

Human Resources Implementation Program

The Human Resources Implementation Program is designed to assist new, existing and expanding Prince Edward Island small and medium sized businesses to implement a well-defined human resource strategy. This will build value in the company through enhanced human resource skills capacity. The program provides financial assistance to Prince Edward Island businesses to acquire the professional expertise that will assist in the design, development and implementation of a human resource strategy.

ELIGIBLE ACTIVITIES

Human Resources planning and implementation in an ongoing process involving the development and implementation of policies and procedures that lead to a comprehensive human resource strategy.

Components may include, but are not limited to, the following areas:

- Proactive workforce planning and forecasting
- Creating an enabling work environment
- Effective recruitment and interviewing
- Training and leadership development
- Performance management
- HR indicators for measuring effectiveness
- Compensation, incentives and benefits

LEVELS OF ASSISTANCE

- Fifty per cent of the cost of engaging outside expertise associated with the design, development and implementation of a human resource strategy focused on the growth and retention of employees.
- Maximum allowable assistance is \$5,000

OTHER CONDITIONS

Other conditions when evaluating an applicant's request for assistance may include:

- Potential for long-term viability
- Cost benefit to the Province
- Employment creation/retention
- Availability of program funds
- Level of assistance from other government programs offered or available

PERFORMANCE MONITORING

The Human Resource Implementation Program requires monitoring. Applicants must be prepared to provide information as requested on the outcomes of the process.

For each project approved, a letter of offer will be forwarded to the applicant(s) that, when accepted, shall constitute a contract between Innovation PEI and the applicant(s).

Should the project fail to comply with terms of the contract or be discontinued, Innovation PEI may, at its sole discretion:

- Declare the applicant to be in nonperformance (default) of the contract
- Request the applicant to repay, in full, the incentive received
- Take necessary legal action to collect the incentive amount, in full, with interest

Application must be submitted before any financial or legal commitment is made on the project.

For More Information

Innovation PEI specializes in providing one-on-one business advisory services. Our qualified staff can also provide information regarding most business development programs offered by government agencies across Prince Edward Island. Application forms and additional program information can be obtained from Innovation PEI.