

Community Workforce Response Grant Indigenous Communities Stream Criteria Updated December 11, 2022

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the Canada-British Columbia Workforce Development Agreement.*

INTENT

The Indigenous Communities Stream provides funding to communities for the occupational Skills Training¹ and supports needed to meet local labour market needs.

ELIGIBLE APPLICANTS	
Criteria	Interpretation
<p>Eligible Applicants include:</p> <ul style="list-style-type: none"> • First Nations governments • Tribal Councils • Province-wide Indigenous organizations • Indigenous-owned or directed non-profit social agencies • Friendship centers whose aim is to serve First Nations, Métis or Inuit people <p>Applicants must be able to demonstrate that they have Community Support for the Project (see Eligible Projects).</p>	<p>The intent of the Indigenous Communities Stream is to support Skills Training for Indigenous peoples within a community or group of communities to meet local labour market needs. The goal of training is to prepare Training-ready Participants for Sustainable employment through occupational Skills Training that meets community needs.</p> <p>If the applicant is considering a self-employment project, contact CWRG@gov.bc.ca prior to applying to discuss the project’s eligibility for funding.</p> <p>The Ministry may request additional information from Applicants at any time during the evaluation process. Applicants will be asked to submit more detailed information for Projects that do not fit within the stream criteria and therefore will require Ministry discretion. In such cases, it is recommended Applicants contact CWRG@gov.bc.ca before applying.</p>
<p>Applicants must have a Business BCeID Account to apply.</p>	<p>The Ministry receives and administers grant applications through a web-based system at CommunityWorkforceResponseGrants.gov.bc.ca</p> <p>A Business BCeID Account is required to create and submit a grant application. It may take up to two weeks to receive your BCeID. Review the Business BCeID Questions and Answers document for more information.</p>

¹ See [Appendix D](#) for definitions.

Criteria	Interpretation
<p>An Applicant must have met all obligations and program requirements in completed Projects previously funded through the Canada-B.C. Job Fund or the Workforce Development Agreement.</p>	<p>These obligations include but are not limited to:</p> <ul style="list-style-type: none"> • All information provided on the application was found to be complete, true and correct. • All required forms, records and reports were submitted on time. • How closely the projected number of Participants matched the actual number that enrolled in and completed the training. • Participants were Sustainably employed as a result of training. <p>An Applicant may be ineligible to re-apply under the following circumstances:</p> <ul style="list-style-type: none"> • Has been approved for multiple grants in the past but has not completed training for several of those agreements. • Shown to have a conflict of interest (refer to Appendix B). • See Appendix C for Applicant and Agreement Holder Standard of Excellence.

ELIGIBLE COMMUNITIES

Criteria	Interpretation
<p>Urban and rural Indigenous communities located in B.C. (on and/or off reserve).</p>	<p>The CWRG program will give priority to communities that are not receiving funding through the ISTDF² or the ACBTP³.</p>

² Indigenous Skills Training Development Fund (ISTDF) provides funding in support of Indigenous Skills Training in their community.

³ Aboriginal Community Based Training Partnerships program (ACBTP) supports partnerships between Indigenous communities and public post-secondary institutions to provide Indigenous peoples with post-secondary education in their community.

