

**B.C. Employer Training Grant Information Session
Questions & Answers | August 3, 2022**

1. Would this funding also qualify for Special needs and Infant toddler certificates?

Yes, the program is quite broad – it can be used for upscaling and reskilling. This would certainly qualify and we have seen these applications come in before.

2. What happens if someone doing training doesn't pass the course? Does funding have to be reimbursed to the BC Training Grant?

Employers submit and are reimbursed for the training prior, so it is possible that the claim is reimbursed before the training outcome. The funding is not contingent on the participant completing training.

3. Child Care Providers fall into 3 main categories: Non-profit, Private, and Public. Are each of these equally prioritized for this grant?

Yes, there is no prioritization based on whether employers are not-for-profit or for profit. There is, however, priority given to small businesses of under 50 employees.

4. Can it apply to staff wages while taking training?

No, the grant only reimburses the cost of training itself, such as the tuition. It cannot be used to subsidize wages.

5. Also, what is the criteria for the person who is qualified for this funding? Eg. can they be on a work permit, student visa, etc or do they need to be a citizen or have their PR?

The employee must be a Canadian citizen, permanent resident, or deemed a refugee under the Immigration and Refugee Protection Act. Temporary foreign workers or individuals on student visas would not be eligible.

6. Many ECE programs are 1.5 - 2 years long, how does this work if the grant doesn't cover any training longer than 52 weeks?

Degree and diploma programs are not eligible for the grant. However, as long as each training course and application is less than 52 weeks, an employer can apply multiple times to take all the courses required to complete the certification.

7. My organization is a non-profit, registered charitable society; we do not have a business license. What would I upload in lieu of a business license?

We understand that not all employers across the province are required to have a business license to operate. If you do not have a business license, we will accept other documents that demonstrate you have been operational for more than a year at the time of application.

8. Would this grant be available for training currently unemployed persons to qualify as "Responsible Adults" or "ECE - Assistant" who could then be hired on an 'on-call' basis to provide sick/vacation coverage?

The eligibility criteria does not require the employee to have a full-time position. If the employer applicant can articulate how training would lead to a better job, such as increased pay, then the application could be eligible.

9. Can a small business with just one employee apply for themselves to upskill?

There is no minimum number of employees so we do receive applications from owner-operators and self-employed individuals. The applicant will need to demonstrate they have been operational for a year, but it is possible for individuals to be both the employer and applicant.

10. Can I apply for a grant before signing up for course?

Yes, we recommend applying as early as possible so you are more likely to receive a response on your ETG application ahead of the training start date. If you apply a couple days before the training start date, you may not get a response and will have to pay for the training if your application is denied. Apply early and you will receive a decision before the start date. Most applications are reviewed within a couple weeks.

11. Would this training grant cover costs such as course materials, or is it solely for the active learning/course portion of training?

Yes, eligible costs include tuition, mandatory student fees, exam fees, textbooks, and travel costs under certain circumstances for employers operating in rural and remote areas. The ETG program does not cover membership fees, subscription fees, professional association dues, software, hardware, equipment, etc.

12. What are the main reasons for rejecting an application?

The ETG program has a fairly high approval rate for early childhood applications. The main reason for rejection is typically participant eligibility if the employee is not a Canadian citizen, permanent resident or refugee. Another frequent reason for rejection is applications for diploma and degree programs.

13. Does the participant require a BCeID to access the form?

The employer needs a Business BCeID, but the participant does not need a BCeID account.

14. For the question "How long have you been in this job?", does it mean for the job working for the employer or the whole career?

The question is asking how long you have been working with this employer, rather than your career. It has no impact on how your application is considered, but the program is required to collect this data for its federal funding.

15. If an employee started ECE training but has courses left, can they still apply?

The program cannot reimburse training that the employee has already completed. The employer, however, can apply to have the remainder courses funded.

16. Can this grant be used to support leadership training for existing managers - so no change in title or position, but providing additional skills?

Eligible training can be quite diverse. It can include leadership, soft skills, cultural competencies, etc. The only requirement is that it contributes to a better job and this is defined in the eligibility criteria.

For further inquiries, please contact the B.C. Employer Training Grant program: ETG@gov.bc.ca.