

# Science & Technology Internship Program (STIP)

## GREEN JOBS

### FOR ORGANIZATIONS:

Are you an organization looking to attract and retain highly skilled talent?

Learn more about the STIP Green Jobs wage subsidy program that will help you find new graduates seeking work experience in: Mining and Minerals, Energy, Forestry or Earth Sciences.

**Access funding of up to 80% of each intern's salary, to a maximum of \$10,000 for a full-time, 4-month internship that supports a motivated and qualified new graduate!**

#### Which organizations are eligible?

- Industry, post-secondary institutions, non-profit organisations and provincial, territorial or municipal government departments across Canada.
- Considered a "Green" Organization:
- The nature of your business aligns with green economic sectors or industries; or
- The nature of your business supports innovation and the use of green technologies and processes in the natural resources sectors; or
- The youth internship is expected to produce an environmental benefit.

#### Purpose of the program?

- To provide new graduates the opportunity to gain work experience in the Natural Resources Sectors.
- To provide organizations with the opportunity to employ highly qualified people and to support work that is environmentally beneficial.

#### When does the internship take place?

- The internships begin as soon as possible and must be completed by March 31, 2017.

#### How can my organization participate?

- Contact the Green Jobs Coordinator.
- Organizations may make direct matches with eligible graduates they already know or engage with post-secondary graduates who apply through the program.

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### WHY SHOULD I PARTICIPATE?

- To gain access to **highly qualified people** with the skills required to meet your needs
- A wage subsidy of up to **\$10,000 can help to support the attraction and retention of highly skilled** new employees at your organization.
- To kick-start or accelerate your organization's environmental programs to gain a **competitive edge**

### FREQUENTLY ASKED QUESTIONS

#### Is this program exclusive to Western University graduates?

- No, this program is nation-wide! Any post-secondary graduate or organization throughout Canada can apply.

#### Can my organization hire more than one intern?

- Yes, organizations can hire and receive funding for more than one intern. The maximum number of interns any one organization is allowed to hire will be at the discretion of Western University.

#### How much does my organization pay and how much is subsidized?

- Internships must meet salary standards according to applicable law. NRCan will contribute up to 80% of the total salary, to a maximum of \$10,000. For an organization to receive the maximum funding, they must contribute a minimum of \$2500 to the total salary over the 4-months.

#### Can I use this funding for a new graduate I've already employed?

- No, graduates must not be currently employed at your organization.

#### Does my organization have to be within the Natural Resources Sector?

- Your company does not have to be *directly* within the Natural Resource sector, but does have to be strongly connected to and aligned with the natural resources sector and the use of natural resources.

#### Can we hire the interns with a start date after the first week of December?

- No, internships must begin in the first week of December, 2016 in order to be completed by March 31<sup>st</sup>, 2017.

#### Are we required to employ the intern after the internship is completed?

- No, it is encouraged but not required to hire the intern after the completion of the internship.

#### Are we permitted to hire the intern after the internship is completed?

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- Yes, you are encouraged to hire the intern(s) after the completion of the internship.

### What qualifications do the potential interns have?

- Graduate applicants will have a wide range of qualifications. All eligible applicants will be graduates of a post-secondary institution. Ultimately, it is you that decides if an applicant is right for the proposed position and for your organization.

### Is there an interview process?

- Western University will provide you with all eligible graduate applications and your organization will facilitate the interview process.

### How does my organization receive the wage subsidy?

- Your organization will invoice Western University the wage subsidy amount (NRCan's contribution) of the total salary (Maximum 80%, up to \$10,000) after the completion of the internship (March 31<sup>st</sup>, 2017).

### What is a "Green Job"

- A green job is a position that will result in environmental benefit.

### For more information, please contact:

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Please visit the Natural Resources Canada website at [www.nrcan.gc.ca](http://www.nrcan.gc.ca) to learn more about the Natural Resources Sectors.