

# TALENT OPPORTUNITIES PROGRAM

Student Work Placement  
Program (SWPP)



# Talent Opportunities Program (TOP)

- TOP is an initiative of the Ontario Chamber of Commerce (OCC) designed to help employers located anywhere in Canada hire college and university students on **work-integrated learning (WIL) placements**
- Employers gain access to a broad pool of student talent, helping meet business needs and growing their talent pipeline
- Eligible employers hiring eligible students may receive a **wage subsidy up to 50% to a maximum of \$5,000 or up to 70% to a maximum of \$7,000 for students in under-represented groups** (i.e. the subsidy maxes out when a student`s wages reach \$10,000)
- TOP is funded through the Government of Canada`s Student Work Placement Program (SWPP)
- There are other similar funding programs under SWPP; TOP is generally more flexible than similar programs

- **Local chambers can also access the grant when hiring eligible students**
- **Valuable opportunity for your members**

# Key eligibility criteria for employers

- **Registered Canadian business or not-for-profit organization**
- Committed to paying the student for the role for the duration of the placement **(wage subsidies are administered at the end of the placement)**
- In compliance with all federal and provincial employment laws and regulations
- Covered by Workplace Safety and Insurance Board (WSIB) or alternate workplace insurance
- Only submitting applications for placements that are **not subsidized by any other federal funding program**
- **Employers may be located anywhere in Canada and may operate in any industry sector**
- Notable exclusions:
  - Financial sector employers, such as banks and insurance companies, or businesses operating in similar areas
  - Government entities (including crown corporations, hospitals, post-secondary institutions, etc.)
  - Organizations engaged in partisan political activities

# Key eligibility criteria for students being hired

- Registered as a **domestic student** in a recognized Canadian post-secondary institution in any program of study (both full-time and part-time students are eligible)
- Enrolled in a program or course where a **WIL component (i.e. work placement) is part of the study plan**
  - Note: apprenticeships are not eligible
  - The student's post-secondary institutions must validate the placement as satisfying their WIL requirements
- Canadian citizens, permanent residents, or persons to whom refugee protection has been conferred under the Immigration and Refugee Protection Act (international students are not eligible)
- Students related to the employer (i.e. a family member or relative) are generally not eligible – please inquire and declare a conflict of interest
- **Students will be required to provide some basic information and sign a student agreement** as part of the employer's application for funding
- **Students must be on the employer's payroll** as an employee (contractors are not eligible)

# Funding & placement details

- **Approximately 700 subsidies are available per year for the next two years**
- 50% wage subsidy to a maximum of \$5,000 per placement for non-designated students
- 70% wage subsidy to a maximum of \$7,000 per placement for students who identify and self-declare in an under-represented group:
  - Indigenous people
  - Person with disabilities
  - Newcomer to Canada
  - First year student
  - Visible minority
  - Women in STEM

# Funding & placement details

- **Funding is available only to 'net new' placements** each fiscal year relative to their baseline number of hires (i.e. the incremental number of placements compared to the year prior to the employer first receiving SWPP funding)
- **Subsidies for each placement are calculated based on wages within a specified funding term:**
  - Summer (May – August)
  - Fall (September – December)
  - Winter (January – April)
- **Students on a WIL placement spanning multiple terms are eligible for multiple subsidies** (must submit a new application for each applicable term)
- Placements can be partially government-funded from non-federal sources, but only funds from non-governmental sources can be subsidized

# How to apply

- **Online application portal currently accepting applications for Summer 2022**
  - Employers can apply retroactively if the term is still available for selection
- **Applications will only receive approval after an eligible student has been hired** and all employer and student information/documents have been submitted for review
- After an application is approved, documents such as the mid-term check-in, pay stubs and exit surveys must be submitted prior to issuing payment
- Remember that it is **up to the employer to ensure they meet the criteria and have hired an eligible student** – applications will be declined if eligibility is not met or supporting documents are not provided

<https://occ.ca/talent-opportunities-program/>

# Thank You!

## For More Information

 Visit [occ.ca/talent-opportunities-program](http://occ.ca/talent-opportunities-program)

 [top@occ.ca](mailto:top@occ.ca)

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