

WorkBC Wage Subsidy

EMPLOYER
GUIDE

August 2026

WorkBC Employment
Services

Ministry of Social Development and Poverty Reduction

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1 OVERVIEW

WorkBC Wage Subsidy Program

The WorkBC Wage Subsidy program matches WorkBC clients who require on-the-job training and work experience with employers who can offer support, supervision, and training to their new employee. The temporary subsidy covers a part of employee wages in exchange for coaching and on-the-job training.

Program benefits for employers:

1. Reduced cost of hiring and training a new employee
2. Coverage of a portion of employee wages
3. Fill vacant positions
4. Disability supports to reduce work-related barriers for an employee

Program benefits for job seekers:

1. Paid work experience opportunities
2. On-the-job training
3. Possible long-term employment options

Key Requirements:

- WorkBC will match you with a suitable candidate who is looking to develop new skills and gain work experience.
- The new candidate must not start work until the Wage Subsidy agreement is signed.
- You can offer training, supervision and coaching.
- Jobs must be primarily based and performed in B.C.
- Jobs need to be full-time position (exceptions may apply if the job seeker/candidate requires less hours)
- You cannot displace, lay off or terminate employees to access Wage Subsidy funding.

Contact your [local WorkBC Centre](#) if you have any questions or need help with your application.

2 WAGE SUBSIDY RATES

Effective August 31, 2026, Wage Subsidy rates will be as follows:

- Wage Subsidy placements may last up to 800 hours, depending on the needs of the WorkBC participant and employer.
- The subsidy covers 50% of the employees' wages, up to a maximum of \$12.50 per hour, for up to 800 hours.

Employers are responsible for:

- 50% of the client's wage on the first \$25/hour during the subsidized period;
- 100% of wages above \$25/hour;

- 100% of overtime wages; and
- 100% of mandatory employment-related costs.

For wage subsidy agreements approved before August 31, 2026, please refer to Appendix 1 for the applicable subsidy rates.

3 ELIGIBILITY CRITERIA

Job Seeker Eligibility

A job seeker must be:

1. A B.C. permanent resident or Canadian Citizen
2. Unemployed (not working full-time, part-time, temporarily, etc.)
3. Identified for this service through a WorkBC service provider
4. In need of work experience

Employer Eligibility

An employer must:

- Be a registered business operating in B.C.
- Comply with all applicable legislation including, but not limited to, the [Employment Standards Act](#), [Workers Compensation Act](#), [Income Tax Act \(Canada\)](#) and the *Employment Insurance Act* (Canada)
- Have an active [WorkSafeBC](#) account in good standing
- Be at [Arm's Length](#) from the WorkBC service provider and employee
- Offer a full-time position of approximately 35-40 hours per week, unless the Job seeker has a documented need for fewer hours per week
- Offer Insurable Employment
- Offer a position where the job and work are primarily done in B.C.
- Confirm the jobseeker would not be hired in the absence of a Wage Subsidy
- Not cause reduced hours or layoffs for existing staff
- Offer the likelihood of long-term employment or provide needed work experience to help the jobseeker achieve long-term employment elsewhere
- Pay a competitive wage reflecting the prevailing wage rate for the labour market

NOTE: Eligibility will be confirmed by WorkBC upon submission of a completed application. WorkBC will contact you if further information is required to determine eligibility.
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An employer must not:

- Be either the Government of B.C. or Government of Canada
- Be considered public sector organizations such as municipalities, schools, school boards, post-secondary institutions, hospitals, or health authorities or “other government entities”
 - For Wage Subsidy policy, the definition of “other government entities” does not include businesses and corporations owned and/or controlled by Indigenous-governing bodies
- Lay off or terminate an employee for the purposes of accessing a Wage Subsidy
- Offer commission-only or piecework employment.
- Be an active WorkBC client participating in Self-Employment Services
- Offer a position working under a WorkBC contract
- Be the WorkBC service provider that provides the Wage Subsidy
- Be in receipt of other Wage Subsidy funding from another source for the same employee during the same period

NOTE: Employers applying for Wage Subsidy are required to digitally attest that they are in full compliance with the program requirements outlined above

Questions and Answers

Is the WorkBC Wage Subsidy Program only available for B.C. jobs?

