

2016 Programs and Services for Growth

Development Officers and New Venture Coaches at Alberta Agriculture and Forestry have created this document to assist agri-processing companies locate funding programs, services and supports. This information will help you:

- *Discover what's available to help grow your agri-processing business
- *Find the programs and services that suit your needs
- *Apply financial cost-sharing opportunities for new initiatives
- *Access resources that improve your business

Program Name	Type	Administered By	Description	Maximum Funding	Program End Date	Website
Automation , Technology & Continuous Improvement						
Agri-Innovation Program	Grant/ Interest-Free Loan	<i>Agriculture and Agri-Food Canada</i>	The program is designed to accelerate the pace of innovation by supporting research and development activities in agri-innovations and facilitating the demonstration, commercialization and/or adoption of innovative products, technologies, processes, practices and services. The aim is to enhance economic growth, productivity, competitiveness, adaptability and sustainability of the Canadian agriculture, agri-food and agri-based products sector and assist in capturing opportunities for the sector in domestic and international markets.	\$10,000,000	Mar. 31 /2018	www.agr.gc.ca
Growing Forward Agri-Processing Automation & Efficiency Program	Grant	<i>Alberta Agriculture and Forestry (Crop) & Alberta Livestock and Meat Agency (Livestock)</i>	The program is designed to stimulate new investment and capital expansion in the agri-food industry in Alberta. It contributes to improvements in productivity, efficiency and energy efficiency through the adoption of best practices, innovative new technology and state of the art processes that increase value and market access. A maximum of 20% of eligible costs will be reimbursable for capital expenses. Non-capital expenses, which may include third-party costs for feasibility studies for new technology implementation, process audits, work around productivity and eligible travel and training costs, have a maximum of 50% reimbursable. Applicants may receive up to \$1,000,000 per fiscal year and up to \$2,000,000 over the program lifetime.	\$2,000,000	Mar. 31/ 2018	www.growingforward.alberta.ca www.alma.alberta.ca
GO Productivity <i>New to the list</i>	Resource	<i>GO Productivity</i>	GO Productivity offers a broad range of services that help companies identify and address gaps in productivity, maximize resources and be more efficient. The organization has own in-house productivity experts as well as a vast network of resources to ensure that whatever the productivity challenge a business faces, they have the capacity to meet it.	-----	-----	http://goproductivity.ca/
Food Safety						
Food Safety Resources and Assistance	Resource	<i>Alberta Agriculture and Forestry</i>	AF has many excellent resources to assist food processors in developing, improving and implementing a food safety system (i.e., GMP, HACCP or GFSI Benchmarked systems) to meet the requirements of current customers and help gain new customers. These resources include coaching and guidance from experienced Food Safety Specialists, a food safety "how to" manual, personnel training materials, food safety DVDs, template record keeping forms, and more! Most resources are on-line, but don't forget to contact us for assistance!	-----	-----	www.foodsafety.alberta.ca

