

Canada-Alberta Workforce Development Agreement



Cover photo: Graduates of the heavy equipment operator training for members of Treaties 6 and 7 as well as the Métis Nation plus members of other First Nations from across Canada.

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Drum ceremony for the graduates of the heavy equipment operator training.

Introduction

The Canada-Alberta Workforce Development Agreement (WDA)¹ addresses labour market needs to build an integrated, client-centred, outcomes-driven employment and training framework that responds to the evolving needs of individuals, employers and communities in Alberta.

To achieve the goals of increasing the participation of Albertans in the labour force and helping Albertans develop the skills needed to find and keep meaningful and long-term employment, the Governments of Canada and Alberta agreed to:

- Foster inclusive labour market participation: help all individuals access labour market opportunities and support successful integration of those facing obstacles to finding and maintaining employment;
- Align skills with labour market needs: help workers and employers access the skills they need to adapt to the changing requirements and encourage employer involvement in training and continuous learning opportunities for workers; and
- Create efficient labour markets: support a strong and responsive labour market infrastructure and timely, effective programs that contribute to improved productivity and economic growth.

Ministry Partners

In 2022/2023, Alberta received \$106,985,864 in WDA funding, which includes base funding of \$83,778,518 and a top up of \$23,207,346.

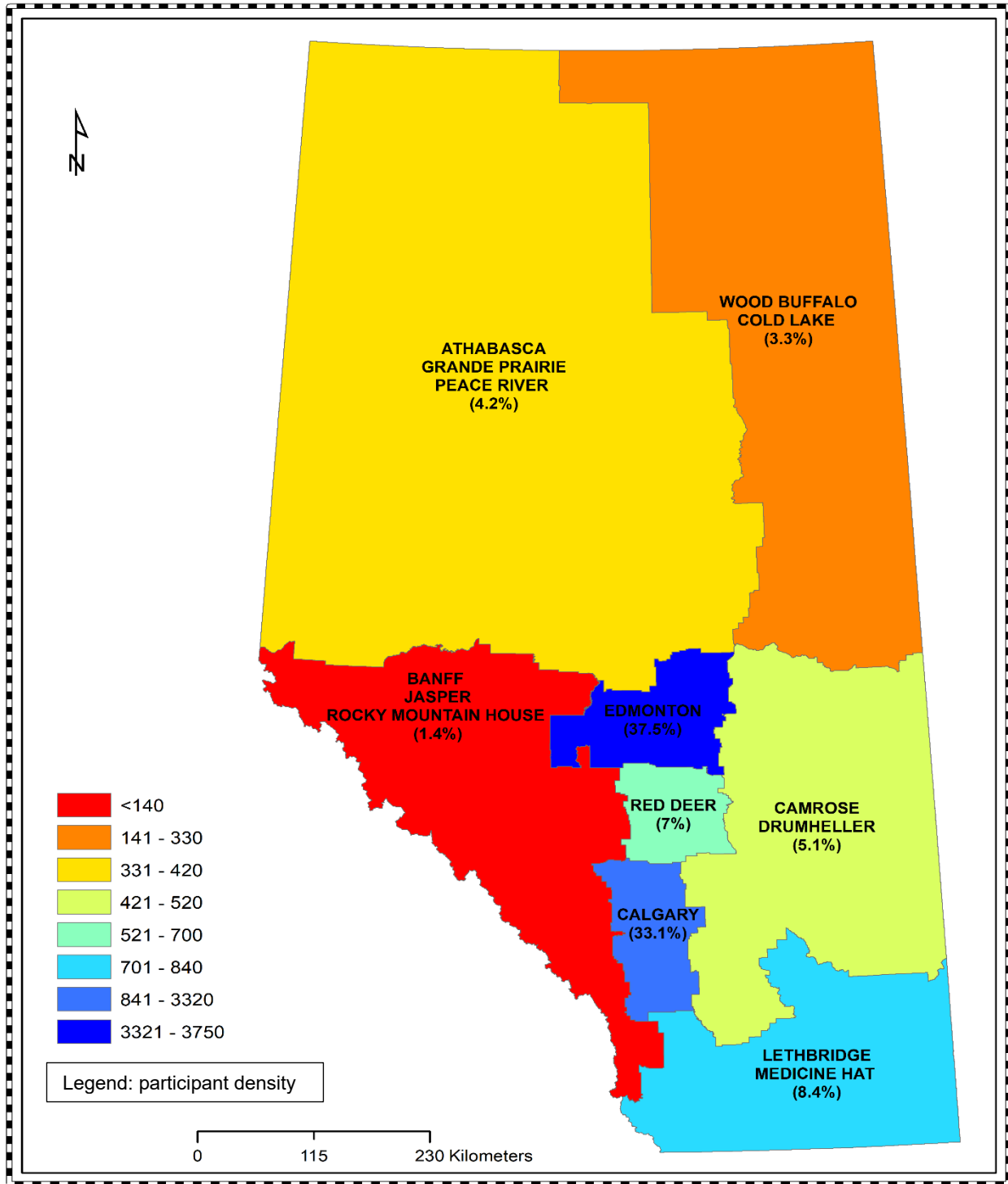
This funding was shared by several of Alberta's ministries to meet the overarching goal of the delivery of programs and services to both individuals and employers across the province. These ministries and their focus areas are below:

- **Advanced Education (AE)** is responsible for an adult learning system that provides accessible, affordable and high quality education for Albertans. AE also provides financial supports for adult students.
- **Immigration and Multiculturalism (IM)** is responsible for supporting multicultural communities and attracting skilled workers. The Alberta Settlement and Integration Program features four project funding priorities such as improving information accessibility, building communities' capacity to better serve newcomers needs, responding to emerging needs and under-served clients and supporting initiatives to improve newcomer labour market integration outcomes.
- **Indigenous Relations (IR)** facilitates and participates in collaborative projects with Indigenous communities, other governments (such as the Government of Canada), industry and non-profit organizations to increase labour market inclusion of Indigenous people in Alberta.
- **Jobs, Economy and Trade (JET)** supports economic development, promotes trade and investment, attracts skilled workers and promotes safe, fair and healthy workplaces. A priority focus for JET is meeting the employment and training-related needs of individuals and employers as well as building a skilled workforce.
- **Seniors, Community and Social Services (SCSS)** provides services to help Albertans connect learning and work, manage their careers, access labour market information, and connect to employment. SCSS leads the delivery of Career and Employment Information Services through Alberta Works/Alberta Supports Centres, contracted agencies and the Alis website.