ELIGIBLE PARTICIPANTS	
Criteria	Interpretation
Participant must be an Indigenous person.	<p>The term “Indigenous” refers to:</p> <ul style="list-style-type: none"> • First Nations • Métis • Inuit
<p>Participants must be:</p> <ul style="list-style-type: none"> • At least 16 years old • Residing in B.C. • Have a Social Insurance Number (SIN) • Unemployed, or employed Part-time, Seasonally, Casually, or Precariously 	<p>The goal of training is to assist Unemployed British Columbians to move into Sustainable employment by participating in and completing occupational Skills Training.</p> <p>For employment status definitions (including Unemployed, Full-time, Seasonal, Casual, Part-time and Precarious) see Appendix D.</p> <p>Participants who are employed Full-time are not eligible for training. It is the responsibility of the Agreement Holder when recruiting to verify the employment status of the participants and to ensure that they are eligible before the start of training. Please refer to the Participants Eligibility Checklist. For the training of full-time employed individuals, the Applicant may wish to apply to the BC Employer Training Grant Program.</p>
Participants must have completed their participation in other federally or provincially funded training programs before participating in the CWRG program.	<p>Participants cannot be enrolled in another federally or provincially funded training program at the same time.</p> <p>For example, a Participant currently enrolled in a SkilledTradesBC, Women in Trades program is not eligible for a CWRG-funded training Project at the same time.</p>
Participants currently receiving regular Employment Insurance (EI) benefits, and those on Income Assistance (IA), are eligible to participate in a CWRG-funded training Project if the Ministry of Social Development and Poverty Reduction (SDPR) has been informed.	<p>If a Participant has submitted a Participant Information Form (PIF) and indicated they are “currently receiving” EI benefits, the CWRG will inform the Ministry of Social Development and Poverty Reduction (SDPR) of the appropriate training dates to ensure benefits are not discontinued during training.</p> <p>IA claimants must contact an Employment Assistance Worker at the SDPR Delivery Division, or call 1 866-866-0800, to ensure that the training received under the CWRG program will not affect their IA benefits.</p> <p>Refer to Appendix A for details.</p>
If a Participant has repeatedly not completed training in previous training Projects, that Participant is ineligible for funding.	<p>It is the responsibility of the Applicant to ensure Participants are Training-ready as well as eligible, ready and capable of participating in the Project.</p> <p>It is the responsibility of the Participant to understand the purpose of the Project and to participate in good faith.</p>

ELIGIBLE PROJECTS	
Criteria	Interpretation
Projects must be Cohort based.	<p>For CWRG funding, a Cohort is defined as a group of at least three (3) Participants with the same training needs to secure employment. An occupational Skills Training Project cannot deliver different training for Participants in the same Cohort.</p> <p>Cohorts will progress through the Project together as a group, taking the same occupational Skills Training. Participant Financial Supports may vary for each Participant.</p> <p>If your Project will have multiple training start dates or multiple cohorts, you will be required to submit separate applications. Please contact CWRG (CWRG@gov.bc.ca) for more information.</p>
Projects must not be longer than 52 weeks in duration and must lead to Sustainable employment or self-employment in the community.	<p>All Projects should be time-limited and focused on occupational Skills Training for Training-ready Participants.</p> <p>Skills Training Projects that result in employer-recognized certifications or diplomas are eligible if they are not more than 52 weeks.</p>

Criteria	Interpretation
<p>Applications must demonstrate Community Support and a commitment from an employer or group of employers to hire the Participants at the end of the Project, except in the case of self-employment.</p>	<p>Applicants will need to show that employer(s) in the community will have jobs for the Participants at the end of the Project, unless the Participants will be self- employed.</p> <p>Letters of support are required from employers in the community. When writing letters of support, employers must be familiar with the curriculum and indicate if:</p> <ul style="list-style-type: none"> • they will recognize the credentialing and certification; and • they are willing to hire or interview Participants who completed training. <p>Letters of support should be on official letterhead and dated no more than four (4) months before submission of the application. Letters must be uploaded and submitted at time of application.</p> <p>In the required detailed Project description, the Applicant should explain the type of certification the training Project will provide, indicating whether the certification is for regulated or non-regulated occupations. Priority will be given to those certificates that are employer-recognized or regulated by a governing body. Refer to “Getting Certified to Work in B.C.” and the List of B.C. Regulatory Authorities.</p> <p>Short-Term Orientation and Certificate (STOC) training (e.g., <i>Emergency First Aid, SuperHost, Foodsafe, Serving It Right, WHMIS</i>, etc.) may be included in a Project but only if such training directly supports the occupational Skills Training component. STOC training must not make up the bulk of the training. The costs of each specific STOC training must be clearly stated in the program description at time of application.</p> <p>Preference will be given to those Projects that propose established Skills Training programs approved by the B.C. Private Training Institutions Branch. At time of application, the rationale must be submitted at time of applications for Skills Training descriptions and course outlines that are customized or deviate in duration and content from existing and approved versions.</p>

