

Employer Application Manual

A thorough step-by-step guide
through our application process.



Contents

Stage 1: Application Stage

CreateAccount

3

3

4

Task 1: Find out if you're eligible

4

Task 2: Tell us about your company

5

Net new calculator

5

Task 3: Tell us about the student

6

Task 4: Invite the student to participate

7

Submit application for Initial Review

Stage 2: Approved Stage

9

Task 1: Placement Agreement

10

Task 2: Student Learning Plan

10

Task 3: Proof of First Payment

11

Submit for Secondary Review

12

Stage 3: Payment Forms

13

Task 1: Deposit and Bank Information

14

Task 2: Final Gross Student Earnings

15

Submit for Final Review

16

Other

16

Questions?

20

Stage 1:

Application Stage

Create Account

The screenshot shows the 'Apply' registration page. At the top, it says 'Register for an applicant account'. Below that, there is a paragraph explaining that the TECHNATION Career Ready Program uses the Survey Monkey Apply platform. There are two options to register: 'Register with' followed by social media icons for Facebook, Twitter, and Google, and an 'OR' option. Below the 'OR' option, there are input fields for 'First name' and 'Last name', both with 'Employer' as a placeholder. There is also an 'Email' field with 'Canadiancompanyname@gmail.com' as a placeholder, a 'Password' field with a masked password and an eye icon, and a 'Confirm password' field.

Create a username, password and enter your email address.

Career Ready Program [Programs](#) [My Applications](#) [EN](#) [Employer](#) [Employer](#)

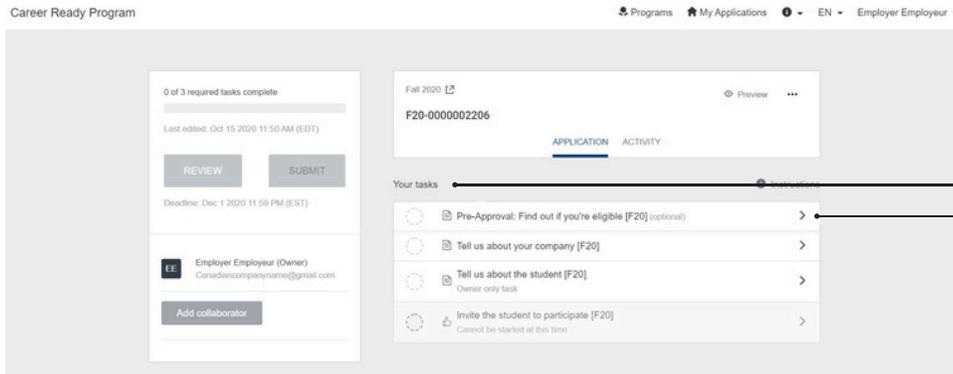


The screenshot shows the 'Programs' page. At the top, there is a search bar and a menu icon. Below that, there are two program cards. The first card is for 'Summer 2020' and states 'Accepting applications from Mar 2 2020 09:00 AM (EST) to Oct 13 2020 06:00 PM (EST). This program is closed.' It shows a funding range of 'CA\$5,000.00 to CA\$7,000.00' and a 'MORE >' button. The second card is for 'Fall 2020' and states 'Accepting applications from Jun 24 2020 07:00 AM (EDT) to Dec 1 2020 11:59 PM (EST). For work term placements taking place between September 1st and December 31st, 2020.' It shows a funding range of 'CA\$1.00 to CA\$7,500.00' and a 'MORE >' button.

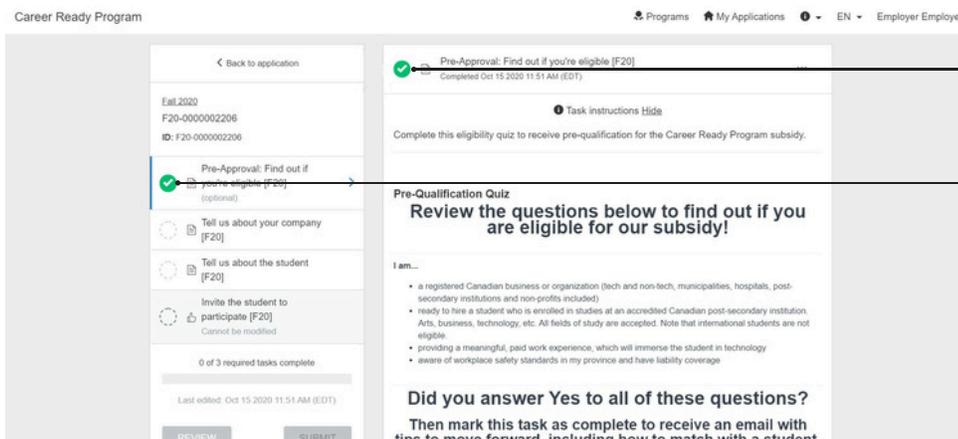
Ensure you're applying for the correct placement period.

Click **MORE**, then **APPLY**.

Task 1: Find out if you're eligible



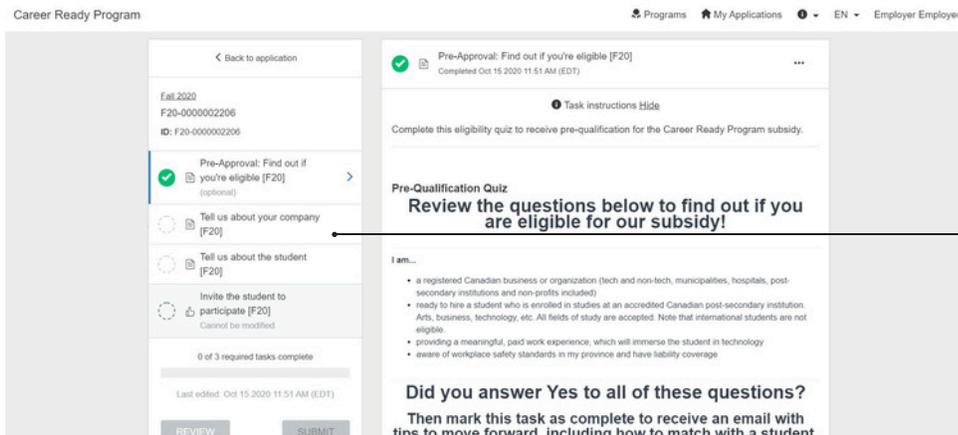
Notice your four tasks. Begin your first task by selecting “Find out if you’re eligible.” Mark as complete after review.



Green check marks throughout the interface indicate that you have successfully completed a task.

Completing this eligibility task triggers an email. You will receive an email with info on what is required of your student during the application process, and tips on how to recruit a student if you haven't yet.

Task 2: Tell us about your company



Select your second task, “Tell us about your company.”

Net new calculator

The spirit of Career Ready Program funding is to grow and help scale Canadian companies and to incentivize companies to hire post-secondary talent. We compare “this year” to “last year” or “this year” to the year Career Ready started (2016-2017) to determine your growth as an eligibility factor.

