The Information and Communications Technology Council
ICTC

HOPE IN UNCERTAIN TIMES
2020

Work Integrated Learning (WIL) Digital Program

Presenter:

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ICTC CTIC

About ICTC

- Founded in 1992 as a sector council, ICTC became a not-for-profit under it's new name in 2006

- An independent and neutral policy advisor to business and governments across Canada.

- An authoritative source of technology, economic, and labour market research.

- A leader in capacity building programs and solutions for the digital economy.

Work Integrated Learning (WIL)

Work-integrated learning is a model and process of curricular experiential education which formally and intentionally integrates a student's academic studies within a workplace or practice setting. - CEWIL

What is the WIL Digital Subsidy?

ICTC's WIL Digital is an innovative Work Integrated Learning program that helps employers grow their businesses by providing financial assistance for hiring post-secondary students.

Canada

Funded by the Government of Canada Student
Work Placement Program

SWPP Partners - Employment and Social Development Canada

- **Information and Communications Technology Council – WIL Digital**

- Technation – Career Ready Program

- Canadian Council for Aerospace and Aviation (CCAA) – CCAA and the SWILP

- Environmental Careers Organization of Canada – Wage Subsidy Program for Environmental Students

- Biotalent Canada – Student Work-Integrated Learning Program

- Electricity Human Resources Canada (EHRC) – Empowering Futures: Developing Electricity Talent Through Work-Integrated Learning

- Mining Industry Human Resources Council (MiHR) – Gearing Up: Developing Mining Talent Through Work-Integrated Learning

- Venture for Canada

https://www.canada.ca/en/employment-social-development/programs/work-integrated-learning.html

How do you qualify

You qualify for ICTC's WIL Digital subsidy by hiring an eligible student as an employee in an **IT** or a **digital-tech** related position, **including business development, digital marketing or technical sales**

Traditional IT and Engineering co-op Roles

- Manufacturing Engineer in Training

- Engineering Co-op

- Embedded Engineering Intern

- Game Designer Intern

- Programmer

- Mobile Application Developer

Other Digital-tech roles

- Business Development & Digital Marketing Co-op
- Financial Administrator
- Intern Operations Support
- Design and Marketing Associate
- Analyst

- Research Assistant
- Tax Analyst
- Communications Coordinator
- Digital Contract Management Intern
- Data scientists in Agri business

Other digital-tech skills

- Technical research
- Website management
- Product management
- Analyze data
- Job portal management
- Research skills
- Communication skills
- Blog and social media management

- Identify opportunities for contract enforcement
- Become the subject matter expert for contract management tool
- Assisting with payroll tax calculations
- Supporting full time staff who plan, schedule, execute and document annual maintenance and responder training programs

WIL – Digital – previous to March 2020

- Wage subsidy program
- Increase WIL opportunities in IT or IT-related roles
- Subsidize Student wages
  - 50% up to $5,000
  - 70% up to $7,000 for under represented groups
    - Women in STEM
    - Indigenous students
    - Recent newcomers (within 5 years)
    - Students with disabilities
    - First-year students

- International students not currently eligible

As of May 25, 2020 - new flexibility for WIL funding protocols:

- Student Work Placement Program – Response measures to support organizations during COVID-19 and will be in place until March 31, 2021 or until further notice:

- In addition to this, ESDC has also approved four other measures for eligible employers including:

- Flexibility with start and end dates as well as the duration of the placement(s).

- Working remotely in a safe environment, from the students home or other self-isolated area is now allowed.

- Increased subsidy of 75% up to $7500 will be applied to wages earned on or after May 25, 2020.

- 4 - 8 month or longer placements for all students enrolled in public PSE or colleges.

- Net New requirement for employers has been temporarily waived and all Post-Secondary student work placements are now eligible.

- The 75% wage subsidy will be in place until March 31, 2021.

WIL Digital Eligibility - Employer

- Business requirements
  - Post secondary hiring
  - For profit or not for profit
  - Registered in Canada
  - Safe work environment
  - General liability insurance
  - Employee not contractor

