

Grants for Professional Development

British Columbia

B.C. Employer Training Grant

The Province of British Columbia is committed to building a strong economy. A skilled workforce is essential for strong, sustainable and balanced growth. Building an agile and resilient workforce—one with the right mix of skills to respond to the evolving demands of the labour market—provides B.C. enterprises with a strategic competitive advantage for productivity and innovation.

The B.C. Employer Training Grant provides funding to small, medium and large enterprises (including nonprofits) to support skills training for their workforces, including prospective new hires.

The intent of this program is to help British Columbians access the skills training required to adapt to the labour market's changing job requirements, while also encouraging employer involvement in skills training.

The Employer Training Grant helps employers pay for training, which in turn helps employees experience increased job security or move into better jobs.

Employers can apply as often as they need and receive 80 per cent of the cost of training up to \$10,000 per employee, with a maximum annual amount per employer of \$300,000.

[Learn More](#)

Alberta

[Liz O'Neill Leadership Bursary](#)

Eligible professional development opportunities include:

- **Leadership courses or programs:** structured learning experiences that focus on building leadership skills, such as strategic decision-making, team management, emotional intelligence, and visionary leadership.
- **Management programs:** training that covers essential management skills, including financial management, human resources, project management, and operational efficiency.
- **Governance courses or programs:** education on nonprofit governance, board development, governance models, fiduciary responsibilities, and the role of governance in organizational effectiveness.
- **Public policy courses or programs:** programs that enhance understanding of public policy processes, advocacy, and the role of nonprofits in shaping public policy.

Ontario

Canada Ontario Job Grant

Employers can take advantage of the [Canada-Ontario Job Grant \(COJG\)](#) to support employee participation in the Nonprofit Management Essentials program. The COJG helps employers invest in their workforce by providing funding for employee training, ensuring that their team has the necessary skills to meet current and future job demands.

Shared Costs:

- For small businesses with fewer than 100 employees, the government will cover up to **83%** of training costs, up to a maximum of **\$10,000 per trainee**.
- Employers contribute the remaining cost, which can include wages paid to the trainee during the training period.

This funding opportunity allows employers in the nonprofit sector to develop a skilled workforce without bearing the full financial burden of training costs.

[COJG Application Overview](#)

Nova Scotia

Nova Scotia - Workplace Innovation and Productivity Skills Incentive

The Workplace Innovation and Productivity Skills Incentive (WIPSI) provides funding to businesses, industry associations and sector councils to enhance workforce skills and improve innovation and productivity. Projects that address critical skill shortages, support underrepresented groups and align with the province's economic and workforce development goals are given priority.

The Workplace Innovation and Productivity Skills Incentive may fund up to 75% of eligible training costs. The applicant needs to fund the remaining balance of the costs.

[Learn More](#)

Prince Edward Island

P.E.I. Workplace Skills Training

Workplace Skills Training is a program developed for employers to train new or existing employees to develop their skills and align with needs of the business. The employer determines the type of training and who will participate. Training must be short term and meet job-specific and incremental industry requirements of the organization. Training considered part of the organization's normal business operations will not be eligible under the Workplace Skills Training Program.

SkillsPEI can contribute up to 50% of the direct training costs. You will be required to contribute the remaining 50%. At the end of the training, the employee should have developed skills to meet the demands of today's economy.

[Learn More](#)

Government Programs (Federal and Provincial/Territorial)

Skills Development Fund (Ontario): The Skills Development Fund, particularly the Training Stream, offers funding for innovative projects that address challenges in hiring, training, or retaining workers. Non-profit organizations are eligible to apply.

Private and Community Foundations

Community Foundations of Canada: These foundations exist across the country and often have grants focused on local community needs, which can include **capacity building** and **professional development** for non-profits. Visit the [Community Foundations of Canada](#) website to find local foundations in your area.

Specific Foundations with "Capacity Building" or "Organizational Development" Focus: Many foundations recognize the importance of strong non-profit organizations and offer grants to help them enhance their internal capacity, which can include staff training.

Example: The TD Charitable Foundation's Capacity Building Fund may provide funding for professional development or skill development for existing staff.

How to find them: Use online grant databases (like GrantConnect by Imagine Canada or GrantWatch.com - which has a "Workforce Grants" category) and directly research foundations that align with your non-profit's mission. Look for terms like "capacity building," "organizational development," "professional development," or "skills development."

United Way Centraide

- While direct "employee training grants" may not be explicitly listed as a separate category, many local United Way Centraide branches offer grants for **capacity building** or **organizational development**. These grants are designed to strengthen the non-profit sector itself, ensuring organizations are well-equipped to deliver their programs and services effectively.

What this might cover: Training that falls under capacity building could include:

- **Leadership development:** Training for managers or board members.
- **Program development and evaluation:** Training on best practices for program design, delivery, and measuring impact.
- **Financial management:** Training to improve financial accountability and sustainability.
- **Human resources:** Training on HR policies, volunteer management, succession planning, or staff retention.
- **Diversity, Equity, and Inclusion (DEI) training:** To foster more inclusive workplaces and service delivery.
- **Strategic planning:** Training to help organizations develop long-term strategies.
- **Technology training:** To improve efficiency and service delivery.

How to Approach United Way for Training Grants:

- **Identify your local United Way Centraide:** United Way operates through a network of [local branches across Canada](#). You'll need to find the one that serves your specific geographic area (e.g., United Way Greater Toronto, United Way Centraide North East Ontario).
- **Review their funding priorities:** Each local United Way has its own unique funding priorities and application processes. Carefully review their website's "Funding Opportunities," "Grants," or "Who We Fund" sections.
- **Look for "Capacity Building" or "Organizational Development":** These are the key terms to look for when seeking funding for employee training.
- **Contact their Community Impact team:** If you're unsure, reach out to their community impact or grants team. They can provide guidance on whether your proposed training aligns with their funding streams and how to apply.
- **Demonstrate Impact:** As with any grant, clearly articulate how the employee training will directly contribute to your organization's mission and its ability to achieve positive outcomes in the community.