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canadian association of student financial aid administrators

association canadienne des responsables de l'aide financière aux étudiants

2016-2017

Policy Positions



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Canadian Association of Student Financial Aid Administrators (CASFAA) Policy Positions for 2016/17

CASFAA applauds the 2016 Federal Budget for the impactful measures to the Canada Student Loan Program including the increase of grants for students from low- and middle-income families and relief in loan repayment. While we gratefully acknowledge that some of our long-standing policy positions were reflected in the 2016 Budget, substantial challenges remain for post-secondary education students who rely on student financial assistance to access and persist in their studies:

1. The continued **gap between student need and the availability of government student assistance**, which is commonly referred to as 'unmet need'.
2. The **complex nature of the current student aid delivery infrastructure** which places undue risk on loan recipients.
3. Inconsistent access to **financial literacy education** that may hinder academic and career pursuits.

CASFAA believes that the following recommendations will improve the Canada Student Loan Program and ensure that all Canadians have the option of contributing to national prosperity by completing post-secondary education.

The summary below is followed by more detailed explanations.

Recommendation 1	Increase weekly assistance limits.
Recommendation 2	Expand the lifetime limit for PhD students with permanent disabilities.
Recommendation 3	Create a more compassionate appeal process for students with permanent disabilities with respect to time limits and additional costs.
Recommendation 4	Establish an unsubsidized parental loan program for post-secondary study to meet expected contributions.
Recommendation 5	Consider the student loan payments of applicants' spouse/partner when completing calculation of assessed contribution.
Recommendation 6	Appeal process to protect at-risk students from flat rate student contribution.
Recommendation 7	Extend federal government need-based assistance to establish a National Student Work Study Program.
Recommendation 8	Exempt institutional need-based bursaries from the Canada Student Loans Program assessment.
Recommendation 9	Recognition of dependents up to age 18.

Recommendation 10	Reduce interest rates to prime or better.
Recommendation 11	Reinstate the Interest-Free Status 6 (six) months after graduation.
Recommendation 12	Review program eligibility for the Part-Time loan program.
Recommendation 13	Introduce an electronic Master Student Financial Assistance Agreement for the Part-Time loan program.
Recommendation 14	Develop a Canada Student Grant Program for Indigenous Students within the CSLP Program.
Recommendation 15	Review remaining education-related tax credits, to further fund the costs of CSLP enhancements directly targeting high need and under-represented students.
Recommendation 16	Ensure a single portal provides critical and holistic information regarding lenders, amounts, and status of all government student assistance awarded.
Recommendation 17	Implement mandatory entrance and exit counseling for students who acquire loans through CSLP.
Recommendation 18	Create training program for “How to prepare for Postsecondary Education” to be directed at high school students, to create early familiarity around government student financial assistance.

Comprehensive Weekly Assistance Maximums

According to the July 2014 Actuarial Report of the Canada Student Loan Program tabled before Parliament in January 2016, the percentage of students at the loan limit is 35.7% in 2013-14 and will increase to 44.7% by 2018-19 and 81.8% by 2038-39. Expenses, including an average tuition rise from \$6,900 to \$19,500 during the same period, will increase faster than resources.

While the enhancement to Canada Student Grants effective 2016-17 will have some positive impact on this projection, it is clear that accessibility to post-secondary education will be compromised in the years ahead if measures are not taken to increase overall funding to students.

Recommendation 1

Increase weekly assistance limit of the Canada Student Loan Program, indexed annually to inflation.

Lifetime Assistance Limits for Students with Permanent Disabilities

Students are no longer eligible for financial assistance once they complete a student period exceeding the prescribed number of weeks. The current limit is 340 weeks for Undergraduate and Masters degrees, and 400 weeks for PhD candidates. Students with recognized permanent disabilities have a lifetime limit of 520 weeks, and while this is a fairly significant time extension for undergraduate and Masters students, this only provides a disproportionate two additional years of studies for a PhD student with disabilities. In all cases, appeals for disability-related additional costs and study extensions are possible, but require an annual (and manual) process. Graduate students with disabilities are particularly vulnerable because they tend to access the Disability Office or Graduate Studies within their Educational Institutions for overall support rather than CSLP experts in the Financial Aid Offices.

Recommendation 2

Expand the lifetime limit for PhD students with disabilities to receive financial assistance to avoid manual appeal processes which add uncertainty (and therefore stress) around multi-year financial plans during studies.