- Position requirements
  - IT or Digital-tech
    - Including business development, technical sales or digital marketing
  - Full time or part time
  - Offer meaningful WIL opportunity
  - Office or remote
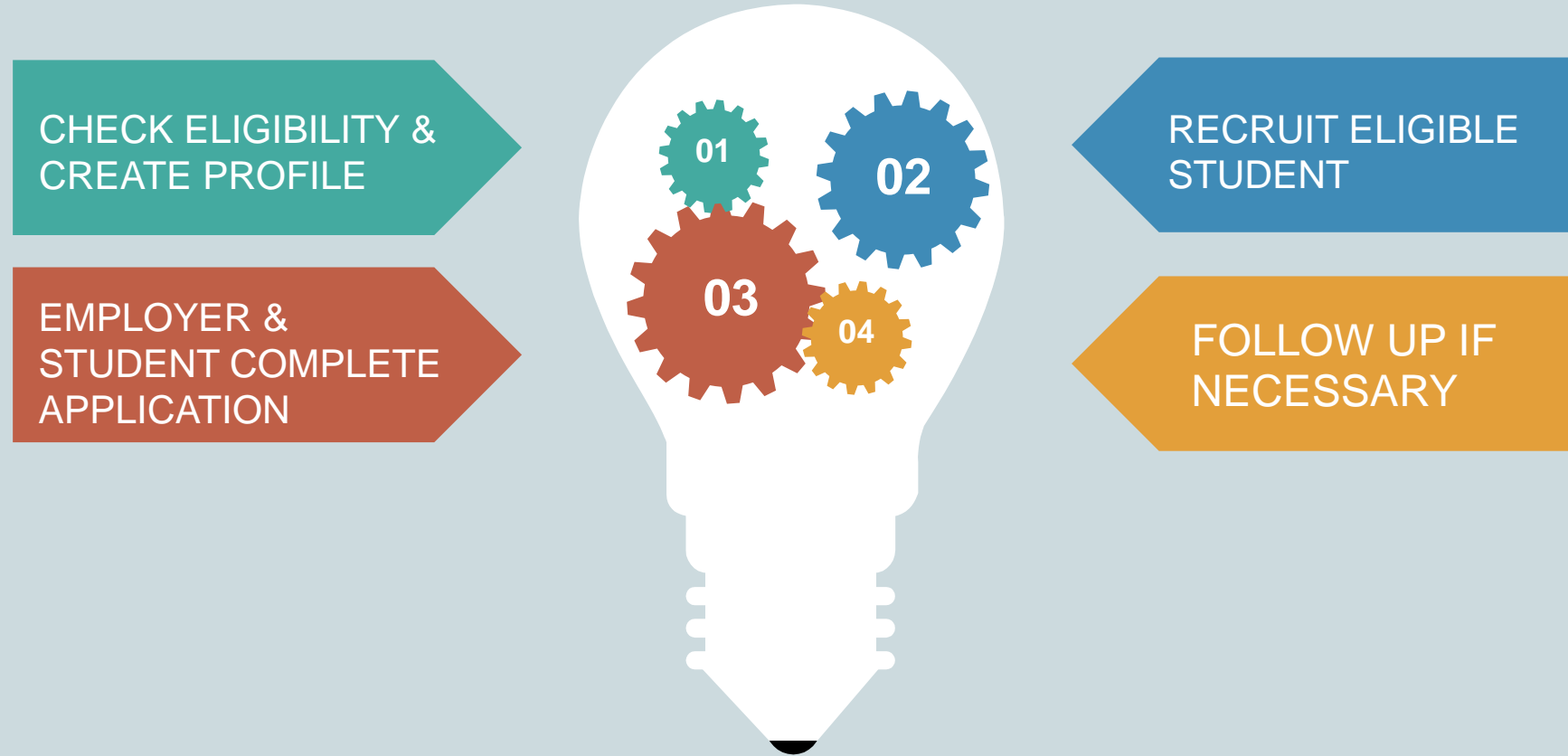 - Not replace displaced staff
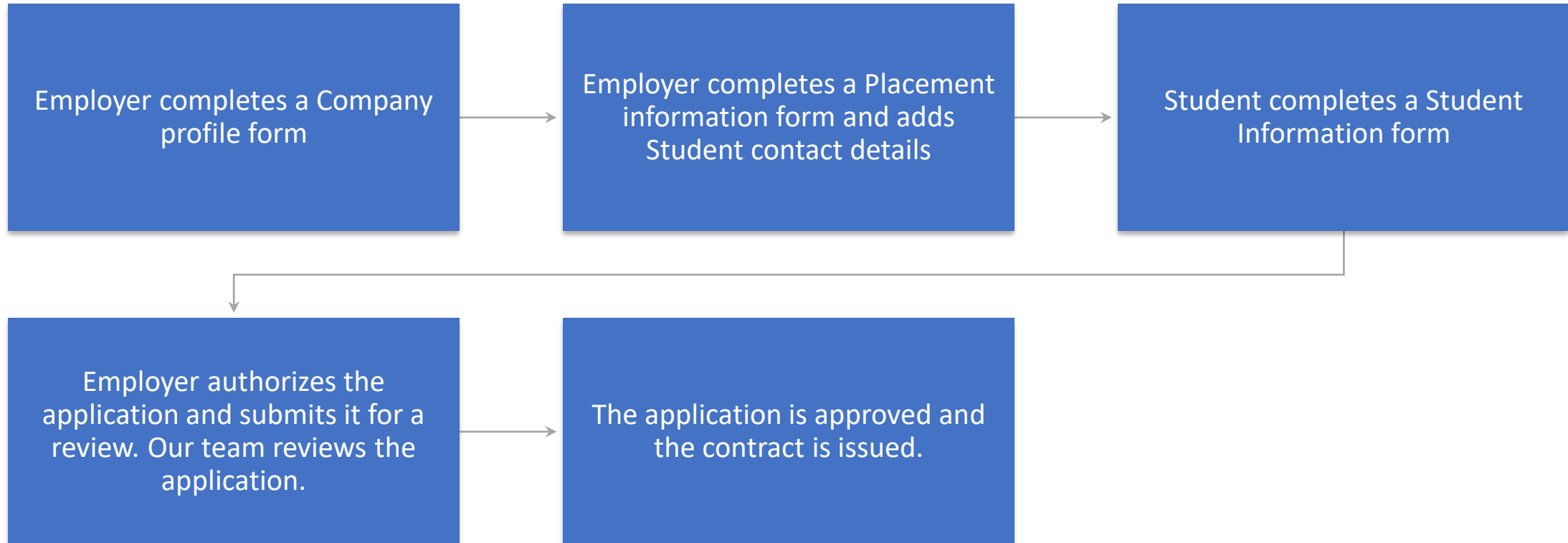
WIL Digital Eligibility - Student

