of candidates through job fairs, social media, and job boards targeted towards recent grads.

### Hiring Seasoned Professionals

Seasoned professionals have the skills and experience needed to take your business to the next level. Having build a solid track record of performance, these employees can draw on past positions and experiences to lead and help organizations succeed. Although Canadian government funding is generally limited when it comes to hiring adults, attracting and retaining these candidates can help your business significantly.:

## Training Resources for Canadian Employers

### Operations (Soft Skills) Training

Sales, marketing, and other operations training programs can help optimize your team’s performance and enable your business to drive its competitiveness to new heights. Frequent training aimed at these disciplines can give employees across your organization the tools they need to excel and feel empowered. Fortunately, Canadian government funding programs are flexible enough to support this type of training. Explore the resources below to learn more about where soft skills training can improve your organization’s success:

## Software Training

Advanced software systems have the potential to transform Canadian businesses into lean, intelligent machines capable of competing with globally-recognized firms. Using technology to assist employees and improve productivity can have immediate and sustained benefits for your organization, including enabling employees to complete better quality work in less time. With software systems are constantly being improved to enhance user capabilities, frequent training is necessary to ensure your team is getting full value from its software investments. Fortunately, Canadian government grants support many types of software training. Explore the resources below to learn more about where software training can improve your organization’s success:

## Leadership Training

Without great leadership, companies lack the direction and drive needed to succeed. Leadership training should be extended to senior roles within your business, but it can also be provided to junior roles with the plan of developing them into tomorrow’s leaders. Government funding programs routinely support employee leadership training, therefore businesses should consider finding a training provider that aligns to their management style and tap into incentives to cover training costs.

## Manufacturing Skills Training

Manufacturing equipment and processes are advancing at an incredible pace. Leveraging industry 4.0 technologies, introducing a lean mindset, and improving productivity wherever possible are keys to being a successful manufacturer, but how can companies develop and implement an actionable strategy? Training plays a significant role in the competitiveness of Canadian manufacturers. Fortunately, there are government grants and incentives targeted specifically towards manufacturing training programs. These should be used multiple times per year to optimize your team’s skills and responsiveness to innovation.

## Project Management Training

Training employees on project management skills can have wide-reaching benefits for your organization. This area is typically comprised of many areas of business success, including finance, operations, software, and risk management. Developing employees with these broad skillsets can help transition employees to managers, and help management better understand and lead their organizations.

## Research and Development Funding Programs

Research grants, loans, and other incentives support innovative businesses across the country. Use the following categories to reveal funding for your upcoming project.

Government Funding Program	Description
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<p><b><u>Accessible Technology Program</u></b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50% (for-profit) and up to 80% (non-profit) to a maximum \$4 million per project/year.</li> <li>• <b>Timeline:</b> Applications due <b>June 2, 2019</b> for projects starting in late 2019 – early 2020. Projects must be complete by March 31, 2022. Must receive program approval prior to incurring funding-eligible expenses.</li> <li>• <b>Eligibility:</b> Canadian legal entities, including for-profits, NFPs, and research institutions. Must provide 2 years of audited financial statements.</li> <li>• <b>Project Focus:</b> Technology development and testing that improves access to the digital economy for persons with disabilities.</li> </ul>
<p><b><u>AgriInnovate</u></b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Repayable funding of up to 50% project expenses to a maximum \$10 million.</li> <li>• <b>Eligibility:</b> For-profit Canadian businesses operating in the agriculture or agri-food sector.</li> <li>• <b>Timeline:</b> Open; continuous intake of applications until March 31, 2023, or until funding has been fully committed. Two-stage application process. Funding can be repaid over a period of up to 10 years following project completion.</li> <li>• <b>Project Focus:</b> Adoption, demonstration or commercialization of innovative agricultural-based products, technologies, processes or services.</li> </ul>
<p><b><u>AgriScience</u></b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50% for businesses; up to 70% for non-profits to a maximum \$5M. In-kind contributions may be considered for up to 10% of the applicant's cost-share.</li> <li>• <b>Eligibility:</b> For-profits (businesses, corporations, cooperatives, indigenous groups) and non-profits (associations, corporations, cooperatives, indigenous groups).</li> <li>• <b>Timeline:</b> Open; continuous intake of applications until March 31, 2023, or until funding has been fully committed.</li> <li>• <b>Project Focus:</b> Improving support for minor commodities, emerging, and transformative areas; Investing in discovery and applied science for major commodity sectors; Enhance efforts in clean growth, environment, and climate change; Accelerating growth of Canada's food and beverage processing or value-added sector; Strengthening knowledge transfer and adoption.</li> </ul>
<p><b><u>Alberta-Ontario Innovation Program</u></b></p> <p>Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Grant funding from \$200,000-\$500,000 per collaboration. Maximum of 50% of eligible project costs.</li> <li>• <b>Timeline:</b> SMEs may submit an Expression of Interest to begin the application. Program approval may take approximately 6-9 months from EOI submission date.</li> <li>• <b>Eligibility:</b> Alberta and Ontario-based for-profit companies that have commercialization-ready technology project that will span 2 years or less.</li> <li>• <b>Project Themes:</b> Applied research and development that results in market or sector-wide adoption in the following industries: Advanced materials and manufacturing, energy and environment, nanotechnology, information and communications technologies (ICT) and digital media, aerospace and defense, agriculture and forestry, advanced health technologies, biotechnology, and life sciences.</li> </ul>

