

Northern Ontario Internship Program



Candidate Criteria

- ▶ University and college graduates who have graduated within the last three years from an accredited college or university. Candidates must be graduates of post-secondary degree or diploma programs.
- ▶ The position must provide the intern with first time employment in their field of study.
- ▶ Candidates are only eligible to participate in the internship program one time.
- ▶ Candidates must be legally entitled to work in Canada.

The intent of the Northern Ontario Internship Program is to strengthen Northern Ontario's competitive advantage and build economic development capacity by attracting and retaining graduates in the North.

The program provides recent graduates who are interested in launching and building their careers in Northern Ontario access to internships.

Who is Eligible?

Private sector, public sector, and not-for-profit organizations located in Northern Ontario that are interested in providing training and work experience to recent graduates. The organization must have been in operation for at least one year with a minimum of one full-time employee and operate in one of the following sectors identified and further described in the *Growth Plan for Northern Ontario*:

- ▶ advanced manufacturing
- ▶ agriculture, aquaculture and food processing
- ▶ arts, culture and creative industries
- ▶ digital economy
- ▶ forestry and value-added forestry- related industries
- ▶ health sciences
- ▶ minerals sector and mining supply and services
- ▶ renewable energy and services
- ▶ tourism
- ▶ transportation, aviation and aerospace
- ▶ water technologies and services
- ▶ municipalities, First Nations, post-secondary education institutions, and research institutions may also apply
- ▶ other business activities that, in the opinion of the NOHFC Board of Directors, will result in an economic development advantage for Northern Ontario will be considered on a case-by-case basis.



Funding

- ▶ Eligible not-for-profit and public sector organizations located in Northern Ontario are potentially eligible to receive a conditional contribution of up to 90% of a recent graduate's salary to a maximum contribution of \$31,500.
- ▶ Eligible private sector Northern Ontario organizations are potentially eligible to receive a conditional contribution of up to 50% of a recent graduate's salary to a maximum contribution of \$31,500.
- ▶ NOHFC funding under this program, when combined with other provincial and federal government sources, will generally not exceed 50% of eligible costs for private sector employers and 90% of eligible costs for public sector employers.

Not all projects meeting the program criteria outlined above will receive funding.

Applications will be accepted under this program until March 31, 2017.

This will be subject to change without any prior notice.

Contact us today:

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nohfc.ca

1.800.461.8329

What is Eligible?

Funding is available for organizations located in Northern Ontario to provide first time full-time employment in a related field to recent university and college graduates. The program will support innovation, economic/community development and capacity building within communities.

Retail business activities where retail is the major or sole function of the position are not eligible. Positions that are operational in nature (such as clerical) are not eligible.

Guidelines

- ▶ Applications will be reviewed according to the following criteria:
 - The opportunity for the placement to result in a full time permanent job.
 - The quality of the skill development opportunity.
 - The type of training being proposed by the employer.
 - The work plan/supervision method. Direct supervision must be provided daily by an onsite supervisor.
- ▶ Activities that displace existing employees are not eligible. The organization is responsible to demonstrate that the position is a new position.
- ▶ Upon receiving NOHFC approval for funding, all organizations are responsible for recruiting appropriate candidates.
- ▶ A fair selection process must be conducted by organizations for each position.
- ▶ Organizations cannot hire immediate family members or relatives.
- ▶ Payment will be made on a cost-incurred basis with two payments made at six months and the end of the internship.
- ▶ Work must be undertaken during the internship period of 52 weeks. An internship period will not exceed 52 weeks.
- ▶ Organizations are required to notify the NOHFC when an employee has been hired under this program or when an employee leaves.