career LAB

EMPLOYER GUIDE TO FUNDING

Over 15 federal and provincial funding programs are available to offset expenses as an incentive to employers to open their doors to Camosun students.

CAMOSUN COLLEGE

educationthatworks.ca

WIL FUNDING PROGRAMS

SWPP EXAMPLE

If you hire a student to work 35 hours a week at $17.00/hour for 12 weeks, normally, your total cost for wages will be $7,140.

But with SWPP, your total cost would be $1,785.

You are not able to stack or combine federal wage-subsidies. In certain cases you may be able to combine provincial funding with SWPP funding.

Student Work Placement Program (SWPP)

This program has 12 delivery partners that offer funding opportunities for employers to hire students for the purposes of work-integrated learning. Canadian Employers are eligible to receive 75% wage coverage up to a maximum $7,500 until April 30, 2021. The 75% SWPP wage subsidy could possibly be extended past April 30th, 2021 or it may revert back to the pre-Covid amount of 50% coverage.

BC Provincial Programs

Employers hiring students for WIL can receive grants to subsidize wages through the Innovate BC's Tech Grants program, and the Innovator Skills Initiative Grant program.

The BC Arts Council's Co-op Placement Program is also available for arts and cultural organizations in BC.

Mitacs Business Development Internship

The CC-BSI award will provide $10,000 per co-op or internship student to undertake a 12-16 week development project to help organizations restore or modify their business operations in a new business environment. Participating partner organizations will contribute $5,000 for a total award of $10,000 to be used towards a student stipend.

Canada Summer Jobs

The program provides wage subsidies to employers from not-for-profit organizations, the public sector, and private sector organizations with 50 or fewer full-time employees, to create quality summer work experiences for young people aged 15 to 30 years. Funded employers are not restricted to hiring students — all youth aged 15 to 30 years may be eligible participants.

SWPP FUNDING DELIVERY PARTNERS

SWPP funding, through Employment Social Development Canada (ESDC), has 12 delivery partners.
†Employers are eligible to receive 75% wage coverage until April 30th, 2021.