¹ The WDA is one of two Labour Market Transfer Agreements that Alberta and Canada have to deliver labour market training programs and services for Albertans. The second is the Labour Market Development Agreement.

2022/2023 WDA Participants by Economic Region

Over 9,990 Albertans participated in programming funded by the WDA.²



² Data from the LMTA co-located database as of September 2023 and includes only individuals participating in the skills development and work experience programs.

Programs and Services Funded by the Canada-Alberta WDA

This section describes the WDA supported programs and services that are available to Albertans.

Individual-focused activities

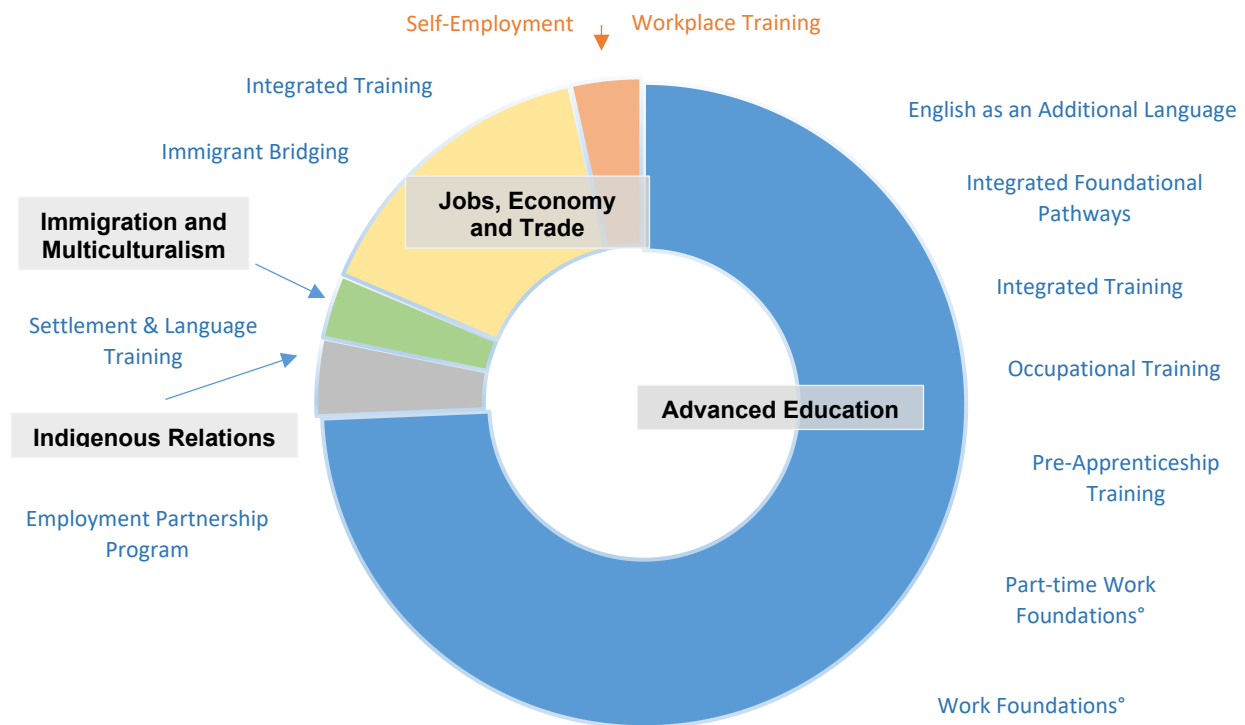
The **Skills Development** category is focused on building an individual's capabilities and consists of the following outcomes:

- Occupational Skills Training: Training that leads to a certificate or diploma.
- Short-Term Training: Training that addresses specific skills, job or labour market needs.
- Literacy, Essential Skills, Language Training and Adult Basic Education: Training that includes upskilling and assistance to prerequisite high school or equivalency courses.

Work Experience programs bridge a gap for individuals, enabling them access to work experience in areas or training new to them.

- Self-Employment Assistance: support for individuals starting a new business.
- (Targeted) Wage Subsidies: support for individuals that employers would not ordinarily hire to provide work experience and/or on the job training.

