

## Program Overview

The WIPSI (Workplace Innovation and Productivity Skills Incentive) program has undergone changes that began on May 1, 2025. These adjustments aim to ensure funding aligns more closely with government priorities and strategic workforce development needs.

### Key Changes:

- **Designated Intake Periods:** Applications will no longer be accepted year-round. Instead, specific intake periods will be set to allow for better alignment with available funding and economic priorities.
- **Enhanced Focus:** The program now emphasizes supporting high-impact projects, particularly those addressing critical skills shortages and fostering innovation.
- **Refined Assessment Criteria:** Applications will be evaluated based on alignment with government workforce priorities.

## Funding Contribution

- Applicants can receive up to 75% of eligible project costs, maintaining the same contribution rate as before.
- **Streams Available:**
  - **Sector/Organization Stream:** For industry groups and associations.
  - **Individual Business Stream:** For small and medium-sized enterprises (SMEs).

**Note:** The intake periods are now designated rather than continuous.

## Eligibility and Application Process

### Who Can Apply?

- Legally registered businesses, industry associations, sector councils, and non-profits in Nova Scotia can apply.
- Projects must demonstrate a direct impact on workforce development.

### Priority Areas for Funding

- Projects addressing critical skills shortages in high-demand sectors.
- Support for underrepresented communities such as Indigenous, Black, African Nova Scotians, persons with disabilities, newcomers, and 2SLGBTQIA+ individuals.
- Projects that enhance workforce adaptability through technology adoption and innovative training.

### Application Process

1. Applicants are required to complete the project proposal form to supplement their application in LaMPSS. Not all proposals will be recommended for approval, however, all organizations will be contacted and informed of decisions.

## Funding & Eligible Activities

### Eligible Training Types

- Innovative Skills Training: Digital skills, process innovation, etc.
- Sector-Specific Training: Industry certifications, regulatory compliance, etc.
- Capacity Building: Workforce planning, employee upskilling, etc.
- Equity & Inclusion: Training that supports underrepresented workers.

### Covered Costs

- Training fees, instructor costs, course materials, and travel for workforce training.
- Note: WIPSI does not cover employee wages during training sessions.

## Evaluation & Reporting

### Application Evaluation Criteria

- Alignment with Program Objectives: Does the project address workforce needs?
- Project Design & Feasibility: Are the objectives realistic and measurable?
- Diversity & Inclusion: Does it support underrepresented groups?
- Impact & Sustainability: Will the project create long-term benefits?
- Collaboration & Resource Sharing: Are there partnerships to enhance the project's impact?

### Reporting Requirements

- Activity Reports: Must be submitted at least twice per project, outlining milestones and challenges.
- Financial Reports: To ensure funding is used as approved.
- Additional updates, such as interim reports or site visits, may be required.

### Important Notes

- Pre-Approval Work: Applicants may choose to begin project activities or training after their application has been submitted; however, doing so is at their own risk, as costs incurred before official approval are not guaranteed for reimbursement. WIPSI will not fund training that has already taken place.
- Failure to Submit Reports: Failure to meet reporting requirements may delay funding reimbursements and affect eligibility for future funding.