Yes, subsidized positions must be primarily based and performed in B.C.

Can I receive other Wage Subsidy funding for the same employee?

No. Employers cannot receive other Wage Subsidy funding for the same WorkBC client at the same time.

What is the maximum number of subsidies an employer is eligible for?

Employers may have up to five active Wage Subsidy agreements per CRA Business Number at one time, and up to 10 subsidized clients per fiscal year (April-March)

Can I provide a wage subsidy that is less than 35 hours per week?

WorkBC Wage Subsidy positions must be for an offer of full-time employment unless the Client (not employer request) has a special need for fewer hours per week.

How do employers find employees for Wage Subsidy?

1. Ask WorkBC to send you qualified candidates.

2. Candidates who are registered with WorkBC and eligible for a Wage Subsidy may let you know during the recruitment or application process that they may qualify for a Wage Subsidy.

What financial supports is an employer eligible for?

Employers may be eligible for supports, such as:

- Some of the employee's wages (See [Wage Subsidy Rates](#) in Section 2)
- Disability supports to reduce barriers for an employee to work

4 APPLICATION

How do I apply?

There are two ways to apply:

1. Use an easy [online application form](#) (accessed within the [WorkBC Wage Subsidy](#) platform)
2. Contact a [WorkBC Centre](#)

WorkBC Centres administer the wage subsidy program, they can:

- Tell you more about the program
- Help you with your application

What information do I need for the application?

You will need a [BCeID](#) (Business or Basic) to access the online [Wage Subsidy](#) platform.

Once you initiate a new application, you will need to provide some basic information about your business, such as contact information, address and your CRA Business Number. You will answer questions such as:

- Do you have third-party liability coverage?
- Do you have WorkSafeBC coverage?
- Do you meet the [eligibility criteria?](#)

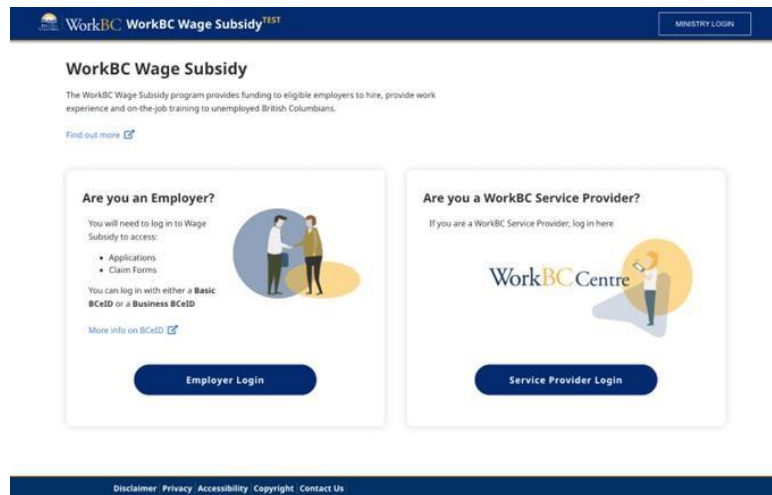
It takes about 10 minutes to complete the application. You will be able to save a temporary copy ("**Draft**") of your application on the Wage Subsidy platform and submit it later. Your WorkBC Centre will contact you to match you with a qualified, job-ready candidate. WorkBC will inform you about the next steps in the application process once you have applied.