Alberta's Skills Development and Work Experience Programs by Ministry



^oWork Foundations and Part-Time Work Foundations include Academic Upgrading, Basic Skills and English as an Additional Language training

Programming for Persons with Disabilities

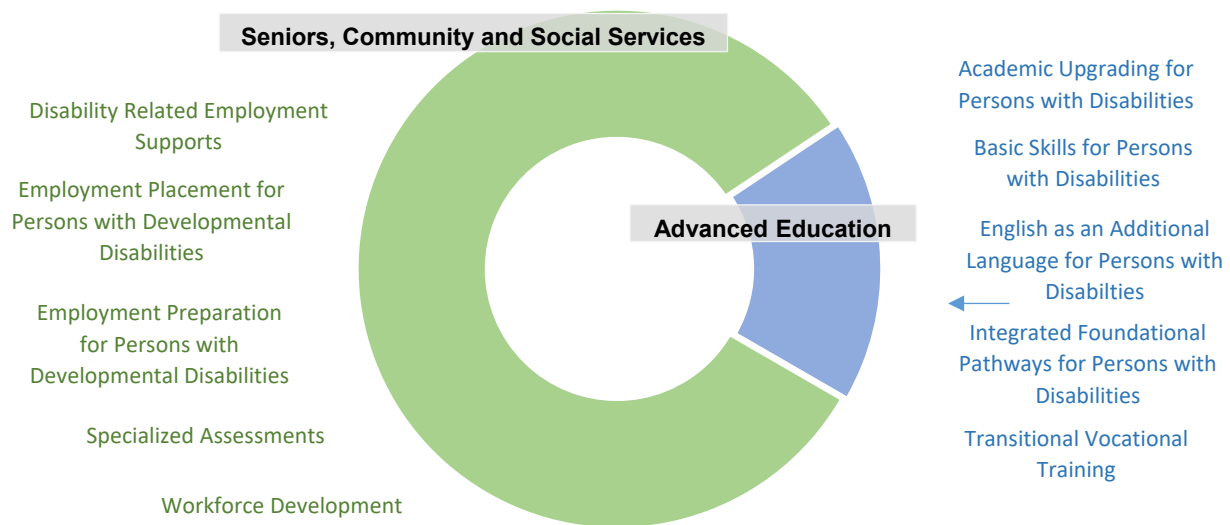
Skills Development for Persons with Disabilities is focused on building individuals' capabilities. Within this category, the following are offered:

- short-term skills development, including literacy, essential skills, language training and adult basic education; and
- other skills development activities, such as transitional vocational programs.

Employment Assistance Services for Persons with Disabilities

- includes job search assistance and other employment assistance or disability-related employment support services

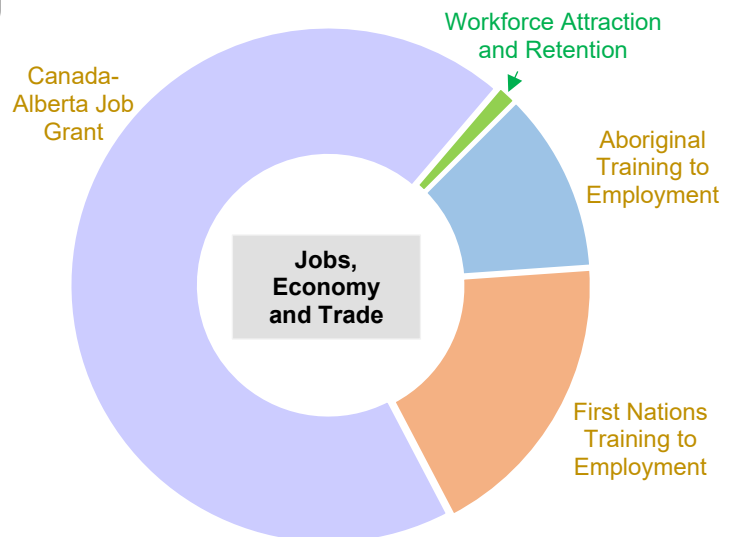
Alberta's Skills Development and Employment Assistance Services Programs for Persons with Disabilities by Ministry



Employer-focused Programming

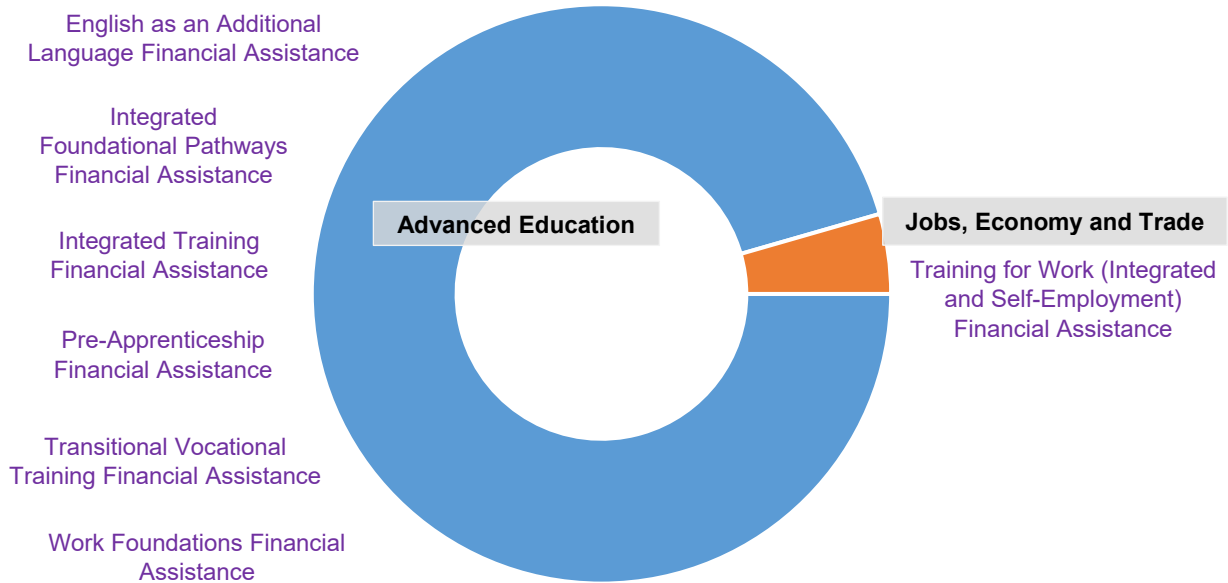
The **Employer-Sponsored Training** category includes skills-based training where employers determine the type of training and share the costs with the governments of Alberta and Canada. The Alberta Jobs Now Program is not visualized as its purpose was pandemic recovery.