This is how we determine your net new positions available for subsidy:

The screenshot shows a form titled "Baseline for Net New Placements" with the following content:

Enter the number of students your organization hired in the years listed below, as well as the number you anticipate for the entire fiscal year (April - March). You would not count:

- Students you have receiving our funding for in the past, or who are on an "extension" from a previous cohort
- Recent grads
- High school students

If you have multiple offices, departments and locations, an accurate number could be challenging to find from years back. If this is the case, please use numbers for your local office, team or even department for the sample. For last year and the forecast, please enter a number as accurate as possible.

If you do not know a particular number write "unknown" and proceed.

	A. April 2016 - March 2017 - This could be 0.	B. April 2019 - March 2020	C. Forecast April 2020 - March 2021
Total Number of Students Hired	0	4	6

Enter the lower number from either column A or B.

A: Enter the number of students your company hired in 2016-2017.

B: Enter the number of student hires you had “last year.”

C: Enter how many students you plan on hiring this year. This does not need to be exact.

Below, enter the lower number from **A** and **B**. This will calculate the number of net new positions you are eligible for this year.

Complete the remainder of this page, then click **NEXT**.

Task 3: Tell us about the student

The screenshot shows a task titled "Tell us about your company [F20]" with the following content:

Completed Oct 15 2020 12:02 PM (EDT)

Task instructions Hide

Within this task you will sign the privacy statement, answer some questions regarding your company, and report how many “Net New” students you might hire this year.

Employer Eligibility Criteria

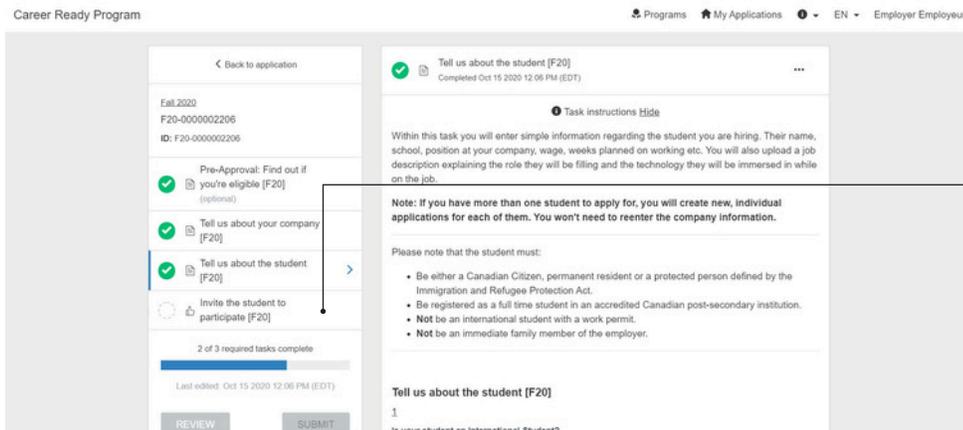
- Your company must be a registered Canadian business and operate in Canada.
- The student must be hired by your company. Students are not to be hired as contractors or consultants. The employer must pay the student’s salary throughout the duration of the placement. The subsidy will be paid 3-5 weeks after the student’s gross earning have been verified at the end of the placement period.
- The position must provide students with an opportunity to develop skills within their field of study, while utilizing a form of technology in the role
- You must have general liability insurance.
- You must comply with all applicable federal and provincial human rights and labour legislation, regulations, and any other relevant standards including the Occupational Health and Safety Act and the Employment Standards Act.
- **An employer is not eligible if:**
 - The student is an international student.
 - The Employer is a federal or provincial government body. Municipalities, hospitals and post-secondary institutions are newly eligible.
 - The Employer submits an incomplete application and/or does not provide supporting

Select your third task, “Tell us about the student.”

Input your student’s name, email, school, the wage you will pay them, hours per week and number of weeks they will work for you. We understand that wages and hours worked may change. We decide your subsidy based on the salary you input here, but this is just an estimation—we subsidize strictly on the final gross earnings of the student after the end of the placement, within the **Final Gross Student Earnings** task.

Next, upload a job description.

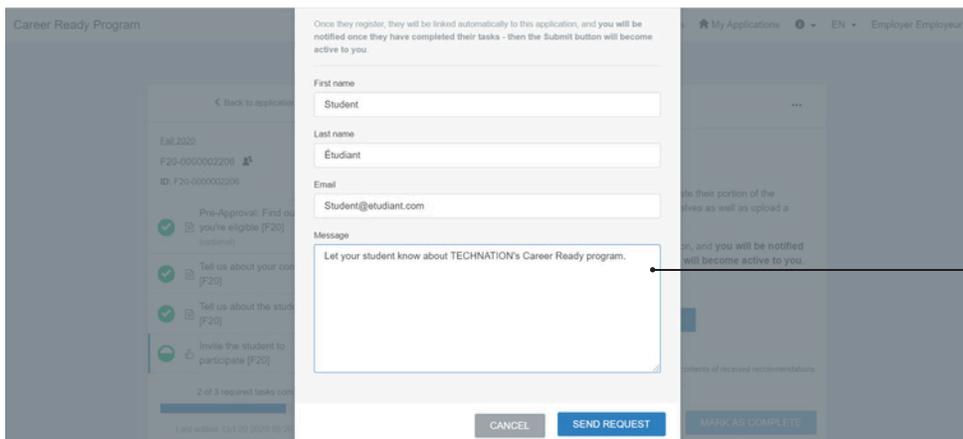
Task 4: Invite the student to participate



Select your fourth and final task of the Application Stage, **“Invitethestudent to participate.”**

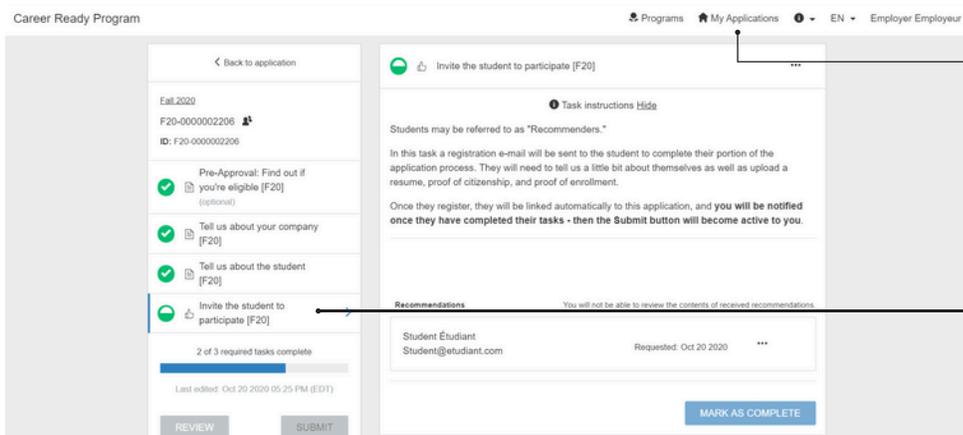
Click **REQUEST A RECOMMENDATION.**

Your student is referred to as a Recommender during the application process.



Send a personalized message to the student if you'd like, then click **SEND REQUEST.**

The student will receive an email with detailed instructions on how to proceed. They will also receive a document explaining our privacy rules and the value of the Career Ready Program.



