

## Talent City Vaughan – Frequently Asked Questions

Economic Development has prepared a list of frequently asked questions and general guidance on the Talent City Vaughan program to assist you in your application. If you have any further questions, please email [Christian.Zavarella@vaughan.ca](mailto:Christian.Zavarella@vaughan.ca).

To learn more about Talent City Vaughan please visit [vaughanbusiness.ca/TalentCityVaughan](http://vaughanbusiness.ca/TalentCityVaughan)

### **Q: What is Talent City Vaughan**

**A:** The Talent City Vaughan program is part of the Advantage Vaughan initiative which is Phase 3 of the City's economic development response to COVID-19. Talent City Vaughan offers financial support to external organizations that provide opportunities for residents to enhance their skillsets. Micro-grants of up to \$10,000 will be available to regional not-for-profit community and social service organizations to deliver training to Vaughan talent.

### **Q: When can Talent City Vaughan training programs take place?**

**A:** Talent City Vaughan training programs can begin at any point after funding has been awarded. Training programs are typically a series of sessions that could take place one day per week over several weeks, or even every day over a 1–2-week span. Training programs must be completed by December 2, 2022.

### **Q: Where do training programs need to take place?**

**A:** Training programs can be run either virtually or in-person. The method of delivery for proposed training programs is up to program applicants. Programs, however, must comply with any provincial regulations or public health measures.

### **Q: Can the grant be used to hire external staff?**

**A:** Yes, Talent City Vaughan funding can be used to pay for new staff only if they are contracted to facilitate the proposed training programs. Funds cannot be spent on general business costs (including salaries for current employees) or for the hiring of staff who will perform duties other than administering the proposed training program.

### **Q: Will the City of Vaughan provide marketing support to assist with finding residents or employees for the training programs?**

**A:** Organizations are responsible for the marketing of their training programs. The city will provide some promotion of Talent City Vaughan recipients; however, organizations should not rely on city channels to meet their participant requirements. Be sure to tell us in your submission how you will specifically target promotion of your program to Vaughan residents or employees of Vaughan-based businesses.

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### **Q: What happens if I do not end up getting as many Vaughan-based participants in my training program as targeted in my application?**

**A:** Programs can certainly be open to include participation from non-Vaughan residents or employees. If organizations are unable to meet their Vaughan-based participant targets (either residents or employees of a Vaughan-based business) as outlined in their Talent City Vaughan application, funding may be reduced accordingly based on the actual number of Vaughan residents that attended the training. This may be accomplished through either a reduction in the second disbursement of funding, or through a requirement to repay some or all of the grant funding to the City.

### **Q: How will we verify Vaughan-based participation numbers?**

**A:** Successful organizations must collect information on applicants including contact information, address, or place of employment which will be provided to City of Vaughan staff to verify that Vaughan residents or employees of Vaughan-based businesses have taken part in the proposed training programs.

### **Q: Is there an application form?**

**A:** Talent City Vaughan does not have an application form. Interested applicants may provide an application by answering the questions outlined in the “*Program Criteria*” document. It can be submitted in any written format. Any additional information that expands on these questions to demonstrate the impact of the training, your ability to deliver training, and your ability or plan to recruit Vaughan-based employees or residents to participate is permitted and encouraged.

### **Q: Who is reviewing applications?**

**A:** Applications will be reviewed externally by an adjudication panel of Economic Prosperity Task Force Members. Economic Development is happy to provide commentary on draft applications up until April 22, 2022, after which we are not able to provide feedback.

### **Q: What are the performance measures for this grant?**

**A:** We will be collecting information on the number of Vaughan-based employees or residents that participate in the program as well as the skills acquired through training that contribute to increased employment prospects or retention of existing employees. As training programs will vary between organizations, each organization will submit an exit interview for review with the City prior to administering training to participants to obtain their feedback on the impact of the program. Program participants' contact information will be shared with the City for the opportunity for future follow and assessment at a later date.

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### **Q: Is there an opportunity for renewed funding?**

**A:** The Talent City Vaughan program is part of the [Advantage Vaughan](#) initiative. On Feb. 15, Mayor Maurizio Bevilacqua and Members of Council took the next step in supporting the business community by endorsing Advantage Vaughan, Phase 3 of the City's economic recovery. Currently, this program is only funded under the Advantage Vaughan initiative for one year, after which the results will be presented to Council and there may be an opportunity for expanded funding to the program in subsequent years.