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Growing Forward Food Safety Systems Processors	Grant	<i>Alberta Agriculture and Forestry</i>	This program helps federally or provincially licensed food processing companies invest in new or improved food safety systems and production practices, enhancing the industry's competitiveness and food safety performance. For non-capital items, reimbursement will be on a 50:50 cost shared basis. For capital items, assistance will be on a 20:80 cost shared basis (government/applicant) to a maximum of \$15,000 that are related to improving a specific food safety issue. For food safety testing equipment, reimbursement will be on a 80:20 cost shared basis (government/applicant) to a maximum of \$5,000.	\$25,000	Mar. 31 /2018	www.growingforward.alberta.ca
Online Food Safety Training & Management System	Resource	<i>Alberta Food Processors Association</i>	This program enables Alberta food processors to train employees within the facility on seven food safety modules, administer quizzes and present certificates upon completion of the training. It will also give HACCP Coordinators the tools to manage employee training and prerequisite programs to ensure they are current and ready for audits. Technical support is also available to assist processors in entering employee names into the database, downloading SOPs and training to use the system.	-----	-----	www.afpa.com
Food Safety Training & Consulting	Resource	<i>Alberta Food Processors Association</i>	Alberta Food Processors Association can train a group of employees on HACCP or other food safety topics in a public course setting or in a customized course at their facility. Customized courses minimize potential expenses and time away from production. It also gives a team approach to training, which many companies prefer. Food Safety consulting is also available.	-----	-----	www.afpa.com
Investment/ Business Planning/Access to Capital						
Agriculture Borrowing Program <small>New to the list</small>	Financing/ Loan	<i>Alberta Treasury Bank (ATB Financial)</i>	ATB Financial offers financing to any business engaged in the Agri Food Value Added chain. Products specific to agri-processors include: term loans for equipment, real estate, working capital; operating loans to fund day to day operating expenses secured by accounts receivable and inventory; and access to a financial advisor via ATB Investor Services to assist with investment and insurance needs.	-----	-----	www.atb.com
Agribusiness & Agri-Food Financing	Financing/ Loan	<i>Farm Credit Canada (FCC)</i>	FCC provides financing to food processors and manufacturers, wholesalers and distributors, input providers, equipment manufacturers and dealers. It offers term and cash flow financing and venture capital options.	-----	-----	www.fcc-fac.ca
Business Loans	Loan	<i>Business Development Bank of Canada</i>	The Business Development Bank of Canada is the only bank dedicated exclusively to entrepreneurs. A wide range of financing options are available to assist in starting and growing your business.	-----	-----	www.bdc.ca
Family-Owned Business Education Programs	Resource	<i>Alberta Business Family Institute</i>	The Alberta Business Family Institute recognizes the vital impact of family enterprise on our economy, as well as the specialized needs of this unique entity. It is committed to improving the statistics through the provision of essential tools, guidance and knowledge in succession and estate planning, corporate governance, leadership development, conflict resolution, and more.	-----	-----	https://business.ualberta.ca/centres/family-business
Family Business Resources	Resource	<i>Business Family Foundation</i>	The Business Family Foundation is a not-for-profit charitable organization established to support, help and empower business families to ensure their sustainability and harmony for generations to come. It delivers relevant, interactive and engaging education on important topics relevant to business families both online and through face-to-face settings. The foundation also nurtures a network of partners that help make our learning accessible globally and trains academics & advisors to better cope with business family issues.	-----	-----	http://businessfamilies.org
Alberta Women Entrepreneurs Program	Loan	<i>Alberta Women Entrepreneurs</i>	Alberta Women Entrepreneurs (AWE) is a not-for profit organization dedicated to enabling women to build successful businesses. AWE connects our clients to the people and resources needed at all stages of business growth. Repayable loans of up to \$150,000 are available to businesses that are 51% owned/operated and controlled by a woman.	\$150,000	-----	www.awebusiness.com

