

Employer Program Guide

TECHNATION^{CA}

CAREER
READY ✓
PROGRAM

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What is the Career Ready Program?

- 1 A wage subsidy program for employers who hire post-secondary students within tech-immersive roles.
- 2 An experiential learning opportunity that promotes skill development.
- 3 Addresses the talent shortage in Canada's tech labour market.
- 4 An effective recruiting tool for companies of all sizes.

What is the subsidy?

As part of the Government of Canada's Student Work Placement Program (SWPP), the Career Ready Program provides 50% or 70% of your student's wage back after the work placement period is complete. You will receive **50% up to a maximum of \$5000**, or and increased **70% up to a maximum of \$7000** if your student belongs to one of the following underrepresented groups:

- Women studying business and STEM (Science, Tech, Engineering, Math)
- Recent immigrants (within the last five years)
- Indigenous persons
- First-time co-op student
- Person with a disability

Hire your student and pay them as a regular employee. Since we cover the gross pay, we expect employers to contribute to additional labour costs such as CPP, EI, etc. At the end of their placement period, claim their final gross pay. Career Ready will then transfer funds, or send a cheque based on that claimed amount. The payment arrives around a month after the end of the placement period.

COVID-19 Amendment

Due to the strain that COVID-19 has placed on our economy, the Career Ready wage subsidy has increased to **75% up to a maximum of \$7500** for the Fall 2020 period and beyond. There is also a suspension on the requirement of creating net new positions, so employers can create as many positions as they need. This increased subsidy will apply to all students and will run until at least March 2021. Further information on this will be posted on our website as new information is released.

When do I apply?

We have three placement periods a year based around the post-secondary academic semesters:

Summer - May 1st to August 31st

Fall - September 1st to December 31st

Winter - January 1st to April 31st

You should apply for the placement period that you plan to have your student hiree or the period that your student is already working in. Ideally, you would create an application just after you've interviewed and decided to hire a student.

If your student's work term runs over multiple placement periods, you can apply more than once. You will need to create multiple applications; one for each placement period. For example, if you hire a student for the summer, you would apply for the Summer Program, and if they stay on with you into September and onward, you would create another application for the Fall Program.

We offer flexibility on start dates. For example, if your student starts April 10, we will consider them for the Summer cohort. If your student starts in March, you will apply to both the Winter and Summer programs, if they were to continue employment into summer.

How do I apply?

All our applications are completed through our online portal. Be sure to click on the proper program that represents the time period that you would like to have subsidized. If it isn't a full four-month-long hire, that is fine. We subsidize part-time work or shorter, project-based internships. Please see Application Workflow below for an overview of the application process. For a more detailed breakdown, see The Employer Application Guide document for a step-by-step walkthrough with images of our entire application process.

Employer application prep list

- An eligible job description explaining the position you will be filling, how it will be tech immersive, and how it will be meaningful.
- Your student's name, email, school, and the start and end date of placement at your company.
- Your student's intended wage, hours per week, and weeks planned on working. We use the estimated salary to calculate the subsidy, but only the final earnings prevail. If a student ends up earning less or ends their placement early, there is no penalty, however, it might affect the subsidy amount. You are not locked into any commitment.

Student application prep list

Your student will be linked to your application in the fourth task from the Application Stage, "Invite your student to participate" and will need the following to complete their task:

- Proof of citizenship (Passport, birth certificate, provincial services card, etc.)
- Proof of enrollment (ie: Screen capture of their online courses, transcript, etc. containing student name, school name and current semester's date. We do not expect the student to order an official transcript, but recommend above alternatives)
- Current resume

How much will it cost to hire a student?

Hourly salary ranges depend on the capability of the student and the position being filled. We strongly suggest paying your student a standard industry wage.

Sample subsidy	
Salary: \$16 per hour x 16 weeks	\$10,240
Wage subsidy	\$7,000
Employer Contribution	\$3,240

Note: Many provincial tax credits exist for additional funding up to \$3,000.

Is my organization eligible?

- Your organization must be a registered business in Canada.
 - Private, non-profit, municipal, hospital and post-secondaries are accepted
 - Tech-and non-tech-identified organizations are accepted
- Must offer a quality position to a student and must have the ability to pay, train and support the student.
- Must not be filling a position left vacant due to a dispute, termination, layoff or another occurrence that displaces another worker.
- Must have general liability insurance: we leave this up to the employer to decide what coverage is best for them.
- Must be compliant with Human Rights and Labor legislation, regulation and laws in your province or region
- Must create a net new student position (Not in effect due to COVID-19 amendment)
 - Please see What is Net New?

Is the student eligible?

- Must be registered as a full-time post-secondary student from an accredited Canadian post-secondary institution.
- Must be a Canadian citizen, permanent resident or refugee with protected status as defined by the Immigration and Refugee Protection Act.

Common Disqualifiers

- The employer is a Federal or Provincial agency
- The employer submits an incomplete application and/or does not provide supporting documents
- The position is already subsidized by other federal funding
- The student is an international student with a work permit
- The student is an immediate family member of someone in the organization

I don't have a student yet; what should I do?