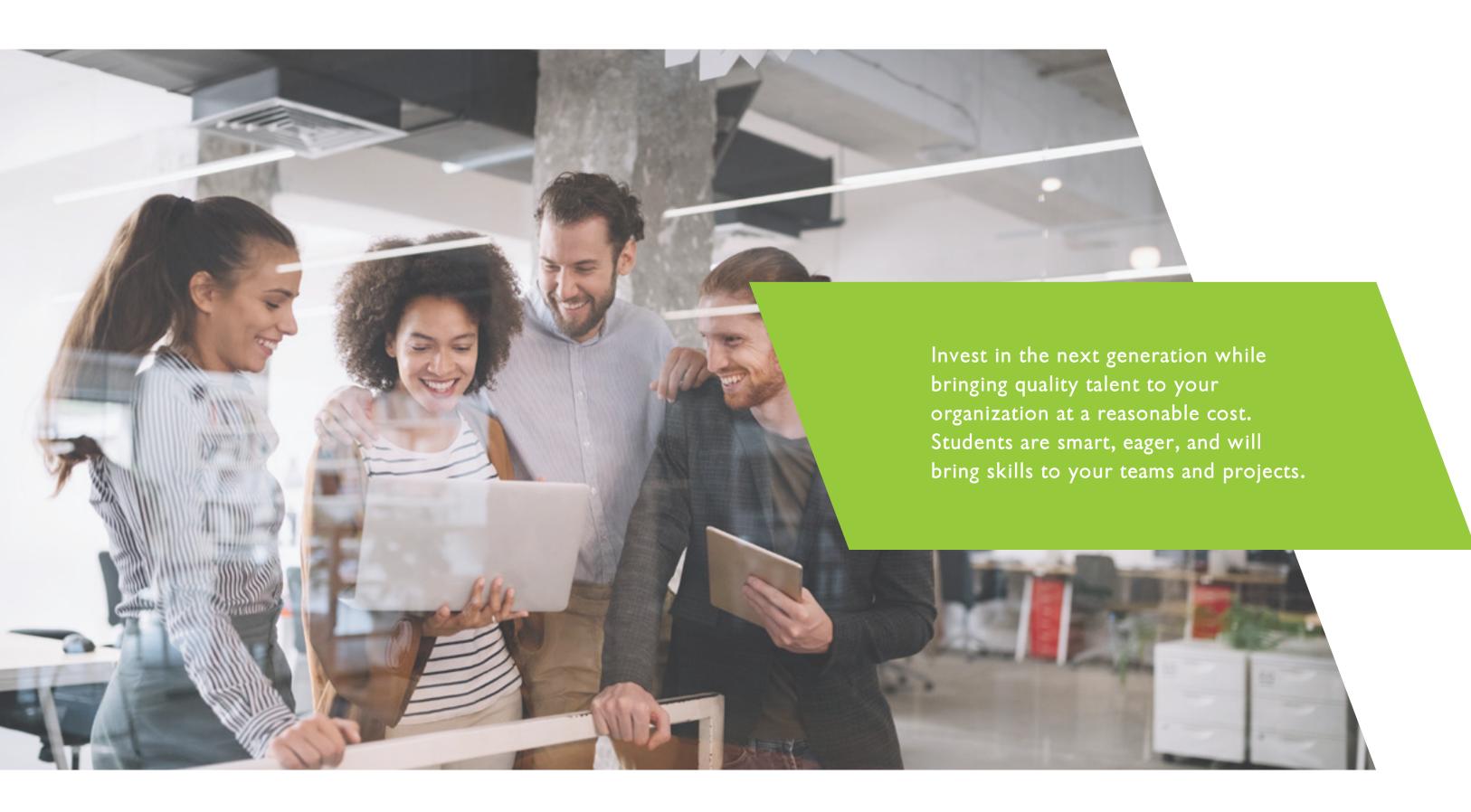| SWPP DELIVERY PARTNER	AMOUNT	ELIGIBILITY	HOW TO APPLY	CONTACT
MAGNET STUDENT WORK PLACEMENT For registered canadian businesses or non-profits https://swpp.magnet.today/	• †50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	Any registered Canadian business or non-profit organizations. *Municipal governments are not eligible for funding.* Click here to read more about this program's terms & conditions.	1. Complete an Employer Application Form and submit it along with information about your candidate and the job description. 2. Your student will also be asked to fill out their portion of the application form. 3. Magnet will review your application and reply within 2-4 weeks. *Employers must have a candidate before applying.*	swpp@magnet.today
ELECTRICITY HUMAN RESOURCES CANADA (EHRC) For Canadian owned employers within the electrical power sector https://electricityhr.ca/resources/empowering-futures-for-employers/	• †50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	• Firms whose primary activity is the generation, transmission and distribution of electrical power. • Firms engaged in the manufacturing of equipment and the provision of services necessary to the generation, transmission and distribution of electrical power. • Firms engaged in supporting the sector including renewables, in any of the following areas: R & D, business development, energy efficiency, energy storage, electrical vehicle integration, smart cities. Click here to read more about this program's terms & conditions.	1. Complete an Employer Application Form and submit it along with a brief company description, and a description of the intended participant's co-op position. 2. Have candidate complete the 2018-2021 Participant Information Form. 3. If you already have a participant in mind, please include the participant information form, participant's resume and a copy of the participant's proof of post-secondary enrolment, if available. *The application process from submission to approval takes an average of 5-10 business days.*	Sarah Jourson, Project Coordinator (613) 235-5540 ext. 229 jourson@electricityhr.ca
TECHNATION (*FORMALLY ITAC) CAREER READY PROGRAM For employers within the information and communications technology sector or have related projects https://technationcanada.ca/en/future-workforce-development/	• †50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	Organizations in Canada looking for employees with skills in the field of Information and Communications Technology. Positions you are hiring for can fall under the following categories: • Business Technology Management • Computer Science • Computer Systems Technology • Computer Engineering *Municipal governments are eligible for funding.*	1. Complete the online Employer Eligibility Assessment and submit it with the necessary documentation. 2. To access the application portal, please visit ITAC's website. *Employers need to have a candidate before applying. Only applicants that are able to submit information about the job and the student will be considered.*	careerready@itac.ca
ASPIRE For employers within the financial services sector https://www.aspirefs.ca/employers/	ASPIRE offers a variety of resources including best practice guidance, student attractement support, brand building opportunities and industry/academic partnerships.	Organizations in Canada working in the financial services sector, including: Banks, Insurers, Pension plans, Investment managers, Fintechs Hedge funds and Credit unions.	Request more information and apply on the ASPIRE employer page. *Employers do not need to have a candidate before applying.*	(416) 933-6780 aspire@tfi.ca

SWPP FUNDING DELIVERY PARTNERS

Funded work terms can be from science, technology, arts, engineering, math, and business.

