

# Talent Opportunities Program

## Program Guidelines & FAQs

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## About

The Talent Opportunities Program (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. TOP brings together employers, students, post-secondary institutions and chambers of commerce from across Canada to create quality WIL opportunities. WIL is a term given to activities that combine education and practical workplace experience, such as co-operative education and internships.

WIL opportunities help to bridge the gap between formal post-secondary learning and the skill requirements of Canadian employers. Benefits for students include the opportunity to:

- Develop and improve technical and employability skills (e.g., strategic thinking, problem solving, teamwork);
- Gain work experience and connections to employers in fields related to their academic studies;
- Acquire clarity on career path decisions; and
- Access higher earnings and employment opportunities upon graduation.

TOP provides eligible employers with wage subsidies to hire eligible post-secondary students for paid work experiences. Students benefit from quality work experiences related to their fields of study.

TOP is funded by the Government of Canada's Student Work Placement Program (SWPP).

## How the Program Works

TOP is administered by the OCC in collaboration with the national, regional, and local chambers of commerce network.

In partnership with post-secondary institutions, TOP:

- Provides wage subsidies to employers that offer quality student work placements;
- Creates recruitment opportunities to match students to the right placements; and
- Convenes educators and employers to help align post-secondary education curricula to the skills needs of industry.

## Wage Subsidy Overview

Eligible employers hiring eligible students may receive a wage subsidy for each placement. Any funds awarded must be used exclusively to support the wages of the student. The total value of the subsidy is calculated as follows:

- 50% of the wages (to a maximum of \$5,000) for each 'net new' placement; or
- 70% of the wages (to a maximum of \$7,000) for each 'net new' placement for the following under-represented groups:
  - Women in STEM: Women registered and studying in science, technology, engineering and mathematics (STEM) fields.
  - Indigenous people: People who reported identifying with at least one Aboriginal group, that is, First Nations, Métis or Inuit, and/or those who reported being a Treaty Indian or a Registered Indian as defined by the Indian Act of Canada, and/or those who reported they were members of an Indian band or First Nation.
  - Person with disabilities: An individual who has a difficulty or impairment due to a long-term condition or health problem and/or experiences a limitation in their daily activities.
  - Newcomer to Canada: Immigrants who immigrated within the last 5 years.
  - First-year student: Students registered in the first year of their program at a post-secondary institution.
  - Visible minority:
    - Black;
    - South Asian (e.g., East Indian, Pakistani, Sri Lankan);
    - Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai);
    - Chinese;
    - Korean;
    - Japanese;
    - Filipino;
    - West Asian (e.g., Iranian, Afghan);
    - Arab;
    - Latin American; and
    - Other groups.

Please note that there is a limited pool of funding to support subsidies at the 70% level for under-represented groups. Should funding be exhausted, your application is still eligible for a subsidy at the 50% level.

Placements must be 'net new' to qualify for funding. Net new is determined by subtracting the number of students hired by an employer in the fiscal year prior to first receiving SWPP funding (through TOP or another SWPP delivery partner), also known as the baseline number of students hired, from the number of students the employer is intending to hire in the current fiscal year (including those already hired). Only incremental placements above the baseline number of students hired are eligible for funding. The fiscal year (April 1 to March 31) for which the baseline number of students hired is calculated is determined as follows:

- For employers that accessed SWPP funding for the first time in year 2017, 2018 or 2019, use the original baseline year prior to first receiving SWPP funding.
- For employers that accessed SWPP funding for the first time in year 2020, use year 2019.
- For employers that accessed SWPP funding for the first time in year 2021, use the lesser of year 2019 or 2020.

Subsidies for each placement are calculated based on wages earned within a specified funding term. In general, these terms are summer (May 1 to August 31), fall (September 1 to December 31) and winter (January 1 – March 31). The winter term may be extended to April 30 at the discretion of the OCC.