Begin another application at any point.

The half-filled circle means you are now waiting for the student to complete their task.

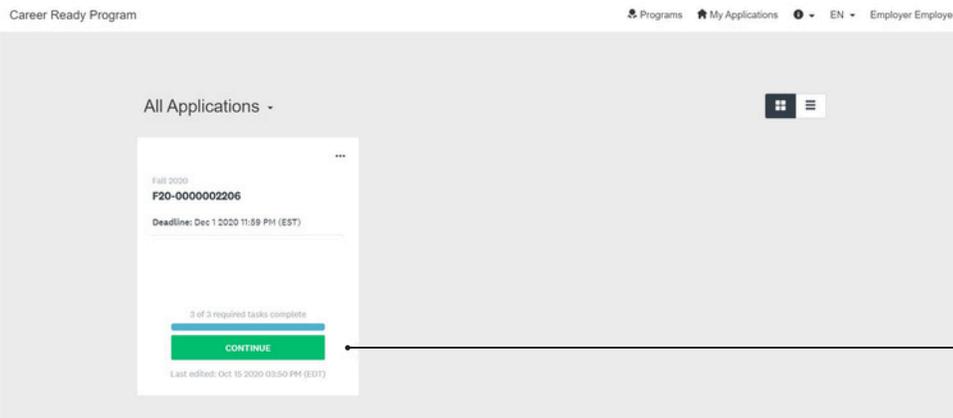
You can begin additional applications by returning to the Programs homepage. On your second application, tasks 1 and 2 will autofill for your convenience.

Submit application for Initial Review



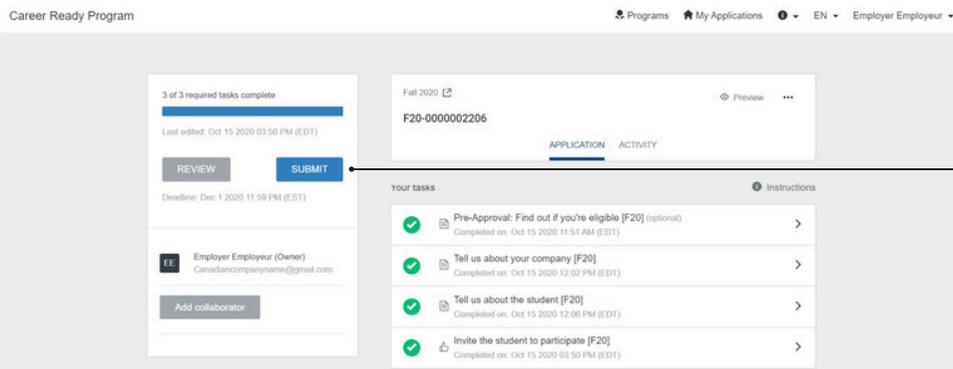
You will receive an email when your student has completed their task.

Now you can return to the online application portal and submit the application for Initial Review.



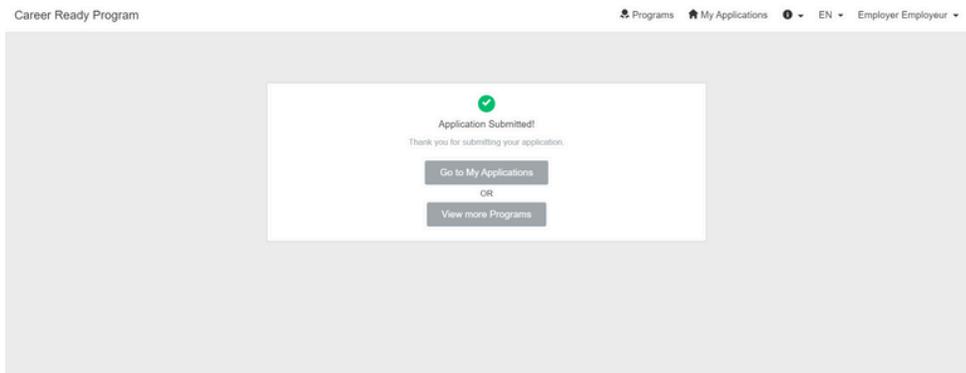
Log in again if necessary and select the appropriate application. Click **CONTINUE**.

Notice all your tasks are complete with green check marks. If you see a half-filled circle, it means the task is missing information, or the student has not yet completed their task. Reach out to them via your own methods to remind them.

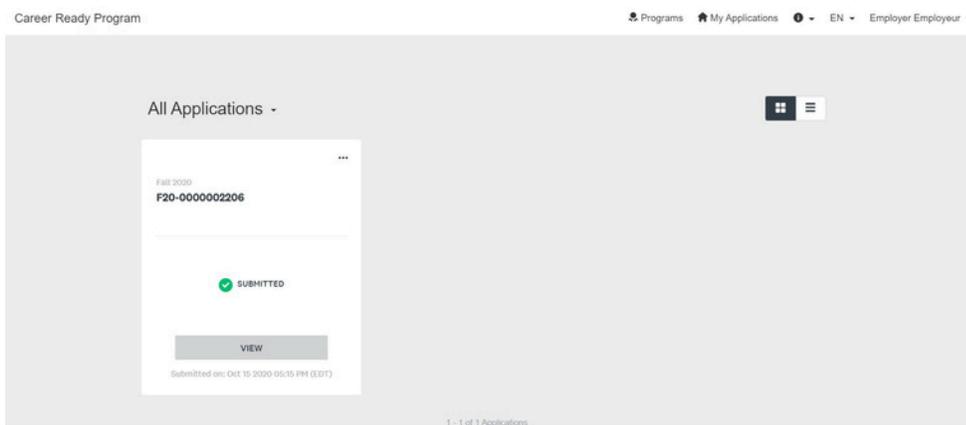


Click **SUBMIT**.

Congratulations! You have submitted your first application for Initial Review. You can now “go to your applications” or “view more programs” if you would like to start another application. You can start multiple applications at the same time. You do not need to wait to submit your first before you start your second. And yes, **every student you hire needs a separate application**. You won’t have to redo tasks 1 and 2. They will automatically fill in as “repeatable tasks,” so additional applications are quick!

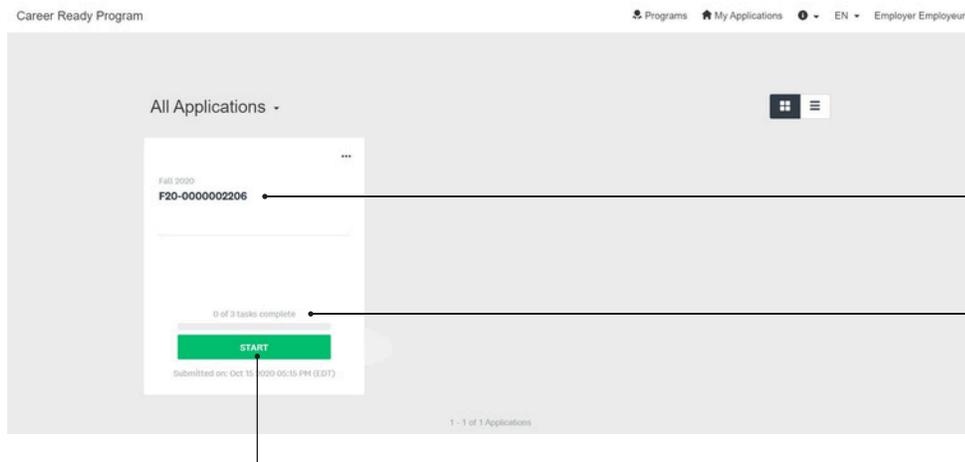


Your application will look like this until the Career Ready review team has reviewed your application. It usually takes within 10 business days. You will receive an email once your application has been reviewed notifying you of your awarded subsidy and directing you back to your application for your next tasks.



