

Get Funding

Funding, grants and wage subsidies for community partners offering work-integrated learning opportunities

Work-integrated learning is an engaged partnership between community partners, post-secondary institutions and students that better equips students with practical experience and also benefits the workplace, by providing skilled talent to tackle projects, build capacity and fill any gaps in staffing. It's also a great way to recruit and develop future workers.

If you're considering hiring a work-integrated learning student for your organization, you may be eligible for one or more of the following Federal and BC funding resources.

BC Programs

Columbia Basin Trust – School Works

<https://ourtrust.org/grants-and-programs-directory/school-works>

The School Works Co-op and Apprentice Wage Subsidy programs are open to businesses, non-profit and First Nations organizations, and public bodies with business headquarters located within the Columbia Basin Trust region. The Apprentice Wage Subsidy supports hiring apprentices for full-time employment to complete their first-level work-based training requirements with an \$8/hour wage subsidy, and will also support the retention of participating apprentices through their second-level requirements with a \$4/hour wage subsidy. The Co-op Wage Subsidy is available for the hiring of students participating in a recognized co-op program, for an \$8/hour wage subsidy. Employers are expected to top up wages to the market wage rate for the position. Applications are accepted on first-come, first-served basis.

Pacific Institute for Climate Solutions (PICS)

<https://pics.uvic.ca/programs/internships>

The PICS Internships program provides support for the hiring of university students at the workplaces pursuing climate change mitigation and adaptation research, planning or implementation. Workplaces can be governments, NGOs, industry and communities in BC. Eligible students must be enrolled in a full-time undergraduate or graduate program at one of the four PICS partner institutions: UVIC, UBC, SFU or UNBC. Students must either be returning to complete their degree programs following the internship, or have completed their programs the semester prior to the start of the internship. PICS will provide \$12,000 to hire a student intern for a minimum of 13 weeks. Applications are accepted annually in January.

Canada Revenue Agency - Scientific Research & Experimental Development Tax Credit

<https://www2.gov.bc.ca/gov/content/taxes/income-taxes/corporate/credits/scientific-research-development>

The British Columbia SR&ED Tax Credit program is designed to encourage research and development in British Columbia that will lead to new, improved, or technologically advanced products or processes. The tax credit is available to qualifying corporations that carry on scientific research and experimental development in B.C. before September 1, 2022 and must be claimed no later than 18 months after the end of the tax year in which the qualified expenditures are incurred.

As of April 2022

Federal programs

National Research Council Canada - Industrial Research Assistance Program (IRAP)

<https://nrc.canada.ca/en/support-technology-innovation>

Through the Industrial Research Assistance Program (IRAP), Canadian small and medium-sized businesses can receive funding and other supports to increase their innovation capacity and take ideas to market. Funding is available through technology innovation projects and youth employment strategy programs for incorporated, profit-oriented businesses in Canada with under 500 employees planning to pursue growth and profit by developing and commercializing innovative, technology-driven new or improved products, services or processes in Canada. Inquiries are accepted year-round.

Mitacs - Accelerate

<https://www.mitacs.ca/en/programs/accelerate#business>

The Mitacs Accelerate program provides support for research partnerships including funding for internships. Organizations partner with academic researchers to develop a project proposal, and must provide a financial contribution of at least \$7,500, which is matched by Mitacs. Projects can include multiple interns and span multiple terms. Interns spend about half the term on site working on the research issue in question and collecting data, and the balance of their time at their university further advancing the research under the guidance of a faculty supervisor. Applications are accepted year-round.

Service Canada – Canada Summer Jobs

<https://www.canada.ca/en/employment-social-development/services/funding/canada-summer-jobs.html>

Canada Summer Jobs provides funding to help small businesses, public sector employers, and non-profit organizations to hire students under the age of 30 during the summer term. Funding is available to approved employers for up to 50 per cent of minimum wage for private companies and public sector employers, and up to 100 per cent of the minimum wage for non-profit organizations. Applications are accepted in mid January of each year; approval notifications are sent to employers in April.

