

Student Wage Funding for Non-Profits Guide

Funding, grants, and wage subsidies for non-profits seeking to hire post-secondary students in BC

Last updated: July 2022

Work-Integrated Learning (WIL) integrates a post-secondary student's academic studies within a workplace or practice setting. WIL benefits your organization by providing skilled student talent to support projects, build capacity, and fill gaps in staffing. It is also a great way to recruit and develop future team members.

You can learn more about the nine types of [work-integrated learning](#) (which includes their typical program lengths) to discover the various ways you can recruit students.

This funding resource is specifically designed for non-profit organizations. We have kept the language below consistent to each funder. Funders may refer to non-profits, not-for-profits, or non-governmental organizations.



Please note: Requirements and deadlines change over time. Check the funding websites directly for the most up to date information.

BC FUNDING PROGRAMS

BC ARTS COUNCIL: ARTS IMPACT GRANT AND EARLY CAREER DEVELOPMENT PROGRAM

bcartscouncil.ca/program/arts-impact-grant

bcartscouncil.ca/program/early-career-development

Application periods open in the fall and spring, respectively.

The Arts Impact Grant program was initiated in the fall of 2021 and is flexible in scope, allowing organizations to prioritize a project that will provide the most necessary and meaningful impact. This may include hiring a student in support of organizational development and/or capacity building. The intake window for Arts Impact will open again in the fall. The BC Arts Council also offers the Early Career Development Program, which supports arts and culture practitioners who have recently completed basic training in their field of practice to participate in mentorships, residencies, and internships. Applications for the Early Career Development Program generally open in the spring.

COLUMBIA BASIN TRUST (CBT)

ourtrust.org/grants-and-programs-directory/wage-subsidy-programs

Deadlines vary by program.

The CBT Wage Subsidy programs below are open to businesses, non-profits, First Nations organizations, and local governments headquartered within the Columbia Basin Trust region.

CBT: Apprentice Wage Subsidy

ourtrust.org/grants-and-programs-directory/apprentice-wage-subsidy

The Apprentice Wage Subsidy supports hiring apprentices full-time to complete their work-based training requirements with an \$8/hour wage subsidy (for level one or two) and supports the retention of participating apprentices with a \$4/hour wage subsidy for levels beyond.

Applications open in May-June.

CBT: Career Internship Program

ourtrust.org/grants-and-programs-directory/career-internship-program

This internship program provides eligible employers with up to 50% of an intern's salary (up to \$25,000 over a seven to 12 month term) for full-time, career-focused positions that lead to permanent employment.



CBT: Co-op Wage Subsidy

ourtrust.org/grants-and-programs-directory/co-op-wage-subsidy

The Co-op Wage Subsidy is available for hiring full-time students in a recognized co-op program with an \$8/hour wage subsidy. Eligible jobs must be approved by an accredited co-op education program in Canada and not be a part of a science, technology, engineering, mathematics, environmental, mining, or agriculture program.

CBT: Food Producer and Processor Career Internship Program

ourtrust.org/grants-and-programs-directory/food-producer-and-processor-career-internship

This program supports employers with retaining an emerging professional who demonstrates a commitment to a career in local food production/processing. The program provides support to the Basin's local food production and processing sector with up to 70% of an intern's salary and mandatory employment related costs (up to \$25,000 over a five to 12-month term) for seasonal or permanent, year-round, career-focused full-time positions that lead to permanent employment.

CBT: Basin Food Producer Wage Subsidy Program

ourtrust.org/grants-and-programs-directory/basin-food-producer-wage-subsidy

This program provides support to primary food producers, providing flexibility to farmers to hire residents of the Basin throughout the growing and harvesting season. Subsidies cover 75% of the employee's hourly wage up to \$15.40 per hour, for an unlimited number of employees, to a maximum of \$17,000 in total.

CBT: School Works Program

ourtrust.org/grants-and-programs-directory/school-works-wage-subsidy

This program provides wage subsidies to employers to help them hire full-time students on a part-time basis throughout the school year to provide opportunities for students to gain career-related work experience in the Basin.

PACIFIC INSTITUTE FOR CLIMATE SOLUTIONS (PICS) INTERNSHIPS

pics.uvic.ca/programs/internships

Applications accepted annually in January.

This program provides support for hiring students at workplaces pursuing climate change mitigation and adaptation research, planning, or implementation. Workplaces can be provincial government offices, non-governmental organizations, private companies, Indigenous communities, and Crown corporations. Eligible students must be enrolled in a full-time undergraduate or graduate program at one the 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 prior to the start of the internship. PICS provides \$12,000 to hire a student intern for a minimum of 13 weeks.

