



Alberta  
**JOB**  
S  
PLAN

Building an Economy  
for the Future

Alberta 





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## A MESSAGE FROM THE MINISTER



When Premier Rachel Notley asked me to create the Alberta Jobs Plan, I knew it would be tough. The sharp and sustained drop in world oil prices — over which we have no control — had hit Alberta hard.

But I also knew we have some of the world's best and most innovative business leaders, workers and economic experts. Over the last year I've been listening to them in every corner of the province. They've shared their experience, expertise and ideas to build an economy for the future.

Together we created a plan that focuses on creating a more resilient, diversified economy.

The Alberta Jobs Plan:

- invests in infrastructure
- diversifies Alberta's economy
- supports small- and medium-sized businesses
- improves access to capital, encourages investment and expands market options
- provides Albertans with new training opportunities while protecting services for families.

Every Albertan has a role to play in our plan. Together we are diversifying the type of energy we produce and, just as importantly, building on our strengths in sectors like agri-food, the creative industries, tourism, technology, manufacturing and small business.

We've taken some hard economic knocks from the international price of oil, but nobody knocks Alberta down for long.

Our plan is creating jobs. We're getting back on our feet.

We can be confident the Alberta Jobs Plan will continue to get results because we listened to you and built it together.



**Deron Bilous**, *Minister of Economic Development and Trade*

# OUR PLAN IS CREATING JOBS

- New infrastructure projects added to the capital plan are estimated to sustain an average of **10,000 jobs** a year for the next three years.
- Between March 2015 and March 2016, Alberta Enterprise Corporation investments in Alberta technology companies resulted in more than **805 jobs**.
- Approximately **2,700 student jobs** were supported this past summer with the reinstatement of the Summer Temporary Employment Program.
- Alberta's Modernized Royalty Framework has led to increased drilling this year. By early fall 2016, more than **129 new wells** had been approved across Alberta, with each well supporting an estimated **135 jobs**.
- New facilities supported by the Petrochemicals Diversification Program are expected to add up to **3,000 new jobs** during construction and sustain more than **1,000 jobs** when operations begin.
- Pending legislative approval, the proposed Alberta Investor Tax Credit would support up to **4,400 new jobs** over three years.
- Pending legislative approval, the proposed Capital Investor Tax Credit would support up to **4,600 direct and indirect jobs** in Alberta.
- Increased renewable energy generation in Alberta's Climate Leadership Plan is expected to create approximately **7,200 jobs** by 2030.





# 1

## INFRASTRUCTURE IN THE JOBS PLAN

Economic experts, including former Bank of Canada Governor David Dodge, have recommended investing in infrastructure as an important way to create jobs in the short- and medium-term and to ensure Alberta will have the roads, schools, hospitals and transit needed for an economy of the future.

### CAPITAL PLAN

The historic \$34.8-billion infrastructure program in our Jobs Plan is helping stimulate the economy, keep people working and address the province's infrastructure deficit, with:



**\$9 billion** for municipal infrastructure support



**\$892 million** to build and renew affordable housing



**\$4.1 billion** for environmental protection initiatives, including:

- **\$2.2 billion** for green infrastructure as part of the Climate Leadership Plan



**\$3.5 billion** to build and improve health-care infrastructure



**\$3.5 billion** for schools



**\$940 million** for post-secondary facilities



**\$4.6 billion** for roads and bridges



**\$6.2 billion** for capital maintenance and renewal

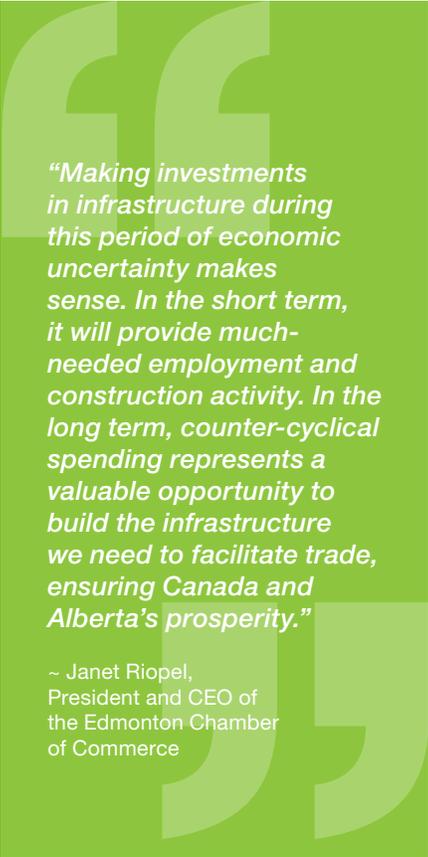


**\$2 billion** for other capital initiatives

In addition to the 50,000 jobs a year the original capital plan sustained, our Jobs Plan's new projects will create and sustain another 10,000 jobs over the next three years and boost Alberta's GDP from 0.6 to 0.7 by 2017.

