



Staff Training Grants & Subsidies

Canada Job Grant (<50 employees)

If you are an employer, you could get a grant to cover up to 2/3 of the costs of training for your employees. The maximum you may receive is \$10,000 per grant.

<http://www.canadabusiness.ca/eng/program/4879/sgc-48/>

Eligibility:

The Canada Job Grant can provide training to help individuals improve their skills or develop new skills in a variety of areas such as:

- truck and transport mechanics
- carpentry
- computer science
- engineering
- other workplace skills

The Canada Job Grant may be used to support the following training costs:

- tuition fees or fees charged by training providers;
- mandatory student fees;
- textbooks, software and other required materials; and
- examination fees.

** Any business, including not-for-profit organizations, with a plan to train Canadians for a new or better job is eligible to apply.

Workplace Training Grant

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

<http://www.humanservices.alberta.ca/documents/workplace-training-employer-factsheet.pdf>

<http://www.canadabusiness.ca/eng/program/3093/sgc-48/>

Eligibility:

Eligibility Employers are selected based on:

- Capacity to train, to the identified training needs of an individual
- Ability to deliver work site training
- Ability to provide ongoing employment after the Workplace Training contract is over

Employers must

- Have a position available and training opportunity in the company
- Be able to provide skills training and supervision
- Comply with Alberta laws
- Be a legal entity with a current business licence Training

Duration

- Up to 30 weeks of full-time training (minimum of 30 hours/week)
- Part-time hours are available for persons with disabilities

Apprenticeship Job Creation Tax Credit

An eligible apprentice is someone who is working in a prescribed trade in the first two years of their apprenticeship contract. This contract must be registered with a federal, provincial, or territorial government under an apprenticeship program designed to certify or license individuals in the trade.

<http://www.cra-arc.gc.ca/tx/ndvdl/tpcs/ncm-tx/rtrn/cmpltng/ddctns/Ins409-485/412/jctc-eng.html>

Skills Link

The Skills Link program is a component of the Government of Canada's Youth Employment Strategy (YES). Through funding for organizations, the Skills Link program helps youth overcome barriers to employment, develop a broad range of skills and knowledge in order to participate in the current and future labour market and to promote education and skills as being key to labour market participation. These barriers include, but are not limited to, challenges faced by recent immigrant youth, youth with disabilities, single parent youth, youth who have not completed high school, Indigenous youth, and youth living in rural or remote areas.

<http://www.servicecanada.gc.ca/eng/epb/yi/yep/newprog/skillslink.shtml>

For the purpose of this Call for Proposals, funding will be provided to successful applicants whose projects are designed to deliver a range of activities that enable youth to overcome barriers to employment, and to help youth develop a broad range of skills and knowledge in order to participate in the current and future labour market.

Each of the following requirements must be met in order for projects to be considered eligible for funding:

- the project must aim to increase the skills of youth and facilitate the transition of youth into the labour market;
- the duration of projects must not exceed a maximum of three (3) years (36 consecutive months) with an end date of not later than March 31, 2020;
- the total amount of funding requested from Employment and Social Development Canada (ESDC) for the project must not exceed \$5,000,000 annually up to \$15,000,000 over 3 years (although this is the maximum amount allowable for this Call for Proposals, this may not represent the actual budget available and, thus, approved funding will be dependent upon the available Program budget);
- project activities are confined to one province or territory;
- all projects must contain a work experience intervention which is equal to, or exceeds the duration of pre-employment activities;
- a minimum success rate of at least 60%, (i.e. 60% of participants served must either return to school or obtain employment) is expected on all projects; and
- all projects must serve a minimum of eight (8) participants per year. Exemptions are possible for rural and remote projects.

Stream One will **prioritize** and will **award additional points** to projects that focus on the following program priorities highlighted by this Call for Proposals:

- **Projects that target green jobs** – green jobs are jobs with employers that help reduce the consumption of energy and raw materials, limit greenhouse gas emissions, minimize waste and pollution, and protect and restore ecosystems. Therefore, a green job can be any job within the following sample sectors (list is non-exhaustive) – not-for-profit environmental organizations, solar and wind technology companies, environmental science centers, watershed and water resource agencies, farms and farming co-ops, conservation organizations, museums and educational institutions, waste management companies, and information technology companies.
- **Projects that incorporate Essential Skills** - Given the foundational nature of essential skills to labour market attachment, Skills Link participants are likely to benefit from essential skills enhancement as part of their employment interventions. *For more information, please refer to the description of Essential Skills further in this section.*
- **Projects that target female at-risk youth** – The 2015 program evaluation indicated that Skills Link serves slightly more males than females: 55% of participants served are male, 43% are female and 2% did not specify. Prioritizing females would move toward balancing this.

- **Projects that target Indigenous youth** – A substantial number of Indigenous youth tend to be further from the labour market, and often require assistance to achieve employment or return to school results.
- **Projects that fill high demand labour market needs that are currently met through the use of Temporary Foreign Workers** – This priority area is in line with recent reforms to the Temporary Foreign Workers Program and would serve to reduce the reliance of employers on temporary foreign workers. Skills Link is one mechanism through which youth could be better connected with existing employment opportunities.
- **Applicants that leverage a minimum of 20% of funding from other sources** (additional points will be allocated for cash investments and confirmation must be provided). There is a significant difference between support and partnership. A supporter endorses a project, whereas a partner makes a contribution and plays an active role. Proposals will receive additional points if at least 20% of the total project value comes from partners other than ESDC. Both cash and in-kind contributions by the applicant organization or funding partner(s) will be accepted as leveraged funding. For more information, please refer to the description under Eligible Costs further in this section.
- **Projects that facilitate youth mobility to access employment opportunities** – Supporting young people’s ability to travel to job locations outside their immediate area of residence would allow youth to take advantage of a greater number of job opportunities, while employers in need in particular locations could gain access to trainees or entry level workers. For more information, please refer to the description of Labour Market Mobility further in this section.

Training on-the-job Program

The training-on-the-job program is an incentive for employers to get financial assistance for employee training. The program is designed to help people return to work. The goal is to have the new worker learn about the company and their new job.

<https://www.wcb.ab.ca/return-to-work/training-and-skills-development.html>

**See link for more information