The final subsidy amount will be calculated by the OCC and will be determined at the end of the placement term upon receipt of all supporting documents. This shall include a final accounting of each placement's actual length and total wages paid to the student (i.e., pay stubs). The OCC shall have the right to deny payment should the employer fail to provide all required information and documents to the satisfaction of the OCC. All payments provided by OCC shall be considered final.

Placements can be partially government-funded from non-federal sources, but only funds from non-governmental sources can be subsidized under this program (for example, a position paid with 60% provincial grant funding is only eligible for a subsidy on the 40% of the non-governmental funds). Employers must disclose if and by how much a placement is being partially funded by other government sources.

Employers may only benefit from a subsidy once per student per term, may not receive funding for the same placement from more than one SWPP funding partner, and will not collect the subsidy in a way that results in a net financial benefit or profit.

## Program Eligibility

### Employers are:

- A registered Canadian business or not-for-profit organization located anywhere in Canada. Some exclusions apply. Please see below for a list of exclusions.
- Willing to provide a quality WIL experience to a post-secondary student.
- Committed to paying the student in full for the duration of the placement (the wage subsidy will be administered after receiving all supporting information and documents, including pay stubs, at the end of the placement term).
- In compliance with all federal, provincial, and territorial human rights and labour legislation, regulations, and any other relevant standards, such as the Occupational Health and Safety Act and the Employment Standards Act in Ontario, and any similar legislation in other jurisdictions.
- Covered by Workplace Safety and Insurance Board (WSIB) or alternate workplace insurance.
- Only submitting applications for placements that are not subsidized by the federal government under another funding program.

### Exclusions:

- Federal, provincial, territorial, or municipal governments. Organizations which are extensions of a federal, provincial, territorial, or municipal government, such as crown corporations, hospitals, public long-term care facilities, and post-secondary institutions are not eligible.

- Members of the House of Commons and the Senate.
- Organizations that engage in partisan political activities.
- Major financial sector employers (see FAQs for more information).
- Please note that this list of exclusions may not be exhaustive. The OCC reserves the right to amend eligibility criteria at our discretion.

### Students are:

- Registered as a domestic student in a recognized Canadian post-secondary institution (international students are not eligible).
- Canadian citizens, permanent residents, or persons to whom refugee protection has been conferred under the Immigration and Refugee Protection Act.
- Legally entitled to work in Canada in accordance with relevant federal, provincial or territorial legislation and regulations.
- Registered in a program or course with a WIL component as part of their study plan.
- Registered in a full-time or part-time program in any field of study.

### Placements

- Placements must be 'net new' to qualify for funding (see the "Wage Subsidy Overview" section for more information).
- Full-time or part-time positions.
- The student must be on the employer's payroll and employers must be applying all applicable deductions, such as employment insurance (contractors are not eligible).
- The work experience is taking place in Canada.
- Work from home placements are eligible.
- Apprenticeships in a skilled trade are not eligible.
- Placements must be recognized and/or validated by the student's post-secondary institution.
- Wages covered by a wage subsidy cannot be counted toward any tax credits. It is the employer's responsibility to follow their provincial tax credit guidelines and consult a tax professional.
- Placements can be partially government-funded from non-federal sources, but only funds from non-governmental sources can be subsidized under this program (for example, a position paid with 60% provincial grant funding is only eligible for a subsidy on the 40% of the non-governmental funds). Employers must disclose if and by how much a placement is being partially funded by other government sources.

### How to Apply

Applications may be submitted through the online portal at <http://occ.magnet.today/>. If you have an existing Magnet or Outcome Campus Connect account, you may log in with your existing credentials. Otherwise, please create a new employer account.

Once logged in, you will find a link for the Student Work Placement Program (SWPP). Please click the “Apply Now” box to be taken to the application portal.

While applications may be started before a student has been hired, applications will only receive conditional approval after an eligible student has been hired and all required information and documents are submitted. Employers must ensure they and the student meet the eligibility criteria.

