Co-op Grants & Funding Guide

Funding Overview

Interested in hiring a Co-op student within your organization? You may be eligible for one or more funding resources to help cover the cost of your new student hire.

Hiring a Co-op student is a great way to engage post-secondary students in practical work experience, while providing skilled talent to your organization to increase capacity, bring in a fresh set of eyes and innovation, and tackle new projects. Throughout this guide, we have listed a range of funding opportunities to help support the onboarding and employment of a Co-op student. If you have any questions about what your organization might be eligible for, please do not hesitate to reach out to our office at coop.ok@ubc.ca

As an overview, there are three main sources of funding including federal, provincial, and institutional pathways. Same funding types generally cannot be stacked (ie. two federal grants cannot be stacked, two provincial grants cannot be stacked). However, you may stack a federal and a provincial grant to access a higher amount of funds to cover your student hire. If you have questions around stacking grants, please do not hesitate to reach out to our office.

Student Work Placement Program (SWPP)

The Student Work Placement Program (SWPP) provides employers with wage subsidies to hire post-secondary students, and brings together employers, students, and post-secondary institutions to create quality paid work-integrated learning experiences. Through the SWPP program, Employment and Social Development Canada (ESDC) disperses funds through more than twelve employer delivery partners; each of these agencies focuses on different types of role, expertise, or industry. New funding partners continue to be added. If you would like additional information about funding partners available, please connect with us.

This wage subsidy covers 50% or up to $5,000 of the co-op student's salary. If the student identifies themselves as coming from an underrepresented group the wage subsidy will cover 70%, or up to $7,000 of the co-op student's salary. Underrepresented groups are defined as: visible minorities, women in STEM (science, technology, engineering and mathematics), Indigenous students, students with disabilities, and newcomers to Canada. If you would like any additional information around eligiblity requirements for the SWPP wage subsidies, please connect with us.

Below you will find a general overview of the eligibility requirements for the SWPP program, and under each delivery partner further eligibility requirements, and a link to learn more about their requirements. *This federal funding cannot be stacked with other Federal programs (e.g. Canada Summer Jobs, NSERC, IRAP, etc.).*

General eligibility is as follows:

❯ All students must be registered as a full-time student in a Canadian post-secondary education (PSE) institution, and enrolled in a recognized Co-op program.

❯ Students hired under SWPP funding must be a Canadian Citizen, a permanent resident, or a person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act 2. International students (persons using a Student VISA or work permit) are not eligible for this funding at this time.

❯ Students hired under SWPP funding must be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulation.

❯ The position cannot be an existing student role that you already have engaging in your organization. SWPP funding is only permitted for net-new students in an organization. This means that in order to qualify for funding each year, the position must be incremental and new to co-op positions you have had funded in the past. *For example, if your organization hired three students last year, you must intend to hire four students in the current year to qualify for a wage subsidy for the fourth student.*

50%
or up to

$5,000
of the total cost of the student wage

This Federal funding cannot be stacked with other Federal programs.
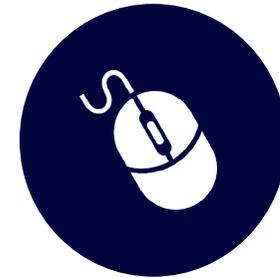
Student Work Placement Program (SWPP)

for organizations in the digital or tech space, or tech-immersive roles

Information & Communications Technology Council (ICTC)

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

> Any registered Canadian businesses or non-profit organization that provides a student with a meaningful work placement which includes a digital or technology component and uses technology in some capacity.
> Eligible students can be enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business programs.

Career Ready Program

The Career Ready Program, funded through TECHNATION Canada, supports businesses by financing their decision to hire a student for a work-term placement, and for that student to build technical capacity. The TECHNATION Career Ready Program supports:

> Tech-immersive roles across many different disciplines and functions. You do not have to be a tech company to apply.
> Roles could include, but are not limited to: marketing, strategy, data, and technology.
> Eligible students can be enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business programs.

