

# Employer Training Supports in Nova Scotia FRPA Quarterly Meeting – September 2025

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LEVERAGING GOVERNMENT TRAINING PROGRAMS –  
LABOUR, SKILLS & IMMIGRATION  
WORKPLACE INITIATIVES



# Workplace Initiatives Training Programs

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WORKPLACE EDUCATION  
INITIATIVE (WEI)



WORKPLACE INNOVATION &  
PRODUCTIVITY SKILLS INCENTIVE  
(WIPSI)

# Workplace Education Initiative (WEI)

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- The Workplace Education Initiative (WEI) provides **business skills** training to business owners and their employees.
- WEI training enhances individual workplace skills and supports businesses and organizations to be more successful, open to change and ready for growth.
- Programs offered include leadership and communication skills, sales and marketing, financial management, and social media. For a complete list of programs visit <https://novascotia.ca/lae/workplace-education/>



# WEI Programs

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Business Skills	Computerized Accounting (SAGE, QuickBooks & Wave) – Level I	Financial Fundamentals – Level II	Project Management
Change Management	Computerized Accounting (SAGE, QuickBooks & Wave) – Level II	Google Workplace 7 Microsoft 365	Proposal Writing
Cloud Computing	Content Marketing	HR Essentials	Sales Funnels
Communication Skills for Frontline Employees – Level I	Customer Service Excellence	Legal Essentials	Social Media for Business – Level I
Communication Skills for Frontline Employees – Level II	E-commerce	Marketing for Business	Social Media for Business – Level II
Communication Skills for Leaders	Excel – Level I	MS Office Suite	Technology Strategies for Working Remotely
Communication Skills for Supervisors – Level I	Excel – Level II	Performance Management	Transformational Leadership – Level I
Communication Skills for Supervisors – Level II	Facilitation Skills (Developing & Delivering Workshops Online)	Presentation Skills	Transformational Leadership – Level II
	Financial Blueprint	Productivity Essentials	Website Design
	Financial Fundamental – Level I	Professional Sales	

# Workplace Education Initiative (WEI)

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WEI offers training, at no cost to participants, over 10 weeks (3-4 hours per session), that is customized to individual, industry and community needs.

WEI delivers programs in individual companies and sector councils, and in “clusters” of small businesses hosted by community organizations.

Classes are kept relatively small, with 8 to 12 participants, to allow for individual attention and support throughout the training.

# Workplace Education Initiative (WEI)

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- Regional Workplace Education and Training Coordinators, along with a Project Team, support the assessment of the learning needs of individual businesses or groups of businesses and will recommend education programs to fill those training needs.
- Coordinators build strategic partnerships with business organizations and individual businesses and enhance skills development and training opportunities.



# Workplace Innovation & Productivity Skills Incentive (WIPSI)

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The Workplace Innovation and Productivity Skills Incentive (WIPSI) is a grant that supports the development of new skills to help businesses increase their productivity, innovation, competitiveness, and address inclusion, diversity, equity and accessibility (IDEA), to make them more competitive outside of Nova Scotia.



# WIPSI Program Enhancements

## Business as Usual:

- Workforce development program supporting Nova Scotia businesses.
- Focus on high-impact training, innovation, and productivity improvements.
- Supports workforce upskilling, technology adoption, and industry skill gaps.
- No change: Core mission and objectives remain the same.



# What is New in WIPSI

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- Intake Periods Adjusted: Two intake periods a year (April & October)
- Stronger Focus on Workforce Priorities: More alignment with government workforce strategies.
- Revised Proposal Submission Process: Required before LaMPSS application to streamline approvals.
- Expanded Equity, Diversity, Inclusion & Accessibility (EDIA) Focus: Greater emphasis on underrepresented workforce participation.
- More Rigorous Reporting Requirements: Enhanced impact tracking and accountability measures.



# Funding & Contribution Details

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Comparison of Old vs. New Guidelines

Feature	Previous WIPSI	New WIPSI (2025)
Sectors/ Associations & Businesses	Continuous intake	Intake twice per year (April, October)
Funding Contribution	100% funded up to \$10,000 + 50% above	Up to 75% (more targeted priority focus)
Eligible Costs	Training fees, materials, instructor fees	Same, but with clearer guidance on eligible expenses
Equity, Diversity, Inclusion	Encouraged but not a major criterion	Stronger priority for projects supporting underrepresented groups
Reporting Requirements	Standard activity & financial reports	More detailed tracking, impact assessment, and site visits

# Eligible Activities

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Business as Usual + New Elements