When applying, please ensure you have the following information about the student:

- First and last name
- Email address (please use the student’s personal email address)
- Phone number
- Student number
- Enrollment status (full-time, part-time)
- Type of degree (bachelor’s, master’s, doctorate, university certificate/diploma, college/CEGEP certificate/diploma)
- Program of study
- Year of study
- Post-secondary institution
- Post-secondary institution contact information (if applicable)

The following documents will also need to be uploaded:

- Employment contract or letter signed by the student and the employer that includes the following information:
  - Company name
  - Title of position
  - Job description/responsibilities
  - Start and end dates
  - Hourly wage
- Proof of Canadian citizen, permanent resident or refugee status (accepted documents include government issued ID, such as a passport, birth certificate, permanent resident card, etc.; SIN cards, health cards and driver’s licenses are not acceptable)
- Proof of enrollment: placements must be recognized and/or validated by the student’s post-secondary institution through a signed document from the post-secondary institution (e.g. co-op document, letter, etc.) indicating the student is registered in a program or course where a WIL component is part of their study plan and the placement is recognized as satisfying their WIL requirements (transcripts are generally not acceptable)

After an application is submitted, the student will be invited to complete the online student information form and sign the Student Agreement. Employers may collect the Student Agreement and upload the document when submitting their application, otherwise the student will be asked to submit the document when completing the student information form. A signed Student Agreement is required for application approval.

Employers will also be provided an Appendix E for completion by the student's post-secondary institution to confirm eligibility of the student.

When an application is granted conditional approval, the employer will be required to sign a Recipient Agreement and funds will be set aside for the wage subsidy. Employers are encouraged to review the Recipient Agreement and the terms and conditions contained therein prior to submitting an application.

Please note that funding is available on a first-come first-serve basis. Funding will only be reserved after an application receives conditional approval and a Recipient Agreement is signed. Your application will be placed on the waitlist if funding is exhausted.

## What to Expect After Condition Approval

After an application has received conditional approval and a Recipient Agreement has been fully executed, employers will be asked to submit the following at the appropriate time:

- Void cheque or banking information of the employer
- First pay stub for the student
- Mid-term check-in
- Last pay stub for the student
- Employer exit survey

When a subsidy has been fully approved, the employer will receive a Final Award Letter to be signed and returned. The employer will also invoice the Ontario Chamber of Commerce for the amount specified in the Final Award Letter. Funds will be paid to the employer via direct deposit.

## Contact Us

For more information about TOP, please send an email to [top@occ.ca](mailto:top@occ.ca).



## Frequently Asked Questions (FAQs)

If you have a question not covered here, please send an email to [top@occ.ca](mailto:top@occ.ca).

### Employer Eligibility

**Q: Can an employer be located anywhere in Canada?**

A: Yes. Employers must be registered Canadian businesses or not-for-profit organizations and may be located anywhere in Canada.

**Q: Are school boards eligible for TOP?**

A: No. Organizations which are extensions of a federal, provincial, territorial or municipal government are generally not eligible for TOP.

**Q: Are start-ups eligible for TOP?**

A: Yes.

**Q. Are financial sector employers eligible for TOP?**

A: Major financial sector employers are generally not eligible for TOP. Furthermore, businesses that underwrite loans are generally not eligible. Employers that are not eligible, include, but are not limited to:

- Aequitas Innovations
- ALT5
- AON
- Aviva
- BMO Financial Group
- Canada Infrastructure Bank
- Capital One
- CIBC
- Desjardins
- HSBC Bank Canada
- Intact Financial Corporation
- NEO Exchange
- OMERS
- Ontario Teachers' Pension Plan
- PolicyMe
- Royal Bank of Canada
- Scotiabank
- Sun Life Financial
- Swiss Re

- Tangerine
- TD Bank Group (including TD Securities)
- TMX Group
- Travelers Canada State Street
- Westoba Credit Union

If your organization operates in the financial sector and is not listed above, please contact us for clarification.

## Student Eligibility

### **Q: The student I want to hire is a family member. Is this acceptable?**

A: Hiring a family member falls under our conflict-of-interest guidelines in our terms and conditions. Generally, hiring a family member will not be eligible for TOP funding. Employers must disclose a potential conflict of interest.

