



# Workplace Innovation & Productivity Skills Incentive (WIPSI)

Program Changes – October 2025 Update

# What is WIPSI?

## 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?

## Major Changes

- ▶ **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 as part of 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

## Comparison of Old vs. New Guidelines:

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

# Who Can Apply?

## Business as Usual

- ▶ Nova Scotia-based legal entities (businesses, industry associations, sector councils, non-profits).
- ▶ Must address workforce development needs, technology adoption, or skill gaps.
- ▶ Must have the capacity to implement and manage the project.
- ▶ Must align with Nova Scotia's workforce development priorities.

# Eligible Activities

## 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

# Proposal Submission Process

## New Approach

Step	Previous WIPSI	New WIPSI (2025)
Submission Method	LaMPSS application	<b>LaMPSS application with completed Proposal Form</b>
Review Process	Basic assessment	<b>More rigorous evaluation against program priorities</b>
Approval Criteria	Workforce relevance	<b>Must align with economic priorities, show measurable impact</b>