Student Work Placement Program (SWPP)

for organizations in any industry sector

Venture for Canada

The Venture for Canada program is designed to give students access to Canada's entrepreneurial and innovation ecosystem with the training needed to thrive in small business environments. Venture for Canada is open to:

❯ All industries / sectors, including non-profits, charities, start-ups, and social enterprises.

❯ Organization must be a small to medium sized business, startup, social enterprise, non-profit or charity (1 to 500 employees)

❯ Provide up to 20 weeks of full time work experience.

❯ Roles can include, but are not limited to: Business, Science, Marketing, Computer Science, Engineering, Accounting, and many others.

Talent Opportunities Program (TOP)

The Talent Opportunities Program (TOP) is an initiative of the Ontario Chamber of Commerce designed to help employers located anywhere in Canada hire work-integrated learning students. TOP is open to:

❯ Any registered Canadian businesses or non-profit organization operating in any industry sector.

❯ Students must have a work-integrated learning component within their study plans.
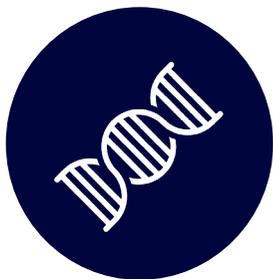
Magnet Student Work Placement Program

The Magnet Student Work Placement Program brings together employers, students, and post-secondary school stakeholders to create quality work-integrated learning opportunities. The Magnet Student Work Placement Program is open to:

❯ Any registered Canadian businesses or non-profit organization operating in any industry sector.

❯ Students must have a work-integrated learning component within their study plans.

Student Work Placement Program (SWPP)

by industry sector

BioTalent Canada

BioTalent Canada is focused on growth of Canada's bio-economy. Through BioTalent Canada, wage subsidies are available to employers who are creating a work-integrated learning opportunity that:

❯ Roles must be with a bio-economy or health care employer, and/or fulfilling a bio-economy or healthcare job function.

❯ Eligible students can be enrolled in STEAM, business, or any other program. *There is no restriction as to the student's program.*

❯ Roles must be full time for 12 - 16 weeks.

Canadian Council for Aviation & Aerospace (CCAA)

The CCAA program is focused on creating work-integrated learning placements in the aviation and aerospace sector.

The CCAA program is open to:

❯ Roles must have an industry component, providing hands-on experience. Research-only positions do not qualify.

❯ Eligible students can be enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business programs.

❯ Employers do not need to be members of CCAA to qualify.

Electricity Human Resources Canada (EHRC) Empowering Futures

The EHRC Empowering Futures program is focused on creating work-integrated learning placements in the electricity industry.

The EHRC program is open to:

❯ Firms whose primary activity is the generation, transmission and distribution of electricity.

❯ Roles that provide sector support including renewables, in any of the following areas: R&D, business development, energy efficiency.

❯ Firms engaged in manufacturing or equipment and the provision of services necessary to generate, transmit, or distribute.

Student Work Placement Program (SWPP)

by industry sector

Environmental Careers Organization of Canada (ECO)

The ECO Canada SWPP program aims to support post-secondary students all over Canada with environmental jobs that make a difference. The ECO Canada program is open to:

❯ Roles that are related to the environment or an environmental project.

❯ Eligible students can be enrolled in Science, Technology, Engineering, Art, Math (STEAM) or Business programs.

Excellence in Manufacturing Consortium (EMC) - WILWorks

The ECM WILWorks program aims to drive systemic change in the skills development system by working with employers to effectively align 'work-ready' skills of students with the skills required by Canada's manufacturers. The program is open to:

❯ Firms in manufacturing related sub-sectors and supply chain employers.

❯ Students in one of the following work-integrated learning pathways: internships, co-op placements, or applied research projects.

Mining Industry Human Resources Council (MiHR) - Gearing Up

The MiHR Gearing Up program aims to change the way students in mining-related post-secondary programs perceive, pursue and acquire skills needed for mining careers. The MiHR Gearing Up program is open to:

❯ Firms or non-profits in mining or mineral exploration.