### **Q: Are graduate students eligible for TOP?**

A: Yes. Students enrolled in master's or PhD programs are eligible for TOP.

### **Q: Can a student be in any year of study?**

A: Yes. Post-secondary students may be at any stage of their program of study.

### **Q: What is meant by “registered in a program or course with a WIL component as part of their study plan”?**

A: The student must be enrolled in a post-secondary program or course with a WIL component applicable to the semester of the work placement. A student hired for a job would not be eligible for TOP if that job were not satisfying a WIL component of the student's program or course of study.

### **Q: If a student was hired in the Fall 2020 term with TOP support, can the same student be rehired in the Winter 2021 term and be eligible for TOP again?**

A: If the student has another WIL component as part of their program or course of study in the Winter 2021 term, the student would be eligible for TOP again. A new application would need to be submitted.

### **Q: Are students enrolled at private post-secondary institutions eligible for TOP?**

A: Students must be enrolled at a recognized Canadian post-secondary institution. Please see Appendix A for a list of eligible post-secondary institutions. If your post-secondary institution is not listed, please contact us for clarification.

## Work Placements

### **Q: Are apprenticeships eligible for TOP?**

A: No. Apprenticeships in a skilled trade are not eligible for TOP.

**Q: Can students be hired as a contractor, or must they be on the company payroll?**

A: The student must be on the employer's payroll and employers must be applying all applicable deductions, such as employment insurance. Contractors are not eligible for TOP.

**Q: Is there a minimum or maximum length for the placement, in weeks or hours per week?**

A: No. There is no minimum or maximum length so long as the placement satisfies the WIL requirements of the student's program or course of study. Placements may be part-time or full-time. The only maximum is the amount of funding that can be received per placement.

**Q: Are summer jobs eligible for TOP?**

A: Yes. Summer jobs are eligible for TOP so long as the student is satisfying a WIL component of the student's program or course of study.

**Q: What is meant by 'net new' placements?**

A: Placements must be 'net new' to qualify for funding. Net new is determined by subtracting the number of students hired by an employer in the fiscal year prior to first receiving SWPP funding (through TOP or another SWPP delivery partner), also known as the baseline number of students hired, from the number of students the employer is intending to hire in the current fiscal year (including those already hired). Only incremental placements above the baseline number of students hired are eligible for funding. The fiscal year (April 1 to March 31) for which the baseline number of students hired is calculated is determined as follows:

- For employers that accessed SWPP funding for the first time in year 2017, 2018 or 2019, use the original baseline year prior to first receiving SWPP funding.
- For employers that accessed SWPP funding for the first time in year 2020, use year 2019.
- For employers that accessed SWPP funding for the first time in year 2021, use the lesser of year 2019 or 2020.

**Q: What if the student hired for a work placement doesn't work out?**

A: Most post-secondary institutions with WIL programs have WIL and student advisors who can address employers' concerns and find a solution. Please contact the post-secondary institution. Placements that end early are still eligible for funding so long as the shortened placement satisfies the student's WIL requirements. Confirmation from the post-secondary institution may be required.

## Funding

**Q: Can an employer hire more than one student?**

A: Yes. An employer may apply for TOP for more than one student/placement so long as the 'net new' provision is satisfied.

**Q: Can other federal funding programs, such as the Canada Summer Jobs Grant or the Canada Emergency Wage Subsidy, be used in conjunction with TOP to fund placements?**

A: No. Employers receiving any other federal funds to support the wages of the placement may not apply for TOP funding. This program does not allow federal funding to be 'stacked'.

**Q: Can non-federal funding be 'stacked' with TOP?**

A: Placements can be partially government-funded from non-federal sources, but only funds from non-governmental sources can be subsidized under the program. For example, a placement paid with 60% provincial grant funding is only eligible for a subsidy on the 40% of the non-governmental funds used to pay for the placement. If your placement is partially funded by provincial, territorial, or municipal government funding, you must inform us when you apply.

**Q: Can employers postpone placements after a Recipient Agreement end date?**

A: No. Employers approved for funding must ensure placement(s) occur before the Recipient Agreement end date or request an extension.