- Publicly funded Canadian post secondary institution
- Provide proof of registration or enrolment
  - Full time or part time
  - Undergraduate, masters, PhD
  - All disciplines
- Legally entitled to work in Canada
  - Canadian citizen
  - Permanent resident
  - Protected as defined by the Immigration and Refugee Protection Act
  - Supporting documents available
- No age limit

Employer Application Submission Steps

CHECK ELIGIBILITY & CREATE PROFILE

EMPLOYER & STUDENT COMPLETE APPLICATION

01

02

03

04

RECRUIT ELIGIBLE STUDENT

FOLLOW UP IF NECESSARY

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Application Submission Process

Employer completes a Company profile form

→

Employer completes a Placement information form and adds Student contact details

→

Student completes a Student Information form

Employer authorizes the application and submits it for a review. Our team reviews the application.

→

The application is approved and the contract is issued.

WIL.Digital

What is the WIL Digital Subsidy?

ICTC's **WIL Digital** is an innovative Work Integrated Learning program that helps employers grow their businesses by providing financial assistance for hiring post-secondary students.

WIL Digital is funded by the Government of Canada's Student Work Placement Program (SWPP) and provides the following wage subsidy types:

- 50% of the student's salary, up to **$5,000**; or
- 70% of the student's salary, up to **$7,000**, if the student falls within one of the following under-represented groups: *Women in STEM* (Science, Technology, Engineering and Mathematics), *Indigenous students, recent immigrants, students with disabilities*, and *first-year students*.

Employer Eligibility Criteria

☑ Hiring an eligible student as an employee in an IT or a digital-tech related position, including business development, digital marketing or technical sales.

☑ Registered business, not-for-profit organization or post-secondary institution in Canada

☑ You are hiring for a Net New* position

*Net New is determined by subtracting the number of students hired in a fiscal year prior to first participating in the WIL Digital Program and the number of students the company is intending to hire in the current fiscal year, including those already hired. For example, if the company hired 3 students in the fiscal year (April 1 to March 31) prior to participating in the WIL Digital program, then the company must intend to hire 4 students in this fiscal year to qualify for 1 subsidy.

ICTC's **WIL Digital** supports Canadian businesses that offer student work placements within the Digital Economy.

⬇ Download Employer's Application Guide

WORK-INTEGRATED WIL DIGITAL LEARNING

APPLY NOW

Response Measures to Support Organizations During COVID-19

1. Flexibility
2. Working Remotely
3. 75% of wage subsidy issued up front
4. Applications will be pre-approved
5. Post-Secondary education institutions now eligible

⬇ COVID-19 Response Guide

Sign In

Email:

you@example.com

Password:

Enter your password here...

Sign In »

Forgot your password?

Need An Account?

Sign Up »

WIL Digital – Completing the process

Employer

- Sign Contract & upload bank info

- Completes the Learning plan in collaboration with the student

  10-15 Minutes

- Completes a mid-term check form half-way through the placement

  5-10 Minutes

- Completes the Final Evaluation

  10-15 Minutes

- Uploads the payroll records

Student

- Completes the Learning Plan in collaboration with Supervisor

- Completes the Mid-term check form half-way through the placement

- Completes the Final evaluation at the end of the placement

FAQ's

- Placements can be less than 4 months or longer than 16 weeks

- No minimum number of hours per week

- Newcomer 5-year limit from PR date at start of work term

- If student does not return to study, employer still subsidized

- No age limit on student

- Not for profit's are eligible

- ~~Net New – baseline is # students normally hired before first WIL subsidy received and remains at that number for successive years~~

Additional Questions?

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Thank you for your time today!

For any questions please contact:
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DigitalEconomyPulse

Information and Communications
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