FEDERAL FUNDING PROGRAMS

MITACS

mitacs.ca/en

Applications are accepted year-round.

Mitacs assists organizations to reach their business goals, funds cutting-edge innovation, and creates job opportunities for students and postdocs.

They are passionate about developing the next generation of researchers who will work to fuel Canada's knowledge-based economy and improve the quality of life for Canadians. Funding is open to all disciplines.



The following Mitacs programs are available to registered non-profit organizations:

Mitacs: Accelerate Program

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 approximately half the term on site working on the research issue and collecting data, and the remainder of the term at their university advancing the research under the guidance of a faculty supervisor.

Mitacs: Business Strategy Internship Program

mitacs.ca/en/programs/business-strategy-internship/program-details

The Mitacs Business Strategy Internship (BSI) program provides support for businesses and non-profits to implement innovation-focused business strategies. The employer pays for half of the award, Mitacs pays the other half. Applicants can apply anytime for multiple projects.

Apply for either:

(a) A \$10,000 award: Mitacs provides \$5,000 for a four-month project and the employer pays \$5000 or

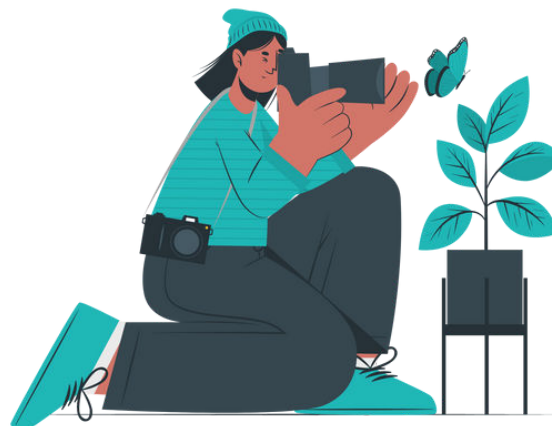
(b) A \$15,000 award: Mitacs provides \$7,500 for a four-month project and the employer pays \$7,500 (for this model, employers can use up to \$5,000 toward specified project costs or to top-up their student's stipend).

SERVICE CANADA – CANADA SUMMER JOBS

canada.ca/en/employment-social-development/services/funding/canada-summer-jobs.html

Applications are generally accepted in December/January of each year; approvals are sent in April.

Canada Summer Jobs provides funding to help small businesses, public sector employers, and non-profit organizations to hire youth aged 15 - 30 during the summer term. Non-profit employers are eligible for up to 100% of the provincial minimum wage.



UNITED NATIONS ASSOCIATION OF CANADA (UNAC) – CANADA GREEN CORPS

unac.org/green-corps

Applications accepted in June.

Canada Green Corps provides support for internships with organizations committed to the green economy and contribute to Canada's commitments on climate and environment. For both funding streams, the employee must be 15-30 years old, a Canadian citizen, permanent resident or hold refugee status, be legally able to work in Canada, and must work a minimum of 30 hours per week. Both streams also prioritize youth from under-represented groups. Co-op and full-time students are not eligible.

Canada Green Corps: Science and Technology Internship Programme (STIP)

unac.org/cgc-stip

Provides up to 80% wage subsidies to employers across Canada to hire and mentor youth in the natural resources sector (energy, forestry, mining, earth sciences). These green jobs create positive environmental outcomes. There is no minimum education requirement.

Canada Green Corps: Science Horizons (SI)

unac.org/science-horizons

Provides up to 80% wage subsidies (up to \$20,000) to employers who offer Science, Technology, Engineering, and Math (STEM) internship opportunities lasting six to 12 months for youth to gain hands-on experience working on environmental projects. Participants must have graduated from a post-secondary education programme in STEM.

STUDENT WORK PLACEMENT PROGRAM (SWPP)

canada.ca/en/employment-social-development/programs/student-work-placement-program.html

Deadlines vary amongst the 18 partner organizations.

The Student Work Placement Program gives post-secondary students across Canada paid work experience related to their field of study. The purpose of SWPP funding is to motivate employers to increase their number of student work placements.

Here are the key considerations for SWPP funding:

1. Funding is for net new positions (ie. student positions that are in addition to the number of student positions hosted the previous year).
2. The program provides employers with wage subsidies up to 50% (to a maximum of \$5,000) of a student's pay per work term.
3. Employers that hire students from underrepresented groups including: visible minorities, women in STEM, Indigenous students, newcomers, and persons with disabilities may qualify for funding up to 70% (to a maximum of \$7,000).
4. Placements can range from four 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.
5. Students must be enrolled at a post-secondary institution, be a Canadian citizen, permanent resident, or refugee.