Stage 2: Approved Stage

You will know you've been approved once you receive an email congratulating you on your approved subsidy. This will direct you to log back into our online portal. From there, log in to your account.

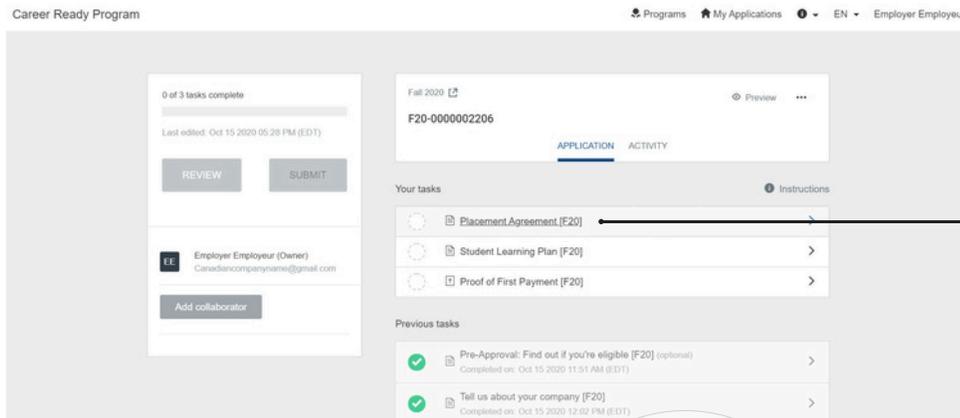


Select the appropriate application.

Notice it reads, "0 of 3 tasks complete." This means you have three new tasks.

Click **START**.

Task 1: Placement Agreement



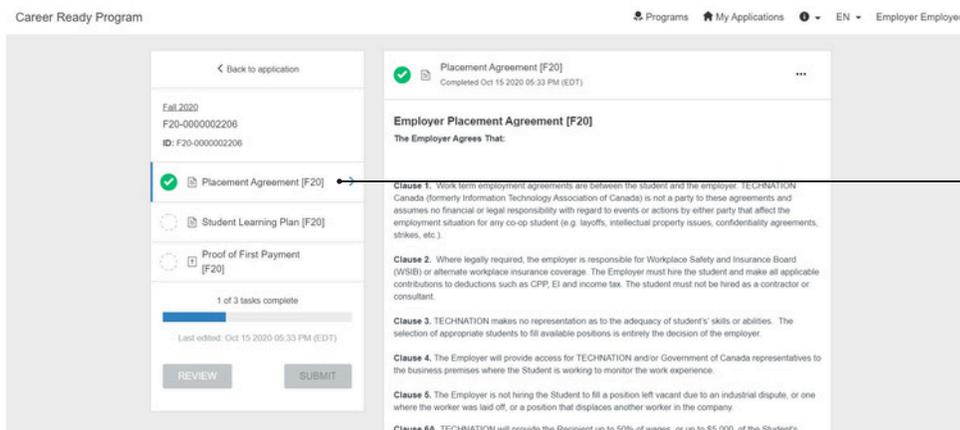
Complete and sign the **Placement Agreement** by clicking on the task.



You can download a copy of the Agreement for your records by clicking the options box at the top right of the completed task. You can download any completed task in the same manner.

Task 2: Student Learning Plan

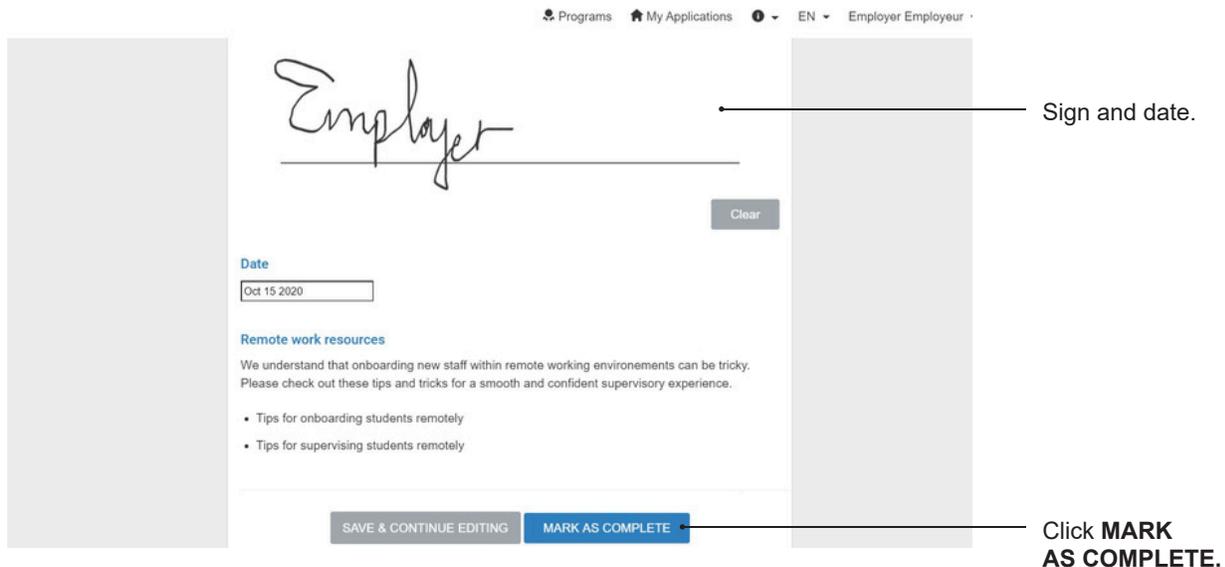
Notice that your first task is marked complete.



Select your second task, **“Student Learning Plan,”** and complete this task.

Meet with your student to discuss the goals they hope to achieve and the skills they hope to develop during their placement. This is a wonderful opportunity to really map out expectations for your student and areas that their supervisor could support them in growing their skillsets.

We recommend completing the learning plan as soon as possible—it helps to establish a meaningful learning experience for the student early on.