Recommendation 3

Consider (and give higher visibility to) a more compassionate appeal process for students with disabilities with respect to borrowing limits and additional costs so that students can have a sound financial plan by securing their CSLP funding to the expected duration of their studies. This will ensure persistence to successful degree completion to an already vulnerable sub-set of students.

Parental Contributions

The amount that parents are expected to contribute to their children's education costs is a function of family size, income and the number of post-secondary students in the family. Too often, cases arise in which parents are unable to provide the expected level of financial contribution.

Recommendation 4

Consider alternative means to provide expected parental contribution, such as the establishment of an unsubsidized parental loan program for post-secondary study. This

gives parents the opportunity to assume some debt themselves rather than placing more burden on their child(ren) already accumulating federal and provincial loan debt.

For students whose parents are unwilling to provide information for government loan assessment or to co-sign a bank loan, the notion of an unsubsidized student loan could also be explored. This could be a last resort for students who have run out of options.

Spousal Contributions

The needs assessment of a student who is identified as married or in a common-law relationship assumes the financial contribution from the spouse or partner. There are exceptions permitted, such as when the spouse/partner is out of the workforce caring for a young child or when the spouse/partner are themselves a full-time student. Non-work due to incarceration can also be reviewed with supporting documentation.

Unfortunately, a spouse/partner who is in the workforce but has recently completed their degree and is repaying their own CSLP loans, is not a recognized scenario for exceptions to spousal contributions. This creates further stress on couples who have both sought to advance their opportunities with higher education and are facing their joint 'life start up' costs coinciding with workforce entry.

Recommendation 5

Allowing a review of a student's assessed spousal/partner contribution when they have recently entered the workforce with their own student loans to repay.

Student Self-Help

The introduction of a flat-rate student contribution in 2017-18 is a positive change towards removing the inherent penalty on students who must work to fill their unmet need gap.

CASFAA is concerned, however, that a flat rate contribution may create a negative bias for the most vulnerable students who, for a variety of reasons, cannot generate any pre-study or in-study income. Examples include students who must contribute time to the care of family members or complete a mandatory stage without pay but with full-time effort. The neediest students have to forgo experiential learning opportunities such as an exchange or unpaid internships if they must work, reducing their competitive edge in their field of studies.

Recommendation 6

While the inability to meet a flat rate student contribution should be offset by the increased grants for low-income students (effective 2016/17), there must be a built-in provision such as an exception or appeal process to protect at-risk students.

Recommendation 7

Extend federal government need-based assistance to establish a National Student Work Study Program, for which a detailed proposal is appended to this document.

Enhancing self-help opportunities on campuses would increase the chances for vulnerable students to raise earnings required for their expected contribution, fill unmet need and increase their employability upon graduation through career-related work.

A National Work Study program, specifically targeting students from under-represented groups such as low-income, indigenous and those with permanent disabilities, is highly beneficial in that it provides students with an important source of income in a convenient environment dedicated to student success.

Institutional Needs-Based Awards

Educational Institutions often participate in helping students address unmet need (after considering maximum government aid and other resources) in the form of need-based non-repayable bursaries. Currently, the CSLP considers all merit and need-based awards over and above \$1,800.00 as student resources. This creates a disincentive for schools to invest more in financial assistance as exceeding this threshold means their funds may replace rather than supplement government aid.

Recommendation 8

We urge the government to exempt institutional need-based bursaries from the Canada Student Loans Program assessment so that students with extraordinary need can be supported through educational institutions' own supplemental access programs.

Students with Dependents

Additional costs for dependent children was limited to children aged 12 and under only. This is particularly a hardship for parents returning to school later in life to improve their career prospects and their family's quality of life. Prior to 2014/15, the needs assessment formula calculated funding for dependent children up-to the age of 18.

Recommendation 9

CASFAA recommends that this policy change be reversed. The costs associated with caring for dependent children do not cease to exist at the age 12.