❯ Eligible students can be enrolled in Science, Technology, Engineering, Math (STEM) or Business programs.

Tourism HR Canada - Propel Student Placement Program

Aimed squarely at the tourism and hospitality sector, Propel is a new initiative to assist these industries in engaging student talent. The Propel Student Placement Program is open to:

❯ Registered Canadian businesses, startups, and not-for-profits related to the tourism and hospitality sector.

❯ Position must be with a tourism or hospitality employer and/or related to a tourism or hospitality job function.

Provincial (BC)

Multiple provincial funding opportunities are also available to support your student hire. Below you will find a number of organizations that regionally or provincially offer funding to BC-based organizations hiring a work-integrated learning student. There may be opportunity to stack these Provincial funding sources with Federal funding for additional support. Other provinces may also offer Co-op hiring grants, and we encourage you to explore these funding sources if you are in these regions.

BC Arts Impact Grant *(currently closed)*

This grant allows applicants to prioritize a project that will provide the most necessary and meaningful impact to their organization, practice, and/or community, inclusive of organizational development and/or capacity building through Co-op placements.

❯ Provide arts and cultural programming and/or service to the arts and culture sector in B.C. and have done so for a minimum of one year.

❯ Maximum request amount is $30,000. The request may be up to 100% of the total project budget.

❯ Have completed and submitted any overdue final reports on previous BC Arts Council grants by the submission deadline for this program.

This program is currently closed.

Innovator Skills Initiative - Innovate BC

The Innovator Skills Initiative Program is designed to increase diversity in the tech sector and help B.C.-based businesses fill talent shortages and grow. The Innovator Skills Initiative program provides grants to employers that are hiring for tech or tech-related roles.

❯ Organizations are eligible for up to $10,000 per student to supplement a new employee's salary. You may hire up to 10 employees under this program.

❯ Employers offer valuable paid work experience to individuals that can prepare them for ongoing employment with the employer and the tech sector.

❯ Innovate BC will provide Innovator Skills Initiative employers with links to resources to support them in recruiting, retaining and developing employees (both domestic or international) who self-identify as under-represented.

coop.ok@ubc.ca | **www.coop.ok.ubc.ca**

Federal

In addition to SWPP funding, the Federal Government offers additional funding pathways. Depending on the size of your organization, timing of your hire, or the project that you are working on, you may be eligible for one of the following Federal funding resources. These federal resources cannot be stacked with SWPP funding, however may be stacked with Provincial funding for additional support towards the student's salary.

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

Canadian small and medium sized organizations bring ideas and innovations to life through the federal Industrial Research Assistance Program (IRAP). Funding is available to:

❯ Organization must be a small to medium sized incorporated, for-profit business with 1 to 500 employees).

❯ Organizations are seeking to develop or commercialize new or improved products or services within Canada.

Young Canada Works - Employment Programs *(currently closed)*

Young Canada Works (YCW) offers eligible employers wage subsidies and access to a pool of talented youth with innovative ideas and competitive skills. Subsidies to eligible employers enable the creation of about 2,300 job opportunities per year in the fields of heritage, arts, culture and official languages.

❯ The program is open to non-profit or for-profit organizations in Canada that have a heritage mandate, or conduct activities in both official languages. See details on website for each program.

❯ Organizations may be eligible for up to 100% wage subsidy for 6-16 weeks.

Service Canada - Canada Summer Jobs *(currently closed)*

Canada Summer Jobs is an initiative of the Youth Employment and Skills Strategy, which aims to provide flexible and holistic services to help all young Canadians develop the skills and gain paid work experience to successfully transition into the labour market.

❯ Eligible organizations include public sector employers, small businesses, and non-profit organizations.

❯ Students must be under the age of 30 during the summer term.

❯ Funding provides up to 50% of minimum wage for private and public sector employers, and up to 100% of minimum wage for non-profit organizations.

Young Canada Works - Internships *(currently closed)*

Young Canada Works (YCW) offers eligible employers wage subsidies and access to a pool of talented youth with innovative ideas and competitive skills. Subsidies to eligible employers enable the creation of about 2,300 job opportunities per year in the fields of heritage, arts, culture and official languages.