SWPP DELIVERY PARTNER	AMOUNT	ELIGIBILITY	HOW TO APPLY	CONTACT
WIL-DIGITAL INFORMATION & COMMUNICATION TECHNOLOGY COUNCIL (ICTC) For employers within the technology sector or have related projects https://www.wil-ait.digital/en/	• ⁺50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	Eligibility requirements include: • A registered business in Canada. • Company could be in the following sectors: Intelligent Retail, Hiring an eligible student as an employee in an IT or a digital-tech related position, including business development, digital marketing or technical sales.	Visit **ICTC's WIL Digital Program site** to create an account and apply. *Employers can request funding before finalizing the selection of student hires.*	wil_digital@ictc-ctic.ca
ECO CANADA – CO-OP & INTERNSHIP PROGRAM For employers in Canada that are in need of sustainability initiatives from any discipline https://www.eco.ca/employment-programs/student-placement/	• ⁺50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	Organizations in Canada that are looking to hire students from science, technology, engineering, arts or mathematics (STEAM) and business that will contribute to sustainability related projects. Work terms must be at least 6 weeks long. Funding can be applied to full and part-time co-op students, internships, as well as, new graduates. **Click here to read more about this program's terms & conditions.**	Complete the form for **Host Employers** on the ECO Canada Wage Subsidy Program page. *Funding needs to be approved before the student starts their placement. Once your funding is secured, you can begin your search for qualified, talented students to fill the position.*	coop@eco.ca
BIOTALENT CANADA For employers within the biotechnology industry or have related projects https://www.biotalent.ca/programs/student-work-placement-program/	• ⁺50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	To qualify for the program, either the co-op position or the employer needs to have a biotechnology focus. **Click here to read more about the program's eligibility, terms & conditions.**	1. Download and complete the **SWPP Employer Application Package.** Employers need to have a candidate before applying. Employers must hire the student first and once a candidate is identified they will apply for funding. The candidate cannot start their co-op until approval has been granted. *It can take up to 10 business days to process an application.*	Benita 1-866-243-2472, ext. 234 buruhisho@biotalent.ca Colleen 1-866-243-2472, ext. 221 chayes@biotalent.ca
VENTURE FOR CANADA - INTERNSHIP PROGRAM For startups or related entrepreneurial projects and innovation in Atlantic Canada, British Columbia and the Prairies https://ventureforcanada.ca/employers	• ⁺50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	Employers must: • be a small to medium-sized business, start-up, social enterprise, nonprofit, or charity (1-500 employees). • have their business located in Atlantic Canada, British Columbia or the Prairies. All industries are welcome. Employers can be from a wide range of industries - from agriculture to robotics and anything inbetween.	1. Complete the the **Venture for Canada application form.** *Employers do not need to have a candidate before applying.*	Connect with Venture for Canada using their **contact form**

SWPP FUNDING DELIVERY PARTNERS

You are eligible to apply if you have less than 500 employees, are a registered Canadian business or non-profit and can provide a student with a meaningful work experience. SWPP wage subsidies are administered at the end of a successful work term through the delivery partner.

SWPP DELIVERY PARTNER	AMOUNT	ELIGIBILITY	HOW TO APPLY	CONTACT
TALENT OPPORTUNITIES PROGRAM (TOP) For registered canadian businesses or non-profits https://occ.ca/talent-opportunities-program/	• ⁺50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	Any registered Canadian business or non-profit organizations. • Must be compliant with Human Rights and Labor legislation, regulations, and laws. • Covered by WSIB or alternate workplace insurance *Municipal governments are not eligible for funding.*	1. Create an account through the **TOP portal** and fill out an application. 2. Your student will also be asked to fill out their portion of application form. 3. TOP will review your application and reply within 2-4 weeks. *Employers must have a candidate before applying.*	top@occ.ca
EXCELLENCE IN MANUFACTURING CONSORTIUM For Canadian employers within the manufacturing sector https://offers.emccanada.org/en-ca/emcwil	• ⁺50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	Work placements should be relevant to the manufacturing and related sectors.	Visit **WIL WORKS** to get more details on applying to the program.	Wendy Gray, Senior Project Coordinator 1-866-323-4362 wgray@emccanada.org
MINING INDUSTRY HUMAN RESOURCES COUNCIL (MIHR) – GEARING UP For employers within the mining sector (or related projects) https://mihr.ca/career-development/gearing-up/	• ⁺50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	Organizations in Canada (small and large companies/post-secondary institutions/non-profit organizations) working in the mining or mineral exploration sectors are encouraged to apply.	Organizations must fill out and submit the **Gearing Up Application** Form to gearingup@mihr.ca. Applicants will know within 10 days if their organization has been approved. Once approved, your organization will: Notify MiHR of your candidate and they will email the necessary documents for funding.More information can be found on the Gearing Up applicant guide or on their Gearing Up Program page. *Employers do not need to have a candidate before applying.*	Priya (613) 270-9696 ext. 63
CANADIAN COUNCIL FOR AEROSPACE & AVIATION For employers within the aero-space & aviation industry https://www.avaerocouncil.ca/en/swpp/employer	• ⁺50% (up to $5000) wage coverage • 70% (up to $7000) wage coverage for under-represented groups	Organizations in Canada working in the aerospace and aviation industry (cannot be a research position in a school lab). **Click here for more information about terms, conditions and eligibility requirements.**	Complete and submit the employer application online: **Employer Information Form** - Student Work Integrated Learning Program. *Employers do need to have a candidate before applying.*	Kethy S-K Sangaré (613) 727-8272, ext. 261 ksossokolle@avaerocouncil.ca