5 WAGE SUBSIDY PLATFORM INSTRUCTIONS

Overview

The Wage Subsidy platform is a tool to submit applications and claim forms for the WorkBC Wage Subsidy program. You can:

- View a record of current and past applications and claim forms
- See real-time status updates for applications and claim forms
- Share applications and claim forms with others in your organization (Business BCeID only)



Access

You will require either a **Business BCeID** or a **Basic BCeID** to log in to the Wage Subsidy platform.

Business BCeID

Use a [Business BCeID](#) if you would like to **submit, view** and **share applications** and **claim forms within your organization**.

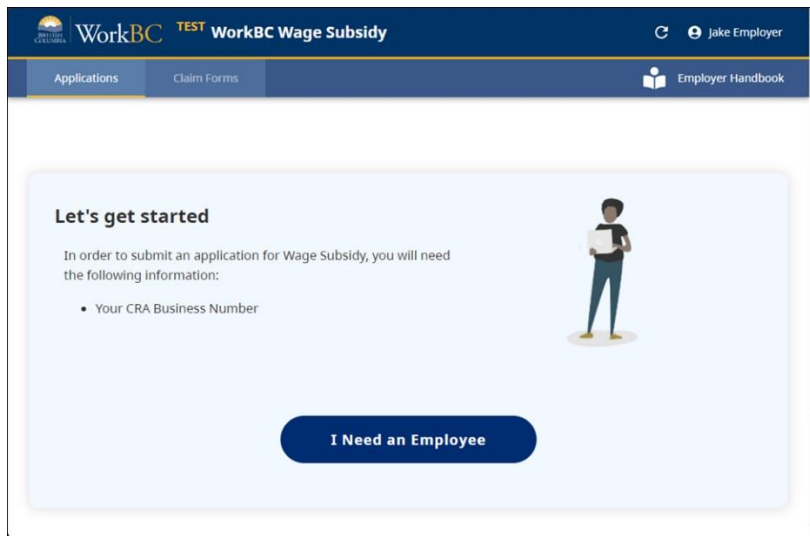
If you are starting a new Business BCeID registration, it can take some time to verify your business if it is not already registered with [BC Registries and Online Services](#). If time is an issue, set up Basic BCeID now and convert it to Business BCeID later.

If your organization already has a Business BCeID account, talk to your account administrator to ensure you have a user account. This can be done under the organization's overall account.

Basic BCeID

With a Basic BCeID, you will be able to log in to the platform to **submit** and **view your own applications** and **claim forms**. You will not be able to share applications and claim forms with others with this type of BCeID.

For [more information](#) and [Frequently Asked Questions](#), visit www.bceid.ca.



Employer Login

Once you have your BCeID, click the **Employer Login** button from the [Wage Subsidy home page](#).

Upon successful login, you can initiate a new application, which will open in a separate window, or view the main applications list page, if you have at least one existing application (Figure 1).



Figure 1: Applications list view

How do I submit a **claim form**?

Once you have an active Wage Subsidy agreement in place, you can submit a claim form in the Wage Subsidy platform (Figure 2), by selecting your **Completed** application (Figure 3). You will only see completed applications that have been processed on the Wage Subsidy platform.