The **Employer Awareness Activities** category includes tools and activities that support employers to plan and manage their human resource needs. The Workforce Attraction and Retention Partnerships is included in this activity.



Living Allowance

Financial assistance costs for participants attending full-time approved training determined to have a financial need.



Eligible Beneficiaries

Eligible beneficiaries of WDA funding include:

- Canadian citizens
- permanent residents
- protected persons within the meaning of the *Immigration and Refugee Protection Act* entitled to work in Canada
- employers excepting federal, provincial and territorial governments and federal Crown corporations and agencies

WDA Programs and Services

The following are some of the innovative programming Alberta offered in 2022/2023:

Alberta Jobs Now Program

Alberta Jobs Now Program (AJNP) was a grant program designed to help private business and non-profit employers re-open post-pandemic or expand their operations. Employers could cover wages or training costs when hiring workers into new or vacant positions. Additional funds were granted if employers hired persons with disabilities or individuals unemployed for at least 27 consecutive weeks.

AJNP third and final intake was held in June 2022 and the grant program is currently wrapping up. Employers who completed the program indicated their satisfaction with AJNP with the following results:

- 87 per cent agreed AJNP supported their COVID-19 recovery efforts.
- 94 per cent agreed AJNP helped their organization's skills/training needs.
- 94 per cent were satisfied with AJNP.³

A Calgary-based residential management company was able to hire nine new individuals as a result of AJNP funding support. Due to the changes made to the program in its third intake, five of the new hires were individuals who were long-term unemployed. Importantly, the employer created new jobs, a goal of the AJNP funding, as well as filled vacant roles.

“The program helped the organization with hiring employees by reducing the costs of employment, and intend to keep all employees hired as a result of AJNP.”

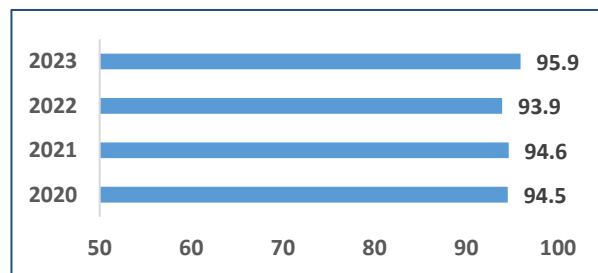
~AJNP grant recipient

Canada-Alberta Job Grant

The Canada-Alberta Job Grant (CAJG) has contributed to job creation and retention in Alberta since 2014 by providing grant funding to employers to assist with training for both new hires and existing employees. Eligible employers must contribute at least 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 per cent of training costs may be covered (up to \$15,000 per trainee).

CAJG satisfaction surveys are completed each year by both employers and trainees.

Employers: Overall Satisfaction with CAJG program



The chart on the left shows the last four years of employer survey results⁴ as to overall satisfaction with the CAJG program. Employers' satisfaction with CAJG continues to be high.

The table below provides some employer feedback from the 2023 surveys.

³ Data were extracted from the AJNP customer relations management system as of July 25, 2023, and includes responses from all three intakes.

⁴ Data were extracted from the CAJG Employer Feedback Survey 2023.

Employer Survey Feedback

CAJG funding has allowed my business to grow with new hires and continuing education for existing staff. Without this grant none of this would have happened. We are a thriving small business in a great part due to the CAJG!

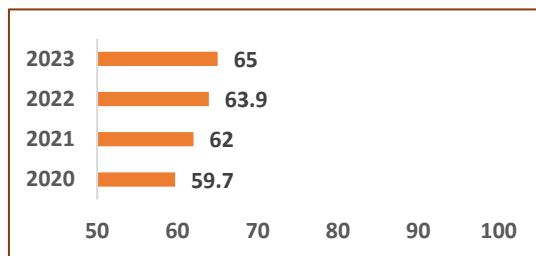
Excellent program for small businesses to facilitate training, which otherwise may not be budgeted for. The training and new skills learned benefits both the employee and small business. The application process was very user friendly. Thank you!

Goodfish Lake Business Corporation (GFLBC) has had a successful working relationship with CAJG in all training/education initiatives. At GFLBC we take pride in our employees and ensuring that their needs are met when it comes to providing necessary training and/or education initiatives to enhance skills necessary to perform their work or perhaps further their education and/or career goals. We also believe in equality of training and involve all employees in every aspect. The success itself has been superb when it comes to completing and we recognize the efforts and hard work of the employees. This is certainly an example of dedication and commitment to the company. We certainly acknowledge CAJG for their valuable support and for their respect and understanding to Indigenous peoples and businesses. Thank you and keep up the wonderful work for Alberta businesses.

The job grant program has been a very useful tool in helping to get our arborists trained properly. The cost of these courses would be too much of a burden to take on as a small business owner. The skills that they are receiving will ensure that the business continues to grow, and our employees are able to do their jobs to the safest and best of their abilities.

Trainee: Overall Satisfaction with Training

The chart on the right shows the last four years of trainee survey results⁵ as to satisfaction with the training overall. About two thirds of trainees continue to be satisfied with the training they received.



The table below provides some trainee feedback from the 2022/2023 satisfaction surveys.

Trainee Survey Feedback

I am a female over the age of 50 and am so thankful that programs like CAJG exist to help employees hone and develop our skillsets. Lifelong learning is critical to remain sharp and relevant as jobs change and new education related to our careers becomes available. I would not have been able to participate in this course without program assistance and am so thankful for this funding. Cumulative life experiences combined with new learnings have allowed this course to have huge impact on my productivity and plans for next career development steps.