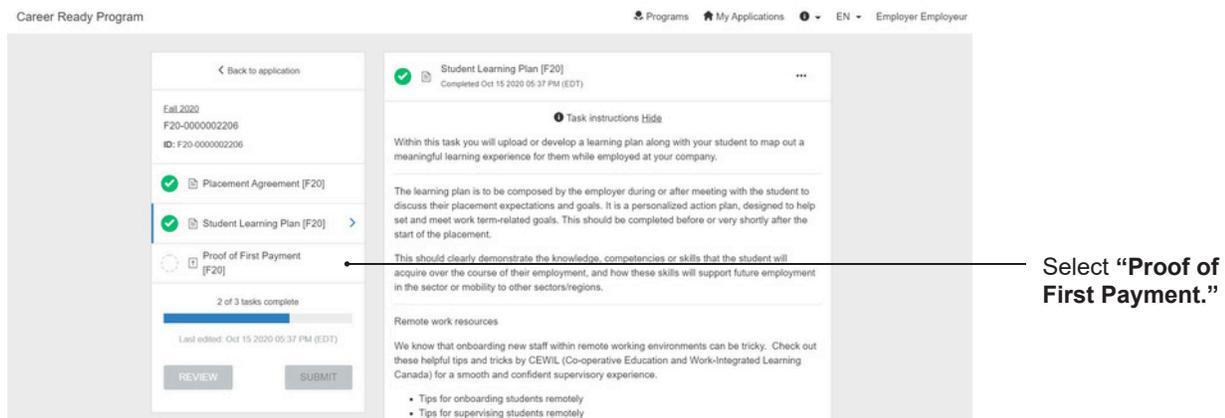


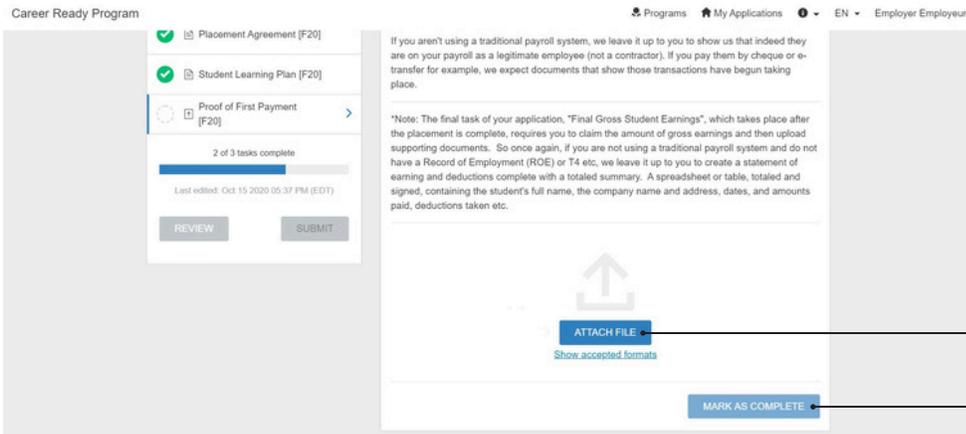
Task 3: Proof of First Payment

Notice that your first two tasks are marked as complete.

Select your third and final task in this section, “First Proof of Payment.”

Upload a document to show the student has begun their work term placement at your company. This document should include the student’s name, the company’s name, a date, wages earned, deductions taken, etc.



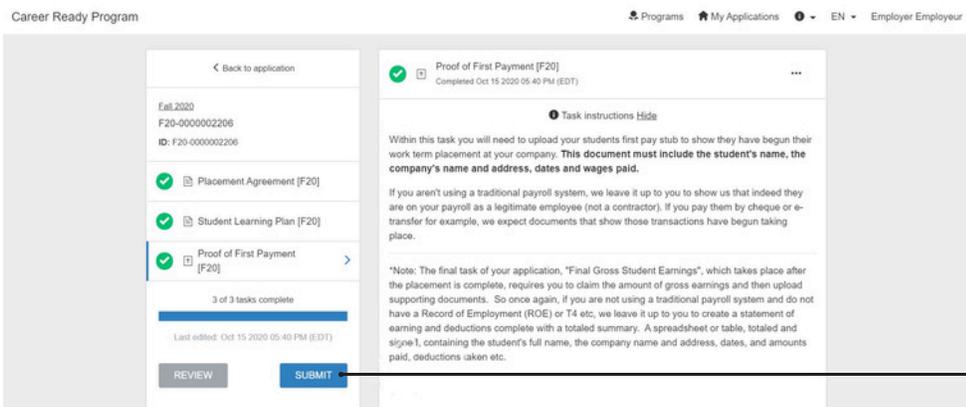


Click **ATTACH A FILE**.

Click **MARK AS COMPLETE**.

Submit for Secondary Review

Notice your three new tasks are marked complete. If at any point they are a green half-circle, simply click on the task again and complete it.

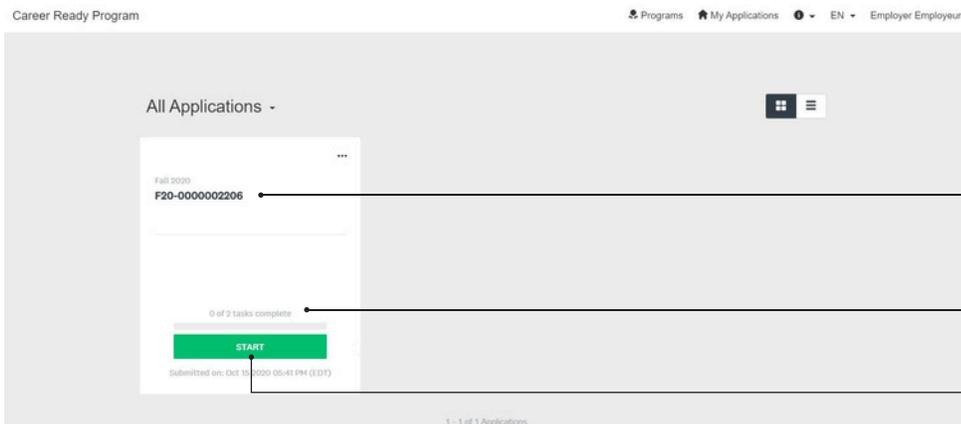


Click **SUBMIT**. A pop-up will ask you if you wish to review or submit; click **SUBMIT** again.

Congratulations—your approved application is now in Secondary Review. You will be notified via email once your application has been assessed.

Stage 3: Payment Forms

Log back into our online portal.

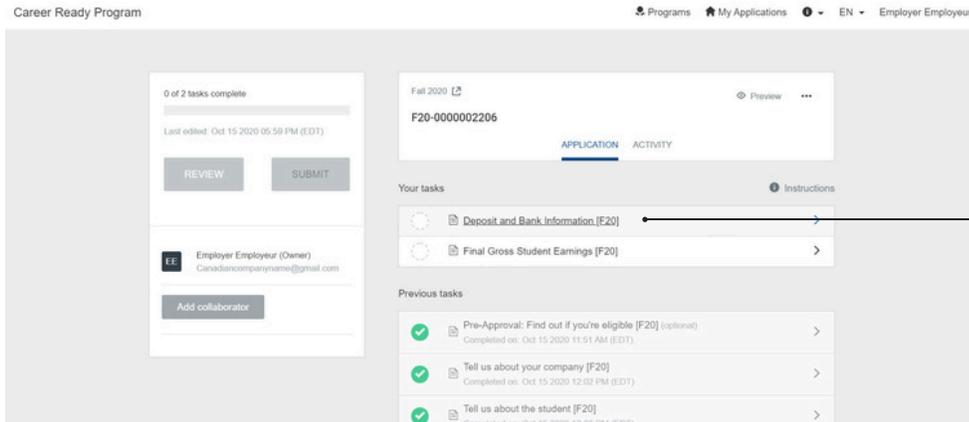


Select the appropriate application.

