

Alberta Jobs Now Program Second Intake Opens

Background

On November 10, 2021, the provincial government opened the second intake of the Alberta Jobs Now Program (AJNP). The intent of this program is to support Albertans, including those with disabilities, to gain the right skills to find and maintain employment through on-the-job or formal training. This is accomplished by providing a subsidy to employers for 25% of a new hires' annual salary up to \$25,000, whichever is less. This increases to 37.5% or \$37,500 when hiring people with disabilities. [1]



During Intake 2, new hires are eligible for the second application intake period if they were hired on or after May 19, 2021 and meet all other eligibility criteria. Applications will be accepted until funding has been allocated for this intake cycle. In other words, this program is operating on a first come first serve basis. [2]

Overview

The Alberta Jobs Now Program provides up to \$370 million to help private and non-profit businesses with job supports to get Albertans back to work. Qualified employers may apply for wage supports to cover the cost of hiring or training new employees. **Note: where employers have existing employees requiring training, the Canada Alberta Job Grant is available to help cover up to 66% of training costs.**

For more information, read the [Alberta Jobs Now Program Application Guidelines](#).

Employer Eligibility

Alberta Jobs Now Program is open to non-profit organizations, charities and small, medium and large businesses across all industries in the private sector.

Private businesses include sole-proprietors, general and limited partnerships, franchises and corporations. Below is more information on employer eligibility. Not all employers will be eligible. It's the employer's responsibility to research the application process and requirements, to ensure eligibility (click here for application guide).

Eligible employers must:

- Be incorporated (for businesses and some non-profit organizations), have a registered Trade Name (for sole proprietors) or be registered under an act of the legislature of a province or the Parliament of Canada.
- Be located and operational in Alberta.

- Have met or currently meet all obligations to the province under previous grant agreements.
- For sole proprietors, the following documentation must be provided.
 - Sole proprietors with coverage under the Workers' Compensation Act must submit a Workers' Compensation Board (WCB-Alberta) clearance letter.
 - Sole proprietors in a WCB-Alberta exempt industry under the Workers' Compensation Act must submit the following:
 - A WCB-Alberta exempt industry letter; and
 - A copy of their federal payroll deductions or GST Registration. [3]

New Hire Eligibility

Under the Alberta Jobs Now Program, eligible businesses will be able to hire new employees that meet the following criteria. New hires must be:

- A new hire of the employer.
- For the application intake starting November 10, 2021, new hires must be hired on or after program announcement date (May 19, 2021).
- The start date for new hires can be no longer than 90 calendar days after the application approval and new hire information should be submitted within 30 calendar days after the new hire's start.
 - A previous employee of the employer can be considered a new hire, provided they have not been working for the employer applicant, part or full-time for the past 90 days.
- Resident of and will be working in Alberta during the grant period.
- A Canadian citizen, a permanent resident or protected persons who is legally entitled to work in Canada.

When hiring persons with disabilities under the Alberta Jobs Now Program, persons with a disability are defined as: persons who have a physical, mental, sensory, intellectual, or learning impairment. [4]

Eligible Training

Training costs may be covered in certain circumstances. The training must be:

- Relevant to the current operational needs of the business/organization and result in skills development directly connected to the available job.
- Courses offered by a third party trainer that is separate from the employer (tuition fees, fees charged by training provider, mandatory student fees, textbooks, software, required materials and examination fees) or training offered inhouse where third party training is not available.
- Delivered online, onsite or in a classroom, and may be undertaken on either a part-time or full-time basis.
- Start and be completed within the duration of the grant.
- Take place in Alberta except under exceptional circumstances.

Ineligible Training

- Ineligible training includes, but is not limited to:
 - apprenticeship training
 - self-study for an exam
 - training for personal interest

Note: Employers cannot use the Alberta Jobs Now Program grant to fund the same training for the same individual that has been funded or will be funded under a different training program (e.g., Canada-Alberta Job Grant). [5]

Funding

Employers can:

- Apply for a grant to offset salary or training costs, or both, equal to:
 - 25% of a new hire's salary up to \$25,000 per employee
 - 37.5% of the new hire's salary up to \$37,500 per employee with a disability
- Apply for up to 10 new hires for the second intake:
- Intake periods
 - first intake: May 20 to July 23, 2021
 - second intake: November 10 until funding is allocated
 - third intake: to be announced at a later date [6]

Payments

Employers may:

- Choose to have payments issued in 1 or 2 payments:
 - One payment: up to 100% of the grant after new hires have been employed for 52 weeks
 - Two payments: half of the eligible grant paid when the new hires have been employed for 3 months the other half paid when the new hires have been employed for 52 weeks
- New businesses and organizations established within 6 months prior to application will receive 25% of funding at three months and 75% at 52 weeks. [7]

Need Help? Contact AMTA

AMTA can provide members with one-on one guidance on the information provided in this bulletin. If you have any questions, please contact AMTA and our experienced staff will be happy to help. For your Safety, Compliance and Human Resources questions, please email Workplace Support Services at wss@amta.ca.

For more information regarding the AJNP please visit the Alberta Jobs Now Program Application Guidelines page. If you have any specific questions regarding the AJNP, contact Rob Dombowsky at AMTA (403) 214-3439.

References

- 1 - Alberta Jobs Now Program and Labour Market Update Webinar, Evans, M., Assistant Deputy Minister, Labour and Immigration, CPHR Alberta, 10 Nov 2021.
- 2 - News Release: More opportunities to grow Alberta's workforce, Gov Alberta, News, 9 Nov 2021.
- 3-7 - Alberta Jobs Now Program - Application Guidelines Second Intake - 10 Nov 2021
<https://open.alberta.ca/dataset/b0e327fc-460e-494b-b37c-8d6ea40d7d9d/resource/b7b1e406-7450-4f94-97bd-f41125a7d8f4/download/lbr-ajnp-application-guidelines-intake-2.pdf>