Economic driver

The bio-economy can be defined as the economic activity associated with the invention, development, production and use of products and processes that are based primarily on biological resources. It is multi-disciplinary in that it cuts across health, energy, agriculture, chemicals and materials industries.

BioTalent Canada is focused on growing the bio-economy by building partnerships and skills to ensure the industry has access to job-ready people. As the HR partner of the industry and a national non-profit, BioTalent Canada successfully:

- connects employers with job seekers,
- conducts labour market research,
- delivers human resource tools,
- provides skills development and
- offers wage subsidies.

Wage subsidy track record

Growth in wage subsidy placements and programs reflect employer demand in addition to opportunities to develop and employ talent. The figure below captures the success of the full scope of BioTalent Canada programs that deliver results for Canadians, fueled by Employment and Social Development Canada funding (ESDC).
Student Work Placement Program (SWPP) since 2017 at-a-glance

1710 PLACEMENTS SINCE PROJECT LAUNCH

1594 UNIVERSITY STUDENTS

116 COLLEGE, POLYTECHNIC, AND CÉGEP STUDENTS

Post-secondary institutions participation:
- 38 universities
- 16 colleges
- 3 polytechnique
- 2 Cégep

PARTICIPANT ENGAGEMENT

22 YEARS AVERAGE AGE

$34,562/YEAR AVERAGE SALARY

97% Were satisfied with the overall experience
Felt they were better positioned to secure employment in their field

Type of placements
- Co-op 93% (1593)
- Internship 5% (87)
- Other 0.5% (4)

Level of education
- Bachelor 89% (1529)
- Masters 4% (72)
- Certificate 1% (15)
- PhD 0.5% (6)
- Declined to answer 0.5% (9)

Year of study
- Third 39% (671)
- Second 23% (385)
- Fourth 24% (409)
- Declined to answer 1% (19)
- First 11% (190)

Level of education

- Bachelor 89% (1529)
- Masters 4% (72)
- Certificate 1% (15)
- PhD 0.5% (6)
- Declined to answer 0.5% (9)

1 Student Work Placement Program participant applications as of June 30, 2020, BioTalent Canada
PARTICIPANTS FROM UNDERREPRESENTED GROUPS

60% of participants (i.e. female, 1st year student, person with disability, visible minority, Indigenous, new immigrant)

Participants by gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Females</td>
<td>965</td>
</tr>
<tr>
<td>Males</td>
<td>735</td>
</tr>
<tr>
<td>Declined to answer</td>
<td>10</td>
</tr>
</tbody>
</table>

Self-identified disability

- 29

New immigrant

- 16

Self-identified Indigenous Group

- 18

EMPLOYER ENGAGEMENT

644 employer participants

2. Average number of placements per employer
   - 99% would participate again
   - 99% satisfaction
   - 99% would continue the collaborative relationship with the post-secondary institution

Would the co-op position have been created without the SWPP subsidy?

- 36% No, it would not have been created
- 10% Yes, it would have been created anyway
- 4% Not sure
- 50% Subsidy allowed additional placements, finances or resources

Placements by province

1710 placements since project launch

- British Columbia: 487
- Alberta: 46
- Manitoba: 26
- Ontario: 199
- Quebec: 199
- Newfoundland and Labrador: 15
- Prince Edward Island: 2
- New Brunswick: 18
- Nova Scotia: 29
- Yukon: 1
- Northwest Territories: 9
- Nunavut: 8
- New Brunswick: 2
- Saskatchewan: 870
- British Columbia: 1
Student Work Placement Program Impact

“During these trying times, when the pandemic has been so disruptive to our industry, it has been essential for us to have the assistance of the co-op placement, as well as the financial support to focus on supporting industry initiatives."
- Shana Cristoferi, BioNova (Halifax, NS)

“As a student with limited professional experience, I was thrown into science-heavy conversations with experienced individuals. Through this experience I developed my ability to network, present, and maintain conversation with scientific language."
- Jose Uriel Perez, program participant

“I have learned to be adaptable and work well in teams. I also have greater confidence in my qualifications and ideas. I learned how to manage and work for multiple stakeholders and contribute to process improvements within the organization. This experience gave me the opportunity to apply what I have previously learned in the classroom. It has been a truly rewarding and educational experience."
- Brendan Fera, program participant

FEATURED CO-OP PROGRAMS

National Report Release
Amplifying Success – The value of a STEM education for the bio-economy

Today, more students graduate from Canadian post-secondary institutions with bio-economy-related degrees than ever. These graduates are in high demand within the various bio-economy sub-sectors and from other industries. Unemployment rates in 2019 among people with STEM-related post-secondary education were at an historic low.

Roundtable discussions made three determinations:
1. There is a need for flexible initiatives to facilitate connections between graduates and industry.
2. A greater emphasis must be placed on transitioning international students to permanent Canadian residents.
3. Increased resources are required to assist employers navigate immigration issues for recruitment of new talent.

biotalent.ca/reports

Funded in part by the Government of Canada's Student Work Placement Program.