❯ The program is open to non-profit or for-profit organizations in Canada that have a heritage mandate, or conduct activities in both official languages. See details on website for each program.

❯ Organizations may be eligible for up to 100% wage subsidy for 4-12 months.

UBC Okanagan

International Student Co-op Hiring Grant

In support of intercultural learning and development for our students and community, UBC's Okanagan campus is pleased to offer a grant program to support Co-op employers seeking to grow in diversity and who value the intercultural development of their organization. This grant program is intended to support international students in gaining meaningful employment in a Canadian context related to their field of study.

The International Student Co-op Hiring Grant provides incentives to qualifying employers to subsidize the cost of hiring, training and integrating UBC Okanagan International Co-op students into relevant Co-op positions. Successful applicants receive 50% of the students' wage over the 4-month term, up to a maximum of $5,000. This grant is reimbursed at the completion of the work term. Funding is competitive and applicants are encouraged to apply early. Learn more by viewing the grant guidelines here, and apply for the grant by clicking here.

50%

or up to

$5,000

of the total cost of the student wage

This funding can be stacked with other funding programs where international students are eligible.

General eligibility is as follows:

❯ Meet general criteria necessary for all Co-op employers.
❯ Be operating within the borders of Canada.
❯ Involve an international student admitted and active in the Co-op program at UBC's Okanagan campus.
  (Note: International students who become permanent residents or Canadians citizens prior to commencing the work term are not eligible to be employed in a grant-funded position)

❯ Provide the student with productive work during the term, paid at a fair market wage and include student supervision and performance evaluation by the employer/supervisor.
❯ Be offered by a company that has never hired an international student/Co-op student before, OR be a company hiring an international student for a new Co-op position, OR be hiring an international student on their first work term.

The adjudication committee will be assessing:

❯ The learning opportunity for the student .
❯ The overall support and integration into the team or wider industry that a student could expect.
❯ Your organizations commitment to creating an inclusive and diverse workplace.

coop.ok@ubc.ca | **www.coop.ok.ubc.ca**

SWPP Matrix

	ICTC WIL DIGITAL	CAREER READY PROGRAM	VENTURE FOR CANADA	TALENT OPPORTUNITIES PROGRAM (TOP)	MAGNET	BIOTALENT
Applicable Student Group	includes, but is not limited to Co-op Programs					
Domestic or International Student Eligible	Domestic					
Company Eligibility (see websites for additional eligibility requirements)	Registered business or non-profit in Canada.	Registered Canadian tech and non-tech businesses.	SME, start-up, social enterprise, non-profit or charity with <500 employees.	Registered Canadian tech and non-tech businesses.	Registered Canadian business or not-for-profit.	Registered business or non-profit in Canada's bio-economy.
Type of Role	IT or a digital-tech related position, including business development, digital marketing or technical sales.	Must be tech-immersive.	Any STEAM opportunity. (Science, Technology, Engineering, Arts, Mathematics)	Any STEAM opportunity. (Science, Technology, Engineering, Arts, Mathematics)	Any STEAM opportunity. (Science, Technology, Engineering, Arts, Mathematics)	Must have a biotechnology focus or the employer needs to have a biotechnology focus.
Funding Available	50% of the student's salary, up to $5,000. For students from underrepresented groups, 70% of the student's salary, up to $7,000					
Upfront Funding	Upfront funding may be available to SMEs.					
Duration	12-16 weeks					
Funding Type	Federal					
Stacking	Yes, with other non-federal funders (provincial or private)					
Application Approval Time	Eligibility pre-approval 1 - 2 weeks. Full approval can take up to 2 months after pre-approval.					
Funding Approved Before Securing a Student	Funder dependent, subject to change – see company websites for more details.					