Canada Student Loan Interest Rates

Canadians commencing their repayment of Canada Student Loans currently have the choice of two interest rates: prime + 2.5% (variable) and prime + 5% (fixed). Students who are required to take out loans to complete their education should be treated as preferential customers - their loans are not for consumer purposes, but rather for human capital that reflects both an individual investment and one that is a necessary key to Canada's future economic development. Now that the Canada Student Loan Program involves direct loans from the federal government to students, there should be lower administrative costs than was the case during the first thirty-five years of the previous CSL program, when "guaranteed" or "risk-shared" loans were funded by and delivered through banks and other types of financial institutions. Such savings should be passed on to students. The interest rates charged on many provincial student loans are significantly lower than the CSL rates. Ontario, for example, charges 1% above prime for the floating rate, Saskatchewan charges prime, and Quebec charges prime + ½%. Newfoundland and Labrador, PEI, Manitoba and Nova Scotia provincial loans are interest-free.

Recommendation 10

At minimum, reduce interest rate charges to students repaying Canada Student Loans to prime. Any current savings in CSLP, and future consideration from further automation and administrative efficiencies, should be passed along to student borrowers in the form of further reduced interest rate charges.

Reinstatement of Interest-free Status after Graduation

An issue bearing further investigation is the reinstatement of Interest-free status 6 (six) months after graduation on the federal loan program. The reinstatement of federal interest-free (as opposed to grace period) would provide students with the opportunity to establish stability in their earnings in the infancy of their career before they begin the regime of student loan repayment.

Recommendation 11

Reinstate the Interest-Free Status 6 (six) months after graduation.

Part-time Students and Programs

CASFAA applauds the increase in part-time student loan assistance, the removal of in-study interest charges, as well as the new grant level at \$1,800 as of 2016/17 (a 50% increase). CASFAA now urges that CSLP revisit part-time loans with respect to academic program eligibility (currently must be eligible for full-time student funding) and paper-based loan processes.

PSE delivery has changed over the years in an attempt to accommodate new student demographics (e.g. mature learners) and create more flexibility in student access. Non-traditional delivery has rendered some students unable to access loan funding. Scenarios include part-time only programs as well as some programs structured whereby certain semesters are not considered full-time course load. Part-time loans must also move to the electronic Master Student Financial Assistance Agreement (MSFAA) to expedite processing.

Recommendation 12

Study trends in program delivery to ensure that the Part-Time Student Loan program is facilitating the broadest, and most appropriate, access for students in financial need with respect to academic program eligibility.

Recommendation 13

Adopt the same Master Student Financial Assistance Agreement (MSFAA) as full-time loans to expedite processing and eliminate overhead for part-time loan administration.

Indigenous Student Resources

CASFAA recognizes that First Nations, Inuit and Metis students are supported through Aboriginal Affairs and Northern Development Canada's Post-secondary Student Support Program (PSSSP). The 2011 report of the Auditor General of Canada indicates that the PSSSP does not provide eligible students with equitable access to PSE funding. The \$8.4 billion announced in the 2016 Federal Budget focuses on primary/secondary education but does not touch upon funding for post-secondary education.

Providing educational and technological support grants would enable Indigenous learners to succeed with their chosen PSE program leading to sustainable employment. There needs to be a commitment to raising the educational attainment rates of First Nations, Inuit, and Metis people to national averages.

Recommendation 14

Develop a Canada Student Grant Program for Indigenous Students within the CSLP. This Canada Student Grant will help to provide additional financial support to address both access and retention of Indigenous students in post-secondary studies.

Please also see Recommendation 7 about how a National Work Study Program would benefit under-represented groups such as indigenous students.

Education Tax Measures

Pre-2016, the government had contributed to student assistance through fiscal measures introduced to the tax system, such as scholarship and bursary exemptions, credits for tuition fees, and an allowance for each month of full-time enrolment, as well as contributions to Registered Education Savings Plans (RESPs). These tax credits were distributed almost entirely without regard to financial need, disproportionately benefiting families with higher incomes.

The initiative in the 2016 Federal Budget to eliminate the education and textbook tax credits to fund an increase in grants is applauded by CASFAA and aligns with our long-standing stance on transforming Education Tax Measures towards means-tested alternatives. The 50% increase in the low and middle income grants, and the part-time student grant is an excellent step towards the removal of financial barriers to attend post-secondary education for a population of students who should not be penalized by the requirement to use loans. It is expected that these upfront, non-repayable grants will provide more funding to students thus reducing long-term educational burden of loan repayment.

Recommendation 15

Review any remaining education-related tax credits, to further fund the costs of CSLP enhancements directly targeting high need and under-represented students.

