

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 licence 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 need to participate in the current and future labour market. It also promotes education and skills as being key to labour 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 make more informed career decisions, develop their skills and benefit from work experiences.

SERVICE CANADA, GOVERNMENT OF CANADA

[Canada Summer Jobs](#) (an initiative under [Summer Work Experience](#)) 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.

CANADIAN HERITAGE, GOVERNMENT OF CANADA

Wage Subsidy Programs for Aboriginal Workers

[First Nations and Inuit Summer Work Experience Program](#) provides youth with opportunities for summer employment, so that they can gain work experience, and develop or enhance essential employability skills—the critical skills needed in the workplace, such as communication, problem-solving and teamwork. In addition, these summer work placements allow youth to learn about career options and to earn income that may contribute to university or college education.

[Aboriginal Training-to-Employment Program](#) Supports the development of partnerships with First Nations, Métis and other Aboriginal communities and groups to facilitate the participation of Aboriginal people in training projects.

HUMAN SERVICES, GOVERNMENT OF ALBERTA

[First Nations Training-to-Employment Program](#) This program supports the development of partnerships between the private sector, government and First Nations. This program assists First Nations people in finding and keeping meaningful employment.

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

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

[High Demand Youth Internship Program](#) If your for-profit business is in a high demand sector, you could be eligible to for a wage subsidy to use towards hiring a post-secondary graduate as an intern. You could be eligible if your business: has been in operation for at least 2 years, has at least 5 full-time employees, Has at least \$2 million liability insurance, and operates in a commercial space. Internships last between 26 and 40 weeks. Check the website for lists of high demand sectors by region.

EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA, GOVERNMENT OF CANADA

[Science Horizons Youth Internship Program](#) 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

[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;
Committing to financial and in-kind contributions, and YCW will cover a portion of the costs.

CANADIAN HERITAGE, 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.

For a full listing of Canadian wage subsidy programs visit [Canada Business Network](#)