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Canada Small Business Financing Program	Loan	<i>Industry Canada</i>	Under the program, the Government of Canada makes it easier for small businesses to get loans from financial institutions by sharing the risk of lenders. Companies must be small businesses operating for-profit in Canada, with a gross annual revenue of less than \$10 million.	\$1,000,000	-----	www.ic.gc.ca
Centres of Excellence for Commercialization and Research Program <i>New to the list</i>	Network, Resource Loan	<i>Networks of Centres of Excellence of Canada</i>	The Centres of Excellence for Commercialization and Research (CECR) program bridges the gap between innovation and commercialization. The program matches clusters of research expertise with the business community to share the knowledge and resources that bring innovations to market faster.	-----	-----	www.nce-rce.gc.ca
Community Future Business Loans	Loan	<i>Community Futures Alberta</i>	Community Futures Alberta provides rural Alberta companies flexible and affordable loan products that are specifically designed to support small business growth, and range from \$500 to \$150,000. Eligible loans include start-up, new market expansion, or technology or process update funds. Each loan is tailored to meet the client's business needs, and loan decisions are made locally and quickly. They can offer free business advice and counselling, low cost business coaching and other business development programs.	\$150,000	-----	www.albertacf.com
District Ventures Business Accelerator <i>New to the list</i>	Resource	<i>District Ventures LP</i>	District Ventures is a leading-edge accelerator connecting early-stage companies to top entrepreneurs, investors and commercialization support; it will also fund Canadian companies that are commercially viable but are challenged to expanding. Companies participating in the Accelerator will be offered business development support (e.g., marketing, distribution) as well as access to office space and equipment.		-----	www.districtventures.ca
Futurpreneur Canada Start-Up Program	Loan	<i>Futurpreneur Canda</i>	This program provides start-up financing of up to \$15,000, over 5 years. Furthermore, the Business Development Bank of Canada teamed up with Futurpreneur Canada to provide entrepreneurs with up to an additional \$30,000 to get their businesses off the ground.	\$45,000	-----	www.futurpreneur.ca
Pre-Commercial Investment Program	Loan	<i>AVAC Ltd.</i>	Investment funds are targeted at pre-commercial and start-up opportunities. AVAC will help entrepreneurs and new venture developers pursue their ideas by sharing some of the early stage risk (less than 50%). Investment return is based on a royalty approach, calculated as a percentage of gross revenue of the client's business, or of a specific new product or service.	-----	-----	www.avactd.com
Value Added & Agri-Business Program	Financing/ Loan	<i>Agriculture Financial Services Corporation (AFSC)</i>	This program is designed to provide enterprises with suitable financing to start, develop and grow their businesses. The loan can be used to start, expand, purchase or upgrade facilities, equipment, or other capital assets needed for your business. It also covers working capital expenditures, including training costs that support new or expanded operations or products for value added or agri-business enterprises and change of ownership.	\$5,000,000	-----	www.afsc.ca
Nutrition/Labeling						
Canada's Regulatory System for Food with Health Benefits	Resource	<i>Agriculture and Agri-Food Canada</i>	This website is a starting point for companies wanting to promote the health benefits of their products. It will help you better understand and navigate Canada's food regulatory system and point you to important resources.	-----	-----	www.agr.gc.ca
Regulatory Readiness Decision Model <i>New to the list</i>	Resource	<i>Agriculture and Agri-Food Canada</i>	The Regulatory Readiness: A decision Model for Canadian Food Products helps industry navigate the regulatory environment for Canadian food products and take advantage of market opportunities. It synthesizes a complex array of regulations and guidance into six key questions to consider prior to launching a new food product.	-----	-----	www.agr.gc.ca
Food Labelling for Industry	Resource	<i>Canadian Food Inspection Agency (CFIA)</i>	The CFIA Industry Labelling Tool is the food labelling reference for all food inspectors and stakeholders in Canada. The tool provides information on food products that require a label, general principles for labelling and advertising and a labelling requirements checklist.	-----	-----	www.inspection.gc.ca