**Q: What wages are eligible for the wage subsidy?**

A: Gross wages paid to the student are eligible for the wage subsidy up to the maximum limits.

**Q: How much funding is available through TOP? Will you run out of money?**

A: Funding is available on a first-come first-serve basis. Funding will only be reserved after an application receives conditional approval and a Recipient Agreement is signed. Your application will be placed on the waitlist if funding is exhausted.

**Q: If the student is from an under-represented group, is the student automatically eligible for a wage subsidy at the 70% level?**

A: There is a limited pool of funding to support subsidies at the 70% level for under-represented groups. Should funding be exhausted, your application is still eligible for a subsidy at the 50% level. Students must self-identify as a member of an under-represented group in the Student Agreement to qualify for a subsidy at the 70% level.

**Q: Should I apply under multiple semesters if the student's placement takes place over more than one term? For example, if the placement takes place between September 2020 and March 2021, can I apply under the Fall 2020 and Winter 2021 terms and thus receive two subsidies for this student?**

A: The term in which a placement is categorized is typically the term in which the placement started. Therefore, a placement that began in September 2020 would qualify for a Fall 2020 subsidy even if its end date is after December 31, 2020. A placement would be eligible to receive two subsidies only if there are two WIL components in the student's program or course of study. If this applies to your student, you will need to submit two applications for this student (one for each term), and they would count as two placements.

## Application Process for Employers

**Q: What information about my organization do I need when I apply?**

A: The following information will be required about the employer:

- Organization legal name (please note that the organization name on the employment contract/letter should be the same as the organization name on the paystubs and void cheque)
- Website
- Number of employees (0-99, 100-499, 500+)
- Business registration number
- Baseline number of students hired by your organization (see the “Wage Subsidy Overview” section for more information about ‘net new’)
- Address
- Contact information

**Q: What if the organization name on our employment contract/letter, paystubs and void cheque do not match?**

A: If the organization name does not match across these documents, additional information must be provided to confirm that all three names belong to one and the same organization. The organization hiring the student must be the same as the organization paying the student which must be the same as the organization funding is awarded to.

**Q: What information about the placement do I need when I apply?**

A: The following information will be required about the placement:

- WIL type (please see the [CEWIL Canada](#) website for definitions)
- Job title
- Job description
- Placement duration (in weeks)
- Hours per week
- Hourly wage
- Address
- Start and end dates
- Supervisor name and contact information

**Q: What information about the student do I need when I apply?**

A: While applications may be started before a student has been hired, applications will only be approved after an eligible student has been hired and all required information and documents are submitted. The following information will be required about the student:

- First and last name
- Email address (please use the student’s personal email address)
- Phone number
- Student number
- Enrollment status (full-time, part-time)
- Type of degree (bachelor’s, master’s, doctorate, university certificate/diploma, college/CEGEP certificate/diploma)

- Program of study
- Year of study
- Post-secondary institution
- Post-secondary institution contact information (if applicable)

The following documents will also need to be uploaded:

- Employment contract or letter signed by the student and the employer that includes the following information:
  - Company name
  - Title of position
  - Job description/responsibilities
  - Start and end dates
  - Hourly wage
- Proof of Canadian citizen, permanent resident or refugee status (accepted documents include government issued ID, such as a passport, birth certificate, permanent resident card, etc.; SIN cards, health cards and driver's licenses are not acceptable)
- Proof of enrollment: placements must be recognized and/or validated by the student's post-secondary institution through a signed document from the post-secondary institution (e.g. co-op document, letter, etc.) indicating the student is registered in a program or course where a WIL component is part of their study plan and the placement is recognized as satisfying their WIL requirements (transcripts are generally not acceptable)

**Q: What happens after I submit an application?**

A: Your application will be reviewed, and you will receive an email with further instructions. Applications may be waitlisted if funding is not currently unavailable.

