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## **5.10.2 – First Nations and Inuit Employment Integration Program (PAIPNI)**

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The First Nations and Inuit Employment Integration Program (PAIPNI program), an adaptation of the Employment Integration Program for Immigrants and Visible Minorities (PRIIME program), was created to meet specific needs. This schedule presents the elements that distinguish and differentiate the two programs. For other regulatory and operational aspects, refer to the PRIIME program guide.

## **1. Context**

Following the announcement of the measures to be taken under its Plan d'action pour la main-d'œuvre (workforce action plan), the Gouvernement du Québec is implementing the First Nations and Inuit Employment Integration Program (PAIPNI), which is modelled after the Employment Integration Program for Immigrants and Visible Minorities (PRIIME).

The PAIPNI program introduces incentive measures for SMEs in order to support the integration of indigenous peoples into long-term employment. The measures will motivate businesses to hire unemployed First Nations members or Inuit who would not have been offered a job in the absence of financial assistance from Emploi-Québec.

## **2. Objectives**

The objectives of the PAIPNI program are to:

- enable First Nations members and Inuit to integrate into a job and foster their continued employment
- encourage First Nations members and Inuit to apply for job openings more often
- support employers with financial assistance to hire and integrate First Nations members and Inuit into their workforce
- give employers an opportunity to apply workforce diversity management practices
- foster partnerships between Aboriginal peoples' organizations and employers

## **3. Management of the PAIPNI Program**

Eligible employers and the job itself must meet the same general criteria specified in the PRIIME program.

The PAIPNI program is managed in the same way as the PRIIME program, with a few minor differences as to:

- eligible participants ([see Section 3.1](#))
- the subsidized employment rate ([see Section 3.2](#))

### **3.1. Eligible Participants**

To be eligible, the individual must:

- be a member of one of the following First Nations: Abenaki, Algonquin, Atikamekw, Cree, Huron-Wendat, Innu (Montagnais), Maliseet, Micmac, Mohawk, Naskapi or a member of the Inuit Nation, and provide a valid secure status card or an Inuit Beneficiary Card (as a beneficiary under the James Bay and Northern Québec Agreement)
- not have any significant work experience, or
- be having difficulty integrating the labour market and at risk of long-term unemployment

Members of a First Nation that is not covered under the agreement are eligible for the PAIPNI program regardless of whether or not they live in the community, provided they have taken the preliminary steps at their local or inner-city Centre de service en emploi et formation (CSEF).

Members of a nation covered by the agreement:

- Inuit living outside the Kativik territory are eligible
- Inuit living in the Kativik territory could be eligible as a complement to the measures and services offered under the Sivunirmut Agreement
- Cree Nation members living outside the community are eligible but must first contact their community of origin or the CSEF in the territory where they live
- Cree Nation members living in the community could also be eligible if they took the necessary steps in the community but were unsuccessful
- Naskapi Nation members are eligible regardless of where they live but must take the preliminary steps in their community of origin

### **3.2. Subsidized Employment Rate**

- A wage subsidy of up to 80% of the individual's gross salary, up to the minimum wage. The maximum authorized subsidy cannot exceed 100% of the minimum wage calculated on the basis of a 40-hour work week.

## **4. Participation Timeframe and Eligible Expenses**

The new PAIPNI program has the same parameters as the PRIIME program with respect to the length of participation and the possibility to apply measures 2, 3 and 4:

- The length of participation in the program can extend to up to 52 weeks if the participant's workplace integration difficulties justify it. In the case of a handicapped individual, the length of participation can extend up to a maximum of 60 weeks
- Measure 2: a \$2000 grant to provide the participant with a support person ([see Section 3.4.2.2 of the PRIIME program guide](#))
- Measure 3: Adaptation of human resource practices and management tools – The employer could receive a subsidy of up to 100% of eligible expenses, up to a maximum of \$5000 ([see Section 3.4.2.3 of the PRIIME program guide](#))
- Measure 4: Refresher training – The employer could receive a subsidy to reimburse its expenses for training activities enabling the participant to develop job skills. The training subsidy covers up to 100% of direct training costs, up to a maximum amount of \$5000 or 80 hours of training ([see Section 3.4.2.4 of the PRIIME program guide](#)).

If necessary, general fees for a handicapped participant can also be covered, up to a maximum amount of \$10 000.