Student Work Placement Program (SWPP)

<https://www.canada.ca/en/employment-social-development/programs/student-work-placement-program.html>

The Federal Government's Employment and Social Development Canada (ESDC) offers the Student Work Placement Program to create quality work-integrated learning opportunities for students who will be better positioned to secure employment in their field of study.

- The program provides up to 50% (to a maximum of \$5,000) of a work term student's pay in wage subsidies to employers.
- Employers that hire students from underrepresented groups including women in a STEM program, Indigenous students, recent immigrants, persons with disabilities, and first-year students may qualify for funding up to 70% (to a maximum of \$7,000).
- Funding is provided for net new positions that are over and above what the employer usually hires or for new positions.
- Placements can range from 4 to 16 weeks, full or part time, with a minimum of 10 hours per week.
- Employers can apply for back-to-back placements for the same student.
- Students must be enrolled at a post-secondary institution, be a Canadian citizen, permanent resident, or refugee.
- Applications accepted year-round.

Wage subsidies must be applied for through one of the employer partner organizations (listed below).

> BioTalent Canada

<https://www.biotalent.ca/programs/student-work-placement-program>

BioTalent Canada is focused on the growth of Canada's bio-economy, such as bio-health, bio-energy, bio-industry and agri-biotech. Positions must have a biotechnology focus, or the employer must have a biotechnology focus. For students enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business programs.

> Canadian Agricultural Human Resource Council (CAHRC) - AgriTalent

<https://cahrc-ccrha.ca/programs/agritalent>

Growing Opportunities will support positions in the agriculture industry for agriculture and non-agriculture students. Eligible employers include registered Canadian businesses, not-for-profit organizations from the agriculture industry and post-secondary institutions. Positions can include co-op placements, internships, field placements, or applied projects to solve particular problems for employers.

➤ **Canadian Council for Aviation & Aerospace (CCAA)**

<https://www.avaerocouncil.ca/en/student-work-placement-program-swpp>

The CCAA works to create work-integrated learning placements in the aviation and aerospace sector. There must be an industry component – the focus of the subsidies is hands-on experience, so a research-only position does not qualify. For students enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business programs. Employers do not need to be members of CCAA.

➤ **Canadian Media Producers Association (CMPA) - Mentorship**

<https://cmpa.ca/mentorship/?toolkit=swpp>

The CMPA's National Mentorship Program has invested in the next generation of independent producers—and a strong future for our industry—by placing aspiring producers in Canada's leading production companies. Employers must be members.

➤ **Cultural Human Resources Council**

<https://www.culturalhrc.ca/swp>

The Cultural Human Resources Council is a national not-for-profit arts service organization working with all cultural industries and disciplines in the sector including Digital Media (Content Creators); Film and Television; Live Performing Arts; Music and Sound Recording; Visuals Arts and Crafts; Writing and Publishing; and Heritage. Eligible employers must be a Canadian cultural sector employer, however the student's field of study does not have to be related to arts and culture. For example, if a Canadian cultural sector employer requires assistance in developing its website, a computer science student could be hired.

➤ **Electricity Human Resources Canada (EHRC) – Empowering Futures**

<https://electricityhr.ca/resources/empowering-futures-for-employers/>

The *Empowering Futures* Program is aimed at the electricity industry where the primary activity is the generation, transmission and distribution of electricity, as well as sector support including renewables, research and development, business development or energy efficiency. For students enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business programs.

➤ **Environmental Careers Organization of Canada (ECO Canada)**

<https://eco.ca/environmental-employers/employment-and-wage-subsidies/>

ECO Canada's program works with employers and post-secondary partners to help students kick-start their career path in the environmental sector, and for employers to hire the brightest minds in Science, Technology, Engineering, Art, Math (STEAM) or Business.

