

Welcome to Your Diverse Talent Hive

Recruitment | HR Services | Talent Promotion | Diversity & Inclusion Training | Culture Consulting

416-993-2083 | hello@beehappyhr.com

Bee Happy HR is Canada's Leading Diverse Human Resource Management Organization focused on position promotion, recruiting, and retaining talent for your workplace. Services include recruitment, HR policy execution, diversity and inclusion training, plans to increase happy and healthy work culture and creating buzz for campaigns focused on equality in the workplace.



YOUR GUIDE TO HIRING GRANTS

As business owners around the world navigate the COVID-19 pandemic some are thinking about hiring employees either now or this Fall. This could be because your business is experiencing growth and need to hire additional staff or maybe you are planning for the next year knowing you may have to do some hiring.

One thing Bee Happy HR has noticed is in the last year there are many hiring grants available to employers-be it for hiring co-op students, to hiring youth with digital skills, training grants, etc. The list really can go long and frankly can be overwhelming for employers.

Most small business owners have done a Google search for "hiring grants" returning a lot of information that takes time to sift through. Most business owners get overwhelmed and don't where to start but know these grants could help take your business to the next level.

So where do you start? How do you know what grant is right for you? A great tool & starting point is for small business owners is called **Fundica**. As a small business owner, you can create your own free account by [clicking here](#). You can also find out more information about Fundica by visiting the [FAQ section](#) of their website.



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A key point to be aware of is to keep up to date as hiring grants can change, end, or new one's start-up which means you need to keep up to date with the directory sites on the various ministry's websites.

The easiest way to keep on top of this is to join newsletters for the following places in Ontario:

- [**Enterprise Toronto**](#) - good small business directory
- [**Ontario Non-Profit Network**](#) - they publish grants in the non-profit sector
- [**Communitech**](#) - for companies in the tech sector
- **Grant Writers** like [**Jeremy O'Krafka**](#) who was Bee Happy HR's speaker on a [**live stream talking about hiring grants.**](#)



DID YOU KNOW?

OUR TEAM AT BEE HAPPY HR CAN SUPPORT YOU IN THE FOLLOWING AREAS

- In-House HR Services & Recruitment
- Diversity and inclusion Improvements
- Female Recruitment Best Practices
- Virtual Work & COVID-19 Policy Planning
- [**Training for Workforce Development including**](#) LinkedIn, Diversity & Inclusion, Remote Team Communication & Productivity Planning
- Building Employee Engagement or Collecting Feedback Data/Strategies
- Develop or Refining Core Values (and Communicating Them Effectively)
- Employee Wellbeing and Mental Health Workshops

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CREATING YOUR FUNDING ROAD MAP



Now that you have a starting point to understand the vast amount of grants that are out there, what's your next step? Is it applying for every grant out there? How do you know the right one to select for your business?



CREATE YOUR FUNDING ROAD MAP.
HERE'S A CHECKLIST TO THINK ABOUT IN THE ROAD MAP:

- ☐ **Goals:** What are your 12-month goals for the business & what are your hiring goals for the next year
- ☐ **Evaluate:** Evaluate those grants against your goals you set & ask yourself: does it support your current objectives? Does the grant allow you to hire for a role that at the moment you may not be able to afford? You don't want to get pulled into the direction of hiring for a role that you didn't plan for or even have the need for! If the grant does meet your company's business goals, then those are the grants you may want to apply for
- ☐ **Geographic Area/Jurisdiction:** Double-check what the jurisdiction of the grant is. Some require that the role you are using the for grant reside in Ontario while others do not stipulate geographic area, or others require the application be made in the province in which the employee lives/works vs. where the employer is located
- ☐ **Financials & Resources:** Can you cover the cost of hiring for the role(s) both in the short-term and long term? The recruitment costs would be the costs involved in filling an open job vacancy in addition to being able to pay the wages of the role(s) being filled. Does the hiring manager(s) have the bandwidth to take on filling the role and then managing the new employee? Are you stretching your team too thin?
- ☐ **Talent Strategy:** Ensure that you know the type of ideal candidate you want to target for these roles by creating your Ideal Candidate Avatar. The last thing you need is getting approved for a hiring grant and scrambling to properly find the right employee for that role.

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YOUR PIPELINE TO DIVERSE TALENT AWAITS

what expenses does
your grant money
cover?



The next question that may be on your mind is what can you use the grant money for? Is it just to cover the wages of the role(s) you are hiring for? Can you use the funds to use the services of an outsourced Recruitment Services agency?

Most grants fund the wages of the role, and some may fund the training of the new hire. Typically the funder will reimburse the employer for the wages at some point during the grant period—for example every 2 weeks or halfway through the period.

When it's a reimbursement of wages or training the employer will need to provide pay stubs or expense receipts for proof of the training. With training grants in particular keep in mind that the employer may need to use an accredited type of training company to access the grant funds.

Most hiring grants do not cover the recruitment costs involved in filling the job opening(s). However, currently, as of August 2021 the jobs and growth fund through FedDev Ontario, there is the ability to use some of that money to cover the cost of using an outsourced Recruitment services company. To recap, the most important step if you are thinking about accessing hiring grants is to plan ahead and create a Funding Road Map for your business and align it with your long terms goals and ensure it won't stretch the rest of your current employees.