Invest in the next generation while bringing quality talent to your organization at a reasonable cost. Students are smart, eager, and will bring skills to your teams and projects.

B.C. PROVINCIAL FUNDING

Support for employers in B.C. to hire WIL students.

FUNDER	AMOUNT	ELIGIBILITY	HOW TO APPLY	CONTACT
BC TECH CO-OP GRANTS THROUGH INNOVATE BC For B.C.-based businesses who are tech or non-tech based hiring roles related to tech innovation	Each employer is eligible to receive a maximum of four grants each per program year (May 1 to April 30) valued at $5,000 (a total value of $20,000), to recruit and train between one to four distinct co-op students. The employer is accountable for the remainder of the student's salary during the co-op term.	• Be a B.C.-based business. • Have less than 500 employees on payroll. • Be a tech company or tech non-profit hiring for any role. • Be a non-tech company, organization or non-profit hiring for a tech role (A tech role is defined as a role primarily related to developing tech or providing tech support). • Be hiring a student for a co-op work term. If you've hired a student for a co-op work term in the last 5 years, then you must hire a first-time co-op student. Click here to read more about this program's terms & conditions.	1. Understand the Program Guidelines. 2. Define the role and create a job posting. 3. Create an account and initiate your application. *The application process from submission to approval takes an average of 15 business days.* *Employers do not need to have a candidate before applying.* ***NOTE: International students are eligible**	programs@inno-vatebc.ca.
NEW VENTURES BC INNOVATOR SKILLS INITIATIVE (ISI) GRANTS (INTERNSHIP ONLY). Open to all companies in BC (not just tech companies!) to hire a student to fill a business or tech role	Up to $10000 towards your student's payroll, per term (amount is based on your student's total salary). Up to two vouchers per year (running May – April), worth a total of $10,000	• Be a B.C.-based business. • Be a tech company or tech focused non-profit hiring for a business or tech role (same as before). • Business or non-profit hiring for a tech role (new!). • You student is not an accredited co-op student. • You must also be able to provide entrepreneurial and skills training to the student. Click here to read more about this program's terms & conditions.	1. Understand the Program Guidelines. 2. Visit the ISI Program site to create an account and apply. *Employers do not need to have a candidate before applying.*	contact@newven-turesbc.com 604-602-5202
BC ARTS COUNCIL'S CO-OP PLACEMENT PROGRAM For arts & cultural organizations in BC	Organizations can apply for up to $10,000 for one term or $20,000 for two terms. All of the funding received will go towards the wages of the student.	• Be an arts organization, museum, book publisher or Indigenous cultural centre that has received at least one grant since April 1, 2014 through BC Arts Council operating or discipline-specific project programs. • Offer an eligible co-op or work-integrated learning student as a paid employee for one or two terms, for a maximum of 32 weeks. Click here to read more about this program's terms and conditions.	1. Register online at the BC Arts Council's grant management portal. 2. Submit a grant application through the portal. 3. Receive email notification regarding your application results. *Can take up to 2 weeks to receive your application results. All applicants, especially new applicants to this program, are urged to discuss their request with the program officer prior to submission.*	erin.macklem@gov.bc.ca 778-698-1416

MITACS CC–BSI PROGRAM

The CC-BSI award will provide $10,000 per co-op or internship student to undertake a 12-16 week development project to help organizations restore or modify their business operations in a new business environment. Participating partner organizations will contribute $5,000 for a total award of $10,000 to be used towards the student's wages throughout the work term.