**As of Aug. 31, 2016, there were 367 major capital projects underway (\$5 million or more) including:**

- nine post-secondary projects
- 170 school projects
- seven Environment and Parks projects
- 10 government facilities projects
- 24 major health facilities projects
- Alberta First Responders Radio Communications System
- A Municipal Affairs project (Disaster Recovery Program Transformation)
- 40 Affordable Supportive Living Initiative projects
- 12 Service Alberta information technology projects
- 37 Seniors and Housing projects
- 54 road and bridge projects



*“Making investments in infrastructure during this period of economic uncertainty makes sense. In the short term, it will provide much-needed employment and construction activity. In the long term, counter-cyclical spending represents a valuable opportunity to build the infrastructure we need to facilitate trade, ensuring Canada and Alberta’s prosperity.”*

~ Janet Riopel,  
President and CEO of  
the Edmonton Chamber  
of Commerce



# 2

## DIVERSIFYING THE ECONOMY

Our Jobs Plan creates new opportunities to diversify and build on our strengths in energy, agriculture, forestry and tourism.

### PETROCHEMICALS DIVERSIFICATION PROGRAM

Alberta’s petrochemicals industry leads the world in product technology, safe transportation and access to significant natural gas reserves.

Our Jobs Plan promotes responsible development, leveraging our strengths to encourage increased diversification and value-added activities in Alberta’s petrochemicals sector.

Through the Petrochemicals Diversification Program – which will see an investment of \$500 million in royalty credits to the province’s petrochemicals industry – our Jobs Plan is attracting investment that will see new petrochemical facilities. Once up and running, these new facilities will process natural gas into higher-value products that can be used here at home or shipped around the world.



- **New facilities resulting from this program are expected to support up to 3,000 new jobs during construction as well as more than 1,000 jobs once operations begin.**

The Chemistry Industry Association of Canada says that with annual sales of \$14 billion, Alberta’s chemical industry is Canada’s top producer of petrochemicals. This sector also directly employs 7,800 Albertans and supports another 39,000 Alberta jobs.

*“New petrochemical facilities would represent a major opportunity for local manufacturers such as Cessco. One such facility could require over \$20 million, and multiple years of work, for products we could build here. Being awarded that amount of work would dramatically change our outlook. We could switch from having to cut back to re-hiring and even expanding.”*

~ C. David Turner,  
President and General Manager,  
Cessco Fabrication and  
Engineering Ltd.

## ALBERTA INVESTOR TAX CREDIT

The Jobs Plan provides new tax credits, which other provinces have had in place for decades, to help Alberta businesses grow.

Legislation to create the Alberta Investor Tax Credit (AITC) will be introduced during the fall sitting of the legislature. It would refund 30 per cent on investments made by small businesses between April 14 of this year and Dec. 31, 2019.



- **The Alberta Investor Tax Credit would support up to 4,400 new jobs over three years and contribute up to \$500 million to the province's GDP.**

The AITC would have a budget of \$90 million over three years for investments in companies focused on proprietary technology research, development or commercialization, interactive digital media development, video post-production, digital animation or tourism.

## CAPITAL INVESTMENT TAX CREDIT

While private capital investment remains higher in Alberta than in any other province, many companies are struggling during this downturn. Our Jobs Plan would also refund part of businesses' costs for new machinery, equipment and buildings with a Capital Investor Tax Credit.

*"Alberta is blessed with large pools of capital. Yet before today, policy measures were sorely needed to encourage the flow of this capital into the province's small business. This tax credit puts the onus on investors to make the final decision on risk and efficiency, while keeping their money in Alberta and putting it toward growth-oriented firms. The AITC is an important step toward improving the long-term health of the Alberta economy."*

~ Justin Smith, Director of Policy, Research and Government Relations, Calgary Chamber of Commerce

*"While government must play a key role, it's up to all Albertans to support our entrepreneurs. That's what inspired me to open District Ventures, a non-profit accelerator that helps entrepreneurs in the innovative food and health sectors. Encouraging investment in homegrown companies is essential to the success of Alberta's economy."*

~ Arlene Dickinson, Chief Executive Officer, District Ventures



Legislation for the two-year, \$75-million credit will be introduced in the current sitting of the legislature and would encourage large-scale capital projects by offering a 10 per cent non-refundable tax credit of up to \$5 million.

These new projects would create jobs during construction and sustain jobs once projects are up, running and turning a profit.

More information on the tax credit will be made available pending the passage of required legislation.

The Government of Alberta is exploring the best approach to use solar power for more than half of government operations, which could lead to the first solar farm in Western Canada.