Programs and Services

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Occupational Health & Safety (OH & S)						
Alberta Occupational Health and Safety <i>New to the list</i>	Resource	<i>Government of Alberta</i>	Alberta Occupational Health and Safety works in consultation with industry to help prevent worker injuries and illnesses by providing measures and information for taking action. It includes resources such as publications on legislation and other topics, educational materials on how to work safely and stay healthy and e-learning programs.	-----	-----	https://work.alberta.ca
Certificate of Recognition Program	Resource	<i>Alberta Food Processors Association</i>	This program is essential to WCB's PIR and a key component of Alberta Human Services Partnerships program. A Certificate of Recognition (COR) is issued to employers who have successfully implemented a workplace health and safety management system that meets partnership standards. Benefits of obtaining a COR include: minimized accident costs, improved worker productivity, a safer workplace and a possible 5% to 20% rebate for WCB premiums.	-----	-----	www.afpa.com
Small Employer Certificate of Recognition	Resource	<i>Alberta Food Processors Association</i>	The Small Employer Certificate of Recognition (SECOR) program provides an option for employers with a small number of workers to develop a safety management system and achieve a Certificate of Recognition (COR). The program is designed to meet the application and training needs of employers with 10 or fewer employees. A SECOR is issued to an employer whose health and safety program meets the partnerships standards. Small employers with a SECOR are eligible to receive a 5% to 20% rebate on their WCB premiums.	-----	-----	www.afpa.com
Workplace Health & Safety Program	Resource	<i>Alberta Food Processors Association</i>	The Alberta Food Processors Association-offers extensive educational courses. The following courses are instructed by qualified industry experts: Health & Safety Program Building, Internal Auditor Training, Hazard Assessment, WHMIS Train the Trainer, Incident & Accident Investigation, and Roles & Responsibility for Managers and Supervisors.	-----	-----	www.afpa.com
Research & Development/ Innovation / Marketing						
Alberta Bio Future Program	Grant	<i>Alberta Innovates Bio Solutions</i>	The purpose of this program is to expand a competitive, sustainable and profitable bioindustrial sector (materials, chemicals and energy) through an integrated program with a strong industry focus. Focus will primarily be on projects that add value to biomass in agriculture and forestry, and create new and improved bioindustrial products and bioindustrial technologies. Food, feed and pharma products are excluded from the program. Funding is available in three strategic priority areas: discovery and developmental research, testing and commercialization, and equipment utilization.	\$100,000	Mar. 31 /2019	www.bio.albertainnovates.ca
Applied Research and Product Development Program	Grant	<i>Alberta Innovates Bio Solutions</i>	The program provides funding to Alberta food, beverage, and ingredient producers/processors for applied research and product development with a focus on value added ingredients, food products, and/or beverages that are derived from Alberta crop or livestock commodities. The program helps to bring together industry applicants with academic researchers in a unique initiative that supports development of unique food innovations for entry into local, national or international markets globally competitive value-added ingredients, food products and/or beverages that are derived from Alberta crop or livestock commodities.	\$150,000	Sept. 2016	www.bio.albertainnovates.ca
Agri-Marketing Program	Grant/ Interest-Free Loan	<i>Agriculture and Agri-Food Canada</i>	The AgriMarketing Program supports the agriculture industry by creating and maintaining access to markets and taking advantage of market opportunities. Small and medium-sized enterprises can apply for assistance to undertake promotional and market development activities in markets other than Canada.	---	Mar. 31/2018	www.agr.gc.ca
Agrivalue Processing Business Incubator	Resource	<i>Alberta Agriculture and Forestry</i>	This is a multi-tenant, CFIA registered facility with eight private, fully-serviced processing suites dedicated to assisting food processors in the scale-up and commercialization of food products and technologies leading to successful establishment of their own enterprises.	-----	-----	www.agriculture.alberta.ca