Criteria	Interpretation
<p>If the applicant is considering a self-employment project, the Applicant must contact CWRG@gov.bc.ca before applying to discuss the project’s eligibility for funding.</p> <p>Projects for self-employment training must demonstrate that possible products or services are customer focused and demand driven.</p> <p>Applications for self-employment training must clearly indicate the need for such training in the community and specify the goal of self-employment as one or more of:</p> <ul style="list-style-type: none"> • Self-employment to sell services • Self-employment to sell products • Self-employment to sell others’ products • Self-employment to provide consulting 	<p>Refer to WorkBC for the options for self- employment. The program description must identify what type of self-employment option(s) the Project will concentrate on. Priority will be given to those Projects that show how their Projects add value or distinguish themselves from education modules already provided by the Province or Small Business BC.</p> <p>Applicants will need to show that a community has the need for and the capacity to support the number of self-employed individuals. This must be done through a combination of letters of support from, for example, the Chamber of Commerce, local government, Band Councils, local business associations, Participant business plans, community planning models and community needs assessments that demonstrate the self-employment capacity.</p> <p>Applications for self-employment Projects submitted without a pre-screening call with CWRG may be required to withdraw.</p>
<p>This Project must not have started before being approved by the CWRG.</p>	<p>If the project begins before your application has been approved, you are responsible for all project costs should the application not be approved by the Province.</p>
<p>Projects previously funded under the CWRG program targeting the same Participants are not eligible.</p>	<p>Applicants will not receive funding for the same, or substantially the same, training previously funded under the CWRG program for the same Participants.</p>
<p>All services delivered must include occupational Skills Training and may include one or both of Employment Support Services and Participant Financial Supports listed in Table 1 below.</p>	<p>Components of the Project will be reviewed during the application process to ensure they are eligible.</p>

ELIGIBLE SERVICE PROVIDERS	
Criteria	Interpretation
<p>Eligible occupational Skills Training providers include:</p> <ul style="list-style-type: none"> • B.C. public and private post-secondary institutions • SkilledTradesBC designated trade schools, including union-affiliated trainers recognized by SkilledTradesBC • Union halls and training boards • Industry/sector associations • Trade- or industry-recognized personal safety training providers • Indigenous Skills Training providers • Aboriginal-controlled institutes • B.C. private training institutions registered under the Private Training Act by the Private Training Institutions Branch (PTIB) of the Ministry. <p>Private training institutions not registered by the PTIB may be eligible if:</p> <ul style="list-style-type: none"> • costs of training are competitively priced with similar courses offered in the sector and by PTIB- certified institutions in B.C. • a detailed program/course outline and instructor qualifications are provided to the CWRG in order to assess the expertise, skills and experience. <p>All Skills Training providers must have the expertise, skills and experience to deliver the occupational Skills Training.</p> <p>The occupational Skills Training provider must be an independent Third-party to the Applicant.</p> <p>Training providers must follow Provincial Health Office (PHO) orders when required. Any training in the workplace must adhere to all Occupational Health and Safety Regulations.</p>	<p>B.C. public post-secondary institutions are not required to submit instructor qualifications and course outlines unless the proposed Project is a continuing education program. Instructor qualifications and course outlines are required for Projects where training is provided through a continuing education program.</p> <p>Applicants engaging private post-secondary institutions (either PTIB-certified or non-PTIB-certified) as training providers must include, at the time of application, the following:</p> <ul style="list-style-type: none"> • A course outline, including: <ul style="list-style-type: none"> ○ Instruction method (e.g., online, classroom) ○ Course duration ○ Course capacity (number of Participants) ○ Training address location • An instructor resume or CV that demonstrates: <ul style="list-style-type: none"> ○ Trainers hold, at minimum, a diploma or recognized certification relevant to the subject matter being taught. ○ For training in trades or technology, instructors hold a certificate, diploma or post-secondary degree relevant to the subject matter and have two years of Full- time work experience in a career occupation relevant to the subject matter of the training, or 10 years of Full- time work experience in the relevant subject matter. ○ A record of instructor experience providing same or similar training may also be requested. <p>If an Applicant is required to change Skills Training providers, they must obtain prior approval from the Ministry.</p> <p>Additional steps may be required if the new Skills Training provider is a private trainer. The Skills Training provider cannot subcontract their services to another person or organization.</p> <p>Only the costs of Skills Training providers whose names appear in Schedule A of the CWRG Agreement will be eligible for reimbursement.</p>

