

DYNAMIX® Team Performance and Communication at a distance; Le Programme actions concertées pour le maintien en emploi (PACME)

The purpose of the program is to provide support to businesses that have experienced a decline in their operations as a result of the COVID-19 pandemic.

It aims to provide direct financial support to businesses in order to promote training and the implementation of good human resources management practices.

Who can have access to the program? Any company that has been affected by COVID-19.

What are the eligible activities?

The training courses that are eligible, and that we can offer your teams are:

It is strongly recommended that they be taken online or remotely in order to comply with physical distancing and other public health guidelines.

- Continuing training related to the company's activities, whether or not directly related to the position held by the trained employee; ***Communicating at a distance***
- Training related to a strategy for adjusting or modifying company activities in the context of economic uncertainty related to COVID-19 that makes it possible to maintain or diversify the company's activities (health, teleworking, etc.); ***Teleworking, how to adapt and better communicate when working at a distance***
- Human resources consultation mandates; ***Organisational communication at a distance, employee engagement at a distance***
- Coaching and development of leadership skills; ***Coaching and development of leadership skills at a distance***

What are the eligible expenses?

A wide variety of expenses have been deemed eligible by the provincial government.

The following expenses have a ceiling:

- the wages of workers in training (excluding payroll taxes), up to a maximum of \$25/hour;
- professional fees for consultants or trainers, up to \$150/hour; ***Video-conferencing facilitation fees and coaching session fees.***

The following expenses are reimbursable at their actual cost:

- development, adaptation and purchase of teaching and learning materials; ***The DYNAMIX® profiles and course materials***
- the equipment and supplies needed to carry out the activities; ***The DYNAMIX® profiles and course materials***
- development and adaptation of training content; ***Prewrite, client conversations, customization and follow-up report.***

Can the program be combined with other measures announced by the federal or provincial governments?

Yes, the PACME can be combined with other programs. It provides for the reimbursement of eligible expenses for business training projects based on the following percentages:

- 100% of expenses of \$100,000 or less;
- 50% of expenses between \$100,000 and \$500,000; and

Eligible expenses are:

- Reimbursement of salaries up to a maximum of:
 - 25% of the payroll of workers in training (maximum eligible wage of \$25/hour), if the business receives Canada's emergency wage subsidy of 75%;
 - 90% of the payroll of workers in training, if the company receives the temporary 10% wage subsidy from Canada;
 - 100% of the wages of the workers in training, if the firm does not receive a federal government wage subsidy.
- Reimbursement, up to 100%, of training expenses, related costs and costs related to human resources management activities, according to the applicable scales (e.g., professional fees).

Program duration

Projects will be received until September 30th 2020 and until the 100 million dollar budget is spent; ***Applications must be submitted quickly***

How to apply to this program

The businesses that are interested in applying to this program must contact conseiller aux entreprises de leur région