SWPP wage subsidies must be applied for through one of the partner organizations listed below.

This SWPP funder list is tailored to non-profit organizations, you can find the full list of SWPP partners at: <https://www.canada.ca/en/employment-social-development/services/student-work-placements-wage-subsidies.html>

SWPP Funder: BioTalent Canada

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. This program is for students enrolled in Science, Technology, Engineering, Art, Math (STEAM), or Business programs.

SWPP Funder: Canadian Agricultural Human Resource Council (CAHRC)

AgriTalent Growing Opportunities Wage Subsidy

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 and non-profit organizations from the agriculture industry. Positions can include co-op placements, internships, field placements, or applied projects to solve particular problems for employers.

SWPP Funder: Canadian Media Producers Association (CMPA) – Mentorship

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 the industry—by placing aspiring producers in Canada's leading production companies. Employers must be members of CMPA.

SWPP Funder: Cultural Human Resources Council

culturalhrc.ca/swp

The Cultural Human Resources Council is a national non-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; visual 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.

SWPP Funder: Electricity Human Resources Canada (EHRC) – Empowering Futures

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. Students enrolled in Science, Technology, Engineering, Art, Math (STEAM), or Business programs are eligible.

SWPP Funder: Environmental Careers Organization of Canada (ECO Canada)

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, helping employers to hire the brightest minds in Science, Technology, Engineering, Art, Math (STEAM), or Business.

SWPP Funder: Food Processing Skills Canada

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.

SWPP Funder: Information And Communications Technology Council (ICTC) – WIL Digital

wil-ait.digital/en

ICTC's WIL Digital program aims to develop talent for the emerging information and communications technology sectors. Registered non-profit organizations and businesses are eligible to apply. Positions must provide the student with a meaningful work placement which includes a digital or technology component and they must use technology in some capacity.

SWPP Funder: Magnet Student Work Placement Program

swpp.magnet.today

Magnet funds student positions in all sectors. Registered Canadian businesses or non-profit organizations are eligible for funding. Students from all post-secondary programs are eligible.



SWPP Funder: Ontario Chamber of Commerce – Talent Opportunities Program (TOP)

occ.ca/talent-opportunities-program

The Talent Opportunities Program (TOP) is designed to help employers located anywhere in Canada hire college and university students for work placements. Employers must be a registered Canadian business or non-profit organization and may operate in any industry sector. Students from all post-secondary programs are eligible, however apprenticeships are not eligible.

SWPP Funder: TECHNATION Canada (formerly ITAC) – Career Ready

technationcanada.ca/en/future-workforce-development/career-ready-program

The Career Ready program supports businesses and non-profits that provide a meaningful, tech-focused work placement opportunity to a student.

SWPP Funder: Tourism HR Canada – Propel

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

The Propel program can be accessed by Canadian businesses, start-ups, and non-profits 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.

SWPP Funder: Venture for Canada

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.



YOUNG CANADA WORKS

canada.ca/en/canadianheritage/services/funding/young-canadaworks/employers.html

Applications are accepted in January.

Young Canada Works (YCW) offers eligible employers wage subsidies and access to a pool of youth with innovative ideas and competitive skills. Subsidies enable the creation of about 2,300 job opportunities per year in the fields of heritage, arts, culture, and official languages. The YCW program delivers through two employment programs for students, and two internship programs for unemployed or underemployed college or university graduates. Employers must apply through specific delivery partners based on their organizations' area of focus or geographical area.

Young Canada Works: Heritage Organizations

canada.ca/en/canadian-heritage/services/funding/young-canada-works/employers/heritage-organizations-employers.html

This program offers student placements that last six to 16 weeks and supports organizations in Canada that have a heritage mandate.

Young Canada Works: Both Official Languages

canada.ca/en/canadian-heritage/services/funding/young-canada-works/employers/official-languages-employers.html

This program offers student placements that last six to 16 weeks and supports organizations in Canada that conduct activities in both official languages.

Young Canada Works: Building Careers in Heritage

canada.ca/en/canadian-heritage/services/funding/young-canada-works/employers/careers-heritage-employers.html

This program offers several types of internships for recent graduates and supports organizations from the heritage, arts, and cultural sectors. Internships range from four to 12 months.

Young Canada Works: Building Careers in English and French

canada.ca/en/canadian-heritage/services/funding/young-canada-works/employers/careers-english-french-employers.html

This program offers domestic and international internships for recent graduates and supports a range of organizations that run activities in both official languages. Internships range from four to 12 months.