- **The CITC would support approximately \$700 million worth of investment and up to 4,600 direct and indirect jobs in Alberta.**

## RENEWABLE ENERGY TARGET

Our Jobs Plan will make Alberta the largest market for renewable energy investment in Canada. The Government of Alberta has set a firm renewable energy target to ensure 30 per cent of electricity used in Alberta will come from renewable sources, such as wind, hydro and solar by 2030. The transition from coal to renewable energy has an important role to play in building a strong, diversified economy.



- **By requiring that 30 per cent of electricity used in the province come from renewable sources, the Government of Alberta estimates at least \$10.5 billion in new investment will flow into the provincial economy by 2030. This will mean at least 7,200 new jobs for Albertans as generating projects are built.**



## ALBERTA ENTERPRISE CORPORATION

As technology-based businesses look to start up and expand in Alberta, they need access to capital, support and expertise to get their innovative ideas and products to market.

Venture capital is a key part of growth for these companies, which is why the Jobs Plan allocated \$75 million over two years to the Alberta Enterprise Corporation (AEC) to invest in venture capital funds that have a track record of success, strong global networks and a demonstrated commitment to the province.



- **Between 2011 and October 2016, Alberta Enterprise Corporation's venture capital funds and their syndicate partners invested more than \$317 million in 30 Alberta technology companies.**
- **These investments supported more than 1,100 direct and an estimated 1,430 indirect jobs as of March 2016. Of these jobs, approximately 805 were created between March 2015 and March 2016.**
- **For every dollar AEC invests in venture capital funds, venture capital funds and their partners have invested almost \$4 in Alberta companies.**

AEC is committed to attracting key venture capital funds to the province and exploring other sources of capital to improve early- and late-stage financing.

According to the Canadian Venture Capital Association, in 2015 there were 54 private equity deals in Alberta totalling \$8 billion - the largest value of private equity deals in Canada.



## SUCCESS STORY | Decisive Farming

Farming is a challenging business with high start-up costs, growing environmental pressures and a steadily increasing global demand for food. To overcome these challenges, growers in Alberta and around the world need opportunities to adopt new technologies to help them farm efficiently and competitively. While new technologies give farmers access to more data now than ever before, the real challenge is pulling all this data together and processing it in a meaningful and actionable way.

That's where Alberta-based Decisive Farming and their 26 Alberta employees come in. Decisive Farming launched a revolutionary My Farm Manager platform that gathers all of a farm's data in one place – allowing farmers to make their operations more efficient and tap into expert service providers who help them enrich their data sets, while delivering value-added services. In addition, Decisive Farming's precision agriculture and crop marketing services help growers increase crop production and operate more sustainably.

With previous support from AEC's Accelerate Fund, Decisive Farming has enjoyed consistent growth in the number of farm acres they are providing services to and have rapidly introduced new functionality to their data management platform. More recently, a new \$6 million Series A investment round led by McRock Capital Corporation will further position Decisive Farming for ongoing growth and success.

## FOOD PROCESSING DEVELOPMENT CENTRE AND AGRIVALUE PROCESSING BUSINESS INCUBATOR

Agriculture is a fundamental part of Alberta's economy and includes Alberta's food processing, food service and beverage industries. Together, with annual sales of more than \$14.6 billion, these industries form Alberta's largest manufacturing sector and employ more than 26,000 people.

Our Jobs Plan helps ensure opportunities for entrepreneurs in Alberta's food and beverage industry continue by expanding Alberta's Food Processing Development Centre and Agrivalue Processing Business Incubator. The addition of 2,350-square-metres of business incubation and development space makes this the **largest of its kind in the world.**

With a 6,038-square-metre food-processing facility, \$25 million in processing equipment and a staff of food scientists, engineers and technologists, entrepreneurs have access to the expertise and resources they need to develop their ideas and bring their production processes to a commercial scale.

*"The food-processing centre in Leduc has supported our company in its development and helped create the climate for our success. We have now built a new 3,250 square-metre facility in Edmonton, employ 85 people and ship our Alberta-grown and made products across Canada and recently listed with a major retailer in Japan."*

~ Qiang Lin,  
President, Siwin Foods



- In 2015, the facility's client base grew by 30 per cent, to more than 130 client projects.
- Since 2011, the facility has supported 10 new companies that have generated \$60 million in investment in Alberta and has created more than 500 direct and indirect jobs.



The food-processing centre is complemented by our Agrivalue Processing Business Incubator, which has been supporting new or existing companies looking to launch local products or expand into new markets. With a 6,967-square-metre facility and eight incubator suites, the program provides companies with operating space, business management support and food safety expertise, and helps them produce, commercialize, launch and grow their products.