<p>Eligible Employment Support Services (“ESS”) providers include:</p> <ul style="list-style-type: none"> • B.C. public post-secondary Institution • Trades or technical schools designated by SkilledTradesBC • Private training institutions registered by the Private Training Institutions Branch • Private training institutions designated by the Private Training Institutions Branch • Social service organizations • Indigenous training and employment organizations • Employment or training organizations <p>All service providers must have the expertise, skills and experience to deliver this component of the Project.</p> <p>ESS are to be delivered as a Cohort.</p> <p>Cost of ESS must be competitively priced within the industry.</p> <p>The ESS provider must be an independent Third-party to the Applicant.</p>	<p>Providing ESS as part of the Project is optional. ESS are those basic services that meet the immediate needs of the Participant to prepare for, find and obtain employment including job search skills, resume writing and interview skills.</p> <p>Cohort-based ESS will typically be reimbursed up to a maximum of \$400 per Participant to be completed within the Skills Training dates with an expected instructional time of approximately 40 hours. See Eligible Costs below for details.</p> <p>Participants are expected to be Training-ready prior to receiving skills training.</p> <ul style="list-style-type: none"> • Some essential skills training may be included as a component of the ESS Cohort training but not as a stand-alone component or separate cost. See Table 1 for details concerning essential skills. • English as a Second Language training is not an eligible ESS cost. <p>While enrolled in training, if Participants require more individualized employment support, they should be directed to agencies providing employment and career services in the community.</p> <p>Applicants that include ESS in their Project are asked to include the following at time of application:</p> <ul style="list-style-type: none"> • a rationale for providing ESS as part of the Skills Training Project. • a rationale for the choice of the ESS provider based on the expertise and experience of the provider; and: <ul style="list-style-type: none"> ○ An instructor’s resume that demonstrates instructors hold a recognized certification relevant to the subject matter being taught. ○ A record of instructor experience providing same or similar training may also be requested. • A course outline that indicates whether the ESS will take place concurrently with training or offered only at the end of training. • An ESS Quote, showing: <ul style="list-style-type: none"> ○ Total cost, including GST ○ Detail number of hours for each topic covered ○ Detail delivery method (online, in-person, blended) <p>The Ministry may request additional information from Applicants at any time during the evaluation process to determine ESS trainer eligibility. Assessment decisions may be delayed, or applications denied, if</p>
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Criteria	Interpretation
	<p>Applicants are unable to provide additional information in a timely manner.</p> <p>The ESS provider may not subcontract their services to another person or organization. Only ESS providers whose names appear in Schedule A of the CWRG Agreement will be eligible for reimbursement.</p> <p>If your proposal includes non-regulated credential training and you are including a Practicum or Work Experience as part of your project, please complete the Practicum Training List (PDF) and upload it with your application. This includes approved Private Training Institutions Branch courses. See Appendix D for more information.</p>

