



FREQUENTLY ASKED QUESTIONS

How much can I earn?

We match wages at 50% to a maximum of **\$5000.00**.

An increased subsidy is offered at 70% of the salary, to a maximum of **\$7000.00** for students from the following groups:

- Women enrolled in STEM programs (including business)
- First Nations, Aboriginal and Métis students
- Persons with disabilities
- Students participating in a coop/work term placement for the first time
- Recent immigrants who have arrived within the last 5 years

When and how will I be paid?

Subsidy payments are made 2 – 4 weeks after the placement period providing all the necessary documentation has been submitted in a timely manner.

- Winter payments are made in mid-May
- Summer payments are made in mid-September
- Fall payments are made in mid-January

We pay by direct deposit or cheque, as you select.

How do I know if I'm eligible?

[Click here to visit the application portal](#). If you register and begin an application, you can complete an eligibility quiz. On that home page you will also find the comprehensive eligibility criteria for you and the student, along with a list of information you'll need going into the request.

Are organizations outside of the private sector eligible for Career Ready wage subsidies?

Yes - we now fund non-profits, municipalities and hospitals outside of the private sector.

Can I apply multiple times?

Yes. Generally we allow up to 12 requests – more can be made with special permission from the program manager. This depends on how much funding we have available and if it is equitable to do so.

I have multiple students, do I have to make more than 1 application?

Yes. Simply return to the program in which you're creating applications and create a new, unique application. Our system helps you to manage multiple applications with ease.

Programs > Placement Period (MORE) > APPLY

I'm not 100% sure if the job I'm offering will qualify.

If the role immerses a student in technology in a meaningful way, we're creating pathways for a student to participate in the digital workforce of tomorrow. If you're still not quite sure, we would love to review your job description and provide a pre-approval; reach out to careerready@technationcanada.ca

Can I collect the Career Ready Program subsidy with other government funding to support the same student position?

Provincial sources of funding are stackable, however it's the responsibility of the employer to follow the guidelines and potentially consult a tax professional. You also can't stand to profit or earn more than 100% from combining funding; you may need to reduce your claim with us.

How much should a student be paid?

The employer determines the rate of pay.

Is the subsidy paid to the student?

No, it is paid to the employer as a reimbursement at the end of the term. The subsidy amount is based on how much the student has earned.

Who is included in the underrepresented group?

Underrepresented groups include women in Science/Technology/Engineering/Maths (STEM) programs, permanent residents/new immigrants/recent refugees (within past 5 years), persons with disabilities, indigenous and students participating in co-op work terms for their first time.

Can a student be the one to apply?

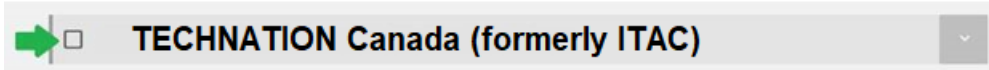
No. The Career Ready wage subsidy is issued to employers as a reimbursement towards a portion of the wages that are paid to students. Students can however advocate for themselves by directing a prospective or current employer to the Career Ready website to begin the application process.

How do I find a student?

- 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, i.e. post 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**;



Can we hire a student in anticipation of the Career Ready Program subsidy?

We can't guarantee the subsidy until the entire application process has been completed since we need to assess the student's eligibility too. Our program officers would be happy to look over any job description in advance to give an idea of likeliness of approval. Employers may also choose to offer a conditional offer to the student.

Are immediate family members eligible for this subsidy?

No.

Can I hire the student as an independent consultant?

No, the student must be taken on as any other employee would be. The subsidy covers the gross wages, and you're expecting to pay into CPP, EI, etc.

Can a student I hire work from home?

Yes.

Do you fund part time work?

Students can work either full time or part time; we prefer to see a minimum of 15 hours per week completed.

Is a research position eligible for a wage subsidy?

Yes.

Can an employer hire a student for a role that is not IT-focused?

Absolutely. Hire a student from *any* academic background in a tech role, including hybrid roles such as:

- Digital marketing
- Design and development
- Financial technology
- Business/data analysts, **and many more!**

Can students benefit from Career Ready multiple times?

Yes, as long as they meet eligibility criteria. If you're hiring them again or extending their term past 4 months; we expect to see a demonstrated increase in difficulty associated with their role.

What are the criteria for an applicant to be considered a recent immigrant? Simply put, a recent immigrant or newcomer is someone who arrived in Canada within the last 5 years. International students are not considered to be newcomers, as they must be either a Canadian citizen, permanent resident or under a protected status as a refugee.

Are international students eligible to participate in the program? No, the program is open only to Canadian students, permanent residents or refugees with the right to work in Canada.

Can a high school student receive this subsidy?

No, it is only offered to students enrolled in a post-secondary institution, or a student who is currently graduating from one.

Would a Master's or Ph.D. student be eligible for Career Ready funding?

Yes.

What if I experience issues with my work placement?

Please communicate any issues with your program manager as soon as possible. Ultimately, however, the student's postsecondary institution will arbitrate.

How many students have been supported by the Career Ready Program?

As of early 2020, over 1800 subsidies have been offered across Canada.

Can I hire a recent graduate?

No - students must be returning to school in the immediate semester following the placement or finishing a work term for academic credit.

Is there an age restriction?

No.

Can I hire a student for a work-term shorter than one month, or greater than 4 months?

Yes, we accept part-time placements. If greater than 4 months, then you will need to apply again for a second cycle of funding.

Is there a maximum number of students I can hire and receive a subsidy for?

No limit is set, however since funding is limited, we reserve the right to limit your intake. You are also limited depending on the number of 'net new' student hires you take on; there is a calculator function in the beginning of the application process.

What is 'Net New?'

Simply, Net New (NN) is the growth of students hired you can demonstrate. We calculate this by observing the difference in placements from last year (LY) against this year (TY). The years we operate in are fiscal April – March. $TY-LY=NN$

We recommend you use the calculator at the beginning of the application process to determine this number.

How long does it take?

It takes approximately 15 minutes to create an application.

It takes 1 – 2 weeks depending on application volume to receive an application response.

How does TECHNATION (formerly ITAC) perform quality control with its program placements?

We regularly conduct check-ins with employers and surveys of student experiences.

Are the following students eligible for the Career Ready Program Wage Subsidy?

- International Students - No
- High School Students - No
- A New Graduate – Depends;
 - If a student is graduating around the Summer placement period, they would qualify if they are recognized as a full-time student by their school - usually if they are fulfilling a requirement to graduate i.e., they are a coop student working for the last bit of credit.
- A Master's student - Yes
- A PhD student – Yes

Do I have to pay the student up front?

The student has to be hired and paid as though they were a regular (fixed term) employee unless they are completing a field placement or non-coop/internship role.

What is a placement period?

We offer 3 funding cycles:

- Winter (January – April)
- Summer (May – August)
- Fall (September – December)

Do I need separate applications for each student I hire?

Yes, we manage them individually. Any tasks that are not specific to the student only need to be completed once – the system will know to 'repeat' it for you. To create additional applications, return to the program homepage and click APPLY to repeat the process and create a new/separate application.

What kind of insurance should I have or hiring rules should I follow?

Each province and territory governs standards for workers differently. We encourage you to consult with professionals in your region, and at least have a general liability insurance.

Can I edit an application?

Only if it has not yet been submitted. To edit, head back to the specific task you were working in, select the three dots at the top right to view your options; select Edit. If you have already submitted but need to make corrections, contact a program coordinator at careerready@technationcanada.ca.