The expanded CAJG eligibility helped me so much. I started my own business and the ability to get subsidized training has made such a tremendous impact in my life. I would have not previously qualified, and my previous employer would not sponsor me, but being able to sponsor myself as a small business was key in helping my consulting business get off the ground. Thank you so much!

Being able to take part in the Alberta Job-Grant, I was able to get the training I needed and increased my skill level and opened up opportunities for me to grow in a big way. Since taking the training I did, I have been awarded a top tier position with a well-known networking company and have increased my income by 50 per cent. Thank you for this opportunity!

⁵ Data were extracted from the CAJG Post-Training Survey 2022/2023.

Disability Related Employment Supports

Disability Related Employment Supports (DRES) provides individualized supports and services to help persons with disabilities to address disability related barriers to employment. DRES assists Albertans with disabilities to be successful in their career as they attend educational programs, conduct a job search and move into employment.

Jane, who is deaf, found new employment as a warehouse assistant and required several short courses as a condition of employment. DRES paid for sign language interpreters to allow Jane to complete her certifications and start her new job.

John, a paraplegic, needed access to a modified vehicle as a condition of his employment. He accessed funding through DRES to modify his vehicle and was able to maintain his employment as an information systems specialist.

~ DRES program data

Employment Partnerships Program

The Employment Partnerships Program (EPP) is a program to connect Indigenous people to employment and is administrated by Indigenous Relations. Funding for 12 projects in 2022/2023 was distributed to direct-training projects by Indigenous Skills and Employment Training program agreement holders. Projects are summarized in the following program/service types:

- Administrative Assistant training
- Driver's training (Heavy Equipment Operator training, Haul Truck Driver training, Mandatory Entry Level Training)
- Hospitality training
- Trades and Apprenticeship training



Graduates of the heavy equipment operator training for members of Treaties 6 and 7, the Métis Nation, as well as members of other First Nations from across Canada who are now Alberta residents.

Foundational Learning Assistance Program

The Foundational Learning Assistance⁶ (FLA) program plays a key role in creating access to adult learning programs by providing eligible Albertans with financial assistance when they attend approved foundational learning and skills development programs. Access to these approved programs will help build the foundational competencies required to pursue further education or find employment.

Integrated Foundational Pathways

Integrated Foundational Pathways (IFP) programs provide adult Albertans with a supportive learning environment to develop skills for further education, training and/or employment. IFP programs support learners who may:

- not have a high school diploma or necessary courses;
- face barriers that have previously affected their schooling, learning opportunities, ability to find a job and vocational skill development;
- lack English language skills to pursue training or employment; or
- need essential skills training.

There are 20 designated institutions in Alberta with 28 approved IFP programs that vary to meet local labour market needs. IFP programs assist students to improve their foundational and academic competencies in a supportive and interactive learning environment. Program outcomes are either employment or further education and training.

In 2022/2023, approximately 360 students participated in IFP with a completion rate of 97%.
~ Co-Located Database

Pre-Apprenticeship Training Program

The Pre-Apprenticeship Training program helps to close skill gaps for individuals interested in apprenticeship education. There are seven approved Pre-Apprenticeship Training programs Alberta in three designated institutions with varying program designs tailored to meet local labour market needs.

Program outcomes include:

- employment and/or employed in a related occupation or field of study
- registered as an apprentice

In 2022/2023, Portage College commenced offering 43-week Pre-Apprenticeship Carpentry and Pre-Apprenticeship Welding programs. Portage College was also approved in 2022/2023 to offer the Pre-apprenticeship Heavy Equipment Technician Program. This 43-week program assists learners to enter an apprenticeship or to secure entry-level employment at the end of their training.

Transitional Vocational Program

The Transitional Vocational Program (TVP) is a program for Persons with Disabilities. The objective of TVP is to provide eligible individuals with training and guidance that will contribute directly to their ability to obtain employment and establish and maintain independence.

Work Foundations and Work Foundations for Persons with Disabilities

Financial assistance is provided to students to attend the 'Restart Your Career Program' delivered by EmployAbilities, an external education provider. This employment skills training program is focused on providing unemployed or underemployed Albertans with disabilities and/or barriers with a supportive learning environment to develop their skills towards employment in entry level positions. The program provides unique and practical learning activities for eligible individuals who have barriers to employment.

Approximately 70% of students complete the Restart Your Career Program. On average, 95% of completers gain employment and 5% go on to further education or training.

~ EmployAbilities

⁶ On April 1, 2022 FLA was implemented, replacing the previous Learner Income Support Program.

Persons with Developmental Disabilities Program

The Persons with Developmental Disabilities (PDD) program provides two employment services:

1. Employment Preparation: Services and support that assist individuals with developmental disabilities to develop specific skills and knowledge to find and obtain employment.
2. Employment Placement: Services and support that assist individuals with developmental disabilities to maintain their job.

In 2022/2023, Seniors, Community and Social Services invested over \$23.1 million to provide PDD employment services to more than 2,350 individuals with developmental disabilities, with some individuals accessing both employment services.

Breakdown of PDD clients accessing PDD employment services by service category:	
PDD Employment Service	Number of Individuals
1. Employment Preparation	1,320
2. Employment Placement	1,318

Training and Employment Services

Integrated Training Programming

An Integrated Training Program in Edmonton provided eligible Albertans with 26 weeks of training to enter the child-care services sector. The program includes employability/essential skills training, child development occupational skills training, employment preparation and work search and work experience and practicum placements.

Approximately 98 per cent of clients surveyed reported being employed 90 days after completing the program.

One of the program trainees was placed at a daycare centre for her practicum, where she flourished. After the first month of work experience, center staff highly praised her, and management offered her a paid-practicum position. She is still employed with this daycare centre.

