

Grants for Alberta Employers

Background

There are several grants available to Albertan Employers that can be used to offset wages or training costs for new, existing or even future employees. Each grant serves a different purpose; however, by applying some forethought, carriers can offset hiring and training costs and use professional development as a recruitment and retention tool. There are also several additional grants that employers may use to help develop or grow their business.

Grants available in Alberta

1. [Canada Alberta Job Grant](#)
2. [Driving Back to Work Grant](#)
3. [Canada Summer Job Grant](#)
4. [Career ExpressWay Program](#)
5. [Student Work Placement Subsidy](#)
6. Other Grants



Canada-Alberta Job Grant

The [Canada-Alberta Job Grant](#) is a training program where an employer applies on behalf of their present or future employees for eligible training costs. Employers decide who gets training and what type of training may be needed for their employees.

Eligible employers are required to contribute a minimum of one-third of the total training costs for existing employees. Government contributes two-thirds of the cost to a maximum of \$10,000 per trainee per fiscal year. If hiring and training an unemployed Albertan, up to 100% of training costs could be covered, up to \$15,000 per trainee.

Individual employers will have a cap of \$300,000 for the amount of grant funding they can receive per fiscal year. This ensures that funding is available for as many Alberta employers as possible. This grant can also be used to offset the cost of MELT training.

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Driving Back to Work Grant

The [Driving Back to Work Grant](#) is a training program where the individual can apply for funding to obtain their MELT training. This is aimed at providing unemployed Albertans the opportunity to start careers as commercial truck drivers.

Employers can take advantage of this program, by recruiting from the pool of drivers trained through this grant. Unfortunately, the employer cannot hire someone and apply for the grant on their behalf. The individual must be unemployed to apply.

Canada Summer Job Grant

[Canada Summer Job Grant](#) provides wage subsidies to employers from not-for-profit organizations, the public sector, and private sector organizations with 50 or fewer full-time employees, to create quality summer work experiences for young people from 15 to 30 years of age.

The Canada Summer Job Grant opens annually at the end of January. For-profit employers can apply for a wage subsidy to cover 50% of the provincial minimum wage for between six to 16 weeks of employment working 30-40 hours per week. Not-for-profit employers may apply for 100% coverage.

Career ExpressWay (updated 2023)

The [Career Expressway Program](#) consists of five different grants. This program is offered through a third party, [Trucking HR Canada](#). It is designed to develop workers in the trucking industry as well as promote the trucking industry by preparing, training, and integrating youth, newcomers and Canadians into meaningful, well-paying jobs in the trucking and logistics sector. It includes a wage subsidy of up to \$10,000 and a \$10,000 training subsidy for employers looking to hire and develop drivers. Additionally, this grant can cover the cost of driver training for current and potential employees. It can also be used to provide a wage subsidy for in demand jobs in the trucking industry.

Student Work Placement Subsidy

The [Student Work Placement Subsidy](#) is also administered through Trucking HR Canada. This program works to increase the job readiness of students registered in post-secondary programs. Employers can take advantage of a wage subsidy up to a maximum of 70% of the student's wage, up to \$7,000 for every student work placement provided. The work placements also help highlight the variety of opportunities available within your company to soon-to-be graduates who are actively looking for post-graduate employment opportunities. [1]

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Other Grants

Several other grants exist and could be used by employers looking to fill non-driver, IT, Finance, Supply Chain, R&D or other office functions.

Canada Digital Adoption Program (New for 2023)

The [Canada Digital Adoption Program](#) provides micro grants of up to \$2,400 to cover the cost of adopting new digital technologies in a company under the [Grow your Business Online Grant](#). Under the [Boost your Business Technology Grant](#), you can receive a grant of up to \$15,000 to develop a digital adoption plan, along with an interest free loan of up to \$100,000 to help implement the plan.

Alberta Innovates

[Alberta Innovates](#) focuses on high potential, high-growth, Alberta's small- and medium-sized enterprises (SMEs), with innovative technology or knowledge-based solutions looking to expand the technical expertise on their team.

Technation

[Technation](#) as part of the Government of Canada's Student Work Placement Program (SWPP), TECHNATION's wage subsidy program, supports businesses by financing their decision to hire a student for a work-term placement. This in turn creates a rewarding opportunity for the student to apply their learning in real-world settings and puts them on a path to a bright career. The grant provides a wage subsidy of up to \$7000 or 70% of a student's wage. [1]

Mitacs

[Mitacs](#) helps small and medium-sized enterprises position themselves to take advantage of an increasingly robust economy. If your project requires anyone from a university/college student to a postdoc, Mitacs provides funding for SMEs, so your contribution can be as low as 45% of the cost of an innovation project. This applies to projects as short as four months, scalable to multi-year.

Training on the Job

The [Training on The Job](#) (TOJ) program is designed to help people who are no longer able to go back to their regular job and employer. The worker develops skills and gains work experience while you receive financial and other support from WCB during your new employee's training period. This program is designed to help employers bring a new employee into a position. While not a grant, this is a valuable program that allows employers to find potential employees through a non-traditional approach.

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Our Services

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. Workplace Support Services can be reached at wss@amta.ca or by calling 1-800-267-1003.

Case Studies

Case Study 1

A carrier needed to hire a Class 1 driver and was struggling to find people in their market. However, the carrier had a couple of workers in the warehouse and yard that wanted to get their license, but it was too costly for them. Management approached them and proposed to send them for their MELT 1 training at the company's expense. Both workers were happy to take the opportunity and excelled in the training and obtained their Class 1.

Upon completion of the training, the employer had two more drivers. The company had an influx of applicants who heard about how great the employer was. Finally, the employer received a cheque for \$13,322 to cover 66% of the total training costs.

Case Study 2

ABC carrier developed a good relationship with a couple of driving schools in their market. Through this relationship, they were able to advertise their positions directly to the students. Several of the students had received the grant and were looking for an employer. ABC interviewed the students and offered jobs to two.

Case Study 3

A local employer applied for a Summer Job Grant for seven summer job positions. The grant was awarded and provided 50% of the provincial minimum wage to the employer. The employer hired seven workers for the summer and paid \$17.00 per hour. The grant covered \$7.50 while the employer covered the remaining \$9.50. At the end of the summer, three employees returned to university, one resigned and three decided to continue working for the company. In total the employer received \$33,000 and provided valuable work experience to seven young people.

Case Study 4

An Alberta carrier hired a recent college graduate as a dispatcher and used the wage subsidy to help cover the cost of the employee's onboarding and internal training costs. The company also found another worker who wanted to become a driver. The employer applied for the grant and was awarded the full \$10,000 to cover the cost of MELT training.

References

Student Work Placement Subsidy. (2023, January 30). Trucking HR Canada. Retrieved March 20, 2023, from <https://truckinghr.com/student-work-placement-subsidy/>