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Alberta Scientific Research and Experimental Development Tax Credit	Tax Credit	<i>Government of Alberta</i>	The provincial tax credit program benefits businesses of all sizes and in all sectors that conduct research and development that leads to new, improved or technologically-advanced products or processes. The credit is for all expenditures incurred after December 31, 2008 that are also eligible for the federal Scientific Research and Experimental Development Credit (SR&ED). The Alberta SR&ED tax credit is over and above the federal SR&ED credit, helping the research and development investments made by Alberta companies go farther.	Tax credit of up to 10%	-----	http://eae.alberta.ca/
The Canada Brand in the Canadian Market	Resource	<i>Agriculture and Agri-Food Canada</i>	Agriculture and Agri-Food Canada has developed a domestic branding initiative called The Canada Brand in the Canada Market. This initiative will help you promote the advantages of your food products to Canadian consumers, capitalizing on research showing that they prefer to buy domestic foods over imports.	-----	-----	www.marquecanadabrand.agr.gc.ca
Connectica <i>New to the list</i>	Resource	<i>Alberta Innovates Technology Futures</i>	Connectica is a web portal designed to help users connect with Alberta's research and innovation network. It is the perfect place to find programs, services, facilities or events that meet specific needs. Connectica facilitates introductions between stakeholders, researchers and entrepreneurs, and helps to bridge the gap between Alberta's research organizations, universities and publicly-funded innovation support services.	-----	-----	https://www.connectica.ca
Food Processing Development Centre	Resource	<i>Alberta Agriculture and Forestry</i>	The Food Processing Development Centre is a modern, fully equipped pilot plant and product development laboratory facility. It is staffed with experienced food scientists, engineers and technologists. Centre services are designed to strengthen and expand the capability of Alberta's food processors to meet the challenges of the marketplace through application of new technology and the development of new or improved products and processes.	-----	-----	www.agriculture.alberta.ca/fpdc
Growing Forward Agri-Processing Product and Market Development Program	Grant	<i>Alberta Agriculture and Forestry (Crop) & Alberta Livestock and Meat Agency (Livestock)</i>	This program targets agri-food and agri-based processing companies and producers with innovative, market-driven opportunities to develop and commercialize new products, access new markets or expand their business. Projects under this program may include the following expenses: product development, market research and development, labelling and packaging development, and expanding an agri-business. Eligible expenses will be reimbursed at 50% to a maximum of \$100,000 per fiscal year and up to \$500,000 over the program lifetime.	\$500,000	Mar. 31 /2018	www.growingforward.alberta.ca www.alma.alberta.ca
Growing Forward Business Opportunity Program	Grant	<i>Alberta Agriculture and Forestry</i>	The purpose of this program is to help Alberta's new or established producers, agri-processing companies and producer groups enhance their competitiveness and growth prospects by connecting them with expert business advice. Established processors will be reimbursed for 50% and new entrants will be reimbursed for 75% to a maximum of \$30,000 for the life of the program. Eligible costs include: feasibility studies for new opportunities, business plans (expansion and restructuring), market research, value chain development, pricing models, marketing plans, strategic planning and business management mentoring or coaching.	\$30,000	Mar. 31 /2018	www.growingforward.alberta.ca
Industrial Research Assistance Program	Resource/ Grant	<i>National Research Council</i>	This program supports small and medium-sized enterprises in Canada to build their technology and innovation capabilities. Industrial Technology Advisors work with small and medium-sized enterprises on-site to assess needs and design solutions which can be tailored to each business. NRC-IRAP offers direct technical assistance, access to the latest technological advances, expertise, facilities and resources. NRC-IRAP may also provide cost-shared financing of innovative technical projects to qualified firms.	-----	-----	www.nrc-cnrc.gc.ca
Market Development Team	Resource	<i>Alberta Agriculture and Forestry</i>	The Market Development Team brings experience in retail, food service, alternative markets such as c-stores and into the world of packaging and understanding consumer insights. This also includes innovation, broker relations, go-to-market plans and merchandising of products. The team works with agri-food processors as they move through the stages of Start-up, Selling, Establishing your business and Growing your capacity. Contact your Industry Development Officer and ask for the Market Development Team.	-----	-----	www.agriculture.alberta.ca
Matching Investment Fund	Grant	<i>Canadian Dairy Commission</i>	The Canadian Dairy Commission (CDC) has committed \$500,000 over a two year period (August 1, 2014 to July 31, 2016) to support product development initiatives under the MIF. Each eligible project can receive up to \$150,000. Projects that use milk protein concentrate or skim milk powder may qualify for higher levels of funding.	\$150,000	Jul. 31 /2016	www.milkingredients.ca