"Working with children as an educator has been, so far, a great experience for me. It requires educators to put more effort and energy into our work. Above all, working with children requires a lot of patience. This work is gratifying because you see children change and grow up before you".

~ Training for Work program data

Workforce Development

Workforce Development provides specialized career and employment services to individuals with barriers to participating in Alberta's labour market, including those with disabilities. Potential barriers addressed include lack of education or work skills and challenges in finding and maintaining employment. Services include workshops, career advising, funding for short-term courses and connecting individuals to sustainable employment. Workforce Development also helps employers to fill job vacancies and address skill shortages.

Through YOUNG Youth Services' Road to Work Program, Mark was provided with supports to manage his anxiety to maintain his sobriety following his release from prison. He completed certification training in first aid, construction safety training system, fall protection, work elevated platform and confined spaces, and was able to secure employment with a restoration company.

Mark said, *"this program offered me stability, helped me plan and reach my goals."*

~ Workforce Development program data

Stakeholder Engagement

In 2022/2023, guided by their respective mandates, each partner ministry engaged with stakeholders to identify current and future labour market priorities as well as to shape the design and delivery of programs meeting current labour market needs.

Adult Learning Stakeholders

Advanced Education's stakeholders are designated foundational learning educational institutions, including 11 First Nations colleges and other Indigenous providers. The Foundational Learning and Skills Development (FLSD) branch has a dedicated Stakeholder Relations team that consulted formally and informally (in-person, email, telephone or audio/video conferencing) with stakeholders to facilitate efficient delivery of Foundational Learning Assistance (FLA) funded programs to students. Provincial Funding Coordinators communicated regularly with their assigned educational institutions; each funded institution has an assigned FLSD contact to assist with program delivery. Additionally, FLSD has a dedicated email address to communicate with stakeholders.

Stakeholders were engaged in the following ways:

- On April 1, 2022, the Foundational Learning Assistance program was implemented, replacing the previous Learner Income Support Program. Questions and concerns were gathered from institutions and a temporary Question and Answer (Q&A) update process was implemented so that all institutions could benefit from stakeholder questions coming in. These Q&A documents were sent bi-weekly during the transition.
- Staff attended the Provincial Academic Upgrading Committee (PAUC) meetings and created opportunities to share information, monitor trends and gather feedback.
- Periodic updates were sent on various issues ranging from policies, system changes, allocations and formal email messages and memos to stakeholders on important program topics at various times during the year.

Indigenous Stakeholders

Indigenous Relations

Indigenous Relations' (IR) stakeholders include Indigenous communities, industry, non-profit organizations, other provincial government ministries and the federal government. Stakeholder feedback informs IR's ability to manage current funding and adequately prepare clients for future programming. Engagement with stakeholders varies from active engagement (e.g., regular meetings, calls and emails exchanged with the organizations), to passive engagement (e.g., emails and invitations are sent to a limited number of Indigenous organizations with eligible employment and training programs to apply to the Employment Partnership Program (EPP) and join conference calls but did not take part in any of IR's programs in 2022/2023).

Indigenous Skills and Employment Training agreement holders and other Indigenous organizations with eligible employment and training programs are consulted throughout each year to discuss EPP and other opportunities.

Jobs, Economy and Trade

Jobs, Economy and Trade (JET) facilitated ongoing engagement with Indigenous partner stakeholders through the work of Indigenous Partnership Coordinators (IPC). Each coordinator has a geographical area in which they maintain a relationship of ongoing communication with Nations, Settlements and urban Indigenous people. This ongoing communication (one-to-one and group meetings) enabled engagement at the community level and built long-lasting mutually trusting relationships. Stakeholders support this method of developing and maintaining relationships as well as the ease through which communication is enabled.

The feedback obtained from IPCs is actioned in the identification of labour market priorities and program delivery.

Employers and Industry Stakeholders

JET program areas sought input from stakeholders to identify training needs and gaps as well as the demand for new and updated skills development. Results of these efforts helped to establish training and employment priorities for WDA funded activities.

Alberta Jobs Now Program

The Alberta Jobs Now Program's (AJNP) stakeholders are the employer applicants and potential participants of the program. Contact with stakeholders included fielding questions about AJNP and surveys from employers, completed at the conclusion of their involvement with the program.

As a result of stakeholder feedback, grant funding was increased in the third intake of AJNP to improve the hiring of individuals who have been unemployed for 27 weeks or longer. Employers were able to apply for funding equal to 37.5 per cent of the new hire's salary – up to \$37,500 maximum for these individuals. This was an increase of \$12,500 over the program maximum of \$25,000 for individuals who were unemployed for less time.

Canada-Alberta Job Grant

Canada-Alberta Job Grant (CAJG) stakeholders are employers in Alberta. The program area received communication and correspondence from stakeholders throughout the year. Program staff and management responded to approximately 7,900 emails and more than 1,900 phone calls in 2022/2023. In addition to annual surveys conducted with grant recipients and trainees, CAJG hosted several outreach sessions for employers, training providers and small business employers who had not participated in the program to date.

As a result of stakeholder feedback and an effort to increase the number of unemployed individuals hired/trained, CAJG changed the definition of a new hire, extending the threshold from 30 to 90 days. In addition, the applicant guide was revised to provide clarification on common questions received from stakeholders regarding employer eligibility, required documents for applications and payments.

Stakeholders Serving the Community

Seniors, Community and Social Services' (SCSS) stakeholders are contracted service providers. Procurement and Resource Management (PRM) North and South engaged with stakeholders in 2022/2023 in the following ways:

- PRM North and SCSS frontline staff regularly engaged with contracted service providers to share information on the labour market, community events and client progress. These meetings allow for timely response to program concerns and client needs.
- PRM South staff had consultations with stakeholders to complete needs analyses in urban, rural and remote locations to determine needs and gaps related to career services and job placement requirements for Albertans.