➤ **Excellence in Manufacturing Consortium (ECM) - WILWorks**

<https://offers.emccanada.org/en-ca/emcwil>

The *WILWorks* program supports Canada's manufacturing related sub-sectors and supply chain employers (e.g. North American Industry Classification - NAICS codes 31-33). The *WILWorks* program will support hiring student talent through internships, co-op placements, practicums or applied research projects, in either direct or indirect roles. Eligible students can be enrolled in any program.

➤ **Food Processing Skills Canada**

<https://swpp-fpsc.com/for-employer/>

The Food Processing Skills Program supports employers in the Canadian food and beverage manufacturing industry to hire students in colleges and universities across the country, across all educational categories from food science to business, engineering and quality assurance.

➤ **Information and Communications Technology Council (ICTC) – WIL Digital**

<https://www.wil-ait.digital/en>

ICTC's *WIL Digital* program aims to develop talent for the emerging ICT sectors. Funding is open to targeted sectors as well as those with a position directly involved in the development or implementation of emerging technology. Students must be enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business.

› Magnet Student Work Placement Program

<https://swpp.magnet.today>

Magnet brings together employers, students, and post-secondary institution stakeholders to create quality work-integrated learning (WIL) opportunities. Registered Canadian businesses or non-profit organizations are eligible for funding. Students from all post-secondary programs are eligible.

› Mining Industry Human Resources Council (MiHR) – Gearing Up

<https://mihr.ca/career-development/gearing-up>

Gearing Up is aimed at Canada's mining sector with a goal to change the way students in mining-related post-secondary programs perceive, pursue and acquire skills needed for mining careers. Employers must be involved in mining or mineral exploration, post-secondary institutions or non-profit organizations. For students enrolled in Science, Technology, Engineering, Math (STEM) and Business programs.

› Ontario Chamber of Commerce - Talent Opportunities Program (TOP)

<https://occ.ca/talent-opportunities-program/>

Talent Opportunities Program (TOP) is designed to help employers located anywhere in Canada hire college and university students on work placements. Employers must be a registered Canadian business or not-for-profit organization and may operate in any industry sector. Students from all post-secondary programs are eligible.

› TECHNATION Canada (formerly ITAC) – Career Ready

<https://technationcanada.ca/en/future-workforce-development/career-ready-program/>

Career Ready supports businesses that provide meaningful work opportunities that build technical capacity. For students enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business programs.

› Tourism HR Canada – Propel

<https://tourismhr.ca/programs-and-services/propel-student-work-placement-program/propel-employers/>

The *Propel* program can be accessed by businesses from all facets of the visitor economy: accommodations, food and beverage services, recreation and entertainment, transportation, and travel services. Tourism/hospitality employers and/or job functions related to tourism/hospitality are eligible.

› Trucking HR Canada

<https://truckinghr.com/student-work-placement-subsidy/>

Trucking HR Canada advances modern HR solutions for the trucking and logistics workforce. Opportunities must be directly related to the student's program of study and/or fulfill a trucking or logistics job.

› Venture for Canada

<https://ventureforcanada.ca/employers/interns>

Venture for Canada is open to all industries/sectors, including social enterprises, non-profits, charities and start-ups.

Employers are required to provide an internship opportunity that allows entrepreneurial-minded students to contribute to new initiatives or add new value to your organization.

United Nations Association in Canada (UNAC) – Canada Green Corps

<http://www.unac.org/green-corps>

Canada Green Corps provides support for internships with organizations that are committed to the green economy and contribute to Canada's commitments on climate and environment. Eligible employers can include non-profit organizations, governments, Indigenous organizations and private companies. This opportunity is not for existing students - interns must be recent students or graduates eligible to work in Science, Technology, Engineering, Art, Math (STEAM) fields and able to work full-time. Applications are accepted year-round.

For more information about the nine types of work-integrated learning and how you can benefit, or to post an opportunity, visit the ACE-WIL BC/Yukon website at acewilbc.ca