



GRANT & FUNDING GUIDE

SUPPORTING WORK-INTEGRATED LEARNING (WIL) OPPORTUNITIES



THE UNIVERSITY
OF BRITISH COLUMBIA
Okanagan Campus





INTRODUCTION TO GRANTS & FUNDING

If you are considering bringing a work-integrated learning student into your organization, you are opening the door to a fresh perspective, creativity, and increased capacity to support projects and your team's overall growth and development.

Alongside these benefits, there are also a number of funding resources available to organizations who wish to hire a work-integrated learning student. We welcome you to use this guide and browse the different funding types found throughout. Should you have any questions about which funding sources may best be suited to your organization or the role for which you are hiring, reach out to our team.

Generally speaking, same funding types 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 the salary of your student hire.

**Please note, additional funding information to ensure equity and inclusion within work integrated learning is available. We are in the process of collecting information and developing guides that will be made available. We encourage you to connect with our team to learn more.*

STUDENT WORK PLACEMENT PROGRAM (SWPP)

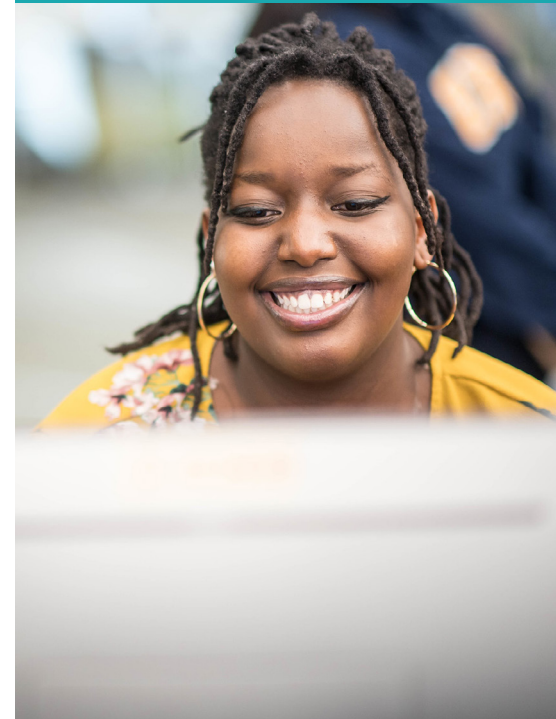
The SWPP program, managed by Employment and Social Development Canada, disperses funds through eleven employer delivery partners, each of these agencies focuses on different types of role, expertise, or industry. These recognized associations and organizations represent the interests of employers in various industries across the country, and work with employers to provide wage subsidies for quality student work placements that support work-integrated learning. 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 eligibility 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. There have been additional delivery partners recently added. 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 or WIL 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 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.

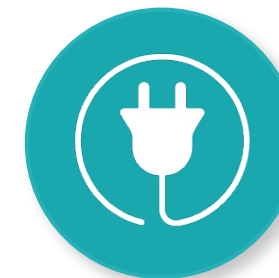


Canadian Council for Aviation & Aerospace (CCAA)

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 the tourism and hospitality industries. 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 organizations hiring a work-integrated learning student. There may be opportunity to stack these Provincial funding sources with Federal funding for additional support.



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.



Digital Skills for Youth (DS4Y) - Innovate BC *(currently closed)*

The Innovate BC Digital Skills for Youth program, aims to match underemployed youth with small to medium-sized businesses and non-profit organizations to provide meaningful work experience to support their successful transition to career-oriented employment in the digital economy or with digital skills. ** This grant is for non-Co-op youth.*

- Organizations are eligible for a grant that covers the full wage of a youth intern to create employment opportunities for youth to build digital skills essential for the digital economy.
- Organizations can gain access to up to \$25,500 to cover 100% of an intern's salary and employment related costs, up to \$4,000 to cover training costs, and up to \$5,000 to cover small repairs or renovations to support participation of youth facing barriers.



Innovator Skills Initiative - Innovate BC

New Ventures BC offers organizations and non-profits in the tech sector hiring for a business or tech role grants to support students in forms of work-integrated learning outside of Co-op (such as internships and work placements):

- 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.

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 *(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.



50%
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This funding can be stacked with other funding programs where international students are eligible.

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](#).

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.

Email: connect@inwil.ca | inwil.opened.ca

MITACS



Accelerate Program

Mitacs Accelerate connects companies with over 50 research-based universities through graduate students and postdoctoral fellows, who apply their specialized expertise to business challenges. Interns transfer their skills from theory to real-world application, while the companies gain a competitive advantage by accessing high-quality research expertise.

Open to all disciplines and industry sectors, projects can span a wide range of areas, including manufacturing, technical innovation, business processes, IT, social sciences, design, and more.

- ▶ Students – from college students to undergrads and graduate students – and post-doctoral fellows at Mitacs partner colleges and universities in Canada.
- ▶ Canadian citizens, permanent residents, and international students over the age of 18.
- ▶ For-profit corporations and eligible not-for-profit corporations, municipalities, and hospitals in Canada. For-profit businesses operating outside of Canada.