- Reach out to the co-op or career services department at post-secondary institutions in your region; they are happy to make new connections with industry professionals and can help match you with student talent.
- Use traditional recruitment methods to attract students, like posting a co-op/internship position on your favourite job board(s).
- Use the Campus Connect portal to broadcast your job description to multiple schools in your region; ensure to select TECHNATION (formerly ITAC) to affiliate with us under Funding Programs.



What is Net New?

The spirit of Career Ready Program funding is to scale and help grow Canadian companies and to incentivize companies to hire post-secondary talent. Every year you are a part of our program, we would like to see growth in the number of your placements. We compare “this year” to “last year” or “this year” to the first year of our program (2016-2017) to determine your growth as an eligibility factor. Note that due to the COVID-19 amendment to our program, the requirement for Net New positions is temporarily disabled until at least March 2021. We will have updates on this the closer we get to that date.

Our application still asks you for information regarding this, but note that you are not currently limited to any particular number of positions. You will use the Net New calculator found within the **Tell us about your company** task in Stage 1: The Application Stage (see Application Workflow below).

Application Workflow: How the application process works

The Career Ready Application is completed online at our online portal. It is a three-stage application: three easy stages, three quick reviews, and then you receive the subsidy.

Stage 1: Application Stage

Begin your application anytime before the placement has begun until the deadline. Application deadlines can be found on our website and on the programs page of our online portal. Applications are accepted on a rolling basis, and we generally do not run out of funding.

Review the Employer application prep list and complete each task belonging to this stage:

- 1. Find out if you're eligible** (optional quiz)
- 2. Tell us about your company**
 - If applying for multiple students, the company profile you create will repopulate
- 3. Tell us about the student**
- 4. Invite the student to participate**
 - This will send an automated invitation to the student to complete this task
 - It can be helpful to provide the student with the Student application prep list in advance
 - You will receive an email notifying you when they have completed their tasks. You will be directed back to the application portal to review your information before clicking Submit for Initial Review

Initial Review

Your application will now be reviewed by our team. You will receive an email within 10 business days notifying you of the initial approved subsidy amount. You will also receive step-by-step information on how to proceed.

Stage 2: Approved Stage

Return to the online portal and notice three new tasks. This stage is where the funding agreement is acknowledged, student learning objectives are set and we confirm the student has begun to receive their salary/wages.

1. Sign the Placement Agreement

2. Student Learning Plan

- A personalized learning plan designed by the supervisor and student in collaboration
- This task is to be completed/submitted by the employer (this task will not display to the student)

3. Proof of First Payment

- This document should include the student's name, the company's name, a date, funds paid out, deductions, etc.
- A note indicating that you will be expected to demonstrate documentation that shows gross earnings and contributions to EI, CPP, etc. at the end of the placement period (within Stage 3: Payment Forms Stage). It's a good idea to plan for this during this task. If you are not using a traditional payroll system which clearly articulates the above, you will need to include additional supporting financial documentation.

Once these three tasks are completed, submit your application for Secondary Review.

Secondary Review

Your approved application will receive a quick quality review. You will be notified once your application has passed Secondary Review and provided with instructions for the final stage.

Stage 3: Payment Forms Stage

Return to the online portal and notice your two final tasks. This stage is where we confirm your bank information in order to quickly process your wage subsidy. We will also confirm the final gross amount of student salary you are claiming when that information becomes available. This is usually a few weeks after the end of the student's placement to allow for payroll processes.

1. Deposit and Bank Information

- Enter banking info, accounts receivable and upload a void cheque

2. Final Gross Student Earnings

- Enter your claim and then upload documentation to support this amount.
- This task is to be completed at the end of the placement period.
- Ideal proof of earnings is a simple document that shows the gross pay of the student from this placement period (pay stub, ROE, etc.)
- If you are not using a traditional payroll system and do not have a ROE or final pay stub etc, we leave it up to you to show us proof of payment transactions and a totaled summary.
- Our review team will not total a collection of pay stubs, so please do any accounting on your end prior to submitting.
- A spreadsheet or table, totaled and signed, containing the student's full name, the company name, dates, amounts paid, deductions taken, etc.

Once these two tasks are completed, submit your application for Final Review.

Final Review

Your application will now be reviewed for the last time. You will receive notification of your final approved subsidy (which will likely be 75% of their gross pay, depending on their eligibility decided in the Initial Review). Review the Payment Schedule to learn when you will receive the subsidy. The email will also contain an official payment record which will be copied to the remittance email listed in the Deposit and Bank Information task. You will either receive payment by direct deposit or by cheque, depending on what you selected.

Payment Schedule

- Summer placements ending in August: by the end of September
- Fall placements ending in December: by the end of January
- Winter placements ending in April: by the end of May

Please note this is providing all information has been submitted in a timely manner in order to be reviewed and processed by our team.

Questions?

Visit us online at itactalent.ca/careerready for more information.

Visit our FAQ page or reach out to careerready@technationcanada.ca



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