SWPP Matrix

	CCAA	ECO CANADA	EHRC EMPOWERING FUTURES	EMC WILWORKS	MIHR GEARING UP	PROPEL
Applicable Student Group	includes, but is not limited to Co-op Programs					
Domestic or International Student Eligible	Domestic					
Company Eligibility (see websites for additional eligibility requirements)	Registered business or non-profit in Canada.	Registered business or non-profit in Canada.	Registered business or non-profit in Canada.	Registered business or non-profit in Canada.	Canadian-owned or Canadian subsidiary involved in mining or mineral exploration.	Registered Canadian businesses, startups, and not-for-profits related to the tourism and hospitality sector.
Type of Role	Must be related to aviation or aerospace.	Must be related to the environment or an environmental project.	Any opportunities in the electricity sector.	Any role in the manufacturing sector.	Must be related to careers in mining.	Any role with a tourism / hospitality employer, or related to a tourism / hospitality job function.
Funding Available	50% of the student's salary, up to $5,000. For students from underrepresented groups, 70% of the student's salary, up to $7,000					
Upfront Funding	Upfront funding may be available to SMEs.					
Duration	12-16 weeks					
Funding Type	Federal					
Stacking	Yes, with other non-federal funders (provincial or private)					
Application Approval Time	Eligibility pre-approval 1 - 2 weeks. Full approval can take up to 2 months after pre-approval.					
Funding Approved Before Securing a Student	Funder dependent, subject to change – see company websites for more details.					

Provincial (BC) & Federal Funding Matrix

	BC ARTS IMPACT GRANT	INNOVATOR SKILLS INITIATIVE	CANADA SUMMER JOBS	NRC IRAP	YOUNG CANADA WORKERS - EMPLOYMENT PROGRAMS	YOUNG CANADA WORKERS - INTERNSHIPS
Applicable Student Group			includes, but is not limited to Co-op Programs			
Domestic or International Student Eligible	Domestic or International	Domestic or International	Domestic	Domestic	Domestic	Domestic
Company Eligibility (see websites for additional eligibility requirements)	Eligibility is quite complex. Visit the funders website for more detailed information.	BC-based tech and non-tech businesses and non-profits.	Not-for-profits, public sector employers, and private sector employers with < 50 employees.	Incorporated, for-profit company with <500 employees.	Not-for-profits, for-profit organizations in Canada that have a heritage mandate, or conduct activities in both official languages. See details on website for each program.	Not-for-profits, for-profit organizations in Canada that have a heritage mandate, or conduct activities in both official languages. See details on website for each program.
Type of Role	Professional work experience in the arts and culture sector that helps develop the capacity of the organization, assists with revenue diversification projects, program enhancements, or sector development.	Any roles in a tech company or tech roles in a non-tech company.	Any roles (see website for exemptions).	Business, technical or technology-related projects.	Any roles.	Any roles.
Funding Available	Maximum request amount is $30,000. The request may be up to 100% of the total project budget.	Maximum of $10,000 per student hire.	Non-profits, public and private sector employers eligible for 100% wage subsidy.	Funding to be determined by an Industry Technology Advisor at NRC IRAP.	Non-profits, public and private sector employers are eligible for up to 100% wage subsidy.	Non-profits, public and private sector employers are eligible for up to 100% wage subsidy.
Upfront Funding	No.	Funds disbursed at the end of the work experience.	Please contact funder directly.	Please contact funder directly.	Please contact funder directly.	Please contact funder directly.
Duration	16-32 weeks	12-16 weeks	12-16 weeks	6-12 months	12-16 weeks	4-12 months
Funding Type	Provincial			Federal		
Stacking	Yes, with other non-provincial funders.			Yes, with other non-federal funders.		
Application Approval Time	Several weeks. This program is currently closed.	2 weeks	Several weeks. This program is currently closed.	2 weeks	2 weeks. This program is currently closed.	2 weeks. This program is currently closed.
Funding Approved Before Securing a Student	Funder dependent, subject to change – see company websites for more details.					

Contact the Co-op Office

Website:
coop.ok.ubc.ca

Social Media:
LinkedIn

Connect with Our Team:
coop.ok@ubc.ca

Facebook: @ubcocampus

Meet the Team:
Book a meeting with us

Instagram: @ubc_okanagan