Stakeholders Serving Immigrants to Alberta

Immigration and Multiculturalism's (IM) stakeholders are immigrant/newcomer-serving organizations. Training initiatives are funded under the Alberta Settlement and Integration Program (ASIP). Stakeholder engagement was conducted through advisory committees, meetings with newcomer-serving organizations, post-secondary institutions, training providers, as well as federal government partners.

Information about newcomer needs, along with trends and issues, were shared at these meetings. Additionally, information was also provided about programs and feedback was gathered. Email inquiries and ASIP's call for proposals information/Q&A session for applicants were also opportunities to explore input from stakeholders on local and regional labour force needs.

Stakeholders Serving Persons with Developmental Disabilities

Seniors, Community and Social Services' (SCSS) stakeholders are Persons with Developmental Disabilities (PDD) service providers. Disability Services Procurement and Resource Management (PRM) staff met regularly with PDD-funded service providers through scheduled contract management meetings facilitated by the Contract and Procurement Specialists.

Service Provider Partnership Committee meetings were held regularly throughout the year and served as an opportunity for Disability Services PRM staff and PDD-funded service provider executive staff to collaborate. This committee serves as a link between the Alberta Council of Disability Services and SCSS. Service Provider Council groups at the local level also met regularly through the year, with Disability Services PRM staff invited to participate. Topics of discussion included employment initiatives, discussions around best practices and areas for improvement.

Feedback collected from PDD-funded Community Disability Service providers continue to call for increased opportunities for inclusion for adults with developmental disabilities through employment.

Expenditures and Results

WDA 2022/2023 Program Expenditures

The table below provides a breakdown of spending on programs and services under the WDA, including program administration, (i.e., staffing and program and service evaluation).

Skills Development/Training, Work Experience, Programming for Persons with Disabilities (PWD), Employer-focused Programming, Labour Market Connections and Living Allowance are expenditure categories under the WDA. PWD programming is cost shared with Alberta.

Expenditures

WDA Eligible Programs	Expenditures ('000)
Skills Development/Training	\$23,982
Work Experience	\$28,902
Programming for Persons with Disabilities (See breakdown below)	\$39,126
Employer-focused Programming	\$101,272
Labour Market Connections	\$243
Living Allowance	\$45,926
Administration	\$10,699
TOTAL	\$250,150
Cost Shared Programs for Persons with Disabilities	Expenditures
Career Development Services/Disability Related Employment Supports	\$20,517
PDD Employment Preparation and Placement Supports	\$23,109
Foundational Learning Programs/Work Foundations	\$9,393
Alberta Jobs Now Program	\$14,128
Canada-Alberta Job Grant	\$5,369
Total Provincial Expenditures	\$33,390
Federal Contribution	\$39,125

Source: Government of Alberta Canada-Alberta Workforce Development Agreement: Statement of Contributions and Expenditures for the Year ended March 31, 2023

WDA 2022/2023 Program Results

Individual-Focused Activities

The tables below provide the client and intervention counts of Alberta programs (Intervention Titles), organized by Federal expenditure categories. All data are sourced from the Labour Market Transfer Agreement (LMTA) Co-Located Database⁷.

Table 1: Skills development / training

Federal Categories	Alberta Intervention Titles	Clients ⁸	Interventions
Adult Basic Education, Essential Skills, Language Training, and Literacy	Academic Upgrading	2,766	3,247
	Adult Basic Education	534	618
	Basic Skills	38	40
	English as an Additional Language	1,110	1,820
	Immigrant Skills and Language Training	296	300
	Integrated Foundational Pathways	364	373
	Language Training	340	372
Short Term Training	Part-time Work Foundations	94	103
	Integrated Training	284	287
TOTAL		5,826	7,160

Table 2: Work Experience

Federal Categories	Alberta Intervention Titles	Clients ⁹	Interventions
(Targeted) Wage Subsidies	Work Exposure	267	282
	Workplace Training	53	53
Self-Employment Assistance	Self-Employment	57	58
TOTAL		377	393
INDIVIDUAL-FOCUSED ACTIVITIES TOTAL		6,203	7,553

⁷ Data are as of August 2023.

⁸ The client totals may not equal the itemized client counts because some individuals take more than one program during the time period.

⁹ The client totals may not equal the itemized client counts because some individuals take more than one program during the time period.

Programming for Persons with Disabilities¹⁰

The tables below provide the client and intervention counts of Alberta programs for Persons with Disabilities, organized by Federal expenditure categories. All data are sourced from the LMTA Co-Located Database¹¹.

Table 3: Skills Development / Training

Federal Categories	Alberta Intervention Titles	Clients	Interventions
Adult Basic Education, Essential Skills, Language Training, and Literacy	Academic Upgrading	364	439
	Adult Basic Education	90	100
	Basic Skills	1	1
	Integrated Foundational Pathways	27	27
	Language Training (EAL)	52	83
	Part-time Work Foundations	15	16
Other Skills Development	Transitional Vocational Program	63	63
TOTALS		612	729

Table 4: Employment Assistance Services

Federal Categories	Alberta Intervention Titles	Clients	Interventions
Job Search Assistance	Job Placement	733	760
	Workforce development	1,361	1,428
Other Employment Assistance Services	Disability Related Employment Supports	61	70
	Employment Assistance for PWD	2,295	2,628
TOTAL		4,450	4,886
PROGRAMMING FOR PERSONS WITH DISABILITIES TOTAL		5,062	5,615

¹⁰ For LMTA reporting purposes, Alberta uses the following definition: a disability refers to a physical, mental, sensory, intellectual or learning impairment, which in interaction with various barriers, may hinder labour market participation. Disability is a self-declared response. Options include:

- Yes - indicating the participant has or identifies as a person with a disability.
- No – indicating the participant does not have or does not wish to identify as a person with a disability.
- Prefer not to report.

