



**TALENT  
FORWARD**

POWERED BY  
BC CHAMBER NETWORK

## **FUNDING OPTIONS TO BRING STUDENT TALENT ONBOARD**

**Funding, grants, and wage subsidies  
for businesses hiring student talent**

  
BC Chamber of Commerce  
Know what's on BC's mind.

**ACE  
-  
WIL**

**FIND THE SKILLED STUDENT TALENT YOU NEED TO RECOVER AND GROW. YOU MAY BE ELIGIBLE FOR ONE OR MORE OF THESE FEDERAL OR PROVINCIAL FUNDING RESOURCES.**

## **PROVINCIAL PROGRAMS**

### **BC ARTS COUNCIL: CO-OP PLACEMENTS**

[www.bcartscouncil.ca/program/co-op-placements](http://www.bcartscouncil.ca/program/co-op-placements)

The Co-op Placements program assists arts and cultural organizations that have previously received grants through the BC Arts Council or are an Indigenous Government, Friendship Centre, or Métis Chartered Community offering dedicated arts and culture programs or projects where the scope of work of the Co-op or Work-Integrated Learning student would focus on these activities. The assistance level for Co-op Placements is up to \$10,000 per work term of up to 16 weeks, or for two consecutive placements for the same student and request up to \$20,000 for up to 32 weeks. Applications are accepted annually in December.

### **COLUMBIA BASIN TRUST – SCHOOL WORKS**

[ourtrust.org/grants-and-programs-directory/wage-subsidy-programs/](http://ourtrust.org/grants-and-programs-directory/wage-subsidy-programs/)

Through the School Works Co-op and Apprentice Wage Subsidy programs, businesses, non-profit and First Nations organizations, and public bodies with business headquarters located within the Columbia Basin Trust region can apply for wage subsidies. 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. Co-op Wage Subsidy support is also 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 a first-come, first-served basis.

## PROVINCIAL PROGRAMS

### INNOVATE BC - TECH CO-OP GRANT

[innovatebc.ca/what-we-offer/get-funding/co-op-hiring-grant](https://innovatebc.ca/what-we-offer/get-funding/co-op-hiring-grant)

Get up to \$20,000 per year in funding to hire co-op students through the Tech Co-op Grant, which is available for technology-based companies looking to grow or a non-tech company, organization, or non-profit hiring for a tech role. Each employer is eligible to receive a maximum of four grants each per program year valued at \$5,000 each, to recruit and train between one to four distinct coop students. Employers must be BC-based with less than 500 employees. Eligible students must be hired through an accredited co-op program in B.C. Applications are accepted year-round.

### NEW VENTURES BC – INNOVATOR SKILLS INITIATIVE GRANT

[www.newventuresbc.com/accelerate/isi](http://www.newventuresbc.com/accelerate/isi)

Get up to \$10,000 per year in funding to hire students through WIL programs (not including co-op), such as internships and work placements. Eligible employers are tech companies or tech-focused non-profits hiring for a business or tech role, or a business or nonprofit hiring for a tech role. Employers must also be able to provide entrepreneurial and skills training to the student. Applications are accepted on first-come, first-served, rolling basis.

### PACIFIC INSTITUTE FOR CLIMATE SOLUTIONS (PICS)

[pics.uvic.ca/programs/internships](https://pics.uvic.ca/programs/internships)

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 before 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.

### **NATIONAL RESEARCH COUNCIL CANADA - INDUSTRIAL RESEARCH ASSISTANCE PROGRAM (IRAP)**

[nrc.canada.ca/en/support-technology-innovation](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 could be eligible. Inquiries are accepted year-round.

### **MITACS - ACCELERATE**

[www.mitacs.ca/en/programs/accelerate#business](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 at their university further advancing the research under the guidance of a faculty supervisor. Applications are accepted year-round.

### **SERVICE CANADA - CANADA SUMMER JOBS**

[www.canada.ca/en/employment-social-development/services/funding/canada-summer-jobs.html](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 percent of the 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 late January-early February of each year; approval notifications are sent to employers in May.

### **STUDENT WORK PLACEMENT PROGRAM (SWPP)**

[www.canada.ca/en/employment-social-development/programs/work-integrated-learning.html](http://www.canada.ca/en/employment-social-development/programs/work-integrated-learning.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). Wage subsidies must be applied for through one of the employer partner organizations (listed below).

#### **> BIOTALENT CANADA**

[www.biotalent.ca/programs/student-work-placement-program](http://www.biotalent.ca/programs/student-work-placement-program)

BioTalent Canada is an association focused on the growth of Canada's bio-economy. To qualify for funding, either the position needs to have a biotechnology focus, or the employer needs to have a biotechnology focus. Sectors include bio-health, bio-energy, bio-industrial, and agri-biotech. Opportunities must be full-time for 16 weeks, and for students enrolled Science, Technology, Engineering, Art, Math (STEAM) or Business programs. Applications are accepted year-round.