Student Loan Portal

Over the past decade, the Canada Student Loan and provincial loan programs have undergone major policy shifts, resulting in many students holding multiple types of loans with different lenders. In addition to loans from the previous guaranteed and risk-shared programs held at one or more banking institutions, students may also have direct loans and harmonized loans at a National Student Loans Service Centre (both full-time and part-time loans which carry different rules), and provincial loans with various direct lenders or banking institutions.

This complex history of loans is often very confusing, and students and financial aid staff at post-secondary institutions have difficulty accessing information about total debt load with each lender, especially when students transfer between educational institutions.

Students often go into technical default with one or more lenders when these lenders have not been informed about their full-time student status, resulting in unnecessary interest charges and endangering future funding.

Recommendation 16

Ensure a single portal provides critical and holistic information regarding lenders, amounts, and status of all government student assistance awarded to each student at both the federal and the provincial levels. This database should be accessible both to students and to financial aid staff at post-secondary institutions. We commend the great work being undertaken by Employment and Social Development Canada (ESDC) and their vision for enhanced electronic delivery of services for student borrowers. It is imperative that a comprehensive portal remain a priority, with the close participation of stakeholders including Financial Aid Officers in educational institutions.

Embedding Financial Literacy

CASFAA is a proud supporter of the great progress achieved by the appointment of Jane Rooney, Canada's first Financial Literacy Leader and the National Steering Committee. The national strategy for financial literacy is inclusive, relevant and accessible for all Canadians. We are very pleased with the thought, effort, research and expertise exhibited in the National Strategy for Financial Literacy – *Count me in, Canada* found at the following site: <http://www.fcac-acfc.gc.ca>.

CASFAA recommends that the federal government continue the good work of a national strategy on financial literacy to ensure that there is effective programming available at all levels of education for individuals from K-12 all the way through life. Financial literacy is a life-long process requiring training and information at all levels of the life cycle.

Unfortunately this effort has not been embedded in within Canada Student Loan Program strategies and services. Too often we see student borrowers at risk because they lack the budgeting and financial skills required to make informed decisions. For high-debt undergraduate and graduate students unable to meet nor understand their financial obligations, their mental health becomes compromised.

Recommendation 17

CASFAA urges the implementation of mandatory entrance and exit counseling for students who acquire loans through the CSLP, to ensure exposure to critical information about managing this debt. Furthermore, all interactions between student borrowers and the National Student Loan Service Center should be reviewed for financial literacy opportunities.

Recommendation 18

Introduce materials, trainer support and online course for "How to Prepare for Postsecondary Education" to be directed to high school students starting in Grade 9. The intent is to highlight everything from career planning (direction finding) to how much it costs and how to fund it. This provides an opportunity to groom an early familiarity of government student financial assistance.

On behalf of the CASFAA Board and our members representing PSE institutions from every region across the country, we thank you in advance for your consideration.

Respectfully submitted,



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THE HOUSE OF COMMONS STANDING COMMITTEE ON FINANCE PRE-BUDGET 2017 CONSULTATIONS



Of the 1.3 million Canadians who are currently unemployed, almost a third is young people between the ages of 15 and 24.

The Youth Unemployment Rate stands at 12.9% according to the June 2015 Statistics Canada Labour Force Survey.

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EXECUTIVE SUMMARY

FEDERAL WORK-STUDY PROGRAM

Proposal designed to offer university and college **students with financial need** access to **on-campus employment** opportunities

Program Objectives

For **under-represented post-secondary students** including low income, indigenous, and those with disabilities:

1. To **increase the retention and graduation rates** through on-campus employment opportunities.
2. To help those with **unmet need**, already reliant on student loans, to contribute towards the cost of studies **without incurring more debt**.
3. To create **partnerships** with Educational Institutions to **prioritize work experiences and financial literacy training**.
4. To **increase the employability** upon graduation through career-related work opportunities.

More than half of Canadian students use loans to finance their post-secondary education. Canadian students expect to graduate with [an average of] \$26,297 in debt.

2013 BMO Student Survey

According to the Canada Student Loans Program 2013-14 Statistical Review, the total amount of student loans owed to the federal government reached \$15.70 billion as of March 31, 2014.

This accumulated student debt does not include provincial loans nor other forms of debt used for education-related expenses.

In a February 2015 policy brief from the U.S.-based Center for Analysis of Postsecondary Education and Employment, researchers examined the impact of the U.S. Federal Work Study Program and found that it had a positive academic effect. These effects were magnified for lower-income students.