ELIGIBLE COSTS	
Criteria	Interpretation
<p>Each Participant is eligible to receive up to \$15,000 in CWRG training costs over the fiscal year (April 1 to March 31) as follows:</p> <ul style="list-style-type: none"> • Up to \$10,000 for the occupational Skills Training component • Up to \$5,000 for the following two optional components combined: <ul style="list-style-type: none"> ○ Employment Support Services ○ Participant Financial Supports <p>The total maximum funding per Project can never exceed \$300,000.</p>	<p>The total maximum funding for the Project must not exceed this amount for any reason.</p> <p>Maximum costs per individual Participant for each component must not exceed these amounts, even if there are fewer Participants in the Cohort(s) than projected.</p> <p>Occupational Skills Training costs may include tuition or training fees, examinations, certificates, books, training software and other course materials.</p> <p>Skills Training costs must be reasonable. Applicants may be required to submit quotes from potential training providers and provide a rationale for the Skills Training in their application if costs exceed sector norms.</p> <p>ESS must be competitively priced within the industry and therefore seeking comparative quotes is recommended.</p> <p>Cohort-based ESS will typically be reimbursed up to a maximum of \$400 per Participant to be completed within the skills training dates with an expected instructional time of approximately 40 hours.</p> <p>Refer to Table 1 for all eligible services.</p>

Criteria	Interpretation
<p>To support Project administration, an Applicant may apply to receive optional Administration Fees of up to 10% of all Project components (Skills Training + Employment Support Services + Participant Financial Supports).</p> <p>Only in those Projects where Indigenous Cultural Supports, including Elder supports, are to be provided, the Applicant may increase their Administration Fees request to a maximum of 12% of all Project components (Skills Training + Employment Support Services + Participant Financial Supports) to accommodate honorariums and other costs associated with traditional supports.</p> <p>The total Project costs, including Administration Fees, may never exceed the maximum permitted Project funding of \$300,000.</p>	<p>Cost associated with, for example, Project management, outreach and recruitment of Participants, claims and reporting, room rentals, organizing job-fairs and job-placements are considered part of the administrative budget. Refer to “Administration Fees” in Appendix D for further details.</p> <p>Only approved Applicants whose name appears in the CWRG Agreement are eligible to receive Administration Fees.</p>
<p>An Applicant must not have received or be receiving funding from another source for any of the eligible Project delivery costs covered by the CWRG program.</p> <p>The Applicant must specify at the time of application which aspects of the Project will be paid for by other funding sources.</p>	<p>If there are multiple funders for the Project, the Applicant is required to report this information at the time of application and should not include these costs in the application.</p>

Table 1

ELIGIBLE SERVICES	
<p>Skills Training: This provides Participants with the skills necessary to obtain Sustainable employment and be successful in the job. All Projects must be completed within 52 weeks.</p>	
<p>Occupational Skills Training</p>	<p>Skills Training related to a job. For example:</p> <ul style="list-style-type: none"> • training to develop the skills required to operate a particular machine or use a particular technology • sector-specific skills • Apprenticeship Foundation Programs

<p>Employment Support Services (ESS): These optional services are provided to Participants to increase their success in the Skills Training Project and employability at the end of training.</p>	
<p>Employment services and supports</p>	<p>Includes job-readiness skills such as job search, resume writing and interview skills.</p> <p>Essential Skills Training to develop one or more of the nine essential skills for the workplace as defined by: Employment and Skills Development Canada.</p>
<p>Participant Financial Supports: Optional financial supports for Participants to remove barriers to the Participants’ successful participation in and completion of the training.</p>	
<p>Childcare</p>	<p>For a Participant’s child while the Participant is attending training or other Project related services.</p>
<p>Transportation</p>	<p>For the Participant’s transportation to training, employment services or on-the-job training.</p> <p>Bus passes and mileage are eligible.</p>
<p>Other supports</p>	<p>Including:</p> <ul style="list-style-type: none"> • Refreshments, food or light meals provided during Cohort training. • Supports provided to persons with disabilities to assist with participating while in training. • Hotel/motel accommodation while attending training. • Personal protective equipment • Other – specific items should be identified in the Project description.
<p>Administration Fees: While optional, an Applicant can apply for up to 10 per cent of the total costs of Project delivery to support Project administration. This percentage can be increased up to a maximum of 12% if Indigenous Cultural Supports are to be provided.</p>	
<p>Administration</p>	<ul style="list-style-type: none"> • Project management • Outreach and recruitment of Participants • Job fairs and job placement • CWRG Claims and reporting. • Indigenous Cultural Supports – supports that include but are not limited to honorariums, open and closing gatherings and recognition events. To accommodate these supports, an applicant can increase the administrative fees up to a maximum of 12%.