#### **> CANADIAN COUNCIL FOR AVIATION & AEROSPACE (CCAA)**

[www.avaerocouncil.ca/en/student-work-placement-program-swpp](http://www.avaerocouncil.ca/en/student-work-placement-program-swpp)

The CCAA works with employers and post-secondary institutions to create work-integrated learning placements in the aviation and aerospace sector. There must be an industry component - the focus of the subsidies is a hands-on experience, so a research-only position does not qualify. Opportunities can be full-time or part-time, for students enrolled Science, Technology, Engineering, Art, Math (STEAM), or Business programs. Employers do not need to be members of CCAA. Applications are accepted year-round.

## FEDERAL PROGRAMS

### > **ELECTRICITY HUMAN RESOURCES CANADA (EHRC) – EMPOWERING FUTURES**

[electricityhr.ca/empowering-futures](http://electricityhr.ca/empowering-futures)

The Empowering Futures Program is aimed at the electricity industry, which includes small to medium-sized firms whose primary activity is the generation, transmission and distribution of electricity; is engaged in manufacturing of equipment and the provision of services necessary to generation, transmission, or distribution, or sector support including renewables, research and development, business development, or energy efficiency, energy storage, electrical vehicle integration or smart energy communities. Opportunities can be full-time or part-time, for students enrolled Science, Technology, Engineering, Art, Math (STEAM), or Business programs. Applications are accepted year-round.

### > **ENVIRONMENTAL CAREERS ORGANIZATION OF CANADA (ECO CANADA)**

[www.eco.ca/employment-programs/student-placement](http://www.eco.ca/employment-programs/student-placement)

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. Work terms can be full-time or part-time from 6 - 16 weeks. Employers can apply for back-to-back placements for the same student. Applications are accepted year-round.

### > **INFORMATION AND COMMUNICATIONS TECHNOLOGY COUNCIL (ICTC) – WIL DIGITAL**

[www.wil-ait.digital/en](http://www.wil-ait.digital/en)

ICTC's WIL Digital program aims to develop talent for the emerging ICT sectors. Targeted sectors include Advanced Manufacturing, Artificial Intelligence, Cybersecurity, Fintech, Intelligent Retail, Big Data, Clean Tech, Connected transportation, Entertainment and Gaming, and e-Health. Companies outside these sectors but with a position directly involved in the development or implementation of emerging technology will be considered. Students must be enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business. Work terms can be full-time or part-time. Employers can apply for back-to-back placements for the same student. Applications are accepted year-round.

### > **MINING INDUSTRY HUMAN RESOURCES COUNCIL (MIHR) – GEARING UP**

[mihrc.ca/career-development/gearing-up](http://mihrc.ca/career-development/gearing-up)

Gearing Up is aimed at Canada's mining sector to change the way students in mining-related postsecondary educational programs perceive, pursue, and acquire the skills needed for in-demand mining careers. Employers must be involved in mining or mineral exploration, post-secondary institutions, or non-profit organizations. Eligible students can be enrolled Science, Technology, Engineering, Math (STEM), and Business programs. Applications are accepted year-round.

## FEDERAL PROGRAMS

### > **TECHNATION CANADA (FORMERLY ITAC) - CAREER READY**

[itacalent.ca/our-programs/work-integrated-learning](https://itacalent.ca/our-programs/work-integrated-learning)

The Career Ready program supports businesses that provide meaningful work opportunities for students that build technical capacity. Opportunities should be full-time for a minimum of 12 weeks, though shorter terms or part-time positions are considered on a case-by-case basis. Eligible students can be enrolled Science, Technology, Engineering, Art, Math (STEAM) or Business programs. Applications are accepted year-round.

### > **TORONTO FINANCE INTERNATIONAL (TFI) - ASPIRE**

[www.aspirefs.ca/employers](http://www.aspirefs.ca/employers)

Aspire has been funded to provide a matching platform where financial service employers can connect with in-demand student talent seeking co-ops, internships, and other positions. Employers include banks, insurers, pension plans, investment managers, FinTechs, hedge funds, and credit unions in Canada. No direct funding is provided to employers. Inquiries are accepted year-round.

### > **VENTURE FOR CANADA**

[www.ventureforcanada.ca/programs/internship](http://www.ventureforcanada.ca/programs/internship)

Venture for Canada has been funded to make it easy for small and medium-sized businesses in Western and Atlantic Canada to connect with Canada's brightest students. All industries/sectors are welcome, 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. Positions can be full-time or part-time; a standard placement is full-time for 14-16 weeks. No direct funding is provided to employers. Applications are accepted year-round.

## **UNITED NATIONS ASSOCIATIONS IN CANADA (UNAC) - CANADA GREEN CORPS**

[www.unac.org/green-corps](http://www.unac.org/green-corps)

Funded by Environment and Climate Change Canada, 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 (STEM) fields and able to work full-time. Applications are accepted year-round.

**HAVE QUESTIONS ABOUT FUNDING  
OR WANT TO TALK TO A BC CHAMBER  
ADVISOR REGARDING BRINGING  
A STUDENT ONBOARD IN YOUR  
WORKPLACE? CONNECT WITH THE  
TALENT FORWARD PROGRAM:**

[BCCHAMBER.ORG/TALENT-FORWARD](https://bcchamber.org/talent-forward)

The Talent Forward program is a partnership between the BC Chamber of Commerce and the Association for Co-operative Education and Work Integrated Learning (ACE-WIL)

[BCCHAMBER.ORG](https://bcchamber.org) | [ACEWILBC.CA](https://acewilbc.ca)

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