Introduction

The Canadian Association of Student Financial Aid Administrators (CASFAA) thanks the House Standing Committee on Finance for this opportunity to contribute to the pre-budget consultation process. CASFAA is the national professional association representing financial aid administrators at Canada's post-secondary institutions.

Our members administer a large spectrum of student financial aid programs at all levels. This includes government sponsored student aid programs such as the Canada Student Loan Program (CSLP), various provincial student assistance programs, as well as institutional scholarship, bursary, and work study programs. Students, governments, student loan service agencies, and our respective institutions count on our members' expertise to deliver these complex programs efficiently, effectively and ensuring the academic success of our students. We also provide budgeting and financial counseling assistance to students. A primary objective of the Association is to advocate on behalf of Canadian students. Because of our roles within our educational institutions, we are uniquely positioned to directly witness not only the success of the CSLP, but also the gaps that seriously compromise the academic potential of a great number of students. **Manageable debt levels, work experience and financial literacy will strengthen the opportunity and ability of high risk students to be future contributors to the Canadian economy.**

The Federal Government has developed many successful programs to improve conditions for students in Canada. The implementation of the Canada Student Grant Program, the Federal Repayment Assistance Plan, and set aside billion dollars for grants to improve the accessibility of post-secondary education and underrepresented students—just to name a few. CASFAA applauds these achievements and urges the government to build upon this momentum. **There are still many students in Canada who are disadvantaged in the current system and urgently require additional forms of government assistance.**

Canada's continued prosperity in an increasingly competitive and integrated global economy rests on its ability to maintain an advantage in terms of the skills, flexibility and innovativeness of its labour force. Since 1980, the earnings of those with a post-secondary education have grown, while the wages of those with a high school diploma or less have not. Research from Statistics Canada (Youth in Transition) and Canada Millennium Scholarship Foundation (The Price of Knowledge) confirm that participation rates from students with relatively advantaged backgrounds are strong.

As a country, we need to make gains in the average participation rates of students from low-income families by **removing barriers** such as increased debt. We need to emphasize the **dignity of work** and **increase persistence** by providing practical opportunities to enhance their educational experience, promote student-faculty interactions and connect students to their campus communities in meaningful ways.

As such, CASFAA is recommending a **Federal Work-Study Program (FWSP)**. It will promote self-help in paying for educational costs. Through program participation, students will also gain the skills, knowledge and confidence to effectively utilize their own potential and capabilities to transition from post-secondary education to full-time employment.

Federal Work-Study Program (FWSP)

The Federal Work-Study Program (FWSP) will offer **students with financial need** access to **on-campus employment opportunities**. This is accomplished by a Federal Grant administered by Educational Institutions (EIs) based on their proportion of students on Full-Time Canada Student Loans. **100% of this Federal funding goes to students as pay for work performed**. It represents 75% of the EI's Federal Work Study Program as the EI would be required to contribute (at minimum) of 25% of the funding from other resources. An average FWSP job is defined as 34 weeks at 10 hours/week but each EI would establish a Program most conducive to success based on their environment: fewer jobs at more hours (e.g. intensive summer work) or more numerous small jobs with a higher number of participants. In addition to the focus on **low-income students, indigenous students and students with disabilities** would also be targeted participants. EIs would also be poised to employ Work Study students as financial literacy ambassadors to reinforce healthy budgeting and debt skills – most powerful when delivered as a “students helping students” model.

BENEFITS TO STUDENTS:

- Incentive to continue their academic career despite lack of resources;
- Providing the ability to address their budget shortfall after government aid and other resources are exhausted without incurring more debt;
- Work in a flexible supportive environment which regards full-time studies as priority;
- Priority access to a bank of jobs that complement and reinforce their educational programs or career goals;
- Develop career-related skills and experience, enhancing employment prospects upon completion of their studies;
- Develop other important life skills relating to budgeting and debt management.

BENEFITS TO EDUCATIONAL INSTITUTIONS:

- With the FWSP administered by the EI Financial Aid Offices, the neediest or most at-risk students can be prioritized to participate, and other need-based institutional programs can be combined to provide the best possible support;
- Enhancing student engagement on campus by developing more work-based learning opportunities. This in turn will positively impact retention and on-time graduation;
- Creates additional opportunities to provide financial literacy and life readiness skills;
- Stretches research grants and institutional dollars used to hire students due to the Work Study subsidy incentive.