Category	Previous WIPSI	New WIPSI (2025)
Innovative Skills Training	Technology adoption, digital skills	Same, with stronger emphasis on AI, automation, and sustainability
Sector-Specific Training	Workforce readiness (Previously, regulated training was not supported)	Same, with enhanced focus on emerging industries
Capacity Building	Workforce planning, efficiency improvements	Expanded to include succession planning & cross-training
Equity, Diversity, Inclusion	Encouraged but not prioritized	Now an evaluation criterion for funding consideration

# SkillsonlineNS.ca

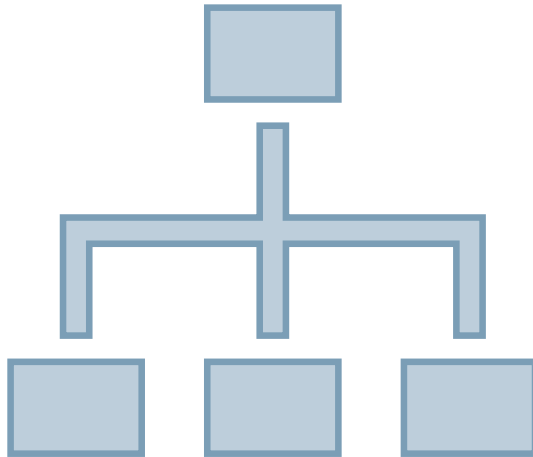
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- SkillsonlineNS is an online upskilling portal that provides all Nova Scotians with an opportunity to acquire today's in-demand skills. The program is offered through a partnership between the Department of Labour, Skills, Immigration and the NS Association of CBDCs.
- From the smallest business to the biggest non-profit, SkillsonlineNS offers a robust selection of FREE courses and training that are available in English and French.



# SkillsonlineNS.ca

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## Owners & Managers:

- Have access to a library of training that they can assign and track, ensuring their staff are equipped to help the business succeed.

## Current Employees:

- Can complete training proactively, or as assigned by their employer, to upgrade their skills from the comfort of their own home.

## Job Seekers:

- Add relevant skills and credentials to their toolkit and resume, thereby differentiating themselves in a competitive job market.

# SkillsonlineNS.ca – Training Categories

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Administrative Support	Leadership	Personal Development
Communication	Lean	Program Planning
Employment Readiness	Managing Teams	Sales & Customer Facing Skills
Finance	Marketing	Social Media for Business
Financial Literacy	Microsoft	Supply Chain Readiness
French	Non-Profit Training	WHMIS
Human Resources	Occupational Health & Safety	Workplace Health & Safety
International Trade	Operations Management	Youth Programs



# Opportunity: Foundations of Belonging

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This is an 11-module course serves as a Nova Scotia centric introduction for all employers and employees in NS aimed at transforming workplace culture through intentional and innovative approaches to Diversity, Equity, Inclusion, Belonging and Accessibility, with an emphasis on cultivating workplace belonging. The complete package includes 11 modules (outlined below), available in English and French on SkillsonlineNS, totaling 8 hours of content.



# Foundations of Belonging – Course Curriculum

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Module 1:  
Introduction &  
Acknowledgement

Module 2:  
Disrupting Bias

Module 3:  
Privileged  
Aggressions

Module 4:  
Stereotyping

Module 5:  
Privilege & Power

Module 6:  
Creating  
Accessible  
Workplaces

Module 7: Cross-  
Cultural  
Communication

Module 8: Allyship  
in Practice

Module 9:  
Becoming a  
Leader in Diversity  
& Belonging

Module 10:  
Creating a Culture  
of Belonging at  
Work

Module 11:  
Influencing  
Organizational  
Change

# Contact Us

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## WIPSI Team:

Chris Weir – Program Coordinator  
902-719-5096

Andre Corkum – Program Officer  
902-456-7614

## Website:

<https://novascotia.ca/programs/workplace-innovation-productivity-skills-incentive/>

## WEI Coordinator Team

**Metro:** Teri DeMan & Karla Park  
902-233-3869 902-943-7698

**Southwestern:** Judy Purcell  
902-527-6711

**Valley:** Katherine Wadden  
902-719-7550

**Cape Breton:** Jenna Lahey  
782-503-3101

**Central:** Theresa Adams  
902-890-2118

**Northern Strait:** Jafar Sadek  
902-483-3196

## Website:

<https://novascotia.ca/lae/workplace-education/>

## Workplace Education & Training:

Vanessa Margueratt – Manager  
902-221-0442

**SkillsonlineNS Website:**  
[skillsonlinens.ca](http://skillsonlinens.ca)

# Questions

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