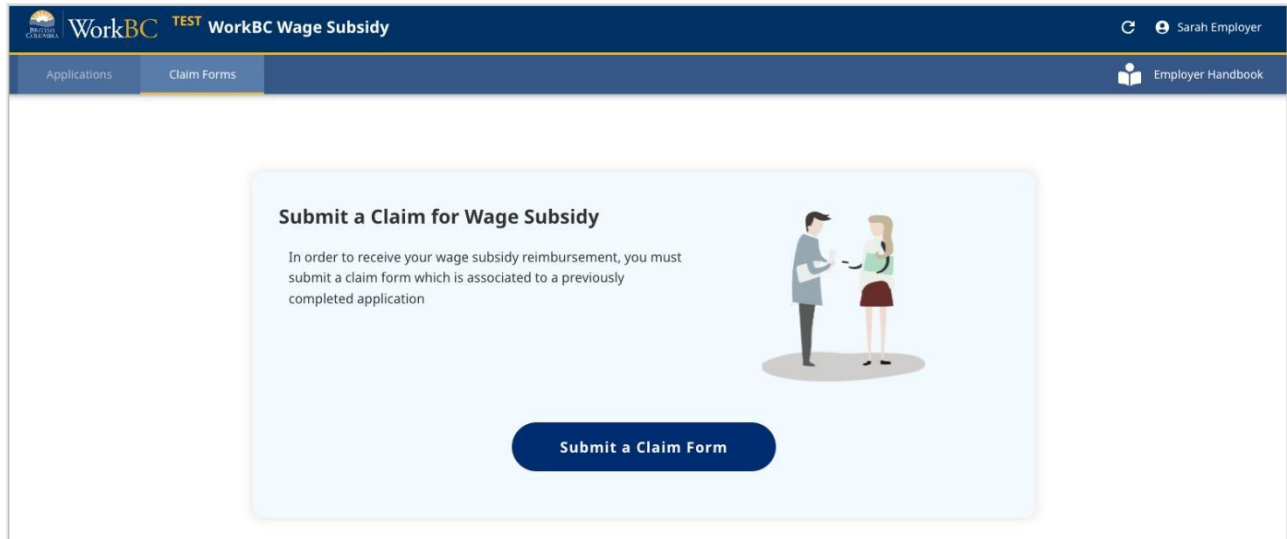


Figure 2: Submit new claim form

WorkBC **TEST** WorkBC Wage Subsidy

Sarah Employer

Applications Claim Forms Employer Handbook

Select the application you want to submit a claim for

Search for application...

Submission ID	Position Title	Number of Positions	Submitted Date	Status
1B99DB48	Cashier	1	2023-12-07	Completed

Rows per page: 10 1-1 of 1

☐ My application is not on this system

Figure 3: Select **Completed** application to associate to claim form

If you submitted your application prior to the new Wage Subsidy platform, or if you submitted your application in another form (e.g. by paper or email), select the checkbox next to **"My application is not on this system."** This action will enable some additional required fields to enter and validate your business address (Figure 4).

WorkBC **TEST** WorkBC Wage Subsidy

Sarah Employer

Applications Claim Forms Employer Handbook

Select the application you want to submit a claim for

Search for application...

Submission ID	Position Title	Number of Positions	Submitted Date	Status
1B99DB48	Cashier	1	2023-12-07	Completed

Rows per page: 10 1-1 of 1

☒ My application is not on this system

Enter your BC Business Address and validate to continue

Address
614 Humboldt St

City / Town
Victoria

VALIDATE CREATE

Address Validated

Figure 4: Option to indicate that application is not on the Wage Subsidy platform

Once your claim form is initiated, it will open in a separate window and you will be required to provide the following information:

- Claim period timeframe
- Employee name
- Paystubs and supporting payroll records such as timesheets
- Mandatory Employment Related Costs (MERCs), such as EI, CPP, WorkSafeBC and eligible vacation pay
- Job activity summary
- Certification that the information being submitted is correct and aligned with the WorkBC Wage Subsidy Agreement in place
- Supporting documentation (such as paystubs) attached in PDF format

You will be able to save a temporary copy (“**Draft**”) of your claim form on the Wage Subsidy platform and submit it later if needed. Once submitted, your WorkBC Centre will contact you for any follow-up required.

How do I delete a draft application or claim form?

You can delete both Application and Claim forms that are in Draft status.

