

Employer Training Grant Eligibility Criteria

Appendix D—Conflict Of Interest Guidelines

If we find that there is a real or perceived conflict of interest in the choice of a participant, training provider and/or training program, we may deny an application or any reimbursement claim related to that conflict of interest. We may also revoke an Agreement if we find that a real conflict of interest exists.

The following are examples of situations where we may find that there is a real or perceived conflict of interest. (There may also be other situations where we find that there is a real or perceived conflict of interest.)

- There are common directors, shareholders and/or owners of the employer’s business and the training provider.
 - The employer could gain financially from the choice of training provider. (For example, if the employer developed the training and receives a fee from another person delivering the training.)
 - Employer Training Grant (ETG) funding will be used to train family members.* This could include, but is not limited to, a situation where a participant is a family member of:
 - The employer.
 - Someone who has authority or power over the employer, such as an executive director, chief executive officer, chief operating officer, office manager, human resources manager, etc.
- OR
- A board member(s) or shareholder(s) of a corporation where the position of the board member or shareholder could influence the selection of a family member. (For example, if a training participant is a family member of the majority shareholder of the company that is applying for funding.)

*We recognize that many businesses are family owned and operated. However, as stewards of public funds, we must ensure there is no real or perceived conflict of interest in choosing a participant or trainer.

If you want to train a family member: To be sure that we do not deny your application because of a conflict of interest, email etg@gov.bc.ca after you submit your application. Give a clear reason for choosing a family member when other non-family members could also benefit from the training.

Family includes any member of the employer’s family, including but not limited to:

- Spouses and partners,
- Child or step-child of participant or their spouse or partner,
- Parent/step-parent,
- Guardian,
- Sibling,
- Grandchild,
- Grandparent,
- Niece/nephew,
- Aunt/uncle, or
- Cousin.