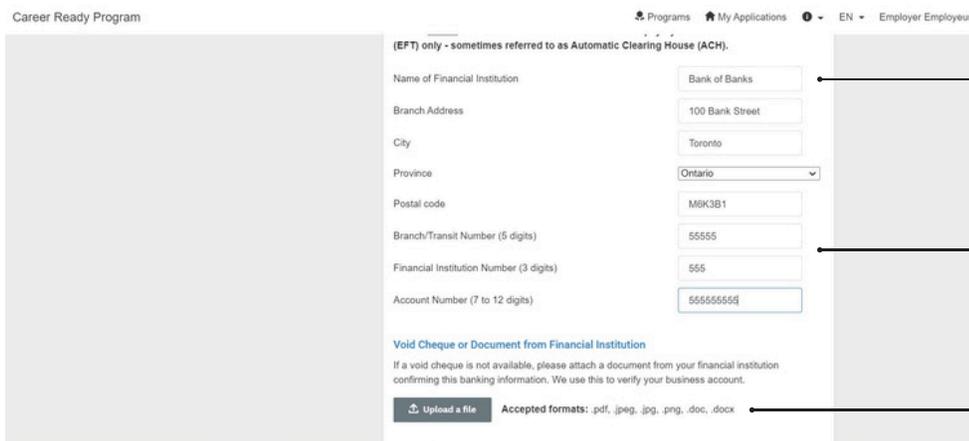
Notice your two new tasks.

Click **START**.

Task 1: Deposit and Bank Information



Click “Deposit and Bank Information.”



Fill in banking information.

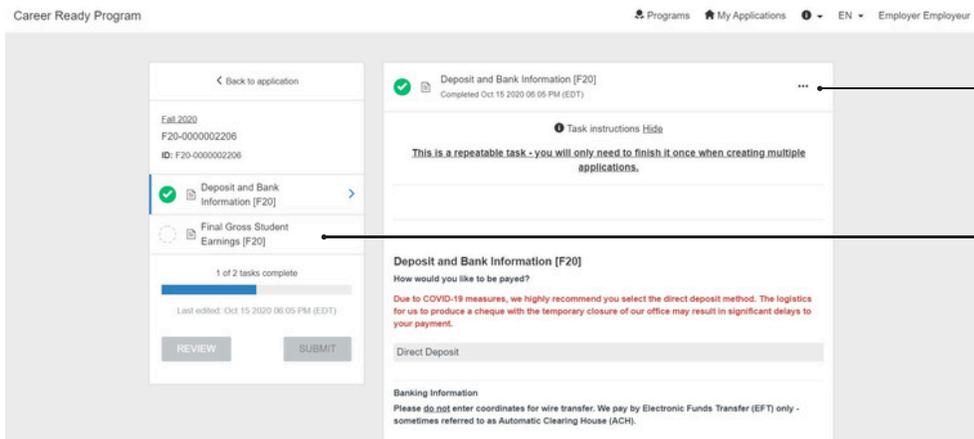
Upload a void cheque or a document from your financial institution confirming your company's banking info, and enter the required fields.

Sign and date.

If you need someone from your finance team to authorize the signature, you can add them as a collaborator.

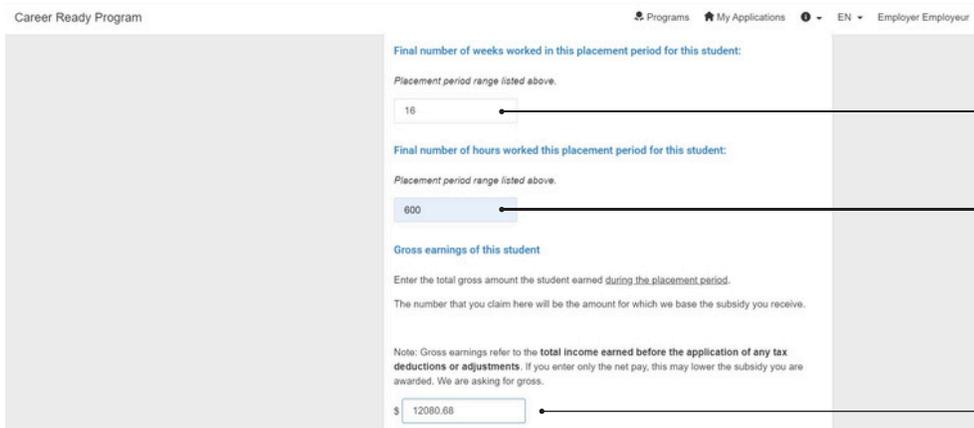
Click **MARK AS COMPLETE**.

Task 2: Final Gross Student Earnings



Notice your **“Deposit and Bank Information”** task is marked complete by the green check mark.

Select **“Final Gross Student Earnings.”**

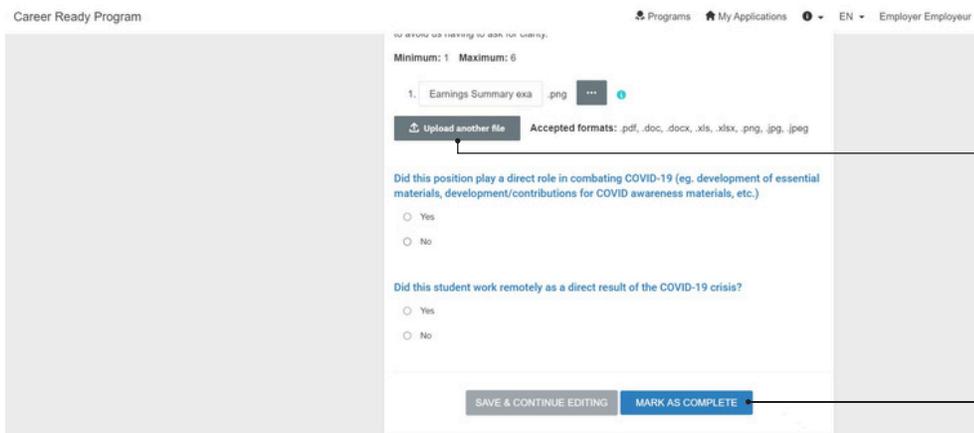


Enter your student’s hours and weeks worked, as well as their total gross earnings.

Upload a document(s) to support the amount of gross pay you claimed. Ideal proof of earnings is a simple document that shows the gross pay of the student from this placement period (ie: Final pay stub or Record of Employment (ROE)).

Payment document(s) must contain: **Student’s full name, dates, gross amounts, company name.**

If you are not using a traditional payroll system and do not have a ROE or T4, 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. Please complete this task at your earliest convenience so that we can process your subsidy in a timely manner.

