



Canada Retraining and Opportunities Initiative



October 2024 Launch

Overview

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What is the Canada Retraining and Opportunities Initiative?

The initiative:

- Time-limited contributions funding
- Aims to complement existing programming
- Targets communities significantly impacted by mass layoff events
- Funds projects that help workers develop skills needed to transition to new jobs



Objectives

- Bring together community-based organizations, employers, training providers and others to develop a community workforce plan that identifies impacted workers, local employers looking to hire, and the skills required to meet demand;
- Help workers develop the skills needed to transition to new jobs through training and work experiences; and
- Support employers to fill jobs in demand.



Continuous intake

- Eligible organizations can apply to this continuous intake by submitting an expression of interest. Applications will be accepted until funding has been fully committed.

Process includes 2 phases

1. Expression of interest: Interested organizations must indicate
 - A mass layoff has occurred that meets the definition for funding eligibility
 - The mass layoff will have a significant impact on the community
2. Application: Full application is assessed against all requirements.



Eligibility criteria

- **Criterion 1:** Mass layoff has occurred on or after April 1, 2024, and is a permanent layoff of 50 or more employees in one establishment, in one community within a four-week period.
 - A permanent layoff is considered a termination of employment when the employer has no intention of recalling the employee to work.
- **Criterion 2:** Mass layoff represents at least 5% of the sub-industry's – to the three-digit North American Industry Classification System (NAICS) code – total employment in the community.
 - There are two scenarios where this criterion is not required:
 - i. The affected community has a population of less than 10,000;
 - ii. The mass layoff event involves greater than or equal to 250 individuals
- **Criterion 3:** Local labour market conditions make it difficult for affected workers to transition to new jobs. Examples could include higher than average unemployment rate, skills mismatches, low job vacancy, among others.



Scenario 1

A small manufacturing company closed its doors on July 1, 2024. The company had been making clocks for over 40 years, but the owner retired, and the business could not be sold. All 125 people have been laid off. The company is located in Clock Town, with a population of 75,000. Clock manufacturing is NAICS 334. The employment level for NAICS 334 in Clock Town is 2,000 workers. An application for funding indicates that with some specific skills training and on-the-job placements, the affected workers would be a good fit for a new business opening in the community that is struggling to find workers with the right skills. Without training, however, there is a skills mismatch.

Criterion 1

- 125 is greater than 50
- The layoff is permanent
- The layoff is after April 1, 2024

Criterion 2

- 125 laid off workers in a sub-industry in the community of 2,000 is 6.25% (which is greater than 5%).

Criterion 3

- The application shows that the funding could help this community transition the affected workers to a new business



This scenario is eligible for funding



Scenario 2

In January 2024, there was a fire at an ice cream factory resulting in a temporary shut-down for approximately 15 months while repairs are made. Just over 90 people have been laid off. The factory is expected to reopen in late March or early April 2025. The factory is located in Creamville, with a population of 115,000. Making ice cream is NAICS code 311 and the employment level in Creamville is 1,200 workers. An application for funding indicates that affected workers need additional support while they wait for the factory to reopen.

Criterion 1

- 90 is greater than 50
- The layoff is temporary
- The layoff occurred before April 1, 2024

Criterion 2

- 90 laid off workers in a sub-industry of 1,400 is 7.5% and is greater than 5%

Criterion 3

- The application does not demonstrate that it would be difficult to transition the affected workers to new jobs without supplemental funding.



This scenario is ineligible for funding. The layoff is not permanent, and it occurred before April 1, 2024.



How to apply

If you believe that your organization is eligible based on the criteria outlined below, please email:

EDSC.DGOP.ICPPPE-CROI.POBO.ESDC@servicecanada.gc.ca

Your email must include:

- date of mass layoff(s)
- location(s) of layoff by postal code
- number of individuals laid off. If your request is for multiple locations, please indicate the number at each location by postal code
- the three-digit North American Industry Classification System (NAICS) code or sub-industry for the business or employer where the layoff occurred. Please refer to [Statistics Canada](#) for guidance.