APPENDIX A – REQUIREMENTS FOR EMPLOYMENT INSURANCE (EI) AND INCOME ASSISTANCE (IA) CLIENTS PARTICIPATING IN THE CWRG PROGRAM

The goal of the CWRG program is to increase participation of British Columbians in the labour force by helping them develop the skills required in the current regional labour markets. It is a priority of the Province to support Unemployed individuals, including those on EI and IA, to obtain employment.

A CWRG Agreement Holder has the responsibility to:

- 1) Ensure Participants are eligible to participate in a CWRG-funded Project. Please use the [Participant Eligibility Checklist](#) to check Participants for eligibility.
- 2) Identify which Participants currently receive Employment Insurance (EI) or Income Assistance (IA) benefits and inform CWRG as soon as possible. Failure to do so could severely impact the Participants' EI or IA benefits.

Agreement Holders training Participants receiving EI must:

- Ensure the training dates stated in the online application system are accurate.
- Communicate the correct and confirmed training dates to those Participants currently receiving EI benefits.
- Request the Participant indicate on the Participation Information Form (PIF) if they are “currently receiving” EI benefits.
- Inform the Participant that the Community Workforce Response Grant (CWRG) program, which funds the training, will contact the Ministry of Social Development and Poverty Reduction (SDPR) and submit a Section 25 EI referral on behalf of the Participant.
- Instruct the Participant to clearly indicate the **correct** training dates on their bi-weekly report.
- Contact the CWRG immediately when there is a break in training, or a Participant leaves the Project. Any break in training for a week or more needs to be reported as well as the last day of attendance for a Participant who leaves training early.

Agreement Holders training Participants receiving IA must:

- Ensure the training dates stated in the online application system are accurate.
- Communicate the correct and confirmed training dates to those Participants currently receiving IA benefits.
- Ensure a Participant has submitted a PIF with the correct training dates and has indicated they are “currently receiving” IA benefits.
- Instruct the Participant to contact an Employment Assistance Worker at the SDPR Delivery Division to ensure that the training received under the CWRG program will not affect their IA benefits.
- Instruct the Participant that additional questions regarding IA can be directed to SDPR at 1 866-866-0800.

Agreement Holders should not direct Participants to contact the CWRG Program.

APPENDIX B – CONFLICT OF INTEREST GUIDELINES

Where the Ministry determines that there is a real or perceived conflict of interest in the choice of a Participant, training provider or Employment Support Services provider, the Ministry reserves the right to deny an application or claim based on that conflict of interest. In the event that the Ministry becomes aware of a real conflict of interest, as determined by the Ministry in its sole discretion, the Ministry may revoke an Agreement.

The following are examples of situations where the Ministry may determine there is a real or perceived conflict of interest. **These examples include but are not limited to:**

- Where there is evidence that the training provider is not a Third-party, or adequately arm's length from the Applicant, and that the choice of the provider is based on other factors than having the best expertise and qualifications to provide the training. In streams where the Applicant is not supplying the training and Employment Support Services, the Skills Training provider and Employment Support Services provider must be Third-party to the Applicant.
- An Applicant chooses a particular training provider because the provider holds either a salaried or non-salaried position with the Applicant organization.
- The Applicant stands to gain financially from the choice of training provider or Employment Support Services provider. For example, the Applicant receives a fee from the Third-party training provider delivering training or Employment Support Services.
- The Third-party training provider or Employment Support Services provider assumes management of the CWRG Agreement from the original Applicant.
- Skills Training or Employment Support Services Providers contact the Applicant with unsolicited phone calls, emails or direct mail offering to provide services not initially requested by the Applicant.

In recognition of the traditional role of Elders in supporting formal education of Indigenous learners, these conflict of interest guidelines may not apply.

APPENDIX C – APPLICANT AND AGREEMENT HOLDER STANDARD OF EXCELLENCE

CWRG expects all Applicants to submit applications that, in good faith, reflect labour needs, the current employment situation of Participants, and a quality of training that gives Participants the necessary credentials to step into the workplace with confidence.