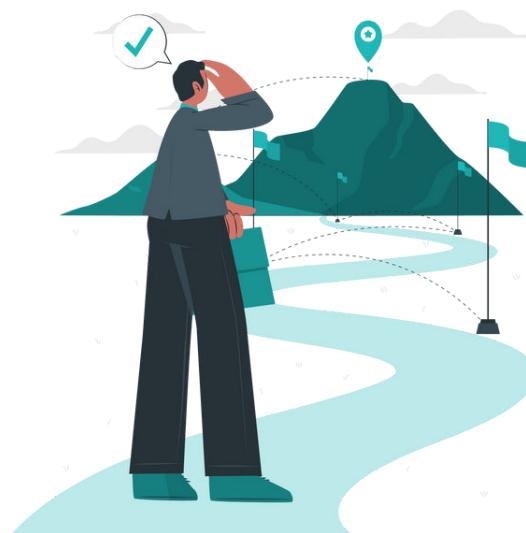


YOUTH TAKE CHARGE PROGRAM

canada.ca/en/canadian-heritage/services/funding/youth-take-charge.html

Applications are accepted in August-September.

Focused on Canadian non-profit, charity, or Indigenous organizations that have a minimum of three years of experience serving youth on a significant national or provincial/territorial scale. The organization must be able to provide a project that engages a significant number of youth and is youth-led. It must demonstrate cash and/or in-kind support from community partners or other sources. While not directly tied to hiring a student, the grant can cover student wages.



INDIVIDUAL SCHOOLS

Many post-secondary institutions have funding available that is specifically targeted at hiring students from that individual school. Be sure to ask staff if they have any such funding available and if your organization may qualify.

NEXT STEPS

Once you have secured funding, we encourage you to use ACE-WIL's free [Post an Opportunity portal](#) to share your job opportunity across multiple schools at once. Streamline your recruitment process by selecting up to 25 post secondary institutions to share your posting.

[Post an Opportunity](#)





Appendix: Funding Options for Hiring International Students

While there are funding options to support hiring domestic students, the options for support to hire international students are limited. The following guide highlights funding programs (circa 2022) that cover these students.

Remember that programs may shift eligibility or application periods, others may stop funding, and other new opportunities may arise after the publication of this document. Be sure to visit funders' websites and connect with co-op offices at schools to learn more.

UBC Okanagan International Student Co-op Hiring Grant

coop.cms.ok.ubc.ca/community-partners/#section-4

This grant supports employers by covering up to 50% of the students' wage over the four-month term, up to a maximum of \$5,000.

Eligibility:

- The work experience must be approved by the UBC Okanagan's Co-op Office
- Involve an international student admitted and active in the Co-op program at UBC's Okanagan campus
- 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



Timeline:

- Applications open early in the semester before the work placement occurs. This is highly competitive and is recommended you apply early

MITACS Accelerate Program

mitacs.ca/en/programs/accelerate

The Mitacs Accelerate program supports organizations partnering with academic researchers to develop a project proposal. Organizations must provide a financial contribution of at least \$7,500, which is matched by Mitacs, and covers an intern's wages. Projects can include multiple interns and span multiple terms. Interns split their time between the organization, working on the research and collecting data, and at their university, further advancing the research under the guidance of a faculty supervisor.

Eligibility:

- Canadian citizens, permanent residents, and international students who over the age of 18 from all academic disciplines
- For-profit, nonprofits, municipalities, and hospitals in Canada are eligible

Timeline:

- Can apply anytime
- Undergraduate students can do three four-month internships; Master's students can do four four-month internships, and PhD students can do up to eight



MITACS Business Strategy Internship Program

MITACS Business Strategy Internship Program

mitacs.ca/en/programs/business-strategy-internship

The Business Strategy Internship (BSI) provides support for businesses and non-profits to implement innovation focused business strategies. Interns work with their academic supervisor to co-design a project with their partner organization on innovation activities to improve products, processes, or services. Apply for either a \$10,000 or \$15,000 award for a four-month project with Mitacs covering half of the award and the employer paying the other half.

Eligibility:

- College, undergraduate, graduate students, and postdoctoral fellows studying at a Canadian institution in any discipline
- Partner organizations can be a for-profit, non-profit, hospital, or municipality
- Academic supervisors must be one of the following:
 - a faculty member at a participating Canadian university who is eligible to hold Tri-Agency funding; or
 - a faculty member or appropriate research staff at a participating Canadian college/CEGEP/polytechnic with a signed Mitacs Funding Agreement

Timeline:

Projects should be designed as four-month internships, however, they can be adjusted to six-month internships to provide flexibility to accommodate the intern's other responsibilities.

