

# Rural Capacity Investment Fund - Funding Opportunities

## Project Initiatives (Worksite)

### APPLICATIONS OPEN APRIL 1, 2026

Applications are accepted on a rolling basis through March 2028, or while funds remain available.

### What is this funding?

The RCIF supports site-based projects that improve the recruitment and retention of employees represented by United Nurses of Alberta (UNA) at rural and remote worksites in Alberta. Through the Project Initiatives stream, your worksite can apply for funding to design and deliver meaningful, locally driven solutions.

### What can be funded?

Funding is available for site-specific projects that address nurse recruitment and/or retention challenges at your worksite. Every site is different.

Applications from worksites where managers and union representatives have worked together to identify the problem and design the solution will be prioritized. Joint submissions are strongly encouraged.

This is an opportunity to fund projects grounded in the real experience of nurses and managers at your site. Creative out-of-the-box thinking is welcome.

### What could this look like at your site?

Examples of past RCIF funding ideas:

#### **Workplace Culture & Belonging**

Staff appreciation funds, celebration and recognition events, social gatherings, team building activities, staff clothing and branded gear, meal funds, seasonal events, or peer support programs.

#### **Learning & Skill Development**

Lunch and learns, workshops, mentorship programs, education improvement funds, education equipment and simulation tools, orientation and onboarding improvement projects.

#### **Worksite Environment & Wellbeing**

Staff room improvements, on-site wellness initiatives, mental health support, access to fitness or recreation facilities..

#### **Recruitment & Visibility**

Marketing and recruitment materials, virtual RN support, nurse housing support initiatives, scheduling flexibility pilots.

#### **Childcare & Family Supports**

Childcare services or subsidies, family-friendly programming

If it supports rural or remote nurses and strengthens your team, the RCIF wants to hear about it.

For more information contact [supportuna@rcif-alberta.ca](mailto:supportuna@rcif-alberta.ca) or visit the website at <https://www.rcif-una.ca/>

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## The Application Process

*Applicants must complete the eligibility screening before proceeding to the application. Only those who meet the eligibility requirements will be directed to the full application.*

### Eligibility

- Applications may be submitted by either a manager or union representative
- Joint submissions between by a manager and UNA union representative will be prioritized
- Individual submissions (manager or union rep alone) will be considered, but applicants will be asked to explain why a joint submission was not submitted
- Contact information for both the manager and UNA union representative
- Provision of a functional cost centre is required (*Managers should reach out to their local BAS representatives, and they would provide them with their functional cost centre. Employees should reach out to their managers*)
- Confirm the worksite health zone
- Confirm that the project is at a rural or remote worksite in Alberta. Urban centres are not eligible at this time (see Rural/Remote/Urban Table)
- The recipient must agree to sign an Initiative Agreement

### Application requirements

- Worksite information (location, address, department)
- A description of the project, including start and end dates and number of employees represented by UNA involved
- Other employees not represented by UNA (e.g., LPNs) may be included where team size, minimum instructor numbers, or a team-building rationale applies — applicants must explain their inclusion
- Impact Statement: Applications must clearly describe how the proposal will have a meaningful impact on nursing recruitment and retention at the worksite
- A complete budget with costs
- Confirmation that no other funding source is funding the same expenses requested from RCIF. Where additional project funding exists, please disclose and explain
- Agreement to comply with all RCIF reporting requirements and participate in an online survey

## How to Apply

Applications are submitted through the Good Grants portal. You will be asked to register with the email address you want to use for your application. A verification code will be sent to that email to complete your registration. Visit the website to learn more.

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