The CWRG works with Applicants and Agreement Holders to maintain a standard of excellence at every stage of the CWRG program, from application submission through to completion reporting. If the Applicant or training provider has been previously funded by the CWRG, past performance (Participant outcomes, benefit to the community and labour force) will be considered in the evaluation of an application for funding.

For current Applicants and Agreement holders, this standard of excellence is met when Agreement Holders:

- Do not delegate the administration of the CWRG Agreement to a Third-party service provider or to anyone not legally bound by the CWRG Agreement.
- Exercise their due diligence in understanding the labour needs of their community or sector and base their training Project on those needs and those of the Participants.
- Collaborate with local employers to supply letters of support that recognize the training certificate as providing the necessary skills for employability.
- Engage the best qualified Third-party Service Providers available—at the best value for money—to ensure training meets the standards of potential employers and gives employer-recognized credentials to Participants.
- Meet all obligations to the Province under applicable legislation and regulations and under previous grant agreements.
- Ensure all information provided to the CWRG is found to be complete and accurate.
- Complete any repayment to the Province when required.
- Have shown diligence in ensuring Participants on EI and IA did not have their benefits put in jeopardy.
- Have received positive reports through Participant feedback, media reports, employer feedback or other means pointing to the usefulness and effectiveness of the training Project.
- Have demonstrated a commitment to ensuring Participants complete training and find employment.
- Have submitted success stories from Participants complete with signed consent forms.

An Agreement Holder may be ineligible to re-apply for CWRG funding under the following circumstances:

- The Agreement Holder did not maintain management/administration of the agreement.
- There is evidence of any conflict of interest (refer to [Appendix B](#)).
- Information provided to the CWRG was inaccurate or untrue.
- The Agreement Holder does not correspond with the CWRG in a timely fashion, usually three business days.
- The Agreement Holder does not provide follow-up documents as required (e.g., proof of payment).
- Overpayments have not been remitted to the province.
- Contravention of BCeID regulation (i.e., sharing login credentials).
- There are hidden costs to Participants not revealed to CWRG at time of application.
- There is a misrepresentation of the type and quality of certifications offered.
- There is an inflation of positive outcomes in the completion reports.
- There is inaccurate reporting of training start/end dates.
- Failure to recruit Participants who meet eligibility requirements, resulting in low completion rates.
- Failure to link Participants to Sustainable employment upon completion of training.

APPENDIX D – DEFINITIONS

The following definitions are provided to assist Applicants in applying for CWRG funding. For the comprehensive list of definitions that define CWRG Agreements, refer to [Schedule B](#) of a standard CWRG Agreement.

Administration Fees: those costs directly related to Project management that include, but are not limited to, room rental costs, marketing, outreach and recruitment of Participants, orientation, overseeing Participant Financial Supports, managing Participant EI or IA issues, organizing job fairs and job placements, communication, and CWRG claims and reporting. Applicants can apply for up to 10 per cent of all Project Services (Skills Training + Employment Support Services + Participant Financial Supports). The total cost of Project Services plus Administration Fees may never exceed the maximum funding permitted per stream.

Applicant – the organization that applied for a grant under the CWRG Program.

Agreement Holder – the organization that applied for a grant under the CWRG Program and to whom an approval letter or CWRG Agreement has been addressed.

Apprenticeship Foundation Programs – a [foundation program](#) is one recognized by the B.C. Industrial Training Authority that provides the basic knowledge and skills required to enter a trade. Working with a sponsoring employer is not a prerequisite to participate in this type of Skills Training. The purpose of foundations training is to permit the Participant to gain familiarity and experience with a trade, thereby offering an advantage when the Participant seeks an employer to sponsor their apprenticeship.

Casual or on-call work employment – refers to persons working only when needed, often on short notice.

Cohort – a group of three (3) or more Participants with the same training needs to secure employment. Cohorts will progress through the Project together as a group, using the same Employment Support Services and taking the same occupational Skills Training. An occupational Skills Training Project cannot deliver different training to individual Participants in the same Cohort.