- **In the last year, new incubator tenants have created 35 full-time jobs and 15 part-time jobs, and supported an estimated 400 indirect jobs.**

## SUCCESS STORY | Aliya's Foods Inc.

Aliya's Foods Inc. was a small company producing and manufacturing Samosas east of Edmonton. They recognized the potential growth in Indian cuisine and wanted to expand their operation to include prepared ethnic meals. Accessing the product development and evaluation services of the Food Processing and Development Centre (FPDC) and the Government of Alberta's business support services, they leased a suite in the Agrivalue Processing Business Incubator. Now with sufficient production capacity, Aliya's focused on the U.S. market and successfully increased their sales to the point where they committed to the investment in a new processing facility. In June, 2010, Aliya's graduated to a new \$6 million, 3,902-square-metre processing facility in the City of Edmonton. They continue to use the services of the FPDC for product improvements and line extensions as required.

## CULTURE AND TOURISM

Tourism is a significant economic driver and one of the cornerstones of the government's Jobs Plan. It represents more than \$2.9 billion in GDP and contributes \$1.67 billion in provincial and local tax revenues. The industry supports more than 19,000 businesses and sustains over 127,000 direct and indirect jobs in Alberta.



- **This year occupancy rates in Alberta resorts hit a record high of more than 93 per cent.**
- **In August, Alberta received a record-high number of international visitors travelling by air.**

In our Jobs Plan, we're investing in world-class tourism infrastructure, such as the Calgary Zoo, Fort Edmonton Park and Royal Tyrrell Museum to expand tourism attractions and help create jobs. We're committed to a strong strategic marketing plan to support the growth of domestic and international tourism. The plan includes projects such as the new Hainan Airlines direct flight from Beijing to Calgary, which is estimated to create 625 new jobs.





## COMMUNITY AND REGIONAL ECONOMIC SUPPORT PROGRAM

To help communities with limited resources and common interests tackle larger projects than they might be able to on their own, our Jobs Plan includes \$30 million over two years through the new Community and Regional Economic Support (CARES) program. This funding will help regions and communities attract investment and improve local business environments.



- **Approximately 600 organizations in the province are eligible for funding through the CARES program.**

*“This support from the province will go a long way towards enabling communities and regions to undertake economic development initiatives that will assist local entrepreneurs and established businesses in accessing new partnerships and markets that will help them grow their business.”*

~ Jay Slemm, Chair,  
Palliser Economic Partnership



# 3 | SUPPORTING ALBERTA SMALL- AND MEDIUM-SIZED BUSINESSES

Alberta small businesses contribute more GDP per capita than small businesses anywhere in the country. In addition to providing jobs to hundreds of thousands of Albertans, they inject about \$100 billion a year into the economies of our hometowns and neighbourhoods.

In creating our Jobs Plan we listened to small business leaders' ideas to create jobs and diversify. This included implementing tax credits other provinces have enjoyed for decades, providing training for aspiring entrepreneurs and adding supports for established ones, increasing access to capital and cutting the small business tax.



Small businesses generate 28 per cent of Alberta's GDP and support 35 per cent of all private-sector jobs in the province.

## SMALL BUSINESS TAX CUT

As part of the Jobs Plan, Alberta is cutting the small business tax rate by one-third. After Jan. 1, 2017, Alberta will have the second-lowest small business rate in the country at two per cent.

- **The tax cut will save small business owners \$185 million next year.**

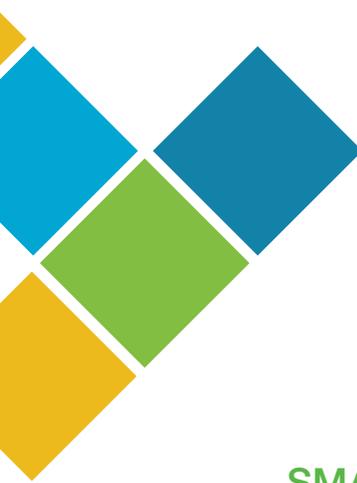


## ATB FINANCIAL

In response to challenging economic times, the Alberta government increased ATB Financial's borrowing limit by \$1.5 billion, enabling it to expand its support for small- and medium-sized businesses.

- 
- **In the first quarter of 2016-17, ATB authorized \$754 million in loans to 3,132 small businesses – 171 more than the first quarter last year.**

ATB Financial also partnered with the Business Development Bank of Canada (BDC) to create a \$1 billion co-lending program to support Alberta small businesses.



## SMALL BUSINESS INCUBATORS

Our Jobs Plan also provided \$10 million to expand small business incubators in the province. With this support, Alberta small businesses average a 25 per cent annual growth rate, compared with a rate of less than five per cent nationally.

## INNOVATION SUPPORT FOR SMALL BUSINESS

To help small- and medium-sized businesses commercialize new products and services, our Jobs Plan doubles funding for a popular technology development program through Alberta Innovates that will help hundreds of small businesses with marketing, planning, product development, testing and prototyping.