<p style="text-align: center;"><b>AV R&amp;D Partnership Fund: Technology Demonstrations</b></p> <p style="text-align: center;">Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50% of eligible project costs to a maximum \$1 million in grant funding.</li> <li>• <b>Timeline:</b> Two-stage application process; offers occasional calls for proposals until December 31, 2021, or when all funds are committed.</li> <li>• <b>Eligibility:</b> Ontario-based SMEs (technology developers) with fewer than 500 full-time employees; must partner with another SME, national/multinational enterprise, academia, municipalities, or non-profits.</li> <li>• <b>Project Focus:</b> Development and demonstration of pre-market technologies in the Connected and Autonomous Vehicle (C/AV) sector.</li> </ul>
<p style="text-align: center;"><b><u>Canada Media Fund: Experimental Stream – Innovation Program</u></b></p> <p style="text-align: center;">Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50-75% of project costs to maximum of \$250k-\$1M. Funding is dependent on stream: Prototyping (75%/\$250k), Production (75%/\$1M), Marketing &amp; Promotion (75%/\$400k). Up to \$1.2 million possible if prototyping projects lead to production.</li> <li>• <b>Timeline:</b> Program launches twice a year; spring and fall submission dates.</li> <li>• <b>Eligibility:</b> For-profit Canadian companies with projects developed in Canada (minimum of 75%). Must have a letter of intent from a market channel partner committing to take the project to market and actively promote the project if applicant does not host the digital media on their own internal network/infrastructure.</li> <li>• <b>Projects:</b> Innovative interactive projects in Web 2.0 or higher, software apps, mobile apps, virtual reality &amp; video games.</li> </ul>
<p style="text-align: center;"><b><u>Canadian International Innovation Program (CIIP)</u></b></p> <p style="text-align: center;">Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>T Amount:</b> Up to 50% to a maximum of \$600,000.</li> <li>• <b>Timeline:</b> Each partner country has its own application deadline.</li> <li>• <b>Eligibility:</b> For profit, &lt;500 employees, and creating technologies with an international R&amp;D partner for healthcare, cleantech, water tech, ICT, and manufacturing technologies.</li> </ul>
<p style="text-align: center;"><b><u>Customer Demonstration Program</u></b></p> <p style="text-align: center;">Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50% coverage of eligible expenses to a maximum \$50k.</li> <li>• <b>Timeline:</b> Upcoming application deadline of November 22, 2017. Training projects must be completed within the year and cannot be over 12 months in length. 6-year program from 2014-2020.</li> <li>• <b>Projects:</b> Demonstration of the applicant's smart computing solution to a strategic client to address a particular opportunity or problem.</li> <li>• <b>Eligibility:</b> Partnership: For-profit Ontario SME with a validated innovative product/service, and a commercial partner / strategic client for the product/service.</li> </ul>
<p style="text-align: center;"><b><u>Health Technologies Fund</u></b></p> <p style="text-align: center;">Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Grant covering up to 50% of project costs; maximum \$500,000 for Pre-Market Evaluations, and \$1,000,000 for the Early Adoption of validated technology in healthcare settings.</li> <li>• <b>Timeline:</b> Program is open and accepting applications until May 9, 2018.</li> <li>• <b>Eligibility:</b> Technology companies must form a Health Innovation Team (HIT). HITs must include an Ontario technology company, one or more providers of publicly-funded health services, and academic researchers</li> </ul>

