

Innovating? YEP funding can help

Elliot Schiller

YEP, the Youth Employment Program, for new hires aged 15 to 30 years, is a federal program offered by the National Research Council Canada (NRC) with funding for recently graduated intern's salaries. The YEP Program can support a new, technology-related (direct development or support) position in a technology-oriented company. Small and medium-sized enterprises will receive a financial contribution geared towards supporting a portion of the salary costs of up to two post-secondary graduates, who will work on technical opportunities with the small and medium-sized enterprise and on non-technical but technology related projects such as:

- Research and Development
- Multimedia
- Development of new products and processes
- Market analysis for a new technology-based product
- Business development related to science and technology activities
- Improvement of customer services
- Engineering
- Other related activities

The program is available to small and medium-sized enterprise's (SME) with less than 500 employees looking for a financial contribution towards the salary of post-secondary graduates for 6 to 12 months in order to help companies' research develop and commercialize new technologies. In order to qualify for this program, your firm must be growth oriented and the potential hires must be Canadian citizens, permanent residents, or persons who have been granted refugee status in Canada. Potential hires must be between 15 and 30 years of age (inclusive) who have graduated from a post-secondary institution in science, engineering, technology, business and/or liberal arts. The job that YEP supports requires that the employees be engaged in research and development and/or commercialization projects for your firm.

YEP is a national/federal program which provides shared costs up to \$30,000 per year to support both wages and training for up to two new young employees involved in working on projects focused on products that are ready for prototyping, pre-commercialization and already commercialized products. As with most federal and provincial grants, your firm must be approved for the funding prior to hiring the new employees. Further, it is your responsibility to bear all costs involved in finding the appropriate candidates.

YEP is administered through the Industrial Research Assistance Program (NRC-IRAP) which represents one of the "four

pillars of NRC's success". As explained in this year's annual report:

NRC builds on its strengths by building strong relationships with clients and partners. These types of relationships are forged around NRC's four business lines: strategic research and development; technical and advisory services; scientific infrastructure and NRC's renowned Industrial Research and Development Program (IRAP).

Net cash provided by the Government of Canada for 2016 was over \$800 million.

The IRAP concierge service is a single access point for SMEs which helps in supporting innovation and accelerating growth. IRAP also works with provincial governments to help your firm navigate the available innovation resource and support programs available to your firm in your geographic location. The IRAP concierge program will provide your firm with an IRAP Innovation Advisor.

IRAP Innovation Advisors, as explained by the NRC-IRAP, can provide your firm with high-quality referrals and searches that yield tailored information and relevant support in order to provide one-on-one assistance utilizing their wealth of industry experience and depth of knowledge to help guide your firm to the most appropriate innovation programs and services available. Innovation Advisors have extensive networks and expertise, as well as knowledge about a range of industrial sectors for clients to benefit from.

The entire service is intended to provide clients with simple, facilitated access to the most relevant information and services to reach their desired objectives and tap into their potential. In this authors' experience, firms that form a relationship with IRAP often avail themselves of multiple funding program support, based on the success of previous support.

As with all government programs, funds are made available beginning April 1, and the funding budget ends every March 31 with no guarantee that future funds will be provided. As always with diminishing funds, the early bird gets the worm. So, now is the perfect time to begin preparing yourself for your introduction to IRAP. You only have one chance to make a good first impression, so, make sure you have a business plan including your anticipated project objectives, time frame, and resource requirements to reach your goal when you contact IRAP.



Elliot Schiller is a Director at Toronto's Teeger Schiller Inc., a firm specializing in government funding and systems selection/implementation. His clients receive over \$5 M annually to support ongoing business innovation. E-mail eschiller@teegerschiller.com, visit www.FundingHelp.ca or phone 1-888-816-0222 Ext. 102

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David Teeger

Director

David Teeger C.A., C.A. (S.A.) graduated as a Chartered Accountant in South Africa, and upon arrival in Canada he obtained his Canadian C.A. designation and joined Richter & Associates, a management consulting firm, where he concentrated his practice on various business sectors including household goods, fashion, automotive parts, public associations, and retail chains. He performed many roles in his 15 years at Richter, including managing the professional services organization in North America and all business operations throughout Europe.

David's professional capabilities include computer audits, feasibility studies, system analyses and assistance in the selection, negotiation and implementation of computerized solutions.

As a founding partner of Teeger Schiller Inc., he has focused his practice on consulting to management. His team of professionals has helped businesses select and successfully install a variety of ERP business solutions and add-on systems including business intelligence solutions to give new life to existing computer systems. David's clients not only rely on him to successfully manage the implementation of their new systems, but to manage the change that occurs in their organizations as a result of the use of these new tools.



Elliot Schiller

Director

Elliot Schiller, Ph.D., C.M.C. began his career as a Chemical Engineer working for Grumman Aircraft, in Long Island, New York. He obtained his Ph.D. at the University of Pittsburgh with funding from the U.S. Atomic Energy Commission, and, after being awarded a Presidential Fellowship, he went on to perform research and development activities at Brookhaven National Laboratory.

Since coming to Canada, he has primarily assisted consumer products and retail organizations in a variety of strategic management initiatives, traveling around the globe on behalf of his clients. In 1987, Elliot joined Richter & Associates, and it is here that he first met David Teeger.

As a founding partner of Teeger Schiller Inc., he has focused the SR&ED / Grant Division on obtaining grants and tax incentives for over 100 companies in the small to medium sized business sector. His team has provided services to the discrete / processing manufacturing, material development, textiles, apparel, automotive and computer sciences sectors. Annually, Teeger Schiller Inc. secures more than \$5 million in government funding to assist its clients in having their business initiatives supported by government funding.



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