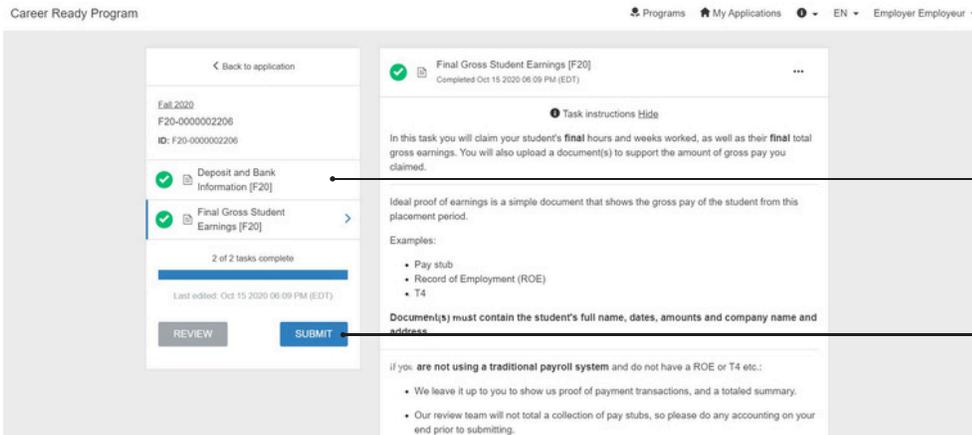


Upload proof of gross pay document.

Click **MARK AS COMPLETE.**

Submit for Final Review

Notice your three new tasks are marked complete. If at any point they are a green half-circle, simply click on the task again and complete it.



Notice your two complete tasks with green check marks. If these are half-circles, simply click on the task again and complete it.

Click **SUBMIT**.

A pop-up will ask you if you wish to review or submit, click **SUBMIT**.

Congratulations! Your application is now in Final Review. You will receive notification via email of your final approved subsidy (which will likely be 75% of your student's gross pay, depending on their eligibility decided in the Initial Review)

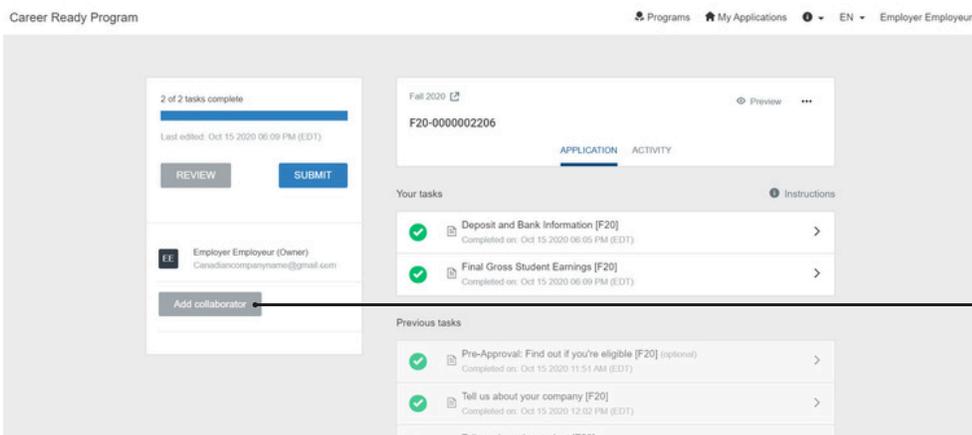
You will receive a receipt via email, and a copy will be sent to the remittance email you supplied in the Payment Forms Stage. The funds will be transferred into the specified account or you will receive a cheque.

Refer to the Payment Schedule on our website to learn when to expect payments; usually 2-4 weeks after the end of the placement period.

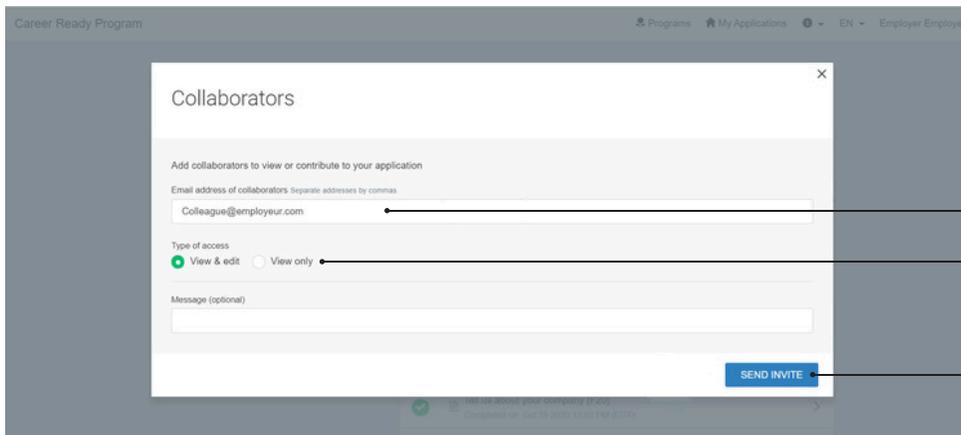
Other

Add collaborator – Link a co-worker to the application

Whether you want to link your accounting department to the application for the **Deposit and Bank Information** task, or you want to have a co-worker aid in the application process, you'll want to add them as a collaborator. You can do this at any point during the application process.



Click **“Add Collaborator.”**

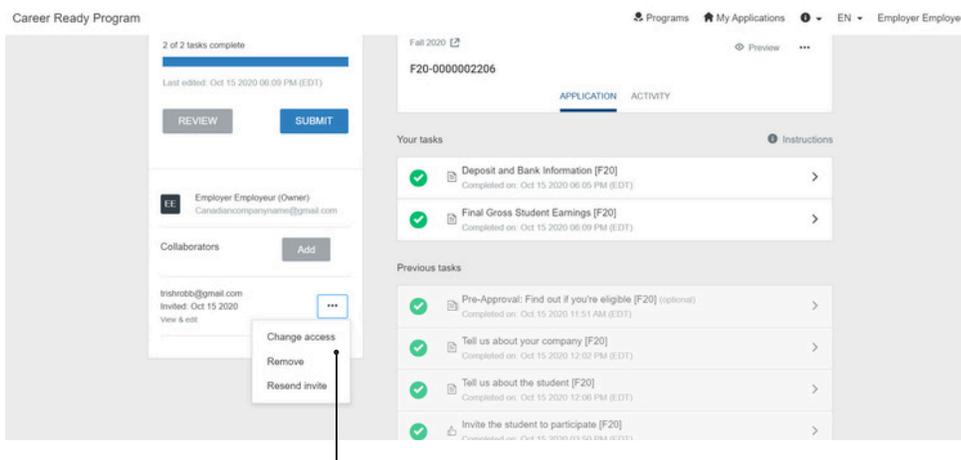


Enter the collaborator's email address.

