

CAREER FOCUS
WAGE SUBSIDY PROGRAM GUIDELINES and APPLICATION (revised July 2016)

Introduction

As the Career Focus Community Coordinator, College of the North Atlantic is currently accepting applications from employers to provide challenging career-related work experience to youth age 15-30. Career Focus provides funding for employers and organizations to hire eligible applicants for full time employment in high demand occupations.

Program Objectives

Career Focus aims to:

- increase the supply of highly qualified workers;
- facilitate the transition of highly-skilled young people to a rapidly changing labour market;
- promote the benefits of advanced studies; and,
- demonstrate federal leadership by investing in the skills required to meet the needs of the knowledge economy

Eligible Participants

Participants are recruited by the funding recipients.

To participate in Career Focus, youth must be:

- between the ages of 15 and 30 (inclusive) at the time of intake/selection;
- out of school
- Canadian citizens, permanent residents, or persons who have been granted refugee status in Canada
- legally entitled to work according to the relevant provincial/territorial legislation and regulations
- not in receipt of Employment Insurance (EI) benefit
 - Participants must not be in receipt of EI. Priority will be given to non EI-eligible youth (i.e., not entitled to Part 1 or Part II benefits). EI recipients wishing to participate in a Career Focus project should consult an EI agent and voluntarily withdraw from EI.

Available Funding

College of the North Atlantic will pay directly to the employer wage assistance of 50 % of the actual wage paid, to a maximum subsidy of \$20,000 participant. The agreement will be 12 to 36 weeks in duration and will be negotiated based on each participant need. The participant must work a minimum of 30 hours per week for the employer to qualify for the assistance. The assistance will not be paid for hours worked in excess of the approved amount.

It is the employer's responsibility to ensure that students are paid at least the legislated minimum wage, and that the employer is paying at least 50 percent of the participant's wage. In addition, the employer is responsible for paying the following employee benefits: vacation pay, unemployment insurance and Canada Pension Plan premiums, and Workers' Compensation costs. No assistance to the employer is available through this program for materials, travel or other administrative costs associated with the placement.

Terms and Conditions, Application Procedures

Approved applicants are expected to develop and maintain a work schedule for all participants. Work experiences will be supported by workplace coaching and/or mentoring, to maximize the benefit to be gained by the participant. The signed Career Focus reimbursement claim form will be returned to College of the North Atlantic, Prince Philip Drive Campus, P.O. Box 1693, St. John's, NL, A1C 5P7, on a monthly basis.

College of the North Atlantic reserves the right to terminate any commitment made if the original proposals and objectives are not being met. The appropriate Career Focus staff also reserves the right to inspect the work of the students and associated records.

Enterprises interested in the Program may apply through College of the North Atlantic's Career Focus office, Prince Philip Drive Campus. Contact information is included below:

Karen Mulrooney, Program Coordinator
Career Focus Office
College of the North Atlantic
Prince Philip Drive Campus
P.O. Box 1693
St. John's, NL
A1C 5P7

Phone: (709) 758-7388
karen.mulrooney@cna.nl.ca
www.cna.nl.ca

Career Focus Wage Subsidy Application

Section A - Applicant Information:										
Name of Business:										
Name of Contact Person/Supervisor	Title:									
Mailing Address:										
City:	Province:	Postal Code:								
Email:										
Area Code & Telephone Number	Fax:									
Location of Employment (If different from mailing address):										
Name of Financial Officer:	Position:									
Area Code & Phone Number	Email Address:									
Business Number:	Organization Type	Number of Employees								
<p>Insurance Coverage: Accident: (None or Private Coverage) _____ Firm: _____ Liability: Yes <input type="checkbox"/> No <input type="checkbox"/> Firm: _____</p> <p>Worker's Compensation Are you registered Yes <input type="checkbox"/> No <input type="checkbox"/></p>										
Please answer Yes or No to the following:										
<table style="width: 100%; border: none;"> <tr> <td style="width: 70%;">1. Are there any employees on lay off and/or waiting a notice of recall?</td> <td style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></td> </tr> <tr> <td>2. Will the subsidy result in the displacement of existing employees?</td> <td style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></td> </tr> <tr> <td>3. Is there a labour stoppage or labour management dispute in progress?</td> <td style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></td> </tr> <tr> <td>4. Is there a possibility of employment for the individual after the subsidy or work experience ends?</td> <td style="text-align: right;">Yes <input type="checkbox"/> No <input type="checkbox"/></td> </tr> </table>			1. Are there any employees on lay off and/or waiting a notice of recall?	Yes <input type="checkbox"/> No <input type="checkbox"/>	2. Will the subsidy result in the displacement of existing employees?	Yes <input type="checkbox"/> No <input type="checkbox"/>	3. Is there a labour stoppage or labour management dispute in progress?	Yes <input type="checkbox"/> No <input type="checkbox"/>	4. Is there a possibility of employment for the individual after the subsidy or work experience ends?	Yes <input type="checkbox"/> No <input type="checkbox"/>
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Legal Signing Officers										
How many Signatures are required to bind your organization into a legal agreement?										
Please provide Name, Title and Signature of the person(s) authorized to sign										
Name	Title	Signature								

This program is administered by College of the North Atlantic and funded by the Government of Canada.