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Product Demonstration Fund	Grant	<i>Alberta Innovates</i>	The Product Demonstration Fund (PDF) assists Alberta businesses across the province at a challenging time in the commercialization phase of their development. PDF funding is in the form of a 50/50 matching non-repayable grant, typically ranging from \$100,000 to \$300,000. This fund will help businesses demonstrate their new products or services in a real-life, end-user environment.	\$300,000	-----	www.albertatechfutures.ca
Western Innovation Initiative <i>New to the list</i>	Grant	<i>Western Economic Diversification Canada</i>	Western Innovation Initiative (WINN) offers repayable contributions to SME's proposing to commercialize a new technology, product, process or service in Western Canada. The program assists with up to 50% of eligible project costs to a maximum of \$3.5M/project or \$7.5M to one organization. Applications are accepted during two intake periods/year and costs incurred prior to approval are not eligible. Only the strongest applications demonstrating the highest merit and best fit with WINN objectives receive funding.	\$3,500,000	-----	www.wd-deo.gc.ca
Scientific Research & Experimental Development Tax Incentive Program	Tax Credit	<i>Canada Revenue Agency</i>	This program is a federal tax incentive program that encourages Canadian businesses of all sizes and in all sectors to conduct research and development (R&D) in Canada that will lead to new, improved or technologically-advanced products or processes. Companies can apply for SR&ED investment tax credits for expenditures such as wages, materials, machinery, equipment, some overhead and SR&ED contracts.	Tax credit of up to 35%	-----	www.cra-arc.gc.ca
Sustainability						
Climate Change and Emisions Management Fund Program <i>New to the list</i>	Grant	<i>Climate Change and Emissions Management Corporation</i>	The Climate Change and Emissions Management Corporation (CCEMC) provides dedicated funds to support the discovery, development, and deployment of projects that will reduce greenhouse gas emissions and support projects to help Alberta adapt to climate change. Funded projects generally focused on carbon capture projects or for renewable energy technologies. The maximum amount the CCEMC will provide to any project varies.	-----	-----	www.ccemc.ca
Green Municipality Fund <i>New to the list</i>	Grant and Low Interest Loan	<i>Federation Of Canadian Municipalities</i>	The Green Municipality Fund (GMF) supports partnership of both public and private sector to reach higher standard of air, water and soil quality. There must be a collaborative relationship between an organization and the municipal government regarding the environmental initiative to successfully obtain GMF funding. It supports three types of initiatives: grants to develop plans, grants to conduct feasibility studies and pilot projects and low interest loans, in combination with grants, to implement capital projects. Grants cover up to 50% of eligible costs.	\$175,000 for plans and feasibility studies \$350,000 for pilot projects.	Renewed Annually	http://www.fcm.ca
ecoENERGY for Industry Assessment Incentive Program	Grant	<i>Natural Resources Canada</i>	This grant provides financial incentives for two types of assessments through the ecoENERGY for Industry program. These incentives help industrial companies perform assessments of their operations to optimize their processes, reduce operating costs, and use energy more efficiently. Funding is available for up to 50% of the study cost of a Process Integration study or a Computational Fluid Dynamic study.	\$40,000	-----	www.nrcan.gc.ca
On-line Sustainability Portal <i>New to the list</i>	Resource	<i>Provision Coalition</i>	Provision Coalition is the leading voice of sustainability for the food and beverage industry in Canada. The On-line portal is free for all food and beverage manufacturers and includes web-based benchmarking tools and resources: self-assessment survey, key performance indicators scorecard, environmental benchmarking tool, consultant and funding databases, case studies and success stories.	-----	-----	www.provisioncoalition.com
Office of Energy Efficiency	Resource	<i>Natural Resources Canada</i>	The Office of Energy Efficiency (OEE) is mandated to strengthen and expand Canada's commitment to energy efficiency in order to help address the Government of Canada's policy objectives. The OEE offers a variety of resources, including workshops for professionals, statistics and analysis, awards and hundreds of free publications.	-----	-----	http://oee.nrcan.gc.ca
SD Tech Fund™ <i>New to the list</i>	Grant	<i>Sustainable Development Technology Canada</i>	The SD Tech Fund™ is designed to support the development and pre-commercial demonstration of cleantech solutions. Its aim is to increase each solution's chances of successfully making it to the marketplace, and help Canadian entrepreneurs carry out their innovation efforts within Canada	-----	-----	www.sdtech.ca