<p style="text-align: center;"><b><u>IESO Conservation Fund</u></b></p> <p style="text-align: center;">Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Funding amount is a percentage of project costs, dependent upon type of project, to a maximum of 75% of costs or a maximum of \$500,000. Applicant's portion of the funding must be substantiated as cash, in-kind or committed funding.</li> <li>• <b>Timeline:</b> Next intake for applications is March 1 – 31, 2019.</li> <li>• <b>Eligibility:</b> Eligible projects are those that develop or pilot innovative conservation programs, practices and technologies. Eligible costs are those related to the design, development, demonstration, installation, implementation, testing, measurement and performance verification of the project. Project must be completed within four years.</li> </ul>
<p style="text-align: center;"><b><u>Innovative Solutions Canada (ISC)</u></b></p> <p style="text-align: center;">Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Phase 1: Grants up to \$150k; Phase 2: Grants up to \$1M; Phase 3: Government procurement contracts with no fixed maximum.</li> <li>• <b>Timeline:</b> Ongoing departmental innovation challenges each with a unique application deadline. Phase 1 projects may last up to 6 months while Phase 2 projects may span up to two years in length.</li> <li>• <b>Eligibility:</b> For-profit, privately held Canadian businesses with fewer than 499 FTE employees.</li> <li>• <b>Project Types:</b> Proof of concept and prototype development projects to solve federal government departmental innovation challenges. Specific projects depend on challenges currently open for application.</li> </ul>
<p style="text-align: center;"><b><u>Interactive Digital Media (IDM) Fund</u></b></p> <p style="text-align: center;">Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50% of eligible expenses to a maximum of \$50,000 for Concept Definition projects and \$250,000 for Production projects.</li> <li>• <b>Timeline:</b> Periodic call for proposals. Next application deadline is April 8, 2019. Projects must begin within 90 days of approval and should be completed within 2 years of Ontario Creates' decision on funding commitments.</li> <li>• <b>Eligibility:</b> 3+ years of professional experience in the Ontario interactive digital media content production industry.</li> </ul>
<p style="text-align: center;"><b><u>IRAP Accelerated Review Process (ARP)</u></b></p> <p style="text-align: center;">Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> \$50k non-repayable grant with 80% of direct labour and 50% sub-contractors.</li> <li>• <b>Timeline:</b> Federal funding released April 1 each year.</li> <li>• <b>Eligibility:</b> 1-500 people on payroll and 2 years incorporated.</li> </ul>
<p style="text-align: center;"><b><u>IRAP Mid-Size Projects</u></b></p> <p style="text-align: center;">Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 65-80% of eligible internal technical labour costs.</li> <li>• <b>Timeline:</b> Federal funding released April 1 each year.</li> <li>• <b>Eligibility:</b> 1-500 people on payroll and 2 years incorporated.</li> </ul>
<p style="text-align: center;"><b><u>MITACS Accelerate</u></b></p> <p style="text-align: center;">Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Matching funds from Mitacs up to \$7,500 per 4-6 month internship unit. Cluster stream available for additional funding support if the business leverages 6+ internship periods from 3+ interns. Funding includes intern stipend and research costs.</li> <li>• <b>Timeline:</b> Continuous intake of applications. Projects can last between four months and two years (Masters students) or up to three years for PhDs and Post Doctoral Fellows. Companies retain the same grad student for the project's duration.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Eligibility:</b> Incorporated, for-profit businesses and select non-profits within Canada. All industries and sectors supported; preference is given to innovative research and development projects.</li> </ul>
<p><b>MITACS Accelerate PhD Fellowship</b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Maximum of \$90,000 in grant funding over 3 years; company contributions of \$36k are required.</li> <li>• <b>Timeline:</b> 3 year program for PhD fellows; one application required, covering all 3 years of funding.</li> <li>• <b>Eligibility:</b> Canadian-based company that can accommodate a PhD fellow for a 3-year period.</li> </ul>
<p><b>MITACS Elevate</b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Project budget of \$55,000/year for 2 years: \$25,000 Mitacs grant + \$30,000 company contribution.</li> <li>• <b>Timeline:</b> Bi-Annual call for proposals (spring &amp; fall).</li> <li>• <b>Eligibility:</b> Post PhD + Canadian based for profit company both located in the same province.</li> <li>• <b>Projects:</b> 2-year research project to solve specific industry problem.</li> </ul>
<p><b>NOHFC Applied Research &amp; Technology Development Projects</b></p> <p>Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50% of eligible projects costs to a maximum \$250,000 as a conditional contribution.</li> <li>• <b>Timeline:</b> Open. Accepting applications until March 31, 2019.</li> <li>• <b>Eligibility:</b> Northern Ontario for-profit businesses, alone or in partnership with an Ontario academic or research institution. Must be in an emerging economic sector prioritized by NOHFC.</li> <li>• <b>Project Focus:</b> Applied research or pre-commercialization activities required to move new technologies to market</li> </ul>
<p><b>NOHFC Opportunity Assessment Projects</b></p> <p>Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 75% of project costs to a maximum of \$15,000.</li> <li>• <b>Timeline:</b> Open. Accepting applications until March 31, 2019.</li> <li>• <b>Eligibility:</b> For-profit companies in partnership with academia. Must be in an emerging economic sector prioritized by NOHFC.</li> <li>• <b>Project Focus:</b> Development of an Opportunity Assessment Report that examines technical, market, and financial feasibility.</li> </ul>
<p><b>NOHFC Pilot Demonstration &amp; Commercialization Projects</b></p> <p>Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50% of projects costs to a maximum \$500,000 as a conditional contribution.</li> <li>• <b>Timeline:</b> Open. Accepting applications until March 31, 2019.</li> <li>• <b>Eligibility:</b> Northern Ontario businesses alone, or with an academic partner, who have new technologies to move through late-stage R&amp;D to the point of commercialization. Must be in an emerging economic sector prioritized by NOHFC.</li> <li>• <b>Project Focus:</b> Research and development or commercialization activities for new technologies.</li> </ul>
<p><b>NSERC CRD (1-5 yrs)</b></p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Projects are typically funded up to \$200,000 per year for up to 5 years, however funding above this amount can be requested from the NSERC Selection Committee.</li> </ul>

