

Income Support Employment Stability Pilot
Employment Stability Continuation Bonus

Intent:	To provide an overview of the Income Support Employment Stability Continuation Bonus for recipients who commence and maintain continuous employment.
Act: (if applicable)	9.(2) In providing programs under subsection (1), the minister may provide for pilot projects, demonstration projects and innovations in income and employment support programs and services in all or part of the province.
Regulations:	N/A
Overview: (if applicable)	<p>The goal of the Income Support Employment Stability Pilot is to assist recipients to improve self-reliance through new and enhanced initiatives that support and encourage increased labour market attachment.</p> <p>The Employment Stability Continuation Bonus provides an escalating financial reward for Income Support recipients who commence and maintain continuous employment at six, twelve and twenty-four month milestones.</p>
Policy:	<ul style="list-style-type: none"> An Employment Stability Continuation Bonus is provided to recipients who are able to maintain employment continuously for six, twelve and twenty-four months. Employment Stability Continuation Bonus amounts are: \$250 after 6 months; \$500 after 12 months; and \$1,000 after 24 months. Total Employment Stability Continuation Bonus amounts should not exceed \$1750 per recipient. Recipients who have no earnings in a 30 day assessment period (where no exemption applies), are deemed to have a break in continuous employment. If the recipient returns to work, the new start date of employment would be the first day that the recipient resumes work after the break. Recipients who have received an Employment Stability Continuation Bonus, then have a break in employment, can work towards the 6 month bonus again when they restart employment. However, the total bonus amount received cannot exceed \$1750.

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- Employment Stability Continuation Bonus start dates are:
 - December 1, 2023 - recipients employed on or before December 1, 2023;
 - First day of employment - recipients employed after December 1, 2023;
 - Date of reporting/discovery - recipients whose employment is reported/discovered a significant time after their actual start date;
 - Exception: recipients connected to Stella's Circle and Choices for Youth.
- To qualify for an Employment Stability Continuation Bonus, recipients must:
 - Have been in receipt of Income Support benefits prior to maintaining employment or have been eligible for a supplement from Income Support prior to achieving full-time employment;
 - Have secured paid employment, with or without the assistance of Employment and Training Programs or a community partner. Unpaid employment or volunteer work does not qualify;
 - Report earnings (net earnings for self employed recipients) in every 30 day assessment period (including earnings received at a later date for a portion of a previous assessment period); or
 - Work all available weeks of employment in a seasonal industry, where no other employment options are available in the immediate area. The season cannot be less than 60 days (which is the allowable overlap period) and the recipient must return to work in the subsequent season(s), in order to have the time worked added together for consideration of a Continuation Bonus.
- Qualifying individuals include those who:
 - Are working casual/on call, part-time or full time (including those who are self employed or seasonally employed);
 - Are receiving a supplement from Income Support; or
 - No longer require Income Support and achieve full financial self-reliance due to paid employment.

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	<ul style="list-style-type: none">• Recipients must provide pay stubs or verification from their employer(s), stating the continuous employment period.• If a recipient leaves their job and receives other benefits such as Canada Pension Plan, Old Age Security or Employment Insurance (with the exception of seasonal workers); they will not qualify for the Employment Stability Continuation Bonus.• Recipients who move from one job to another and have earnings in each 30 day assessment period will qualify for the Employment Stability Continuation Bonus.• Breaks in paid employment caused by extenuating circumstances (e.g. industry shut downs, pandemic lockdown measures by the Public Health Authority, strikes, etc.) will be evaluated on case by case basis by the Client Services Manager (CSM).• Other exceptions as approved by the CSM.
Procedure:	<ul style="list-style-type: none">• Continuous employment can be verified by pay stubs or mailback assessments for recipients who are receiving a supplement to their employment income.• Individuals who no longer qualify for a supplement due to excess employment income, must provide pay stubs or a letter from their employer(s) to confirm continuous employment before a bonus can be paid. Bonuses should be issued at each relevant milestone – six, twelve, and twenty four months.• A continuation bonus should be issued to seasonal workers, whose cumulative employment time (over two or more seasons) meets a milestone. There must be confirmation that the recipient worked all available weeks in each season (which exceeded 60 days), where no other employment options were available in the community.• Self employed recipients should receive a continuation bonus when it has been confirmed that they have reported net earnings in each 30 day period of the relevant milestone.• If a break in employment is caused by extenuating circumstances, consult with the CSM to determine if a continuation bonus can be considered.• Once eligibility for a continuation bonus is established, the appropriate amount should be issued in CAPS under

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	“Employment Stability- Continuation Bonus- 6 month, 12 month and 24 month”.
Authority Level:	Client Services Officer Client Services Manager – exceptions
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