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Workforce Development						
Alberta Immigrant Nominee Program	Resource	<i>Citizenship and Immigration Canada & Alberta Jobs, Skills, Training & Labour</i>	The Alberta Immigrant Nominee Program is a federal-provincial agreement designed to assist employers to facilitate the permanent immigration process to retain qualified temporary foreign workers already working in Alberta.	-----	-----	www.albertacanada.com
Alberta Innovates Commercialization Associates	Grant	<i>Alberta Innovates Technology Futures</i>	The Alberta Innovates Commercialization Associates program was developed to increase business management and marketing expertise in Alberta-based start-up and Small/Medium Enterprise (SME) companies by enabling these companies to recruit skilled business professionals. The program consists of an annual stipend of \$70,000 (a minimum); with contributions of \$55,000 from Tech Futures and \$15,000 (minimum) from the company, for up to two years; and an annual commercialization allowance of \$7,000 from Tech Futures to cover qualified costs for travel and marketing intelligence.	\$62,000	-----	www.albertatechfutures.ca
Apprenticeship Job Creation Tax Credit	Tax Credit	<i>Canada Revenue Agency</i>	The federal incentive program is designed to help employers offset the cost of hiring and training employees who have entered into an apprenticeship contract. Employers can take advantage of a non-refundable tax credit equal to 10% of the eligible salaries and wages paid to apprentices in their first two years. Any unused credit may be carried back three years and carried forward 20 years.	\$2,000	-----	www.cra-arc.gc.ca
Canada-Alberta Job Grant	Grant	<i>Government of Alberta</i>	The Canada-Alberta Job Grant is an employer-driven training program. This means that employers decide on who gets training and what type of training may be needed for new and existing employees. Employers must use a third-party training provider to deliver the formal training either onsite, online, or in a classroom setting. Employers will cover a minimum of one-third, and the grant will cover two-thirds.	\$10,000 per trainee or \$300,000 per company	-----	www.albertacanada.com
Career Bridge Program	Grant	<i>Career Edge</i>	This program is for employers seeking qualified workers and for recent immigrants seeking professional level positions in their fields of expertise. Career Bridge offers paid internships of 4, 6, 9 or 12 months for recent immigrants. It can help employers fill a wide range of professional and managerial positions while minimizing recruiting costs and risks.	-----	-----	www.careeredge.ca
Great People = Growing Profits Toolkit	Resource	<i>Alberta Agriculture and Forestry</i>	This online toolkit for employers features practical tools to help immediately address labour shortage issues. The toolkit offers recruitment and retention strategies with tools and templates that can be used independently or incorporated into your current business processes. The toolkit can be accessed online or by contacting your Development Officer for a free CD copy.	-----	-----	www.agric.gov.ab.ca
Growing Forward Business Management Skills Grant	Grant	<i>Alberta Agriculture and Forestry</i>	This program is designed to enable business training that increases management capacity leading to better decisions and industry growth. The program is available to individuals as well as groups of Board members of industry organizations and processing companies. Assistance will be provided to successful applicants on a 75/25, government to applicant, cost shared basis. Maximum funding for the life of the program is \$10,000 for individual applicants and \$40,000 for group applicants.	\$10,000 or \$40,000	Mar. 31, 2018	www.growingforward.alberta.ca
Funding for Hiring-Career Focus Program	Grant	<i>Food Processing HR Council</i>	This program offers food processing employers an opportunity to receive a wage subsidy to hire skilled youth and access some of the skills that can further strengthen the sector: business, marketing, design, processing, engineering or other technical abilities. Eligible participants must be post-secondary graduates in food processing or other related disciplines. The program will reimburse 50% of the eligible wages and related expenses to hire a post-secondary student for a placement between four and 12 months.	\$15,000	-----	www.fundingforhiring.com
Job Creation Incentive Program New	Grant	<i>Government of Alberta</i>	The program launch in Spring 2016 and will encourage hiring by providing grants to employers for creating net new employment on or after January 1, 2016. Grants will be worth up to \$5,000 for each new job, with a cap of 100 new full-time jobs. Grants will be calculated using insurable earnings data that employers must submit to the federal government. Further details on the program, application requirements and procedures will be made available at a later date.	-----	First come First served	www.albertacanada.com

