

Accessing wage subsidies for your student workers

For employers: The Student Work Placement Program

Are you in the process of upgrading your technology to stay competitive? If so, it's that time of year again when skilled post-secondary students become available to join the workforce. Here's a wage-subsidy initiative that can help you hire them. The Student Work Placement Program gives post-secondary students in STEM (science, technology, engineering, math) and business programs across Canada paid work experience related to their field of study. The program aims to create 11,500 paid student jobs by 2021.

How the program works. Employer delivery partners are a group of recognized associations and organizations that represent the interests of employers in various industries. They work with businesses and post-secondary education institutions to provide wage subsidies to employers that offer quality student work placements, and they create partnerships with colleges, universities, polytechnics and CEGEPs to recruit students for these placements.

What's considered a student work placement? Student work placement activities can include, but are not limited to, mentorship programs, co-op placements, practicums, applied research projects and internships. You can get up to \$5,000 for every student you hire through the program, and up to \$7,000 for every student you hire that's in his or her first year, or is from an under-represented group – including women in STEM, persons with disabilities, newcomers to Canada and indigenous students.

Student eligibility. To participate in a student work placement program, students must be registered in a post-secondary STEM or business program that includes work placements, be a Canadian citizen, a permanent resident or person with refugee protection, and finally, be legally able to work in Canada.

How to apply. You can apply for wage subsidies through one of the following



Employer Delivery Partners:

- Information Technology Association of Canada – Career Ready Program
- Information and Communication Technology Council – WIL Digital
- Canadian Council for Aerospace and Aviation (CCAA) – CCAA and the SWILP
- Environmental Careers Organization of Canada – Wage Subsidy Program for Environmental Students
- Biotalent Canada – Student Work-Integrated Learning Program
- MaRS Discovery District
- Electricity Human Resources Canada (EHRC) – Empowering Futures: Developing Electricity Talent Through Work-Integrated Learning
- Mining Industry Human Resources Council (MiHR) – Gearing Up: Developing Mining Talent Through Work-Integrated Learning
- Toronto Financial Services Alliance (TFSA)
- Venture for Canada

More information: www.canada.ca/en/employment-social-development/services/student-work-placements-wage-subsidies.html.

For students: The Federal Student Work Experience Program

The Federal Student Work Experience Program provides valuable and meaningful experience working for the top student employer in Canada – the federal government. Students are eligible if they meet these three requirements:

- You're a full-time high school, CEGEP, college or university student
- You're returning to full-time studies in the next academic year

- You meet the minimum age requirement in the province/territory of work

This includes students with full-time status classified by their school as having physical or emotional disabilities, and some adult secondary school students.

Diversity – count yourself in. One of the stated objectives of this program is to build a public service that represents and fully includes the diverse identities, cultures, perspectives and experiences that make up Canada. When you apply, you can indicate (self-declare) if you're a woman, an Aboriginal person, a visible minority or a person with a disability. Some jobs are only offered to people in these groups. To be considered for these opportunities, you need to self-declare.

Students with disabilities should request support. If you have special assessment needs, the Federal Student Work Experience Program wants to make sure that you have the support you need to fully demonstrate your abilities. If you're contacted for a test or interview, ask the hiring manager for accommodation measures. This information will be kept confidential.

Job Inventories. Ongoing student recruitment inventory is open year-round, and available to all departments and agencies. It offers full-time and part-time work opportunities in a wide variety of fields including sciences, trades, administration, IT, finance and many more. Other job inventories target diversity such as indigenous students, students with disabilities, armed forces reservist students, young women in public safety, and more. For a complete list visit www.canada.ca/en/public-service-commission/jobs/services/recruitment/students/federal-student-work-program.html



Elliot Schiller is a Director at Toronto's Teeger Schiller Inc., a firm specializing in government funding and systems selection / implementation. His clients receive over \$5 million annually to support ongoing business innovation.

E-mail eschiller@teegerschiller.com, visit www.FundingHelp.ca or phone 1-888-816-0222 Ext. 102

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David Teeger

Director

David Teeger C.A., C.A. (S.A.) graduated as a Chartered Accountant in South Africa, and upon arrival in Canada he obtained his Canadian C.A. designation and joined Richter & Associates, a management consulting firm, where he concentrated his practice on various business sectors including household goods, fashion, automotive parts, public associations, and retail chains. He performed many roles in his 15 years at Richter, including managing the professional services organization in North America and all business operations throughout Europe.

David's professional capabilities include computer audits, feasibility studies, system analyses and assistance in the selection, negotiation and implementation of computerized solutions.

As a founding partner of Teeger Schiller Inc., he has focused his practice on consulting to management. His team of professionals has helped businesses select and successfully install a variety of ERP business solutions and add-on systems including business intelligence solutions to give new life to existing computer systems. David's clients not only rely on him to successfully manage the implementation of their new systems, but to manage the change that occurs in their organizations as a result of the use of these new tools.



Elliot Schiller

Director

Elliot Schiller, Ph.D., C.M.C. began his career as a Chemical Engineer working for Grumman Aircraft, in Long Island, New York. He obtained his Ph.D. at the University of Pittsburgh with funding from the U.S. Atomic Energy Commission, and, after being awarded a Presidential Fellowship, he went on to perform research and development activities at Brookhaven National Laboratory.

Since coming to Canada, he has primarily assisted consumer products and retail organizations in a variety of strategic management initiatives, traveling around the globe on behalf of his clients. In 1987, Elliot joined Richter & Associates, and it is here that he first met David Teeger.

As a founding partner of Teeger Schiller Inc., he has focused the SR&ED / Grant Division on obtaining grants and tax incentives for over 100 companies in the small to medium sized business sector. His team has provided services to the discrete / processing manufacturing, material development, textiles, apparel, automotive and computer sciences sectors. Annually, Teeger Schiller Inc. secures more than \$5 million in government funding to assist its clients in having their business initiatives supported by government funding.



304 Richview Ave., Toronto, ON M5P 3G5

Tel: 1.888.816.0222

info@teegerschiller.com • www.teegerschiller.com
Toronto • Montreal • New York • South Florida