

**FAQ:****What kind of funding can I receive?**

There are numerous funding partners, both provincially and federally, that provide funding to hire students. Currently, one of the biggest funders is the federal Student Work Placement Program (SWPP) that provides a 50% wage subsidy (70% for certain student populations.) Review our information on SWPP funding available [here](#) and as well as our funding overview document [here](#). Please note that funding sources available will vary, depending on demand.

**How long does it take to get approved for funding?**

To get approved for SWPP funding, the typical approval timeframe is 2-4 weeks. It is important to note that while applications are approved before the student starts work, the wage subsidy funding is usually received at the end of the student's work term.

**Can I hire a part time student?**

You may be able to hire a part-time student, depending on the type of program that you are recruiting through. However, if you are looking to apply for funding, you will want to ensure that the funding is eligible for part-time work.

Some student talent programs allow for part-time roles. For example, you might be able to hire a part-time student for an internship position. However, other student talent programs may have a minimum hour requirement such as co-op or a clinical placement/practicum. These roles may need to be full-time to meet program accreditation standards.

Depending on the funding you are looking at, your student may need to have a minimum number of hours to meet the eligibility requirements. Always check your funding source eligibility before hiring.

**Are student talent positions normally paid or unpaid roles?**

Most student talent positions are paid roles such as co-op, internship, and apprenticeship, but there are a few roles which maybe unpaid such as community service learning or some practicums/placements. The institution that you work with will be able to guide you on the compensation structure required.

## When can I hire a student?

Most student talent programs run at specific times during the year. For example, in co-op, students normally start roles at the beginning of the semester: January, May, and September. Other programs like clinical placements or practicums will also have defined start and end dates within the school semester, but it may not always align the semester start dates. However, some internship or apprenticeship roles may be more flexible with hiring start dates.

## Is there any particular institution I can hire a student from?

With remote work, you can hire a student from any institution across BC. However, if you are looking for an in-person role, consider hiring from an institution near your workplace.

## Does the work have to be remote?

Many student talent roles are currently remote, but if your business can provide a safe work environment that follows the rules and guidelines for COVID-19, then in-person work is often permitted.

## Who handles the application process and interviews?

In most situations, your business will be responsible for handling the application screening and interview process. It is your decision on who you hire. In certain situations, such as applied research, you would work directly with the post-secondary institution to screen and select the student.

## Do I need to provide benefits, have workplace insurance and WCB coverage for my student?

Often, you will need to hire the student as an employee of your organization so you would be required to ensure that their role meets BC's employment standards. However, this will depend on the student talent program – in some programs, students will not be considered an employee of your organization and will have insurance/WCB coverage through their institution. It is important to clarify this with whatever institution that you are working with.

## **What is the time commitment requirement outside of on-boarding and supervising my student?**

Your business provides the student with learning opportunities and the ability to grow their professional skill set. You may be asked to complete a meeting (often called a site visit) with a staff person at the institution that you are working with partway through the student's role or submit reporting on the student's performance part-way through their role as well as at the end of their role.