From 2011 to 2015, Alberta Innovates' four technology commercialization programs resulted in:

- **annual revenue growth of \$4.80 per dollar invested**
- **a 53 per cent increase in exports**
- **the creation of 246 prototypes, 184 commercialized products and 138 patents**
- **\$9.50 worth of new investment attracted per dollar invested**
- **the creation of more than 400 jobs**

*“Like many Alberta small businesses, Blush Lane Organics began as a simple idea that was fuelled by passion. Today, we are opening our third retail store in Alberta and have been able to grow and succeed because of the support we’ve received by ATB small business loans. That support, along with the provincial government’s commitment to Alberta small businesses, will ensure companies like Blush Lane are able to expand and grow even in a tough economy.”*

~ Rob Horricks, CEO,  
Blush Lane Organic Market

## SUCCESS STORY | Oral4D Systems Ltd.

Oral4D Systems Ltd. (Oral4D) is a Calgary-based software company started by Orthodontist Hisham Badawi that specializes in the 3D visualization of dental records and notes. Dr. Badawi came up with an innovative idea to develop software that would visually capture clinical notes and a patient's treatment – an idea that led to the launch of Oral4D in 2013.

Alberta Innovates was an early supporter of Dr. Badawi's innovative ideas. Since the Spring of 2014, Oral4D has received funding via Alberta Innovates' voucher and commercialization programs, which helped provide Dr. Badawi with the financial and technical assistance he needed to develop and test the software and take it to market. Since receiving assistance from Alberta Innovates, Oral4D has seen a number of key successes including:

- a staff that grew from one man's idea to 18 people in under three years;
- successful customer trials of the software in clinics in Canada, the U.S. and New Zealand;
- sales and deployments of the software to a growing customer base; and
- plans to enhance the product and diversify into other segments of health-care clinical documentation.

By phasing out handwritten notes on patients and their teeth, the company is revolutionizing clinical documentation and orthodontics. Visual information leads to increased effectiveness and efficiencies in planning a patient's treatment path. Dr. Badawi's idea had teeth, and Alberta Innovates gave the company some bite.



Doubling funding for Alberta's Enhanced Innovation Voucher and Small- and Medium-Sized Enterprises Support program means even more support for small innovative and technology-based businesses during the exciting but challenging early stages of developing ideas into products they can sell worldwide.



- **New Technology Development Advisors (TDAs) have been added in the Calgary, Edmonton, Red Deer, Lethbridge, Medicine Hat, Grande Prairie and Lloydminster regions, increasing the number of TDAs to 10.**
- **Last year, Alberta Innovates issued a total of 120 vouchers and is projecting to issue 250 vouchers in 2016-17. Program uptake is steadily increasing.**

## SELF-EMPLOYMENT TRAINING

To help more Albertans pursue their dream of starting a business with a new product or new idea, the Jobs Plan expands self-employment training for hundreds of Alberta entrepreneurs.

The Self-Employment Training program is up to 26 weeks long, providing training such as business plan development, business management, and general coaching and guidance. At the end of the program, participants are expected to operate their business on a full-time basis.

Training is available in Edmonton, Calgary, Lethbridge and other parts of the province.

If you or someone you know is a small business owner or looking to become one, please visit [smallbusiness.alberta.ca](http://smallbusiness.alberta.ca) to learn more about available supports.

More information about Self-Employment Training and other Training for Work programs is available at [work.alberta.ca/trainingforwork](http://work.alberta.ca/trainingforwork).

*“Graduating from this program... provided me with the confidence and crucial tools needed to successfully start my own business. I am now a proud owner of a local business that provides employment to other insurance professionals.”*

~Evelinne Teichgraber,  
President and owner, Caliber  
Insurance Brokers Ltd.

## ALBERTA SMALL BREWERS DEVELOPMENT PROGRAM

Our government has created the Alberta Small Brewers Development Program for small- and medium-sized brewers.

Grants will be allocated based on sales volumes of Alberta-made beer sold in the province. They will give small brewers the flexibility to invest in their businesses, enabling them to increase production capacity, launch new products, develop new markets, make important capital improvements and create jobs.



- **Alberta has more than 40 small breweries, 23 of which opened since May of last year.**

*“This grant program recognizes the tremendous potential brewing has in Alberta, with strengths in processing, tourism and post-secondary education. Alberta’s brewing entrepreneurs are poised to inject millions of dollars of new investment in the coming months and years. We applaud the government for taking decisive action to help grow this signature industry and create new jobs.”*

~ Terry Rock,  
Executive Director, Alberta Small  
Brewers Association



# 4

## ENCOURAGING INVESTMENT AND MARKET DIVERSIFICATION

*“The Modernized Royalty Framework provides certainty and clarity for our industry. As a result of the government’s flexibility in allowing for early opt-in to the modernized framework we have added to our development plans in Alberta this year, a time when investment in our industry is exceptionally important to local economies.”*

