

Welcome to the Wage Subsidy Orientation

Presenter:

Tara Brant – Wage Subsidy Case Manager

Today's Agenda

- Overview of the program and requirements
- Examples of how the program works
- Marketing the program to employers
- Introductions

Confidentiality

- **Privacy and Access to Information:** Personal information collected on this form is collected under the authority of Section 26(c) of the ***Freedom of Information and Protection of Privacy Act (FOIPPA)*** and is subject to all of the provisions of that Act.
- Your confidentiality is paramount; personal information is stored in a secure room and will not be shared without your permission (information collected is not transmitted by fax or email)
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Jack Tieleman, CEO and Privacy Officer

Client Eligibility Requirements

- Clients must be registered in order to market Wage Subsidy to potential employers and have not already started work for your new employer
- In order to be eligible you must be in receipt of Employment Insurance benefits, have received benefits within the last three years or have had maternity or parental benefits within the last five years
- An eligibility check for EI attachment will be completed at the time of application

What is Wage Subsidy?

- A government funded program designed to bridge the skill gap of employees while providing an incentive to employers to off-set the cost of training
- Employers must be offering long-term sustainable employment with a minimum of 35 hours per week
- Client's determine where the subsidy is used. Make sure the job that you choose is the right fit for you.

Duration and Rate

- Wage Subsidy contributes up to 50% of the hourly rate of pay
- Subsidies are written between 3 and 6 months in length and are determined by the employee's skill level in relation to the training plan set out by the employer
- In exceptional circumstances, clients who have a disability can participate in a subsidy longer than six months

Employer Guidelines

- Employers need to be registered and in good standing with Worksafe BC, the Canada Revenue Agency and adhere to BC Labour Standards guidelines
- Provide a skill enhancement plan outlining the training you will receive and offer a wage reflective of current labour market rates

Why is Wage Subsidy Effective

- Provides job seekers an opportunity to gain new skills through paid employment. All earnings are EI insured.
- Helps job seekers transition into industries where they have limited to no experience but possess the transferrable skills
- Reduces the cost of hiring a new employee

Wage Subsidy Successes!

Examples of past marketing successes

- Networking
- Cover Letters
- Call backs
- Interviews
- Social Media

Networking

- Create your own job through networking or accessing your existing contacts (friends, family and former colleagues)
- Target employers that you really want to work for (Research and conduct informational interviews)
- Follow-up with past applications and callback employers to let them know your still seeking employment and offer Wage Subsidy

Cover Letters

- You can market the Wage Subsidy Program to prospective employers by using this statement in your cover letter along with a wage subsidy handout
- “I am registered for the Wage Subsidy Program; you can be reimbursed a portion of my wages for up to 24 weeks of my orientation and training period. Please see the attached information sheet on the Wage Subsidy Program”

Other Methods

- Inform employers before or during the interview process that you are eligible for a Wage Subsidy
- Access services in our Resource Room, attend Latest Leads info sessions or Social Media workshops
- Apply to newspaper ads or on-line job postings. Check our website for job postings at www.gvsjobs.com
- Remember that your Wage Subsidy Case Manager is available to discuss your job search and networking opportunities at any time

Once you get the job offer

- Tell the employer to give your Wage Subsidy Case Manager a call so they can begin the application process (this process determines your earliest start date)
- Arrange to meet your Wage Subsidy Case Manager to sign a consent form (allows us to negotiate a Wage Subsidy on your behalf)
- **Don't begin working until a contract has been signed**

Case Manager Duties

- Your Case Manager will monitor the progress of your training during the Wage Subsidy
- Case Managers provide on-going support for both the employer and client throughout the contracted period
- Financial monitors with employers are regularly conducted to ensure timely payment and compliance with Canada Revenue Agency

Exclusions

- Employment based on 100% commission; there must be a set wage earned over and above commission
- Help an employer resolve cash flow problems by subsidizing a position they could not otherwise afford
- Provide assistance to employers to hire an individual that they have already hired

Frequently Asked Questions

- How long can I market the program?
 - Registration for Wage Subsidy expires 12 weeks after today
- Is Wage Subsidy transferrable?
 - No, once you begin participating in a Wage Subsidy agreement you can not use it for a different employer.
- Can I leave a Wage Subsidy to take another job offer?
 - Yes, Wage Subsidy agreements are not binding for the contracted period. Please provide your current employer and Global with a 1 week written notice that you will be ending the agreement.

Frequently Asked Questions

- What happens when the Wage Subsidy agreement ends?
 - The objective of the program is that the employee has long-term sustainable employment
 - Once the agreement has ended, your Case Manager will follow up with you to see how your job is going