Supporting Canadian SMEs

Mitacs have upped funding levels for Canadian SMEs so you can work on with the important innovations that are vital to your business. For a limited time, SMEs contribute only 25% of a project's cost versus the 50% they would typically pay. [Read more here.](#)



Business Strategy Internship

Get help from outstanding students with your innovation activities through a four-month \$10,000 or \$15,000 internship. Your contribution? Only \$5,000 or \$7,500. Qualifying businesses are eligible for significant cost reductions available for a limited time to small and medium-sized businesses and not-for-profit organizations with fewer than 499 employees. This option is available to work-integrated learning experiences with students through TRU and UNBC only.

- ▶ \$10K for a four-month project: your contribution is only \$5K.
- ▶ \$15K for a four-month project: you pay only \$7.5K. Of the \$15K, the participants can use up to \$5K toward specified project costs or to top-up the student stipend.
- ▶ Apply any time for multiple projects.
- ▶ Open to all businesses and eligible not-for-profit organizations.



Indigenous Pathways

Mitacs is showing its commitment to working with Indigenous peoples by creating equitable access to Mitacs Accelerate and BSI programs. One of the biggest barriers for Indigenous organizations and academics to accessing Mitacs programming is the financial barrier of the partner contribution. Mitacs will be offering 3:1 matching for both the Accelerate and BSI internships for projects that have an Indigenous partner organization and/or an Indigenous intern. [Read more here.](#)

SWPP MATRIX

	ICTC WIL DIGITAL	CAREER READY PROGRAM	VENTURE FOR CANADA	TALENT OPPORTUNITIES PROGRAM (TOP)	MAGNET	BIOTALENT
Applicable Student Group	can include, but is not limited to Co-op Programs, mentorship programs, practicums, and internships					
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	12 - 16 weeks	6-16 weeks	6-16 weeks	6-16 weeks	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	can include, but is not limited to Co-op Programs, mentorship programs, practicums, and internships					
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	12 -16 weeks	6-16 weeks	6-16 weeks	6-16 weeks	4-16 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 MATRIX

	BC ARTS IMPACT GRANT	DIGITAL SKILLS FOR YOUTH (DS4Y)	INNOVATE BC BC ISI GRANT
Applicable Student Group	Undergraduate Co-ops	Youth ages 15-30 (Non-Co-op)	Non-Co-op Undergrad or Graduate
Domestic or International Student Eligible	Domestic or International	Domestic or International	Domestic or International
Company Eligibility (see websites for additional eligibility requirements)	Eligibility is quite complex. Visit the funders website for more detailed information.	BC based company or non-profit with <500 employees.	BC-based tech and non-tech businesses and non-profits.
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.	Must be working in a technology related position or supporting digital work.	Any roles in a tech company or tech roles in a non-tech company.
Funding Available	Maximum request amount is \$30,000. The request may be up to 100% of the total project budget.	up to \$26,000	Up to \$10,000 of the student's salary.
Upfront Funding	No.	Funding is reimbursed once the company has made any payment.	Funds disbursed at the end of the work experience.
Duration	16-32 weeks	4-12 months	6-16 weeks
Funding Type	Provincial		
Stacking	Yes, with other non-provincial funders.		
Application Approval Time	Several weeks. This program is currently closed.	4-6 weeks. This program is currently closed.	2 weeks
Funding Approved Before Securing a Student	Funder dependent, subject to change – see company websites for more details.		

FEDERAL MATRIX

	CANADA SUMMER JOBS	NRC IRAP	YOUNG CANADA WORKERS - EMPLOYMENT PROGRAMS	YOUNG CANADA WORKS - INTERNSHIPS
Applicable Student Group	Graduate and undergraduate interns / Co-ops	Graduate and undergraduate interns / Co-ops	Undergraduate interns / Co-ops	Undergraduate interns / Co-ops
Domestic or International Student Eligible	Domestic	Domestic	Domestic	Domestic
Company Eligibility (see websites for additional eligibility requirements)	Not-for-profits, public sector employers, and private sector employers with <50 employees.	Incorporated, for-profit company with <500 employees.	Not-for-profit, 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-profit, 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	Any roles (see website for exemptions).	Business, technical or technology-related projects.	Any roles.	Any roles.
Funding Available	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 eligible for up to 100% wage subsidy.	Non-profits, public and private sector employers eligible for up to 100% wage subsidy.
Upfront Funding	Please contact funder directly.	Please contact funder directly.	Please contact funder directly.	Please contact funder directly.
Duration	6-16 weeks	6-12 months	6-16 weeks	4-12 months
Funding Type	Federal			
Stacking	Yes, with other non-federal funders			
Application Approval Time	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.			



CONNECT WITH US



Project Website:
inwil.opened.ca



Social Media:
[LinkedIn](#)



Connect with Our Team:
connect@inwil.ca



Facebook: [@INWILBC](#)



Meet the Team:
[Book a meeting with us](#)



Instagram: [@INWILBC](#)