

What is the Brokered Incentive Agreement (BIA)?

The Brokered Incentive Agreement (BIA) is a formal arrangement between an employer, a service provider, and Employment Ontario.

Its **purpose** is to support employers in hiring eligible job seekers by providing a temporary wage incentive.

This **financial incentive** helps offset the costs of training and onboarding new employees, making it easier for employers to offer sustainable employment opportunities.

Key Features

- Wage subsidy covers up to 20 hours a week for 4 – 12 weeks.
- Payments help offset wages for new hires.
- Full payment is made if agreed hours and terms are met.
- Goal: Continued employment after subsidy ends.

Employer Responsibilities

- Provide proof of employment (e.g., paystubs, timesheets).
- Ensure agreed hours are worked; otherwise, payments are prorated.
- Meet all agreement terms to avoid subsidy termination.

What Employers can Expect

- Candidates that have been pre-screened to match your business needs.
- Assistance in identifying human resource needs.
- Evaluation of a candidate's skills, abilities, and interests to match your business needs.
- Support in creating a practical work experience or on-the-job training plan that aligns with the workplace requirements.
- Help in identifying and solving any workplace problems with the candidate that could affect business goals.
- Financial incentives to help cover some of the costs associated with onboarding, on-the-job training, and retention, when it's suitable and needed.