<p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Timeline:</b> Rolling applications, no deadlines. Projects can take place over 1-5 years.</li> <li>• <b>Eligibility:</b> Company must operate from a Canadian base. IP ownership to be agreed on by both partners.</li> </ul>
<p><b><u>NSERC Engage (4-6 mth)</u></b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> up to \$25,000 from NSERC (no cash required from company).</li> <li>• <b>Timeline:</b> Rolling applications, no deadlines, 4-6 week turnaround on approvals.</li> <li>• <b>Eligibility:</b> Industry partners must be Canadian-based with the intention/capacity to develop tech in Canada, have a minimum of two employees, and be in operation for at least two years. Pre-revenue companies will be considered; applicants cannot have worked with the college/university professor before. Limit of two new grants per year.</li> </ul>
<p><b><u>SD Tech Fund</u></b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> A 33% Contribution. SDTC will pay one funding milestone in advance.</li> <li>• <b>Timeline:</b> Continuous intake. 4-6 milestones in each eligible project.</li> <li>• <b>Eligibility Factors:</b> More focused on clean air, water, &amp; climate change. Environmental projects. Will fund projects that supports the productivity improvements and competitiveness of Canadian industries.</li> </ul>
<p><b><u>Strategic Innovation Fund (SIF)</u></b></p> <p>Canada-wide</p>	<p>The <b>Strategic Innovation Fund (SIF)</b> is a Canadian government funding program that provides support for technology development and productivity-boosting projects. It promotes large-scale investments in Canada, while also encouraging technology transfer and development/commercialization of disruptive products and services.</p> <p><i><b>The Strategic Innovation Fund reduces eligible project costs by up to 50%; this helps businesses improve productivity and innovation, while also improving the project's scope, scale and timelines.</b></i></p> <p>Eligibility criteria determining who can apply for the SIF fund largely depends on the type of applicant (either a business, non-profit, academic institution, etc.) and industry an applicant operates in (such as advanced technology, manufacturing, etc.). Continue reading to learn whether your upcoming project is eligible for Canadian government funding through SIF</p>
<p><b><u>Western Business Scale-up and Productivity (BSP) Program</u></b></p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Repayable contribution (no-interest loan) of up to 50% of eligible project expenses to a maximum \$5 million per project and \$10 million per applicant.</li> <li>• <b>Projects:</b> Expanding the capacity of high-growth companies through the early adoption or adaptation of innovative technologies and processes, expanding management capacity, commercializing/producing new products or processes, and researching/developing export markets.</li> <li>• <b>Eligibility:</b> Must maintain profitable operations in western Canada (British Columbia, Alberta, Saskatchewan, or Manitoba) for at least two years, and be incorporated at the time of application. Projects must focus on advanced manufacturing, digital technology, value-added agriculture, clean technology, clean resources, or life sciences.</li> <li>• <b>Timeline:</b> Applications accepted during defined intake periods. The next intake deadline is January 25, 2019. Funding is provided through periodic</li> </ul>

	reimbursements to cover incurred and paid project costs. Projects can last for up to three years; repayment begins one year after project is complete.
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# Research and Development Resources for Canadian Businesses

