



## PATHWAY TO EMPLOYMENT AND EDUCATION

### *The Pathway To Employment and Education provides ...*

- The opportunity for subsidized skills upgrading to grooms in the Quarter Horse racing and breeding industry in, and
- Introduces new entry-level employees to the industry with support for skills improvement and accreditation through a recognized certificate program with Equine Guelph

There are three components to the *Pathway To Employment and Education*:

1. The two-day Orientation Session
2. Mentored employment within the Quarter Horse racing or breeding sectors
3. Support for completion of the Groom One Certificate Program through tuition reimbursement, and an achievement bursary

The three components are linked together through the opportunity for ELIGIBLE LICENSED TRAINERS or ELIGIBLE LICENSED BREEDERS to enrol as *Pathway Mentors* with the Program.

Incentives will be attached to establishing a relationship between *Pathway Students* and *Pathway Mentors*.

- If a *Pathway Student* is referred to the Program by a Quarter Horse licensee, enrolment in the Orientation Session will be fully subsidized
- If a *Pathway Student* is employed by a *Pathway Mentor* following the Orientation Session, the *Pathway Mentor* will be eligible for a wage subsidy for a 20-week period of employment
- If a *Pathway Student* is employed by an ORC licensed Quarter Horse breeder or trainer they will be eligible for a *Pathway Student Bursary* (payable to the Student) upon successful completion of each of the six units of the Online Learning component of the Groom One Certificate Program
- If a *Pathway Student* is employed by an ORC licensed Quarter Horse breeder or ORC Licensed Quarter Horse trainer, they will be eligible for tuition reimbursement to the Online Learning component of the Groom One Certificate Program.



## PATHWAY TO EMPLOYMENT AND EDUCATION

### How To Become A *Pathway Student* ...

The Program will have a limited number of eligible *Pathway Student* positions available each year. To be eligible as a *Pathway Student*, the applicant must:

- Be sixteen years of age or older
- Enrol with the Program as a *Pathway Student*
- Provide a valid Social Insurance Number at time of enrolment
- Complete the industry Orientation Session

To be eligible for the Groom One Certificate Bursary Bonus, the *Pathway Student* must:

- Be employed by an ORC Licensed Quarter Horse Trainer, or an ORC Licensed Quarter Horse Breeder
- Complete the modules in Groom One Online
- Submit the Bursary Bonus application form with supporting documentation from Equine Guelph stating that you have completed the modules in Groom One Online

To be eligible for Tuition Reimbursement for the Groom One Certificate Program, the *Pathway Student* must:

- Be employed by an ORC Licensed Quarter Horse Trainer, or an ORC Licensed Quarter Horse Breeder
- Submit the Tuition Reimbursement application form with a copy of the Groom One Certificate (earned in the same year you qualified as a *Pathway Student*) and provide a receipt for tuition paid

Eligibility for the Bursary Bonus and for Tuition Reimbursement will expire at the end of the calendar year in which the *Pathway Student* enrolls.

### How To Become A *Pathway Mentor* ...

In order to be recognized as a *Pathway Mentor* (and be eligible to receive the *Pathway Mentor* wage subsidy), the applicant must:

- Be an ELIGIBLE LICENSED BREEDER or ELIGIBLE LICENSED TRAINER
- Enrol with the Program as a *Pathway Mentor*
- Must employ one (or more) enrolled *Pathway Student*(s)
- Provide a signed statement from the *Pathway Student* if the student is not on a payroll that has a CRA Payroll Business Registration Number. The statement



## PATHWAY TO EMPLOYMENT AND EDUCATION

must declare that the Pathway Student understands their responsibilities to file the relevant taxes.

- Provide a valid Workmen's Compensation Payroll Account Number at time of enrolment

*Pathway Mentors* will be eligible for reimbursement of a portion of wages paid to *Pathway Students*:

- The Wage Subsidy is considered payable on a weekly basis to a maximum amount equal to 25% of total wages paid, to a maximum of \$140 for any single calendar week
- For a maximum of twenty (20) weeks of paid employment for each *Pathway Student*
- The twenty (20) weeks of employment do not need to be consecutive weeks
- The *Pathway Mentor* wage subsidy expires at the end of the calendar year in which the *Pathway Student* enrolls (whether twenty (20) weeks of employment have been completed or not)
- Eligibility of *Pathway Students* for the *Pathway Mentor* wage subsidy is valid only in the year in which they are enrolled in the Pathway Program
- The twenty (20) weeks of employment do not need to be with a single *Pathway Mentor* employer (i.e. if the *Pathway Student* changes employment from one *Pathway Mentor* to another, they remaining eligible *Pathway Mentor* wage subsidy is transferred to their new employer, upon confirmation of employment with the Program)

To receive the Pathway Mentor wage subsidy, the Mentor must provide proof of payment of wages for each Pathway Student in their employment. A Wage Subsidy Application Form is available online.

### PROGRAM DEFINITIONS ...

An **ELIGIBLE LICENSED TRAINER** must:

- Be enrolled with the Program Registry for the current year
- Hold a current, valid ORC licence as a Quarter Horse trainer for the current racing year
- Have at least one recorded start each year in Ontario Quarter Horse racing

To be eligible to enrol as a Pathway Mentor, an **ELIGIBLE LICENSED TRAINER** must have at least one recorded start in Ontario Quarter Horse racing in the previous year. For new trainers joining in the current racing season, they will be eligible to enrol as a *Pathway*



## PATHWAY TO EMPLOYMENT AND EDUCATION

*Mentor* in the next calendar month following their first start in Ontario Quarter Horse racing.

### An **ELIGIBLE LICENSED BREEDER** must:

- Hold a current valid ORC licence in the “Other-Breeder” category
- Be enrolled with the Program Registry for the current year
- Must either ...
  - Be the Breeder-of-Record of at least one horse that starts in Quarter Horse racing in Ontario in the current racing year, OR
  - Must register at least one Ontario Bred foal with the Program Registry each year (based on the Program criteria for Ontario Bred)

To be eligible to enrol as a *Pathway Mentor*, an **ELIGIBLE LICENSED BREEDER** must be the breeder-of-record of at least one horse that started in Ontario Quarter Horse Racing in the previous year OR must have recorded an Ontario Bred with the Program Registry in the previous year. Breeders joining the Program in the current year will be eligible to enrol as a *Pathway Mentor* in the calendar month following either a start in Ontario Quarter Horse racing in the current racing season by a horse they bred, OR registering an Ontario Bred foal with the Program Registry in the current racing season.

### *How to Enrol:*

The Ontario Racing Commission is the Program Administrator for the *Ontario Quarter Horse Racing Industry Development Program*. To contact the Program Administrator:

#### ONTARIO RACING COMMISSION

##### *Program Administrator*

10 Carlson Court, Suite 400  
Toronto, Ontario M9W 6L2  
Attention: Quarter Horse Program

By PHONE: 416-213-0520  
By FAX: 416-213-7827  
By EMAIL: [qhprogram@ontarioracingcommission.ca](mailto:qhprogram@ontarioracingcommission.ca)

Information and all required Program application forms are available for download in the Quarter Horse Program section at:

[www.OntarioRacingCommission.ca](http://www.OntarioRacingCommission.ca)