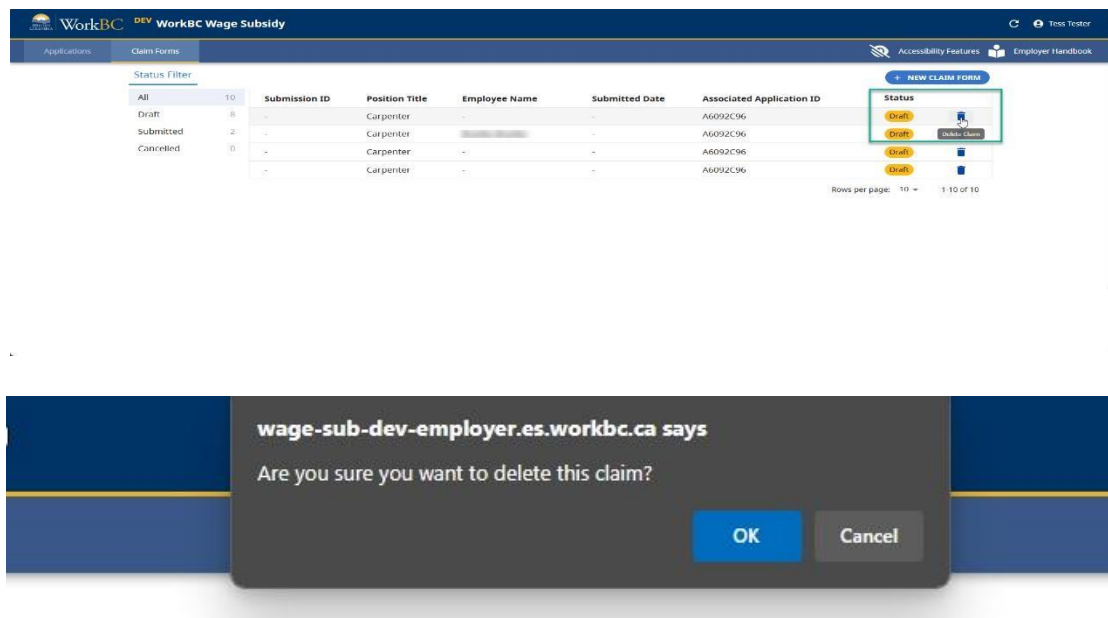


Figure 5: Select **OK** to delete draft claim or application forms

How do I share applications or claim forms with others?

You can share applications and claim forms with others in your Business BCeID organization; Basic BCeID users are not able to share forms.

To share one or more forms, click on the checkbox(es) next to the forms you want to share (step a), then click the '**SHARE**' link (step b). (See Figure 5).

The screenshot shows the 'WorkBC Wage Subsidy' interface. At the top, there's a header with the WorkBC logo and 'TEST' label. Below the header, there are tabs for 'Applications' and 'Claim Forms'. On the right, it says 'Sarah Employer' and 'Employer Handbook'. A 'Status Filter' sidebar on the left lists various statuses: All (3), Draft (2), Submitted (0), Processing (0), Completed (1), and Cancelled (0). The main table has columns: Submission ID, Position Title, Number of Positions, Submitted Date, Shared With, and Status. One row is selected, indicated by a blue checkmark in the first column and a red arrow labeled 'a'. The selected row has Submission ID '1B99DB48', Position Title 'Cashier', Number of Positions '1', Submitted Date '2023-12-07', Shared With 'None', and Status 'Completed'. A red arrow labeled 'b' points to a 'SHARE' button in the top right corner of the table area. The bottom right corner shows 'Rows per page: 10' and '1-3 of 3'.

Submission ID	Position Title	Number of Positions	Submitted Date	Shared With	Status
☒ 1B99DB48	Cashier	1	2023-12-07	None	Completed
☐ -	-	-	-	None	Draft
☐ -	-	-	-	None	Draft

Figure 5: Initiate '**Share**' of form with others in your organization

In the resulting screen, you will see a list of others in your organization you are able to share your form(s) with. Only individuals who have logged into the Wage Subsidy platform will be listed. Select one or more users (step a) and use the chevron button '>' (step b) to move those users to the '**Selected**' section, then click the '**OK**' link (step c). (See Figure 6).