~Richard Dunn, Encana  
Vice-President, Government Relations

*“The Modernized Royalty Framework is a long-term solution that promotes a stable investment environment for continued growth in the sector. It is both flexible to short-term market conditions and for long-term planning. When Alberta’s oil and natural gas industry is healthy and can compete – that’s good for Alberta’s economy, that’s good for government revenues and that’s good for Alberta families.”*

~ Brad Herald, VP Western Canada Operations, Canadian Association of Petroleum Producers

Alberta is still attracting the highest level of private investment in Canada. In fact, per capita investment in Alberta today is more than double the national average. We are on track to hit record levels of investment in a variety of sectors. Through our Jobs Plan, we are attracting even more investment to the province and helping Alberta businesses get their value-added products to new markets.

### MODERNIZED ROYALTY FRAMEWORK

Drilling investment and jobs will increase in Alberta through the rest of 2016 thanks to the Modernized Royalty Framework.

In July 2016, the Government of Alberta announced that conventionally drilled wells could opt in early to the new framework. While the framework is not scheduled to take effect until Jan. 1, 2017, many energy producers made investments in new wells early because of the new framework. It harmonizes the way oil, gas and liquids drilled in the province are treated, improving investment certainty.

#### The Canadian Association of Oilwell Drilling Contractors estimates:



Each drilling rig

135 direct and indirect jobs

The new framework includes a Drilling and Completion Cost Allowance that creates an incentive for companies to lower operating costs, helping to spur innovation in the sector and optimizing royalty returns for Albertans.

Early opt-in means more investment in Alberta for 2016 than companies had previously planned. By allowing early opt-in, these jobs and investments will start now instead of next year or never.



- **Thanks in part to the modernization of the royalty framework, by early fall 2016, more than 129 new wells had been approved for drilling across Alberta. This is the equivalent of one new well a day under the framework's early opt-in provision.**

## ALBERTA INVESTMENT MANAGEMENT CORPORATION

The Alberta Heritage Savings Trust Fund was created to support future generations and to invest in the future. While continuing the mandate of the fund to maximize returns for current and future generations, the Jobs Plan also mandated the Alberta Investment Management Corporation (AIMCo) to focus a portion of the province's Heritage Fund to invest in Alberta businesses with strong growth potential.



*“At AIMCo, we are long-term investors engineered to maximize return for our Alberta-based clients. That is important in today’s market as we represent a source of patient capital that supports companies in pursuing their strategy, while maintaining their skilled workforce, so that they may come out of this downturn stronger than ever. Despite the market difficulties the province is facing, our investment teams continue to find strong investment opportunities and we look forward to announcing more transactions in the future.”*

~ Kevin Uebelein, CEO, AIMCo



- As of October 2016, AIMCo had made investments in four companies, for a total of \$104.5 million in deployed capital under the Alberta Growth Capital mandate.
- These Heritage Fund investments made up approximately 20 per cent of the total AIMCo investments in these companies. They also contributed to the more than \$1 billion increase in the value of AIMCo's Alberta-based investments over the last year.

## RECORD INVESTMENT IN ALBERTA

- Non-oil and gas investment is expected to reach a record high of \$38 billion this year.
- Capital investment in the manufacturing and service sectors is expected to reach a record high of just over \$21 billion this year.
- Public investment is expected to reach a record high of \$11 billion this year.
- The \$28 billion that the oil and gas sector is expected to invest this year is higher than the \$19 billion that was spent in 2009 and also exceeds oil and gas spending in all years prior to 2005.

## HEADQUARTERS AND MAJOR INVESTMENT ATTRACTION

For both domestic and international companies, the message in our Jobs Plan is simple: Alberta is a great place to do business.

For example, Calgary is home to the highest concentration per capita of international headquarters in Canada. It also has one of the country's youngest, most highly educated and skilled workforces. Working together to build on those strengths helps create and maintain jobs and diversify our economy.

Our Jobs Plan helps build on Alberta's competitive advantages by providing \$5 million over two years to support Calgary Economic Development's ongoing efforts to attract headquarters and investment, which supports job creation and creates long-term economic benefits. This funding is part of a larger \$5 million investment over two years to attract major new business investment or company headquarters to Alberta announced in *Budget 2016*. Details on the remaining funding will be announced in the near future.

## ALBERTA EXPORT EXPANSION PACKAGE

The Jobs Plan is building relationships around the world that span from trade and investment, to collaboration in research and development, to education and cultural exchanges.