Community Support – evidence for a Skills Training Project that is directly provided by local, regional and provincial stakeholders that attests to the need for a particular type of Skills Training in a community, an industry or sector, or region. This support is usually in the form of letters on an organization’s letterhead dated no more than four months prior to the submission of the CWRG application. Support may also be evidenced by current labour market data.

Employment Support Services or ESS – services presented to a Cohort that assist in securing employment, such as resume writing, interview skills, job search techniques and other essential skills.

Full-time – refers to those persons working 30 or more hours per week.

Part-time – refers to those working less than 30 hours per week.

Participant – each individual that the Applicant has enrolled in the Project and who is receiving, or has received, CWRG-funded Project Services.

Participant Financial Supports – the financial supports component of the Project Services provided to Participants during their participation in the Project that are intended to remove barriers to their success in the Project, such as costs for childcare, transportation, personal protective gear, required uniforms, travel, accommodation and disability supports, in accordance with the CWRG Program Requirements. Refer to [Table 1](#) above.

Participant Information Forms or PIFs – Participant personal information forms that are to be submitted directly by all Participants via the Community Workforce Response Grant online application system. PIFs must be submitted five days before the first day of training but no later than seven days after the training start date. Payment for Project Services is based on the number of valid PIFs in the online application system when the claim for payment is made.

Practicum – practicums or work experience provide hands-on training in the workplace as a requirement to complete a course of training. In some types of training, practicums are mandatory because the training is regulated by an oversight body. Some examples of regulated training include certification for primary care paramedics, health care aides, early childhood education assistants, and dental assistants. Some examples of non-regulated credential training include administrative accounting and bookkeeping, supply chain management, network administrator training, electrical foundations, and hospitality operation training.

Precarious employment – employment that is unstable due to circumstances such as having just cause to leave one’s employment, having received a lay-off notice, self-employment income is below the poverty line, the job is likely to be replaced with automation, an industry shutdown is imminent or there have been changes in the marketplace due to a natural disaster like a pandemic.

Program Requirements – the general principles, intent, policy, criteria, requirements and Participant and Applicant obligations relating to the CWRG Program, as may be amended by the Province in its sole discretion from time to time. The Program Requirements can be viewed on the ‘Grant Overview’ page, or such other location as may be specified from time to time.

Project – the entire Project proposed by the Applicant and approved by the Province in accordance with the acceptance of a CWRG Agreement. The Project includes all activities that ensure the Project Services have been provided per the CWRG Agreement. These activities include, but are not limited to, marketing, recruitment, assisting participants with PIFs, organizing training spaces, Skills Training, including Employment Support Services if required, disbursing Participant Financial Supports if requested and completing all CWRG reporting requirements.

Project Services – all the Employment Support Services, Participant Financial Supports, and Skills Training to be provided to Participants as set out in a CWRG Agreement.

Seasonal – those persons working steady, possibly long hours for some but not all months of the year (e.g., landscaping, tree planting, wildland firefighting, etc.)

Skills Training – the mandatory Skills Training component of the Project Services and refers to occupational Skills Training. This training must enable Participants to develop skills required for a specific job or occupation in the labour market. All training must lead to a certificate or diploma that is recognized by educational institutions and/or industry and employers. Occupational Skills Training can only be provided for skills that are in-demand in the labour market and suitable to address an individual’s employment related needs where there is a good prospect of obtaining Sustainable employment as quickly as possible.

Sustainable employment – employment that provides an opportunity for growth by creating a pathway that secures a Participant’s long-term attachment to the workforce.

Third-party Service Provider – a provider that is eligible, in accordance with the CWRG Program Requirements, and at arm’s length from the Applicant and is chosen by the Applicant.

Training-ready – a Participant with the basic life and essential skills required to enter and complete the Skills Training Project.

Unemployed – refers to persons with barriers to entering the workforce, persons currently receiving EI or IA but searching for work, or persons working less than 20 hours per week.

Work Experience – see Practicum.