## Research Resources

Early-stage research projects form the basis of successful innovations. Research, often viewed through the lens of [technology readiness levels \(TRL\)](#) include concept evaluation, technology evaluation, and proof-of-concept research. At this phase of innovation, companies work with scientific research or other indicators that there is an opportunity to be exploited. Firms apply these concepts to plan how technology or another form of innovation can provide value to customers. Basic research begins as the solution becomes more defined and the company has a vision for an end-product. Explore the resources below to understand where research fits in your growth plans and develop a strategy for success:

## Development Resources

Technology development projects pick up after a proof-of-concept has been finalized. By [technology readiness level \(TRL\)](#) definition, development projects include early and late-stage prototype development, as well as piloting the innovation in a simulated environment. At this phase of innovation, companies construct working models of their technology and make improvements to it to ensure it meets or exceeds the requirements laid out at the beginning of the project. The development phase concludes upon successful piloting of the innovation in a setting where end-users would receive similar performance conditions. Explore the resources below to understand where technology development fits in your growth plans and develop a strategy for success:

## Commercialization Resources

When it's time to bring a product or service to market, commercialization activities begin and technology developers start actively seeking a purchaser. Project activities that typically fall within this area (as defined by technology readiness levels) include operational environment demonstrations, final testing and evaluation, and finally, successful deployment. Commercialization is all about finding someone to buy your innovation; operational environment demonstrations typically require a host organization (often a potential customer) to install the technology and complete tasks with it. This testing provides critical feedback that can be used to make final improvements on the innovation; after one or several rounds of feedback and modifications, the technology becomes ready for deployment. Explore the resources below to understand where technology commercialization fits in your growth plans and develop a strategy for success:

# Funding for Business and Export Expansion

Business expansion grants, loans, and other incentives are available to support businesses across Canada. Explore the programs listed below to learn more about government funding your business could potentially use.

Government Funding Program	Description
<p><b><u>AgriAssurance: SME Stream</u></b></p> <p>Canada-wide</p>	<p>AgriAssurance's SME Stream supports implementing third-party assurance certification projects that address international market requirements and help expand export opportunities.</p> <ul style="list-style-type: none"> <li>• <b>Provides up to 50% to a maximum \$50,000 in non-repayable (grant) funding</b></li> </ul>
<p><b><u>AgriMarketing</u></b></p> <p>Canada-wide</p>	<p>AgriMarketing supports international expansion projects undertaken by food and beverage businesses, including participation in trade shows.</p> <ul style="list-style-type: none"> <li>• <b>Provides up to 50% to a maximum \$50,000 in grants per application</b></li> </ul>
<p><b><u>CAP Ontario: Organizations &amp; Collaborations</u></b></p> <p>Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50%-75% of eligible project expenses to a maximum \$1 million, awarded as an Ontario government grant. The total amount of funding is dependent on the project's level of innovation.</li> <li>• <b>Timeline:</b> Periodic call for proposals throughout the year based on timelines provided by the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA). Next deadline is April 5, 2019.</li> <li>• <b>Eligibility:</b> Ontario based applicant with collaborators across industry or sector organizations; must include information sharing.</li> <li>• <b>Project Focus:</b> Eligible projects focus on economic development, environmental stewardship, and protection and assurance.</li> </ul>
<p><b><u>CAP Ontario: Processors</u></b></p> <p>Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 25% to 50% of eligible expenses to a maximum \$20,000 to \$250,000 in grant funding, depending on project focus/stream.</li> <li>• <b>Timeline:</b> Periodic call for proposals throughout the year based on timelines provided by the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA). Next deadline is May 6, 2019.</li> <li>• <b>Eligibility:</b> Ontario manufacturers directly transforming agricultural commodities, food, beverage or agri-based bio-products. Many project streams maintain a maximum 200 employees at project's facility.</li> <li>• <b>Project Focus:</b> ERP implementation, ingredient and waste monitoring and improvement, productivity improvements (technology, production tools, etc.), projects focused on new product development, testing, and marketing costs, implementation of a business or marketing plan to expand or maintain domestic/international markets, and development of business assessments, audits, or plans by a third party.</li> </ul>
<p><b><u>CAP Ontario: Producers</u></b></p> <p>Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 30% to 50% of eligible expenses to a maximum \$2,500 to \$75,000 in grant funding, depending on project focus/stream.</li> <li>• <b>Timeline:</b> Periodic call for proposals throughout the year based on timelines provided by the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA). Next deadline is May 6, 2019.</li> <li>• <b>Eligibility:</b> Must file business and/or farm taxes in Ontario, have a valid Premises Identification Number, and have a valid Farm Business Registration Number (FBRN), unless exempt.</li> <li>• <b>Project Focus:</b> Business planning and improvements, nutrient application and recovery, food safety and traceability, farm improvements for</li> </ul>

