



# Trade Pathways

## A Partnership for Progress!

Join us in shaping the future of Alberta's construction industry. Partner with Trade Pathways today for enhanced recruitment and support in developing the next generation of trade apprentices

### **i** ABOUT US

- Trade Pathways is an initiative by the Alberta Construction Association
- Made possible by funding from the Government of Alberta's Ministry of Advanced Education
- Established in Edmonton on March 15, 2022 to support carpenter, glazier, and commercial roofer trades
- Approved to expand across Alberta and into other critical apprenticeship trades
- Program tenure extended until April 30, 2026



### **EMPOWER. ENGAGE. EXCEL.** WITH TRADE PATHWAYS

- 50% Wage Subsidy: Reduce your costs
- 100% Training Reimbursement: Invest in skills
- WCB Coverage: Security and peace of mind
- Recruitment Assistance: Streamlined hiring for optimum results

### **ELIGIBLE PARTICIPANTS – THE FUTURE OF CONSTRUCTION**

- 18-35 years
- Residents of Alberta
- Eager for full-time employment
- Currently unemployed or underemployed

### **PREPARED TO PERFORM**

- Free industry-quality tools and workwear
- Assistance with transportation
- In-depth training and certifications
- Financial support during training periods
- Tuition paid for the first year of apprenticeship



Become a  
Participating Employer Today!

[tradepathways.ca](https://tradepathways.ca)

[info@tradepathways.ca](mailto:info@tradepathways.ca)

Made possible by Government of Alberta funding

# Trade Pathways





## About the Program

Trade Pathways is an Alberta Construction Association pilot program funded by the Government of Alberta's Ministry of Advanced Education. The program aims to aid participating employers in recruitment while providing support and work experience to develop unemployed and underemployed Albertans into trade apprentices.

The initial pilot began March 15, 2022 in the Edmonton region supporting the carpenter, glazier, and commercial roofer trades. The program has since received additional funding to expand to the rest of Alberta and now supports additional apprenticeship trades offered by participating employers.

The expansion extends the program until April 30, 2026.

## Placement Process

1. Employers have access to the program candidate pool containing applicant resumes and hiring information.
2. Applicants are contacted and interviewed by employers for relevant job openings.
3. If a placement offer is made and accepted the employer notifies the program by email with the following information:
  - a. Applicant Name
  - b. Start Date
  - c. Start Wage

**Note:** An employer can self-refer candidates to the program by having them apply online at [TradePathways.ca/apply-now](https://TradePathways.ca/apply-now). Candidates out of the pool can be enrolled with an employer if the candidate is eligible at the time of application and their enrollment is completed prior to their start date

4. Employers onboard Trade Pathways participants as they would any other new hire.
5. Once enrolled, the program provides the participant relevant tools, workwear, and PPE within a few days. If required, transportation assistance is also arranged.
6. Two weeks prior to the end of a 90-day placement the employer will receive an online form to obtain a performance review and assess whether the participant will be offered continued employment.

7. 2 weeks after the placement end date another short online form will be sent to the employer to obtain relevant reimbursement information. Reimbursements are typically paid within 30 days of receiving this information.
8. If the participant does not continue with the employer they may receive six weeks of financial assistance and additional training to assist them in securing a placement with another program employer.
9. If the participant continues with the employer and registers in a school session as an apprentice within one year from their enrollment date, the program will pay for one year of tuition.

**Note:** Candidates can be enrolled up to four weeks before their work placement start date. These participants will receive financial support and employer requested training during this period.

## Employer Benefits

- 50% Wage Subsidy
- 100% Training Reimbursement
- WCB Coverage
- Recruitment Assistance

## Participant Eligibility

- Unemployed or underemployed
- Alberta resident
- 18 to 35 years of age
- Available for full-time employment

## Participant Benefits

- Free tools and workwear
- Transportation assistance
- Training and certifications
- Financial assistance while training
- 1 year of apprenticeship tuition