

NET NEW REQUIREMENTS FOR TALENT OPPORTUNITIES PROGRAM

Net New Requirement

The SWPP program is an economic development effort funded by the federal government to support the growth of Canadian businesses and non-profits. Organizations who wish to participate must demonstrate a projected increase in the number of students hired in their “baseline year” to qualify.

Employer Eligibility

- Your ‘baseline’ year is the fiscal year prior to your first participation in the Student Work Placement Program.
 - The fiscal year is from April 1st – March 31st, we are not using the calendar year (January – December).
 - Note: We will use your baseline year to determine the increase.
 - If you have never accessed SWPP funding, please determine the number of students you hired between April 1st, 2019 - March 31st, 2020 **AND** April 1st, 2020 - March 31st, 2021. The year in which you hired the lower number of students will be your baseline year.
 - How many students were hired in your **baseline** year? (Let’s call this X)
 - How many students will be hired in the **current** fiscal year? (Let's call this Y)
 - Now we can determine if there was an increase in your hiring needs. Subtract Y-X to calculate your ‘net new’ - which is how many student placements you are eligible to receive SWPP funding for
 - The calculation is a total count of all post-secondary students hired regardless of any funding resources received (grants, tax credits, etc.)
 - Only students enrolled in postsecondary institutions should be included in your calculations. High school students are exempt from this program.
 - Non-paid or volunteer positions are **NOT** to be counted as part of the baseline as students were not compensated for their work.
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Employer Example

ABC Company hired a total of 3 students throughout the fiscal year *April 1st 2019– March 31st, 2020* (prior to participating in the Student Work Placement Program).

ABC company must intend to hire at least 5 students in the current fiscal year *April 1st 2021 - March 31st 2022* to qualify for a wage subsidy.

Note: The fiscal year includes three semesters: Fall, Winter, Spring/Summer. The total number of students hired an aggregate number of all three semesters.

Table 1 Example of how employers can calculate net new

ABC COMPANY	<i>April 2019- March 2020</i>			<i>April 2021-March 2022</i>		
	<i>Baseline</i>			<i>Current Year</i>		
Semester	S1	S2	S3	S1	S2	S3
Number of Placements	1	1	1	1	2	2
Total Placements Per Fiscal Year	3			5		
Number of Placements Eligible for SWPP	N/A			2		

Question: My company does not have a higher (projected) number of student placements this year (April 2021- March 2022) compared to baseline year (April 2019-March 2020) for different reasons: full time staff hired, company did not grow, etc.... Will our placements be eligible?

No: If the current year’s placement number is expected to be the same or lower than the baseline year’s placement number, these placements would not be eligible. Only post-secondary students count towards the calculation to determine your increase - i.e. net new number of placements.

How Employers Convey Number of Students Hired on the TOP Application

1. Has your organization previously accessed SWPP funding?
 - a. If yes, what year did you first access the funding?
 - i. How many SWPP eligible students did you hire in the prior year between April 1, to March 31?
 - ii. How many students does your organization intend to hire within the current fiscal year of April 1, 2021 to March 31, 2022? (this includes students you have already hired)
 - b. If your organization has not previously accessed SWPP funding,
 - i. How many students did you hire between April 1, 2019 to March 31, 2020?
 - ii. How many students did you hire between April 1, 2020 to March 31, 2021?
 - iii. How many students does your organization intend to hire within the current fiscal year of April 1, 2021 to March 31, 2022? (this includes students you have already hired)