	environmental outcomes (such as manure storage), new product or process development, and domestic and international marketing.
<u>CanExport</u> Canada-wide	CanExport supports export marketing projects including participation in trade shows and government-led trade missions. <ul style="list-style-type: none"> <li>• <b>Provides up to 50% to a maximum \$50,000 in grants per application; maximum \$99,999 annually</b></li> </ul>
<u>Celebrate Ontario</u> Ontario	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Manitoba government grants worth up to 50% of eligible expenses to a maximum depending on the funding stream. (1) Product Development: \$50,000 (2) Commercialization: \$250,000 (3) Market Development: \$30,000. Lifetime maximum \$250,000.</li> <li>• <b>Timeline:</b> Continuous proposal intake; 3-week response for stream 1 &amp; 3.</li> <li>• <b>Eligibility:</b> For-profit businesses with at least 25% of workforce residing in Manitoba. Must also have &lt;50 employees or &lt;\$15M gross revenue in the last calendar year.</li> <li>• <b>Project Themes:</b> Prototype development, product certification/verification, beta trials, marketing and sales plan production, export trade show exhibition, marketing material translation.</li> </ul>
<u>Eastern Ontario Development Fund (EODF)</u>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 10-15% of eligible expenses, up to a maximum of \$1.5 million in non-repayable grant funding for projects with budgets up to \$10 million. Projects with budgets that exceed this amount may be eligible to receive a repayable government loan of up to \$5 million; up to 1.5M of the loan and interest can be forgiven if project performance targets are hit.</li> <li>• <b>Timeline:</b> Open.</li> <li>• <b>Eligibility:</b> Applicants must have been established for at least 3 years, have 10 or more full-time employees, and be located in Eastern Ontario. Projects must be completed within a 2-4 year timeline and create at least 10 new full-time positions.</li> </ul>
<u>Export Manager Program</u> Ontario	The Export Manager Program (formerly Ontario Exporters Fund) supports hiring experienced talent to help develop your company's international revenue streams. <ul style="list-style-type: none"> <li>• <b>Provides business grants of up to \$40,000 per year for a maximum two years</b></li> </ul>
<u>Export Market Access (EMA)</u> Ontario	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50% of eligible project expenses to a maximum \$50,000/application. Can apply twice per 12-month period to a lifetime maximum \$250,000 per applicant.</li> <li>• <b>Eligibility:</b> Between 3-500 people on payroll, \$300k+ in revenues and two years incorporated or a limited liability partnership (LLP).</li> <li>• <b>Timeline:</b> Must allow six weeks for approval prior to incurring booth project expenses. Exceptions include trade show/mission registration and airfare.</li> <li>• <b>Project Types:</b> International trade shows, fairs and exhibits, marketing tools for foreign audiences to market products, market research to target precise international markets, and bidding on foreign projects against foreign competition.</li> </ul>

