

randstad canada charitable foundation (“foundation”):

# grant guidelines.

The Foundation is dedicated to working with charitable organizations that share our commitment to make work meaningful and accessible for people in our communities.

The Foundation encourages applications that align into that commitment, and that can show they have sustainable sources of funding and use their donors’ funds responsibly.

The Foundation endeavors to follow a thorough process when evaluating proposals to ensure funds are invested responsibly. We require our charitable partners to clearly demonstrate the outputs of our contribution.

The Foundation funds registered charities in Canada which provide direct community service with measurable outcomes.

The Foundation awards grants to organizations and programs in the following strategic outcome areas:

1. early education for youth/children;
2. integration of immigrant and/or other marginalized populations into the workforce
3. building skills (ie lifelong learning) needed in the world of work

## the foundation does not fund:

- individuals
- initiatives created by individual employees
- political organizations
- religious organizations, unless engaged in a significant project benefiting the community as a whole
- conferences and events/galas, where meals and alcohol are served
- sport teams and tournaments, including golf
- capital campaigns (facility, building improvements etc)
- requests for funding outside of Canada
- programs that are not consistent with federal and provincial laws, including those that discriminate based on grounds covered under human rights legislation
- endowment or memorial campaigns
- advertising or promotional campaigns
- other private Foundations

The Foundation evaluates funding applications based on the organization’s ability:

- to provide direct-impact programming
- to provide unique services to marginalized communities
- to demonstrate a clear evaluation process with planned outcomes that support its mission
- to deliver programs/projects that facilitate the transfer of skills or knowledge
- to demonstrate willingness to work with other partners to achieve greater sustainability and shared knowledge to move the needle on our key strategic outcome areas.