**Q: Can I apply for TOP before hiring a student?**

A: Employers may apply for TOP before hiring a student. However, applications will only receive conditional approval after an eligible student has been hired and all required information and documents are submitted. Employers must ensure they and the student meet the eligibility criteria.

**Q: Can I apply once for multiple placements, or do I have to submit one application per placement?**

A: You need to submit a new application for each placement. However, you can save your organization information the first time you complete an application, so only the placement and student information will need to be filled out every time.

**Q: Are placements that have already started or already ended eligible for the program?**

A: Employers may apply for a retroactive wage subsidy for a placement in progress or a placement which has already ended so long as the applicable term (e.g., Winter 2022) can still be selected in the online application. If the term is no longer available for selection, the application window has closed.

## Application Process for Students

### **Q: As a student, what information and documents do I need to provide?**

A: When your employer submits an application naming you as the student they have hired, you will receive an email asking you to fill out an online student information form. You will also be asked to download, complete, and email back a signed Student Agreement.

Your employer will also ask you to provide them with the following documents to submit as part of their application:

- Proof of Canadian citizen, permanent resident or refugee status (accepted documents include government issued ID, such as a passport, birth certificate, permanent resident card, etc.; SIN cards, health cards and driver's licenses are not acceptable)
- Proof of enrollment: placements must be recognized and/or validated by the student's post-secondary institution through a signed document from the post-secondary institution (e.g. co-op document, letter, etc.) indicating the student is registered in a program or course where a WIL component is part of their study plan and the placement is recognized as satisfying their WIL requirements (transcripts are generally not acceptable)

These documents are required to approve your employer's application for a wage subsidy for your work placement. Please help your employer with these documents.

Students will also be asked to complete a student exit survey at the end of the work term.

## Appendix A: List of Recognized Post-Secondary Institutions

If your post-secondary institution is not listed, please contact us for clarification.

Academy of Learning Career College  
Acadia University  
Alberta University of the Arts  
Algoma University  
Algonquin College  
Assiniboine Community College  
Athabasca University  
Aurora College  
Bishop's University  
Boucher Institute of Naturopathic Medicine  
Bow Valley College  
Brandon University  
British Columbia Institute of Technology  
Brock University  
Cambria College  
Cambrian College  
Camosun College  
Canadian Institute of Planners  
Canadian Mennonite University  
Canadore College  
Cape Breton University  
Capilano University  
Carleton University  
Carlton Trail Regional College  
Cégep André-Laurendeau  
Cégep Beauce-Appalaches  
Cégep de Baie-Comeau  
Cégep de Chicoutimi  
Cégep de Drummondville  
Cégep de Granby  
Cégep de Jonquière  
Cégep de la Gaspésie et des Îles  
Cégep de La Pocatière  
Cégep de l'Abitibi-Témiscamingue  
Cégep de Lévis-Lauzon  
Cégep de l'Outaouais  
Cégep de Matane  
Cégep de Rimouski  
Cégep de Rivière-du-Loup



Cégep de Sainte-Foy  
Cégep de Saint-Félicien  
Cégep de Saint-Hyacinthe  
Cégep de Saint-Jérôme  
Cégep de Saint-Laurent  
Cégep de Sept-Îles  
Cégep de Shawinigan  
Cégep de Sherbrooke  
Cégep de Sorel-Tracy  
Cégep de Thetford  
Cégep de Victoriaville  
Cégep du Vieux Montréal  
Cégep Édouard-Montpetit  
Cégep Garneau  
Cégep Gérald-Godin  
Cégep Heritage College  
Cégep Limoilou  
Cégep Marie-Victorin  
Cégep régional de Lanaudière  
Cégep Saint-Jean-sur-Richelieu  
Cégep Trois-Rivières  
Centennial College  
Centre de formation professionnelle Chandler-Bonaventure  
CFP Compétences Outaouais  
Champlain Regional College  
Coast Mountain College  
Collège Ahuntsic  
College Boreal  
Collège Communautaire du Nouveau-Brunswick  
Collège d'Alma  
Collège de Bois-de-Boulogne  
Collège de l'île  
Collège de Maisonneuve  
Collège de Rosement  
Collège de Valleyfield  
Collège Jean-de-Brébeuf  
Collège Laflèche  
Collège LaSalle  
Collège Lionel-Groulx  
Collège Montmorency  
Collège nordique francophone  
College of New Caledonia  
College of the North Atlantic