<p style="text-align: center;"><b><u>IESO Conservation Fund</u></b></p> <p style="text-align: center;">Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Funding amount is a percentage of project costs, dependent upon type of project, to a maximum of 75% of costs or a maximum of \$500,000. Applicant's portion of the funding must be substantiated as cash, in-kind or committed funding.</li> <li>• <b>Timeline:</b> Next intake for applications is March 1 – 31, 2019.</li> <li>• <b>Eligibility:</b> Eligible projects are those that develop or pilot innovative conservation programs, practices and technologies. Eligible costs are those related to the design, development, demonstration, installation, implementation, testing, measurement and performance verification of the project. Project must be completed within four years</li> </ul>
<p style="text-align: center;"><b><u>Market Readiness Program</u></b></p> <p style="text-align: center;">Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Max funding from \$125,000-250,000 in Ontario grants.</li> <li>• <b>Projects:</b> (1) Customer Creation: After tech validation, funding to develop a scalable sales process or (2) Company Building Program: Sustainable business model development activities.</li> <li>• <b>Timeline:</b> Continuous intake; applicant must have engaged in an OCE-supported Campus-Linked Accelerator or On-Campus Entrepreneurship Activities (OCEA) within the last 3 years for at least 4 months.</li> <li>• <b>Eligibility:</b> Ontario SMEs incorporated within the last 5 years, with &lt;\$500k (project type 1) or &lt;\$1M (project type 2) in VC investment. Cannot have &gt;\$100k in OCE funding support for active projects.</li> </ul>
<p style="text-align: center;"><b><u>NOHFC New Investment Projects</u></b></p> <p style="text-align: center;">Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Provided on a case-by-case basis. Can consist of either a conditional grant, or combination of conditional grants and repayable funding.</li> <li>• <b>Timeline:</b> Open. Accepting applications until March 31, 2019.</li> <li>• <b>Eligibility:</b> Established businesses without operations in northern Ontario intending to develop a presence. Must be in an emerging economic sector prioritized by NOHFC.</li> <li>• <b>Project Focus:</b> Leasehold improvements, new or used equipment integration, third-party training programs, and marketing.</li> </ul>
<p style="text-align: center;"><b><u>Southwestern Ontario Development Fund (SWODF)</u></b></p> <p style="text-align: center;">Ontario</p>	<p>The Southwestern Ontario Development Fund (SWODF) is a business expansion funding program that supports investment in new facilities and equipment.</p> <ul style="list-style-type: none"> <li>• <b>Provides up to 10-15% of expenses to a maximum \$1.5M grant; large projects are eligible for the grant and additional repayable funding</b></li> </ul>

## Canadian Business and Export Expansion Resources

### Facility Expansion Resources

Expanding the physical size of operations is a significant undertaking. While it's expected to bring substantial improvements to productivity and overall production, the upfront costs of these types of projects can be staggering. Companies exploring facility expansion projects should consider the benefits of using government funding programs for these types of projects. Through non-repayable contributions (government grants) and repayable contributions (government loans), firms can reduce the immediate and long-term costs of facility expansion projects, enabling a wider project scope and faster completion times.

## Exporting & Market Development Resources

Expanding market reach through exploratory projects such as trade shows and missions can grow a business' client base substantially. Whether exporting to the United States, Europe, or other markets, seeking customers outside of Canada can have profound impacts on your company and make it more resilient to regional price and/or demand fluctuations. Exporting should be viewed as a long-term commitment; fortunately, export grants and other forms of market expansion funding can help your business evaluate export opportunities and confidently grow abroad.

## Funding for Capital & Technology Adoption

Capital investment grants, loans, and other incentives may support businesses across the country. Use the following categories to reveal funding for your upcoming project.

Government Funding Program	Description
<p><u><b>Automotive Supplier Competitiveness Improvement Program (ASCIP)</b></u> Ontario</p>	<p>The Automotive Supplier Competitiveness Improvement Program (ASCIP) supports automotive manufacturers with grants for equipment and software upgrades.</p> <ul style="list-style-type: none"> <li>• <b>Provides up to 50% of eligible expenses to a maximum \$100,000 in manufacturing grants</b></li> </ul>
<p><u><b>Business Scale-up and Productivity Program (BSP) Southern Ontario</b></u> Southern Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Repayable contribution (no-interest loan) of up to 35% of eligible project expenses to a maximum \$10 million.</li> <li>• <b>Projects:</b> Expanding the capacity of high-growth companies through the early adoption or adaptation of innovative technologies and processes, expanding management capacity, commercializing/producing new products or processes, and researching/developing export markets.</li> <li>• <b>Eligibility:</b> Must maintain profitable operations in southern Ontario for at least two years, maintain a minimum of five employees, and be an incorporated business or Indigenous organization.</li> <li>• <b>Timeline:</b> Open; continuous intake of applications.</li> </ul>
<p><u><b>Canada Small Business Financing Program (CSBFP)</b></u> Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to \$1M for business expansion activities, including the acquisition of a building, leasehold improvements, purchasing new or used equipment, and software components.</li> <li>• <b>Projects:</b> Business expansion activities that will create sustainable growth within the Canadian-based business.</li> <li>• <b>Timeline:</b> Applications accepted year round. Must apply at a financial institution or credit union.</li> <li>• <b>Eligibility:</b> For profit Canadian companies with annual gross revenues &lt;\$10M. Decision based on personal credit scores. May require a business plan.</li> </ul>
<p><u><b>Dairy Processing Investment Fund (DPIF)</b></u></p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 50% of costs to a max of \$10M for capital expenditure projects and \$250,000 for access to expertise.</li> <li>• <b>Timeline:</b> Continuous intake of funding applications until March 31, 2021 or until funds have been fully allocated.</li> </ul>