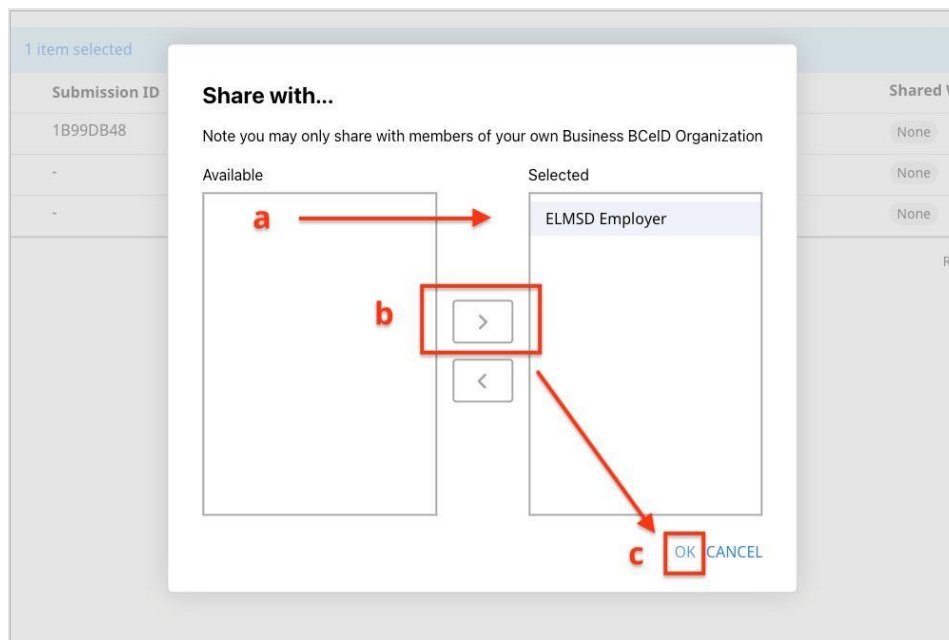


Figure 6: Select users in your organization to share form(s) with

Those individuals the forms are shared with will be listed on the main applications and/or claim forms list pages (Figure 7).

+ NEW APPLICATION						
☐	Submission ID	Position Title	Number of Positions	Submitted Date ↓	Shared With	Status
☐	1B99DB48	Cashier	1	2023-12-07	ELMSD Employer	Completed
☐	-	-	-	-	None	Draft
☐	-	-	-	-	None	Draft

Rows per page: 10 1-3 of 3

Figure 7: 'Shared With' column indicates who forms have been shared with

Can I copy a claim form?

You can copy a claim from a previously submitted claim by clicking the copy icon in the chosen row. The copied claim will include the Employer Name, Address, Contact Information, Employee Name, and Job Activity Summary from the original application. However, the Claim Period, Attachments, and Pay Stub information will not be copied.

Applications		Claim Forms							Accessibility Features	Employer Handbook
Status Filter										+ NEW CLAIM FORM
All	7	☐	Submission ID	Position Title	Employee Name	Submitted Date	Associated Application ID	Shared With	Status	
Draft	3	☐	-	Clerk	Bob Jones	-	4F6ED407	None	Draft	
Submitted	4	☐	56312E36	Clerk	Jones Bob	2025-02-13	4F6ED407	None	Submitted	
Cancelled	0	☐	-	Clerk	-	-	4F6ED407	None	Draft	
		☐	3EB5C2C8	Clerk	Submitted Test	2025-02-13	4F6ED407	None	Submitted	
		☐	-	Clerk	Test Draft	-	4F6ED407	None	Draft	
		☐	28DEFB37	Clerk	Test Submitted	2025-02-12	4F6ED407	None	Submitted	
		☐	766316D1	Clerk	Bob Jones	2025-02-12	4F6ED407	None	Submitted	

Rows per page: 10 1-7 of 7

Can I filter or sort my applications and claim forms for easier viewing?