For more great tips on this topic check out the [Livestream Bee Happy HR did!](#)

Need some help in creating your talent strategy? Click here to book a [Discovery Call with Bee Happy HR.](#)

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ADD DIVERSE WOMEN TO YOUR TEAM



WE HELP TIME-STARVED EMPLOYERS RECRUIT & RETAIN QUALIFIED WOMEN TO THEIR TEAMS

- Let's level up the quality of your applicant pool by connecting you to more qualified and diverse female applicants with our pool of talent
- We enhance brands to communicate more effectively to diverse audiences
- We help to educate employers on unconscious bias within their hiring practices

CONSIDER:

- How will you capitalize on highly skilled, highly qualified but currently under-utilized talent pools, such as female career returners?
- How are you adapting your employer brand to make it appealing to both men and women from multiple generations?
- How will you transform your work-life and flexibility strategies to be attractive and available across your entire talent pool?
- How will you eliminate the potential impact of inherent biases stemming from outdated gender stereotypes?
- Do you have the right role models in place to help attract and retain female talent?
- Does your brand reflect the values and benefits you want to share? Consider your career website imagery and job posting language.
- Are you partnering with outside organizations that support professional women?
- Will you share targeted information on diversity activities that may be of interest to the new hires?

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In a survey of **1,000 respondents**, the job site **Glassdoor** found that **67% of job seekers overall look at workforce diversity when evaluating an offer**. Top female candidates, in particular, care about gender-diverse work environments. **A recent survey found that 61% of women look at the gender diversity of the employer's leadership team when deciding where to work**. The takeaway is the most talented individuals go to places that do better with diversity.

We offer 1 hour consultation and a custom-built quote.
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WE CAN'T WAIT SERVE YOU



Leigh Mitchell

Leigh Mitchell is a Female Talent Recruiter/Promoter and Brand Strategist. As founder of Bee Happy HR Co. Leigh manages the client experience and builds buzz for diversity-driven brands. Bee Happy HR is proudly known as the "Queen Bees" of recruiting and retaining women within workplaces. Leigh supports business owners, busy recruiters & HR departments to provide a variety of HR and talent promotion services with a certified team of experts in her Bee Happy HR Hive. Leigh is also the founder of Women in Biz Network, she coaches clients, speaks with influential guests on her Time to Thrive Podcast, curates mentorship initiatives, promotes Women in Biz Network's vetted diversity-driven career board, and delivers skill-building events to a variety of audiences. Leigh has worked with brands such as Microsoft Canada, SAGE, TELUS, TD Canada Trust, Staples Canada, and Chevrolet Canada throughout her career. Leigh has been featured in the CBC News, The Globe and Mail, Toronto Star, Canadian Living, Wall Street Journal, and a speaker at numerous industry events.



Sara Bibb

is a certified HR Leader and our Director at Bee Happy HR Co. You will think Sara is part of your team because she takes pride in serving her clients and finding the best solutions to HR challenges in their businesses. Sara excels in her superior communication skills and relationship-building skills with everyone she works with. She completed her post-graduate program in Human Resources Management at Seneca College and obtained her Certified Human Resources Leader (CHRL) designation in 2009. Sara discovered that smaller companies have the same HR issues as larger ones, but without the professional HR resources to handle them. That's why Bee Happy HR was born - to serve both their clients and candidates with great care so you can retain a reputation as a great employer. Sara is also the HR Mentor for Women in Biz Network.



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OUR RECRUITMENT PACKAGES

Package Features (s) see below for more details)	Base Recruitment Services Package - \$4995 (Per 1 hire)	Gold Recruitment Services Package - \$5625 (per 1 hire)	Elite Recruitment Services Package - \$5995 (per 1 hire)
Please note: Job posting advertisements at additional cost			

Initial Consultation & Creation of Ideal Candidate Avatar	•	•	•
Creation of Accountability Contract			•
Targeted Job Ad (Creation of posting included but advertising costs are additional)	· \$300	· \$360	· \$540
Resume Screening	•	•	•
In-depth Telephone Screening (done via telephone)	•		

BEE HAPPY HR CO.

YOUR DIVERSE TALENT HIVE



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Please note: Job posting advertisements at additional cost			

In-depth Video Screening (done via Zoom video platform)		•	•
Candidate Pre-Screening Questionnaire			•
Scheduling of Face-to-Face Interviews	•	•	•
Face to Face Interview Guide		•	•
A Certified Consultant from Bee Happy HR present for in-person interview			•

Package Features (s) see below for more details)	Base Recruitment Services Package - \$4995 (Per 1 hire)	Gold Recruitment Services Package - \$5625 (per 1 hire)	Elite Recruitment Services Package - \$5995 (per 1 hire)
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Reference Stage-checking of 2 employment references	•	•	•
Verbal of Offer Employment- emailing of employment contract & other new hire paperwork	•	•	•
Follow Ups with Unsuccessful Candidates	•	•	•
3 Month New Hire Onboarding			•



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