College of the Rockies  
Collège Rosemont  
Concordia University  
Concordia University of Edmonton  
Conestoga College of Applied Arts & Technology  
Confederation College of Applied Arts & Technology  
Conservatoire de Musique et D'Art Dramatique de Montréal  
Cumberland Regional College  
Dalhousie University  
Dawson College  
Douglas College  
Durham College of Applied Arts and Technology  
Eastern Shores School Board  
École de Technologie Supérieure  
École des Métiers de l'Aérospatiale de Montréal  
École Nationale d'administration Publique  
Emily Carr University of Art + Design  
Fanshawe College of Applied Arts & Technology  
First Nations University of Canada  
Fleming College  
Gabriel Dumont Institute  
George Brown College  
Georgian College  
Grande Prairie Regional College  
Great Plains College  
HEC Montreal  
Herzing College  
Holland College  
Humber College Institute of Technology & Advanced Learning  
Huron University College  
Institut de Technologie Agricole  
John Abbott College (Cegep)  
Justice Institute of British Columbia  
Keyano College  
Kwantlen Polytechnic University  
La Cité Collegiale  
Lakehead University  
Lakeland College  
Lambton College  
Langara College  
Laurentian University  
Lethbridge College  
Loyalist College

MacEwan University  
Manitoba Institute of Trades and Technology  
Maritime College of Forest Technology  
McGill University  
McMaster University  
Medicine Hat College  
Memorial University of Newfoundland  
Metro College of Technology  
Mohawk College  
Montreal College of Information Technology  
Mount Allison University  
Mount Royal University  
Mount Saint Vincent University  
New Brunswick Community College  
Niagara College  
Nicola Valley Institute of Technology  
Nipissing University  
Norquest College  
North Island College  
North West College  
Northern Alberta Institute of Technology  
Northern College of Applied Arts  
Northern Lakes College  
Northern Lights College  
Northern Ontario School of Medicine  
Northlands College  
Nova Scotia Community College  
NSCAD University  
Nunavut Arctic College  
Okanagan College  
Olds College  
Ontario College of Art and Design University  
Ontario Tech University  
Parkland College  
Polytechnique Montréal  
Portage College  
Queen's University  
Red Deer College  
Red River College  
Redeemer University  
Royal Military College  
Royal Roads University  
Ryerson University

Saint Mary's University  
Saint Paul University  
Saskatchewan Indian Institute of Technologies  
Saskatchewan Polytechnic  
Sault College of Applied Arts  
Selkirk College  
Seneca College  
Sheridan College  
Simon Fraser University  
Southeast College  
Southern Alberta Institute of Technology  
St Lawrence College  
St. Clair College  
St. Francis Xavier University  
St. Mary's University  
St. Stephen's University  
St. Thomas University  
The King's University  
The Royal Conservatory of Music  
Thompson Rivers University  
Trent University  
Trinity Western University  
Tyndale University  
Université de Moncton  
Université de Montréal  
Université de Saint-Boniface  
Université de Sherbrooke  
Université du Québec  
Université Laval  
Université Sainte-Anne  
University College of the North  
University of Alberta  
University of British Columbia  
University of Calgary  
University of Guelph  
University of Guelph-Humber  
University of Lethbridge  
University of Manitoba  
University of New Brunswick  
University of Northern British Columbia  
University of Ottawa  
University of Prince Edward Island  
University of Regina

University of Saskatchewan  
University of the Fraser Valley  
University of Toronto  
University of Victoria  
University of Waterloo  
University of Windsor  
University of Winnipeg  
Vancouver Community College  
Vancouver Island University  
Vanier College (Cegep)  
Western University  
Wilfrid Laurier University  
Willis College  
York University  
Yukon College