

The Co-operative Internship & Experience Program

If you have a human resources need in your organization and the ability to provide a meaningful work placement to a recent university or college graduate for 26 weeks, then this program is for you.

“ This is an excellent program to introduce potential developers, employees and eventual leaders in the Co-op sector.”
Host, 2009/2010 CIEP

“ I was able to obtain full-time permanent employment because of the internship program. I gained experience with decision-making, leadership and independent learning – and I was able to talk about these skills and experiences confidently during the interview.”
Intern, 2007/2008 CIEP



WIN for organizations

Complete special projects that have been put on hold

Guide and mentor a youth in career development

Educate a youth on the co-op sector and model of business enterprise

Plan potential succession through the engagement of a youth in the sector and create a future co-op leader

A Youth Employment Strategy brought to you by The Ontario Co-operative Association in agreement with Service Canada



WIN for youth

Acquire real-life, meaningful work experience that will serve as a “launching pad” for their careers

Develop and enhance transferable skills and knowledge for the workforce

Learn about the co-operative model of business enterprise and the opportunities that exist within the co-op sector

Expand and develop networking skills – a much needed aptitude in today’s world of work

Participation & Requirements

Combine the co-op sector's commitment to social and economic principles with its dedication to professional excellence, innovation and growth

“ New graduates often lose out on job opportunities because they lack experience. The internship gives them a good base to get them to the next step – employment. It also gives the co-operative the opportunity to have some fresh ideas/innovations brought to the organization.

Host, 2009/2010 CIEP



“ Before my internship, I was struggling to figure out what I wanted to do with my education and my life...and after my internship, I have come to the conclusion that I would definitely like to expand my knowledge and experience with co-ops.”

Intern, 2007/2008 CIEP

hosts

- ▶ Provide a wage supplement (min. of \$3.00/hour to max. \$10.00/hour) over and above the Service Canada subsidy (equal to the minimum wage at the time).
- ▶ Pay mandatory employment-related benefits (vacation/EI/CPP). The Service Canada portion will be reimbursed to the host by On Co-op.
- ▶ Pay the entire intern's salary as per the organization's regular pay cycle. Hosts will be reimbursed for the Service Canada portion by On Co-op on a monthly basis.
- ▶ Provide ongoing guidance, training and mentorship during the intern's placement.
- ▶ Along with the intern, complete all forms and documents throughout the program in a timely manner, as required by On Co-op.

interns

- ▶ Must be 30 years of age or younger, a recent college or university graduate (with diploma/degree), not receiving EI benefits at the time of application or while participating in the program, and are legally entitled to work in Canada.
- ▶ Must never have participated in a Youth Employment Strategy program in the past.
- ▶ Be available to work full time for 35 hours per week, for 26 consecutive weeks, from the specified start date of the program.
- ▶ Attend a mandatory three-day workshop in Guelph, Ontario, where they will learn a variety of career development skills, as well as gain a core understanding of the co-op sector and model of business enterprise.
- ▶ Participate in a variety of webinars designed to enhance the interns' overall learning experience throughout the program.

If you are a potential host or intern and would like more information on this amazing opportunity, contact:

**Audrey Aczel, Internship Project Manager
Ontario Co-operative Association**

Tel: 1.888.745.5521 x. 24

Email: aaczal@ontario.coop · Website: www.ontario.coop/interns