
FACTSHEET

April 2019

Ministry of Social Development and
Poverty Reduction

Employer Sponsored Training

- Employer Sponsored Training (EST) is a component of WorkBC Community and Employer Partnerships.
- EST provides eligible employers with financial assistance to support training activities for employees who would otherwise lose their jobs.
- The program helps employers avoid laying people off as a result of changes in their workplace by enabling impacted employees to acquire enhanced, marketable and transferable skills that will allow them to remain employed. In the event layoffs are unavoidable, EST may be used to assist impacted employees to enhance skills prior to their employment ending. Funding assistance to employers normally covers up to 50% of training costs.
- You can apply for EST funding if you are an employer in one of the following circumstances that will lead to one or more of your employees being laid off:
 - a) Reduced business activity;
 - b) Significant changes in market conditions;
 - c) New legislative or regulatory requirements for workers.
- Where there is a risk of job loss, any employees on your payroll, regardless of how long they've been employed or whether they work full-time or part-time, may participate in EST training activities. Students hired for school breaks would not typically be eligible.
- EST training activities must clearly address the identified risk of job loss and help ensure employees subject to this risk retain their jobs or become more employable. This funding cannot be used to replace the regular and ongoing training an employer is responsible for providing to its employees.
- EST can support full-time or part-time training activities such as occupational training; management training; literacy and essential workplace skills training; or training for trainers.
- EST can cover costs for the following: training needs analysis; skills assessment; development and adaptation of training content; adaptation of training materials; purchase of training contracts or tuition fees; training for trainers; in exceptional circumstances, costs for employees to attend or deliver training may be considered.
- The maximum duration of an EST project is normally one year.

More information on EST is available on the WorkBC website: www.WorkBC.ca/CEP

Enquiries can also be sent to CEPTEAM@gov.bc.ca