*"We are very pleased with our decision to locate in Alberta, and to establish our clean-technology bioprocessing centre here. This was based on several factors, including proximity to renewable feedstock, the highly qualified personnel here, and the excellent collaboration that we have had with government, the provincial innovation system and the University of Alberta. We are happy to be able to create jobs in this province and a market for oats grown by Alberta agricultural producers. We export 100 per cent of our bioproducts."*

~ Gilles Gagnon,  
President and CEO, Ceapro



The Alberta Export Expansion Package is providing additional support for Alberta small businesses looking to enter new international markets through three new programs with a total of up to \$9 million in funding over the next three years. This includes:

- the Export Support Fund, which will provide up to \$20,000 to Alberta companies for costs of exporting to new international markets;
- the Global Buyers and Investors Program, which will help export-ready companies connect with international buyers by bringing business delegations to the province; and
- the Export Readiness Program, which will help small businesses with the ins and outs of exporting, including increasing access to Alberta's 12 international trade offices.

The program officially launched on Oct. 1, 2016, and applications for the Export Support Fund are available online at [alberta.ca](http://alberta.ca).



- **Over the next three years, the Alberta Export Expansion Package is expected to support a minimum of 360 successful applications from Alberta companies looking to enter new international markets, and assist at least 1,800 participants.**
- **The Export Support Fund is expected to support at least 240 companies by providing reimbursements for a range of export activities.**

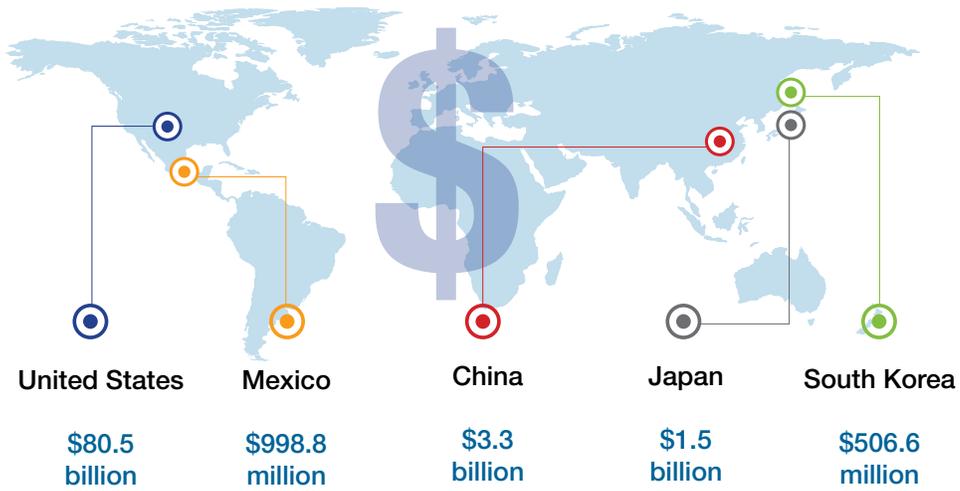
*“Many of us Alberta small businesses have developed world-class skill sets, yet struggle with the cost and complexity of delivering this home-grown, hard-earned value abroad. Support from our province is crucial for us to overcome the risks and challenges of the export market and reap the rewards that follow. This is a win-win-win for SMEs, the Alberta government and all Albertans.”*

~Darryl Nelson, CEO of Nelson Environmental Remediation

*“The key to long-term economic growth and diversification in Alberta is for companies to have the tools and assistance they need to expand into new markets. We want to see Alberta's small companies become large companies and this program will help drive that success.”*

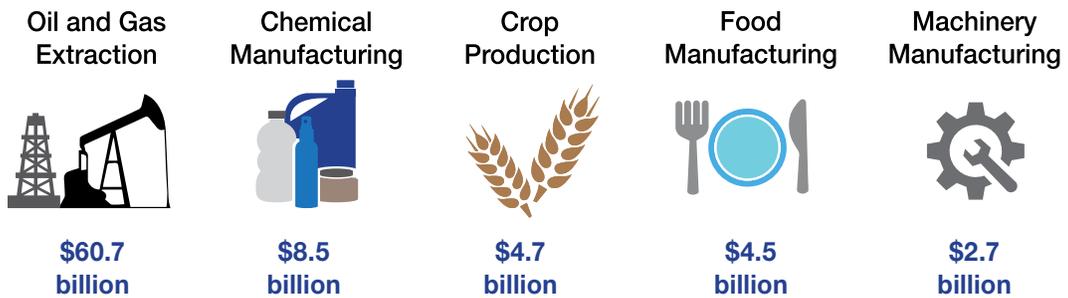
~ Mike Holden, Chief Economist and Acting Vice President – Alberta, Canadian Manufacturers & Exporters

**ALBERTA'S TOP FIVE EXPORT DESTINATIONS AND THEIR TOTAL VALUE**



**ALBERTA'S TOTAL GLOBAL EXPORTS IN 2015: \$92.4 BILLION**

Alberta's top five export sectors:





# 5

## GOOD JOBS BEGIN WITH A GOOD EDUCATION

Alberta has the youngest and fastest-growing demographic in Canada. To continue to succeed, young Albertans need to be ready to take advantage of opportunities in the future. That means government must ensure that institutions and resources are in place to educate and train Alberta's future workforce.

