Funding Opportunities to Hire WIL Students

This resource is a list of funding, grants and wage subsidies for community partners offering Work-Integrated Learning opportunities

Work-Integrated Learning (WIL) is a flexible, cost-effective partnership between students, employers and North Island College. WIL 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 WIL student for your organization, you may be eligible for one or more of the following programs.

Federal Programs

Employment and Social Development Canada (ESDC)
https://www.canada.ca/en/employment-social-development/services/funding.html
Employment and Social Development Canada (ESDC) works to improve the standard of living and quality of life for all Canadians. A part of the ESDC is to offer funding through grants and contribution programs that help support jobs, training and social development. The webpage is an overview where it lists a variety of funding options for organizations and individuals to choose from, with the ability to filter through options based on time of year, funding amount, industry, etc.

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.

Federal Programs - continued

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 and on following pages).

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/subsidies/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://tourismhr.ca/programs-and-services/propel-student-work-placement-program/propel-employers

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.

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.

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 information about how you can hire an NIC business and/or tourism & hospitality student, or to post an opportunity, visit our website: **www.nic.bc.ca/careercentral** or email us at: **wil@nic.bc.ca**.

North Island College is a proud member or the Association of Co-operative Education and Work-Integrated Learning (ACE-WIL), who originally created this resource list.

Interested in reaching WIL students beyond NIC? Post on ACE-WIL: **acewilbc.ca**