BENEFITS TO GOVERNMENT:

- Under-represented students who successfully complete their studies and enter the work force with relevant experience are contributing to the economy and innovation at a heightened level, as well as be more likely to repay their student loans;
- Extends the value of federal dollars due to contributing partnership of educational institutions
- The burden of administration rests with EI while retaining the benefit of outcome reports;
- Higher likelihood of Canada Student Loan repayments if students can avoid having to incur other forms of consumer debt;

Accountability and Funding

There will be **on-going monitoring** of the Federal Work-Study Program by the institutional Financial Aid Offices. Interactions include student eligibility through CSLP verification and need assessment, ensuring the EI's financial contribution to the program, and engaging their campuses to prioritize academically relevant work opportunities for eligible students. The FWSP would be governed by the EI's employment conditions including rate of pay that is appropriate and reasonable according to the type of work performed, the geographic region, the employee's proficiency and any applicable laws. An annual report providing spending details on recipients as well as an evaluation of Program impact will be furnished by the EI, which may include student focus groups and surveys.

Appendix 1 attached provides several scenarios for a pilot FWSP funding model. The Federal cost component could be covered by re-evaluating government spending on student assistance through fiscal tax measures such as credits for tuition fees and contributions to Registered Education Savings Plans (RESPs). These tax credits are distributed almost entirely without regard to financial need, disproportionately benefiting families with higher incomes. They do little to assist high-need students and underrepresented groups to enter our post-secondary education system. CASFAA believes that means-tested student financial assistance that is accessible through a simplified application process and that delivers funds at a time that expenses are incurred represents the most effective use of taxpayers' dollars.

Conclusion

CASFAA is grateful for the opportunity to share our insights with the Standing Committee on Finance. Investing in post-secondary education through measures such as those we have recommended will strengthen our country, and will help ensure that all citizens, as individuals, and Canada, as a nation, can compete effectively in the global economy.

Respectfully Submitted,



Cara Piperni
CASFAA President



Shelley Clayton
CASFAA Past-President

FEDERAL WORK STUDY PROGRAM PROPOSED COSTS

Average Work Study Job is 34 weeks @ 10 hours per week, jobs may be split or combined by EI	340		
Federal Work Study Program Grant covers minimum wage, representing 75% of total program	\$ 11.10	(see Table 1 below)	
Contribution from Education Institutions, covering the remaining 25%	\$ 3.70		
Average total hourly rate, varies by job duties and skillset requirements	\$ 14.80		
Total students on Full-Time Canada Student Loans	491,000		
With 2% subtracted to account for study abroad students	480,000		
	0.5% of FT CSL	1% of FT CSL	2% of FT CSL
Pilot as % of total students on full-time Canada Student Loans (# recipients for average job)	2,400	4,800	9,600
Total Funding for Federal Work Study Program	\$ 12,076,800	\$ 24,153,600	\$ 48,307,200
Minimum contributions from Educational Institutions	\$ 3,019,200	\$ 6,038,400	\$ 12,076,800
Paid by Federal Budget in form of grants to Educational Institutions to administer	\$ 9,057,600	\$ 18,115,200	\$ 36,230,400

Table 1: Average Weighted Minimum Wage

It is proposed that the Federal contribution cover minimum wage, which would vary based on the location of the Educational Institution where the student is studying. For the purposes of cost estimates, a weighted average minimum wage is determined.

Province	Current ¹	Upcoming ¹	FT CSL weighting ²	
AB	10.2	11.2	10.0%	1.1
BC	10.25	10.45	12.0%	1.3
MB	10.7	10.7	2.0%	0.2
NB	10.3	10.3	2.6%	0.3
NL	10.25	10.5	1.2%	0.1
NS	10.6	10.6	3.4%	0.4
ON	11	11.25	65.7%	7.4
PEI	10.35	10.5	0.6%	0.1
SK	10.2	10.5	2.3%	0.2
YT	10.86	10.86	0.0%	0.0
Weighted Average			100.0%	11.1

¹ Based on Canada Labour Program website <http://srv116.services.gc.ca/dimt-wid/sm-mw/rpt1.aspx?lang=eng>

² Proportion of students on full-time Canada Student Loans by jurisdiction, based on CSLP Statistics 2013/14