¹¹ Data are as of August 2023.

Employer-Focused Programming

The five programs below comprise the complement of Employer Focused Programming in Alberta.

Table 1: Employer-Focused Programming

	Number of Employers	Number of Participants
CAJG ¹²	3,291	12,576
AJNP ¹³	1,461	7,575
ATEP and FNTEP ¹⁴	45	1,057
ARP ¹⁵	2	400
TOTAL	4,797	21,208

Table 2: Employer Size and Type by Programming

Employer Size	CAJG		AJNP		ATEP / FNTEP		ARP	
	#	%	#	%	#	%	#	%
Small (50 or fewer employees)	2,268	69%	5,054	67%	39	87%	2	100%
Medium (51-499 employees)	837	25%	2,220	29%	6	13%	-	-
Large (500 or more employees)	192	6%	301	4%	0	0%	-	-
TOTAL	3,291	100%	7,575	100%	45	100%	2	100%

Employer Type	CAJG		AJNP		ATEP / FNTEP		ARP	
	#	%	#	%	#	%	#	%
Private	2,988	91%	6,988	92%	4	9%	-	-
Not for Profit	303	9%	587	8%	40	0%	2	100%
Public	0	0%	0	0%	0	0%	-	-
Other	0	0%	0	0%	45	91%	-	-
TOTAL	3,291	100%	7,575	100%	45	100%	2	100%

Table 3: Access to Grants by Industry Sector¹⁶

	CAJG		AJNP		ATEP / FNTEP	
	#	%	#	%	#	%
Professional, Scientific and Technical Services ¹⁷	497	15%	996	13%	-	-
Construction of buildings	186	6%	357	5%	-	-
Truck transportation	160	5%	184	2%	-	-
Oil and gas extraction	149	5%	66	1%	-	-
Support activities for mining, and oil and gas extraction	143	4%	264	3%	1	3%
Crop production	136	4%	-	-	-	-
Specialty trade contractors	136	4%	-	-	-	-

¹² Data source: CAJG Customer Relationship Management (CRM) system.

¹³ Data source: AJNP CRM.

¹⁴ Data source: Indigenous Training to Employment Program System (ITEPS) CRM.

¹⁵ Data source: Labour Market Partnerships (LMP) Grant Tracker.

¹⁶ No ARP data for Tables 3 to 5.

¹⁷ As defined in the North American Industry Classification System (NAICS) Canada 2017 version 2.0, the main components of this sector are legal services; accounting, tax preparation, bookkeeping and payroll services, architectural, engineering and related services; specialized design services; computer systems design and related services; management, scientific and technical consulting services; scientific research and development services; and advertising, public relations and related services.

	CAJG		AJNP		ATEP / FNTEP	
	#	%	#	%	#	%
Social assistance	129	4%	219	3%	0	1%
Educational Services	123	4%	124	2%	1	6%
Heavy and civil engineering construction	79	2%	-	-	-	-
Administrative and support services	78	2%	-	-	3	74%
Wood product manufacturing	-	-	44	1%	-	-
Religious / grant-making / civic / professional and similar organizations	-	-	60	1%	-	-
Aboriginal public administration	-	-	-	-	38	84%

Table 4: Skills Development Training and Skills Learned Types

Skills Development Training Types	CAJG		AJNP		ATEP / FNTEP	
	#	%	#	%	#	%
Upskilling or Upgrading	9,721	77%	108	38%	345	33%
Maintenance	2,206	18%	54	19%	27	3%
Entry Level	884	7%	122	43%	345	33%
Not Provided	17	0.14%	-	-	340	32%
TOTAL	12,576	100%	284	100%	1,057	100%

Types of Skills Learned

	#	%	#	%	#	%
Specialized or Technical Skills	5113	41%	120	28%	288	27%
Management Skills	5102	41%	45	10%	27	3%
Essential Skills	2100	17%	197	45%	328	31%
Soft Skills	747	6%	72	17%	106	14%
Not Provided	18	0.14%	-	-	308	10%
TOTAL	12,576	100%	434	100%	1,057	100%

Table 5: Participant Demographics

	CAJG		AJNP		ATEP / FNTEP	
	#	%	#	%	#	%
Female	5,198	41%	3,642	48%	312	30%
Youth	972	8%	1,981	26%	155	15%
Immigrants	860	7%	605	8%	0	0%
Indigenous	152	1%	208	3%	1,057	100%
Recent Immigrants	122	1%	461	6%	0	0%
Persons with Disabilities ¹⁸	70	1%	110	1%	0	0%

¹⁸ Source: 2017 Statistics Canada data indicates 18 per cent of Alberta's labour force are persons with disabilities. www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310073001

Conclusion and Looking Forward

The Government of Alberta is committed to providing timely, relevant employment and training programs and services to help Albertans gain the skills they need to connect with the ever-changing labour market. Alberta continues to collaborate across its ministries and with diverse stakeholders, including employers, industries, training providers, immigrant serving organizations, local communities, Indigenous stakeholders and other levels of government to increase the labour force participation of under-represented groups, build and diversify the economy and get Albertans back to work.

In 2022/2023, Alberta's WDA partner ministries delivered the programs and services needed to build a skilled, adaptable workforce as Alberta recovers from the COVID-19 pandemic.

As our economy continues to grow, Alberta is committed to investing in skills development and supporting actions that strengthen and diversify our economy and ensure a prosperous future for all Albertans.