Yes. To filter your applications and claim forms by status, you can click on a status in the left-hand **Status Filter** panel (step a). To sort, click on one of the header fields for the given applications or claim forms list (step b). (See Figure 8).

Applications		Claim Forms							Accessibility Features	Employer Handbook
Status Filter										+ NEW APPLICATION
All	1	☐	Submission ID	Position Title	Number of Positions	Submitted Date ↓	Shared With	Status		
Draft	0	☐	1B99DB48	Cashier	1	2023-12-07	None	Submitted		
Submitted	1									
Processing	0									
Completed	0									
Cancelled	0									

Rows per page: 10 1-1 of 1

Figure 8: Filter and Sort options

How do I update my contact information that is pre-filled on subsequent applications and claim forms?

After you submit your first application, the following pieces of information are saved to your profile for ease of future form entry:

- Employer (Business) Name
- Contact
- Phone Number
- Fax Number
- Email address
- CRA business number

- Address
- Workplace Address (if different from Address above)

Any new forms you initiate will use these saved values.

If you want to view or update your saved information, click on your name in the top-level navigation bar (step a), then click '**Edit Profile**' (step b). (See Figure 9).

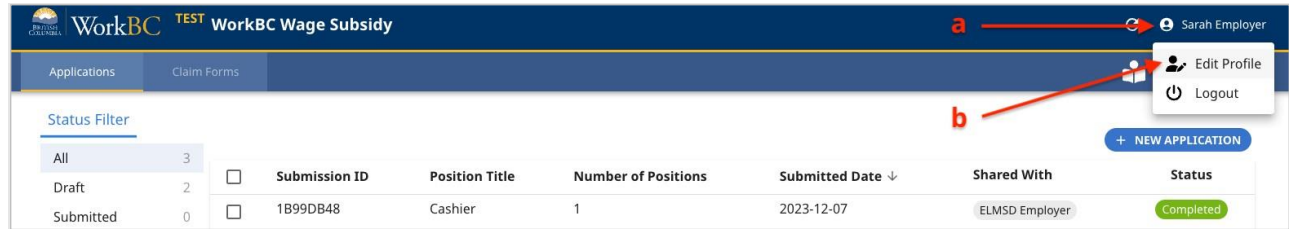


Figure 9: How to access 'Edit Profile'

You can update your information in the resulting '**Edit Profile**' window (Figure 10).

ubmiss
B99DB4

Edit Profile

Employer Name (Business Name)	Employer Contact
ABC Cafe	Sarah Employer
Phone Number	Employer Email Address
555-555-5555	sarah@abccafe.ca
Fax Number	CRA Business Number
	123456789BC0001

Address

Address

1101 16th Ave NW

City	Province
Calgary	Alberta

Postal Code

T3T 1T1

Workplace Address (if different from above)

Address

1175 Douglas St

City	Province
Victoria	British Columbia

Postal Code

V8W 2E1

Shared
ELMSD
None
None

Figure 10: 'Edit Profile' window

6 CONTACT US

You can contact your local WorkBC Centre for additional information or help completing your application.

[Find your local WorkBC Centre](#)

Appendix 1

Wage Subsidy Rates for WorkBC and Priority Clients				
Client Type	Duration	First third of work period	Second third of work period	Final third of work period
WorkBC Clients	Up to 24 weeks	50% (up to \$500 weekly)	25% (up to \$250 weekly)	15% (up to \$150 weekly)
Priority Clients Youth (16-30) and individuals with disabilities	Up to 24 weeks	75% (up to \$750 weekly)	50% (up to \$500 weekly)	25% (up to \$250 weekly)

Wage Subsidy Rates for Custom Category Clients				
Client Type	Duration	First Second third of period	third of work work period	Final third of work period
Custom Category Clients (WorkBC-matched people with disabilities or complex barriers to employment)	Up to 78 weeks	Negotiated percentage, up to the weekly maximum amount (cannot exceed 85%)		