

Wage Subsidy Programs

A wage subsidy program can put the perfect employee within your reach. These programs may offer your business incentives to hire individuals who need additional on-the-job training.

Wage Subsidy Programs for High School Students

Apprenticeship Job Creation Tax Credit — If you hire an apprentice, you could get a tax credit equal to 10% of that person's salary. The maximum credit is \$2,000 per year (per eligible apprentice.) You need to hire an apprentice who is:

- In the first two years of an apprenticeship program registered with the government in a trade like those listed under the Red Seal Trades.
- Working towards getting a certificate or license in that trade

CANADA REVENUE AGENCY (CRA), GOVERNMENT OF CANADA

Canada-Alberta Job Grant — As an employer in Alberta, you could get a grant to cover up to 2/3 of the costs of training new hires or upgrading the skills of existing employees. You could get up to \$10,000 per employee, to a maximum of \$300,000 per year. Training must be provided by an approved third-party trainer and can be delivered: onsite, online, or in a classroom setting. Other conditions apply.

GOVERNMENT OF CANADA through the Canada Job Grant

Skills Link — Provides funding for employers and organizations to help youth facing barriers to employment develop the broad range of skills and knowledge needed to participate in the current and future labor market. It also promotes education and skills as being key to labor market participation.

SERVICE CANADA, GOVERNMENT OF CANADA

Career Focus — Provides funding for employers and organizations to design and deliver a range of activities that enable youth to make more informed career decisions, develop their skills and benefit from work experiences.

SERVICE CANADA, GOVERNMENT OF CANADA

Canada Summer Jobs — Provides funding to help employers create summer job opportunities for students.

SERVICE CANADA, GOVERNMENT OF CANADA

Workplace Training — If you are planning to hire new employees, you could get reimbursed for up to 70% of training costs (to a maximum of \$390/week) for up to 30 weeks of training. You need to be able to deliver work site training and provide ongoing employment after the training contract is over.

HUMAN SERVICES, GOVERNMENT OF ALBERTA

Young Canada Works in Both Official Languages — Your incorporated public or private non-profit organization may be eligible to create an internship or summer job for students and recent graduates who possess excellent bilingual skills. To participate as an employer, you should offer 30-40 hours a week of work for a period of 6-16 weeks. Wage subsidies are available in up to 750 positions.

Conditions apply.

CANADA HERITAGE, GOVERNMENT OF CANADA

Wage Subsidy Programs

United Nations Association in Canada: Green Spaces – UNA-Canada covers 50% up to a maximum of \$8.55/hr based on a total wage of \$17.11/hr; and 50% of MERCs (CPP, EI, Vacation Pay) based on a maximum rate of 11.232%. No deadline to apply but there is limited funding. Eligibility:

- Full time student in the previous academic year and intend to return to school full time in the upcoming academic year.
- Between the ages of 15 and 30

Unac.org/green-spaces

Calgary Contact: lisa.rosenberg@unac.org

Edmonton Contact: pamela.bryan@unac.org

UNITED NATIONS ASSOCIATION CANADA

Wage Subsidy Programs for Indigenous Workers

Indigenous Training-to-Employment Program — Supports the development of partnerships with First Nations, Métis and other Indigenous communities and groups to facilitate the participation of Indigenous people in training projects.

HUMAN SERVICES, GOVERNMENT OF ALBERTA

Métis Employment Services — If you are looking to hire, you may qualify for a subsidy of up to 50% of the employee's wages. Available programs: Métis Targeted Wage Subsidies, Métis Youth Career Internship Program, Métis Youth Summer Employment Program.

RUPERTSLAND INSTITUTE

Housing Internship Initiative for First Nations and Inuit Youth — Approved sponsors receive financial support toward the wages of First Nations or Inuit youth employed on housing related projects. Sponsors must be able to offer work experience and on-the-job training related to housing. In order to qualify, you must:

- Offer housing-related employment such as construction, renovation, administration, finance or property management
- Hire the trainee for at least three months
- Operate your business on a First Nations reserve or in an Inuit community, or be willing to cover the youth's travel and accommodation costs

Other conditions apply.

CANADA MORTGAGE AND HOUSING CORPORATION - CMHC, GOVERNMENT OF CANADA

First Nations Summer Career Placement Program — By providing financial assistance towards the wage of a student, Aboriginal Futures and CFT7 encourage employers to hire secondary and post-secondary students for summer employment whom they would not normally hire in the absence of First Nations Career Placement funding. Eligibility:

- Employers who agree to provide work experience to eligible individuals
- Employers who provide work experience with the intent to hire the individual on a full-time basis upon completion of the subsidy
- Students must be First Nation Treaty Status, living off reserve for at least 4 months.

COMMUNITY FUTURES TREATY SEVEN AND ABORIGINAL FUTURES

Wage Subsidy Programs

First Nations and Inuit Youth Employment Strategy (FNIYES) – Component of the Government of Canada’s Youth Employment Strategy led by Employment and Social Development Canada. Two programs fall under this grant:

- First Nations and Inuit Summer Work Experience Program – supports initiative to help First Nations and Inuit youth acquire skills, prepare for full-time employment and earn income to support post- secondary education through summer work experience.
- First Nations and Inuit Skills Link Program – supports initiatives that help First Nations and Inuit youth acquire essential employability and job-related skills and to learn about job and career options.

INDIGENOUS SERVICES CANADA

Wage Subsidy Programs for Recent Post-Secondary Graduates

Alberta Innovates R&D Associates — You could get financing that would allow your Alberta business to recruit master’s and PhD graduates for salaried positions. The graduates would conduct research that might help you accelerate business ideas. The program consists of:

- An annual stipend of \$55,000,
- An annual research allowance of \$7,000 to cover qualified costs.
- The grant is for a maximum term of two years. Other conditions apply.