<p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Eligibility:</b> Canadian dairy processors, including cheese makers. Non-profits/co-operatives can apply if involved in the dairy processing sector.</li> <li>• <b>Project Types:</b> Technology development or adoption to make use of surplus skim milk, or improving a facility's capacity to use milk/components by 1.6% above market forecast growth.</li> </ul>
<p><b><u>Eastern Ontario Development Fund (EODF)</u></b></p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Up to 10-15% of eligible expenses, up to a maximum of \$1.5 million in non-repayable grant funding for projects with budgets up to \$10 million. Projects with budgets that exceed this amount may be eligible to receive a repayable government loan of up to \$5 million; up to 1.5M of the loan and interest can be forgiven if project performance targets are hit.</li> <li>• <b>Timeline:</b> Open.</li> <li>• <b>Eligibility:</b> Applicants must have been established for at least 3 years, have 10 or more full-time employees, and be located in Eastern Ontario. Projects must be completed within a 2-4 year timeline and create at least 10 new full-time positions</li> </ul>
<p><b><u>Green Municipal Fund</u></b></p> <p>Canada-wide</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Each stream has unique contribution amounts: <u>Plans</u>: Up to 50% of eligible expenses to a maximum \$175k; <u>Feasibility Studies</u>: Up to 50% of eligible expenses to a maximum \$175k; <u>Pilot Projects</u>: Up to 50% of eligible expenses to a maximum \$350k; <u>Capital Projects</u>: Up to 80% of eligible expenses to a maximum loan of \$5M, with grant amount as 15% of loan (applicants with high-ranking projects may be eligible for a loan of up to \$10M).</li> <li>• <b>Timeline:</b> Continuous intake of applications for streams 1-3. For Capital Projects, there is a two-stage application process with recurring deadlines. Next deadline for Initial Review Forms is March 1, 2019.</li> <li>• <b>Eligibility:</b> Municipal government applicants and their partners (municipally-owned orgs.; non-municipally owned orgs.; private sector companies; NFPs; NGOs; any other types of orgs.).</li> <li>• <b>Project Focus:</b> Sustainable neighbourhoods/brownfields; energy efficiency/recovery; transportation/fuel efficiency; water quality/conservation; waste management/diversion.</li> </ul>
<p><b><u>NOHFC Business Expansion Projects</u></b></p> <p>Ontario</p>	<ul style="list-style-type: none"> <li>• <b>Amount:</b> Funding is offered as either (1) a conditional grant of up to 20% of total eligible costs to a maximum \$400,000; (2) a conditional grant of up to 20% to a maximum \$400,000, plus a repayable loan of up to 30% of total eligible costs to a maximum \$600,000; (3) a repayable loan of up to 50% of total eligible costs to a maximum \$1,000,000.</li> <li>• <b>Timeline:</b> Open. Accepting applications until March 31, 2019.</li> <li>• <b>Eligibility:</b> Established businesses in Northern Ontario expanding operations through capital investment. Must be in an emerging economic sector prioritized by NOHFC.</li> <li>• <b>Project Focus:</b> Capital construction, leasehold improvements, new or used equipment integration, third-party training programs.</li> </ul>
<p><b><u>Southwestern Ontario Development Fund (SWODF)</u></b></p> <p>Ontario</p>	<p>The Southwestern Ontario Development Fund (SWODF) is a business expansion funding program that supports investment in new facilities and equipment.</p> <ul style="list-style-type: none"> <li>• <b>Provides up to 10-15% of expenses to a maximum \$1.5M grant; large projects are eligible for the grant and additional repayable funding</b></li> </ul>

<p><b><u>Strategic Innovation Fund (SIF)</u></b></p> <p>Canada-wide</p>	<p>The Strategic Innovation Fund (SIF) supports technology development and adoption projects that boost productivity.</p> <ul style="list-style-type: none"><li>• <b>Provides up to 50% of project costs with no maximum funding contribution</b></li></ul>
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Reference:

<https://www.mentorworks.ca/what-we-offer/government-funding/human-resources-and-training/canada-summer-jobs/>