



# **Wage Subsidy – Frequently Asked Questions**

Indigenous Clean Energy is a Delivery Organization for the Science and Technology Internship Program offered through Natural Resources Canada. To learn more about the STIP wage subsidy program, click here: <https://www.nrcan.gc.ca/climate-change-adapting-impacts-and-reducing-emissions/canadas-green-future/green-jobs/87>

### **What is the eligibility criteria for youth participants?**

- Must be between 18 and 30 years of age
- Eligible to work in Canada
- A Canadian citizen, permanent resident, or have refugee status
- Internships are for full-time employment and require participants to be available at least 30 hours per week

### **What is the eligibility criteria for employers?**

- Organizations in the natural resources sector who can offer youth full-time (min. 30 hours/week, some exceptions may apply) work experience for up-to-12 months
- Legal entities incorporated or registered in Canada, including for-profit and not-for-profit organizations
- Indigenous organizations and groups
- Provincial, territorial, regional and municipal governments and their departments and agencies

### **Are internships available for part-time work?**

- At this time, internships are not available for part-time work. Internships are for full-time employment and require participants to be available at least 30 hours per week. For seasonal work, there are some months which will be busier, and some months which will be less busy. This is fine, as long as the employee is working an average of 30 hours per week.

### **Can the intern have been working with the company prior to the internship?**

- In most cases, no. Funding is for new internships. If the youth was already with the organization then that would not be considered a new position. If the funding is being used to increase the youth's role into a new position within the organization then that could potentially be considered a new position depending on the situation. The STIP is a workforce transition program and the intent is to support the transition of youth into the workforce.

### **Are employers/youth eligible for retroactive pay?**

- No

### **What is the timeframe for the wage subsidy?**

- Internships are 4-12 months long. Most internships will begin in September 2022.

### **Are travel and office costs eligible within the wage subsidy?**

- It is expected that the employer would pay for the employee's office. Accommodations for youth living with disabilities are eligible as a way of removing barriers to employment experienced by those youth. As for the transportation cost, this is not included. The program has increased the eligible wage subsidy for youth experiencing barriers to employment, including those living in rural and remote areas. That increased wage subsidy is meant to make up for the increased cost of living related to living in rural and remote areas.

## **Can you clarify how much Generation Power will pay, versus how much the employer will pay?**

- The salaries will be determined by the employers and the length of the placement. Generation Power Canada will pay 80% of wages, up to a maximum of \$32,000, and the employer will pay at least 20%. An example is an intern with a 6-month placement receiving a total wage of \$25,000. In this case, Generation Power will pay \$20,000 and the employer will pay \$5,000. Another example is an intern with a 12-month placement receiving total wages of \$48,528, whereby Generation Power paid \$32,000 and the employer pays \$16,528.

## **What type of reporting is required from employers and youth?**

- Employers and youth will need to sign an agreement which outlines the details of the placement.
- Employers will need to provide a confirmed start and end dates and full wage/benefits cost breakdowns.
- Employers will be required to submit pay stubs on a monthly basis to show they are paying the intern at the level they committed.
- Employers and youth will need to fill out a brief post-placement survey once the placement is finished.

## **When will payments be made to host organizations?**

- This is to be confirmed.

## **Can interns take post-secondary studies while doing an internship?**

- The young person must be available to work full-time (30 hours a week). If you plan to do post-secondary studies while working, you will need to have a conversation with the employer about this, including the amount of time it will take, and whether you will have time during work hours to work on school. This could be considered part of training depending on the nature of the studies.

## **Can this internship be funded by other federal programs?**

- No, the Employer confirms that this placement opportunity will not be funded by any other federally funded program, including IRAP, Mitacs, etc. That being said, the employer could use funding from other sources, such as provincial or foundation funding.