Camosun Cooperative Education and Career Services (CECS), in partnership with Mitacs is excited to launch the Mitacs Business Strategy Internship program. The program enables Camosun College students from any program to work with businesses and not-for-profit organizations, applying the theories they've learned in school to real-world situations. Internships will be structured to support organizations that need additional assistance in modifying their business operations to adapt to the new economic reality.
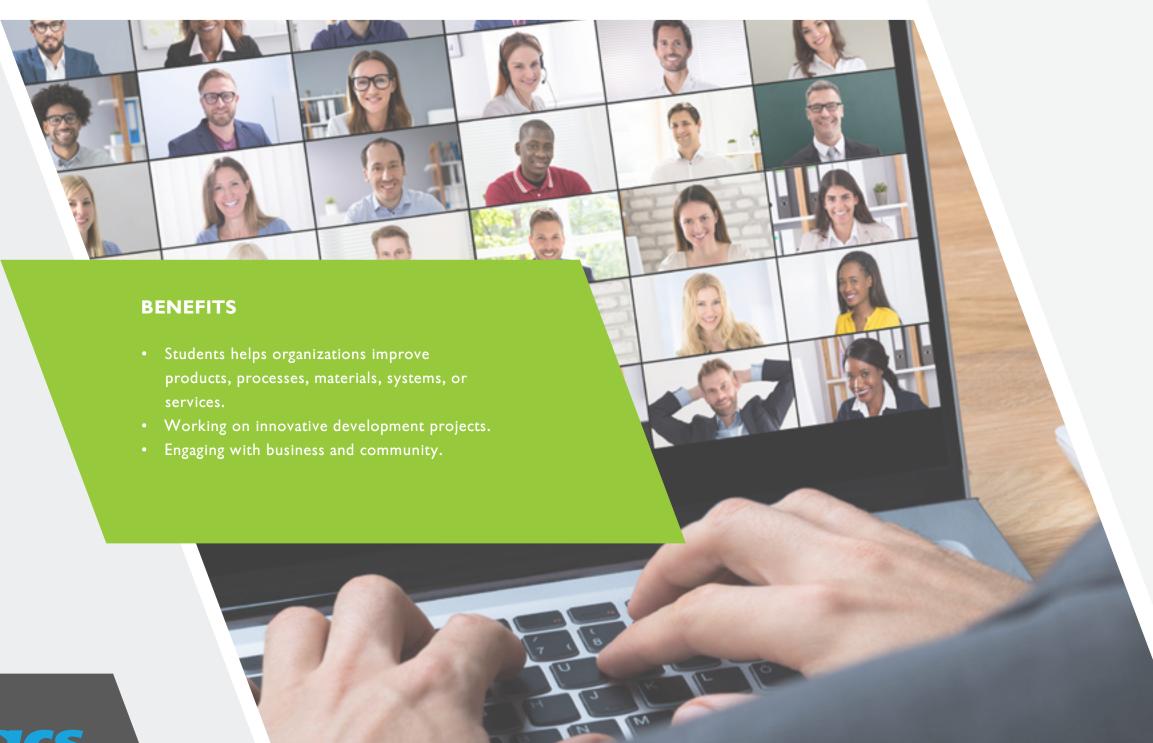
PARTNER REQUIREMENTS

- Willing to contribute $5000 towards each internship grant.
- Businesses, not-for-profit organizations, municipalities, and hospitals.

STUDENT REQUIREMENTS

- Be a registered Camosun College student.
- Domestic or international students.

Mitacs is a national not-for-profit organization that fosters growth and innovation in Canada. For over 20 years, Mitacs has worked with over 100 universities and academic institutions, thousands of companies, and federal and provincial governments to build partnerships that support talent development and deployment.

Mitacs

BENEFITS

- Students helps organizations improve products, processes, materials, systems, or services.
- Working on innovative development projects.
- Engaging with business and community.

RECRUIT AT CAMOSUN

We supply organizations and industries in BC with applied skills relevant to today's jobs. Partner with Camosun College and tap into our student talent pipeline – a low-cost way to increase capacity.

Camosun College offers comprehensive work-integrated learning programs in Business, Engineering, Technology, Hospitality & Tourism, Humanities, and Sport & Exercise Management. Our students are work-ready and available on a 3-semester timeline - Jan to Apr (winter term); May to Aug (summer term); and Sept to Dec (fall term) for work-integrated placements. Typically our employer network will leverage our students to:

- Develop specific skills their organization and industry needs.
- Pre-screen potential new hires.
- Give back to the community and raise company profile.
- Access specific skills or talents.
- Manage short-term pressures or special projects.
- Resource year-end and peak period staffing demands.
- Do research projects.

Speak with an Employment Facilitator about the best funding option for your work term.

educationthatworks@camosun.ca

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