Select their access to either **“View & edit”** or **“View only.”**

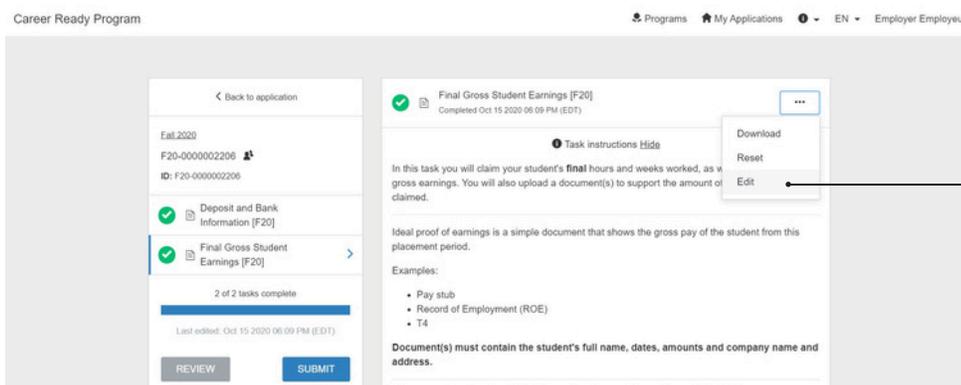
Click **SEND INVITE.**

The collaborator will receive an email from ITAC Emails (or TECHNATION, we are under a rebrand) with the title “Request to Collaborate,” which will direct them to create an account, then they can see the application exactly how you see it.



Notice your collaborator(s) are listed on the left. You can edit their access to and from “View & edit” or “View only” by clicking the three dots, then selecting “Change access.” You can remove them as a collaborator, or you can resend the invitation.

Reset or Edit Task



If you've made a mistake and want to change something:

Click the three dots and select **“Edit.”**

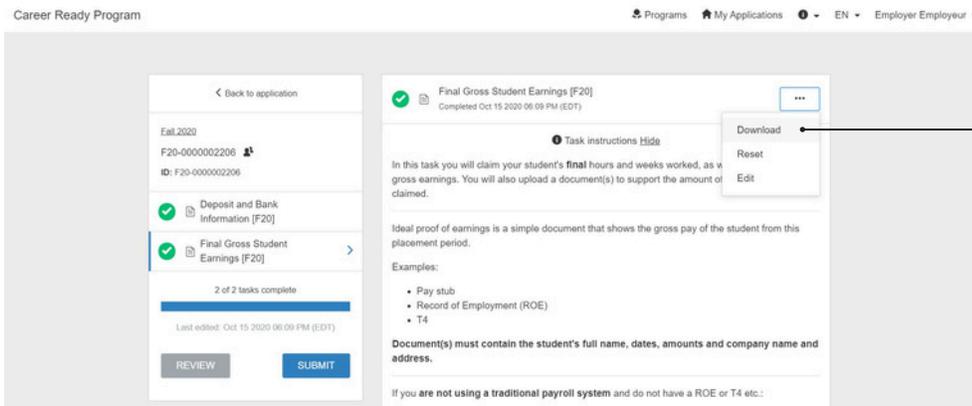
If you would like to clear all the information within the task and start over:

Click the three dots and select **“Reset.”**

Note that if you have already submitted the set of tasks you wish to change for review, you will need to contact careerready@technationcanada.ca and have our team reopen your application internally. This might not be possible if what you are trying to change is your student information after we have approved you and your student. But leave a detailed email so our team can best access how to move forward.

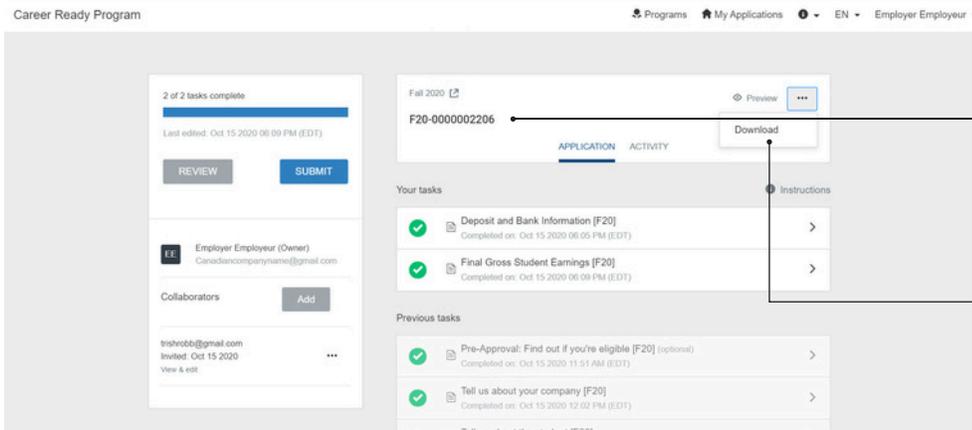
Export a task or application – download for your records

If you wish to download a particular task, first enter the task by clicking on it.



Click the three dots and select **“Download.”**

If you wish to download the entire application, make sure you're on your main page.



Notice your application #. This means you are on the main page and about to download the entire application.

Click the three dots and select **“Download.”**

Begin another application

You can commence another application at any point. You don't need to wait until your first one is submitted before commencing the second and third.

Career Ready Program

Programs My Applications EN Employer/Employee

Final Gross Student Earnings [F20]
Completed Oct 15 2020 06:09 PM (EDT)

Task instructions Hide

In this task you will claim your student's final hours and weeks worked, as well as their final total gross earnings. You will also upload a document(s) to support the amount of gross pay you claimed.

Ideal proof of earnings is a simple document that shows the gross pay of the student from this placement period.

Examples:

- Pay stub
- Record of Employment (ROE)
- T4

Document(s) must contain the student's full name, dates, amounts and company name and address.

If you are not using a traditional payroll system and do not have a ROE or T4 etc.:

- We leave it up to you to show us proof of payment transactions, and a totaled summary.

Click "Programs."

Career Ready Program

Programs My Applications EN Employer/Employee

Programs

Search programs...

Summer 2020
Accepting applications from Mar 2 2020 09:00 AM (EST) to Oct 13 2020 06:00 PM (EDT)
This program is closed.
CA\$5,000.00 to CA\$7,000.00
MORE >

Fall 2020
Accepting applications from Jun 24 2020 07:00 AM (EDT) to Dec 1 2020 11:59 PM (EST)
For work term placements taking place between September 1st and December 31st, 2020
CA\$1.00 to CA\$7,500.00
MORE >

Select the appropriate program for the time period you are looking to have subsidized. If your student's employment with you is overlapping between two or three placement periods, you will need to create separate applications within both programs: two applications for the same student within different time periods. You are eligible for our full subsidy during every four-month-long placement period.

Transfer an application to a co-worker

If you are going on leave or are changing positions, you can transfer your applications to someone else to manage by **adding them as a collaborator** (instructions above). After you have done this, please reach out to **careerready@technationcanada.ca** with the title "Transfer Application Request" in the subject line. Our admin team will be happy to assist you.

If you are an employee who is trying to gain access to applications you know exist but cannot find because the employee who commenced the applications has moved on, please reach out to **careerready@technationcanada.ca** with the title "Retrieve Application Request" in the subject line. Our admin team will be happy to assist you.

Questions?

Visit us online at **technationcanada.ca/careerready** for more information.
Visit our FAQ page or reach out to **careerready@technationcanada.ca**