ALBERTA INNOVATES, GOVERNMENT OF ALBERTA

Connect Canada Internships — You could receive funding of \$5,000 to help pay the salary of a graduate student or a post-doctoral fellow to help your business with an advanced R&D project. To be eligible, your business must be Canadian and offer an internship that:

- Is 4-6 months in length
- Is challenging, relevant, and scientifically rigorous,
- Involves an advanced R&D project jointly developed with the academic supervisor.
- You must be willing to fund half of the \$10,000 internship stipend.

Other conditions apply.

GOVERNMENT OF CANADA

College and Institutes Canada Clean Tech Internship — If your business or not-for-profit organization undertakes environmental science projects, you could receive up to \$12,000 to hire an intern for at least six months. Priority will be given to projects on the following topics: Atmosphere, Chemicals, Science strategies, Water, Wildlife and landscape. Other conditions apply.

ENVIRONMENT CANADA, GOVERNMENT OF CANADA

Science and Technology Internship Program — If you operate a business in the geomatics, geology, mining, forestry or energy industry, you could get up to \$13,200 to hire a recent university or college graduate in a natural science field for an internship of up to 52 weeks. Other conditions apply.

NATURAL RESOURCES CANADA (NRCAN), GOVERNMENT OF CANADA

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Young Canada Works (YCW) Program Information for Employers -Internships — YCW internships are tailored to the arts, heritage and cultural sectors. Benefits to the employer include:

- Gaining access to highly qualified young graduates with innovative ideas and competitive skills.
- Help launch careers and promote Canadian culture and heritage (must have heritage mandate).
- Committing to financial and in-kind contributions, and YCW will cover a portion of the costs.

Application deadline is typically February 1st.

CANADIAN HERITAGE, GOVERNMENT OF CANADA

Accessibility Work Experience Program (AWEP) — Provides meaningful employment opportunities for U of A students and alumni who have permanent disabilities and/or mental health diagnoses.

UNIVERSITY OF ALBERTA

Student Work Placement Program – Wage funding for employers committed to cultivating the next generation of environmental professionals. ECO Canada works with the federal government and other employers to help students kick-start their career path in the environmental sector. Application deadline is typically end of October.

ECO CANADA, GOVERNMENT OF CANADA

Student Work Placement Program — Gives post-secondary students in science, technology, engineering, math (STEM) and business programs across Canada paid work experience related to their field of study. Over 11,500 paid student work placements will be created by this program through 2021. Funding eligibility requirements:

- Employer must be Canadian owned or Canadian subsidiary
- Must be a new full-time, permanent position
- Must be an environmentally related position in STEM and/or Natural Resources
- Candidate must be aged 30 or under and eligible to work in Canada
- Position must have a positive impact on the environment

GOVERNMENT OF CANADA

Wage Subsidy Programs – Other

Alberta Job Corps (AJC) — The Alberta Job Corps program provides structured, supportive training and work experience for individuals at least 18 years of age who have a sporadic employment history. The program gives participants the opportunity to work and earn a wage while learning reliable employment skills. Participants are hired by the Ministry and are paid minimum wage plus employer contributions. They work on projects for their local communities and non-profit organizations. The Alberta Job Corps program is designed to work in cooperation with employers, training providers, aboriginal groups, community organizations and schools. The AJC program is currently operating in northern Alberta, Calgary, Edmonton and Medicine Hat. Contact your nearest Alberta Works Centre or call the Career Information Hotline for more details.

GOVERNMENT OF ALBERTA

Wage Subsidy Programs

Electricity Human Resources Canada — Canada's Student Work Placement Program for the electricity industry. Aimed at preparing students for the future of work, the program will create 1000 new work-integrated learning (WIL) opportunities in electricity over three years, providing subsidies of up to \$7,000 per student position to employers who create new WIL opportunities. Eligibility:

- Primary activity is the generation, transmission and distribution of electrical power.
- Sector support including renewables in any of the following areas: R&D, business development, energy efficient.
- Firms engaged in manufacturing and the provision of services necessary to the generation.

ELECTRICITY HUMAN RESOURCES CANADA

Youth Employment and Skills Strategy (YESS) — Government of Canada's commitment to help young Canadians (aged 15 to 30) obtain career information, develop skills, find good jobs and stay employed. Support will be tailored to the needs of youth that are facing barriers to employment. The YESS program encourages collaborations and innovation to increase capacity across the youth service provider network (employers, service delivery organizations and educational institutions) to better support youth. Application period is typically June and July. Funding is limited and subject to yearly budget considerations/allocation of funds by the federal Government.

GOVERNMENT OF CANADA

The NRC Industrial Research Assistance Program (IRAP) – Delivers its youth programs under the Youth Employment Strategy and provides small and medium-sized enterprises (SMEs) with financial assistance to hire young talent. In addition to meeting the needs of innovative SMEs, this Program facilitates the transition of highly skilled young people to a rapidly changing labor market.

GOVERNMENT OF CANADA

ITCT Career Connect — If you are planning to hire an unemployed or underemployed post-secondary graduate for a full-time Information and Communications Technology position (minimum three-month term) then this program is for you! Career Connect will subsidize half the eligible participant's salary up to \$14K. Career Connect will help employers hire eligible unemployed or underemployed graduates that will bring passion, energy, and skills to your company. In return you will be providing them with valuable industry experience. The hope of the program is that you will hire the youth in a full-time role at the end of program.

INFORMATION AND COMMUNICATIONS TECHNOLOGY COUNCIL