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Skilling Up Workplace Training Program <i>New to the list</i>	Grant	<i>Excellence in Manufacturing Consortium / Canadian Manufacturing Network</i>	This is a training project designed to increase skill gain of employee in the manufacturing sector through Workplace Essential Skills training. Participating companies will access resources; cost per participant is \$425 (for up to 40 h of training for front line employees and 15 h for line managers/supervisors). 50% of the training cost (which includes instructor cost and well as required release time for participating in training) will be reimbursed upon successful assessment of essential skills at three points in time and 12 months following training completion.	-----	First come First served	www.emccanada.org
Temporary Foreign Worker Program	Resource	<i>Employment and Social Development Canada</i>	The Temporary Foreign Worker Program is a federal program designed to meet temporary labour needs in Alberta to fill short-term gaps in the labour force.	-----	-----	www.esdc.gc.ca
Training & Development Resources	Resource	<i>Food Processing HR Council</i>	The Food Processing HR Council provides up-to-date training materials, human resources kits, multimedia products, guides, and reports to upgrade your employees' skills and abilities.	-----	-----	www.fphrc.com
Agri-Industry Workforce Development Initiative	Grant	<i>Alberta Agriculture and Forestry</i>	This program provides assistance to address specific workforce issues in agricultural production and agri-processing sectors. Financial assistance is provided to assist Alberta agri-business managers to assess and adopt technologies and processes which will increase worker productivity, reduce worker turnover through the development of retention strategies and recruit workers domestically as well as outside of Canada. 50% of eligible expenses incurred by a successful applicant in completing the approved project per applicant in a fiscal year (April to March).	\$25,000	Renewed Annually	www.agriculture.alberta.ca/workforce
Workforce Development Team	Resource	<i>Alberta Agriculture and Forestry</i>	The Workforce Development Team brings experience and resources in human resource, retention, recruitment and productivity improvement. The Team provides coaching to clients on how to improve current retention and hiring practices. The Team works with primary producers and agri-food processing companies in Alberta. Contact your Industry Development Officer and ask for the Workforce Development Team.	-----	-----	www.agriculture.alberta.ca/workforce
Youth Employment Program	Grant	<i>National Research Council-Industrial Research and Assistance Program</i>	The program provides financial assistance to innovative small and medium-sized enterprises in Canada to hire post-secondary science, engineering, technology, business and liberal arts graduates. Internships must be at least six and no longer than 12 months and are available anywhere in Canada. Support will help to cover a part of the intern's salary but does not include fringe benefits and overhead costs.	\$30,000	-----	www.nrc-cnrc.gc.ca

Development Officers and New Venture Coaches serve as the first point of contact for Alberta's growing and established agri-processing companies. In addition to having a thorough understanding of the agri-processing industry, our staff can help you navigate through the numerous programs and services. We are your connection to resources for business growth.

Call 310-FARM (3276) to contact a Development Officer today.

For more information or an updated version of this document, visit: www.agriculture.gov.ab.ca