### BUILDING SCHOOLS

Even with the significant economic challenges facing the province, Alberta's student population continues to grow. The Government of Alberta needs to continue to build and modernize Alberta's schools in communities where they are needed most. By building new schools and modernizing existing schools, our Jobs Plan is creating local jobs and economic benefits to Alberta businesses during construction.

We are also supporting our students by continuing to provide school authorities with stable funding, and continuing to fund enrolment growth – in other words, we continue to provide school boards with funding for every new student walking in their door.

Albertans place a high value on training and post-secondary education. Leveraging federal investments through the post-secondary Strategic Investment Fund with existing provincial and post-secondary institution resources has meant that more than 50 new capital projects are underway. These will improve research and innovation facilities and enhance specialized training at colleges focused on preparing students for industry needs in an economy of the future.

### TRAINING FOR WORK

Our Jobs Plan is helping individuals get back to work through skills and training programs. Up to 1,500 Albertans are expected to benefit from expanded Training for Work programming. In partnership with the Government of Canada, Training for Work provides unemployed or under-employed newcomers, Indigenous people and women with skills and training opportunities to help get and keep a good job. We are expanding two Training for Work program streams to assist recently unemployed Albertans in 61 communities across Alberta.

## APPRENTICE TRAINING AWARD

Skilled trades play a vital role in Alberta's economy. Our Jobs Plan is supporting apprentices as they work toward journeyperson certification. The new Apprentice Training Award provides financial support to apprentices who complete their first period of technical training and who are not currently working in their trade.

A total of \$1.5 million is available to assist as many as 1,500 unemployed apprentices during the 2016-17 academic year. Eligible apprentices will receive \$1,000 of support. The award will be distributed starting in January 2017.





*“For over 30 years, our team at Manasc Isaac has been a teaching office - a place where students could count on to learn and grow. We’ve had students in our office year-round for almost that entire time. This year’s economic challenge meant that we didn’t have enough funds to hire students, either in Edmonton or in Calgary. With the support of STEP, we were delighted to be able to add a student to each of our studios.”*

~Vivian Manasc,  
Principal at Manasc Isaac

## SUMMER TEMPORARY EMPLOYMENT PROGRAM

Alberta is known for its young, skilled workforce. A key part of capitalizing on this advantage includes providing employers with opportunities to discover new talent while providing important learning experiences and skills development opportunities for students.

Our Jobs Plan restored the Summer Temporary Employment Program by investing \$10 million a year through 2018-2019. This means jobs for approximately 2,700 students each summer in small businesses and organizations across the province.

Since the STEP program was restored, about 2,700 students have gained valuable work experience at more than 1,200 employers.

## CANADA-ALBERTA JOB GRANT

Many Alberta businesses create jobs that require training. They know that continually investing in their current and future workforce is critical for long-term success.

Through the Canada-Alberta Job Grant, the Government of Alberta is partnering with the federal government to help employers give workers the skills they need, which in turn contributes to business and economic growth that benefits all Albertans. The program allows employers to decide what type of training a current or prospective employee should receive. Employers who are training potential workers are expected to hire the individual upon completion of training.



- **More than 6,800 applicants have been approved for training at more than 2,400 Alberta workplaces as of September 2016.**





# 6

## SUPPORTING FAMILIES AND COMMUNITIES

Talented and entrepreneurial people from all over the world chose Alberta as the best place to live, work and raise their families. The collapse in oil prices is hurting families across the province and in these challenging times, the Government of Alberta has committed to protecting services that families need.

### NEW ALBERTA CHILD BENEFIT AND ENHANCED ALBERTA FAMILY EMPLOYMENT TAX CREDIT

The new Alberta Child Benefit (ACB) will provide up to \$195 million in annual assistance to lower-income families, helping them make ends meet and supporting the well-being of their children. The ACB provides annual benefits of up to \$1,100 for one child and an additional benefit of up to \$550 for each of the next three children. Families with a net income of up to \$25,500 will receive the maximum benefit under this program. Benefits begin to phase out above this income level and are fully phased out once family net income reaches \$41,220.

This summer we also increased the Alberta Family Employment Tax Credit, which was already one of the most generous refundable credits for lower- and middle-income families. Now more families are receiving the credit and many families are receiving a larger credit. The rate at which benefits are phased in was increased from eight to 11 per cent and the income threshold at which benefits start to decrease was increased from \$36,778 to \$41,250.

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- **These programs are estimated to provide about \$340 million to about 199,000 families.**

### CARBON REBATE

The government will introduce a rebate to help lower- and middle-income Albertans with heating and transportation costs as we work to reduce carbon pollution. The full rebate is expected to be provided to 60 per cent of Alberta families.



